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February 1, 2022

Workforce Development Scholarship Program

MINNESOTA STATE

I. Executive Summary

The Minnesota State Legislature created the Workforce Development Scholarship program in 2017; Minnesota State piloted the program with \$1 million in funding during the 2018-19 academic year. The program was expanded to provide \$2 million in scholarships in FY2020 and \$6 million in scholarships in FY2021. Legislation was passed in the 2021 legislative session for an appropriation of \$4,500,000 in FYs 2022 and 2023.

The Workforce Development Scholarship program provides scholarships to students enrolled in high-demand educational programs leading to employment in six industries – advanced manufacturing, agriculture, health care services, information technology, early childhood education, and transportation. Colleges may also offer scholarships to students in one additional program area for occupations in high need in their region.

Some of the data on the program are as follows:

- In the 2020 – 2021 academic year, 2,106 students (2,082 college students and 24 university students) received a Workforce Development Scholarship for an award total of \$4,203,430.
- In Fall 2021, 1,174 college students received a first-year award for a total of \$1,467,500 and 308 college students received a second year award (\$380,000). Thirty-three university students received a scholarship (\$41,250) for a total of 1,511 scholarship students in fall 2021.
- In the 2020 – 2021 academic year, private match funds in the amount of \$511,250 were raised in support of the WDS program.
- In the 2020 – 2021 academic year, students receiving Workforce Development Scholarships were enrolled in the following program areas:
 - Health Care Services – 39 percent
 - Advanced Manufacturing – 24 percent
 - Transportation – 14 percent
 - Information Technology – 11 percent
 - Agriculture – 4 percent
 - Early Childhood – 3 percent
 - Other technical/liberal arts percent – 7 percent

II. Background

The Minnesota Legislature created the Workforce Development Scholarship program (Chapter 89, Article 2, Section 17 [136F.38]) in 2017 and appropriated \$1 million in FY2019 to Minnesota State to encourage students to enroll in high-demand educational programs that prepare graduates for employment in four industries – advanced manufacturing, agriculture, health care services, and information technology. Legislation passed in the 2021 legislative session provided for an appropriation of \$4,500,000 in FYs 2202 and 2023 for the program.

In addition, the 2021 legislation stipulated that “each institution may add one additional area of study or certification, based on a workforce shortage for full-time employment requiring postsecondary education that is unique to the institution's specific region, as reported in the most recent Department of Employment and Economic Development job vacancy survey data for the economic development region in which the institution is located. A workforce shortage area is one in which the job vacancy rate for full-time employment in a specific occupation in a region is higher than the state average vacancy rate for that same occupation. The institution may change the area of study or certification based on new data once every two years.”

The 2021 legislation also changed student eligibility for a one-year scholarship at a Minnesota State university from completing an associate degree to completing two terms and transferring to a state university in an eligible program area and enrolling in nine or more credits.

III. Workforce Development Scholarship Program Overview

In academic year 2020 – 2021, 2,106 students (2,082 college students and 24 university students) received a Workforce Development Scholarship for an award total of \$4,203,430. Minnesota students at all 30 two-year colleges received a Workforce Development Scholarship of up to \$2,500 (\$1,250 per term) for degree programs in advanced manufacturing, agriculture, health care services, information technology, early childhood education, or transportation. Four of seven state universities awarded scholarships for transfer students who earned an associate degree.

In the academic year 2021 – 2022, \$4,050,000 in scholarship funds were distributed to colleges and universities. \$450,000 was “held back” from the FY22 distribution as a match to private support. Scholarship funds are allocated in a “base amount” and additional scholarship funds were distributed based on size of full-year equivalent enrollment.

Each campus identifies a program coordinator, commonly a staff member from the college’s foundation or financial aid office, to administer the scholarship award process. Colleges are

encouraged to identify new students, recent high school graduates, or adults to grow enrollments and recruit individuals for the industries specified in the Workforce Development Scholarship legislation. Colleges are also encouraged to reach out to diverse student groups, including non-traditional students for certain career fields, e.g., females in advanced manufacturing or information technology or males in health care services.

The following Tables provide additional details on scholarship awards:

- **Table 1:** Number of scholarship recipients and the dollar value of those awards in academic year 2020 – 2021
- **Table 2:** Awards in Fall 2020 (Table 2a Colleges and Table 2b Universities).
- **Table 3:** Awards by industry sector in Fall 2021

In addition, in Fall 2021, 33 university students were awarded scholarships. These students were eligible for a third-year scholarship by meeting two criteria: 1) completion of an associate degree and 2) transfer to a university degree program that is related to their college program. Of the 33 students awarded third-year scholarships, 19 transferred into a healthcare program, four into information technology, and three each into manufacturing and early childhood education, and four in another field.

Degree Completion

Based on preliminary fiscal year 2021 degree award data, there were 1,017 certificates, diplomas, associate, or bachelor's degrees awarded to Workforce Development Scholarship recipients. Earned credentials were distributed by program area as follows:

- health care services: 398 awards (39 percent)
- manufacturing: 243 awards (24 percent)
- transportation: 138 awards (14 percent)
- information technology: 108 awards (11 percent)
- agriculture: 40 awards (4 percent)
- early childhood education: 26 awards (3 percent)
- other fields: 64 awards (6 percent)

Award Process and Continuous Improvement

Campuses are delegated the authority to define an award process that best serves students at each institution. In most, but not all instances, campuses promote the availability of Workforce Development Scholarships and solicit applications from both incoming and returning students. Not surprisingly, student interest in these scholarships is high.

Workforce Development Scholarships are widely promoted throughout the year on Minnesota State college campuses, utilizing marketing materials from both the system office and campus

materials and strategies. Many campuses utilize targeted marketing strategies in an effort to support programs with lower enrollments and local industries with workforce shortages. In addition, outreach leaders from the Centers of Excellence along with college partners assist campuses in promoting of the program during statewide outreach activities.

Enhancing Impact and Potential

Outreach leaders from three Centers of Excellence (transportation, manufacturing, and agriculture), in partnership with the system office, consulted throughout the year with college and university scholarship representatives to learn and share best practices for recruitment of students and promotion of the scholarships. As campuses assess, refine, and improve their award processes, there are growing efforts to award scholarships for students in high need, support student retention and enhance program enrollment in high-demand occupations.

A focus for the program is supporting students with high financial need. Some examples of best practices include:

- Continuing attention paid to application barriers, like deadlines and written requirements, to encourage scholarships for low-income students.
- Expanded coordination between foundation, financial aid staff and other campus leaders to better identify students with highest need.
- Strategic distribution of scholarships to assist with retention of at-risk students after first term enrollment and second year students.
- Renewed focus on local high schools that can serve as a direct pipeline to local workforce needs.
- Intentional holding back of scholarship funds in order to support spring start students, or students who enroll past traditional scholarship deadlines.

Other strategies that support growth in enrollment include:

- Further development of local partnerships to secure private matching funds and to recognize workforce demands in eligible sectors.
- Increased focus on programs with specific enrollment challenges.
- Qualifying additional eligible programs based on local workforce demands.
- Ongoing communication and presence with campus WDS program leaders and industry. Continued advocacy of a more balanced distribution across the six eligible industry sectors
- Growing use of data tools to identify eligible transfer students.
- Strategic marketing efforts in specific regions with unique challenges and/or underrepresented populations.

Workforce Development Scholarship Marketing Efforts for 2021

At the system-level, a four-month paid media campaign was carried out to promote the Workforce Development Scholarship program between February 1 and May 31, 2021, promoting scholarships for fall 2021 at the colleges and universities of Minnesota State. This campaign included digital advertising, radio advertising, a home page carousel ad on the MinnState.edu website, and video testimonials from previous recipients of the scholarship.

Radio commercials ran in the following seven regional markets: Minneapolis/Saint Paul, St. Cloud, Brainerd, Duluth, Bemidji, Moorhead and Mankato. In addition, ads on KFAI, a community-based station that reaches many non-English speaking communities in the Greater Twin Cities, ran radio spots as well as commercials in six languages: Amharic, Hmong, Somali, Spanish, Tigrinya and Oromo.

Digital advertising focused on Facebook and Instagram with the following four-month engagement totals:

- Reach: 339,693 (number of people who saw the ad)
- Impressions: 975,346 (total number of times the ad was shown)
- Clicks: 30,981 (total number of times the ad was clicked on)
- Click-through Rate: 3.17 percent (Industry average for education is 0.73 percent)

In March 2021, Minnesota State conducted an email campaign to promote the Workforce Development Scholarships for students who graduated from a Minnesota State college in December 2020 (79 students) after receiving the Workforce Development Scholarship at the college. The message congratulated the students on their graduation and gave them information about the possibility of another year of the \$2,500 scholarship for them to continue in their high demand field at the university level. The email provided contact information for the scholarship contact at each of the seven universities as well as a link to our MinnState.edu website where they could find eligibility information.

Testimonial Support

The following web link has video testimonials from students who received scholarships:
<https://minnstate.edu/stories/wds/testimonials.html>

Written testimonials:

“I’ve finally caught a break, you are that break. This scholarship provides more than money, it provides me with motivation and security. You have helped provide me with a clear path to success.” – **Cian, Information Systems Management, Dakota County Technical College**

“Your generosity has allowed me to begin my academic journey. This scholarship has helped me get enrolled into the LPN program. The award has also given me confidence and I hope to help others one day too!” – **Bethany, Practical Nursing, Dakota County Technical College**

“Thank you for providing me this opportunity to fulfill my dreams of becoming an elementary teacher. I have been a distance learning student my entire college education. It has been a bumpy road but I am proud to have come this far in my education. With the help of this scholarship, I have maintained a lower amount of student debt, and an opportunity to continue in the DLiTE program through Bemidji State University. Thank you for believing in me and giving me the reassurance that I could do it.” – **Madison, BS Elementary Education, Bemidji State University**

“This letter is ...[to] express support for the State of Minnesota Workforce Development Scholarship program(s). Your introduction of the program to us has allowed the Walser Foundation to partner with two schools to provide additional scholarship funding to students. This is a fantastic use of an existing program in our eyes. Both schools we have partnered with have been very happy to further the partnerships with their institution and the Walser Automotive Group. While two schools may not seem like a substantial number, we were able to offer 10 additional scholarships between the two schools. To the students who will receive these scholarships, I have no doubt they will not overlook them.” – **Ryan Moffit, Director of Talent Acquisition, Walser Automotive Group**

“The opportunity that the Workforce Development Scholarship program gave the Century College Foundation to partner with industry and reduce financial barriers for students has been important and meaningful.” – **Nora Slawik, Century College Foundation Director**

“One of the best parts of my job is calling students to inform them that they have been awarded the Workforce Development Scholarship. Students are so excited and relieved to have this additional assistance. I keep track of their responses and there are so many 'AWESOME!', 'That's GREAT!' and 'THANK YOU!'s - this scholarship really makes a difference in these students' lives.” – **Anji Mousseau, Central Lakes College, Heavy Equipment Program Coordinator**

Private Match Requirement

The 2019 legislation required that 10 percent of the annual scholarship fund be held as a matching fund and distributed upon receipt of privately raised funds matched 1:1 with state funds. Each college is required to raise the equivalent of its 10 percent of allocated Workforce Development Scholarship funds by June 30 of each year.

For the fiscal year 2021 (July 1, 2020 – June 30, 2021), \$528,000 was held back from the scholarship fund (this is 10 percent of scholarship funds less administrative set-aside). In July 2021, nineteen colleges reported raising \$511,250 or 97 percent of the required amount. While

this amount is short by \$16,750, colleges reported that the pandemic sharply curtailed their ability to raise private funds.

Occupational Outcomes

Minnesota State surveys its graduates annually to collect data on employment and continuing education of graduates. Every student who completes an academic award in a FY is invited to participate in the Graduate Follow-Up Survey. This information is based on students who received a WDS in FY2019 or FY2020 who earned an academic award in FY2019 or FY2020 either after, or in the same term, they received the WDS.

Of the 357 students who received a workforce development scholarship prior to completing an academic award in FY2019 or FY2020, 323 of these students returned the Graduate Follow-Up Survey.

In the Graduate Follow-Up Survey, graduates are asked to indicate if they have started, accepted or continued a paying job after graduation (including self-employment, Peace Corps, military service or religious mission). Among the 357 WDS recipients who earned an academic award in FY2019 or FY2020, 206 began employment within 12 months of graduation, including 108 who began within three months and 49 who began by their graduation date.

Of the 206 who began employment within 12 months of graduation, 168 provided their job title on the Graduate Follow-Up Survey. The reported occupational titles of these graduates are included in Table 5; a number in parenthesis indicates the number of individuals reporting the same title.

**Table 1: Workforce Development Scholarship recipients and dollars awarded,
by institution, FY2021**

Short Formal Name	Recipients	Total Dollars Awarded
Alexandria Technical and Community College	70	\$156,250
Anoka Technical College	41	\$76,250
Anoka-Ramsey Community College	15	\$26,250
Central Lakes College	72	\$155,750
Century College	114	\$241,250
Dakota County Technical College	63	\$136,250
Fond du Lac Tribal and Community College	44	\$102,500
Hennepin Technical College	197	\$246,250
Hibbing Community College	28	\$62,500
Inver Hills Community College	61	\$118,750
Itasca Community College	26	\$58,750
Lake Superior College	49	\$123,750
Mesabi Range College	26	\$60,000
Minneapolis Community and Technical College	114	\$195,000
Minnesota State College Southeast	63	\$131,250
Minnesota State Community and Technical College	112	\$236,250
Minnesota West Community and Technical College	74	\$163,930
Normandale Community College	41	\$91,250
North Hennepin Community College	105	\$203,750
Northland Community and Technical College	72	\$155,000
Northwest Technical College - Bemidji	55	\$112,500
Pine Technical and Community College	59	\$117,500
Rainy River Community College	4	\$8,750
Ridgewater College	78	\$168,750
Riverland Community College	101	\$203,750
Rochester Community and Technical College	120	\$212,500
Saint Paul College	88	\$193,750
South Central College	66	\$131,250
St. Cloud Technical and Community College	95	\$197,500
Vermilion Community College	29	\$63,750
TOTAL: COLLEGES	2,082	\$4,150,930
Bemidji State University	8	\$20,000
Metropolitan State University	10	\$20,000
Minnesota State University Moorhead	0	\$0
Minnesota State University, Mankato	3	\$6,250
Southwest Minnesota State University	0	\$0
St. Cloud State University	0	\$0
Winona State University	3	\$6,250
TOTAL: UNIVERSITIES	24	\$52,500
TOTAL: COLLEGES AND UNIVERSITIES	2,106	\$4,203,430

Table 2a: Fall 2021 Workforce Development Scholarships, number and dollar value awarded, at colleges

Workforce Development Scholarship Program						
Count of Enrolled Students Receiving Award and Total Award Amount by Institution						
Fall 2021 (as of 1/3/2022)						
Minnesota State Colleges						
Short Formal Name	Received Workforce Development Scholarship 1st Year		Received Workforce Development Scholarship 2nd Year		Received Any Workforce Development	
	Students Receiving Award	Total Dollars Awarded	Students Receiving Award	Total Dollars Awarded	Students Receiving Award	Total Dollars Awarded
Alexandria Technical and Community College	42	\$52,500	1	\$1,250	43	\$53,750
Anoka Technical College	21	\$26,250	8	\$10,000	29	\$36,250
Anoka-Ramsey Community College	69	\$86,250	0	\$0	69	\$86,250
Central Lakes College	59	\$73,750	0	\$0	59	\$73,750
Century College	71	\$88,750	14	\$17,500	85	\$106,250
Dakota County Technical College	32	\$40,000	3	\$3,750	35	\$43,750
Fond du Lac Tribal and Community College	46	\$57,500	0	\$0	46	\$57,500
Hennepin Technical College	78	\$97,500	0	\$0	78	\$97,500
Hibbing Community College	12	\$15,000	3	\$3,750	15	\$18,750
Inver Hills Community College	42	\$52,500	8	\$10,000	50	\$62,500
Itasca Community College	11	\$13,750	1	\$1,250	12	\$15,000
Lake Superior College	41	\$51,250	0	\$0	41	\$51,250
Mesabi Range College	13	\$16,250	0	\$0	13	\$16,250
Minneapolis Community and Technical College	45	\$56,250	27	\$33,750	72	\$90,000
Minnesota State College Southeast	36	\$45,000	3	\$3,750	39	\$48,750
Minnesota State Community and Technical College	56	\$70,000	36	\$45,000	92	\$115,000
Minnesota West Community and Technical College	47	\$58,750	0	\$0	47	\$58,750
Normandale Community College	58	\$72,500	7	\$8,750	65	\$81,250
North Hennepin Community College	26	\$32,500	34	\$42,500	60	\$75,000
Northland Community and Technical College	49	\$61,250	27	\$33,750	76	\$95,000
Northwest Technical College - Bemidji	45	\$56,250	6	\$7,500	51	\$63,750
Pine Technical and Community College	39	\$48,750	6	\$7,500	45	\$56,250
Rainy River Community College	0	\$0	0	\$0	0	\$0
Ridgewater College	46	\$57,500	5	\$6,250	51	\$63,750
Riverland Community College	37	\$46,250	19	\$23,750	56	\$70,000
Rochester Community and Technical College	53	\$66,250	8	\$10,000	61	\$76,250
Saint Paul College	17	\$21,250	40	\$50,000	57	\$71,250
South Central College	48	\$60,000	21	\$26,250	69	\$86,250
St. Cloud Technical and Community College	22	\$27,500	27	\$33,750	49	\$61,250
Vermilion Community College	13	\$16,250	0	\$0	13	\$16,250
Total	1,174	\$1,467,500	304	\$380,000	1,478	\$1,847,500

Note: Workforce Development Scholarships include financial aid awards in Award ID 10289 (1st year, College) and Award ID 10290 (2nd year, college) from the ISRS.AWARDS table for the specified term. Awards that were estimated or cancelled were excluded. Only students who had attempted local credits greater than 0 during the specified term are included.

Table 2b: Fall 2021 Workforce Development Scholarships, number and dollar value awarded, at universities

Short Formal Name	Received Workforce Development Scholarship 3rd Year Award University (10295)	
	Count of Students Receiving Award	Total Dollars Awarded
Bemidji State University	3	\$3,750
Metropolitan State University	16	\$20,000
Minnesota State University Moorhead	3	\$3,750
Minnesota State University, Mankato	8	\$10,000
Southwest Minnesota State University	1	\$1,250
St. Cloud State University	0	0
Winona State University	2	\$2,500
Total	33	\$41,250

Table 3: Fall 2021 Workforce Development Scholarship recipients, by institution and industry

Workforce Development Scholarship Program										
Count of Enrolled Students Receiving Award by Industry by Institution										
Fall 2021 (as of 1/3/2022)										
Minnesota State Colleges and Universities										
Short Formal Name	Advanced Manufacturing	Agriculture	Healthcare Services	Information Technology	Law Enforcement	Early Childhood	Transportation	Liberal Arts	Other Technical	TOTAL
Alexandria Technical and Community College	14	0	12	1	1	1	13	1	0	43
Anoka Technical College	9	0	18	1	0	0	1	0	0	29
Anoka-Ramsey Community College	1	0	41	10	0	0	0	17	0	69
Central Lakes College	6	7	16	1	0	2	25	0	2	59
Century College	9	0	49	17	0	4	6	0	0	85
Dakota County Technical College	10	5	13	2	0	0	5	0	0	35
Fond du Lac Tribal and Community College	0	0	25	0	0	14	0	7	0	46
Hennepin Technical College	15	5	20	14	0	4	14	2	4	78
Hibbing Community College	0	0	10	1	0	0	4	0	0	15
Inver Hills Community College	5	0	36	9	0	0	0	0	0	50
Itasca Community College	0	0	7	0	0	5	0	0	0	12
Lake Superior College	0	0	32	5	0	0	4	0	0	41
Mesabi Range College	5	0	6	0	0	2	0	0	0	13
Minneapolis Community and Technical College	10	0	39	11	0	3	9	0	0	72
Minnesota State College Southeast	8	0	18	5	0	0	8	0	0	39
Minnesota State Community and Technical College	48	0	23	2	0	2	6	10	1	92
Minnesota West Community and Technical College	3	2	38	1	0	0	3	0	0	47
Normandale Community College	0	0	42	8	0	12	0	3	0	65
North Hennepin Community College	0	0	43	16	0	0	0	1	0	60
Northland Community and Technical College	9	7	33	3	0	3	20	1	0	76
Northwest Technical College - Bemidji	0	0	38	0	0	4	9	0	0	51
Pine Technical and Community College	9	0	19	8	0	4	5	0	0	45
Rainy River Community College	0	0	0	0	0	0	0	0	0	0
Ridgewater College	17	4	23	0	0	0	7	0	0	51
Riverland Community College	5	3	23	10	0	0	13	2	0	56
Rochester Community and Technical College	3	5	47	0	0	0	5	1	0	61
Saint Paul College	20	0	6	17	0	1	11	1	1	57
South Central College	19	11	15	4	0	6	8	6	0	69
St. Cloud Technical and Community College	9	0	11	5	0	14	10	0	0	49
Vermilion Community College	0	13	0	0	0	0	0	0	0	13
Bemidji State University	3	0	0	0	0	0	0	0	0	3
Metropolitan State University	0	0	10	2	0	1	0	3	0	16
Minnesota State University Moorhead	0	0	3	0	0	0	0	0	0	3
Minnesota State University, Mankato	0	0	6	2	0	0	0	0	0	8
Southwest Minnesota State University	0	0	0	0	0	0	0	1	0	1
St. Cloud State University	0	0	0	0	0	0	0	0	0	0
Winona State University	0	0	0	0	0	2	0	0	0	2
TOTAL	237	62	722	155	1	84	186	56	8	1,511
% of Awards by Program Group and Year	16%	4%	48%	10%	0%	6%	12%	4%	1%	100%

Note: Workforce Development Scholarships include financial aid awards in Award ID 10289 (1st year, College) and Award ID 10290 (2nd year, college) and Award ID 10295 (3rd year, University) from the ISRS.AWARDS table for the specified term. Awards that were estimated or cancelled were excluded. Only students who had attempted local credits greater than 0 during the specified term are included. If a student was enrolled in more than one WDS-eligible major, students were included in only a single industry group.

Notes:

- (1) While most scholarship recipients declared a program of study in one of the six target industries, some students enrolled as pre-majors, often in a health care-related field, e.g., pre-nursing or pre-dental. These awards are classified as liberal arts.
- (2) Fall 2021 data are preliminary.

Table 4: Fiscal Year 2021: Degrees Awarded, by Industry

Workforce Development Scholarship Recipients: Degrees Awarded by Industry						
Degrees Awarded in Fiscal Year 2021						
Minnesota State Colleges						
Industry	Bachelor's Degree	Associate Degree	Certificate	Diploma	Total	% Total by Industry
Advanced Manufacturing	0	58	54	131	243	24%
Agriculture	0	20	8	12	40	4%
Early Childhood Education	0	21	3	2	26	3%
Health Care Services	2	226	30	142	398	39%
Information Technology	0	57	47	4	108	11%
Liberal Arts	0	57	5	1	63	6%
Other Technical	0	0	1	0	1	0%
Transportation	0	19	58	61	138	14%
Total	2	458	206	353	1,017	100%

Note: This is a count of academic degrees earned in FY 2021 by students who received a WDS in one or more terms in FY 2019 (with Fall 2018 being first term the award was available) through FY 2021. FY 2021 award data are preliminary. FY 2021 was the first fiscal year third-year WDS were available at the Universities and we expect the number of degrees awarded by the Universities to those who received a WDS to increase over time.

Table 5: Job Titles Reported on Graduate Follow-Up Survey

Occupations of WDS Recipients Employed within 12 Months of Completing Academic Award
Fiscal Year 2019 and 2020 Graduates

Job Titles Reported on Graduate Follow-Up Survey*
Agricultural Commodity Grader
Application Development Internship
Applications Manager Intern
Apprentice (2)
Assistant Teacher
Auto body tech
Auto technician
Boilermaker
Car Runner
Carpenter
Certified Maintenance Welder
Certified Medical Assistant
Certified Nursing Assistant (4)
Certified Surgical Technologist
Claims Assistant
Clinical Coordinator
CMA
CNC Machinist (2)
Custodian
Customer Service
Dental Assistant (11)
Dental Hygienist (3)
Designer
Drafting
Electrician apprentice
Engineer Technician
Engineer/Electrical and Fluid Power Tech
Engineering Technician (2)
Fabricator
Farm Manager
Farm Tractor Operator
Field Service Tech
Field Welder
Food Service Director
Help Desk Technician

Herd Manager
Home Health Aide
Hospice Registered Nurse
HVAC Technician (2)
IT Specialist
Lab Assistant / Phlebotomy
Labor
Laborer-Welding
Licensed Physical Therapist Assistant (2)
Licensed Practical Nurse (13)
Lineworker (2)
Load Builder
Machine Welder
Machining Supervisor
Machinist (4)
Maintenance technician
Manufacturing Laborer
Mechanic
Medical Lab Technician (2)
MRI Technologist
Operator/Technician (3)
Owner
Paramedic
Patient Access Rep
PC Support Specialist
PCA
Physical Therapist Assistant (2)
Pig barn caretaker
Production Machinist
Psychiatric Nurse
Radiology Assistant / Technician (2)
Registered Nurse (19)
Registered Radiologic Technologist (2)
Rehab Aide
Residential HVAC Service
RN Clinical Liaison
RN Director
Robotic Systems Engineer
Robotics Technician
Sales
Sales Associate

Scheduling Specialist
Self-employed
Semi-Truck Driver
Server
Service Technician (2)
South Float
Staff Nurse
Summer Help
Technician (3)
Technology assistant
Tinner
Traveling Water Tower Welder
Trucking
Vet assistant
Welder (10)
Welder Fitter
Welding Assistant (2)
Welding Machine Operator

**For additional information, contact:
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