MJSP Funded Projects

March 4, 2024

# Partnership Grants

Grantee: Anoka-Ramsey Community College Award Amount: $300,000

Grantee Contact: Matthew Salo, 763-422-6116

Contributing Business(es): US Distilled Products

Project Summary: United States Distilled Products (USDP), located in Princeton, is a leading bottler of distilled spirits selling various brand name products under several product labels. USDP, with 250 employees, is the State’s largest bottler of distilled spirits with products being sold worldwide. While consumer off-site and online sales at the retail level have increased, the industry has seen an overall decline in market size due to declining demand from on-premises establishments, such as restaurants and bars, which closed during COVID. In addition, the industry is experiencing new consumer trends, such as flavored liquors, no or low alcoholic beverages, and pre-mixed, ready-to-drink cocktails, that require distillers to diversify their product offerings. To adapt to recent market shifts, reposition its approach in the marketplace, and enhance its work environment, USDP must not only recruit new talent, but also upskill its existing workforce. USDP, in partnership with Anoka-Ramsey Community College (ARCC) will develop a training program for 250 employees which will be tailored to specific work groups and functions, with the amount of per person training time varying depending on the employee's occupation. The training will focus on five main areas: Economic Environment and Business Intelligence, Holistic Margin Management (HMM) Process Improvement, Technical Skills Enhancement, Wellness Skills, and Continuous Learning Mentoring. All 250 employees will receive training, some in multiple areas. Customized courses include Adjusting to Moving Markets, The Opportunity in Market Change, Worker as Business Owner, Intro to HMM, The HMM Process, Understanding SOP’s, SOP Applications, Intro to DE&I, Employee Mental Health, Workplace Laws and Policy, Intro to CLM, CLM as Trainer, and CLM as Advocate.

Grantee: Century College Award Amount: $279,443

Grantee Contact: Eric Riedel, 651-779-3310

Contributing Business(es): J&B Group

Project Summary: J&B Group is a family-owned company located in St. Michael that specializes in cold chain services. Since acquiring No Name Steaks in the 1990s, J&B has become a leading provider of protein products in the Midwest. With a workforce of 623 individuals, J&B caters to various supply chain needs, including food service, retail, and wholesale. Their capabilities encompass distribution, manufacturing, and cold storage of protein and deli products. The company has a diverse workforce with 35% identifying a language other than English as their primary language. J&B is currently facing the task of translating safety training developed under their previous grant to Spanish in order to comply with new regulations for meat and poultry processors set by the Minnesota state legislature in 2023 which requires them to provide safety training in a language the employee can understand. In partnership with Century College, J&B Group would also like to expand its training programs focusing on areas such as food safety and quality assurance (FSQA), computer literacy, leadership, and continuous improvement. This investment aims to meet regulatory requirements while improving the skills, engagement, and efficiency of the J&B's workforce. Century College and J&B Group will partner to provide training for 389 new and existing employees. Training will be in the areas of FSQA, Safety, Leadership Development, Leadership in a Digital Age, Emerging Technologies, Digital Strategies, and Lean/Six Sigma. The FSQA training will further develop their Alchemy learning platform and will include modules for 12 different areas (Pre-operations, Tray Pack, Cut Line A & B, This Slice, Specialty, Packaging, Metal Detectors, Food Service, Food Service – Culvers, Retail, and Frozen Grinders). The training will include videos, pictures, and written instructions. The safety training will entail translating 304 safety training modules developed under their previous grant into Spanish for Spanish-speaking employees.

Grantee: Century College Award Amount: $298,804

Grantee Contact: Eric Riedel, 651-779-3310

Contributing Business(es): Russ Davis Wholesale

Project Summary: Russ Davis Wholesale (RDW), founded in 1955, started as a one truck business in Minnesota. In 1968, it expanded to an 8,000 sq. foot warehouse in Wadena, MN. Since becoming employee-owned in 1991, the company has seen continuous growth, making strategic warehouse expansions, acquisitions, and investments in technology. Today, it is a leading wholesale distributor and processor of fresh fruits and vegetables in the Midwest, with three Minnesota locations, Wadena, Eagan and Inver Grove Heights. RDW, is seeking funding from the MJSP to support critical training initiatives. These initiatives aim to address various needs such as food safety, technological advancements, quality assurance and compliance, DEI training, sustainable production practices, and workforce development. To accomplish this, the company is utilizing its internal learning management system (LMS) to create training programs for its production, warehouse, and maintenance teams. Additionally, the company is also tackling the challenges brought about by the Covid-19 pandemic and the departure of baby boomers from the workforce. Century College and Russ Davis Wholesale will partner to offer training to 735 employees in various manufacturing processes such as bulk line assembly, meat slicing, and organic line processing. Century College will create step-by-step instructions for each task, and modules will be translated into Spanish and loaded into the LMS. Russ Davis will provide leadership, administrative, and support staff with computer skills, Lean Manufacturing, leadership, and management training. Maintenance personnel will complete MSSC Certification and OSHA 10 or OSHA 30 training, while safety courses cover areas like walking surfaces, personal protective equipment, and quality practices.

Grantee: Hennepin Technical College Award Amount: $95,004

Grantee Contact: Leslie Price, 763-488-3705

Contributing Business(es): Apple Tree Dental

Project Summary: Apple Tree Dental, located in Mounds View, is a nonprofit whose mission is to overcome barriers to oral health. They operate nine Centers for Dental Health in Minnesota (3 in the Twin Cities and six in Greater MN) as well as on-site programs in collaboration with over 150 community partners delivering education, prevention, and restorative dental services to vulnerable populations. A severe labor shortage due to an increase in demand for healthcare services and the availability of fewer Licensed Dental Assistants in the job market has led to the need for Apple Tree Dental to develop an onboarding Clinical Assistant training program for individuals with no dental experience. Apple Tree Dental and Hennepin Technical College (HTC) will work together to develop a customized, 8-week, 40-hour, Clinical Assistant training program to advance career opportunities for 30 new and existing employees. The program will include the following courses: Introduction to Infection Control, Dental Anatomy, Dental Disease & Procedures, Overview of CA Activities (maintenance, supplies, procedure set-ups), In the Tx Room Patient Preparation 4-Handed Dentistry, Chairside Assisting, and Patient Interactions. Training will be provided using an asynchronous format. Comprehensive on-the-job training that coincides with and reinforces the training provided by HTC will be provided by Apple Tree Dental’s supervisory team.

Grantee: Hennepin Technical College Award Amount: $123,434

Grantee Contact: Leslie Price, 763-488-3705

Contributing Business(es): Japs-Olson Company

Project Summary: Japs-Olson Company, located in St. Louis Park, is a third-generation, family-owned business that provides full-service custom print and direct mail services including inhouse prepress, sheetfed, web, and flexo printing, and binding and fulfillment services. Japs-Olson has had a significant increase in demand for their services as several other printing and marketing companies have gone out of business due to the shift towards digital communication and e-commerce. As a result, the company has experienced recent growth and anticipates adding nearly 300 jobs over the next three years. The projected growth, along with a regional workforce shortage in key positions such as press operators and bindery workers, has resulted in a need to increase operational efficiency, improve workflow, and optimize processes. Furthermore, growth and impending retirements will lead to multiple openings in leadership positions. The company has a diverse workforce and is committed to employing and advancing individuals with diverse backgrounds and has several current supervisors and leaders that are new to leadership and lack formal training or experience. As such, the company has a need to develop leaders. In 2022, the company began working with ILS The Lean Way to identify business needs and process improvements to strengthen business competitiveness. In consultation with The Lean Way, and in collaboration with Hennepin Technical College (HTC), the company has identified training needs in five areas: waste management and reduction, DEI, conflict management, leadership, and Microsoft Office. All employees will participate in one or more of the training programs. Trainees will earn CEU’s for training provided by HTC and Lean Certificates for the waste management and reduction training.

Grantee: Hennepin Technical College Award Amount: $226,729

Grantee Contact: Leslie Price, 763-488-3705

Contributing Business(es): Upsher-Smith Laboratories

Project Summary: Upsher-Smith Laboratories (USL), with locations in Plymouth and Maple Grove, is a global company specializing in pharmaceutical packaging and the development of generic pharmaceuticals. In 2023, the company opened a new 270,000 square foot facility in Maple Grove and they currently employ 161 workers in MN. As they begin to package newly created products at their new facility, training will be needed on new automated equipment and robotics. In addition, USL has struggled to recruit and retain employees in the tight labor market, particularly in its operations and maintenance departments. Compounding these challenges, an increasing number of new hires have little or no manufacturing experience and many of their employees speak English as a second or third language. To address the challenges the company is facing, Hennepin Technical College and USL will create a customized training program that will include education and training in manufacturing fundamentals and occupational English. A 10-week, two-credit Manufacturing Associate course that will be customized for the pharmaceutical industry will be provided for 153 Operators. The course will cover topics such as shop math, assembly, maintenance, machining, and inspection. In addition, intermediate and advanced levels of Occupational English training will be provided for 25 employees from across the company. This will include a four-hour assessment of the level of English spoken and understood in the workplace and 20 hours of class contact time.

Grantee: MN State College Southeast Award Amount: $399,827

Grantee Contact: Calvin Clemons, 507-450-0683

Contributing Business(es): 3M Fall Protection, Ardent Mills, Food Service Specialties, Gemini, Hearth & Home Technologies, Intek Plastics, Red Wing Shoe

Project Summary: The seven partnering Red Wing area manufacturing companies have identified a common need for advanced mechatronics and automation training as many businesses are implementing automation and robotics out of necessity due to staffing shortages. Many of the partnering businesses have indicated they have had difficulty finding qualified maintenance personnel and have had to fill the positions internally with less experienced candidates. Furthermore, 3M Fall Protection and Gemini indicated they are experiencing growth which will require highly skilled maintenance, facilities, and engineering workers to support their production teams. The businesses have also indicated that since the advanced level of training needed is not available locally, they need to send employees to distant training facilities which makes it is difficult to train their employees while still providing maintenance support to the production lines. MSCS will build upon their current foundational mechatronics program with advanced curriculum to develop a new 20-credit Automation Essentials Certificate program, a 9-credit Computer Aided Drafting Technologies Certificate program and a 3-credit Welding course that would form the foundation for adding a second year Mechatronics AAS degree credential. Training for 71 employees will include courses in Problem Solving & Root Cause Analysis, Mechatronics DC Electricity, Automation Devices, Programmable Logic Controllers (PLC), Advanced PLC, Motor Control Systems, Industrial Networking & Controls, Mechatronics Welding, Print Reading for CAD Design, AutoCAD, and SolidWorks. Trainees will receive college credits upon completing training and could earn the new 20-credit Automation Essentials Certificate and/or a 9-credit Computer-Aided Design (CAD) Technologies Certificate.

Grantee: MN State University, Mankato Award Amount: $224,080

Grantee Contact: Tammy Bohlke, 507-389-2572

Contributing Business(es): Industrial Fabrication Services

Project Summary: Industrial Fabrication Services, located in Lake Crystal, is a custom manufacturer that provides precision machining, metal fabrication, assembly, and sourcing solutions for a variety of industries. To ensure long-term success, IFS has historically focused on training and developing workers, aiming to retain them for critical production and leadership roles. However, they have identified a gap in the basic understanding of LEAN manufacturing principles and tools among current and potential team members. The company considers proper training and application of these tools as essential to positioning them for stable, sustained growth in their industry while enhancing the value and skills of their workforce. Furthermore, the company believes Lean and Robotics will help them achieve improved productivity and throughput with the labor shortage employers are facing and that it is imperative that they train their employees to be nimble and versatile. IFS has partnered with MSU, Mankato to develop an advanced training program that will be delivered to 96 employees including all production employees and others in the plant. Training topics will include Robotic Welding, Intro to Lean, One Piece Flow, SMED/Quick Changeovers, Poke Yoke, Value Stream Mapping, Waste Identification and TPM. Employees who complete training will receive a digital badge or micro-credentials.

Grantee: MN State University, Mankato Award Amount: $194,153

Grantee Contact: Tammy Bohlke, 507-389-2572

Contributing Business(es): Mayo Clinic Health Systems

Project Summary: Mayo Clinic Health System, located in Mankato, is a community-based health care provider that brings the resources and expertise of Mayo Clinic to the community and the region. As part of a system of more than 60 sites in Minnesota, Wisconsin, Iowa, and Georgia, Mayo Clinic Health System serves the community through routine, preventive and specialized care services, wellness support, and community engagement. The field of emergency medicine is dynamic and requires healthcare professionals to stay abreast of the latest advancements to ensure optimal patient outcomes. Due to fluctuation in patient volumes and acuity at each site, not all staff perform emergency department level procedures at a frequency that is needed to stay proficient in these skills. The proposed simulation training will provide an opportunity for all emergency department physicians and advanced practice providers to practice these critical procedures in a safe and controlled environment to remain proficient in serving their communities with a high level of emergency care. Mayo Clinic Health Systems will partner with MSU, Mankato to deliver training for 296 employees in simulation labs that are equipped to mirror an actual hospital room, family room or other setting for which the simulation is designed. High-fidelity mannequins are used in each simulation that interact with the trainees during the entire sequence. Training topics will include Chest Tube Insertion, Emergency Neurological Life Support, Fundamental Critical Care Support, Trauma Informed Care, Simulation of High-Risk Obstetrical Events, Ultrasound-Guided IUD Insertion, and ED Critical Access. Employees who complete training will receive CEU’s along with certificates for Emergency Neurological Life Support (ENLS), Fundamental Critical Care Support (FCCS) and Trauma-Informed Care. Each of these certificates indicates specialized knowledge and skills in specific areas of healthcare.

Grantee: St. Cloud State University Award Amount: $205,485

Grantee Contact: Ileana Merten, 320-308-6160

Contributing Business(es): Central McGowan

Project Summary: Central McGowan, with five locations in Minnesota, is a distributor of medical and specialty gases; beverage CO2; dry ice; and welding equipment, tools and supplies; and custom automation and robotic solutions. In 2021, the company, which was previously a two-location welding supply company, added three companies and grew from 55 employees in MN to 130, with an additional 17 employees at locations in Wisconsin and Iowa. This growth, combined with labor shortages, and the broad services now offered by the company have resulted in a need for training in a variety of areas. Training will help equip team managers with the skills they need in a growing environment, develop emerging leaders, retain current employees, and up-skill employees into advanced positions. In partnership with Central McGowan, St. Cloud State University will develop a training program for 135 employees that is divided into two tracks: Workforce Development/Employee Engagement, and Technical and Operations Skills. The Workforce Development/Employee Engagement track will include courses in Managing Across Differences, Change Management, Performance Management, Communication, Coaching and Delegating for Success, Customer Service, Active Listening, Managing Across the Business, Financial Statements, and Reasonable Suspicion. The Technical and Operational track will include courses in Microsoft Applications, Presentation Skills, Welding, CDL, Cold Calling/Prospecting, and Closing the Sale. Three employees who complete the CDL training will be prepared to take the exam to obtain their CDL license.

Grantee: University of Minnesota, Technological Leadership Institute Award Amount: $140,845

Grantee Contact: Travis Thul, 651-399-6826

Contributing Business(es): Polaris, Toro, Thermo King, Design Ready Controls

Project Summary: Toro Company, located in Bloomington, Design Ready Controls, located in Brooklyn Park, Thermo King, located in Bloomington, and Polaris, located in Medina, are manufacturing businesses that each specialize in an area of mechanical engineering, electrical design, or motor sports manufacturing. Over the last 15 years, these companies, amongst others, have seen a technological shift in transportation, manufacturing, energy generation, and construction due to the proliferation of renewable and electrified technologies. This includes everything from residential solar systems, electric vehicles, battery powered chain saws, and hybrid electric HVAC units. This change has resulted in the need for skilled labor to help integrate, troubleshoot, and design the systems which leverage these rapidly evolving technologies. This proposed project is a follow-up to the Pre-Development project that was awarded in June 2023 to explore ways that the private sector, public sector, nonprofits, and academia could work together to meet the workforce development needs spurred by the rapid migration to electrification technologies. Through the work done under the Pre-Development grant, the University of Minnesota’s Technological Leadership Institute identified and is expected to receive a $600,000 federal grant from the Department of the Navy to develop for-credit graduate programming and non-credit training modules in electrification. The request from MJSP will focus on near term deliverables including a daylong training program targeting hundreds of electrification stakeholders from across Minnesota and featuring sessions on technology, policy, and partnership opportunities; an electrification safety training program covering OSHA 10 applications and National Fire Protection Association safety practices as they pertain to electrification; and an electrification leadership training workshop that will facilitate knowledge sharing amongst key human resource and management personnel. Safety training will be provided by Work Safe Consultants and will result in OSHA 10 certification for trainees.

# Short Form Grants

Grantee: Anoka-Ramsey Community College Award Amount: $49,969

Grantee Contact: Matthew Salo, 763-422-6116

Contributing Business(es): Interscapes Inc.

Project Summary: Interscapes, located in Brooklyn Center, produces, finishes, and installs high-end wood and plastic laminate cabinets, reception desks, wall panels, and solid surface Corian tops. As a result of a continuous improvement initiative Interscapes adopted, employees discovered that improvement is needed in controlling the costs associated with a significant range of materials used in customizing products for customers. To address this area of need, Interscapes is implementing an enterprise-wide ERP system. To assist in the adoption of the TradeSoft ERP system, ARCC will develop and provide training for all 47 employees through courses in Intro to ERP and Techniques of Inventory Control. In addition, a select group of employees will receive more in-depth training in the areas of TradeSoft Applications, Systems Integration, and Supplier Integration. Training is expected to result in inventory cost control leading to increased profits for the company and increased compensation for the employees through their gain share program. ARCC will gain exposure to ERP software that is new to them and that will provide them with expertise in ERP education that is useful in a variety of industries.

Grantee: Anoka-Ramsey Community College Award Amount: $49,583

Grantee Contact: Matthew Salo, 763-422-6116

Contributing Business(es): Mate Precision Technologies

Project Summary: Mate Precision Technologies, located in Anoka, is a Minnesota-based, privately-owned corporation in the machine tooling and metal working industry. The company manufactures solutions for the metalworking industry including workholding, CNC press tooling, press brake tooling, and laser consumables. The company has recently broadened their role to provide a wider, more complex, and innovative range of products and services to its customers. In support of this change, Mate has re-examined its workforce capabilities and identified two key areas where workforce training is needed to support its high-tech capabilities. The first area of need is to improve its capabilities to utilize the Esprit software system, a full-spectrum CAM system for CNC programming and simulation which supports their manufacturing process from inception to a finalized machined part. The second need is to develop an expanded leadership structure to provide employees with leadership skills that can drive Mate’s innovation. It is noted that many of their managers have moved up through the organization with no leadership training. To address these needs, ARCC will develop and provide training for a total of 65 employees in Esprit Applications, Esprit G-Code, Foundations of Leadership, Elements of Leadership, and Innovative Leadership. The leadership training will be provided to three groups: those moving from production operations to front-line leadership positions, current foreman and supervisors, and departmental managers and executives. Training is expected to result in reduced set-up time, and increased productivity, product quality, and customer satisfaction. In addition, training will prepare employees for entry-level leadership positions; and prepare leadership to manage in an innovative, fast-paced atmosphere.

Grantee: MN State University, Mankato Award Amount: $48,023

Grantee Contact: Tammy Bohlke, 507-389-2572

Contributing Business(es): Mankato Clinic

Project Summary: Mankato Clinic is one of Minnesota’s largest physician-owned, multispecialty regional group practices with 150 Physicians, and a total of 870 employees, located across ten sites in five communities, including Mankato, North Mankato, St. Peter, Mapleton, and Lake Crystal. The clinic, which operates within the footprint of both the Mayo Clinic Health System and Sanford Health, remains competitive by striving to be the family choice for healthcare. To this end, they are partnering with MN State University, Mankato to develop a comprehensive customer service training program designed to enhance patient experience, improve communication, and ensure that healthcare professionals deliver compassionate and effective services. All employees will receive a total of 4-5 hours of training in three main topic areas, which include Patient Centered Focus, Clinic Specific Knowledge, and Enhancing Teamwork and Collaboration in Patient Care. Training is expected to help Mankato Clinic remain competitive and elevate the quality of care and overall well-being of the community. MSU, Mankato will develop one new course and will create a modular, adaptable customer service curriculum that can be customized for any client.

Grantee: University of Minnesota, Technological Leadership Institute Award Amount: $44,261

Grantee Contact: Allison Hubel, 612-626-4451

Contributing Business(es): Essentia Health

Project Summary: Essentia Health, headquartered in Duluth and employing over 11,000 workers in Minnesota, is an integrated health system serving patients in Minnesota, Wisconsin, and North Dakota. Their Information Services department is responsible for operational activities related to patient billing systems, health record systems, software development and selection, storage of digital medical data, linkages and integrations with hospital and clinic partners and subsidiaries, and onboarding and management of medical devices. All these systems and devices create cybersecurity risks and access points that can affect patient health and safety. As such, mid-level IT professionals and decision-makers need the latest information on how to approach security in a coordinated, integrative way that includes the latest government guidance and requirements, techniques for reducing risk and mitigating threats, and structured opportunities for internal sharing of information. To address this need, Essentia is partnering with the University of Minnesota’s Technological Leadership Institute to develop and deliver training for 50 IT professionals in the areas of Secure Architecture and Infrastructure in a Clinical Setting, Clinical Ecosystem Vulnerability Management, and Planning and Risk Assessment. UMN anticipates it will integrate some of the content used in this training to develop ongoing, for-credit, workforce development courses.

Grantee: University of Minnesota, College of Continuing and Professional Studies Award Amount: $49,983

Grantee Contact: Helen Weber, 612-301-8637

Contributing Business(es): Monarch Healthcare Management

Project Summary: Monarch Healthcare Management, with corporate offices in Eagan and over 40 locations across Minnesota, provides a full range of services for skilled nursing and assisted living communities. Leadership in senior care is constantly evolving, particularly during a time of transitions due to burnout, retirement, and staff turnover. Meanwhile, Monarch is undergoing rapid expansion as they continue to acquire new communities. With this rapid expansion, a cohort of new, inexperienced leaders supports these health care communities across the state. While the subject matter knowledge is often effectively taught in formal education programs, many of the soft skills are not addressed in these settings and instead learned on the job over time. As a result, many of these new leaders lack the interpersonal skills necessary for greater success. To address this gap in leadership development, Monarch is partnering with the University of Minnesota (UMN) to develop a customized six-week, non-credit program to educate 50 new and emerging leaders in Monarch’s healthcare settings. Training topics will include Emotional Intelligence, Creating an Inclusive Workplace, and Leading Change, Transitions and People. Trainees will earn CEUs that can be applied towards continuing education requirements. UMN expects this project to serve as a pilot for adoption by other healthcare entities.

Grantee: University of Minnesota, Technological Leadership Institute Award Amount: $48,277

Grantee Contact: David Nguyen, 612-281-3573

Contributing Business(es): Ryan Companies

Project Summary: Ryan Companies, based in Minneapolis, is a national builder, developer, designer, and real estate manager that specializes in a wide range of sectors including healthcare, industrial, life sciences, and more. With the advent of artificial intelligence (AI) technologies, there is an imperative shift in the operational dynamics of the company. Recognizing the significant potential of integrating AI with their commercial real estate expertise, the company aims to enhance the value delivered to their building users and the wider community. To achieve this goal, it is essential for employees at all levels to gain a fundamental understanding of AI to apply it to their work processes. Ryan Companies is looking to partner with the University of Minnesota (UMN) to design AI training to meet the unique requirements of the commercial real estate industry that will be piloted with their workforce at their headquarters in Minneapolis. Training for 30 employees will be in the areas of AI Foundations, Office Work & AI, Commercial Real Estate and AI, and Architecture, Engineering, and Construction & AI. The project is expected to elevate Ryan’s competitiveness in the commercial real estate market while providing UMN with a better understanding of AI skills needed in the general workforce.

Grantee: University of Minnesota, Technological Leadership Institute Award Amount: $48,277

Grantee Contact: David Nguyen, 612-281-3573

Contributing Business(es): Target Corporation

Project Summary: Target Corporation, headquartered in Minneapolis, operates a chain of discount department stores and hypermarkets and is the seventh-largest retailer in the United States. In recognition of the impact that machine learning engineering (MLE) is poised to have on the retail industry and the necessary technology skills of the future, Target is committed to integrating its retail technology expertise with advanced MLE training. To achieve this, Target is looking to partner with the University of Minnesota (UMN) to enrich its current learning programs by incorporating MLE training modules for its Software Engineers. Training for 30 employees will include topics in End-to-End Machine Learning Engineering, Code Optimization, and Data, Data Models and Data Stores. The training will equip Target’s engineers with the knowledge to grow their skills from Software Engineers to Machine Learning Engineers, meeting the demands of the future technical workforce. UMN will gain a better understanding of skills needed in industry enabling them to build curriculum to graduate competitive engineers and scientists for the MN workforce.