

Legal Cannabis Industry Forum

November 8, 2024

Agenda:

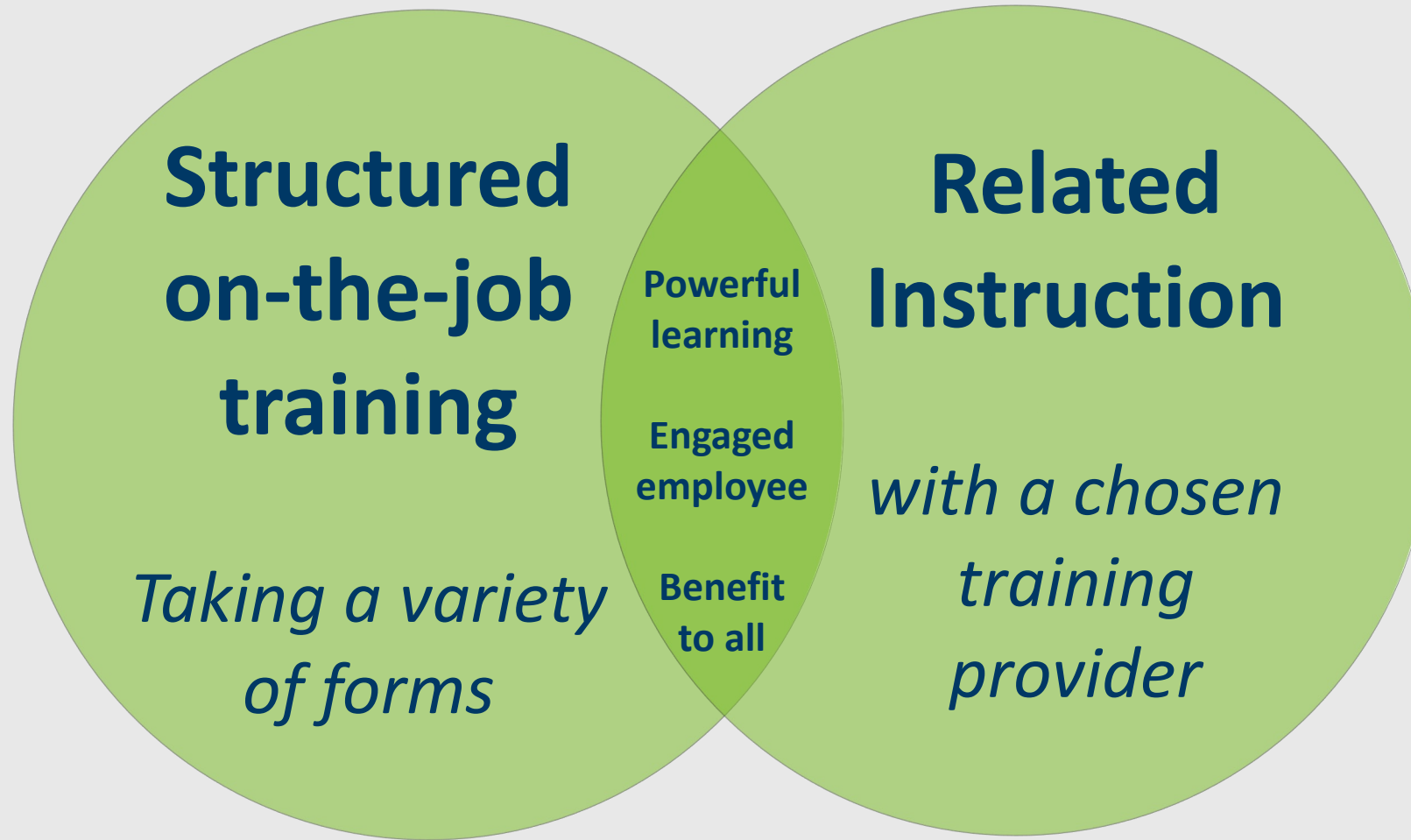
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- Pipeline updates
- New legal cannabis industry occupations
- OHE Dual Training grant update
- Office of Cannabis Management update
- Adjourn

What is Minnesota Dual-Training Pipeline?



- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, child care, health care services, information technology, legal cannabis industry and transportation**
- Private Investment, Public Education, Labor and Industry Experience

Employment-Based Training



Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

Dual-Training Pipeline Program Updates

What has Minnesota Dual-Training Pipeline been up to lately?

- Child care visit to Yellow Brick Road Learning Center in Plymouth with Lt. Governor Peggy Flanagan.

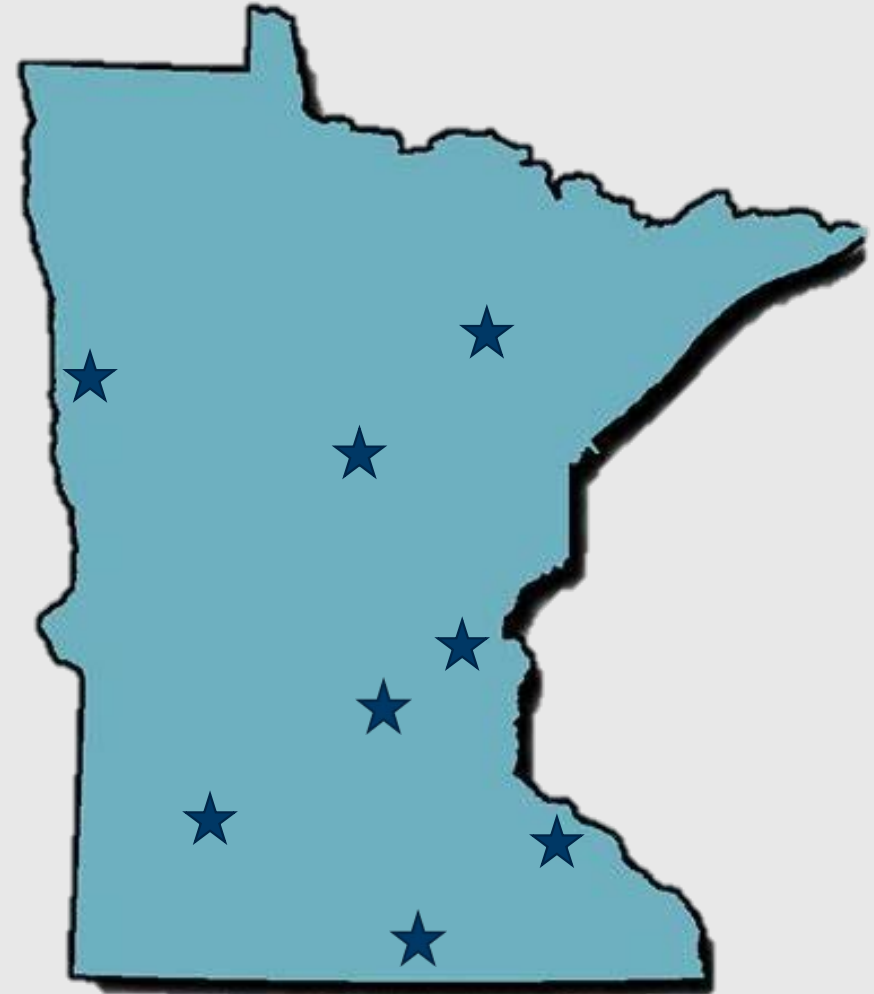
[Lawmakers funnel \\$450K to help grow Minnesota's child care workforce - CBS Minnesota](#)

- Manufacturing Month visit to Two Rivers Enterprises with Commissioner Blissenbach and Commissioner Olson.

[Two Rivers Enterprises Recognized For Work With Training Programs](#)

- Workforce Community Conversations:

- Brainerd
- Austin
- Blaine
- Marshall
- Red Wing
- Crookston
- Grand Rapids
- Shakopee



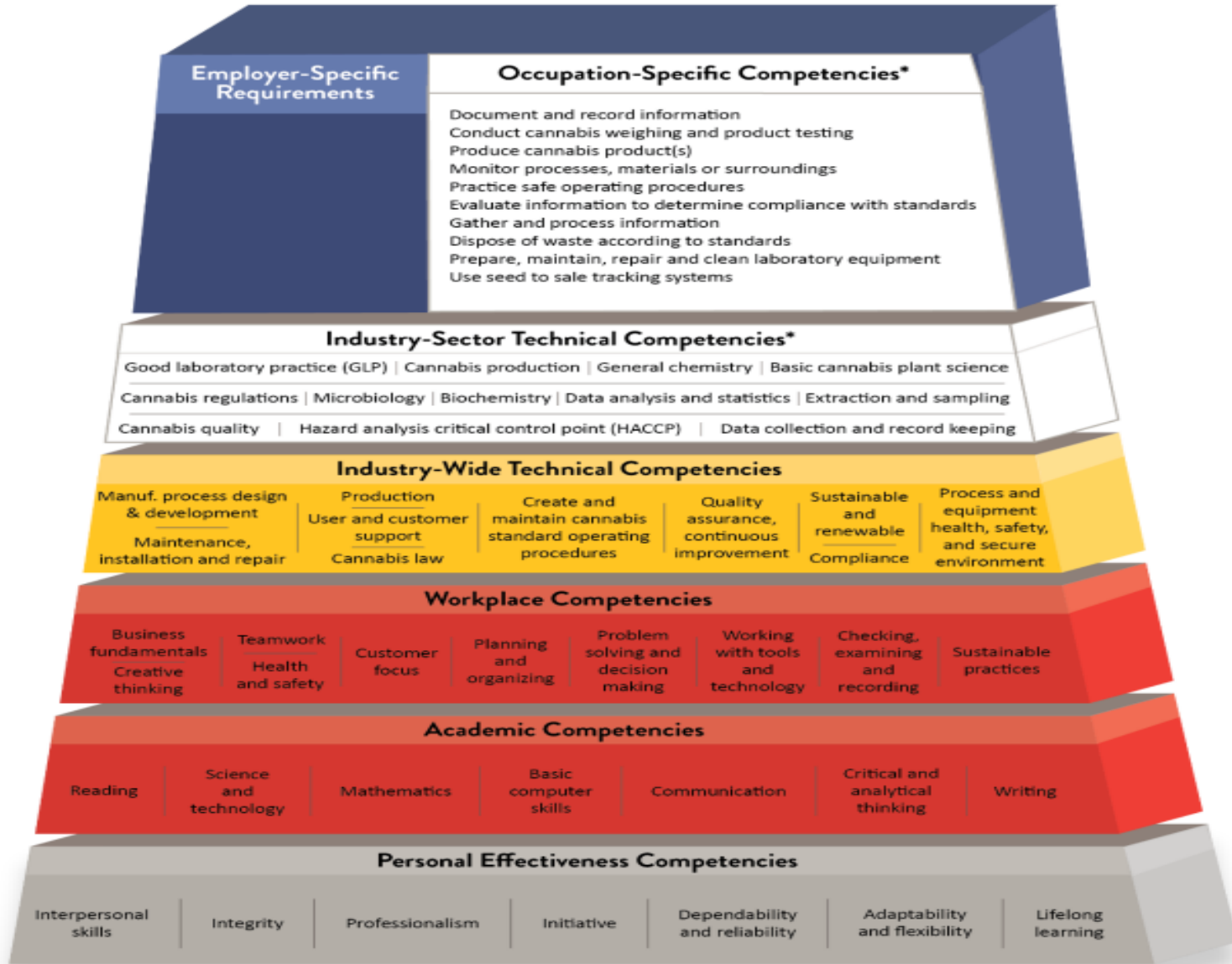
Current Legal Cannabis Industry Occupations

- Cannabis cultivation supervisor
- Cannabis laboratory technician

Minnesota Dual-Training Pipeline

Competency Model for Legal Cannabis Industry

Occupation: Cannabis Laboratory Technician



Pyramid example

Cannabis Laboratory Technician

Based on: Building Blocks Competency Model, Employment and Training Administration, United States Department of Labor, August 2017.

* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

Minnesota Dual-Training Pipeline Occupations

- Two or more employers state need;
- Must offer a pathway to a livable wage: \$21.58/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information and other research considered);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

New Legal Cannabis Industry Occupations

- **What occupations do you see a need for in the cannabis industry?**

Notes from discussion: Here are some of the jobs people discussed as anticipating a need for going forward: Compliance specialist, dispensary supervisor, dispatcher, metrics system lead, budtender, supply chain roles, facilities and equipment maintenance and repair, retail security, packaging and inventory lead, quality assurance technicians, and demand planning and purchasing.

Following the industry forum, DLI staff will continue researching these occupations, and more, to see what might be possible to add as new eligible occupations for the dual-training program. As such, please note that items listed above may or may not be formally added to the program in the future.

New Legal Cannabis Industry Occupations continued

- What training needs do you anticipate for these occupations?

Notes from discussion: Data clean-up, state trainings, track and trace software (fulfillment), facilities management and safety guidelines (OSHA), automation (regarding packaging and processing). Individuals on the call were also curious about education involvement from institutions of higher education in Minnesota as they mentioned that some existing degrees in the sciences and agriculture for example are still relevant but that the state would also benefit from having in-person specific cannabis education opportunities as well.

- What barriers to hiring, training and retaining cannabis workers are you concerned about?

Notes from discussion: Lots of interest in the industry is good. More knowledge about what exactly will be Minnesota rules and how to operate in the state are still needed to better establish the industry.

Dual Training Grant Basics

An eligible DTG recipient must meet all the following:

- Be an employer or organization of employers
- Have a dual-training program
- Employ an eligible dual trainee
- Have an agreement with an eligible related instruction training provider
- If annual gross revenue exceeded \$25,000,000 in the previous calendar year, pay for at least 25% of related instruction costs
- If a current or prior DTG recipient, be in good standing on all grant requirements
- If a current or prior recipient of other Minnesota State grant programs, be in good standing on all grant requirements.

*Next [grant round](#) to be held in Spring 2025. Opens March 4 and closes April 15.

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Dual Training Grant

The maximum grant request amount is **\$165,000** and limited among the following budget categories:

Budget Category	Grantee Maximum Amount	Grantee Match Required	Expenditures	Dual Trainee Maximum Amount
Related Instruction Costs	\$150,000	25% match required, up to \$2,000, if annual gross revenue exceeded \$25,000,000	<ul style="list-style-type: none"> • Tuition • Fees • Required & recommended books • Required & recommended materials 	\$6,000
Trainee Support Costs *Connected to related instruction	10% of grant request amount, up to \$15,000	None	<ul style="list-style-type: none"> • Transportation and/or mileage • Lodging • Meals • Tutoring services • Translation and/or interpreter services 	None

Office of Cannabis Management Update

OCM is charged with:

- Developing and implementing the operational and regulatory systems to oversee the adult-use cannabis industry, the medical cannabis program, and the consumer hemp-derived cannabinoid industry.
- Launching an effective, safe, equitable, and sustained cannabis industry.

The Office of Cannabis Management will release applications, issue licenses, and develop regulations outlining how and when businesses can participate in the new adult-use industry in Minnesota. Over the last year, the OCM has been developing the regulatory framework for legal adult cannabis and establishing processes and timelines to apply for licenses.

Office of Cannabis Management Update

- License Preapproval – Ongoing
 - Social Equity Verification – June 24 through July 10
 - License Preapproval Application Process – July 24 through August 12
 - Vetted Lottery Selection – To be determined
- General Licensing – Anticipated in 2025 (once rulemaking is complete)
 - Available for social equity applicants and non-social equity applicants
 - Social Equity Verification – Timing information will be shared on website
 - License Application Process - Timing information will be shared on website

Office of Cannabis Management Update

- Rulemaking process is ongoing, anticipating rules being complete in 2025
 - Licensing and regulatory structure dependent on rules being adopted
 - Expedited complaint process for local partners will be established as part of this work.
- Compacting process continues with tribal nations
- Implementation and additional staffing
- Continued engagement
- Office build out continues, including licensing and enforcement teams
- Grant program development (in coordination with Division of Social Equity and additional agencies)

Office of Cannabis Management Update

- The Division of Social Equity is the division housed in the Office of Cannabis Management that promotes *development, stability, and safety* in communities that have experienced a disproportionate, negative impact from cannabis prohibition and usage.
- The Division of Social Equity will implement and oversee **two grant programs** established in statute.
 - **Can Renew** will award grants to eligible organizations for investments in communities where long-term residents are eligible to be social equity applicants.
 - **Can Grow** will award grants, in consultation with the Commissioner of Agriculture, to eligible organizations to help farmers navigate the regulatory structure of the legal cannabis industry, and nonprofit corporations to fund loans to farmers for expansion into the legal cannabis industry.
- Division staff will promote economic development, improve social determinants of health, provide services to prevent violence, support early intervention programs for youth and families, and promote community stability and safety. <https://mn.gov/ocm/social-equity/>

Office of Cannabis Management Update

The Office of Cannabis Management (OCM) is hosting [a virtual listening session](#) to inform community members about the CanRenew and CanGrow grants.

- **Friday, Nov. 15, 2024, from 4:30-6:00pm**
- **Registration is required** and limited to 1,000 participants. If you would like to participate in the webinar, please register at this [webpage](#).
- **If you have a question** about either of the grants that you would like to be considered during the webinar, please use the form available online. Note: questions will be used to help inform OCM's future resources, presentations, and FAQs on the webpage.

Upcoming Minnesota Dual-Training Pipeline Virtual Events

Speaker Series with Sarah Ciavarri

“Breaking the Leadership Myths: Unlearning the Lies and Leading with Confidence”

December 10, 2024 - 9-10 a.m. [Register here.](#)

Pipeline 101 – Learn even more about the basics and ins and outs of how to set up dual training

Dec. 17, 2024, from 9 to 10 a.m. [Register for the webinar here.](#)

Save-the-Date - Winter Industry Forums

- Transportation – 2/4/2025 @ 9 a.m.
- Child care – 2/4/2025 @ 1 p.m.
- Agriculture – 2/5/2025 @ 9 a.m.
- Health Care Services – 2/5/2025 @ 1 p.m.
- Legal Cannabis – 2/6/2025 @ 9 a.m.
- Advanced Manufacturing – 2/6/2025 @ 1 p.m.
- Information Technology – 2/7/2025 @ 9 a.m.

Thank You!



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