

Dual Training Grant

2024 Dual Trainee Welcome Session

Presented by: Jacquelynn Mol Sletten & Grace Ferdinandt
in collaboration with the Minnesota Dual-Training Pipeline Team

Welcome & Introductions



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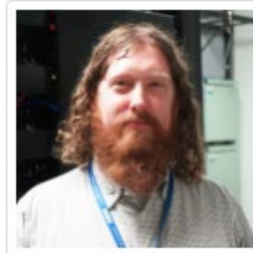
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Agenda

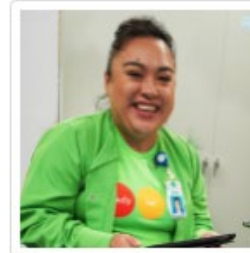
- ❑ Congratulations!
- ❑ Dual Training Grant Highlights
- ❑ Dual Trainee Experiences
- ❑ Questions & Answers

Dual Trainee Success.

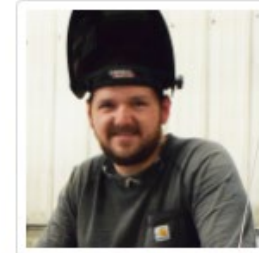
Hear from dual-trainee graduates about their success with the grant and the positive impact on their careers.



Dylan



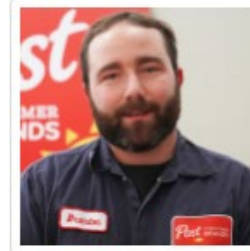
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Brandon



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Read more about Dual Trainee Success at
<https://www.ohe.state.mn.us/mPg.cfm?pageID=2160>

If you would like to share your story with the MN Office of Higher Education, we will be interviewing this fall, please email GWI.OHE@state.mn.us.

Congratulations

Absolute Quality Manufacturing	Cuyuna Regional Medical Center	Kids Haven	Reflections Dental Care
Allina Health	Daikin Applied Americas	Lake County Ambulance Service	Rise Early Learning Center
Alomere Health	Delta Air Lines	Lifespark	River City Therapy Center
American Crystal Sugar Company	Design Ready Controls	Mankato Clinic	rms Company
Anoka Area Chamber of Commerce	Dotson Iron Castings	Mayo Clinic	Salute Dental
Apple Tree Dental	Fair Meadow Nursing Home	Mental Health Resources	Sanco Enterprises
Bedford Industries	Fairview Health Services	Mille Lacs Health System	Somic Packaging
Beehive Homes of Lakeville	Family Tree Clinic	Minnesota Precision Manufacturing Association	Sonnet Montessori and Child Care
Behrens Manufacturing	Gillette Children's Specialty Healthcare	Minnetronix Medical	Stevens Community Medical Center
Blaine Lakes Dental	Grand Village	Montessori American Indian Childcare Center	Syngenta
BTD Manufacturing	Greater Bemidji	North Mankato Family Dentistry	Technologist Computers
C.A.R.E. Clinic	Hand & Stone Massage and Facial Spa	North Memorial Health Care	The Aagard Group
Center for Alcohol and Drug Treatment	HealthPartners Institute	Nurse Next Door	The Toro Company
CentraCare Health System	Hennepin Healthcare Foundation	Our Lady of Peace	Touchstone Mental Health
Cerenity Senior Care	Hypointe Childcare	Pacific Dental Services	Travis Prunty DDS PLLC
Children's Dental Services	In Control	Perham Health	Two Rivers Enterprises
Children's Minnesota	Indigo Signworks	Pike Lake Dental	UMC
Clearbrook-Gonvick School ISD 2311	Intek Plastics	Plastic Products Company	United Taconite
Community Dental Care	JBS	Post Consumer Brands	University of Minnesota
Crown Cork & Seal	Jones Metal	Primrose School of Woodbury	Woodhouse Spa
Crystal Valley Cooperative	Jord BioScience	Project Turnabout	Yellow Brick Road Early Childhood Development Center

Congratulations

52% of funds are awarded to **42** grantees in the **Health Care Services** industry

35% of funds are awarded to **26** grantees in the **Advanced Manufacturing** industry

13% of funds are awarded to **16** grantees in the **Agriculture, Child Care, Information Technology & Transportation** industries

56% of funds are awarded to **46** grantees located in the metropolitan area of Minnesota

*Note, although the primary address of a grantee may be metropolitan based, dual trainees may be working at locations in greater Minnesota

44% of funds are awarded to **38** grantees located in greater Minnesota

76% of funds are awarded to grantees with **782** new dual trainees

24% of funds are awarded to grantees with **203** dual trainees who are continuing their programs

60% of funds are awarded to **50** grantees who are considered large employers (>\$25 million revenue)

40% of funds are awarded to **34** grantees who are considered small employers (<\$25 million revenue)

Congratulations from Office of Higher Education

Thomas Sanford

Assistant Commissioner for Operations

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The Dual Training Grant has a significant impact on various levels for Minnesota's workforce:

Individual – Career opportunities, wage trajectories, and ability to support family

Business – Opportunity to retain highly qualified and productive workers who know their organization, the culture, and significantly contribute to achieving the company's strategic goals

Community – Research is clear that higher levels of education correlate with more volunteering and civic participation. That level of engagement benefits the community beyond the additional financial benefits that spillover from the higher wages from the employee and better outcomes associated with a more productive community.

Congratulations from Department of Labor and Industry

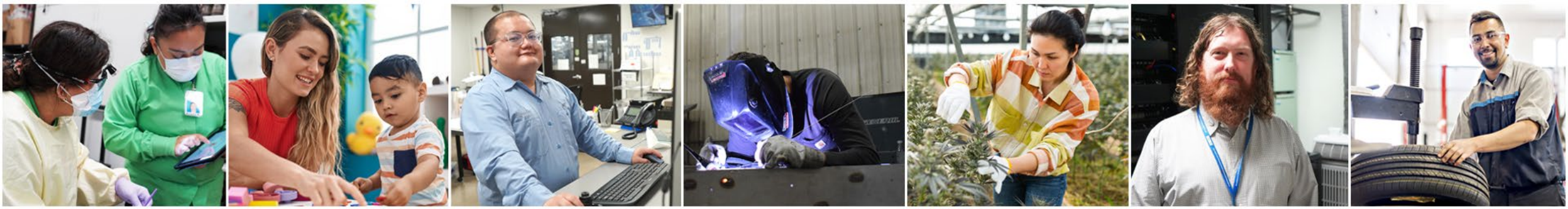


Maureen Ramirez

Chief of Staff

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“One person who completes their dual-training program makes a big difference. It’s one more person with an industry credential, one more person with career opportunities in front of them, and one more person with a positive learning experience. It’s a tremendous success built on partnership and hard work, and that is what drives our State’s economy and community well-being.”



Dual Training Grant Highlights

Dual Training Grant Overview



2023 MN Statute 175.45: Standards for Dual Training
<https://www.revisor.mn.gov/statutes/cite/175.45>

2023 MN Statute 136A.246: Dual Training Competency Grants
<https://www.revisor.mn.gov/statutes/cite/136A.246>

Dual Training Grant Overview



Dual Training Grant Highlights



Related instruction is formal training from a training provider to learn the fundamental skills to be successful in an occupation.

Related instruction must result in an industry-recognized degree, certification, or credential.

Related instruction is...

- Provided by postsecondary education institutions and private education companies
- Led by instructors and conducted at campuses, training facilities, employer locations, and virtually
- May or may not be during regular paid hours

Dual Training Grant Highlights



On-the-job training (OJT) is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation.

Five Common Types of OJT

- Job Shadowing
- Mentorship
- Cohort-based Training
- Assignment-based Project Evaluation
- Discussion-based Training

OJT is...

- During regular paid hours
- structured and purposeful
- separate from clinicals/practicums which are required for related instruction

Dual Training Grant Overview

2016 Round 1

- \$197,120 Paid through DTG
- 10 Grantees
- 87 Dual Trainees

2022 Round 11

- \$2,188,797 Paid through DTG
- 55 Grantees
- 619 Dual Trainees

2023 Round 12

- \$3,649,880 Contracted through DTG
- 57 Grantees
- 728 Dual Trainees

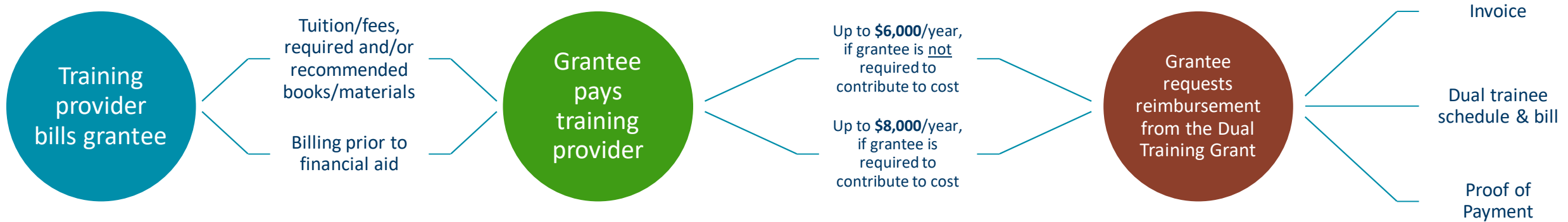
2024 Round 13

- \$5,431,252 Awarded through DTG
- 84 Grantees
- 985 Dual Trainees

Upcoming! 2025: Round 14

- \$5,000,000 Available for Awards through DTG

Dual Training Grant Highlights



Notes for Dual Trainees ...

- ✓ Dual trainees must read, know and save any policies, procedures, expectations and agreements from the grantee.
- ✓ Dual trainees should always pay attention to their education bills.
- ✓ Dual trainees need to make sure the grantee has all supporting documents like schedules, bills, and receipts.
- ✓ If a dual trainee is receiving other financial aid (grants, scholarships and/or loans), the training provider may refund the aid directly to the dual trainee.
- ✓ If a grantee does not cover all education costs, the dual trainee is responsible for paying the training provider.

Dual Trainee Financial Aid

Free Application for Federal Student Aid (FAFSA)

<https://studentaid.gov/h/apply-for-aid/fafsa>

Dual Trainees attending an accredited, aid-eligible program must complete the current **2024-2025 FAFSA**.

A dual trainee may receive financial aid in addition to benefits through the Dual Training Grant.

If a dual trainee is receiving military-based education benefits, please consult with the grantee.

- Grants: Financial aid you do not repay
 - Example: Federal Pell Grant
 - Example: Minnesota State Grant
- Scholarships: “Free money” from a nonprofit or private organization, sometimes based on merit
- Loans: Money you borrow and must pay back with interest

**Be sure to check-in with your
Financial Aid Office!**

Dual Trainee Financial Aid

Educational Opportunity Center (EOC)

<https://minneapolis.edu/student-services/support-services/trio-programs/educational-opportunity-center>

Russell Raczkowski

Education Advisor

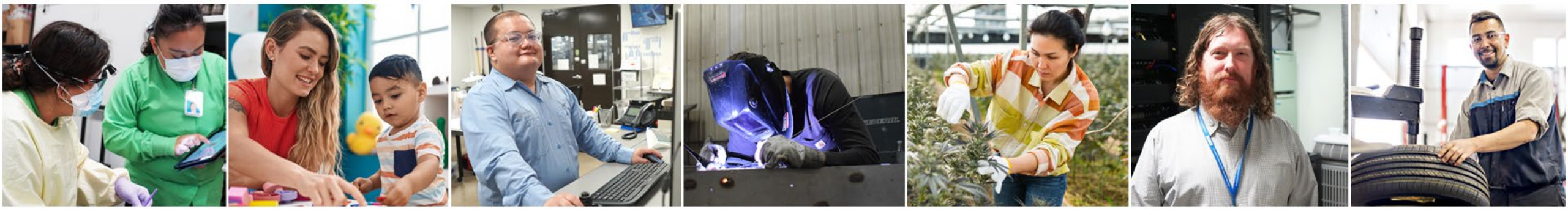
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FREE educational outreach program that helps eligible adults in Minnesota pursue a college education and/or training through the following services:

- Postsecondary Admission Assistance
- Career Decision Making
- **Financial Aid Assistance**
- Scholarship Search
- Defaulted Student Loans
- Free Adult Education Referral



Dual Trainee Experiences

Grantee: Perham Health



Maggie Fresonke
Healthcare Strategist
maggie.fresonke@perhamhealth.org

“I am excited to provide dual trainees with a diverse range of experiences that will help them gain a comprehensive understanding of the numerous opportunities available in rural healthcare.”

Grantee: Perham Health



Chrissy Phillips

Employee Development and Wellness Coordinator

christine.phillips@perhamhealth.org

“I am looking forward to working with our trainees, watching them grow as professionals, and continuing to expand the dual-training grant program at Perham Health.”

About Perham Health

Perham Health is a 25-bed critical access hospital equipped with two operating suites, an endoscopy suite, and advanced medical equipment. Perham Health operates clinics in New York Mills, Ottertail, and Perham. The Perham Health system also includes 96-bed skilled nursing facility, memory care assisted living, home care service, adult services, acute-care rehabilitation, and senior housing.

Learn more about Perham Health at <https://www.perhamhealth.org/about-us/>.



Dual Trainee at Perham Health

Megan Riedel, Perham Health

- Dual-Training Occupation: Radiologic Technician
- Dual-Training Program: Radiologic Technology AAS at Minnesota State Community & Technical College

“Honestly, the best piece of advice I can give to upcoming dual trainees is to take advantage of every opportunity you can. Not only does this setting allow you to make a name for yourself and might give you a head start for employment after graduation, but it also gives you a hands-on learning experience where you have some of the best people at your disposal to answer questions and teach you about the profession you are entering.”





Matthew Thymian
Training Specialist
mbthymian@machine.com

“This year, I am very excited about expanding our seat count from 5 to 8 and adding in an additional program! I believe this grant is a great opportunity for both the grantee and the trainee. Being able to help support a trainee through school and eliminate almost all cost associated with their post-secondary education is truly amazing!”

About rms Company

- 800+ CNC Machines and 1,200+ employees.
- 2 Facilities located in Coon Rapids & Anoka.
- Coon Rapids is 360,000 square feet.
- Anoka is around 100,000 square feet.
- Fun fact we spend roughly 400k a month in electricity to power us 24/7.
- rms Company was founded in 1967 and acquired by Cretex Companies in 1982.
- rms stands for root-mean-square.
- We have 3 divisions with our Anoka site:
 - Instruments
 - Metals
 - Support
- We have 6 divisions within our Coon Rapids site:
 - Pacing
 - Platinum
 - Ortho
 - Cardio
 - Additive
 - Support



Learn more about rms Company at <https://rmsmachining.com/company/>.

Dual Trainee at rms Company

Pride Wabila, rms Company

- Dual-Training Occupation: Machinist/CNC Operator
- Dual-Training Program: CNC Design & Manufacturing AAS at Anoka Technical College

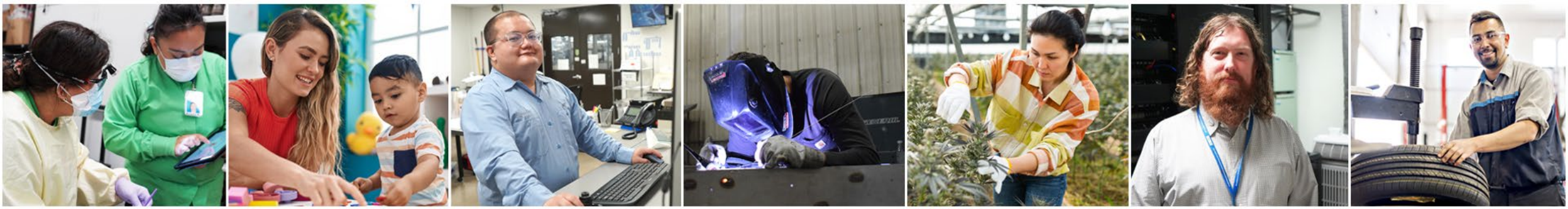
“I have two pieces of advice for incoming Trainees. Firstly, treat your job as you would another school. Just like you choose a school based on its reputation and what you can learn there, choose your workplace with the similar discernment. Look for environments that not only offer you a paycheck but also provide multiple opportunities for growth and skill development. Consider what experience you can gain from your coworkers, projects, and daily tasks.”

“Secondly, while it's good to look for guidance, especially from experienced professionals, it's important that you don't listen to everyone in general. For example, I am not you, we are all individuals who experience things differently, so what might work for me might not work for you. Each industry and job can differ greatly, so instead of following a one-size-fits-all approach, listen to people who have navigated paths similar to the one you are on. Finding someone who understands the challenges and opportunities specific to your field can offer valuable insights and guidance.”

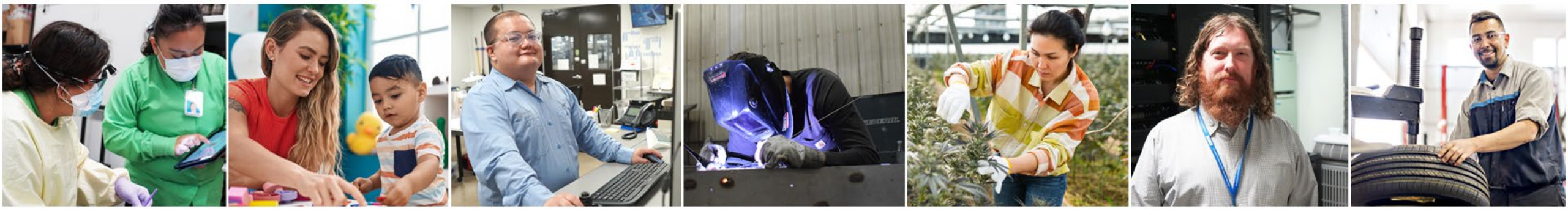


Dual Trainee Experiences

- What led you to pursue education for your occupation?
- What did you like about the dual-training model (formal instruction + on-the-job training)?
- What did you find most surprising as a dual trainee?
- What supports were essential to being a successful dual trainee?



Questions & Answers



Thank you!

We are excited for you to be a dual trainee and appreciate the work you do in the State of Minnesota.