



SAM KAIGHEN



M HEALTH FAIRVIEW, MINNEAPOLIS, MN

DUAL TRAINEE SUCCESS

MN DUAL TRAINING
GRANT PROGRAM

IT SUPERVISOR
APPLICATION SERVICES

ABOUT THE PROGRAM

The Minnesota Dual Training Grant awards up to \$150,000 in grants to employers utilizing dual-training models. The grant reimburses employers for costs associated with related instruction resulting in industry-recognized degrees, certificates, or credentials. The dual-training model pairs on-the-job training with formal related instruction to foster skilled employees and enhance company culture.

Dual trainees may benefit from up to \$6,000 a year from the Dual Training Grant. Dual trainees can participate in dual-training programs for up to four years through the grant.

- ✓ Transition from Military Service to IT Specialist
- ✓ Earn IT Credentials
- ✓ Pursue Career Advancement

Sam Kaighen, 36, from Blaine immediately knew the Minnesota Dual Training Grant would be a great opportunity for career advancement. From his training and experience with the United States Army National Guard, Sam learned to volunteer for new opportunities if he wanted to grow in an organization. Sam did exactly that and was able to attend New Horizons to obtain several information technology certifications, like Microsoft SQL.

Sam described the dual-training program as being fast-paced with hands-on learning during the day and online assignments in the evening. Sam's employer was able to maintain Sam's regular wages throughout the entire program, which was essential to Sam's success.

"I really relied on my employer to still pay me during these trainings. I could not have afforded to stop working to take the trainings. I'm so grateful M Health Fairview was able to partner with the State of Minnesota to make opportunities like this possible," said Sam.

Sam believes the Dual Training Grant is very beneficial to the information technology industry. He was able to learn new skills in a timely fashion with no personal out-of-pocket expenses. He hopes more employers will utilize dual-training programs to support the knowledge base of their employees.

"I am thankful that M Health Fairview has placed special trust and confidence in me, and grateful that they could provide the training to employees like myself who truly care to make a difference and are willing to grow in learning,"

Sam has the following advice for others, "I'd challenge any employee to Listen to the needs of your department, Learn by taking advantage of the training benefits available, and then Lead the way!"