



SciTech
INTERNSHIP PROGRAM™

10 Years

OF BUILDING
AND RETAINING
MINNESOTA'S
STEM WORKFORCE

 **mntech**™

Building Minnesota's STEM Talent Pipeline Since 2012

2,452

interns placed
since 2012

The SciTech Internship Program

connects college STEM majors - our state's future problem solvers - with valuable on-the-job learning opportunities in small, for-profit Minnesota companies. Funding provided by the Minnesota state legislature provides a fifty percent wage reimbursement of up to \$2,500 that helps companies boost their productivity and invest in their talent pipeline.

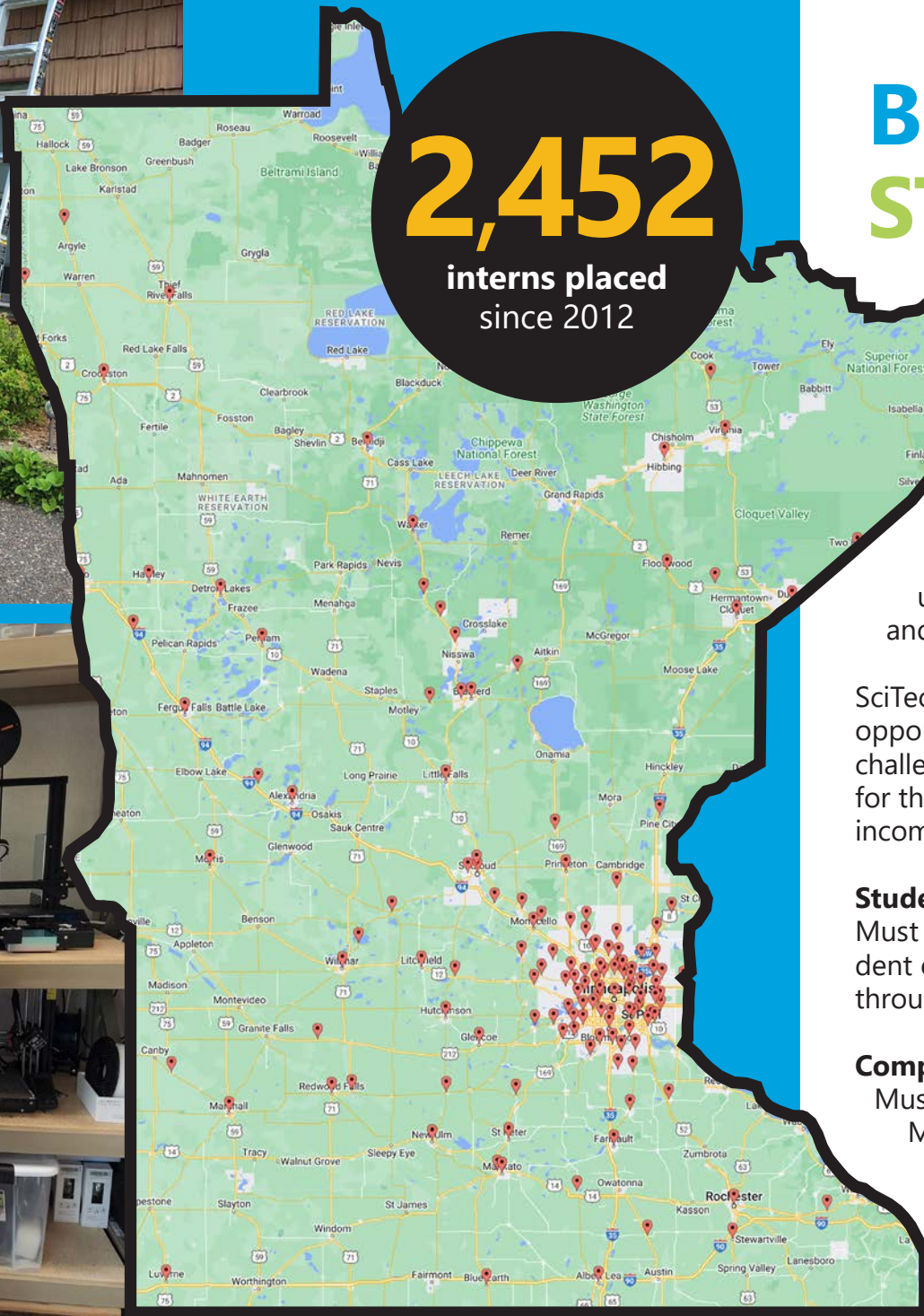
SciTech internships provide students with high quality hands-on opportunities to apply their classroom knowledge to real business challenges. Each position provides top-notch work experience for the student while also helping small businesses develop their incoming workforce.

Students:

Must be a current college student; at least 18; a Minnesota resident or attend college in-state; have a GPA of at least 2.5; half way through a STEM degree; and eligible to work off campus in the U.S.

Companies:

Must be a small, for-profit company with a physical presence in Minnesota; fewer than 250 employees worldwide; in a qualifying industry (see the full list on page 4); and offer a paid STEM internship.



PROGRAM IMPACT: Students • Employers • Our Minnesota

79%

of INTERNS STAYED
in MINNESOTA
AFTER GRADUATING
for at least 2 years

97%

of INTERNS STAYED
IN STEM FIELDS
for at least 2 years
after graduating

47%

of interns were
**WOMEN and
STUDENTS OF COLOR**
in the 2022PY

580

SMALL COMPANIES
IN **145 CITIES**
STATEWIDE
have hired interns since 2012

SciTech was launched in 2012 to build and retain Minnesota's STEM workforce. After 10 years of success, the numbers speak for themselves! Ninety-seven percent of SciTech interns work in STEM fields after graduation,

thus building our state's STEM workforce. Studies show that, even when students graduate with a STEM degree, they often do not continue in STEM careers. Minnesota has also been able to retain nearly 80 percent

of SciTech interns after graduation, thereby slowing the "brain drain" of talent leaving the state. These statistics have remained stable since the first cohorts of SciTech interns graduated from college and started working. This

is great news, because studies show that by 2029, the U.S. economy will need to fill 10.7 million jobs in STEM. To remain competitive in the state's top industry sectors, Minnesota needs its STEM workforce to be robust.

See what interns and employers say about the impact of the SciTech Program on YouTube



Wes Baish, 2012 Intern
Hunt Utilities Group



Tatem Rios, 2018 & 2020 Intern
Innovative Surface Technologies



Kent Patterson, COO
KAMP Automation, Waseca



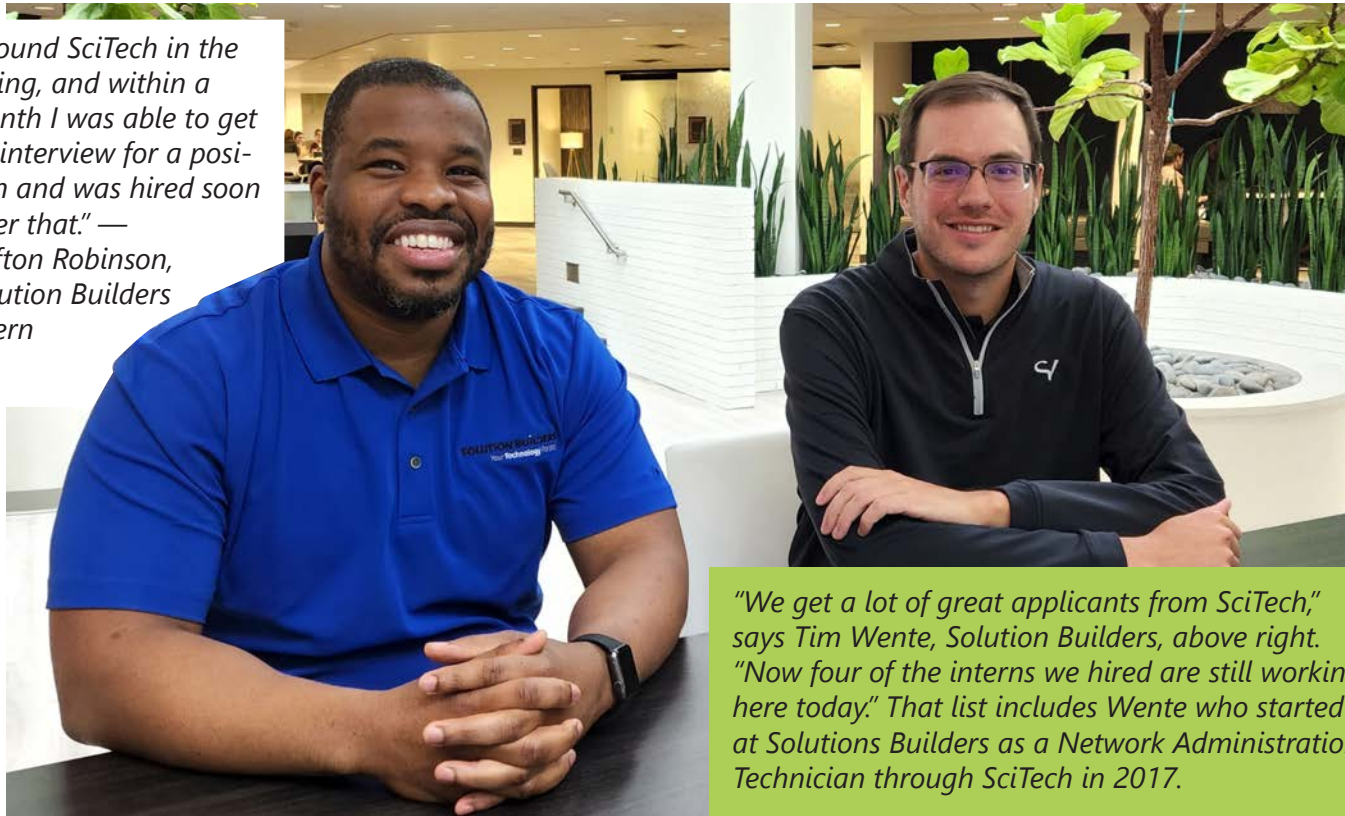
Randy Gatzke, CFO
Laser Peripherals, Plymouth

Focused on Inclusive Recruiting

SciTech conducts extensive outreach to Minnesota's STEM students, particularly to women and students of color. In addition to attending dozens of career fairs, SciTech engages with more than 20 student groups, prioritizing those that support students underrepresented in STEM fields. SciTech also partnered with the North Star STEM Alliance to host three QuikSkills workshops to help students gain the confidence and skills they need to succeed in the job search process.



"I found SciTech in the spring, and within a month I was able to get an interview for a position and was hired soon after that." — Clifton Robinson, Solution Builders Intern



"We get a lot of great applicants from SciTech," says Tim Wentz, Solution Builders, above right. "Now four of the interns we hired are still working here today." That list includes Wentz who started at Solutions Builders as a Network Administration Technician through SciTech in 2017.

2022PY SNAPSHOT Student Applicants

1,545 STUDENTS PARTICIPATED

61% were students underrepresented in STEM in 2022 of APPLICANTS (women and students of color)

Applicants by Ethnicity: 47% BIPOC, 53% White



Applicants by Gender: 30% Women, 69% Men, <1% Non-Binary



Applicants by Student's Permanent Residence:

42% Suburbs, 23% Greater MN, 23% Mpls/St. Paul, 12% Out of State



Applicants by College System:

40% UMN, 34% Mn State, 16% Private, 9% Out of State, <1% Other





Interns Help Medtech Startup Grow Organs for Transplant Waitlist

The team at Miromatrix is on a mission to eliminate the organ transplant waiting list by bioengineering transplantable human livers and kidneys. The simplified version of their remarkable process involves removing the animal cells from a pig organ and then replacing them with human cells. Once the original cells are flushed out, the tissue structure remains and new, compatible human cells can take their place. The bioengineered organs are then cultured in a bioreactor for 2-4 weeks, at which point the organs are ready to test or implant.

Miromatrix' process is an efficient way to address the unmet need of thousands of patients across the country who need a transplant. The company is currently working to advance their bioengineered organs to clinical trials.

This was Miromatrix's first year hiring interns through SciTech. *"It's really great for us, just having one portal where we can get so many wonderful applicants. It's a nice way to connect with local students,"* agreed Emily Beck, Senior Manager of Kidney R&D.

This past summer, they hired **Aubrey Chavarria, Kathryn Jans and Christian Labrador**. Chavarria, a biochemistry and health science major at Hamline University, came across the opportunity on SciTech and was intrigued by the regenerative process. With her father on a waitlist for a kidney transplant, she felt particularly close to the cause.

As an R&D intern, Chavarria worked with the analytical team, testing cell functions, going over data and sometimes working in the lab gathering samples.

Jans is studying biomedical engineering at the University of Minnesota and put her skills to use working with the cell development team. Using stains and markers, she studied and characterized different cell types, taking and developing the photos herself using the company's fluorescent microscope in the dark room.

Read the rest of the story on the [SciTech blog](#).

"I've told so many people on campus about SciTech. It's a really helpful program for getting college students in the actual STEM workforce."
— Kathryn Jans, Miromatrix Intern

2022PY SNAPSHOT Employer Applicants

271 EMPLOYERS PARTICIPATED

18 was the median size of employer applicants
based on worldwide employee count

73% of applicants had fewer than 50 employees worldwide

Applicants by Geographic Location:

23% Greater Minnesota, 34% Minneapolis/St. Paul, 43% Suburbs,



Applicants by Industry:

Industry	Percentage
IT/Computer Technology	26%
Mining, Materials, Mfg & Processing	25%
Biotechnology and Life Sciences	21%
Engineering Services	18%
Agriculture, Food and Forestry	4%
Fuels, Energy, and Energy Mgmt	3%
Aerospace and Defense	3%

Applicants by Full-time Employee Count (FTEs):

Full-time Employee Count (FTEs)	Percentage
1-10 FTEs	34%
11-50 FTEs	38%
51-100 FTEs	11%
101-200 FTEs	13%
201-250 FTEs	3%

2022 Program Year Placement Highlights

31 interns were hired full-time or PT by their employer. 38 more had open end dates.

98% of students completed their internships

\$19.36 was the median hourly rate paid by employers. Students made an average of \$6,736 during their internships.

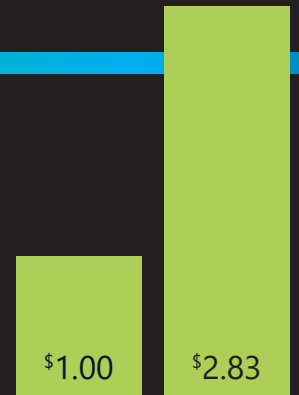
254
INTERNS PLACED

48%

of hires were students underrepresented in STEM in 2022 (women, nonbinary and students of color)

Great ROI

For every dollar the state provides in wage reimbursements, private companies contributed in \$2.83 in wages paid to interns.



Cities hosting one or more internship:

Angora
Anoka
Arden Hills
Bemidji
Blaine
Bloomington

Blue Earth
Brandon
Brooklyn Center
Burnsville
Chanhassen
Clearwater

Corcoran
Crookston
Dassel
Duluth
Eagan
Eden Prairie

Edina
Farmington
Golden Valley
Hopkins
Isanti
Lewiston

Litchfield
Little Canada
Mahtomedi
Mankato
Maple Grove
Minneapolis

Minnetonka
Monticello
New Brighton
Northfield
Oakdale
Pequot Lakes

Perham
Pine River
Plymouth
Rochester
Roseville
Sauk Rapids

Savage
Shoreview
St. Cloud
St. Louis Park
St. Paul
Victoria

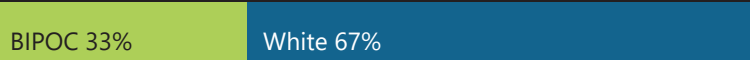
Waite Park
Waseca
West St. Paul
White Bear Lake
Winona
Woodbury

2022PY SNAPSHOT Interns Hired

Hires by Gender:



Hires by Ethnicity:



Hires by Intern's Permanent Residence:

36% Suburbs, 31% Greater MN, 22% Mpls/St. Paul, 11% Out of State

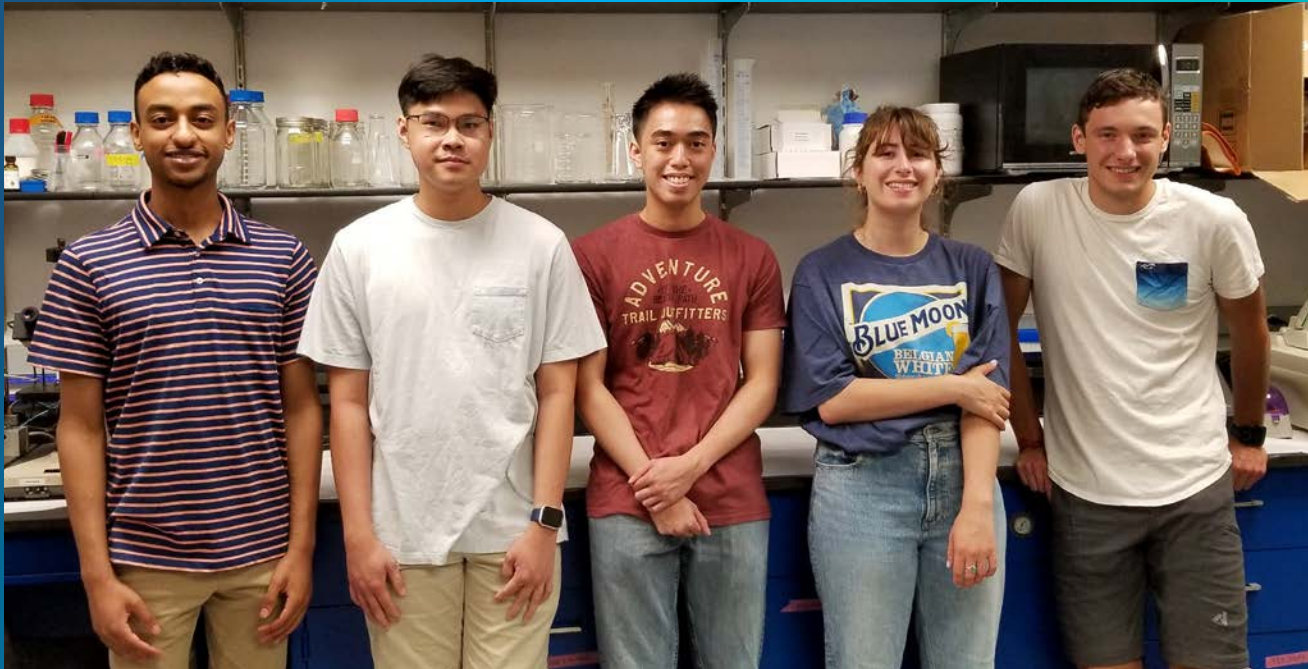


Hires by College System:

46% UMN, 26% Mn State, 16% Private, 12% Out of State Colleges



"SciTech has been our best source for finding quality talent. As a start-up, every team member is critical. The program paired us with motivated students, and allowed us to train and assess whether they were a match for a long-term position with the company. We plan to send full time job offers to our latest two interns."
— Vincent Truong, Anatomic Inc



2022PY SNAPSHOT Hiring Employers

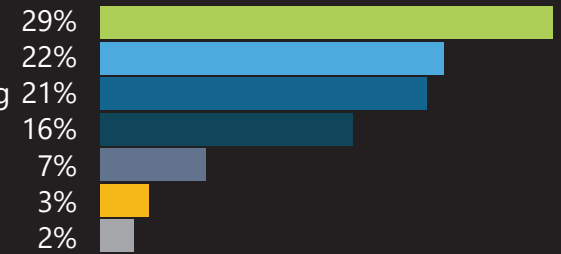
Hires by Geographic Location of Employer:

46% Suburbs, 35% Minneapolis/St. Paul, 19% Greater Minnesota



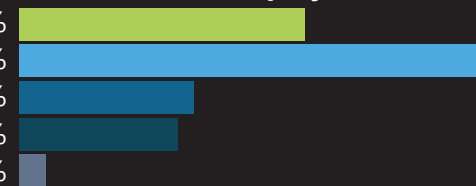
Hires by Industry:

Biotechnology and Life Sciences	29%
IT/Computer Technology	22%
Mining, Materials, Mfg & Processing	21%
Engineering Services	16%
Aerospace and Defense	7%
Agriculture, Food and Forestry	3%
Fuels, Energy, and Energy Mgmt	2%



Hires by Employer Size (Full-time Employees = FTEs):

1-10 FTEs	26%
11-50 FTEs	43%
51-100 FTEs	16%
101-200 FTEs	14%
201-250 FTEs	2%



"As a graduate of two SciTech internships myself, I have had an extremely positive experience...it was great to directly reach out to employers because it cuts through the computerized sorting that is often found in large companies. On the other side of the table now at Hed Cycling, I appreciate the same aspects of the program more so. It was considerably easier to interview candidates given they had expressed genuine interest by reaching out to us, and the process was extremely streamlined. We had an amazing summer intern this year."
— Sam Somrock, Hed Cycling

Hiring Companies

CITY	COMPANY	CITY	COMPANY	CITY	COMPANY
Angora	Art Unlimited	Eden Prairie	Miromatrix Medical	Minneapolis	Invenshure
Anoka	Meier Tool & Engineering		Nuwellis, Inc.		Lynn Langit Consulting LLC
	SarTec Corporation		Third Wave Systems		Marrow Access Technologies
Arden Hills	CAERUS Corp	Edina	IrriGreen, Inc.		NCXT
	Cryosa LLC		MEI Research, Ltd.		New Wave Design and Verification
	Superior Managed IT Services, LLC	Farmington	Aerospace Fabrication & Materials LLC		NorthStar Elastomers
	TruNorth Solar	Golden Valley	Chromatic 3D Materials Inc.		Packet Power
Bemidji	Aircorps Aviation	Hopkins	Berd Spokes		Premier Biotech Labs, LLC
	Karvako, P.A.	Isanti	Ever Cat Fuels, LLC		Primal Health, LLC
Blaine	In Control, Inc.	Lewiston	PlastiCert, Inc.		Procellis Technology Inc.
Bloomington	2040 Energy	Litchfield	PNE Inc dba IRD Glass		Punch Through Design LLC
	FMS Corporation	Little Canada	Escape Climbing		Railbox Consulting
	Solution Builders, Inc.	Mahtomedi	TLC Electronics, Inc.		Rani Engineering
	ZKarlo, Inc.	Mankato	Northflow Solutions		Respiratory Sciences Inc.
Blue Earth	Midwest IT Systems, Inc.	Maple Grove	Aspen Research Corporation		SIFT
Brandon	Voyager Industries, Inc.		MicroOptx		Software for Good, GBC
Brooklyn Center	Get Bizzy Inc.	Minneapolis	VirtusAero LLC		Technologist Computers
	Trusted Semiconductor Solutions		7 Generation Games		TLC Millimeterwave Products Inc.
Burnsville	Celadon Systems		Absolute Quality Manufacturing Inc.		Virutech Systems, Inc.
	MHC Software		Adventium Labs	Minnetonka	Wanner Engineering
	Omcare, Inc.		Alliant Engineering, Inc.		Advisory Aerospace OSC
	Stonebrooke Engineering		Ambient Intelligence Incorporated		Atirix Medical Systems
Chanassen	Agnitron Technology		Anatomic Incorporated		Engineered Products Company
Clearwater	T.O. Plastics		Atlas Manufacturing		Evolve Additive Solutions
Corcoran	FerskTech		BlueSky Designs		Intellect Earth
Crookston	Widseth Smith Nolting, & Assoc., Inc.		C70 Builders, Inc.		KLH Inc.
Dassel	Spectralytics		CNA Engineers		Monteris Medical
Duluth	American Precision Avionics		Delavan Ag Pumps, Inc.	Monticello	Ostra Cybersecurity, Inc.
	Frontier Energy		DOCSI Health	New Brighton	UMC
	GeaCom Inc.		e:solutions One, Inc.	Northfield	TheraTec
	Windsor Engineers		Exosite LLC		All Flex Flexible Circuits
Eagan	Rainbow Computer Technology		FoodOps LLC		LoonMD
	REMastered Sleep LLC		Imbio	Oakdale	TruNorth Automation
Eden Prairie	AbiliTech Medical		INOVIQ, Inc	Pequot Lakes	Pequot Tool & Mfg., Inc.

<Continued>

Hiring Companies

CITY	COMPANY
Perham	Kit Masters
Pine River	Hunt Utilities Group
Plymouth	Advanced Inspection Services
	GenEQTY
	Interrad Medical
	Peytant Solutions, Inc.
	Zurich Medical
Rochester	Canomiks, Inc.
	Pharmaceutical Specialties Inc.
Roseville	Calyxt, Inc.
	Hed Cycling Products
	Scientific Research Consortium, Inc.
Sauk Rapids	Pinnacle Climate Technologies, Inc.
Savage	Hydra-Flex
Shoreview	ASTER Labs, Inc.

CITY	COMPANY
St. Cloud	Advanced Interconnect Technologies
	Net V Pro
St. Louis Park	Comparatio
	Donohue & Associates
	VSI Labs
St. Paul	ABV Technology
	Aria CV, Inc.
	Astrin Biosciences
	Creed Interactive LLC
	Ericksen Roed & Associates
	Innovative Surface Technologies, Inc.
	InSitu Technologies Inc.
	Isthmus Engineering
	LKT Laboratories, Inc.
	NanoMotif

CITY	COMPANY
St. Paul	NovoClade
	Sasya
	Scanlan International, Inc.
	Sisu Solar
	Stratix Labs Corporation
	Syntiron
	Servos LLC
Victoria	Starrett, Tru-Stone Technologies Div.
Waite Park	KAMP Automation
Waseca	Capitol City ComputerFixx
West St. Paul	Tapemark
	Techie Dudes
White Bear Lake	Thern, Inc.
Winona	ECO BCG Corporation
Woodbury	



"It's been a huge confidence boost for me to have this internship," Gahnz affirmed. "It's given me perspective into what engineers actually do and to hear that I'm contributing to that is cool." In retrospect, Gahnz was very grateful for the experience, she said, "It's the most fun I've had. I don't really feel like I'm working. And everyone I've met has been so incredibly nice. I've really loved this experience and continue to love it. I'm really excited to work for Third Wave and learn all I can."
 — Karlyn Gahnz,
 Third Wave Systems



"If you had told me I would come out of this being able to write top level code and really see it created, I would have said 'no way. This internship has really proven to me that I can do it." — Chi Asangwe (he) Software for Good.

"This is a great program to help educate a strong, well-educated workforce for Minnesota's biotech industry. If students have an opportunity to work with companies and companies can hire and retain quality employees, then the biotech industry can stay and grow in MN, instead of moving to the east or west coast." — Susan Belzer, INOVIQ, Inc.

