

Child Care Industry Forum

November 7, 2024

Agenda:

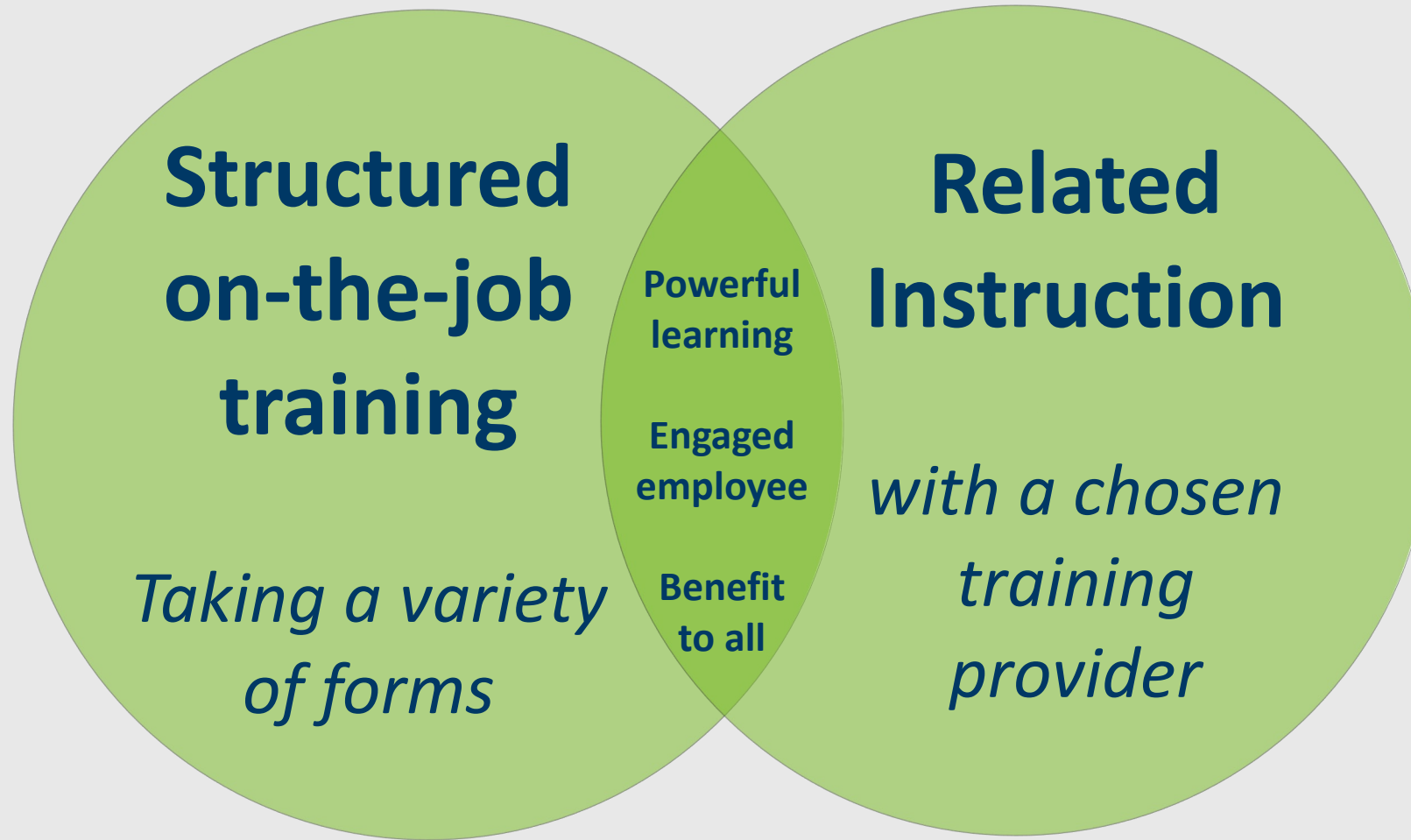
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- Pipeline updates
- New child care industry proposed occupations
- OHE Dual Training grant update
- Registered Apprenticeship child care update
- Adjourn

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

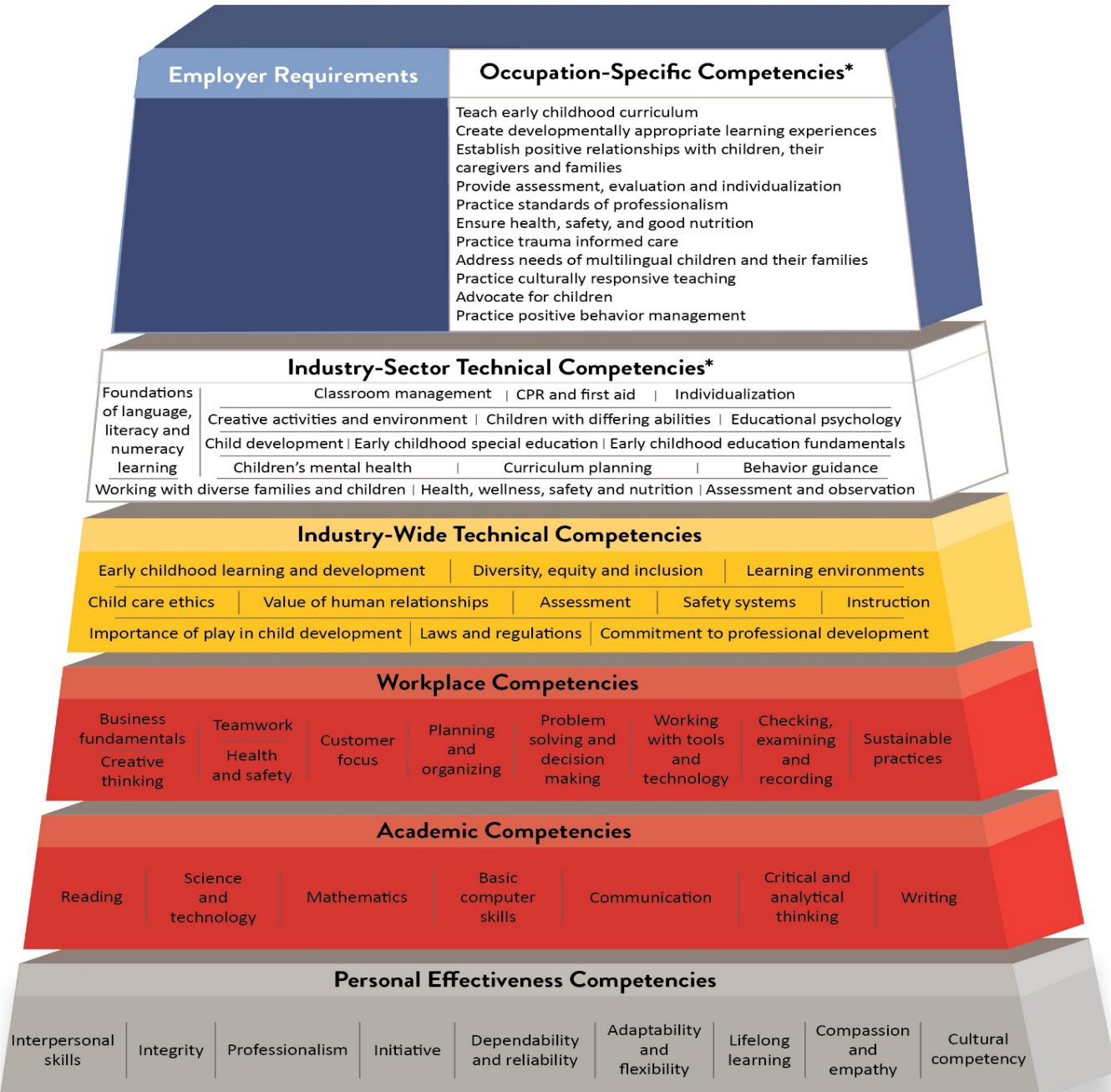
- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training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

Current Child Care Industry Occupations

- Early childhood director
- Early childhood educator

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

Pyramid example



[Early childhood educator](#)

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.

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



Community Conversation feedback topics

Lack of housing for potential employees and families. Hard to attract new workers without it.

Lack of childcare makes it difficult to attract and retain employees if childcare is needed.

Areas with strong Economic Development and Chamber of Commerce partnerships show increased resolution to solve the above issues.

Local high school and employer partnerships increase talent pool and give students career opportunities after graduation.

Trends in child care discussion

How are you attracting talent to your organization?

Notes from discussion: Career fairs, high schools, social media, networking with families in programming, benefit of child care for the worker, MNAEYC job board, etc.

What challenges are you facing with employee retention?

Notes from discussion: Wages, benefits, some licensing issues, child behavior issues.

Have you implemented any strategies to reduce employee turnover?

Notes from discussion: Weekly shout outs, co-locating with senior facilities, flexible scheduling.

Trends in child care discussion continued

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

Notes from discussion: Similar to issues with retention with concerns about wages being a barrier. Language barriers exist as a challenge. Standards for teacher vary and can be challenging.

What occupations are you having a difficult time hiring?

Notes from discussion: Cook, assistant teacher, lead teacher, substitute early childhood educator, and custodians.

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

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Registered Apprenticeship Child Care Update

Child Care Aware of MN

- Registered 8/8/2023
- Child Care Center / Exploring Family Child Care
- 29 registered apprentices
- 13 employers

Funding

- TEACH grant
- Pipeline Dual Training

Upcoming 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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