



February 1, 2024

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## 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 nine industries – advanced manufacturing, agriculture, health care services, information technology, early childhood education, transportation, public safety, construction, and education. 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 2022 – 2023 academic year, 2,004 students (1,959 college students and 45 university students) received a Workforce Development Scholarship for an award total of \$3,996,789.
- In Fall 2023, 1,291 college students received a first-year award for a total of \$1,613,750 and 262 college students received a second-year award (\$327,500). Forty university students received a scholarship (\$50,000) for a total of 1,593 scholarship students in fall 2023.
- In the 2022 – 2023 academic year, private match funds in the amount of \$309,250 were raised in support of the WDS program.
- In Fall 2023, students receiving Workforce Development Scholarships were enrolled in the following program areas:
  - Healthcare Services – 47 percent
  - Advanced Manufacturing – 13 percent
  - Information Technology – 12 percent
  - Transportation – 11 percent
  - Agriculture – 5 percent
  - Early Childhood – 4 percent
  - Construction – 2 percent
  - Public Safety – 1 percent
  - Other technical/liberal arts percent – 6 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 2022 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.

In 2023, three target industries were added to the list of industry groups and include public safety, education, and construction.

## III. Workforce Development Scholarship Program Overview

In the academic year 2022 – 2023, \$4,225,000 in scholarship funds were distributed to colleges and universities. \$422,500 was “held back” from the FY23 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 institution’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 2022 – 2023
- **Table 2:** Awards in Fall 2023 (Table 2a Colleges and Table 2b Universities).
- **Table 3:** Awards by industry sector in Fall 2023

In addition, in Fall 2023, 40 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 40 students awarded third-year scholarships, 18 transferred into a healthcare program, eight into information technology, eight into transportation, four transferred into early childhood education, and two transferred into manufacturing.

## Degree Completion

Based on preliminary fiscal year 2023 degree award data, there were 1,603 certificates, diplomas, associate, or bachelor's degrees awarded to Workforce Development Scholarship recipients. Earned credentials were distributed by program area as follows:

- healthcare services: 655 awards (41 percent)
- manufacturing: 268 awards (17 percent)
- transportation: 240 awards (15 percent)
- information technology: 155 awards (10 percent)
- liberal arts: 116 (7 percent)
- agriculture: 51 awards (3 percent)
- early childhood education: 73 awards (5 percent)
- construction: 18 (1 percent)
- public safety: 5 (less than 1 percent)
- other fields: 22 awards (1 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 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 the program during statewide outreach activities.

## Enhancing Impact and Potential

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.

## 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 2023 (July 1, 2022 – June 30, 2023), \$422,500 was held back from the scholarship fund (this is 10 percent of scholarship funds less administrative set-aside). In July 2023, twenty-two colleges reported raising \$309,250 of the required amount.

## 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. The information provided below is based on students who received a WDS in FY2021 or FY2022 who earned an academic award in FY2021 or FY2021 either after, or in the same term, they received the WDS.

Of the 1,785 students who received a workforce development scholarship prior to completing an academic award in FY2021 or FY2022, 1,575 (88 percent response rate) 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 1,575 WDS recipients who earned an academic award in FY2021 or FY2022, and completed the Graduate Follow-Up Survey, 1,382 began employment within 12 months of graduation, including 584 who began within three months and 358 who began by their graduation date.

Of the 1,382 students who began employment within 12 months of graduation, 820 responded to 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, FY2023**

Short Formal Name	Scholarship Recipients	Total Dollars Awarded
Alexandria Technical and Community College	85	\$162,500
Anoka Technical College	49	\$97,500
Anoka-Ramsey Community College	184	\$300,000
Central Lakes College	74	\$132,500
Century College	157	\$269,000
Dakota County Technical College	65	\$127,500
Fond du Lac Tribal and Community College	41	\$82,500
Hennepin Technical College	69	\$145,000
Inver Hills Community College	56	\$115,039
Lake Superior College	50	\$113,750
Minneapolis Community and Technical College	104	\$221,250
Minnesota North College	66	\$150,000
Minnesota State College Southeast	44	\$82,500
Minnesota State Community and Technical College	87	\$192,500
Minnesota West Community and Technical College	75	\$171,250
Normandale Community College	83	\$178,750
North Hennepin Community College	89	\$173,750
Northland Community and Technical College	73	\$161,250
Northwest Technical College - Bemidji	44	\$85,000
Pine Technical and Community College	42	\$91,250
Ridgewater College	56	\$126,250
Riverland Community College	81	\$151,500
Rochester Community and Technical College	60	\$136,250
Saint Paul College	79	\$166,250
South Central College	75	\$120,000
St. Cloud Technical and Community College	71	\$152,500
<b>TOTAL: COLLEGES</b>	<b>1,959</b>	<b>\$3,905,539</b>
Bemidji State University	7	\$15,000
Metropolitan State University	13	\$23,750
Minnesota State University Moorhead	2	\$3,750
Minnesota State University, Mankato	12	\$23,750
Southwest Minnesota State University	4	\$7,500
St. Cloud State University	7	\$17,500
Winona State University	0	\$0
<b>TOTAL: UNIVERSITIES</b>	<b>45</b>	<b>\$91,250</b>
<b>TOTAL: COLLEGES AND UNIVERSITIES</b>	<b>2,004</b>	<b>\$3,996,789</b>

**Table 2a: Fall 2023 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 2023 (as of 12/7/2023)**  
**Minnesota State Colleges**

Short Formal Name	Received Workforce Development Scholarship 1st Year Award (10289)		Received Workforce Development Scholarship 2nd Year Award (10290)		Received Any Workforce Development Scholarship Award	
	Count of Students Receiving Award	Total Dollars Awarded	Count of Students Receiving Award	Total Dollars Awarded	Count of Students Receiving Award	Total Dollars Awarded
Alexandria Technical and Community College	28	\$35,000	17	\$21,250	45	\$56,250
Anoka Technical College	52	\$65,000	7	\$8,750	59	\$73,750
Anoka-Ramsey Community College	141	\$176,250	16	\$20,000	157	\$196,250
Central Lakes College	52	\$65,000	0	\$0	52	\$65,000
Century College	65	\$81,250	9	\$11,250	74	\$92,500
Dakota County Technical College	49	\$61,250	0	\$0	49	\$61,250
Fond du Lac Tribal and Community College	24	\$30,000	0	\$0	24	\$30,000
Hennepin Technical College	63	\$78,750	0	\$0	63	\$78,750
Inver Hills Community College	49	\$61,250	0	\$0	49	\$61,250
Lake Superior College	59	\$73,750	0	\$0	59	\$73,750
Minneapolis Community and Technical College	72	\$90,000	35	\$43,750	107	\$133,750
Minnesota North College	38	\$47,500	13	\$16,250	51	\$63,750
Minnesota State College Southeast	16	\$20,000	20	\$25,000	36	\$45,000
Minnesota State Community and Technical College	64	\$80,000	28	\$35,000	92	\$115,000
Minnesota West Community and Technical College	57	\$71,250	0	\$0	57	\$71,250
Normandale Community College	57	\$71,250	23	\$28,750	80	\$100,000
North Hennepin Community College	33	\$41,250	34	\$42,500	67	\$83,750
Northland Community and Technical College	53	\$66,250	0	\$0	53	\$66,250
Northwest Technical College - Bemidji	26	\$32,500	8	\$10,000	34	\$42,500
Pine Technical and Community College	35	\$43,750	0	\$0	35	\$43,750
Ridgewater College	45	\$56,250	7	\$8,750	52	\$65,000
Riverland Community College	50	\$62,500	7	\$8,750	57	\$71,250
Rochester Community and Technical College	47	\$58,750	12	\$15,000	59	\$73,750
Saint Paul College	44	\$55,000	6	\$7,500	50	\$62,500
South Central College	30	\$37,500	1	\$1,250	31	\$38,750
St. Cloud Technical and Community College	42	\$52,500	19	\$23,750	61	\$76,250
<b>Total</b>	<b>1,291</b>	<b>\$1,613,750</b>	<b>262</b>	<b>\$327,500</b>	<b>1,553</b>	<b>\$1,941,250</b>

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 2023 Workforce Development Scholarships, number and dollar value awarded, at universities**

Short Formal Name	Received Workforce Development Scholarship 3rd Year Award University (10295)		Received Any Workforce Development Scholarship Award	
	Count of Students Receiving Award	Total Dollars Awarded	Count of Students Receiving Award	Total Dollars Awarded
Bemidji State University	5	\$6,250	5	\$6,250
Metropolitan State University	8	\$10,000	8	\$10,000
Minnesota State University Moorhead	4	\$5,000	4	\$5,000
Minnesota State University, Mankato	10	\$12,500	10	\$12,500
Southwest Minnesota State University	2	\$2,500	2	\$2,500
St. Cloud State University	8	\$10,000	8	\$10,000
Winona State University	3	\$3,750	3	\$3,750
<b>Total</b>	<b>40</b>	<b>\$50,000</b>	<b>40</b>	<b>\$50,000</b>

Note: Workforce Development Scholarships include financial aid awards in 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.

**Table 3: Fall 2023 Workforce Development Scholarship recipients, by institution and industry**  
 Workforce Development Scholarship Program - Count of Enrolled Students Receiving Award by Industry by Institution  
 Fall 2023 (as of 12/7/2023) - Minnesota State Colleges and Universities

Short Formal Name	Advanced Manufacturing	Agriculture	Construction	Healthcare Services	Information Technology	Public Safety	Early Childhood	Transportation	Liberal Arts	Other Technical	TOTAL
Alexandria Technical and Community College	1	0	0	10	5	9	6	10	0	4	45
Anoka Technical College	8	0	0	43	0	0	0	8	0	0	59
Anoka-Ramsey Community College	1	0	0	96	26	0	0	0	34	0	157
Central Lakes College	7	3	0	21	1	4	1	14	0	1	52
Century College	3	0	0	55	7	0	1	8	0	0	74
Dakota County Technical College	0	10	9	14	4	0	2	9	1	0	49
Fond du Lac Tribal and Community College	0	0	0	18	0	0	0	0	6	0	24
Hennepin Technical College	20	8	0	9	15	0	0	11	0	0	63
Inver Hills Community College	6	1	0	29	12	0	0	0	1	0	49
Lake Superior College	3	0	0	45	3	0	0	8	0	0	59
Minneapolis Community and Technical College	21	0	0	31	25	0	12	13	5	0	107
Minnesota North College	2	13	9	25	0	0	1	1	0	0	51
Minnesota State College Southeast	9	1	3	15	4	0	1	2	1	0	36
Minnesota State Community and Technical College	32	3	0	30	4	0	1	12	7	3	92
Minnesota West Community and Technical College	3	2	0	38	2	0	0	12	0	0	57
Normandale Community College	0	0	0	36	16	0	16	0	12	0	80
North Hennepin Community College	1	0	0	48	18	0	0	0	0	0	67
Northland Community and Technical College	10	2	3	18	3	3	4	10	0	0	53
Northwest Technical College - Bemidji	0	0	0	29	0	0	2	3	0	0	34
Pine Technical and Community College	14	0	0	9	6	0	2	3	1	0	35
Ridgewater College	12	24	0	14	0	0	1	1	0	0	52
Riverland Community College	13	0	2	19	9	3	0	10	1	0	57
Rochester Community and Technical College	2	3	0	45	5	0	2	2	0	0	59
Saint Paul College	22	0	0	3	5	0	3	17	0	0	50
South Central College	9	14	1	3	1	0	1	2	0	0	31
St. Cloud Technical and Community College	10	0	0	21	8	0	4	18	0	0	61
Bemidji State University	2	0	0	1	0	0	0	0	2	0	5
Metropolitan State University	0	0	0	2	2	0	1	0	3	0	8
Minnesota State University Moorhead	0	0	0	2	0	0	1	0	1	0	4
Minnesota State University, Mankato	0	0	0	9	0	0	1	0	0	0	10
Southwest Minnesota State University	0	0	0	0	0	0	0	0	2	0	2
St. Cloud State University	0	0	0	1	6	0	1	0	0	0	8
Winona State University	0	0	0	3	0	0	0	0	0	0	3
<b>TOTAL</b>	<b>211</b>	<b>84</b>	<b>27</b>	<b>742</b>	<b>187</b>	<b>19</b>	<b>64</b>	<b>174</b>	<b>77</b>	<b>8</b>	<b>1,593</b>
<b>% of Awards by Program Group and Year</b>	<b>13%</b>	<b>5%</b>	<b>2%</b>	<b>47%</b>	<b>12%</b>	<b>1%</b>	<b>4%</b>	<b>11%</b>	<b>5%</b>	<b>1%</b>	<b>100%</b>

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. Fall 2023 data are preliminary.

**Table 4: Fiscal Year 2023: Degrees Awarded, by Industry**

**Workforce Development Scholarship Recipients: Degrees Awarded by Industry  
Degrees Awarded in Fiscal Year 2023  
Minnesota State Colleges and Universities**

<b>Industry</b>	<b>Bachelor's Degree</b>	<b>Associate Degree</b>	<b>Certificate</b>	<b>Diploma</b>	<b>Total</b>	<b>% Total by Industry</b>
Advanced Manufacturing	1	92	54	121	<b>268</b>	<b>17%</b>
Agriculture	0	41	7	3	<b>51</b>	<b>3%</b>
Construction	0	9	2	7	<b>18</b>	<b>1%</b>
Early Childhood Education	1	50	14	8	<b>73</b>	<b>5%</b>
Health Care Services	13	446	46	150	<b>655</b>	<b>41%</b>
Information Technology	3	76	71	5	<b>155</b>	<b>10%</b>
Public Safety	0	5	0	0	<b>5</b>	<b>0%</b>
Liberal Arts	3	102	9	2	<b>116</b>	<b>7%</b>
Other Technical	0	5	6	11	<b>22</b>	<b>1%</b>
Transportation	0	53	63	124	<b>240</b>	<b>15%</b>
<b>Total</b>	<b>21</b>	<b>879</b>	<b>272</b>	<b>431</b>	<b>1,603</b>	<b>100%</b>

Note: This is a count of academic degrees earned in FY 2023 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 2023. FY 2023 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 2021 and 2022 Graduates  
Minnesota State Colleges & Universities**

<b>Job Titles Reported on Graduate Follow-Up Survey*</b>
1st year apprentice
A&P Mechanic
ADC T (3)
Administrator Assistant
Adolescent Alcohol and Drug Counselor
Agriculture Technician
Agronomist
Aircraft Maintenance/Mechanic (3)
Application Specialist
Applicator
Apprentice (4)
Architectural Drafter
Architectural Sales Representative
Assembler/Assembly Technician (2)
Assistant Clinical Supervisor
Assistant Designer
Assistant Manager
Assistant Teacher
Associate Educator
Associate engineer
Associate Salesforce Developer
Associate Software Engineer
Auto Body Repair Technician (7)
Automation Programmer
Automotive Service Technician (11)
Behavioral Health Nurse
Boiler Operator
Boutique Stylist
Building Attendant III
Building engineer
Business Owner
CAD Technician

CAD/BIM Technician
Cardiovascular Technologist
CARE in Willmar, Hutch Pool Position
Central Operations Support Coordinator
Certified Massage Therapist
Certified Medical Assistant/CMA (10)
Certified Medical Coder
Certified Nursing Assistant (19)
Certified Surgical Technologist (8)
Check Out Cashier
Chemical Health Assessor
Child Support Enforcement Aide
Childcare
Childcare Provider/Preschool Teacher
Civil tech II facilities division
Classroom Aide
Cleaner
Clinical Manager
Clinical Nurse Specialist
CNC Machinist (2)
Coding Specialist (2)
Community Health Worker
Company Driver
Computed Tomography (CT) Scanner Operator
Computer Help Desk Specialist
Computer Systems Software Engineer
Construction Laborer/Worker (2)
Contract Field technician
Controls Designer
Cook
Correctional Officer
COTA
Credit Support Specialist
Crew Chief/Equipment Operator
Crew Member
Criminal Justice Intervention Advocate
Crusher Operator
C-store clerk
CT technologist (3)
Custodian
Custom Applicator (3)
Customer Service/Representative (2)
CVT (3)

Dairy Management/Owner Operator (2)
Data Engineer
Daycare Aide
Daycare Provider
Dealer officials
Deli/cashier
Delivery Driver
Certified Dental Assistant/Dental Assistant (19)
Deployed
Deputy Court Clerk
Diesel Mechanic/Service Technician (22)
Direct Support Personnel
Director of a Day Care
Director of Nursing (3)
Director of Operations and Compliance
Draftsman
Driver (2)
Drug Abuse Social Worker
DSP
Early Childhood Teacher
ED Nurse
Educational Support Professional
Educator of Ojibwe language
Electric Utility Line worker (18)
Electrical controls engineer
Electrical Electrician (3)
Electromechanical Tech 2
Electronics Technician
Emergency Department Nurse (3)
EMT
Endoscopy Registered Nurse
Engineering Test Technician
Entry level marine technician
Equipment Operator (3)
Escrow Officer
Expeditor
Factory Work
family medicine
Farm Hand
Farmer (2)
Fence Erector
Field Machinist
Field Service Technician (2)

Fire Pole Inspector
Firefighter Paramedic (2)
Foreman/ equipment operator
Fraud Investigator
Front End Clerk
Fulfillment Expert
General Laborer
Golf Course Maintenance
Guide
Gyroscopic Engineering Technician
Head Mechanic/Farm manager/Truck Driver
Head Start Teacher and Home Visitor
Head Toddler Teacher
Health Information Technician (2)
HEALTHCARE ENG TECH II
Heavy Equipment Operator (3)
Help Desk Technician
Highway department
Home Health Aide
Hospice Registered Nurse
HVAC Technician (6)
Hydraulic Technician
Independent Consultant
Industrial Engineering Technician
Industrial Robotics Mechanic
Information Technology Business Analyst
Information Technology Help Desk Administrator/Analyst (2)
Injection molding Tech
Inside Service Engineer
Instructor- Surgical Tech
Instrumentation and Control Specialist
Intern
Interventional Radiography Technician (2)
Ironworker
IT (3)
IT Technician/Assistant/Support/Specialist (6)
Java/Angular Software Developer
Jr. Equipment Operator
Junior Software Developer Intern
Lab assistant/Tech (2)
Lab Tech, IS Support
LADC/Clinical Program Therapist (2)
Landscaper

Lead Direct Support Professional
Lead Preschool Teacher (3)
Lead Teacher (4)
Licensed Alcohol and Drug Counselor (4)
Licensed Physical Therapist Assistant
Licensed Practical Nurse/LPN (72)
Light duty technician
Liquor salesman
Live Organ Transplant RN
Load Builder
Long Haul Truck Driver
Lube tech, cleaning
Machine operator (2)
Machining Supervisor
Machining/Machinist (15)
Maintenance Mechanic/Technician (9)
Management Analyst
Manager
Manufacturing Technician
Manufacturing
Manufacturing Machinist
Marine and Powersports Technician (2)
Marketing Assistant
Massage Therapist (4)
Material Handler
Mechanic (9)
Mechanical Designer
Mechanical Repair Technician
Medic
Medical Reception
Medical Billing Specialist
Medical Coder/Billing (2)
Medical Device Assembler (2)
Medical Laboratory Technician (6)
Medical Record Technician
Medication administration nurse
MRI Technologist
Nanny
Network Helpdesk Tech
Network Systems Technician
Nurse (6)
Nursing Station Technician
Office Assistant

Oncology Registered Nurse (4)
On-ice official
Operating Room Nurse/RN (2)
Operations/Organizational Technology Professional
Operator (5)
OR Nurse
Owner (3)
Owner & Operator
Package Handler
Painter
Paramedic (10)
Paraprofessional (3)
Parts Specialist
Patient Access
Patient Account Representative
Patient Care Assistant
Patient Services Coordinator
Patient Services Representative
Payloader Operator
Payroll Specialist
PC/LAN Technician
PCR RN
Pediatric Registered Nurse (3)
Peer Tutor
Personal Care Assistant
Personal Trainer
Pharmacy Technician (2)
Phlebotomist (3)
PHP Developer
Physical Therapist Assistant
Plant Operator
Plumber (2)
Plumbing Apprentice
Power Sports Technician
Prepress Application Specialist
Preschool teacher (2)
Professional Nanny and House Manager
Program Manager
Program Technician
Prosthetics Technician
Prototype Machinist
Psych Triage LPN
PTX Welder

Public Health Nurse
Public Safety Officer
Public Works Assistant
Python Developer
Quality Assurance Technician
Quality Engineering/Quality Software Engineer (2)
Quality technician
R and D Mechanic
Radiologic/Radiographic Technologist/Technician (19)
Ramp safety trainer
Real Estate Assistant
Refrigeration Technician (2)
Registered Dental Hygienist (10)
Registered Nurse/RN (100)
Registered Nurse - Cardiac Medicine
Registered Nurse & MedSurg/ED
Registered Respiratory Therapist (4)
Rehabilitation Aide
Research Assistant (2)
Research Intern
Revenue Cycle Specialist
RN Assessment Manager
RN Case Manager (2)
Robot Welder
Robotics Servicing Engineer
Route Driver
Sales Advisor
Sales and Fundraising
Sales associated/ technician
Salesforce Service Lead
Seasonal Maintenance of way track technician
Self Employed
Semi-Skilled Laborer
Semi-Truck Driver
Service Advisor
Service Technician (9)
Sheet Metal Laborer
Sleep Technologist (2)
Social Media Specialist
Software Developer Intern
Software Engineer
Sous Chef
Sr. Health Information Specialist

Store Specialist & Mobile Expert
Substance Use Registered Nurse
Supervisor
Supply Specialist
Support Operations Specialist
Support RN
Surgical Registered Nurse (2)
Survey Technician
Systems Multi-skilled technician
Teacher (5)
Team Member
Technician (10)
Temporary library aide
Tester
Tool and Die Maker
Trainer/Team Member
Transport Associate
Truck Driver (9)
Truck Mechanic
Union Operator
Veterinary Technician (5)
Waitress/Server (2)
Wayzata kid's assistant
Web Programming Intern
Welder/Welder Fabricator (21)
Welding Engineer/ painter
Welding Intern
Welding Operator
Wire processing machine operator
Wire Welder (2)

Note: Minnesota State Colleges and Universities 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. The data in the table above are based on students who received a WDS in FY2021 or FY2022 who earned an academic award in FY2021 or FY2022 either after, or in the same term, they received the WDS. If a student earned more than one academic award during this time period, the survey results from the most recent academic award was used and if the student earned more than one most-recent-award, the highest award the student earned during this period was used.

\*Not all graduates who complete the Graduate Follow-Up Survey answered the question related to job title. The data in the table above are based on 820 graduates who provided a response to this question out of the 1,382 total who indicated they were employed within 12 months of graduating.

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