



SFY 25 MINNESOTA TECHNOLOGY ASSOCIATION SciTech INTERNSHIP PROGRAM

Progress Report: January 1, 2025 – December 31, 2025

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**Minnesota Department of Employment and Economic Development
Employment and Training Programs/Office of Youth Development**

180 5th Street

St. Paul, MN 55101

Mn.gov/deed/youth

Minnesota Technology Association

7760 France Avenue South

Suite 1010B

Bloomington, MN 55435

Mntech.org

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INTRODUCTION

The Minnesota Legislature (<https://www.revisor.mn.gov/laws/2023/0/Session+Law/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 support the SciTech Internship Program in working towards increasing the participation of women and other underserved populations in STEM occupations.

The SFY 2025 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.

2025 STUDENT PLACEMENT HIGHLIGHTS

Number of Interns Placed

- 285 interns placed. This number was below the goal of 325 due to lower hiring in the tech industries overall.
- 29 interns were graduate students, and 256 interns were undergraduate students
- 60 percent of hires were students underrepresented in STEM occupations: women, nonbinary and students of color
- 61 interns were students who qualify for state or federal financial aid
- 29 interns were first-generation college students
- 3,520 interns placed in 146 cities since 2012

Completions

- 97 percent of students completed their internships
- 36 Interns were hired part or full-time
- Hiring wage averaged \$21.21

- Return on Investment: for every dollar the state provides, private employers contributed \$4.25 in wages paid to the interns

2025 STUDENT APPLICATIONS

Number of Applications Received

- 1,622 students applied
- 41% of student applicants identify as women or nonbinary,
- 60% of student applicants were students of color

2025 EMPLOYER APPLICANTS

Number of Employers

- 206 employers participated by posting an internship opportunity
- 124 employers hired interns from across the state representing the qualifying industries

Location of Applicant Employers

- Approximately 44 percent in suburbs
- Approximately 42 percent central cities
- Approximately 14 percent Greater Minnesota

Employer Applicants by Industry

- Approximately 28 percent in Engineering Services
- Approximately 27 percent in Biotechnology and Life Sciences
- Approximately 22 percent in IT/Computer Technology
- Approximately 12 percent in Mining, Materials Manufacturing, and Processing
- 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

“The SciTech Internship Program allows us as a small business to hire talented STEM students that we otherwise might not have the budget for. The students are always excited to learn and great to work with, providing much needed assistance during the summer months.” Sandra Hinz Nordlie, Sr. Research Scientist at SarTec Corporation.

“The SciTech Internship Program has been tremendously beneficial to our company. In the short term, being able to have not just one intern, but a small cohort of interns brings great energy to the office and a wonderful opportunity for growth. Some have joined us for a season and then moved on to medical school or graduate school, and some have joined us full time. In all cases, I believe that season was special and helpful in their growth as engineers and in their next phase.” Angela Snyder, VP of Advanced Solutions at Atirix Medical Systems.

EXPENDITURES (SFY 25 funds through December 31, 2025)

Figures represent expenditures of SFY 25 funds through December 31, 2025. The contract for SFY 25 funds ends June 30, 2026.

Budget Category	Budget	Expenditures
Administration (maximum of 10%)	\$47,500.00	\$19,649.00
Participant Wages and Fringe Benefits	\$629,500.00	\$430,478.66
Direct Services Project Staff	\$210,000.00	\$107,083.22
Transportation/Travel	\$3,000.00	\$154.07
Contract/Consulting	\$60,000.00	\$25,476.04
Total	\$950,000.00	\$582,840.99