

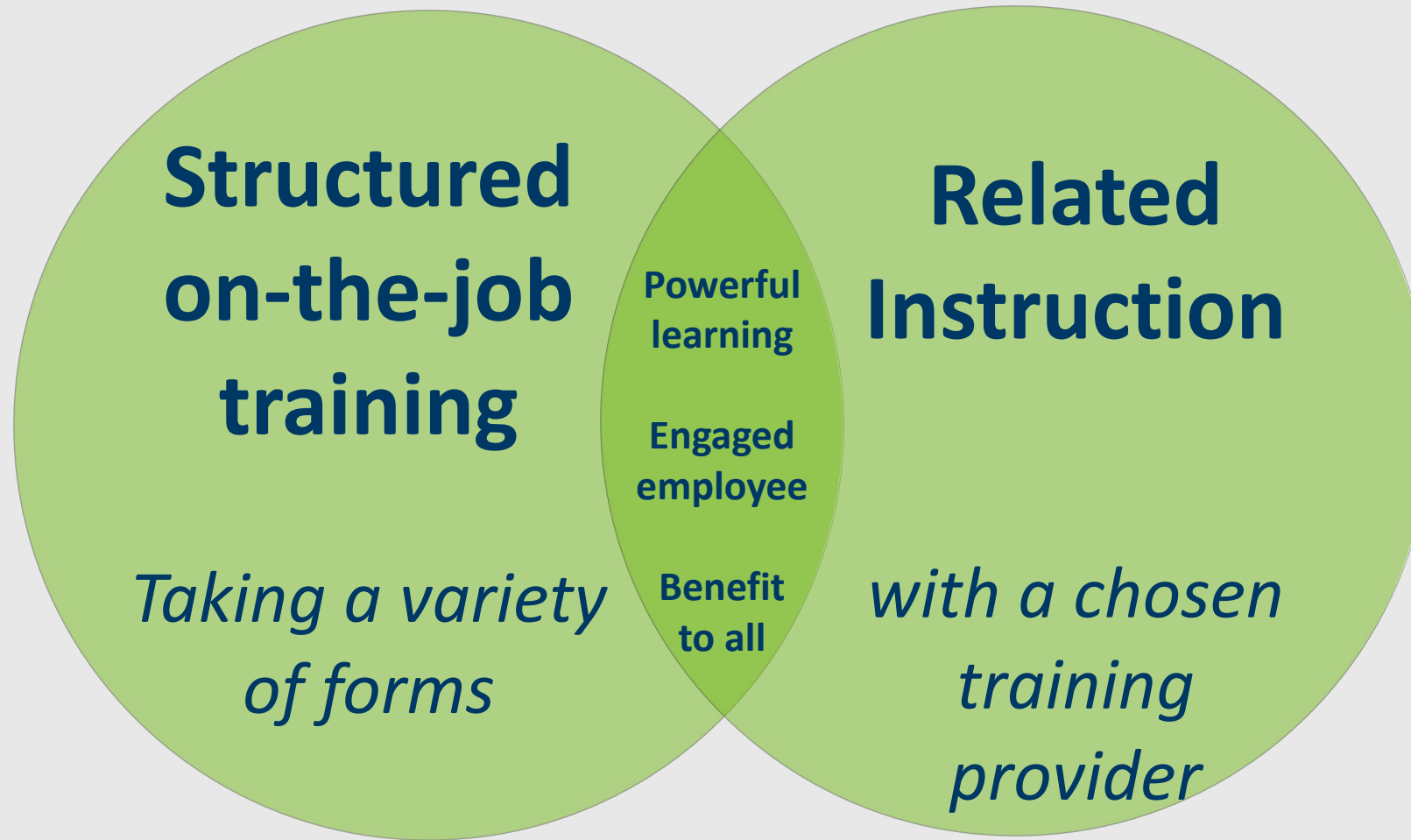
Minnesota Dual-Training Pipeline
“Improve Your Workplace with Mentoring Programs”
October 3, 2023

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.

Sarah Schaefer
Executive Director
Mentor Minnesota





Improve Your Workplace with Mentoring Programs

October 3, 2023



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Who believed in you?

Type your answers in the chat...but wait to hit send!

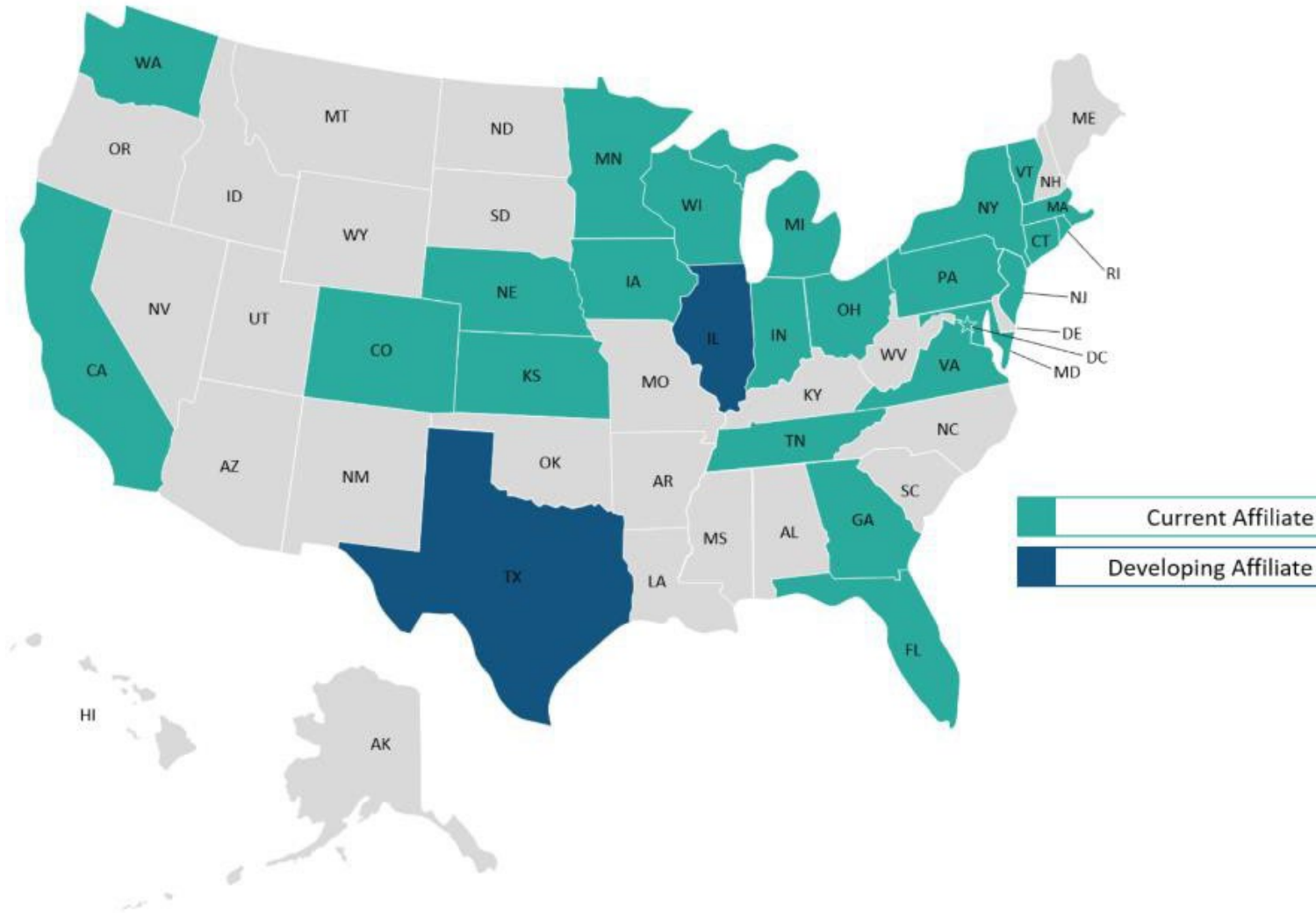


About MENTOR Minnesota

BUILDING THE MOVEMENT & STRENGTHENING THE FIELD



Affiliate Network



Learning Objectives

- Articulate why mentoring is a valuable resource for your company
- Learn about common mentoring structures
- Learn common pitfalls and proposed solutions
- Become familiar with resources for mentoring



What is workplace mentoring?

Partnership mentoring



Short-term, tactical



Peer to Peer



Team

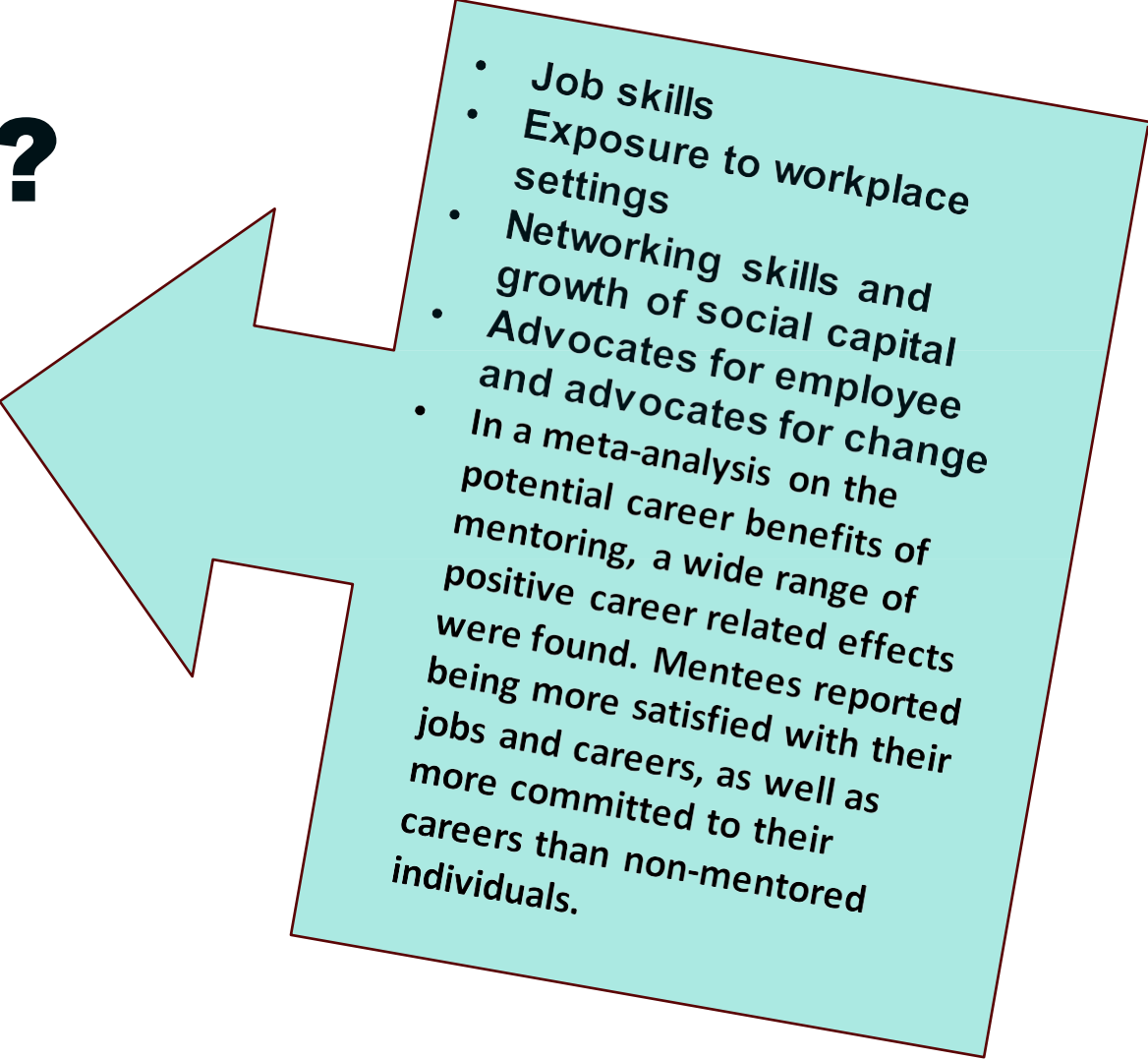


Why do you want mentoring for your company?



Why mentoring?

- For employees
- For employers
- For Minnesota

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- Job skills
 - Exposure to workplace settings
 - Networking skills and growth of social capital
 - Advocates for employee and advocates for change
 - In a meta-analysis on the potential career benefits of mentoring, a wide range of positive career related effects were found. Mentees reported being more satisfied with their jobs and careers, as well as more committed to their careers than non-mentored individuals.



Why mentoring?

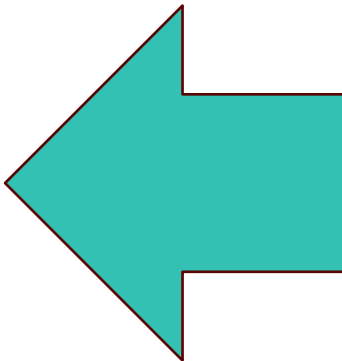
- For employees
- For employers
- For Minnesota

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- Trust from community for taking care of employees
 - Lower crime
 - Demonstrated commitment to philanthropy and public service
 - Increased pipeline of qualified candidates for roles
 - "mentored employees often reported benefits related to compensation, promotion, fringe benefits, job satisfaction, commitment, and intent to stay in a job, and overall career satisfaction and identity."
 - Innovation



Why mentoring?

- For employees
- For employers
- For Minnesota

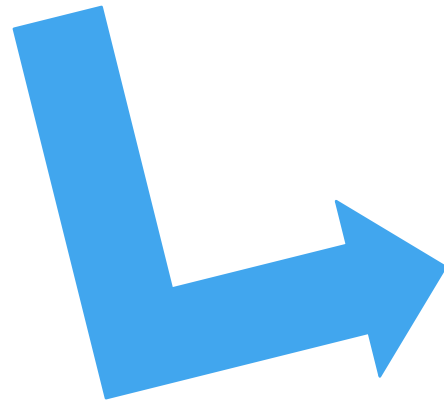
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- Increase opportunities for highly educated and under-served workforce
 - Increase diversity and equity at your company: Younger BIPOC employees (including interns, students) more likely to explore and stay in careers where people look like them

In Action: DNR's IDEC mentoring program

According to 2020 data from the Department of Employment and Economic Development, individuals from BIPOC communities make up roughly 9% of professionals working in Minnesota's natural resource industry. While the percentage of BIPOC workers increased between 2010 and 2020, the majority of professionals in the industry are White non-Hispanic.

Between 2016 and 2026, an estimated 44% of DNR positions will be at risk of retirement-related turnover, a trend observed in other state environmental agencies.

5. Thinking about the time before you began participating in IDEC, to when you graduated, how would you rate the following skills and experience?



	Before participation			After participation		
	I did not have this	I had this somewhat	I very much had this	I did not have this	I had this somewhat	I very much had this
Awareness of a wide range of Environmental careers	27%	53%	20%	13%	13%	73%
A relevant professional network	47%	47%	7%	0%	40%	60%
An ability to make connections between my skills and potential careers	27%	73%	0%	0%	60%	40%
A mentor in an environmental field	53%	33%	13%	13%	20%	67%
Clear goals for my future	20%	67%	13%	7%	67%	27%

Don't do it alone!

- Pull support from a wide pool of stakeholders
 - Who will benefit from mentoring?
 - Who is already a mentor or mentee?
 - Who knows everyone?
 - Who is your logistics person at your company?



**What (or who) are
your roadblocks?**



Constraints and opportunities

- People
 - Advocates
 - Not-yet-advocates
- "Places"
 - Virtual and in person space to meet
- Funding
 - For oversight
 - For activities
 - For training and leadership development
- Knowledge
 - How to run a mentoring project
 - Relationship best practice
 - DEI competence



Building your engine

<p>Type of program</p>	<ul style="list-style-type: none"> • <i>External partnership</i> • <i>Internship</i> • <i>Peer: peer</i> • <i>Short term mentoring</i> • <i>Apprenticeship</i> • <i>Team</i> • <i>Other?</i>
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<p>Staffing</p> <p><i>Who guides this work?</i></p>	<ul style="list-style-type: none"> • <i>HR</i> • <i>Company volunteers</i> • <i>External partner</i> • <i>Other?</i>
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<p>Investments</p> <p><i>What monetary and time investments are available for this project?</i></p>	<ul style="list-style-type: none"> • <i>Part of Professional Development \$</i> • <i>Part of hiring/onboarding cost</i> • <i>Designated funding for mentoring program</i> • <i>Partner funded</i> • <i>Funded through workforce grant</i> • <i>Volunteer/not funded</i> • <i>Other?</i> <hr/> <ul style="list-style-type: none"> • <i>Participants compensated by company</i> • <i>Participants given time to participate during work</i> • <i>Volunteer participation only, no workday accommodations for participation</i> • <i>Other?</i>
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<p>Data Management</p> <p><i>Candidate information, Match progress notes, evaluations</i></p>	<ul style="list-style-type: none"> • <i>Managed by HR as part of normal scope of work</i> • <i>Managed by designated staff</i> • <i>Managed by external program partner (like a college or mentoring program)</i> • <i>Other?</i>
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**How will you know if your
program is successful?**



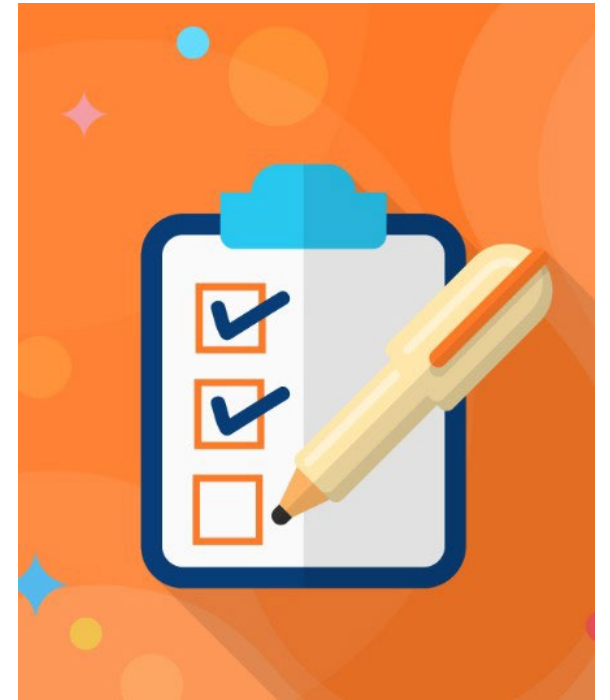
Recruitment

- People
 - Who are your mentors? Why?
 - Who are your mentees? Why?
- Tactics
 - How will you spread the word?
 - What are the benefits to participation?
 - How will you message the time commitment and requirements of the program?
- Who will oversee recruitment?



Screening

- Screening questions
 - Attitudes/beliefs
 - Commitment
 - Alignment with mission of program
- What are red flags/automatic disqualifiers?
- Process for accepting/rejecting
- Point person for process



Training

- Program orientation
- Rules and expectations
- How to be a mentor or mentee
- What to do in case of emergency or challenge

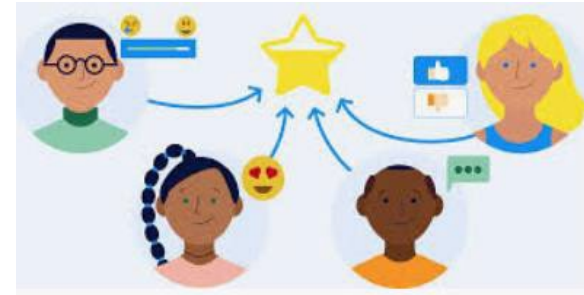


Matching

- Criteria
 - Assigned
 - Chosen
- Process
 - Formal match meeting
 - Match event
 - Email introduction
 - What should be shared with matches about each other and the program?



Monitoring and Support



- Who will oversee matches? (*your staff, volunteers, external program?*)
- What reporting is involved? Who will you share this with?
- What happens if commitments are not honored?
- How often will matches meet and for how long? (*eg 1x a month for a year*)
- ***Make this work for and enforce the benefit of your work***



Focus on Context

Your company has a policy that puts employees on probation after 5 tardies.

It's Friday. Your amazing young staff member has been timely all summer but every day this week he's shown up 10-15 minutes late. He is late again today.



What is your reaction in that moment? What is going through your head?



Focus on Context

When you meet to discuss disciplinary actions, your staff member apologizes and tells you that he had to drop his young sister off at a family member's house because his mom is very sick, and his normal bus route was cut.



Ladder of Influence



Closing



All endings are also
beginnings. We just don't
know it at the time.

Mitch Albom

quoteagency



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Thank You!

Mentormn.org

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Bringing it back to Pipeline Dual-Training

- Mentoring is a great resource to support your on-the-job training efforts – For people of all ages!
- Mentoring can help improve your company culture and improve your retention
- Consider your ‘ladder of influence’ in on-the-job training and how mentoring can support your trainers, trainees, and whole team
- Mentoring builds relationships – this can take time, but be a huge benefit to both the mentee and mentor’s overall happiness at work

Upcoming Virtual Events

Pipeline 101: October 10, 2023 9-10 a.m. [Register to attend](#)

Industry Forums

- **Advanced Manufacturing:** October 31, 2023 9-10 a.m. [Register to attend](#)
- **Health Care Services:** October 31, 2023 1-2 p.m. [Register to attend](#)
- **Child Care:** November 1, 2023 9-10 a.m. [Register to attend](#)
- **Information Technology:** November 1, 2023 1-2 p.m. [Register to attend](#)
- **Transportation:** November 2, 2023 9-10 a.m. [Register to attend](#)
- **Agriculture:** November 2, 2023 1-2 p.m. [Register to attend](#)
- **Legal Cannabis:** November 8, 2023 9-10 a.m. [Register to attend](#)

Upcoming Workforce Community Conversations

- Oct. 5, 2023, from 10:30 a.m. to noon at **Virginia** MnDOT. View the [event flyer](#) for more details.
- Oct. 11, 2023, from 12:30 to 2 p.m. at **Willmar** Public Library. View the [event flyer](#) for more details.
- Oct. 12, 2023, from 10:30 a.m. to noon at Sun Ray Library in **Saint Paul**. View the [event flyer](#) for more details.
- Oct. 18, 2023, from 10:30 a.m. to noon at **Detroit Lakes** MnDOT. View the [event flyer](#) for more details.
- Oct. 25, 2023, from 10:30 a.m. to noon at Nobles County Library, **Worthington**. View the [event flyer](#) for more details.
- Nov. 9, 2023, from 10:30 a.m. to noon at **Waseca** Public Library. View the [event flyer](#) for more details.

Thank You!



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