

Minnesota Dual-Training Pipeline  
Information Technology Industry Forum  
February 7, 2024

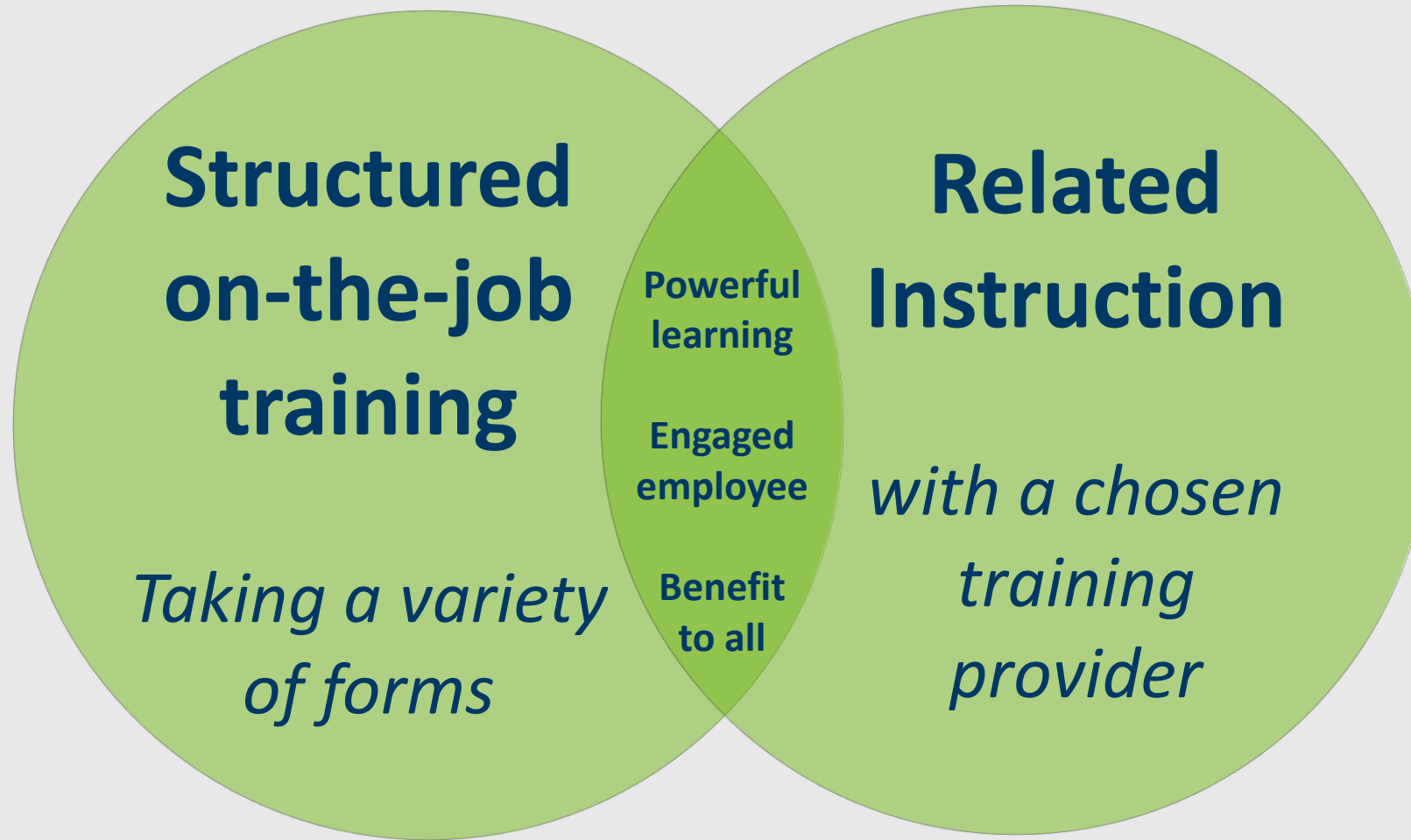
- **Welcome/Introductions**
- **Minnesota Dual-Training Pipeline overview and updates**
- **Dual training resources**
- **What's new with IT? Discussion about latest workforce challenges and opportunities**
- **OHE Dual Training grant update**
- **Wrap up/ conclusion**

# 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, information technology, legal cannabis industry, and transportation**
- Private Investment, Public Education, Labor and Industry Experience

# Employment-Based Training



# Minnesota Dual-Training Pipeline Strategies

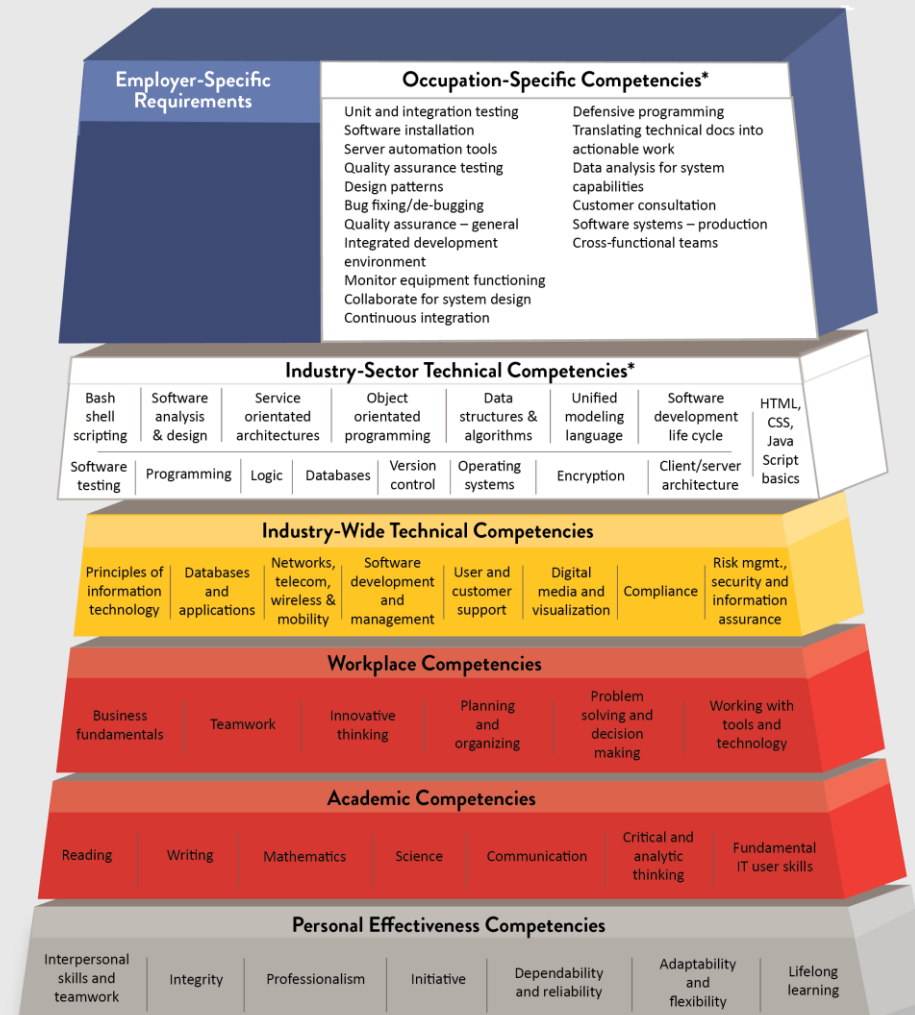
- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training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

# Information Technology Occupations

- Application Developer
- Business Intelligence Developer/Architect
- Cloud Architect
- Computer User Support Specialist
- Data Science/AI Machine Learning Specialist
- Database Administrator
- Information Security Analyst/Specialist
- IT Project Planner/Manager
- Network Engineer
- Software Engineer/Developer
- Testing and Quality Assurance Analyst
- Web Developer – Back End
- Web Developer – Front End

# Minnesota Dual-Training Pipeline Competency Pyramid

## Minnesota Dual-Training Pipeline Competency Model for Information Technology Occupation: Web Developer - Back End



# 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.



# Related Instruction Inventory

- Starting point for employers to develop a dual-training program;
- Includes education and training programs for approved occupations;
- Employers are not required to partner with the training providers on the list, but these are options to be considered.

<https://secure.doli.state.mn.us/pipeline/pipelinelookup.aspx>

*An education or training provider that would like to be included on the inventory should reach out to our team to be added to the list.*

# Related Instruction Inventory site

## PIPELINE RELATED INSTRUCTION INVENTORY

This tool contains an inventory of the training programs that lead to credentials recognized by the Minnesota Dual-Training Pipeline. This list is not comprehensive but is a good snapshot of the training available to dual trainees in your organization. After selecting your industry and occupation, click "Search" to get a list of training programs, links and details about the programs.

This tool can list programs by industry and occupation in the drop down. If you are interested in searching the location of training programs, try adding the city name to the keyword search box. If you have a program name in mind that might be across multiple occupations, try adding that to the keyword search box.

For help with questions about training programs, providers or additions you'd like to see, contact us at [PIPELINE.Program@state.mn.us](mailto:PIPELINE.Program@state.mn.us) or 651-284-5355.

Industry

Advanced Manufacturing ▾

Select occupation

ALL ▾

Keyword search by program or location

keyword

Search

Reset

More Info

# Related Instruction Inventory sample

Occupation	Program	Training Institution	Location	Fully Available Online	Credit	Duration	Credential	Has Participated in DTG Program
Machinist CNC Operator	Advanced CNC Machine Technology	Anoka Technical College	Anoka	No	64 credits	2 years	Diploma	No
Machinist CNC Operator	Advanced Machine Production Technologist	Lake Superior College	Duluth	No	60 credits	2 years	Associate's degree	No
Machinist CNC Operator	Advanced Manufacturing Technology	Pine Technical and Community College	Pine City	No	60 credits	2 years	Associate's degree	No
Machinist CNC Operator	Advanced Manufacturing Technology	Pine Technical and Community College	Pine City	No	45 credits	1-2 years	Diploma	No
Machinist CNC Operator	Automated Machining	Lake Superior College	Duluth	No	16 credits	1 semester	Certificate	No
Machinist CNC Operator	CNC and Advanced Machining	St. Cloud Technical & Community College	St.Cloud	No	60 credits	2 years	Associate's degree	Yes
Machinist CNC Operator	CNC and Advanced Machining	St. Cloud Technical & Community College	St.Cloud	No	54 credits	2 years	Diploma	Yes
Machinist CNC Operator	CNC Design & Manufacturing Technology	Anoka Technical College	Anoka	No	69 credits	2 years	Associate's degree	No
Machinist CNC Operator	CNC Machine Tool	Minnesota State College Southeast	Red Wing/Winona	No	59 credits	2 years	Diploma	No
Machinist CNC Operator	CNC Machining for Wood and Plastics	Hennepin Technical College	Brooklyn Park	No	13 credits	1 semester	Certificate	No

# On-The-Job Training

- 5 Common Types
  - Job Shadowing
  - Mentorship
  - Cohort-Based Training
  - Assignment-Based Project Evaluation
  - Discussion-Based Training
- Tools For Tracking On-The-Job-Training

			
<b>[Company Name]</b>			
<b>Competency Model for Advanced Manufacturing Occupation: Mechatronics Dual-Training Program for</b>			
<b>[Employee Name]</b>			
<small><b>Mechatronics Technicians</b> — Mechatronics Technicians require electrical, mechanical and computer skills necessary to work on complex systems found in manufacturing environments. The work includes basic electronics, fluid mechanics, mechanical drives, instrumentation, motor control and tasks specific to electrical, mechanical, and control specialties. The skills involved include industrial maintenance and manufacturing including assembly, testing, start-up, troubleshooting, repair and upgrades of machinery and associated control systems.</small>			
<small><b>Related Instruction</b> means an organized and systematic form of training designed to provide the employee with the knowledge of the theoretical and technical subjects related to the employee's occupation. The related instruction should result in a degree, certificate, or industry-recognized credential.</small>			
Training Start Date:	7/1/2021		
Anticipated Completion Date:	7/1/2022		
Prepared By:	[Name]		
Position:	[Title]		
Email:	[x@y.com]		
Phone:	[(xxx) xxx-xxxx]		
Current Date:	3/4/2022		

# October Speaker Series Recap



## Improve Your Workplace with Mentoring Programs

October 3, 2023



Download the [power point](#).

Ideas for future topics?

Let us know what else you might like to learn about.

# Skills Based Practices

**Skills-based practices:** An approach to hiring and retaining employees that “focuses on the specific skills needed to succeed in a job, embeds that focus throughout the employee lifecycle (and) recognizes that there are many ways to acquire knowledge and abilities.”

What are you doing to look for talent?

Are you changing how you look for talent? Do IT jobs all need a four year degree?

Resource for creating new job postings:

[Skillful Job Posting Generator](#)

## Notes from discussion:

### What's new with the IT workforce?

- The interest from jobseekers entering the IT field is remaining high
- Credentialing with certificates continues to be widely available
- High interest in cybersecurity continues

### What's your latest challenges?

- Employers are still looking for several years of experience
- Lifecycle from applicant to hire is taking longer than expected

### What's your latest opportunities?

- Seeking out partnerships with employers to provide experience opportunities
- Finding candidates to enter in entry-level roles and provide upward mobility

# 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

Plan for Dual-Training Pipeline Program for 2024-2025

Apply for Dual Training Grant

Application  
OPENS  
mid-March

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.

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

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

# Timeline



Fall term at  
Minnesota State  
Colleges and  
Universities starts  
**8/26/2024**

Setup  
Grant  
Documents  
\*June\*

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).

Sign  
Contract  
\*July\*

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

Begin  
Dual-  
Training  
Program  
\*August\*

Dual Training Grant Contact:  
**Jacquelynn Mol Sletten**  
Assistant Manger of Grants & Workforce Initiatives  
651.355.0609  
[jacquelynn.mol.sletten@state.mn.us](mailto:jacquelynn.mol.sletten@state.mn.us)

# Upcoming Events/Recap

- **Pipeline 101:** February 27, 2024 9-10 a.m. [Register here](#)
- **All-Industry Forums:** June 11, 2024 9-10:30 a.m.
- **2024 Speaker Series:** stay tuned!
- [Pipeline 2023 Annual Recap](#)

# Thank You!



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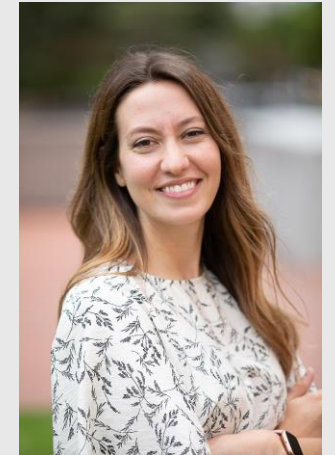
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