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# Youth Skills Training program

Report to the Minnesota Legislature

Feb. 1, 2022

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## Introduction

This legislative report is submitted by the Minnesota Department of Labor and Industry (DLI) about the activity and outcomes of its Youth Skills Training (YST) program. Specifically, Minnesota Statutes 175.46, subd. 15, requires DLI to annually provide information for the preceding fiscal year by Feb. 1, 2022. The report must include updates about the program, the number of student learners who have participated in YST programs and recommendations for changes to the program.

## Purpose

The purpose of the YST program is to support the development of partnerships that will provide industry-related classroom instruction and paid work experience to high school students age 16 years and older in high-growth, high-demand, living wage occupations. As provided by the Legislature in May 2017 (Minnesota Statutes 175.46), local partnerships must include schools and employers working together to develop and implement YST programs throughout the state. Locally developed partnerships create programs to provide safe, healthy and meaningful paid work experience to student learners. YST programs provide industry exposure opportunities, industry-related classroom instruction, safety training, industry-recognized credentials and paid work experience in key industries including advanced manufacturing, agriculture, automotive, health care and information technology.

Since the YST program started in 2017, employers throughout Minnesota have reported an increasing number of unfilled positions in high-paying jobs that require a certification or two-year degree and describe significant challenges to find qualified and trainable employees to fill these skilled positions. According to the 2021 State of Manufacturing survey results recently reported by Enterprise Minnesota, 50% of the manufacturing employers surveyed indicated that the biggest challenge negatively impacting future growth for their company is “attracting and retaining a qualified workforce.” Sixty-two percent of manufacturers reported that their company currently has open positions that they are trying to fill. Of the 400 manufacturing executives surveyed, 87% also reported that it is difficult to attract qualified candidates for these positions.<sup>1</sup> The YST program supports 25 partnerships throughout the state that provide training and certifications to student learners in the manufacturing industry.

Health care continues to dominate the occupations in demand in Minnesota, with registered nurses (RN) being the highest in-demand job in the state. The 10-year projected growth for RNs is at 12.4%, or 49,007 job openings over the next 10 years.<sup>2</sup> Following closely behind is home health/personal care aides at No. two and nursing assistants at No. six. The YST program currently supports 12 partnerships throughout the state that provide training and certifications to student learners in the health care industry.

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<sup>1</sup> The State of Manufacturing 2021: The COVID Effects; <https://www.enterpriseminnesota.org/articles/winter-2021/the-state-of-manufacturing-2021-the-covid-effects/>

<sup>2</sup> DEED Labor Market Information Occupations in Demand tool; [https://apps.deed.state.mn.us/lmi/oid/Results\\_9Columns.aspx](https://apps.deed.state.mn.us/lmi/oid/Results_9Columns.aspx)

Workforce development programs like the YST program will help lead Minnesota out of the pandemic and help provide qualified employees to industries with the greatest need. The YST program is one way to address current and future workforce challenges within the key industries it serves. YST programs provide technical skills, safety instruction, opportunities to gain industry-recognized credentials and teach important employment skills to be successful in careers within these industries.

## Impact of COVID-19 on YST programs

The impact of the COVID-19 pandemic on YST programs throughout the state has been significant. Schools have been forced to toggle between distance learning and in-person classroom instruction which has significantly impacted hands-on learning, in-person industry exposure opportunities and paid work experiences for student learners. Despite these challenges, YST programs have been able to provide virtual opportunities to students when necessary, adapt how curriculum is delivered and continue to provide students with opportunities to obtain industry-recognized credentials. Despite the impact of COVID-19 on students, schools, employers and community partners throughout the state, all components and requirements of the YST program continue to be provided in some capacity and at a high level.

## Creation

The Legislature created the YST program in 2017, which included grant funding in the amount of \$1 million per biennium, to provide local partnerships throughout the state with resources to create and implement YST programs. These grants were initially awarded to a maximum of five partnerships and could not exceed \$100,000 to each local partnership. Additionally, a one-time appropriation of \$200,000 out of the Workforce Development Fund was provided for DLI to develop the program over fiscal years 2018 and 2019.

## Expansion

In 2019, the Legislature invested \$2.2 million per biennium from the Workforce Development Fund to further support YST programs throughout the state. The increase in grant funding from \$500,000 to \$1 million each year allows the YST program to fund twice as many partnerships annually, and in effect, double the number of schools, employers and students participating in this program. The increase in grant funding provides additional partnerships with the necessary resources to create and implement employment-based training programs for students ages 16 and older.

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*“In a community where, like everywhere, we are in need of skilled workers, the Youth Skills Training Program provides a bridge between qualified workers and employers that we hope will stand for years to come.”*

– Brian Stefanich, Bemidji Career Academies Director

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## Goals

The goal of the YST program is to offer industry exposure opportunities and training to students in high-growth, high-demand, living-wage careers in several key industries in Minnesota. The strategy to reach this goal is to

support the development of local partnership between high schools, employers and community stakeholders throughout the state. Local partnerships provide students with industry exposure, safe and meaningful paid work experience and pathways to careers within these industries. The goal of the funding is to create, implement and grow new programs or expand existing programs throughout the state.

## Benefits

**Students** benefit from meaningful career exposure, educational training, safety training and paid work experience in careers they are interested in pursuing. Through YST programs, students will discover a variety of pathways to high-growth, high-demand, living-wage occupations that exist within their communities and throughout the state.

**Employers** benefit by connecting with educators, providing input about curriculum, teaching students the skills needed to be successful in the industry and gaining access to a new generation of employees with basic education, training and interest in pursuing a career within targeted industries. Employers also benefit from building relationships with student learners, schools and their communities. Their contributions provide individualized training and basic industry knowledge to student learners; once these students graduate from high school, they can help address the shortage of qualified employees.

**Schools** benefit by being a connector between students and meaningful work experience within their community. Additionally, schools benefit as students receive career exposure activities with employers that the schools may otherwise be unable to provide.

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*“I am beyond impressed with the opportunities provided to students and the community through the Bemidji Career Academies Youth Skills Training program. My daughter was able to receive a nursing certificate, gain employment at a long-term care facility and find out if nursing might be the right career path for her BEFORE graduating from high school.”*

-Parent of YST student learner

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## Impacted stakeholders

YST programs serve employers, school districts, students, families, communities, post-secondary institutions, employer associations and non-profit groups by working with communities throughout the state to provide student learners age 16 and older with paid work experience that may otherwise be unavailable. Employers are paired with student learners who demonstrate an interest in their industry. Prior to participating in paid work experiences, student learners develop basic work skills and technical skills for the industry in a classroom environment, which they then apply and further develop in a work setting.

DLI promotes public-service-centered work, teamwork, collaboration and building an inclusive environment with equitable systems – all priorities consistent with the YST program. The YST program serves students, employers, schools and communities throughout Minnesota. All students attending a YST partner school are eligible to participate in the program. This may include public, private, home and charter schools. YST programs do not

discriminate based on race, ethnicity or any other characteristic. It is an expectation that student demographics of the programs are consistent with the student demographics of the schools developing and implementing YST programs. Grant applicants are scored based on their ability to serve diverse populations and populations experiencing inequities and/or disparities including racial and ethnic communities. Diverse populations include people of color, Indigenous people, people identifying as LGBTQI, people of varying disability status and populations represented by different geographic locations across Minnesota, including greater Minnesota.

## Activities

Initial funding for the YST program created one full-time equivalent (FTE) program manager position to develop and promote the new program. The program manager started in September 2017 and provides outreach, supports partnership development, provides technical assistance, facilitates the approval of YST employers and provides grant management for the agency. In 2019, the Legislature provided permanent funding for one FTE program manager position. Program success is based on this consultative approach to support the development and implementation of YST programs throughout the state. The four main components to the YST program are: outreach, consultation, program approval and grant administration. For additional information about the YST program visit [www.dli.mn.gov/yst](http://www.dli.mn.gov/yst).

## Outreach

Efforts focus on outreach throughout Minnesota to promote and educate partners about the YST program. The methods of outreach have included convening interested parties, providing webinars and presenting at conferences and to small groups within communities throughout the state. The program manager has provided statewide and multi-modal YST outreach and information. Due to COVID-19, the number of in-person events has been reduced significantly. However, outreach has continued through virtual meetings, conference calls and online presentations at a level similar to before the onset of the pandemic. Furthermore, the virtual setting has enabled the YST program to more efficiently approve employers to host YST student learners for paid work experiences.

**Table 1. YST outreach summary**

2019	2020	2021
93 in-person meetings	85 in-person and virtual meetings	101 virtual meetings
64 employer walk-through visits	27 employer approval meetings	89 virtual employer meetings
16 large-group presentations	18 large-group presentations	31 virtual presentations
113 scheduled phone conferences <sup>3</sup>	123 scheduled phone conferences	75 phone conferences

<sup>3</sup> Please note that the YST program manager and specialist both host impromptu meetings with stakeholders on almost a daily basis, so this metric is conservative.

## Consultation

The program manager continues to consult with partnerships throughout the state to provide program information, technical support, resources and training to create and implement YST programs. Successful programs have been highlighted and recognized to serve as examples for the whole state. Quarterly reporting, progress monitoring and grant management continues to be reviewed and revised to provide efficient and accurate information about YST outcomes.

The program manager provides prompt consultation to current and potential partners as they explore and develop YST programs. The program manager also meets with employers, schools and community stakeholders to provide information and answer questions. Whenever a challenging situation arises, the program manager helps brainstorm solutions and provides guidance about ways to effectively offer safe, healthy and meaningful work experience to student learners. Additionally, the program manager has designed a guide for establishing and developing a YST program. This guide was updated in the spring of 2021 to reflect current information, process changes and the new employer approval process.<sup>4</sup>

## Employer approval

The YST employer approval process and documentation was developed and tested with six local partnerships prior to implementation. YST-approved occupations and industries include advanced manufacturing, agriculture, automotive, health care and information technology. These industries align with DLI's Minnesota Dual-Training Pipeline and Registered Apprenticeship to allow students the opportunity to transition into dual-training programs and meaningful careers after they graduate from high school.

YST occupations and industries are required to be part of a career pathway and conducive to dual training and hands-on learning. The occupations and industries were selected based on the following criteria:

1. Current demand indicator – Department of Employment and Economic Development (DEED) Labor Market Information (LMI) Occupations in Demand (OID) Tool: top 40% rank; equivalent to four- and five-star current demand-occupations, statewide.  
[https://apps.deed.state.mn.us/lmi/oid/Results\\_9Columns.aspx](https://apps.deed.state.mn.us/lmi/oid/Results_9Columns.aspx)
2. Projected growth rate – DEED long-term high-growth, high-demand: Minimum of 500 projected openings or a minimum projected growth of 7%. <https://mn.gov/deed/data/data-tools/employment-outlook/>
3. Median wage/cost of living – Equal to or higher than DEED-calculated Cost of Living for Regional Labor Markets for the state of Minnesota – \$15.85 an hour. <https://mn.gov/deed/data/data-tools/col/>
4. Appropriateness – The occupation is not prohibited for minors under the age of 18.
5. Credentialing – The occupation offers training that results in an industry-recognized credential.

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<sup>4</sup> <https://dli.mn.gov/sites/default/files/pdf/yst-guide.pdf>

## Employer approval process

The goal of YST is to provide 16- and 17-year-old student learners with safe, healthy and meaningful paid work experience in high-growth, high-demand and living-wage industries. YST programs are required to provide students with opportunities to learn about the industry, take industry-related classes, receive safety training and earn industry-recognized credentials such as OSHA 10 certification and Certified Nursing Assistant certification. Safety training is also required at the employer site, proper personal protective equipment is required, and student learners are supervised and mentored by qualified employees during all working hours. By meeting these requirements and receiving approval from DLI, these student learners can work in industries otherwise prohibited by child labor laws.

In the spring of 2019, DLI revised the YST employer approval process for businesses interested in providing student learners with paid work experience through this program. The modified process included scheduling a walk-through of the facility to view the machines and equipment that will be used in the student-learner experience as part of the YST program, to ensure safety and better understand the needs of industry partners. Prior to this revision, machines and equipment were evaluated on paper alone which presented challenges to determine potential dangers for student learners operating these machines, ensure safety features and review potential environmental hazards, as well as have a meaningful consultation with employers.

The modified approval process proved more effective and reduced the paperwork required of employers. Additionally, the new process further clarifies the steps to keep student learners safe on the job. All stakeholders have the common goal of providing safe, healthy and meaningful paid work experience to student learners. These employer visits strengthened the quality of the program for the student learners who participate.

In March of 2020, due to the COVID-19 pandemic and associated health and safety concerns, schools and employers decided to pause YST paid work experiences for student learners. In May of 2020, a school district, parents, students and a few of their employer partners were interested in resuming paid work experiences that were halted due to the pandemic. The YST program worked with all parties to determine a reasonable way to continue to provide safe, healthy and meaningful paid work experiences for these students. The student training agreement was revised to include COVID-19 health and safety measures and employers were required to submit their COVID-19 Preparedness Plans and outline training provided to student learners about COVID-19 in the work environment. Parents, students, school staff and employers were required to sign the training plan and agree to comply with current and future executive orders regarding COVID-19 in the workplace.

In the summer of 2020, additional employer partners were interested in becoming approved to host YST student learners for paid work experiences. DLI decided to conduct the YST employer approval process virtually to limit potential exposure to COVID-19. This virtual process still enabled DLI to view machines and equipment and ensure safety. It has proven successful and has eliminated person-to-person contact, improved the efficiency of the process, and almost eliminated travel for YST program staff and safety consultants. In 2021, the YST program virtually met with and approved 49 employers throughout the state. To date, 118 employers have been approved through DLI to provide YST student learners with safe, healthy and meaningful paid work experiences. The following steps are currently required for employers to become approved through the YST program. For more information and required forms visit [www.dli.mn.gov/yst](http://www.dli.mn.gov/yst).

<b>Youth Skills Training Program Employer Approval Process</b>	
<b>STEP 1: Employer</b>	<b>Employer submits the following to YST program staff:</b> 1. Copy of employer’s most recent COVID-19 Preparedness Plan 2. Copy of employer workers’ compensation declaration page 3. Completed Machine/Tool/Equipment Review 4. If the safety meeting will be conducted virtually, pictures or videos of the machines/tools/equipment are also required
<b>STEP 2: School</b>	<b>Class syllabus</b> School provides a class description or class syllabus for the industry related class(es) a student takes prior to or in conjunction with paid work experience.
<b>STEP 3: YST staff, safety consultant, employer</b>	<b>YST safety meeting</b> In-person or virtual meeting to discuss the submitted documentation and to review all machines/tools/equipment that employers would like 16-17-year-old student learners to use as part of a paid YST work experience.
<b>STEP 4: DLI and employer</b>	<b>YST statute review and approval</b> <i>Form is completed by YST staff then reviewed and signed by the employer supervisor. This form includes YST statute, approved machines/tools/ equipment and required PPE for student learners.</i>
<b>STEP 6: Employer, student, parent, and school</b>	<b>Training Agreement</b> All parties complete and sign this form. Form is submitted to YST program staff prior to students starting a paid work experience. Copies are kept on file at the employer site and at the school the student attends.

### Grant administration

YST grant recipients are selected through a competitive grant process. The grant review committee consists of representatives from education, industry, the Minnesota Department of Education (MDE) and DLI. YST grants provide local partnerships with funding to create, implement and expand YST programs throughout the state. Grants are used to recruit students, recruit employers, provide student transportation, market and advertise programs and pay for students to obtain industry-recognized credentials. Grant funding cannot be used to pay student wages. During fiscal year 2018, the YST program grant application, process, review, invoicing and quarterly reporting were launched and piloted. The YST program manager monitors and reviews grant applications and the reporting process for efficiency and to ensure accurate data collection on a quarterly basis.

## Grant round 1 (performance period: July 1, 2018 - June 30, 2020)

The first round of YST grant funding drew proposals from 29 local partnerships. Twenty-five of those partnerships were approved to complete a formal grant application. These 25 local partnerships consisted of 64 school districts, 107 employers, seven post-secondary institutions and 13 community organizations (chambers of commerce, workforce groups, nonprofits, etc.) applying for a total of \$2,388,094 in grant funding. The grant review committee selected five local partnerships to receive the initial pilot program grant funding. These partnerships consisted of 13 school districts and 51 employers in the industries of advanced manufacturing, health care and information technology. The first round of grant funding awarded \$95,000 to each of the five partnerships listed below.

- Hutchinson Schools TigerPath Initiative
- Red Wing Ignite Learn & Earn (Goodhue County Collaborative)
- TwinWest Youth Skills Training program
- White Bear Lake Area Schools and Cerenity Senior Care
- Winona Chamber’s REACH initiative

YST Partnership details for Round 1 grant recipients (Grant period: July 1, 2018 — June 30, 2020)			
Partnership name <i>(Industry)</i>	School district(s)	Employer partners	What are the students doing?
<b>Goodhue County Collaborative</b>  <i>Manufacturing</i>	Cannon Falls, Goodhue, Goodhue County Education District, Kenyon Wanamingo, Lake City, Red Wing, Zumbrota-Mazeppa	Acrotech, Central Research Laboratories, Custom Iron, Gemini Sign Products, Hearth and Home, Knobelsdorff Enterprises, 3M Fall Protection, Neufeldt Industrial Services, Company, Red Wing Shoe Company, Riedell Skates, SCS Elevator Products, Sturdiwheat, USG, Valleycraft	<ul style="list-style-type: none"> <li>• Facilitated discussion about technical careers</li> <li>• Soft-skills training</li> <li>• Industry tours of 10 local employers</li> <li>• OSHA 10-hour certification</li> <li>• Paid internships</li> <li>• Each student completes two paid, 40-hour internships at two different companies.</li> <li>• Students make presentations at their school, and in some cases to the school board, about work-based site learning experiences.</li> </ul>
<b>TigerPath Initiative</b>  <i>Manufacturing</i>	Hutchinson	Luedtke Contracting, Midwest Industrial Tool	<ul style="list-style-type: none"> <li>• Pathway fair with 25 employers, hands-on activities and networking</li> </ul>

		Grinding, Inc., Innovative Foam	<ul style="list-style-type: none"> <li>• Industry tours</li> <li>• Industry panel presentations</li> <li>• Classroom instruction</li> <li>• OSHA 10-hour certification</li> <li>• Paid internships at local companies</li> </ul>
<b>TwinWest Youth Skills Training Program</b>  <i>Manufacturing and Information Technology</i>	Hopkins, St. Louis Park, Osseo	Code Ninjas, Engage Star, City of St. Louis Park, City of Maple Grove, Interscapes, Japs Olson, Marshall Manufacturing, Met Council, EDCO Manufacturing	<ul style="list-style-type: none"> <li>• Industry-relevant classroom instruction</li> <li>• Career exploration experiences</li> <li>• Apply and interview for internships</li> <li>• Industry-recognized credentials</li> <li>• Student evaluations of experience</li> <li>• Paid internships: manufacturing and IT</li> <li>• Weekly check-ins</li> </ul>
<b>White Bear Lake Area Schools and Cerenity Senior Care</b>  <i>Health Care</i>	White Bear Lake Area Schools	Cerenity Senior Care	<ul style="list-style-type: none"> <li>• Career exploration events and speakers</li> <li>• CNA course at WBLAHA-South Campus</li> <li>• Clinical training at Cerenity Senior Care</li> <li>• MN State CNA Test at Century College</li> <li>• Job site tours and job shadows</li> <li>• Summer camps and scholarships</li> <li>• Paid internships</li> <li>• Earn additional stackable credentials</li> <li>• Tuition reimbursement</li> </ul>
<b>Winona Chamber's REACH Initiative</b>  <i>Manufacturing and Health Care</i>	Winona	Fastenal, BCS Automotive, Benchmark Electronics, Saint Anne of Winona, Sugar Loaf Senior Care, Sauer Health Care, Thern Inc., Miller Ingenuity, Winona ORC Industries, Behrens, CPI, Excel Images, Formgraphics, Goodson, Knitcraft, Mississippi Welders, Peerless Industrial Group, RTP, Watlow, Wenonah Canoe, Wincraft	<ul style="list-style-type: none"> <li>• Attend industry events</li> <li>• Interview and apply for internships</li> <li>• Soft-skills training</li> <li>• Industry speakers</li> <li>• HIPPA and dementia-friendly training</li> <li>• OSHA and ISO training</li> <li>• Tours of employers</li> <li>• Paid internships</li> </ul>

## Grant round 2A (performance period: July 1, 2019 - June 30, 2021)

The second round of YST program grant recipients was announced Jan. 3, 2019. The timeline for the second round of YST program grant funding was moved from spring to fall to provide partnerships with more time to plan and organize prior to the start of the grant period in July 2019. The second round of grant applicants

consisted of 49 local partnerships submitting a letter of intent to apply. Of those 49 partnerships, 33 partnerships were approved to complete the formal grant application. These 33 partnerships requested a total of \$3,160,290 in funding, represented all five industries and consisted of 79 school districts, 160 employers, 21 post-secondary institutions and 40 community organizations (chambers of commerce, workforce groups, nonprofits, etc.). Five partnerships from these 33 were selected to receive \$100,000 each in grant funding to create and implement YST programs. The grant period for these partnerships was July 1, 2019, through June 30, 2021. Second round of grant recipients included:

- ISD 728 serving Elk River, Otsego, Rogers and Zimmerman
- ISD 831 Forest Lake Area Schools
- ISD 287 Pathways to College
- Southwest Minnesota Private Industry Council
- Vadnais Heights Economic Development Corporation

<b>YST Partnership details for Round 2A grant recipients, as of Jan. 15, 2021</b> (Grant period: July 1, 2019 – June 30, 2021)			
<b>Partnership title</b> <i>(Industry)</i>	<b>School district(s)</b>	<b>Employer partners</b>	<b>What are the students doing?</b>
<b>Students in Manufacturing</b> <i>Manufacturing</i>	ISD 728 Elk River-Otsego-Rogers-Zimmerman	Alliance Machine, Inc., CDI Crystal Distribution Inc., TESCO EMERSON, Metal Craft, Eastey, M&M Precision, Command Tooling Systems, Die Concepts, Marksman Metal, MoCorp, Ramar	<ul style="list-style-type: none"> <li>• Career fairs</li> <li>• Industry tours</li> <li>• Job shadow</li> <li>• Classroom speakers</li> <li>• OSHA 10-hour certification</li> <li>• Engineering and welding classes</li> <li>• Apply and interview for internships</li> <li>• Paid internships: 10-15 hours per week</li> <li>• Weekly internship class (safety, child labor laws, and 21<sup>st</sup> Century skills)</li> </ul>
<b>Project Launch</b> <i>Manufacturing and Agriculture</i>	Forest Lake Area Schools	Team Vantage, Twin Lakes Landscapes, Rosenbauer, Wilson Tool, Madsen Fixture and Millwork, Frontier Ag and Turf, Design Ready Controls, Advanced Molding Technologies, Carley Foundry, Regal Machine, South Shore Veterinary Hospital	<ul style="list-style-type: none"> <li>• Career Launch courses (2)</li> <li>• Explore: professional skills and OSHA 10 credential</li> <li>• Experience: nine-week work-based learning placement</li> <li>• Ag day and national FFA conventions</li> <li>• Northern Green Expo</li> <li>• Industry-related courses (43)</li> <li>• Employability and hot jobs w/DEED for parents and students</li> </ul>

			<ul style="list-style-type: none"> <li>• Career Exploration Day - 80 career speakers for 2,000 students</li> <li>• Every high school student received a Career Pathway Guide</li> <li>• On-site facility tours (7)</li> <li>• Job shadowing</li> <li>• Mentorship</li> <li>• WBL experiences averaging 180 hours/students</li> </ul>
<b>Pathways to Nursing YST Program</b>  <i>Health Care</i>	ISD # 287	Castle Ridge Care Center, The Waters, English Rose Suites	<ul style="list-style-type: none"> <li>• 75 hours instruction at Hennepin Tech</li> <li>• 16 hours clinical supervision</li> <li>• High school and college credit</li> <li>• State exam and industry recognized credential</li> <li>• Paid internships: 85 hour paid work experience</li> <li>• High school work experience credit</li> </ul>
<b>Northeast Manufacturing Education Partnership</b>  <i>Manufacturing</i>	White Bear Lake Area Schools, Mounds View Area Schools, North St. Paul-Maplewood-Oakdale, Roseville Area Schools, AFSA Charter School	Mold Craft, Specialty Mfg. Co., Superior Machine, Renstrom Dental, Teamvantage, LasX, Herold Precision Metals, Schwing America	<ul style="list-style-type: none"> <li>• Tours of employers</li> <li>• Classroom speakers</li> <li>• Career and networking events</li> <li>• Manufacturing pathway courses</li> <li>• Manufacturing camp at Saint Paul College</li> <li>• OSHA 10-hour certification</li> <li>• Paid internships</li> <li>• One week at all four companies</li> <li>• Learn manufacturing process</li> </ul>
<b>Southwest Minnesota Career Pathway Partnership</b>  <i>Manufacturing and Health Care</i>	Montevideo, Renville County West, Yellow Medicine East, Jackson County Central, M.A.C.C.R.A.Y, Windom, MN Valley ALC, Marshall, Westbrook Walnut Grove, Canby, Minnesota, Dawson-Boyd, Wabasso, Red Rock Central, Lakeview, Lac Qui Parle Valley, Worthington	Ametek, Action Manufacturing, Chandler Industries Granite Falls Health, K&M Manufacturing, Kibble Equipment, Manufacturing RITALKA Inc.,	<ul style="list-style-type: none"> <li>• Career awareness and development activities</li> <li>• Experiential classroom instruction</li> <li>• Informational interviews</li> <li>• Job shadowing</li> <li>• Workplace tours</li> <li>• Safety training</li> <li>• Paid internships <ul style="list-style-type: none"> <li>○ 10 hours a week</li> <li>○ Up to 320 hours per school year</li> <li>○ Summer program option</li> </ul> </li> </ul>

## Grant round 2B (performance period: Feb. 1, 2020 - June 30, 2021)

In 2019, the Legislature increased the amount of grant funding from \$500,000 to \$1 million each year. Five local partnerships had already been named and are listed above as YST grant round 2A. DLI awarded the additional \$500,000 as part of the YST grant round 3 application process. The six partnerships that received this \$500,000 are referred to as YST grant round 2B and had a performance period from February 2020 through June 30, 2021. Round 2B grantees were announced Jan. 22, 2020, along with grant round three recipients. Six partnerships were selected to receive between \$80,000 and \$92,500 each in grant funding to create, implement and expand YST programs. Round 2B recipients include:

- ISD 271 Bloomington Public Schools
- ISD 728 serving Elk River, Otsego, Rogers and Zimmerman
- ISD 656 Faribault Public Schools
- Genesys Works
- Ramsey County Workforce Solutions
- Spark-Y

### YST Partnership details for Round 2B grant recipients

(Grant period: February 1, 2020 – June 30, 2021)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
<b>ISD # 271 Bloomington Career and College Academy</b>  <i>Manufacturing</i>	Bloomington	Aspen Equipment Co Toro Company BTD Manufacturing Pella Windows Hartfiel Automation Printing Industry Midwest TRANE Ziegler CAT	<ul style="list-style-type: none"> <li>• Introduction to manufacturing class</li> <li>• College level manufacturing course</li> <li>• OSHA 10 certification</li> <li>• Virtual modules during COVID</li> </ul>
<b>ISD #728 Elk River</b>  <i>Automotive</i>	Elk River Rogers Zimmerman Ivan Sand High Schools	Allstate Peterbilt Morrell Companies Cornerstone Auto GATR Truck Center Tires Plus	<ul style="list-style-type: none"> <li>• Industry related classroom instruction</li> <li>• Paid work experiences</li> <li>• OSHA 10 certification online</li> </ul>
<b>ISD #656 Faribault</b>  <i>Manufacturing</i>	Faribault	Daikin Jennie O' Turkey Store K&G Manufacturing	<ul style="list-style-type: none"> <li>• Industry exposure through video</li> <li>• Career exploration</li> <li>• Coordinator meetings</li> </ul>

		Mercury Minnesota MRG Tool & Die Tru Vue Inc Faribault Transportation	<ul style="list-style-type: none"> <li>Working on virtual career fair</li> <li>Working on virtual tours</li> </ul>
<b>Genesys Works</b>  <i>Information Technology</i>	St. Paul Public Johnson High Highland Park Washington	3M Abbott Ecolab Fairview Health Services Land O’Lakes Inc. Ramsey County SPS Commerce Travelers	<ul style="list-style-type: none"> <li>Technical and professional training</li> <li>Credential completion (Northstar Digital Literacy Credential)</li> <li>Paid internships in IT – remote work</li> <li>Virtual college and Career Connections programming with coaching</li> <li>Virtual Technology Conference</li> <li>Virtual college and career seminars</li> </ul>
<b>Ramsey County Workforce Solutions</b>  <i>Automotive Health Care</i>	City Academy GAP Alternative St. Paul Public	Minnesota Trucking Assoc. Long-term and skilled nursing facilities	<ul style="list-style-type: none"> <li>Certified Nursing Assistant training</li> <li>Soft skills support and training</li> <li>Case management support</li> <li>Connect to employers</li> <li>Scrubs camp at Saint Paul College</li> </ul>
<b>Spark-Y</b>  <i>Agriculture</i>	Minneapolis Public Schools	Urban Greens City of Minneapolis	<ul style="list-style-type: none"> <li>Industry tours</li> <li>Urban farming course</li> <li>EASYPro course</li> <li>At home STEM kits to build skills</li> <li>Paid work experience</li> </ul>

### Grant round 3 (performance period: July 1, 2020 - June 30, 2022)

The third round of YST grant recipients was announced Jan. 22, 2020. Eleven partnerships were selected to receive grant funding to create and implement YST programs. The third round of grant recipients represent all five industries and consist of 24 school districts, 85 employers, three post-secondary institutions and 20 community organizations (chambers of commerce, workforce groups, nonprofits, etc.). The grant period for these partnerships is July 1, 2020, through June 30, 2022. The third round of grant recipients include:

- Goodwill Industries
- ISD 22 Detroit Lakes
- ISD 31 Bemidji
- ISD 138 North Branch
- ISD 191 Burnsville
- ISD 194 Lakeville
- ISD 477 Princeton
- ISD 831 Forest Lake
- ISD 882 Monticello
- Red Wing Ignite
- SW Metro District 288

## YST Partnership details for Round 3 grant recipients, as of Jan. 15, 2022

(Grant period: July 1, 2020 – June 30, 2022)

Partnership name <i>(Industry)</i>	School district(s)	Employer partners	What are the students doing?
<b>Goodwill Industries</b>  <i>Automotive</i>	Minneapolis LEAP Schools through PPL; Mpls Public Schools	Lupient Village Auto Works MN Transportation Center for Excellence Valvoline Mr. Tire Penske	<ul style="list-style-type: none"> <li>• Students have been working with their schools to complete enrollment paperwork and explore the career pathway for automotive as part of larger career exploration curriculum.</li> </ul>
<b>ISD#22 Detroit Lakes</b>  <i>Manufacturing Health Care Agriculture</i>	Detroit Lakes Pelican Rapids Frazee Waubun Lake Park-Audubon	BTD Manufacturing Ecumen and Essentia Health Bergen's Greenhouses Briard's Welding	<ul style="list-style-type: none"> <li>• Paid work experience in manufacturing</li> <li>• Paid work experience in health care</li> <li>• Experience in greenhouse management and plant science</li> <li>• CNA certification</li> <li>• Career exploration classes</li> <li>• Virtual guest speakers in all industries</li> <li>• Ninth-grade career expo</li> <li>• Industry field trips</li> <li>• Job shadow experiences</li> </ul>
<b>ISD# 31 Bemidji</b>  <i>Manufacturing Health Care Agriculture Automotive Information Technology</i>	Bemidji	NLFX LaValley Industries North Central Door Knife River Materials Bemidji Steel Company Naylor's Heating and Refrigeration Grizzly Truss Fabricators Chester Berg Toyota Paul Bunyan Communication Sanford Health Choice Therapy Pinnacle Marketing Nortech Systems TEAM Industries Nielsen Foundation	<ul style="list-style-type: none"> <li>• Business and industry tours</li> <li>• Job shadowing</li> <li>• Paid student work experiences</li> <li>• Post-secondary tours; Bemidji State and Northwest Technical College</li> <li>• Employer Panels/Guest Speakers from local businesses</li> <li>• Monthly exploring posts</li> <li>• Paid work experiences</li> <li>• Career fair</li> </ul>

		North Country Dental Carquest Kenny's Clark Tire & Auto Bemidji Chrysler Center Dick's Northside Auto	
<b>ISD# 138 North Branch</b>  <i>Manufacturing Automotive</i>	North Branch	Regal Machine Branch Manufacturing Wyoming Machine Rosenbauer Andersen Windows BPS inc. Ford Dealership Chevrolet Dealership	<ul style="list-style-type: none"> <li>• Industry related classroom instruction</li> <li>• Guest speakers/Presenters</li> <li>• Field Trips</li> <li>• Job shadowing experiences</li> <li>• Paid internships</li> </ul>
<b>ISD# 191 Burnsville</b>  <i>Manufacturing</i>	St. Paul	Permac Industries Collins Aerospace Uponor Showcraft	<ul style="list-style-type: none"> <li>• Industry-related certifications</li> <li>• Skill development</li> <li>• Industry tours</li> <li>• Career exploration</li> </ul>
<b>ISD# 194 Lakeville</b>  <i>Manufacturing Automotive</i>	Lakeville Area Schools	BTD Manufacturing Gunner's Garage Hearth & Home Tech. Schmitty and Sons ProTech Automotive Christian Brothers Automotive Delmar Company Designed Cabinets Tires Plus	<ul style="list-style-type: none"> <li>• Industry-related certifications</li> <li>• Skill development</li> <li>• Industry tours</li> <li>• Career exploration</li> <li>• Paid industry work experiences</li> </ul>
<b>ISD# 477 Princeton</b>  <i>Manufacturing</i>	Princeton	Glenn Metalcraft, Inc. Crystal Cabinet Works Plastic Products Co.	<ul style="list-style-type: none"> <li>• Industry-related classroom instruction</li> <li>• Career academy model for classes</li> <li>• Career exploration</li> <li>• Speed and mock interviews</li> <li>• Two workforce panels</li> </ul>
<b>ISD# 831 Forest Lake</b>  <i>Automotive Health Care</i>	Forest Lake	A1A Auto Service Andy's Garage Auto Nation Forest Lake Auto Group Whitaker Automotive Birchwood Senior Living Ebenezer-Fairview Waverly Gardens M Health Fairview	<ul style="list-style-type: none"> <li>• Industry-related classroom instruction</li> <li>• Auto mechanics lab</li> <li>• Working toward ASE credentialing</li> <li>• Health care credentials</li> <li>• College classes for credit</li> <li>• Clinical experiences</li> <li>• Pre-COVID tours</li> </ul>

<b>ISD# 882 Monticello</b>  <i>Automotive Manufacturing Health Care</i>	Monticello	Polaris Aroplax Corporation Landscape Structures Heartland Tire NAPA West Metro GMC Cornerstone Automotive Bondhus Corporation Parkview Senior Health	<ul style="list-style-type: none"> <li>• Paid internships (10 hours per week)</li> <li>• Virtual career tours/speakers</li> <li>• Career pathway classroom instruction</li> <li>• Career fair, traveling career exploration trailer, summer career camps</li> <li>• Job shadowing opportunities</li> <li>• Serve on CTE advisory committee</li> </ul>
<b>Red Wing Ignite</b>  <i>Agriculture</i>	Cannon Falls Goodhue Lake City Red Wing Towerview	Ag Partners Frontier Ag and Turf Lodermieier's Sturdiwheat Inc Ardent Mills Central Farm Services Sweet Harvest Foods Lorentz	<ul style="list-style-type: none"> <li>• OSHA 10 training and coursework</li> <li>• Soft skills training</li> <li>• Occupational interest exploration; specifically, in agribusiness</li> <li>• Virtual industry tours</li> <li>• Video interviews, websites and links to careers</li> <li>• Virtual employer panel</li> </ul>
<b>SW Metro District #288</b>  <i>Health Care</i>	Southwest Metro Waconia Central Watertown Mayer	Ridgeview Medical Center Auburn Homes & Services Auburn Manor Good Samaritan Society	<ul style="list-style-type: none"> <li>• Nursing Assistant and EMR classes</li> <li>• Hybrid and distance learning</li> <li>• No out of school activities (COVID)</li> <li>• Career exploration</li> </ul>

## Grant round 4 (performance period: July 1, 2021 - June 30, 2023)

The fourth round of YST grant recipients was announced Feb. 24, 2021. Eleven partnerships were selected to receive grant funding to create, implement or expand YST programs. The fourth round of grant recipients represent all five industries and consist of 30 school districts and more than 80 employer partners in advanced manufacturing, agriculture, automotive, health care and information technology. The grant period for these partnerships is July 1, 2021, through June 30, 2023. The fourth round of grant recipients include:

- American Nursing and Technical
- Boys & Girls Clubs of Central Minnesota
- Burnsville Public Schools
- Eastern Carver County Schools
- Elk River Area Schools
- Hibbing Public Schools
- Hutchinson Public Schools
- Marvin and Warroad High School
- Southeast Service Cooperative
- White Bear Lake Area Schools
- Winona Area Chamber of Commerce

## YST Partnership details for Round 4 grant recipients, as of Jan. 15, 2022

(Grant period: July 1, 2021 – June 30, 2023)

Partnership name <i>(Industry)</i>	School district(s)	Employer partners	What are the students doing?
<b>American Nursing and Technical</b>  <i>Health Care</i>	St. Paul Public Lincoln International H.S.	Nursing homes Hospitals Group homes	<ul style="list-style-type: none"> <li>• Students will receive industry exposure</li> <li>• Classroom training</li> <li>• CNA certification</li> <li>• Paid work experience at local nursing homes, hospitals and group homes</li> </ul>
<b>Boys &amp; Girls Clubs of Central MN</b>  <i>Health Care</i>	St. Cloud Sauk Rapids	CentraCare St. Benedict Sr. Community Country Manor Good Shepard	<ul style="list-style-type: none"> <li>• Industry exposure opportunities</li> <li>• Industry related classes</li> <li>• CNA and NA certifications</li> <li>• Paid work experience in health care</li> </ul>
<b>ISD# 191 Burnsville Public Schools</b>  <i>Automotive</i>	Burnsville- Eagan- Savage	Walser Automotive Group Crystal Lake Automotive Carqueenz	<ul style="list-style-type: none"> <li>• Guest lecturers</li> <li>• Industry field trips</li> <li>• Postsecondary program visits</li> <li>• Job shadow opportunities</li> <li>• Paid work experience in industry</li> <li>• Girls car camp</li> </ul>
<b>ISD# 112 Eastern Carver County</b>  <i>Advanced Manufacturing</i>	Eastern Carver County Schools (Chaska, Chanhassen, Carver and Victoria)	McLaughlin, Gormley, King (MGK) Ermak Foundry Roberts Automatic QualiTech	<ul style="list-style-type: none"> <li>• Tours of employers</li> <li>• Guest speakers</li> <li>• Industry related classes</li> <li>• Safety training</li> <li>• OSHA 10 certification</li> <li>• Paid work experiences in industry</li> </ul>
<b>ISD# 728 Elk River Area Schools</b>  <i>Health Care</i>	Rogers Elk River Zimmerman Ivan Sand	Accurate Home Care Guardian Angels	<ul style="list-style-type: none"> <li>• Industry speakers in classes</li> <li>• Job shadowing experiences</li> <li>• Career fairs and tours</li> <li>• Industry related classes</li> <li>• Nursing assistant classes</li> <li>• Paid health science internships</li> </ul>
<b>ISD# 701 Hibbing Public Schools</b>	Hibbing	Triumph Twist Drill Aftermarket Solutions Precision Muffler/Brake Range Steel Fabricators Fairview	<ul style="list-style-type: none"> <li>• Industry exposure opportunities</li> <li>• Classroom speakers</li> <li>• Industry related classes</li> <li>• Safety training and industry credentials</li> </ul>

<i>Advanced Manufacturing, Automotive, Health Care</i>		Essentia Ken's A1 Auto Service Ranger Chevrolet	<ul style="list-style-type: none"> <li>• Paid work experiences within each of the industries</li> </ul>
<b>ISD# 423 Hutchinson Public Schools</b>  <i>Advanced Manufacturing, Health Care</i>	Hutchinson	Midwest Tool Grinding Zephyr Wind Services Stamp and Storage Clay Coyote Harmony River Woodstone Senior Living Ecumen Oaks and Pines	<ul style="list-style-type: none"> <li>• Bus tour of industries</li> <li>• Career success class</li> <li>• Regional career fair</li> <li>• Mock interviews</li> <li>• Industry related classes and pathways</li> <li>• OSHA 10 certification</li> <li>• Paid work experiences within industry</li> </ul>
<b>Marvin/ISD # 690 Warroad</b>  <i>Advanced Manufacturing</i>	Warroad	Marvin	<ul style="list-style-type: none"> <li>• Tours of Marvin manufacturing facility</li> <li>• Speaking with subject matter experts</li> <li>• Industry training for high school credit (four 40-hour modules)</li> <li>• MSSC Certified Production Technology certification</li> <li>• Paid work experience with mentors</li> </ul>
<b>Southeast Service Cooperative</b>  <i>Health Care</i>	Triton Dodge Center Stewartville Cannon Falls St. Charles Houston La Crescent-Hokah	Fairview Care Center Samaritan Bethany Whitewater Healthcare Zumbrota Care Center Gundersen Lutheran	<ul style="list-style-type: none"> <li>• Industry exposure experiences</li> <li>• Classroom instruction</li> <li>• CNA certification</li> <li>• Paid work experience in healthcare</li> </ul>
<b>ISD# 624 White Bear Lake Area Schools</b>  <i>Automotive</i>	White Bear Lake	AutoNation Ford Buerkle Honda Cummins TGK Automotive Specialist Walser Automotive Group	<ul style="list-style-type: none"> <li>• Automotive career pathway</li> <li>• Career exposure opportunities</li> <li>• Ford safety modules</li> <li>• ALLDATA Certification</li> <li>• Paid work experiences</li> </ul>
<b>Winona Area Chamber of Commerce</b>  <i>Advanced Manufacturing, Agriculture, Health Care</i>	Winona Lewiston-Altura Wabasha-Kellogg	Fastenal Miller Ingenuity Winona Health Benedictine Living Comm. Gundersen Lutheran Health Services	<ul style="list-style-type: none"> <li>• OSHA training</li> <li>• Industry training</li> <li>• Classroom instruction</li> <li>• Communication/job skills class</li> <li>• Job shadow experiences</li> <li>• Industry tours</li> <li>• Paid work experiences within industry</li> </ul>

## In Summary, Youth Skills Training since 2017

There are currently 30 grant-funded YST partnerships throughout the state. To date, YST grant-funded programs have provided 22,937 students with the opportunity to participate in meaningful activities to learn about at least one of the five approved YST industries. More than 17,577 students have completed or are taking classes and receiving safety training directly related to these industries. In addition, 853 students have received an industry-recognized credential and 409 students have participated in safe, healthy and meaningful paid work experience in one of these industries. The numbers of students participating in paid work experiences has been significantly reduced due to the impact of COVID-19 on participating schools and employers throughout the state. Despite COVID-19, all YST activities and requirements have continued and partnerships have been creative and innovative in providing meaningful and worthwhile experiences to train and educate students.

The following tables summarize the metrics related to partnerships that have applied for YST grant funding; YST grant recipients, and student involvement in YST.

<b>Table 2. YST grant application summary</b>	<b>First Round</b>	<b>Second Round</b>	<b>Third Round</b>	<b>Fourth Round</b>
Number of schools involved	64	79	84	72
Number of employers involved	107	160	150	146
Number of post-secondary institutions involved	7	21	14	17
Number of other partners involved (chambers, workforce groups, nonprofits etc.)	13	40	40	55
Amount of grant dollars requested	\$2,388,094	\$3,160,291	\$2,340,476	\$2,223,120

<b>Table 3. YST grant award summary</b>	<b>First Round</b>	<b>Second Round A</b>	<b>Second Round B</b>	<b>Third Round</b>	<b>Fourth Round</b>
Number of partnerships awarded grant funding	5	5	6	11	11
Amount awarded to each partnership	\$95,000	\$95,000	\$80,000-\$92,500	\$70,000-\$90,000	\$57,950 - \$100,000
Number of school districts involved	13	38	39	24	30
Number of employers involved	51	55	87	85	82
Industries involved (advanced manufacturing, agriculture, health care, information technology)	3	4	5	5	5

<b>Table 4. YST student involvement to date</b>	<b>Round 1</b> July 1, 2018, to June 30, 2020	<b>Round 2A</b> July 1, 2019, to June 30, 2021	<b>Round 2B</b> March 1, 2020, to June 30, 2021	<b>Round 3</b> July 1, 2020, to June 30, 2022	<b>Round 4</b> July 1, 2021, to June 30, 2023
Student exposure to YST industries	3,278	11,443	1,480	5,837*	899*
Related instruction and safety training	2,385	8,380	2,924	3,114*	774*
Industry-recognized credential	224	225	134	170*	199*
Paid work experience	109	75	129	85*	11*
Percent of students to receive credential	80%	93%	92%	100%	100%
Percent of students to graduate when eligible	91%	90%	90%	100%	N/A

**\*Note: Round three grant partnerships will not conclude their grant period until June 30, 2022, and round four grant partnerships will not conclude their grant period until June 30, 2023.**

## Annual programmatic cycle and timeline



## Recommendations

Despite the global pandemic, DLI's Youth Skills Training program continues to expand and provide safe, healthy and meaningful paid work experiences to student learners 16 years of age and older. In the program's four years of existence, it continues to grow and expand its reach throughout the state, supporting student learners and meeting employer needs. YST is a key model to address the shortage of skilled workers in Minnesota. DLI recommendations for the YST program include:

- Increase grant funding by \$500,000 per year to support additional YST partnerships and provide additional resources for staff needed to administer a larger program;
- Continue to connect, present to, and provide technical assistance to YST partnerships that include local school districts, employers and community organizations;
- Maintain close collaboration with YST program stakeholders to refine and continually improve the program and technical assistance provided to local partnerships throughout the state;
- Persist on initiatives with underserved communities to better serve all students in Minnesota and ensure every student interested in participating in a YST program has access to this experience;
- Ensure the demographic representation of participants in YST programs is reflective of student demographics of the school;
- Expand opportunities for successful YST partnerships to share their work and support new partnerships in creating and implementing YST programs in their communities; and
- Continue to develop new ways to connect employers interested in participating with local YST programs in their area.

## Appendix one: Summary of YST Program Guide

In the spring of 2021, the YST Program Guide was revised to provide updated information and resources to partnerships interested in creating, implementing or enhance an existing YST program. The goal of the YST program is to provide students with safe, healthy and meaningful career exposure and paid work experience.

The YST Program Guide provides:

- An overview of the YST program
- Support and services offered by YST program staff including:
  - outreach
  - consultation
  - employer approval
  - grant administration and management
- Components and requirements to create a successful YST program including:
  - the process for selecting an approved industry that aligns with your local community;
  - steps to form local partnerships with key stakeholders; and
  - tips for creating a partnership with schools, employers and community organizations.
- An explanation about the Minnesota child-labor-program exemption
- Recommendations about how to market a program and provide outreach to students
- Roles and responsibilities for each partner, including:
  - role of employers to provide safe, healthy and meaningful paid work experience to students;
  - the role of schools serving as the link between YST student learners and employers;
  - the role and responsibilities of a student learner participating in a YST program;
  - how a parent or guardian can support their student in this program; and
  - how community organizations can get involved.

The guide is informed by successful YST programs that have incorporated the following:

- industry-exposure opportunities – these opportunities should be available for students of all ages, parents, teachers, etc.;
- quality instruction with an opportunity for students to earn industry-recognized credentials;
- employment-skill development;
- safe, healthy and meaningful paid work experience;
- parent and community involvement; and
- plans for recruitment, growth and continual improvement.

To view the guide online visit [www.dli.mn.gov/yst](http://www.dli.mn.gov/yst).

## Appendix two: Employer, educational and community partners listed by grant applicants in round four

### Employers

Abbott Engineering  
Accurate Homecare  
Aecom  
Affinity Plus Federal Credit Union  
Affordable Therapeutic Massage  
Anderson Windows  
Arbor Gardens  
Arrowhead Orthodontics  
ASV  
Aurelius Manufacturing  
AutoNation Ford  
Bachman's  
Baron's Pharmacy  
Beltline Auto Shop  
Benchmark Electronics  
Benedictine  
Benedictine Living Community  
Big Stone Therapies  
Bigfork Valley Clinic and Hospital  
Bonner Eye Clinic  
Boutwell's Landing  
Brooklynk  
Buerkle Honda  
Byker's Garage  
Centra Care Health System  
Cerenity Senior Care  
CG Hill & Sons  
Choice Therapy  
Chrysler Center of Hibbing  
Clay Coyote  
Cleveland Cliffs  
Crystal Lake Automotive & MNCARS  
Cummins  
Dakota Fluid Power  
Detroit Reman  
East Central Minnesota Cable Cooperative  
Ecumen Oaks and Pines  
Edgewood Healthcare  
English Rose  
Ermak Foundry  
Essentia Health  
Essentia Hibbing Clinic  
Estates at Greeley/Linden  
Everwood Industries  
Eye Clinic North  
Fairview Care Center  
Fairview Plaza  
Fairview Range Medical Center  
Fastenal  
Flashing by Design  
Ford of Hibbing  
Good Samaritan Society  
Grand Itasca Clinic and Hospital  
Grand Village  
Guardian Angels  
Guardian Angels Nursing Home  
Gundersen Lutheran Health Services  
Health Dimensions  
ICS Chillers  
Integrity Tool, LLC  
ISCO  
John's Autobody  
Kemper Drug  
Kendall Howard  
Ken's A1 Auto Service  
Kind Mind Counseling  
Koestler's Consulting & Technologies  
L&M Radiator  
Lakeview Behavior Health  
Lakeview Health System  
LB Homes  
Lewis Industries  
Lubrication Technologies  
M Health Fairview  
Marvin Windows  
Mayo Manufacturing  
McLaughlin Gormley King (MGK)  
Medtronic  
Metal Technologies

Metroblooms  
Midwest Industrial Tool Grinding  
Midwest Manufacturing  
Miller Ingenuity  
MN You Youth  
Moldcraft  
Monarch  
Monarch Healthcare Management  
Music Video Photo LLC  
MyCARE  
Nelson Auto Center  
Nemadji  
Newtrax  
Next Innovations  
Northern Valley Machine  
Northland Machining  
Oasis for Youth  
Organic Lawns by Lunseth  
Orthopedic Associates of Duluth  
Pine Haven Community  
Presbyterian Homes  
QualiTech  
Range Center  
Range Fabrication  
Range Spine Health & Injury Center  
Ranger Chevrolet  
Recover Health  
Renewable Energy Partners  
Roberts Automatic  
Rox Speed FX  
Sanford Health  
SMC Ltd  
Smith Metals  
St Elizabeth's  
St Francis Regional Medical Center  
St Gertrude's and the Saints Foundation  
St Luke's Medical Center  
St Benedict's Senior Community  
Stamp and Storage  
Stewartville Care Center  
Swan Machine  
Target-STEM Outreach Employees  
TGK Automotive  
The Emeralds

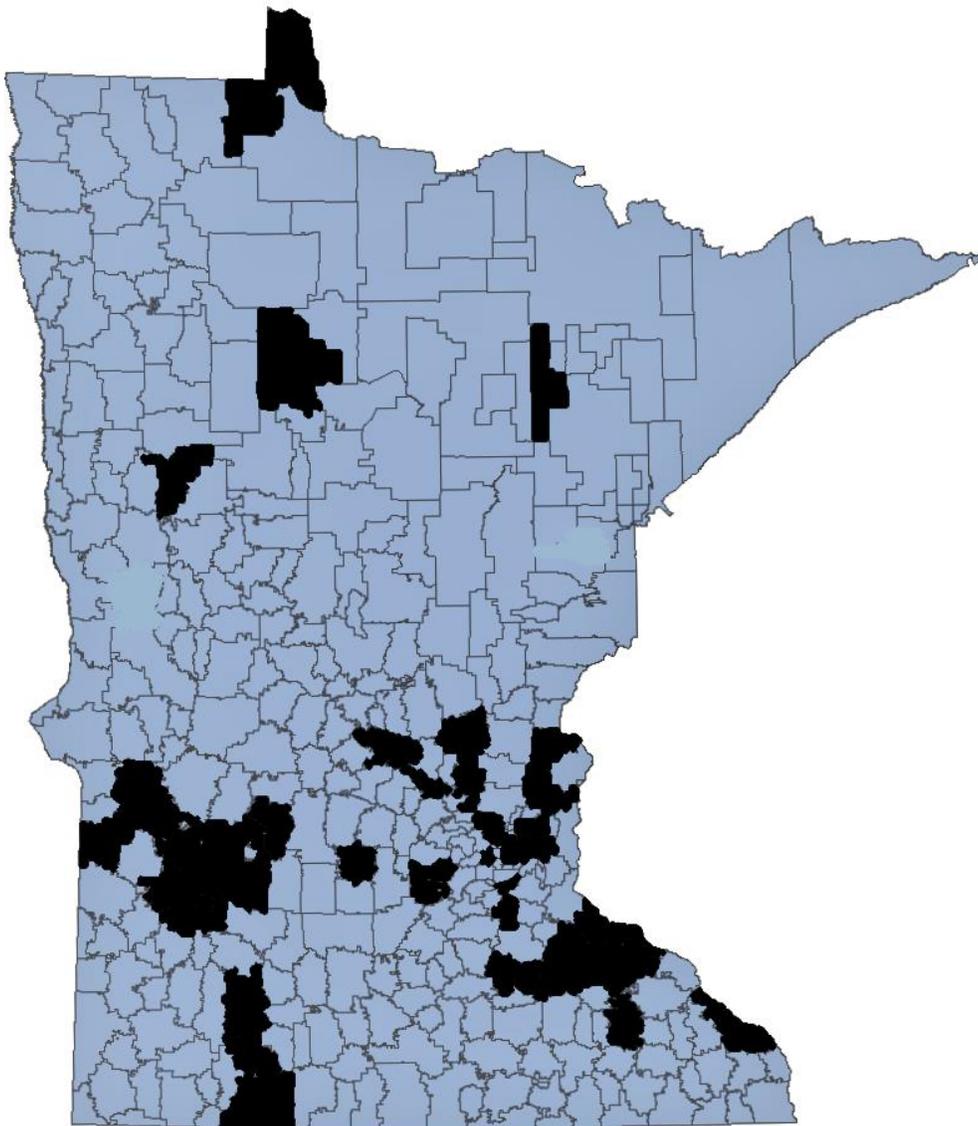
Titan Machinery  
Tree Trust Landscape Services  
Trison  
Triumph Twist  
UFore Nursery & Lab  
Urban Greens  
Urban Strategies  
Vector Windows  
Vision Machine, Inc.  
Vistatek  
Walgreen's Pharmacy  
Walmart Pharmacy  
Walser Automotive Group  
Whitewater Health Services  
Winona Health  
Woodbury Senior Living  
Woodstone Senior Living  
Wyoming Machine  
Zakobe  
Zumbrota Health Services  
Zephyr Wind Services  
**Schools - Secondary**  
Belgrade-Brooten-Elrosa Schools  
Bluejacket Career Academies  
Buffalo High School and Phoenix Center  
Burnsville Public Schools ISD 191  
Byron High School  
Caledonia High School  
Cannon Falls High School  
Chisago Lakes High School  
Community Christian School CCS  
Dover-Eyota High School  
Dream Technical Academy  
East Grand Forks Senior High  
Eastern Carver County Schools  
Edison High School  
Elk River Independent School District  
Fergus Falls Public Schools  
Glencoe-Silver Lake High School  
Goodhue County Education District  
High School for the Recording Arts  
Hinckley Finlayson High School  
Houston Public Schools  
Howard Lake-Waverly-Winstead Schools

Hutchinson Public Schools  
 Itasca Area Schools Collaborative  
 Jordan High School  
 Kasson-Mantorville High School  
 La Crescent-Hokah High School  
 Lake City High School  
 Lewiston-Altura High School  
 Lincoln International High School  
 Mabel-Canton High School  
 Milaca High School  
 Minneapolis Public Schools  
 Mora High School and ALC  
 New Century Academy  
 New London Spicer High School  
 North High School  
 Ogilvie High School  
 Patrick Henry High School  
 Paynesville Schools  
 Pine Island High School  
 Princeton Schools  
 Renville County West High School  
 Riverside Academy  
 Roosevelt High School  
 Roseville Area High School  
 Rum River East  
 Rushford-Peterson Public Schools  
 Spring Grove High School  
 St. Charles High School  
 St. Cloud Public Schools  
 St. Paul Public Schools  
 Stewartville High School  
 Stillwater Area High School  
 Triton High School  
 Wabasha-Kellogg High School  
 Warroad ISD 690  
 White Bear Lake Area Schools  
 Wilmar High School  
 Winona Area Senior High School  
 Zumbrota-Mazeppa Public Schools  
**Schools - Post-Secondary**  
 Anoka Ramsey Community College  
 Anoka Technical College  
 Community College  
 Dakota County Technical College

Hennepin Technical College  
 Hibbing Community College  
 Itasca Community College  
 Minneapolis College  
 Minnesota State College – Southeast  
 MN Southeast Technical College  
 Northland Community and Technical College  
 Pine Technical and Community College  
 Ridgewater College  
 Riverland Community College  
 Rochester Community & Technical College  
 St Paul College  
 St. Cloud Technical and  
 St. Mary’s University  
**Community / Other partners**  
 194 West Chamber of Commerce  
 ABE Minneapolis Public Schools  
 Advance MN & Northeast Minnesota Office of Job  
 Training  
 ASE Education Foundation  
 Boys of Hope  
 Bridgeworks (Trades Hub)  
 CarQueenz  
 Carver County Career Force Center  
 Cedar Riverside Adult Education Collaborative  
 Center for Transportation Studies  
 Central MN Jobs and Training Services  
 Chisago County HRA-EDA  
 City of East Grand Forks  
 City of Elk River  
 City of Hutchinson  
 City of Milaca  
 City of Minneapolis  
 City of White Bear Lake  
 DEED Vocational Rehabilitation Services  
 East Grand Forks Board of Education  
 East Grand Forks Chamber of Commerce  
 Economic Development Authority  
 Elk River Chamber of Commerce  
 Fergus Falls Chamber of Commerce  
 Girls Taking Action  
 Greater Fergus Falls  
 Greater Rochester Advocates for Colleges and  
 Universities

HealthForce MN  
Hibbing Fire Department  
Hibbing Public Access Television  
Hutchinson Chamber of Commerce  
Hutchinson Economic Development Authority  
Medical Explorer's Program  
Milaca Elim Care and Rehab Center  
Minnesota Department of Human Services  
MN CARS  
MN State Center of Transportation Excellence  
MN Valley Transit Authority  
Northeast Minnesota Office of Job Training  
Northwest Private Industry Council

Perkins Consortium-Bluff Country District  
Perkins Consortium-SW Tech  
Perkins Consortium-ZED District  
South Central Service Cooperative  
Southwest Metro Chamber of Commerce  
St. Louis County Public Health & Human Services  
Tristate Manufacturers Association  
Wallin Education Partners  
West Central Initiative  
White Bear Lake Area Chamber of Commerce  
Winona Area Chamber of Commerce  
Workforce Development



**Map of all school districts participating in YST grant-funded programs. (Partnering school districts are highlighted in black.)**

## Appendix three: Employers approved to host YST student learners for paid work experience

3M Fall Protection (18+ site)	Frontier Ag & Turf
Accurate Home Care	GALS Technology
Acrotech	Gemini
Action Manufacturing	Genesys Works
Advanced Extrusion	Glen Metalcraft (Elemet Group)
Aftermarket Solutions	Granite Falls Healthcare
Alliance Machine	Grizzly Truss Fabricators
Aroplax	Gunner's Garage
Bemidji Chrysler Center	Harold Precision Metals
Bemidji Steel Company	Hearth & Home
Bergen's Greenhouse	Hoglund
Birchwood Senior Living	Innova Industries Inc.
BTD Detroit Lakes	Kenny's Amoco
BTD Lakeville	Knobelsdorff Enterprises
Buerkle Automotive	LasX
Central Research Lab	LGC Biosearch Technologies
Chandler Industries (Montevideo)	M & M Machining
Chandler Industries (Lindstrom)	Marksmen Metals
Choice Therapy	Meatal Craft
Christian Brothers Automotive	Midwest Industrial Tool & Grinding Inc.
Climate By Design International (CDI)	Miller Ingenuity
Command Tooling	Minnesota Twist Drill
Cornerstone Automotive (Elk River)	MME Group
Cornerstone Automotive (Monticello)	MoCorp
Cretex (RMS Company)	Mold Craft
Crystal Distribution Inc. (CDI)	Navy Island
Cummins	Naylor Refrigeration and Heating
Custom Iron	Neufab (18+ site)
Delmar Company	Nortech Systems (Bemidji)
Design Ready Controls	Nortech Systems (Milaca)
Designed Cabinets, Inc.	North Central Door Company
Dick's Northside	Northern Dental Access Center
Die Concepts	Northern Tool and Equipment
Eastey	Orluck Industries Inc.
Ecumen	Paul Bunyan Communications
Empirehouse	Pequot Tool
Essentia Health/Oak Crossing	PHS West
Fairway Collision Center	Polaris WSI
Fastenal	Pro Tech Automotive
Fedtech	Quanex Building Products
Felling Trailers	RDO Equipment

Red Wing Shoes  
Regal Machine  
Renstrom Dental  
Rosenbauer  
Stanford Health  
Schmitt & Sons  
Schwing America  
SCS Elevator Products  
Silt Sock Inc.  
Smith Metal Products  
South Shore Vet Hospital  
Spark-Y Youth Action Labs  
Specialty Manufacturing  
Stamp-n-Storage  
Sturdiwheat

Superior Machine  
Teamvantage  
Tescom  
Thern Winches & Cranes  
Timron  
Tires Plus/Bridgestone  
UMA Precision Machining  
USG (18+ site)  
Valley Craft  
Vista Tek  
Walser Automotive  
Westfall Technik, Inc.  
Whitaker Buick GMC  
Zerozone

## Appendix four: Comprehensive timeline of Youth Skills Training program launch and implementation

Event	Date
Meeting with key stakeholders to introduce the YST program	Aug. 15, 2017
Program manager start date	Sept. 11, 2017
Webinar to introduce the YST program	Sept. 20, 2017
Design of YST program guide	Oct. 15, 2017
Pilot of initial YST program approval forms and process	January/February 2018
Webinar to provide updates about program and announce availability of grant funding	Jan. 16, 2018
Letter of intent to apply for YST grant funding created and posted	Feb. 1, 2018
Webinar to present YST grant application and answer questions	March 27, 2018
YST letter of intent to apply for grant funding due	April 5, 2018
YST grant applications open	April 6, 2018
YST grant applications due	May 4, 2018
YST grant round one recipients announced	June 8, 2018
YST grant recipients convened	Sept. 27, 2018
YST letter of intent to apply for second round of grant funding due	Oct. 5, 2018
YST grant applications for second round due	Nov. 2, 2018
YST grant recipients convened	Dec. 7, 2018
YST grant recipients for second round announced	Jan. 3, 2019
YST program guide publication	Feb. 1, 2019
YST legislative report submitted for year one	Feb. 1, 2019
YST legislative testimony provided by students, schools, employers	Feb. 27, 2019
Legislature approves additional \$500,000 in grant funding for YST partnerships	May 24, 2019
YST letter of intent to apply for second (B) and third round of grants due	Sept. 27, 2019
YST grant applications for second (B) and third round due	Oct. 28, 2019
YST grant recipients for second (B) and third round announced	Jan. 22, 2020
YST legislative report submitted for year two	Feb. 1, 2020
YST grantee convening webinar	April 8, 2020

YST grantee convening webinar	May 27, 2020
Grant round one closeout meetings	July 2020
YST letter of intent to apply for round four grant funding due	Nov. 4, 2020
YST round four grant applications open	Nov. 9, 2020
YST grant application Q and A webinar	Nov. 13, 2020
YST round four grant applications due	Dec. 4, 2020
YST grant recipients announced	Feb. 24, 2021