



P-20 Council
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Credential Alignment

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MINNESOTA STATE

Minnesota's Challenge

Our future workforce

- Estimated 200,000 unemployed or underemployed (before the pandemic).
- Disproportionately women, income breadwinners, rural people, people with criminal backgrounds, immigrants, and people of color in both the metro and rural regions.
- People of color are the fastest-growing demographic in Minnesota and more than 1/3 are under the age of 18.
- Additionally, low-income White residents, often from rural regions where post-secondary completion rates have long lagged the Twin Cities, are another major source of workforce potential.



Minnesota's Challenge

Our future workforce

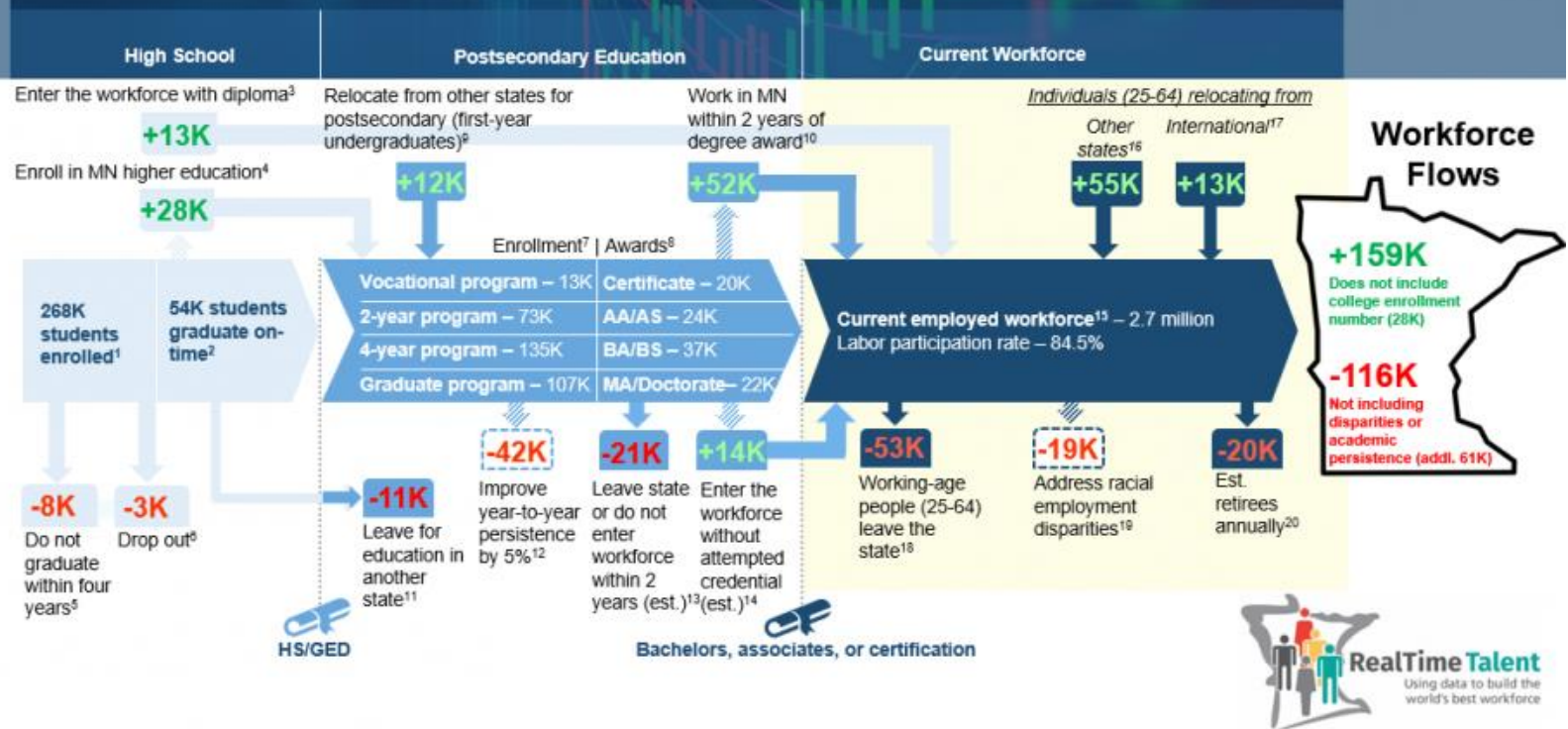
- Thus, rural and racial education attainment gaps in certificates, diplomas and degrees — for everything from high school graduation to 2-year associates and technical degrees, vocational certificates and 4-year and advanced degrees — will be the most central workforce challenges for at least the next decade.
- Impact of pandemic is not fully known, but we are watching trends.
- RealTime Talent's blog: "The Nature of Work and Economic Health Risks during the COVID-19 Pandemic"

<https://www.realtimentalent.org/2020/07/28/nature-of-work/>



Minnesota

5-Year Estimates, Annual Averages



Strategies

- **Target workforce development investments for equity.** Partnerships with workforce development organizations that are led by people of color and working on location in marginalized neighborhoods.
- **Leverage career pathways.** Continue to improve and invest in workforce training and education methods that move adults quickly and specifically into the most in-demand occupations, through models of training that include extensive wrap-around services, social supports, and personal navigation.
- **Expand apprenticeship programs.** Minnesota has developed competency-based training programs paired with on-the-job practical experience. The Minnesota PIPELINE Program, administered by DOLI, provides an overview and identifies entry points for a growing array of apprenticeship choices.
- **Reach higher education attainment goals.** State higher education policy-makers should support MOHE's tracking and recommendations for achieving Minnesota's statewide post-secondary attainment goal. Achieving racial equity is an integral element in the statutory goal.

Workforce Alignment

Initiatives:

- **Carl D. Perkins** – federal grant for high school to college program pathways in career and technical education
- **Workforce Development Scholarships** -- \$8 mm legislative over biennium for \$2,500 scholarships in six fields of study: healthcare, IT, manufacturing, agriculture, transportation and early childhood
- **Minnesota State Centers of Excellence** – annual support for eight centers of excellence in six industries: healthcare, IT, agriculture, advanced manufacturing/engineering, energy and transportation
- **Local Partnership** - \$1 mm legislative appropriation to support employer-led workforce training pathways, exposure programs or dual training options
- **RealTime Talent** – strategic partnership for real time labor market data, workforce modeling and employer-led Talent Management Pipeline;
Gray Associates – program evaluation system





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Workforce Alignment - Adults

Initiatives

- **Credential Engine**
- **Minnesota ReConnect**
- **Credit for Prior Learning Assessment Network**
- **All Learning Counts**
- **Equity in Adult Placement**
- **Military Credit Transfer**
- **Degrees When Due**

Minnesota partners with



Credential
Engine™

A cloud-based library that collects, maintains, and connects information on:

- All levels of academic, work-based training, employer-led instruction, licenses, military training credentials, etc.
- Resource to explore and compare competencies, learning outcomes, market values, and career pathways
- Searchable format and connects to common web platforms and search engines, such as Google

Minnesota's approach:

- Update information required to publish to state ETPL to include new US DOL requirements and Credential Engine required or desired fields
- Build a test API for automatic uploads (October 2020)
- Transfer all WIOA approved programs from ETPL to Credential Engine (December 2020)
- OHE to establish API of private colleges (2021) and expand to include Education Pathways





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