

Minnesota P.I.P.E.L.I.N.E. Project

Private Investment, Public Education, Labor & Industry Experience

Project Step 1.

Convene **industry councils** for 4 Industries:

Healthcare Services

Agriculture

Advanced Manufacturing

Information Technology

Project Step 2.

Develop **competency standards** for four occupations.

Project Step 3.

Develop recommendations for delivery models of **dual-training**.

Project Step 4.

Report to the Legislature.



MN PIPELINE Project Status Objectives

- Develop and enhance MN skilled workforce
- Catalyst to further the dual-training system
- Voluntary participation from industry leaders

Healthcare Industry Council Milestones	Understanding the Requirements of the Industry	Gathering Information and Decision Making	Recommendations and Next Steps for the MN PIPELINE Project	Submit Legislative Report
Timeline	August 15, 2014	October 1, 2014	November 7, 2014	January 15, 2015
Deliverables	<ul style="list-style-type: none"> • Convened Industry Council. • Reviewed project objectives & timeline. • Identified the occupational gaps in the Industry and explored the required abilities, knowledge & technical skills. 	<ul style="list-style-type: none"> • Select 3 occupations by industry council. • Identify experts or resources to develop or validate competences in each selected occupation. • Discussion on Dual-Training in Minnesota. 	<ul style="list-style-type: none"> • Explore specific delivery models for dual-training system . • Recommendations on implementing dual-training for industry and each occupation. • Identify next steps for MN PIPELINE Project and dual-training in Minnesota 	<ul style="list-style-type: none"> • Report on MN PIPELINE Project: findings, progress, success, and recommendations
Communications	Session summary	Session summary	Session summary & Draft Report	Report

Overview of Dual-Training

3 Dual-Training Components

1. **A job** - All participants are employees
2. **Classroom training** - Participants receive related instruction
3. **Structured on-the-job learning** - Participants receive work process instruction from a supervisor, mentor or other skilled worker.

Overview of Dual-Training

Dual-Training:	Registered Apprenticeship:
Dual-Trainee is an employee of Participating Employer	Registered Apprentice is an employee of Sponsoring Employer
Work process – Structured on-the-job training	Work process – 2,000 hours or equivalent of structured OJT.
Related Technical Instruction– classroom coursework	Related Technical Instruction– 144 hours per year or equivalent
	Safety training – 50 hours
	Progressive wage schedule
	State issued completion certificate

Overview of Dual-Training

Dual-Training Drivers

- Single Employer with customized training provider
- Multi-Employer & Labor joint programs
- Education driven with Multi-Employer participation
- Industry Association with Multi-Employer participation
- Other

Overview of Apprenticeship in Minnesota

❑ Apprentices and Sponsors

- ❑ 8,500 Apprentices in Minnesota
- ❑ 310 Sponsors include unions, employer associations, and individual employers
- ❑ All registered apprenticeships programs in Minnesota are approved by the Minnesota Department of Labor and Industry

Health Support Specialist Apprenticeship Program

Healthcare Services Apprenticeship Program:

- Created by Industry Association (LeadingAge MN)
- Health Support Specialist apprentices are employed in long term care and assisted living settings
- The current class of 38 apprentices are working at facilities in New Ulm, Sauk Rapids, Marshall, Rushford, and Northfield MN.

Step 1. Convene Industry Council

51 Participants in healthcare services industry council

10 Employers

5 Industry Association Representatives

13 Higher Education

1 K-12 Education

6 Labor

4 Legislators

12 State Govt

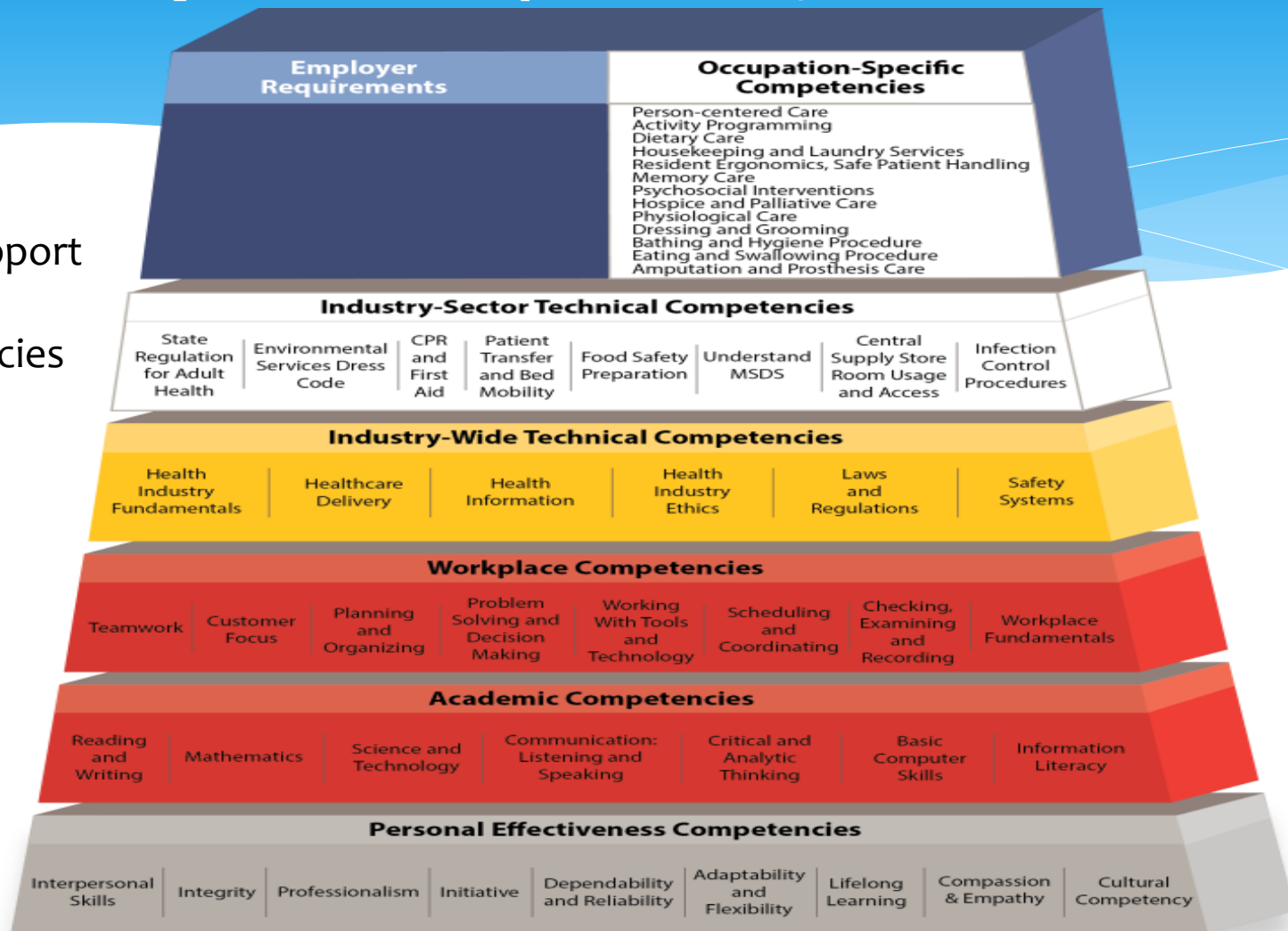


Step 2. Industry Council identified Healthcare Services Occupations

- Health Information Technician
- Psychiatric Technical /Mental Health Technician
- Health Support Specialist
- Medical Scribes

Step 3. Competency Standards

Sample:
Health Support
Specialist
Competencies



Why Dual-Training/Apprenticeship?

“To expand our training base and to ensure that we as a company are training our employees correctly.”

“We have a high level of confidence in registered apprenticeship because it is a successful way to get the most qualified individuals. We believe this is due in part to the structure and demands of apprenticeship.”

“We feel more comfortable in knowing that the journeyworker is fully trained and competent in their occupation.”

“We use apprenticeship because we can control the time that the apprentice is in the program. If they are going well they can finish early and if they are having some issues we can hold them in the apprenticeship until they are proficient.”

“Apprenticeship gives the plant a structured training system for high-skill jobs. It also provides employee recognition when completing the program.”

“Training employees for their needs and specific to the equipment at our company.”



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PIPELINE Project:

<http://www.dli.mn.gov/pipeline.asp>

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