

MINNESOTA PIPELINE PROJECT



Overview

The Minnesota PIPELINE (Private Investment, Public Education, Labor and Industry Experience) Project was established by the Minnesota Legislature in 2014 to expand dual-training in Minnesota. In 2015, additional legislation was passed to create a grant program to help employers develop dual-training programs.

Dual training is work-based career development training. Registered apprenticeship is a nationally recognized and state-approved type of dual-training overseen by the Minnesota Department of Labor and Industry (DLI). Dual-training has three components:

1. employment in a dual-training occupation;
2. structured on-the-job training of occupation-specific competencies; and
3. related instruction in industry-sector technical competencies.

The PIPELINE Project is managed by DLI in collaboration with the Minnesota Office of Higher Education (OHE).

PIPELINE Project Purpose

- Develop and enhance Minnesota's skilled workforce.
- Engage employers, educators and labor representatives.
- Expand dual-training and registered apprenticeship in Minnesota.

PROJECT STRATEGIES

I. Industry Councils

Leaders from the advanced manufacturing, agriculture, healthcare services and information technology industries inform and direct the work of the PIPELINE Project.

II. Competency Councils

Groups of subject matter experts identify, define and validate specific occupational competencies for industry-identified PIPELINE occupations.

III. Dual-Training Development

The PIPELINE Project supports employers to develop and expand dual-training through tools and technical support. Dual-training grants, administered by OHE, provide funding for employers to create new dual-training programs and provide dual-training opportunities.

PIPELINE PROJECT OBJECTIVES

Convene Industry Councils in four industries:

- Advanced Manufacturing
- Agriculture
- Healthcare Services
- Information Technology

Identify high-demand entry and higher skill level occupations in each industry.

Develop competency standards for industry-identified occupations by engaging subject matter experts.

Verify competency standards and transferability of skills.

Develop and support programs to deliver competency standards in dual-training models.

Align dual-training and the PIPELINE project with other education and workforce initiatives.



PIPELINE STRATEGY I: INDUSTRY COUNCILS

Since 2014, more than 350 recognized industry experts including representative employers, higher education institutions and labor representatives have participated in ongoing industry council discussions about the development of dual training and registered apprenticeship programs in the Advanced Manufacturing, Agriculture, Healthcare Services and Information Technology industries.



Industry Councils come together to learn about dual-training and registered apprenticeship and to:

- Identify current and future industry workforce needs;
- Select high-demand occupations for the development of competency standards;
- Identify technical experts to assist with the development of industry-recognized occupational competency standards;
- Explore dual-training and registered apprenticeship delivery models for Minnesota; and
- Provide recommendations and direction to achieve PIPELINE Project objectives.

PIPELINE STRATEGY II: COMPETENCY COUNCILS

The development of industry-recognized competency standards is a core component of the PIPELINE Project. DLI assists groups of industry-technical experts to develop occupational competency standards for the PIPELINE Industry Council identified occupations.

Step 1.

Competency Councils review and validate the foundational competencies for each occupation including personal effectiveness, academic, workplace and industry-wide competencies using modified versions of the U.S. DOL occupational competency pyramids.

Step 2.

Using their technical expertise, the members of the competency council identify Industry Sector Technical Competencies for each occupation. These competencies are typically those that will be provided during the related instruction component of dual-training.

Step 3.

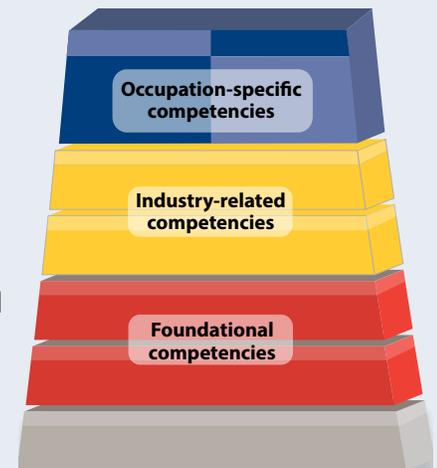
Competency council members identify the occupation-specific competencies for each occupation. These competencies are typically gained during the on-the-job training component of dual-training.

Step 4.

A critical component in the development of industry-valued competency standards is to acknowledge that each individual employer will also provide employer-specific training to its employees. Each of the PIPELINE occupational competency standards templates (above, right) includes space for individual employers to reflect their own training needs as part of a broader industry-based dual-training program.

Step 5.

All of the competencies developed by the competency councils are validated and used to develop baseline occupational competency standards templates.



PIPELINE RESULTS: FEBRUARY 2016

- More than **350 industry leaders** are engaged in the PIPELINE Project.
- Occupational competency standards are developed and validated for **17 occupations**, including at least three occupations for each industry.
- Industry Councils have identified an additional **11 occupations** for the development of competency standards. Competency Councils will begin this work in March 2016.
- More than **40 employers**, including 15 dual-training grantees, are receiving technical assistance in the creation of new dual-training programs and registered apprenticeship programs.
- DLI has created a **dual-training tool-kit** available on its website at www.dli.mn.gov/pipeline.asp.
- Each industry council has begun the development of an **outreach, exposure and awareness plan** to promote dual-training to workers and students.
- Collaborating to **align workforce needs** with statewide workforce partners including industry associations, DEED, MDE, MnSCU, OHE, Governors' Workforce Development Board, MSPWin, Itasca Project and Realtime Talent.
- Fifteen employers have been **awarded dual-training grants** totaling \$490,550 that serves 126 dual-trainees.

CURRENT OCCUPATIONS IDENTIFIED BY INDUSTRY COUNCILS AND VALIDATED BY COMPETENCY COUNCILS

INDUSTRY	OCCUPATIONS				
Advanced Manufacturing	Machinist apprentice	Maintenance and repair worker	Mechatronics	Welder, cutter, solderer and brazer	
Agriculture	Agronomist	Mechanic, industrial truck	Swine manager	Swine technician (grow finish)	Swine technician (sow farm)
Healthcare Services	Health support specialist	Psychiatric/mental health technician in-patient		Psychiatric/mental health technician out-patient	
Information Technology	Security analyst	Service desk/ front line or computer user support specialist	Software developer	Web developer - back end	Web developer - front end

PIPELINE STRATEGY III: DUAL-TRAINING DEVELOPMENT

The PIPELINE Project supports employers to help them develop and expand dual-training and registered apprenticeship programs for the advanced manufacturing, agriculture, healthcare services and information technology industries.

In 2015, the Minnesota Legislature provided funding for dual-training grants to help employers create new dual-training programs and provide dual-training opportunities. Employers can apply for grants that go to the related instruction provider for completing training in a PIPELINE-approved occupation. OHE administers the dual-training grant program.

In addition to the dual-training grant program, to continue the development and expansion of dual-training in Minnesota, the PIPELINE Project:

- provides technical assistance about dual-training and registered apprenticeship to employers, industry associations, related instruction providers, schools and others;
- shares dual-training models and best practices;
- facilitates employer peer connections;
- helps develop pilot programs;
- is working with the industry councils to create

DUAL-TRAINING GRANTS

Dual-training competency grants support the development of dual-training programs in Minnesota.

Employers or employer groups can apply for dual-training grants of up to \$6,000 for each dual-trainee. So far, 15 employers have received grants totaling nearly \$500,000 that serves 126 dual-trainees.

For more information about the dual-training grant program visit www.dli.mn.gov/pipeline_app.asp.

outreach programs about dual-training and registered apprenticeship;

- connects employers with potential youth and adult dual trainees;
- helps to align employers with related instruction providers for PIPELINE competency standards; and
- provides on-the-job training tools for dual-training providers.

CONTACT US

- For more information about the PIPELINE Project, contact Heather McGannon, PIPELINE Project manager at DLI, at (651) 284-5130 or heather.mcgannon@state.mn.us.
- Visit the PIPELINE Project online at www.dli.mn.gov/pipeline.asp.



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