

# Minnesota Dual Training Grant

## 2023 FACT SHEET

### ABOUT

Administered by the Minnesota Office of Higher Education, the Dual Training Grant program is a funding source that generates collaborative and strategic educational solutions between employers and training providers across Minnesota. The dual-training model pairs on-the-job training with formal related instruction to create a robust learning environment resulting in skilled employees and enhanced company culture. Grants reimburse employers for expenses related to instruction for their employees who are working toward attaining industry-recognized degrees, certificates or credentials.

Employers or organizations of employers are awarded DTG funds for employees training in occupations for which the Minnesota Dual-Training Pipeline, administered by the Minnesota Department of Labor and Industry, has identified competency standards. Occupations among the below industries are eligible for DTG funds.

### FUNDING

#### APPROPRIATION

**\$4M/year FY22-23 | \$15M LIFETIME**

#### MAXIMUM AWARDS FOR GRANTEES

Grantee - **\$150,000/year**

Dual Trainee - **\$6,000/year**, totaling

**\$24,000** within 4-year maximum

### BACKGROUND

Program established in 2015;

11 Grant Rounds from Jan. 2016 to July 2022

**INDUSTRIES SUPPORTED** | Advanced Manufacturing | Agriculture | Health Care Services | Information Technology

### BY THE NUMBERS

**56%** of dual trainees are part of the targeted age population (25-44) for the Minnesota Educational Attainment Goal 2025

**\$25.47** After 1 year of beginning a dual-training program, reported dual trainees earn an avg. \$25.47/hour.

This is **\$6.62** above the **\$18.85** MN Dual Training Pipeline livable wage goal

**324**

dual training grants have been awarded to date

**136**

Minnesota companies have benefited to date

**2,800**

dual trainees have participated in the program



The Health Care Services dual-trainee population more than doubled from 2021 to 2022, and dual trainees who identify as female increased by 53% this past year.

### THE NEED

#### DEMAND EXCEEDS FUNDING

DTG appropriations have not been sufficient to meet the requests of applicants. Most recently, DTG Round 11 applicants requested \$4.4M, and only \$3.3M was available. OHE was unable to award grant funds to 20 (26%) of the 76 applicants, and partial grant funds to 11 (20%) of the 56 grantees.

#### EARLY CHILDHOOD AND TRANSPORTATION

Both childcare/early childhood education and transportation industries have been identified by as being high demand statewide based on stakeholder input. Both industries have dire workforce shortage challenges and require industry-related training.

#### TIME LIMITATIONS

Updating statute language with a lifetime maximum amount of \$24K, instead of a time limit, would allow for more dual trainees to benefit. More employers are voicing concerns as they begin to

train employees through lower cost certification programs. More employees could earn additional credentials if they later want to advance their skills and career with dual training.

#### SUPPORT SERVICES TO INCREASE ATTAINMENT

Grantees, trainees, and training providers often report that additional support, such as tutoring, translation services, transportation, recommended books and materials, among others, is needed to increase the persistence of program completion.

#### REDUCE INEQUITY GAPS

Supporting BIPOC, American Indian, and Minnesotans with disabilities is crucial to eliminating inequities, meeting the MN Educational Attainment Goal 2025, and supporting the state's economic vitality. It is recommended to modify grant criteria to evaluate applications based on employers' efforts in recruiting, training, and retaining employees who belong to these sectors.