

Minnesota Dual-Training Pipeline  
Child Care Industry Forum  
February 14, 2024

# Agenda

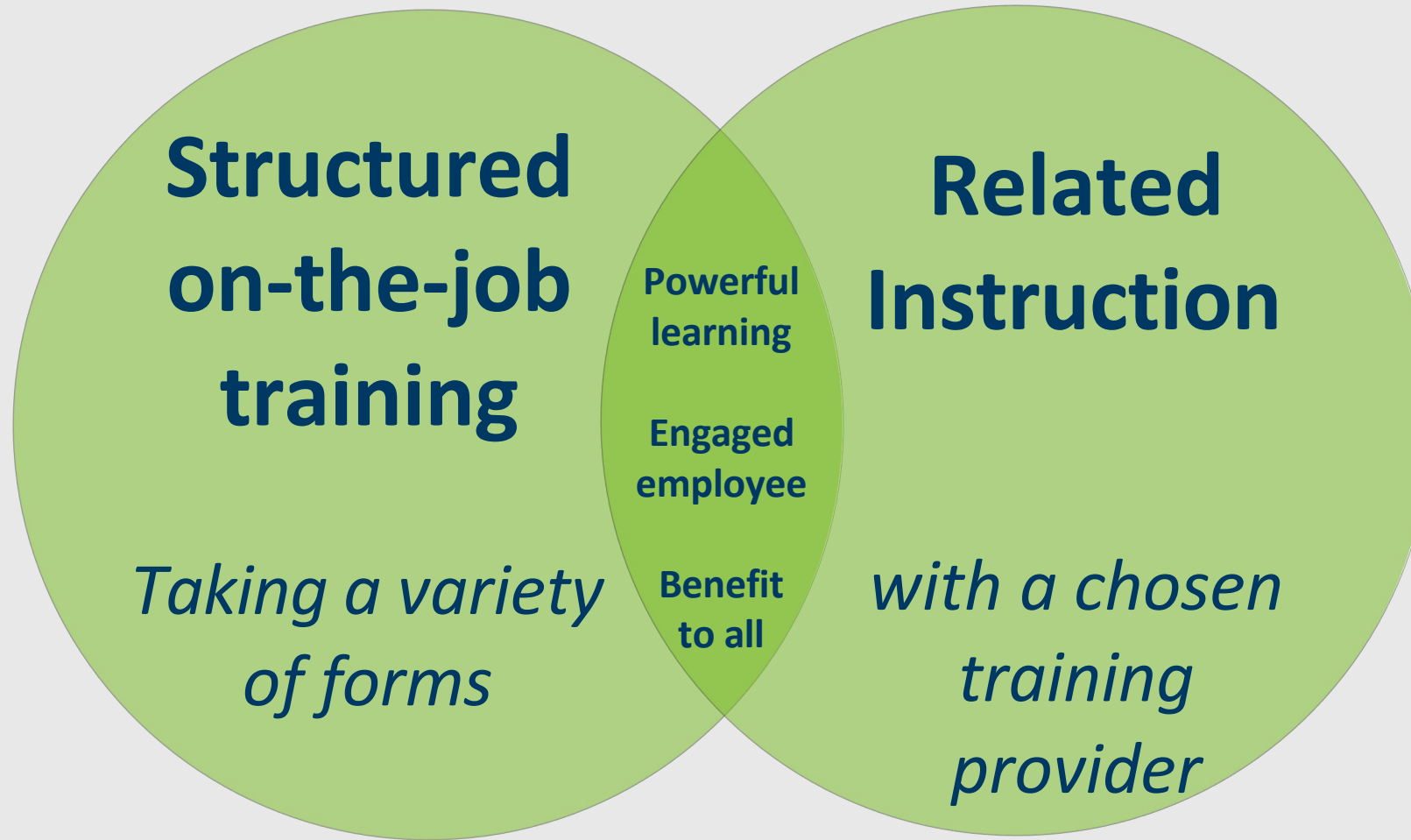
- **Introductions/ Welcome**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Child Care Occupations**
- **OHE Dual Training grant update**
- **Wrap up/ conclusion**

# 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 and information technology, legal cannabis, 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.

# Minnesota Dual-Training Pipeline Occupations – Factors for Adding New Occupations

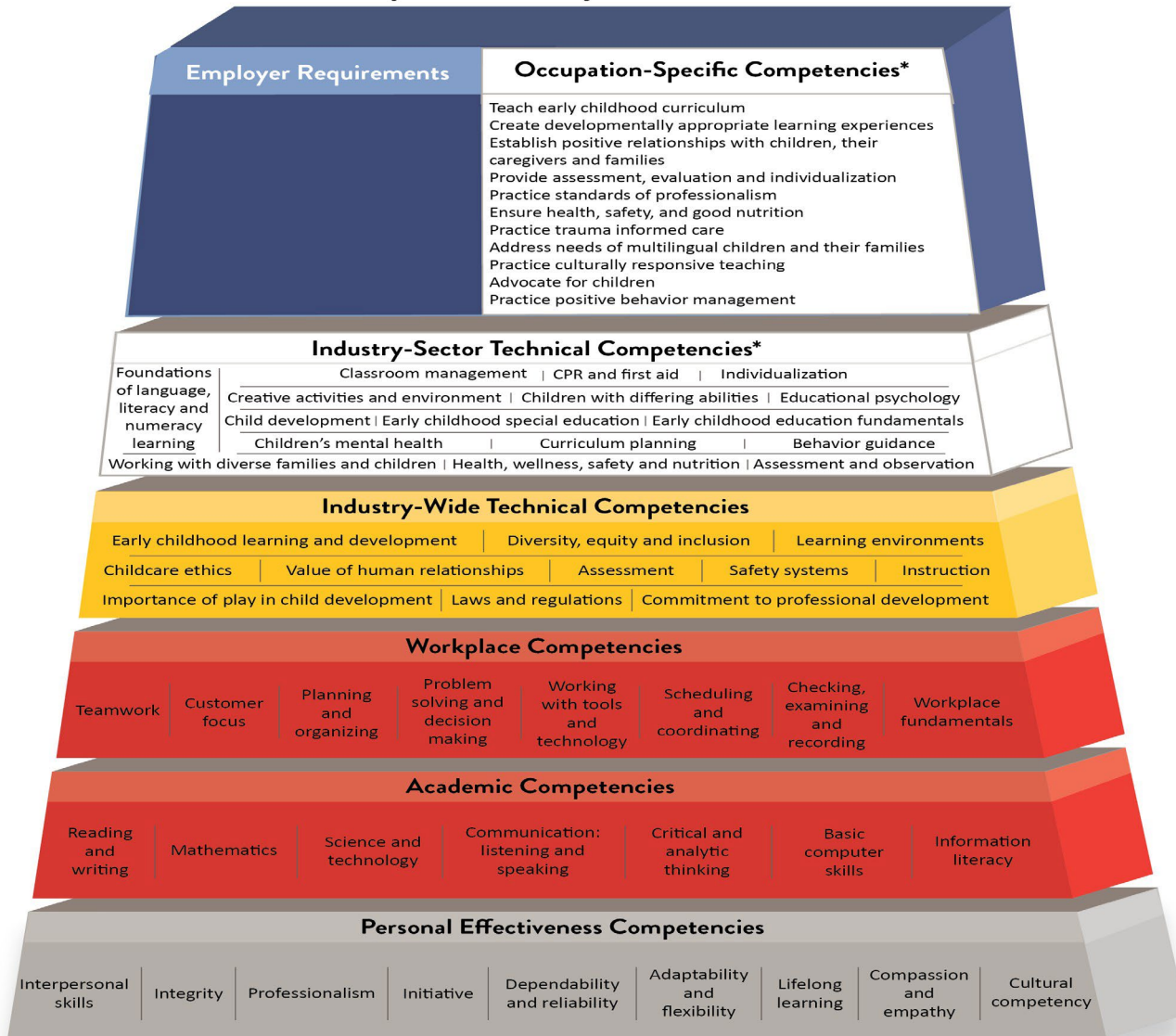
- Two or more employers state need;
- Must offer a pathway to a livable wage: \$19.46/hour (based on a family with one child, one full-time and one part-time employed adult);
- Must be in-demand (Labor Market Information: Three stars is ideal);
- Must offer a career pathway; and
- Must lend itself to the dual-training model.

### Occupations for Child Care:

- Early Childhood Educator
- Early Childhood Director



# Minnesota Dual-Training Pipeline Competency Model for Child Care Occupation: Early Childhood Educator



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.

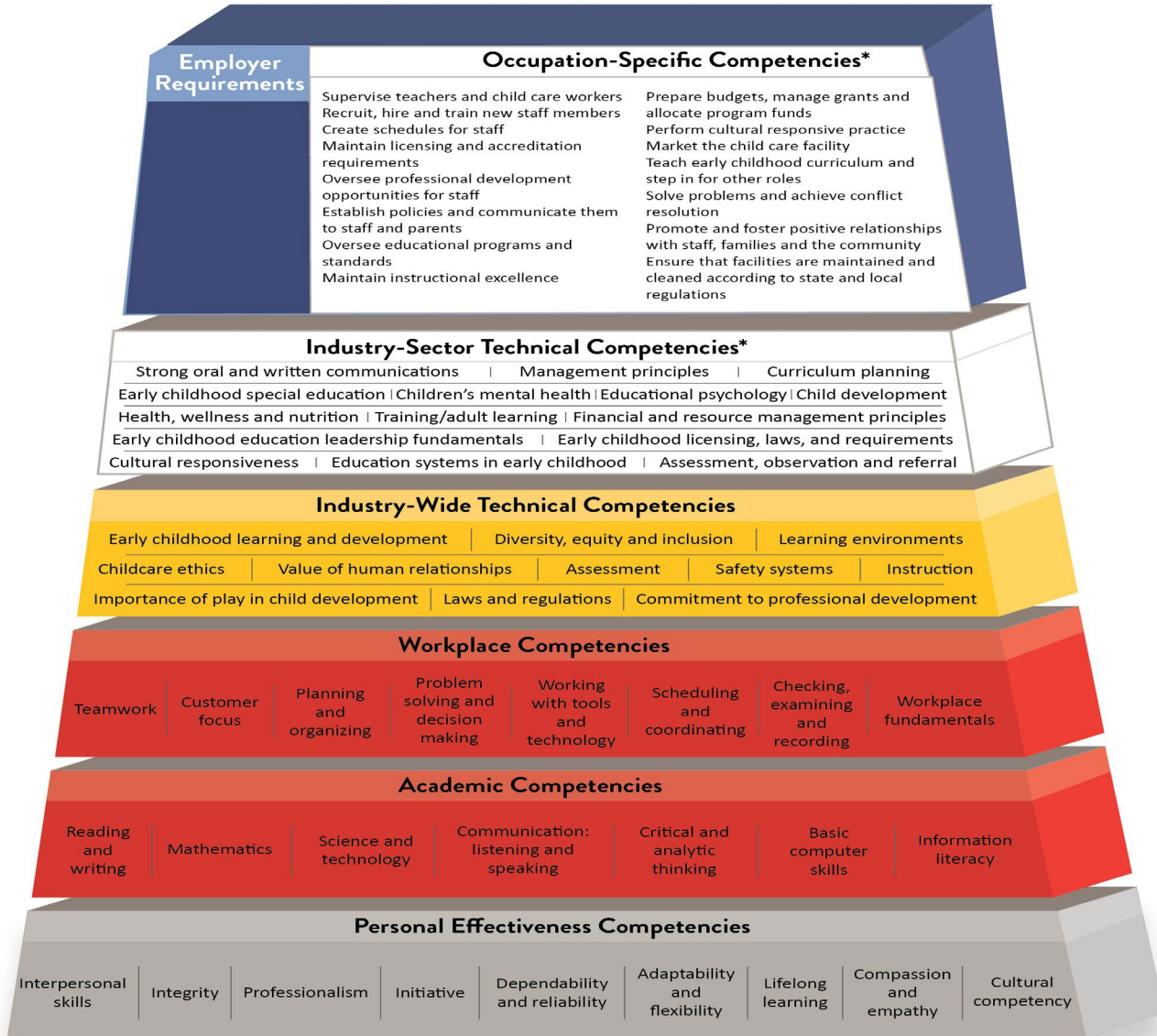
# Early Childhood Educator

If you have further comments or suggestions about this competency model, please email [kathleen.gordon@state.mn.us](mailto:kathleen.gordon@state.mn.us) by February 21, 2024

Final models will be posted by March 1<sup>st</sup>.



**Minnesota Dual-Training Pipeline  
Competency Model for Child Care  
Occupation: Early Childhood Director**



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.

# Early Childhood Director

If you have further comments or suggestions about this competency model, please email [kathleen.gordon@state.mn.us](mailto:kathleen.gordon@state.mn.us) by February 21, 2024

Final models will be posted by March 1<sup>st</sup>

# Dual Training Grant

An eligible DTG applicant must meet all of the following:

- Be an employer or organization of employers
- Have or will have a dual-training program
- Employ or will employ an eligible dual trainee
- Have or will enter into 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.

# Dual Training Grant

## NEW for 2024

- Eligible industries added to include Child Care, Legal Cannabis & Transportation
- Expenditures expanded to *recommended* books and supplies
- Second funding category for trainee support costs, up to \$15,000
- Dual trainee maximum changed to \$24,000 in a lifetime
  - \$6,000 annual maximum remains
- Organization of employers must identify employer partners at time of application
- Online portal system for applying and administering grant
- Financial and Capacity Review process during application for most applicants

*Note: Industries, occupations, employers partnering with an applicant/organization, and related instruction training providers cannot be added after the application deadline.*

# 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"> <li>• Tuition</li> <li>• Fees</li> <li>• Required &amp; recommended books</li> <li>• Required &amp; recommended materials</li> </ul>	\$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"> <li>• Transportation and/or mileage</li> <li>• Lodging</li> <li>• Meals</li> <li>• Tutoring services</li> <li>• Translation and/or interpreter services</li> </ul>	None

# Timeline

Contact Pipeline Consultants with questions or to learn more

Employers having a difficult time filling occupations in specific industries learn about the Pipeline Dual-Training model of combining education with on-the-job training.

Plan for Dual-Training Pipeline Program for 2024-2025

Employers create a dual-training program including at least one Pipeline occupation. Establish partnership with one or more education providers. Develop on-the-job training to complement education.

Apply for Dual Training Grant

Carefully read the Request for Application on the Office of Higher Education [website](#). Complete the online application process by the **April** deadline.

Application OPENS mid-March

# Timeline



Grant Documents may include training provider agreement, work plan and budget, dual trainee participation agreement, 2024-2025 FAFSA completion (if program is financial aid eligible).



Must register with [SWIFT](#) through State of Minnesota and must have contract in place before dual-training program can begin.



Dual Training Grant Contact:  
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Fall term at Minnesota State Colleges and Universities starts **8/26/2024**



# Upcoming Minnesota Dual-Training Pipeline Events

## Pipeline 101

February 27, 2024 from 9am-10am [Register for the webinar here.](#)

## All – Industry Forum

June 11, 2024 from 9am-10:30am at DLI in St. Paul

[2023 Pipeline Annual Recap](#)

# Thank You!



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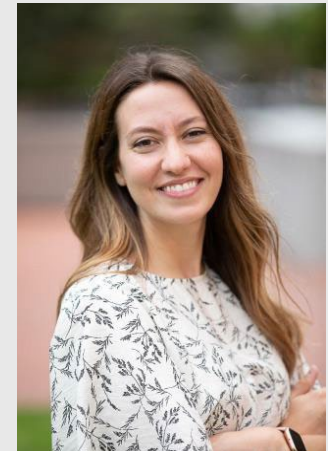
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