

# *MINNESOTA TECHNOLOGY ASSOCIATION/SciTech* INTERNSHIP PROGRAM

Progress Report: January 1, 2024 – December 31, 2024

January 27, 2025

**Minnesota Department of Employment and Economic Development**

**Employment and Training Programs/Office of Youth Development**

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[mn.gov/DEED](http://" \o "MDH website)

As requested by Minnesota Statute 3.197: This report cost approximately $ 400 to prepare, including staff time, printing and mailing expenses.

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Contents

[*MINNESOTA TECHNOLOGY ASSOCIATION/SciTech* INTERNSHIP PROGRAM 1](#_Toc188876819)

[INTRODUCTION 4](#_Toc188876820)

[Students 4](#_Toc188876821)

[Companies 4](#_Toc188876822)

[Qualifying Industries 5](#_Toc188876823)

[RECRUITMENT EFFORTS 5](#_Toc188876824)

[2024 STUDENT PLACEMENT HIGHLIGHTS 5](#_Toc188876825)

[Number of Interns Placed 5](#_Toc188876826)

[Completions 5](#_Toc188876827)

[2024 STUDENT APPLICATIONS 6](#_Toc188876828)

[Number of Applications Received 6](#_Toc188876829)

[2024 EMPLOYER APPLICANTS 6](#_Toc188876830)

[Number of Employers 6](#_Toc188876831)

[Location of Applicant Employers 6](#_Toc188876832)

[Employer Applicants by Industry 6](#_Toc188876833)

[IMPACT 6](#_Toc188876834)

[EMPLOYER COMMENTS 6](#_Toc188876835)

[EXPENDITURES (January 1, 2024 -December 31, 2024) 7](#_Toc188876836)

## INTRODUCTION

The Minnesota Legislature ([https://www.revisor.mn.gov/laws/2023/0/Session+Law/Chapter/53/](https://www.revisor.mn.gov/laws/2023/0/Session%2BLaw/Chapter/53/)) appropriated $1,000,000 annually from the Workforce Development Fund for State Fiscal Years (SFYs) 2024 and 2025 to the Minnesota Technology Association (MnTech) to connect college students in STEM majors (science, technology, engineering, and mathematics) with paid internships in small to mid-sized Minnesota based companies (250 or fewer employees worldwide). The legislation directed the Department of Employment and Economic Development (DEED) to grant funds to MnTech to supporttheSciTech Internship Program in working towards increasing the participation of women and other underserved populations in STEM occupations.

The SFY 2024 allocation available to MnTech was $950,000 after DEED retained five percent of the appropriation for administrative purposes.

The SciTech Internship Program connects college STEM majors with valuable on-the-job learning opportunities in small Minnesota companies. Funding provided by the Minnesota legislature provides a fifty percent wage reimbursement of up to $3,000 that helps hiring companies boost their productivity and invest in their talent pipeline.

SciTech internships provide students with high quality opportunities to apply their classroom knowledge to real business challenges. These hands-on experiences equip students with the opportunity to develop their skillset, project portfolio and professional network.

### Students

Students must meet the following criteria:

* in a graduate program or a two- or four-year undergraduate program;
* at least 18 years of age;
* a Minnesota resident or a student in a Minnesota school;
* have 2.5 or greater grade point average;
* be halfway through a STEM degree; and
* be eligible to work off-campus in the United States.

### Companies

An eligible participating company must be a small, for-profit company (fewer than 250 employees world-wide), registered to do business in Minnesota, in a qualifying industry (noted below), and offering a paid STEM internship.

### Qualifying Industries

These are the qualifying industries for STEM internships:

* Biotechnology and Life Sciences
* Engineering Services
* Mining, Materials, Manufacturing, and Processing
* IT/Computer Technology
* Aerospace and Defense
* Agriculture. Food. and Forestry
* Fuels and Energy

## RECRUITMENT EFFORTS

SciTech conducts extensive outreach to Minnesota’s college STEM majors, with particular emphasis on women and students of color. In addition to attending dozens of career fairs, SciTech engages with on-campus student groups, prioritizing those that support students underrepresented in STEM fields. SciTech also partners with the North Star Alliance to host career development workshops to help students gain the confidence and skills they need to succeed in the job search process.

## 2024 STUDENT PLACEMENT HIGHLIGHTS

### Number of Interns Placed

* 255 interns placed. This number was below the goal of 325 due to lower hiring in the tech industries overall, and transition in the SciTech Program Director role which required rebuilding industry contacts.
* 22 interns were graduate students, and 233 interns were undergraduate students
* 64 percent of hires were students underrepresented in STEM occupations: women, nonbinary and students of color (8 percent increase from last year)
* 3,235 interns placed in 146 cities since 2012

### Completions

* 96 percent of students completed their internships
* 33 Interns were hired part or full-time
* Hiring wage averaged $20.93
* Return on Investment: For every dollar the state provides, private employers contributed $4.75 in wages paid to the interns

## 2024 STUDENT APPLICATIONS

### Number of Applications Received

* 1,518 students applied
* 69 percent were students underrepresented in STEM occupations: women, nonbinary, and students of color

## 2024 EMPLOYER APPLICANTS

### Number of Employers

* 198 employers participated by posting an internship opportunity
* 123 employers hired interns from across the state representing the qualifying industries

### Location of Applicant Employers

* Approximately 39 percent in suburbs
* Approximately 39 percent central cities
* Remainder Greater Minnesota

### Employer Applicants by Industry

* Approximately 25 percent in Engineering Services
* Approximately 23 percent in Biotechnology and Life Sciences
* Approximately 14 percent in Mining, Materials Manufacturing, and Processing
* Approximately 25 percent in IT/Computer Technology
* Remainder in Aerospace and Defense, Agriculture/Food/Forestry, Fuels and Energy

## IMPACT

* 71 percent of SciTech interns stayed in STEM for at least 2 years after graduation
* 94 percent of SciTech interns stayed in Minnesota for at least 2 years after graduation

## EMPLOYER COMMENTS

“SciTech's matching funds were incredibly important for a startup business like ours, allowing our company to pay a competitive hourly rate, and giving us confidence that we could attract and retain a qualified intern. The Sci-Tech program supports growing companies here in Minnesota and provides amazing real-world learning opportunities for our engineers, scientists and entrepreneurs of tomorrow. We appreciate the state's past support of the SciTech program and strongly recommend its continued support.” Scott Tracy, CEO of Syncris.

“As a small DBE, we greatly value the financial support of the SciTech program. The reimbursements have allowed us to consider more than one intern on more than one occasion. SciTech provides an excellent foundation for mentoring, engaging, and exciting a future professional workforce.” Patti Hanseder, Chief People & Engagement Officer at Rani Engineering.

## EXPENDITURES (January 1, 2024 -December 31, 2024)

Figures represent expenditures from January 1, 2024 through December 31, 2024. The contract for SFY 24 funds ends June 30, 2025.

| Budget Category | Budget | Expenditures |
| --- | --- | --- |
| Administration | $46,000 | $34,015 |
| Participant Wages and Fringe Benefits | $685,000 | $512,395 |
| Direct Services Project Staff | $196,000 | $196,000 |
| Transportation/Travel | $3,000 | $2,196 |
| Contract/Consulting | $20,000 | $12,883 |
| Total | $950,000 | $757,489 |