



Youth Skills Training Program

Report to the Minnesota Legislature

Feb. 1, 2024

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As requested by Minnesota Statutes 3.197: This report cost approximately \$1,608.33 to prepare, including staff time, printing, and mailing expenses.

Upon request, this material will be made available in an alternative format such as audio, Braille or large print.

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Introduction

The Minnesota Department of Labor and Industry (DLI) submits this legislative report about the activity and outcomes of its Youth Skills Training (YST) Program, as required by Minnesota Statutes 175.46, subd. 15. DLI is required to annually provide information for the preceding fiscal year by February 1 of each year. The report must include updates about the program, the number of student learners who have participated in YST programs, and any recommendations for changes to the program.

Purpose

The YST program supports the development of partnerships that will provide industry-related classroom instruction and paid work experience to high school students aged 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.

As detailed in numerous studies, including a profile provided by the U.S. Chamber of Commerce, Minnesota has a diverse economy with a traditionally strong workforce and an above average labor force participation rate. Despite this, there are only 51 available workers for every 100 open job positions.¹ Two critical industries in Minnesota's economy are health care and advanced manufacturing. Severe shortages in the health care workforce have been reported at all levels, from direct care workers to the most specialized medical professionals, both statewide and regionally.² Minnesota is expected to see more than 75,000 job openings for manufacturing production positions alone through 2030, due in large part to retirements of current workers.³

The YST program is one way to address current and future workforce challenges within its industries of focus. In health care, for instance, the goal is to bring students to the industry and help them understand the wide range of career possibilities. Similarly, for advanced manufacturing, helping students realize that manufacturing looks different now than it may have a decade or two ago can open students' eyes to the potential in this career area. YST programs emphasize career exposure, and go even further to provide technical skills, safety instruction, opportunities to gain industry-recognized credentials, and teach important employment skills to be successful in careers in these industries.

Creation

The Minnesota Legislature created the YST program in 2017, which included grant funding in the amount of \$500,000 per year, or \$1 million per biennium, to provide local partnerships throughout the state with resources

¹ U.S. Chamber of Commerce, <https://www.uschamber.com/workforce/understanding-minnesota-labor-market?state=mn>

² MN DEED Labor Market Information, <https://mn.gov/deed/newscenter/publications/trends/december-2023/stay-go.jsp>

³ MN DEED Labor Market Information, <https://mn.gov/deed/newscenter/press-releases/?id=1045-593914>

to create and implement YST programs. These grants were initially awarded to a minimum of five partnerships and statutorily 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 allowed the YST program to fund twice as many partnerships annually. In 2023, legislators agreed to further support YST by increasing the biennial grant funding to \$3 million, or \$1.5 million per year. With that increase in grant funding came an increase in administrative support, allowing DLI to grow the team by 1.5 FTE positions. This funding enables YST program staff to administer the grants, provide outreach to schools, employers, and community organizations, offer technical assistance to both grant-funded and continuing YST partnerships and facilitate employer review and approval to host student learners.

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 partnerships 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, supporting students, employers and local communities.

In short, we could not have started and grown the TigerPath program here at Hutchinson High School without the YST program and funding. And because of this, as our long-timer counselor says, career exploration and workforce development are now a community conversation that happens between schools and businesses, and results in great opportunities for all!

- Andrea Moore, TigerPath Coordinator

Benefits

Students benefit from meaningful career exposure, educational training including high school and/or post-secondary course credits, safety training, industry-recognized credentials and paid work experience in careers they are interested in pursuing. Through YST programs, students discover a variety of pathways to high-growth, high-demand, living-wage occupations that exist within their communities and throughout the state.

This experience is introducing me to a variety of careers that are available after high school. The most impactful thing is obviously learning hard work. Working with people in multiple positions has helped prepare me professionally. Being able to communicate and work with others but still have my own responsibilities has been very impactful for my future.

- Youth Skills Training Student Learner

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.

So many students' lives have been enhanced because of this program and we know that the effects will reach far into the future, in the lives of our students, in our community and beyond.

- Parent of YST Student Learner

Affected communities

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 aged 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. The YST program maintains a focus on equity and diversity throughout the duration of the grant cycle, emphasizing these as priorities in each phase of grant implementation.

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 continues to provide outreach, support partnership development, provide technical assistance, facilitates the approval of YST employers and administers the grant funding. In 2019, the Legislature solidified on-going funding for this position. Program success is based on this consultative approach to support the development and implementation of YST programs throughout the state. In 2023, the Legislature awarded funding for one FTE program consultant and one .5 FTE program specialist. The program consultant began with the agency in August of 2023, and the program specialist position will begin at the end of January 2024. The five main components to the YST program are: outreach, consultation, program approval, employer approval and grant administration. Visit www.dli.mn.gov/yst for more information.

Outreach

The YST program provides outreach across Minnesota to promote its work and educate partners. The program manager and consultant provide information and outreach through a variety of methods, including meeting with interested parties, providing webinars and offering in-person or virtual presentations. With changing approaches to outreach, the option to connect remotely, and the technology to make this work seamless, outreach activity now exceeds the level established prior to the pandemic. Outreach to communities and schools that are not currently involved in YST programming is priority.

| 2019 | 2020 | 2021 | 2022 | 2023 |
|---------------------------------|-----------------------------------|------------------------------|------------------------------|--|
| 93 in-person meetings | 85 in-person and virtual meetings | 101 virtual meetings | 185 virtual meetings | 234 in person and virtual meetings |
| 64 employer walk-through visits | 27 employer approval meetings | 89 virtual employer meetings | 87 virtual employer meetings | 92 in person and virtual employer meetings |
| 16 large-group presentations | 18 large-group presentations | 31 virtual presentations | 52 group presentations | 68 group presentations |

*The YST program manager and specialist both host impromptu meetings with stakeholders on an almost daily basis, so this metric is conservative.

Consultation

The program manager and consultant meet 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. YST staff continue to

review and revise quarterly reporting, progress monitoring and grant management processes to provide efficient and accurate information about YST outcomes.

The YST program staff provide prompt consultation to current and potential partners as they explore and develop YST programs. YST staff also meet with employers, schools and community stakeholders to provide information and answer questions. In many cases, YST staff will serve as connectors so that current partnership representatives can connect with other, newer partnership staff or other potential collaborators. Whenever a challenging situation arises, YST staff help brainstorm solutions and provide guidance about ways to effectively offer safe, healthy and meaningful work experiences to student learners. Additionally, the YST program 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 outline the new employer approval process.⁴ The YST guide will be revised in 2024 to update information and reflect any changes to the program.

YST industries

YST-approved industries include advanced manufacturing, agriculture, automotive, health care and information technology. These industries align with DLI's Minnesota Dual-Training Pipeline and Apprenticeship Minnesota 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 the dual-training model (related instruction paired with concurrent on-the-job 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
2. Projected growth rate – DEED long-term high-growth, high-demand: Minimum of 500 projected openings or a minimum projected growth of 7%. 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 Labor Markets for Minnesota (one full-time and one part-time working adult and one dependent) – \$19.46 an hour.
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.

Employer approval process

The goal of the YST program 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

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

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 (CNA) 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 spring 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 completing a walk-through of the facility to view the machines and equipment that will be used in the student-learner experience. The goal was to ensure student 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. The new process determines what safety features are in place, reviews potential environmental hazards and provides an opportunity to have a meaningful consultation with employer partners. The employer approval process can be offered virtually, which was an adjustment to address COVID-19 pandemic related challenges. Due to the programmatic efficiencies gained, employer approvals can still be performed virtually.

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 experiences to student learners. These employer visits strengthened the quality of the program for the student learners who participate.

To date, 201 employer locations have been approved by 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. Visit www.dli.mn.gov/yst for more information and to download approval forms.

| Youth Skills Training Program Employer approval process | |
|--|--|
| Step 1: Employer | Employer submits the following to YST program staff: <ol style="list-style-type: none"> 1. Copy of employer workers’ compensation declaration page 2. Completed <i>Machine/Tool/Equipment Review</i> form 3. If the safety meeting will be conducted virtually, pictures or videos of the machines/tools/equipment are also required |
| Step 2: School | Class syllabus 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. |
| Step 3: YST staff, DLI safety consultant, employer | YST safety meeting In-person or virtual meeting to discuss the submitted documentation and review all machines/tools/equipment that employers would like 16- and 17-year-old student learners to use as part of a paid YST work experience. |

| | |
|--|---|
| Step 4: DLI and employer | YST statute review and approval Form is completed by YST staff then reviewed and signed by the employer supervisor. The DLI commissioner provides final review and signature for approved employers. |
| Step 5: Employer, student, parent, and school | Training agreement All parties complete and sign the training agreement 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 and state agencies. 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, provide funding for dedicated staff time to facilitate YST programming and pay for students to obtain industry-recognized credentials. Grant funding cannot be used to pay student wages. YST program staff monitor and review grant applications and the reporting process for efficiency and to ensure accurate data collection on a quarterly basis.

Summary

To date, 67 grants have been awarded to partnerships throughout the state and provided 92,644 students with the opportunity to participate in meaningful activities to learn about at least one of the five approved YST industries. More than 46,379 students have completed or are taking classes and receiving safety training directly related to these industries. In addition, 3,419 students have received an industry-recognized credential and 1,022 students have participated in safe, healthy and meaningful paid work experience in one of these industries.

| Table 1. YST grant application summary | First round | Second round | Third round | Fourth round | Fifth round | Sixth round |
|---|--------------------|---------------------|--------------------|---------------------|--------------------|--------------------|
| Number of partnership applications | 25 | 34 | 25 | 25 | 32 | 33 |
| Number of schools involved | 64 | 79 | 84 | 72 | 80 | 62 |
| Number of employers involved | 107 | 160 | 150 | 146 | 211 | 157 |
| Number of post-secondary institutions | 7 | 21 | 14 | 17 | 9 | 16 |
| Number of community organizations | 13 | 40 | 40 | 55 | 43 | 42 |
| Grant funding available | \$500,000 | \$1,000,000 | \$1,000,000 | \$1,000,000 | \$1,000,000 | \$1,500,000 |
| Amount of grant dollars requested | \$2,388,094 | \$3,160,291 | \$2,340,476 | \$2,223,120 | \$2,896,647 | \$2,922,901 |

| Table 2. YST grant award summary | First round | Second round | Third round | Fourth round | Fifth round | Sixth round |
|--|--------------------|---------------------|---------------------|----------------------|----------------------|----------------------|
| Number of partnerships awarded | 5 | 11 | 11 | 11 | 11 | 17 |
| Award amounts (range if applicable) | \$95,000 | \$80,000 - \$95,000 | \$70,000 - \$90,000 | \$57,950 - \$100,000 | \$40,000 - \$100,000 | \$48,417 - \$100,000 |
| Number of school districts involved | 13 | 39 | 24 | 30 | 31 | 27 |
| Number of employers involved | 51 | 87 | 85 | 82 | 141 | 84 |
| Industries involved (advanced manufacturing, agriculture, health care, information technology) | 3 | 5 | 5 | 5 | 5 | 5 |

| Table 3. YST student involvement to date | Round 1 July 1, 2018 – June 30, 2020 | Round 2** July 1, 2019 – June 30, 2021 | Round 3 July 1, 2020 – June 30, 2022 | Round 4 July 1, 2021 – June 30, 2023 | Round 5* July 1, 2022 – June 30, 2024 | Round 6* July 1, 2023 – present |
|---|---|---|---|---|--|--|
| Student exposure to YST industries | 3,278 | 12,923 | 18,442 | 26,822 | 24,511 | 6,668 |
| Related instruction and safety training | 2,385 | 11,304 | 6,195 | 11,099 | 12,194 | 3,193 |
| Industry-recognized credential | 224 | 359 | 499 | 1,291 | 702 | 344 |
| Paid work experience | 109 | 204 | 204 | 335 | 226 | 53 |
| Percent of students to receive credential | 80% | 92% | 98% | 98% | 100% | *N/A |
| Percent of students to graduate when eligible | 91% | 90% | 100% | 95% | 96% | *N/A |

**Note: Round five grant partnerships will not conclude their grant period until June 30, 2024, and round six grant partnerships will not conclude their grant period until June 30, 2025. Graduation statistics will not be available until that time.*

***Note: A subset of the grant awardees in round two had a shorter period of performance (March 1, 2020 – June 30, 2021) due to the result of the prior year’s legislative session, creating a necessary delay in awarding those grants.*

Current grant-funded YST partnerships

Grant round five (July 1, 2022, through June 30, 2024)

The fifth round of YST grant recipients was announced April 12, 2022. Eleven partnerships were selected to receive grant funding to create, implement or expand YST programs. The fifth round of grant recipients represent all five industries and consist of 30 school districts and 135 employer partners in advanced manufacturing, agriculture, automotive, health care and information technology. The grant period for these partnerships is July 1, 2022, through June 30, 2024. The fifth round of grant recipients include:

- ISD #831 Forest Lake Area Schools
- ISD #623 Roseville Area Schools
- ISD #31 Bemidji Area School District
- ISD #77 Mankato Area Public Schools
- ISD #2144 Chisago Lakes School District
- ISD #912 Milaca Public Schools
- ISD #595 East Grand Forks Public Schools
- Spark-Y Youth Action Labs
- Grand Rapids Area Chamber of Commerce
- Genesys Works Twin Cities
- Otter Tail County (OTC Works)

YST partnership details for Round five grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2022 – June 30, 2024)

| Partnership name (Industry) | School district(s) | Employer partners | What are the students doing? |
|--|-------------------------------------|--|---|
| <p>SD #831 Forest Lake Area Schools</p> <p><i>Manufacturing, Agriculture, Automotive, Health Care, IT</i></p> | <p>Forest Lake Area Schools</p> | <p>Connexus Energy, Birchwood, Presbyterian Homes – Waverly, M Health Fairview, Rosenbauer, Wilson Tool, Teamvantage, Advanced Molding Technologies, Design Ready Controls, Regal Machine, Smith Metals, Westfall Technik, South Shore Veterinary, Dellwood Golf Course, Chisago Lakes Golf Club, Applewood Nursery, Ford Auto Nation, Whitaker Buick GMC, Andy’s Garage, Forest Lake Auto</p> | <ul style="list-style-type: none"> • Employer outreach activities • Networking breakfast for partners • Industry exposure for students through field trips and classroom speakers • Exploring partnerships for automotive training Ford ACE and ASE certification • Supporting students with next steps after high school; including meetings with postsecondary education representatives and parent information sessions |
| <p>ISD #623 Roseville Area Schools</p> <p><i>Manufacturing</i></p> | <p>Roseville Area Schools</p> | <p>Bix Produce</p> | <ul style="list-style-type: none"> • Guest speakers in classes from manufacturing industry • Career navigator connecting with ninth and 10th grade students about YST program • OSHA 10 certification in classes • Paid work experiences at Bix Produce |
| <p>ISD #31 Bemidji Area School District</p> <p><i>Agriculture, Health Care, IT</i></p> | <p>Bemidji Area School District</p> | <p>Bemidji Steel Company, N. Central Door Company, Nortech Industries, Grizzly Truss Fabricators, Naylor’s Heating and Refrigeration, Hills Country Greenhouse, Dick’s Northside Auto Services, Bemidji Chrysler Center, Kenny’s Amoco, Sanford Health, Neilson Place, Choice Therapy, Northern Dental Access Center, Paul Bunyan Communications</p> | <ul style="list-style-type: none"> • Tours of five manufacturing companies • Two field trips for agriculture program • Industry credentials in mechatronics • Related classroom instruction in agriculture, health care and information technology • Industry-related paid work experiences |

YST partnership details for Round five grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2022 – June 30, 2024)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|---|--|---|---|
| <p>ISD# 2144 Chisago Lakes School District</p> <p><i>Manufacturing, Health Care</i></p> | <p>Chisago Lakes School District</p> | <p>Smith Metals, Kendall Howard, Anderson Windows, Everwood Industries, Wyoming Machine, Flashing by Design</p> | <ul style="list-style-type: none"> • Tours of local manufacturing companies • Classroom speakers from industry • Manufacturing-related classes • OSHA 10 certification within classes • Paid work experiences in industry |
| <p>ISD# 912 Milaca Public Schools</p> <p><i>Manufacturing, Agriculture, Automotive, Health Care, IT</i></p> | <p>Milaca Public Schools</p> | <p>Milaca Elim Care & Rehab Center, Silt Sock, Nortech, ICS Chillers, Chapman’s Auto, Select Urgent Care</p> | <ul style="list-style-type: none"> • Establishing relationships employers • Field trips through agriculture program • Industry-related classes and credentials • Working on getting employer partners approved to provide paid work experiences |
| <p>ISD# 595 East Grand Forks Public Schools</p> <p><i>Manufacturing, Agriculture, Health Care</i></p> | <p>East Grand Forks Public Schools</p> | <p>American Crystal Sugar, Northern Valley Machine, Mayo Manufacturing, Edgewood Healthcare, Good Samaritan Assisted Living, Zavoral and Sons</p> | <ul style="list-style-type: none"> • Partnership with a company for their agriculture program • Field trips to local manufacturers • Exploring partnerships for paid-work experiences • Guest speakers in manufacturing and healthcare classes. • Working with a registered nurse on building curriculum for the CNA class |
| <p>Spark-Y Youth Action Labs</p> <p><i>Automotive</i></p> | <p>Minneapolis Public Schools</p> | <p>Luther, Walser, TGK, Midas, Harley-Davidson, Bobby & Steve’s Auto, Polaris, Toro, Caterpillar</p> | <ul style="list-style-type: none"> • Entry level auto technician certifications • Field trips to automotive partners • Informational interviews • On-site tours and education • Job shadow opportunities |

YST partnership details for Round five grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2022 – June 30, 2024)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|---|--|--|---|
| Grand Rapids Area Chamber of Commerce <i>Manufacturing</i> | Nashwauk-Keewatin, Grand Rapids, Greenway, Northland Community Schools, Deer River, Bigfork, Floodwood | L and M Radiator, Swan Machine, ASV, Arrowhead Manufacturers & Fabricators Association, Northland Machine, Iron Mining Association | <ul style="list-style-type: none"> • Recruiting additional schools • Building employer partnerships • Manufacturing tours • Establishing paid-work experiences • Connecting with local news outlets to bring awareness to the program for employers, parents and students |
| Otter Tail County (OTC Works) <i>Advanced Manufacturing, Agriculture, Automotive, Health Care</i> | Fergus Falls, Perham, Underwood, Battle Lake, Ashby, New York Mills, Pelican Rapids, Rothsay, Henning, Frazee/Vergas, Parkers Prairie, Wadena/Deer Creek, Hillcrest Lutheran Academy | Vector Windows, Innova Industries, Paydac Plastics, Inc, Northern Contours, Brunswick New York Mills, KLN Family Brands, Bongards, Nelson Auto Center, Quality Toyota, Titan Machinery, RDO, Synstelien Community Services, Pioneer Care, Perham Health & Living, Lake Region Healthcare | <ul style="list-style-type: none"> • Information sessions about YST program hosted at area high schools • Field trips for students to provide industry exposure in manufacturing and automotive industries • Guest speakers in classrooms • Addition of employer partners • Industry-related paid work experiences in automotive and manufacturing |

Grant round six (July 1, 2023, through June 30, 2025)

The sixth round of YST grant recipients was announced Feb. 14, 2023. Initially, 12 partnerships were named to receive grant funding:

- Alexandria Area High School
- Breckenridge High School
- Edina Public Schools
- Faribault Public Schools
- Hibbing School District
- ISD #728 (Elk River, Otsego, Rogers, Zimmerman)
- Monticello Public Schools
- Owatonna Public Schools
- Sourcewell
- Stillwater Area High School
- Workforce Development, Inc.
- Venture Academy High School

Due to an increase in available grant funding following the legislative session, a second round of grant awards were announced Aug. 29, 2023. The period of performance for these grants is Oct. 1, 2023, through June 30, 2025.

- Career Solutions – Stearns and Benton Counties
- Minnewaska Area High School
- North Branch Area High School
- Princeton Public Schools
- Windom Area High School

YST partnership details for Round six grant recipients, as of Jan. 18, 2024
 (Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|---|-------------------------------------|--|--|
| Venture Academy Career and Technical Education Program <i>Health Care, Information Technology</i> | Venture Academy (charter school) | Avivo, Genesys Works (and their employer partners), Access Point, Step-Up | <ul style="list-style-type: none"> • Career Seminar 1 by 10th grade • Option to select into Project Lead the Way, Biomedical and Computer Science classes • Option of taking a CPR certification course, OSHA 10 course, Intro to computer science course and AP computer science course • Paid work experience through Genesys Works (IT) or Avivo and Access Point (HC, CNA) |
| Bluejacket Career Academies <i>Advanced Manufacturing, Automotive, Health Care</i> | Hibbing School District | Ready & Willow, Fairview Range Medical Center, Choice Therapy, St. Louis County Public Health & Human Services, Hibbing Fire Department, Orthopedic Associates of Duluth, Fairview Plaza, Range Spine Health & Injury Center, Affordable Therapeutic Massage, Big Stone Therapies, Recover Health, Baron’s Pharmacy, Range Center, Guardian Angels Nursing Home, St. Luke’s Family | <ul style="list-style-type: none"> • Extended coursework in automotive with Hibbing Community College • Paid work experience with local Ford dealer • Advanced welding curriculum and paid work experiences in manufacturing • Internships in health care • Safety training for all three industries |

YST partnership details for Round six grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|--|--|---|---|
| Stillwater Pathways <i>Advanced Manufacturing, Health Care</i> | Stillwater Area High School | Medical Center, Essentia Hibbing Clinic, Lakeview Behavior Health, Kind Mind Counseling, Arrowhead Orthodontics, Bonner Eye Clinic, Eye Clinic North, Ken’s A1 Auto Service, Ranger Chevrolet, Ford of Hibbing, Chrysler Center of Hibbing, Beltline Body Shop, John’s Autobody, Aftermarket Solutions, Triumph Twist Drill, Metal Technologies, Cleveland Cliffs-UTAC, Barr Engineering, LVC Companies, Range Steel Fabricators, Max Gray, Furin & Shea Manufacturing, Hibbing Fabricators, Hibbing Public Access Television | <ul style="list-style-type: none"> • Use of career exploration tools • Career inventory assessment “YouScience” • Mentorship, guest speakers, tours • Job shadowing, Internships • Annual Manufacturing Day • OSHA-10 training and certification • CNA certification |
| Academies of Alexandria Advanced (A³) Career Training Program <i>Advanced Manufacturing</i> | Alexandria Area High School | LGC Biosearch Technologies | <ul style="list-style-type: none"> • OSHA-10 training and certification • Paid work experience with employer partner • Guest speakers and introductions • Employers hosting students for field experiences, job shadows and other career internships |
| Sourcewell: HERO Program (Healthcare Educators providing Regional Opportunities) | Brainerd Public Schools, Crosby-Ironton Public Schools, Pequot | Good Samaritan Society, Lakewood Health System | <ul style="list-style-type: none"> • Career experiences including but not limited to job shadows, informational interviews, departmental tours, interdepartmental meeting attendance, and an overview of facilities operations |

YST partnership details for Round six grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|--|---|---|--|
| <i>Health Care</i> | Lakes Public Schools, Pillager Public Schools | | <ul style="list-style-type: none"> • Mentorship • Clinicals provided for on-the-job training and paid work experiences • Attendance of career exploration event |
| Edina Works for Each and Every Student <i>Information Technology</i> | Edina Public Schools | Xcel Energy, Arctic Wolf, Inherited Stories, Genesys Works, M Health Fairview Systems, Target | <ul style="list-style-type: none"> • Extensive offering of computer science industry-related classroom instruction • Opportunity for OSHA-10 certification • Paid work experiences |
| Workforce Development, Inc.: Industry-recognized certification in Bluff Country Collaborative <i>Advanced Manufacturing, Health Care</i> | Caledonia High School, Houston School District, La Crescent-Hokah High School, Lewiston-Altura, Mabel-Canton, Rushford-Peterson, Spring Grove, Goodhue Education District | Fastenal, Rushford Manufacturing, Harmony Enterprises, LaX Fabricating, Good Shepherd Lutheran Services | <ul style="list-style-type: none"> • CTE Exploration Day (one-day event) • Industry site tours offered monthly • Career fair • Tailored experiences through youth workforce navigator; one-on-one meetings for career exploration and support • CNA training and opportunity for certification; CPR/first aid training • Welding certificate and training • OSHA-10 training and certification • Paid work experiences |
| Owatonna Career Pathways <i>Agriculture, Health Care, Information Technology</i> | Owatonna Public Schools, including Alternative Learning Center | Kibble Equipment, LLC, Central Farm Services, Benedictine Health Systems, Mayo Clinic Health Systems, Federated Insurance | <ul style="list-style-type: none"> • “Made in Owatonna Day” business tours and speaking with professionals • College and career fairs, career navigation, tailored • Opportunity for OSHA-10 training and certification • Northstar Digital Literacy • Paid work experiences |

YST partnership details for Round six grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|---|--|---|--|
| Faribault YST Initiative <i>Advanced Manufacturing</i> | Faribault Public Schools | Mercury Corporation, Daikin Applied, Jennie-O Turkey Store, Northern Tool & Equipment Supervisor, MRG Tool & Die, Trystar | <ul style="list-style-type: none"> • Ten business site visits • Twenty combined speaker sessions • Extensive PSEO offerings • Safety Awareness classes • Paid work experiences |
| Pathway to Healthcare (CNA certification) <i>Health Care</i> | Breckenridge High School | CHI – St. Francis Health | <ul style="list-style-type: none"> • Field trips to local and regional work places • Visits and guest lectures from industry experts • CNA training and medical terminology courses • Health care-focused safety training • Paid work experiences |
| Monticello Youth Internships and Careers Program <i>Health Care</i> | Monticello Public Schools (ISD 882) | St. Benedict’s Senior Living, CentraCare, Park View Senior Health and Living Health Care Center | <ul style="list-style-type: none"> • Course offerings to explore career clusters, education requirements and employment outlook • Extensive PSEO offerings including CNA/home health aide certification • OSHA-10 health care certification • Paid work experiences |
| Students in Information Technology at ISD 728 <i>Information Technology</i> | Elk River (ISD 728): Ivan Sand Community School, Rogers, Elk River, and Zimmerman High Schools | City of Otsego, City of Elk River, Sherburne County, Community Education at ISD 728 | <ul style="list-style-type: none"> • Classroom speakers • Industry tours and field trips • Career fairs, job shadowing, mock interviews • Safety training provided in CTE internship class • Industry-recognized credential offerings • Paid internships |

YST partnership details for Round six grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|--|--|---|--|
| <p>*Eagle Pathways</p> <p><i>Advanced Manufacturing, Agriculture, Automotive, Health Care</i></p> | <p>ISD 177 Windom Area High School</p> | <p>Smith Automotive, Windom Area Health, Dick’s Welding, FAST Ag. Solutions, Toro</p> | <ul style="list-style-type: none"> • Career exploratory courses, including career assessments, industry speakers • Annual college and career fair • Automotive work-based learning, welding, health science courses include CNA training, OSHA-10 • Paid work experiences |
| <p>*Tiger Career Academies</p> <p><i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i></p> | <p>ISD 477 Princeton Public Schools</p> | <p>Minnco Credit Union, M Health Fairview Northland, Element Group, Bright Child Development Center, Princeton Elim Wellspring, Airway Products</p> | <ul style="list-style-type: none"> • Business tours • Successful completion of three courses within specific pathway of intended Career Academy • College & Career Exploration course • CNA training and certification, OSHA-10 safety credential • Paid work experience, tailored to student |
| <p>*ISD 138 North Branch Area High School: Viking Agriculture Career Pathway</p> <p><i>Agriculture</i></p> | <p>ISD 138 North Branch</p> | <p>Danny Hunter Farm, Branch Landscape Nursery, Craig Moline Farm, Farm Bureau, Tom Anderson Master Gardener</p> | <ul style="list-style-type: none"> • Career navigator will develop tailored opportunities for students interested in agriculture • Safety training will be embedded • Paid internships |
| <p>*Career Solutions: CareerONE & CareerTWO</p> <p><i>Health Care</i></p> | <p>ISD 742 St. Cloud Area Public Schools</p> | <p>CentraCare</p> | <ul style="list-style-type: none"> • CareerONE and CareerTWO Health Care courses • First aid/CPR • CNA preparatory course, then CNA training and certification • Paid work experience |

YST partnership details for Round six grant recipients, as of Jan. 18, 2024

(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

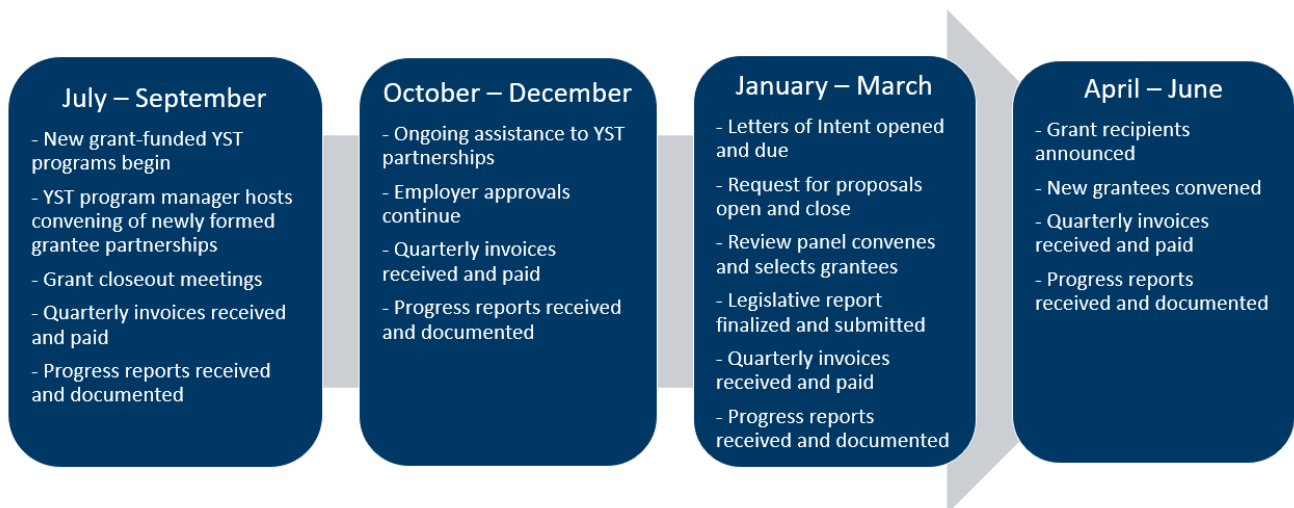
| Partnership name <i>(Industry)</i> | School district(s) | Employer partners | What are the students doing? |
|---|---|---|---|
| <p>*Minnewaska Career Academies</p> <p><i>Advanced Manufacturing, Agriculture, Health Care</i></p> | <p>ISD 2149 Minnewaska Area High School</p> | <p>Clyde Machines, FAST Global Solutions, Glacial Ridge Health System, Reichmann Farms, Massman, AGCODE</p> | <ul style="list-style-type: none"> • College and career fairs • Guest speakers • Field trips, job experiences • Preparatory coursework, medical terminology, CPR/first aid/AED certification, CNA certification, robotics, agriculture and welding • OSHA-10 training and certification • Paid work experiences |

Post-secondary credit opportunities

Most Minnesota high schools provide students with opportunities to earn college credit by taking college-level classes through dual enrollment or by passing a college-level exam. Some examples of these programs include the post-secondary education option, College in the Schools, advanced placement (AP), and international baccalaureate (IB). Not all dual credit and exam-based credit programs are available at all high schools and not all colleges and universities award credit for these programs.

YST programs currently receiving grant funding were asked to report the number of YST industry-related classes offered to students that have the potential to earn college credit. During the 2022-2023 school year, 11 out of 17 YST grant-funded programs reported that they offered college credit opportunities in some YST industry-related classes. During the 2023-2024 school year, 18 out of 28 YST grant-funded programs reported that they will offer the potential to earn college credit in some of their YST industry-related classes. All five YST industries were represented in the classes that offer the potential to earn college credit (advanced manufacturing, agriculture, automotive, health care and information technology).

Annual programmatic cycle and timeline



Recommendations

YST continues to grow and provide safe, healthy and meaningful paid work experiences to student learners 16 years of age and older. YST is a key model to address the shortage of skilled workers in Minnesota. DLI recommendations for the YST program are to:

- maintain current legislative appropriations;
- continue to focus on the qualitative elements of what has made YST successful, including enhanced technical assistance and network development;
- ensure the demographic representation of participants in YST programs reflects student demographics of the school;

- prioritize programming for traditionally underserved populations including students of color, Indigenous people, students identifying as LGBTQI, students of varying disability status and students represented by different geographic locations across Minnesota; and
- expand opportunities for successful YST partnerships to share their work and support new partnerships in creating and implementing YST programs in their communities.

Appendix one: Summary of YST Program Guide

In spring 2021, the YST Program Guide was revised to provide updated information and resources to partnerships interested in creating, implementing or enhancing an existing YST program. The YST Program Guide will be updated again in spring 2024.

The YST Program Guide provides:

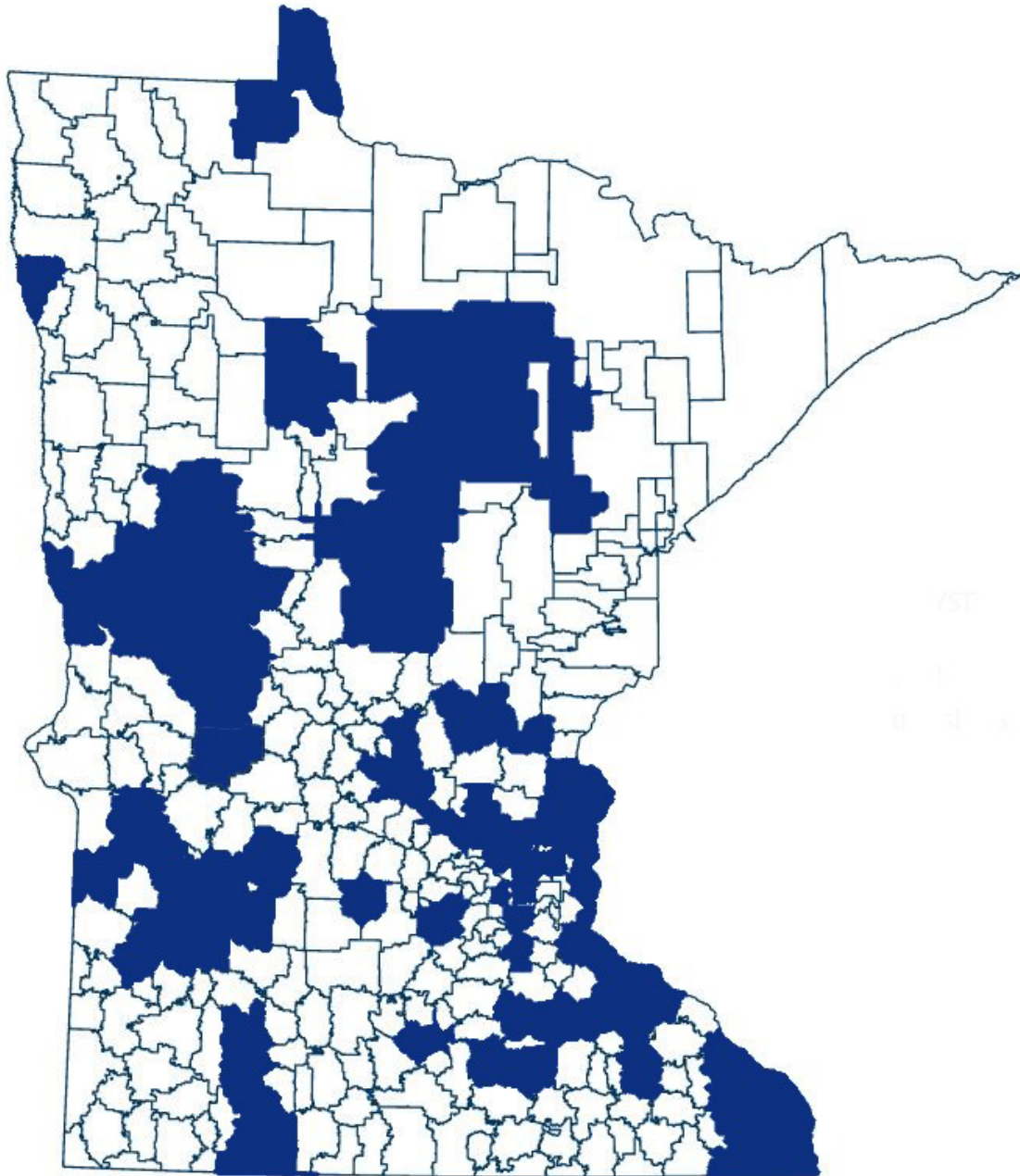
- An overview of the YST program
- Support and services offered by YST program staff members including:
 - outreach;
 - consultation;
 - employer approval; and
 - grant administration and management.
- Components and requirements to create a successful YST program including:
 - the process for selecting 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.

Visit www.dli.mn.gov/yst to view the guide.

Appendix two: Map of all school districts participating in YST program.
(Partnering school districts are highlighted in blue.)



Appendix three: Employer locations approved to host YST student learners for paid work experience (201, listed alphabetically)

| | | |
|---|--|---|
| 3M Fall Protection (18+ site) | Design Ready Controls | King Welding & Fabrication |
| Accurate Home Care | Designed Cabinets, Inc. | Knobelsdorff Enterprises |
| Acrotech | Dick's Northside | L & M Radiator |
| Action Manufacturing | Die Concepts | Landscape Structures |
| Advanced Coil Technology | Domaille | LasX |
| Advanced Extrusion | Douglas Machine Inc. | LGC Biosearch Technologies |
| Aftermarket Solutions | Eastey | Lowdermeier Farm Equipment |
| Aggressive Hydraulics | Ecofun Motorsports, Inc. | M & M Machining |
| Airway Products, Inc. | Ecumen | Marksmen Metals |
| Alliance Machine | Electro Industries | Mate Precision Technologies |
| Andersen Windows – Bayport | Elk River Machine Company | Metal Craft |
| Andersen Windows – North Branch | Empirehouse | Midland Technologies |
| Apple Valley Ford | EPTAM Precision Manufacturing | Midwest Industrial Tool & Grinding Inc. |
| Aroplax | Essential Health – Brainerd | Miller Ingenuity |
| Atlas Manufacturing | Essentia Health – Oak Crossing | Minnesota Equipment, Inc. |
| Aura Fabricators, Inc. | Fairview Care Center | Minnesota Twist Drill |
| Baldwin Supply | Fairway Collision Center | MME Group |
| Bemidji Chrysler Center | Fastenal | MoCorp |
| Bemidji Steel Company | Fedtech | Mold Craft |
| Bergen's Greenhouse | Felling Trailers | MRG Tool and Die |
| Birchwood Senior Living | Ford of Hibbing | Navy Island |
| BIX Produce Company | Frontier Ag & Turf | Naylor Refrigeration and Heating |
| Briards Welding | GALS Technology | Neufab (18+ site) |
| Brunswick/Lund (New York Mills Operation) | Gemini | Nortech Systems (Bemidji) |
| BTD Detroit Lakes | Genesys Works | Nortech Systems (Milaca) |
| BTD Lakeville, Heywood Avenue | Glenn Metalcraft (Elemet Group) | North Central Door Company |
| BTD Lakeville, Cedar Avenue | Goodwill Easter Seals / StepUp | Northern Dental Access Center |
| Buerkle Automotive | Graco Inc. | Northern Tool and Equipment |
| Case New Holland (CNH) Industrial | Granite Falls Healthcare | Orluck Industries Inc. |
| Cast Corporation | Graphic Packaging International | Parmly on the Lake |
| CentraCare – St. Benedict's Community | Grizzly Truss Fabricators | Paul Bunyan Communications |
| Central Research Lab | Guardian Angels | Pequot Tool |
| Chandler Industries – Lindstrom | Gunner's Garage | Permac Industries |
| Chandler Industries – Montevideo | Hearth & Home (Lake City) | PHS West |
| Choice Therapy | Hearth & Home (Lakeville) | Plastic Products Company Inc. - Lindstrom |
| Christian Brothers Automotive | Herold Precision Metals | Polaris WSI |
| Climate By Design International (CDI) | Hibbing Fabricators | Precision Tool Technologies |
| Clow Stamping Company | Hoglund | Pro Tech Automotive |
| Command Tooling | Hoglund Transportation – 94 Services, Inc. | Quanex Building Products |
| Cornerstone Automotive (Elk River) | Hutchinson Manufacturing | R & W Welding & Machine Inc. |
| Cornerstone Automotive (Monticello) | Innova Industries Inc. | Range Steel Fabricators |
| Cosmos Enterprises, Inc. | JFM LLC | RDO Equipment – Maple Grove |
| Cretex (RMS Company) | Johnson Power Systems | RDO Equipment – Fergus Falls |
| Crystal Distribution Inc. (CDI) | Johnson Screens | Red Wing Shoes |
| Cummins | Keller Commons | Regal Machine |
| Custom Iron | Kendall Howard | Reliable Bronze and Manufacturing Inc. |
| Cuyuna Regional Medical Center | Kenny's Amoco | Renstrom Dental |
| Delmar Company | Keystone Place at LaValle Fields | Reviva Inc. |

Revolv Manufacturing
Rigid Hitch
RMS – Anoka
Roberts Automatic Products, Inc.
Rosenbauer
Rushford Manufacturing
Samaritan Bethany – Rochester
Sanford Health – Bemidji
Sanford Health – Neilson Place
Schmitt & Sons
Schwing America
SCS Elevator Products
Seitz Stainless
Seneca Foods
ShoreMaster
Showdown Displays (Sign-Zone, LLC.)
Silt Sock Inc.
Smith Metal Products

South Shore Vet Hospital
Spark-Y Youth Action Labs
Specialty Manufacturing
Spectralytics
Stamp-n-Storage
Steinwall Plastic Injection Molding
Stewartville Care Center
Sturdiwheat
Superior Machine
Swan Machine
Teamvantage
Terog Manufacturing
Tescom
The Terrace
Thern Winches & Cranes
Timron
Tires Plus/Bridgestone
TNT Industries

Trison Solutions
Two Rivers Enterprise (Stainless Kings)
Ultra Machining Company
UMA Precision Machining
USG (18+ site)
Valley Craft
Vector Windows and Doors
Vista Tek
Walser Automotive
Waterjet Cutting Solutions, Inc.
WCS Industries
Wenger Corporation
Westfall Technik, Inc.
Whitaker Buick GMC
Whitewater Health Services
Winegar Inc.
Winnebago Manufacturing
Zerozone

Appendix four: Partnerships awarded funding in grant rounds one through four

Grant round one (July 1, 2018 – June 30, 2020)

- 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

Grant round two A (July 1, 2019 – June 30, 2021)

- 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

Grant round two B (Feb. 1, 2020 – June 30, 2021)

- 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

Grant round three (July 1, 2020 – June 30, 2022)

- 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 28

Grant round four (July 1, 2021 – June 30, 2023)

- 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