

Advanced Manufacturing Industry Forum

November 7, 2024

Agenda:

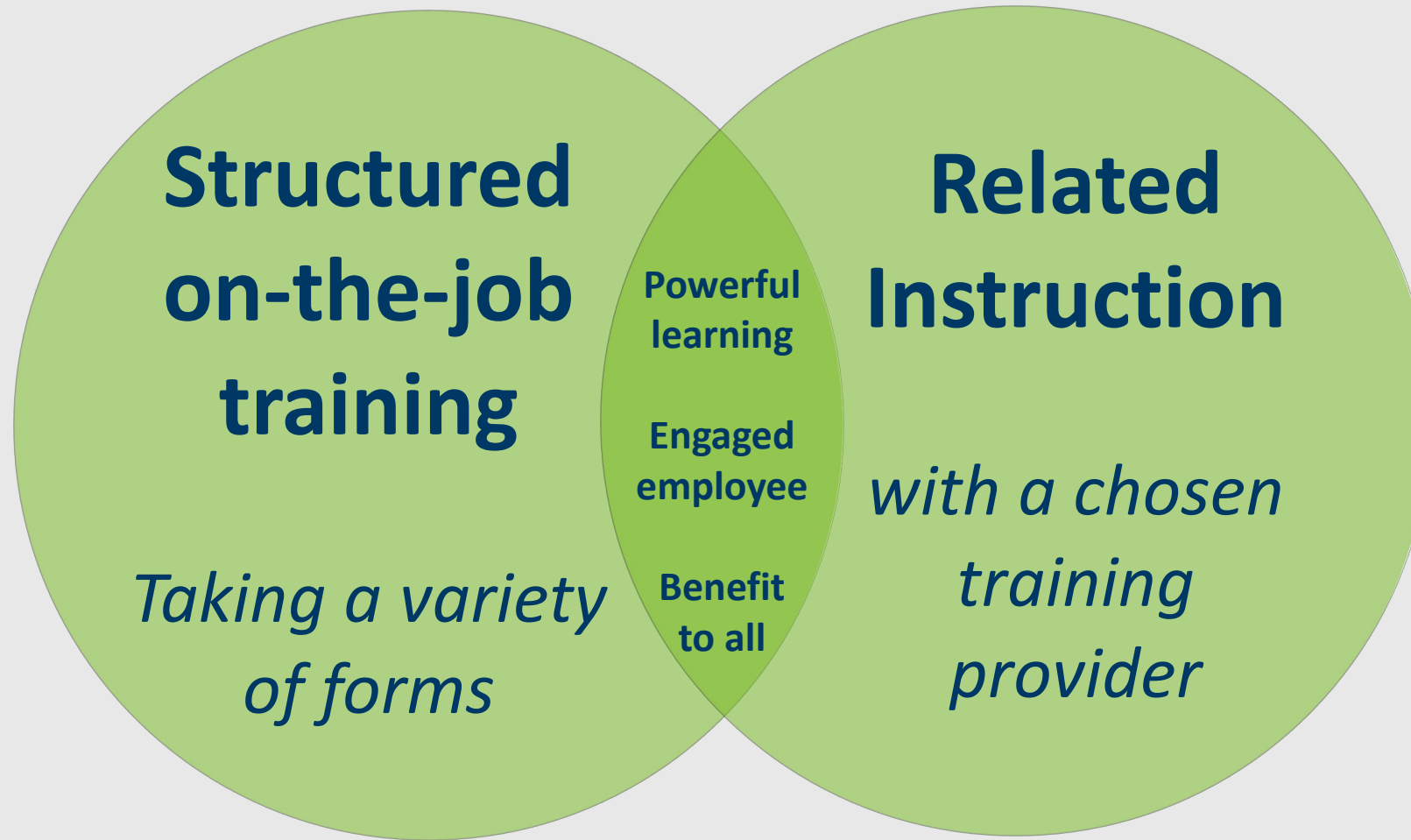
- Introductions
- Minnesota Dual-Training Pipeline overview/ refresher
- Community Conversation feedback
- Trends in Manufacturing conversation
- OHE Dual Training grant update
- Adjourn

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

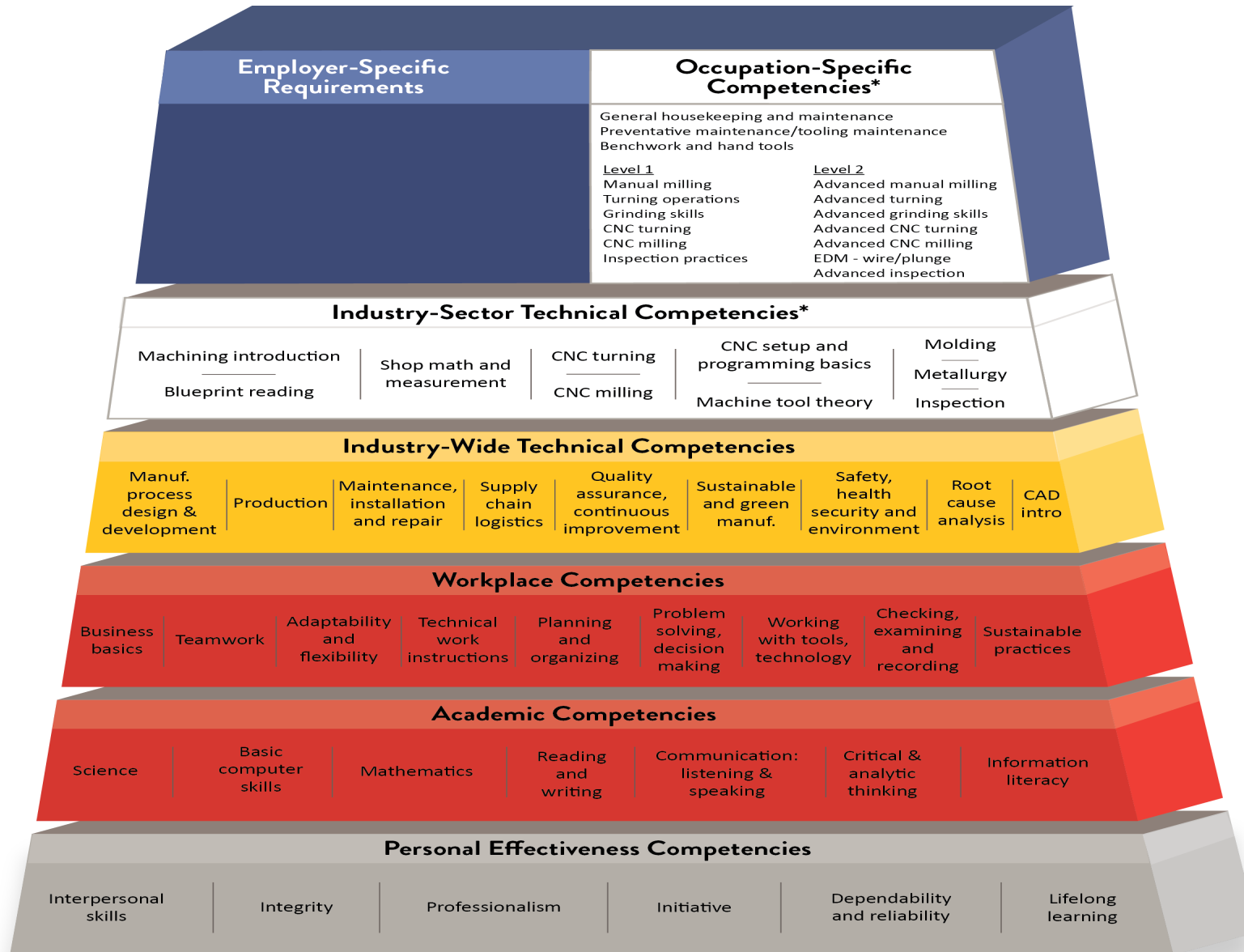
- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the seven key industries.
- **Dual-Training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

Minnesota Dual-Training Pipeline

Competency Model for Advanced Manufacturing

Occupation: Machinist/Computer Numerical Control (CNC) Operator

Pyramid example



Machinist/ CNC Operator

Based on: Advanced Manufacturing Competency Model Employment and Training Administration, U.S. Dept. of Labor, April 2010.

* Minnesota Dual-Training 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.

Current Advanced Manufacturing Occupations

- Computer Numerical Control (CNC) Programmer
- Coordinate Measuring Machine (CMM) Programmer
- Extrusion Molding Technician
- Flexo Technician
- Injection Molding Technician
- Logistics and Supply Chain Manager
- Machinist/ Tool and Die Maker
- Machinist / CNC Operator
- Manufacturing Engineer
- Maintenance and Repair Worker
- Manufacturing Production Supervisor
- Mechatronics Technician
- Print Press Operator
- Quality Assurance/ Food Safety Supervisor
- Quality Assurance Technician
- Robotics Operator
- Safety Technician
- Solderer/Welder
- Industrial Production Manager

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.

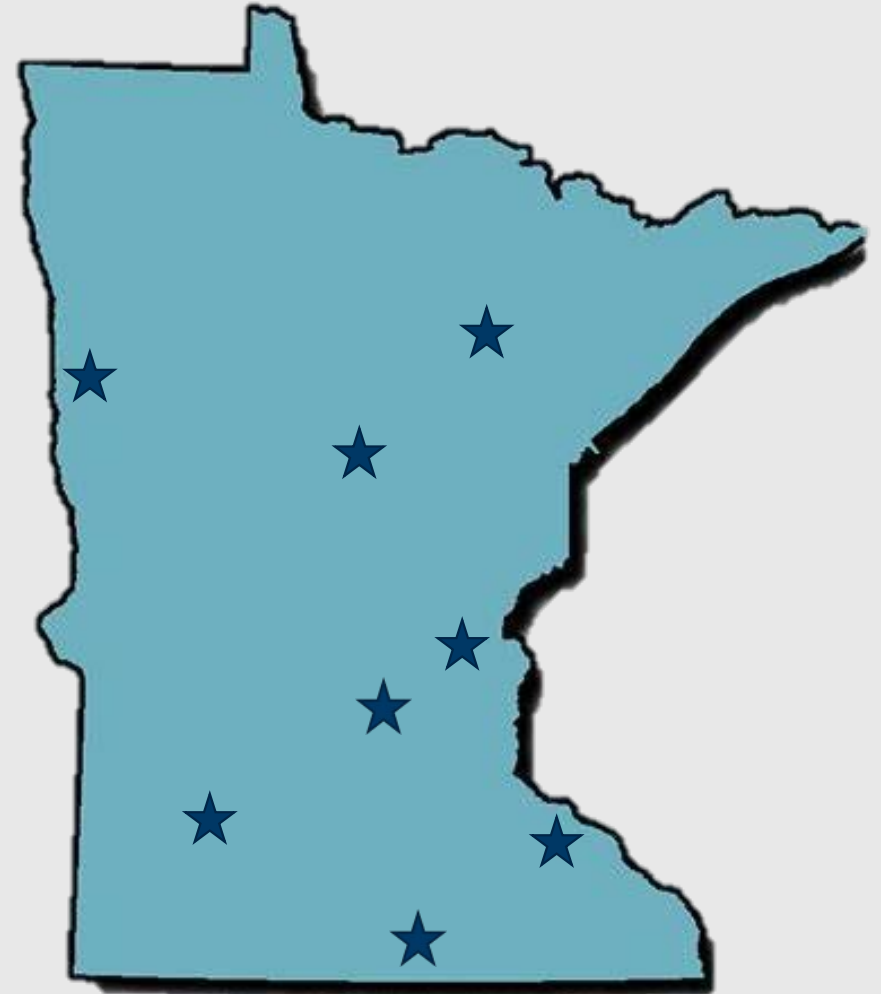
[Lawmakers funnel \\$450K to help grow Minnesota's child care workforce - CBS Minnesota](#)

- 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 new potential employees. Hard to attract new workers without it.**
- **Lack of child care makes it difficult to attract and retain employees if child care 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 manufacturing discussion

▪ How are you attracting talent to your organizations?

Notes from discussion: Attendees talked about career fairs, job shadowing opportunities, tours, multimedia such as online ads, billboards, radio ads, etc. Also talked about presenting to students at high schools as well as partnering with high schools for activities and community events too. Also shared about partnering with community-based organizations that serve immigrants and refugees to get them exposed to the industry and potentially hired.

▪ What challenges are you facing with employee retention?

Notes from discussion: Remote work, housing, child care, culture within organization, sometimes lack of opportunity for growth within organization. Language barriers as well as wage differentiation between rural and metro areas are challenging.

Trends in manufacturing discussion continued

■ What mechanisms have you implemented to reduce turnover?

Notes from discussion: Attendees shared how doing dual-training program is helping reduce turnover. Also discussed offering interpreter services and training. One employer shared about increasing PTO for people working second shift. Customized training was also offered as a potential method too.

■ What occupations are you having difficulty hiring?

Notes from discussion: Attendees shared that welders and machinists are hardest to fill right now. Also discussed how they are getting fewer applicants across the board and that it is taking longer to fill positions.

■ Are there any occupations you'd like to see Pipeline add?

Notes from discussion: Some suggestions about specialization for engineering as well as quality supervision. DLI team will dig into this deeper. Always feel free to reach out to team if there are occupations you'd like to see added.

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

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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