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, energy, 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 2024 – 2025 academic year, 2,217 students received a Workforce Development Scholarship for an award total of $4,411,250

- In Fall 2025, 1,159 college students received a first-year award for a total of $1,446,250 and 297 college students received a second-year award for a total of $370,625. 15 university students received a scholarship ($18,750) for a total of 1,471 scholarship students in fall 2025.

- In the 2024– 2025 academic year, private match funds in support of the WDS program exceeded expectations with the amount of $489,500.

- In the 2024 – 2025 academic year, students receiving Workforce Development Scholarships were enrolled in the following program areas:

  - Healthcare Services – 38.5 percent
  - Advanced Manufacturing – 14 percent
  - Information Technology – 9.8 percent
  - Transportation – 10.2 percent
  - Construction – 6.9 percent
  - Agriculture – 5.9 percent
  - Education – 4 percent
  - Public Safety – 3.7 percent
  - Early Childhood – 2.8 percent
  - Energy - .1 percent
  - Liberal arts – 2.1 percent
  - Other technical – 1.7 percent

II. Background

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

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

The 2021 legislation also changed student eligibility for a one-year scholarship at a Minnesota State university from completing an associate degree to completing two terms and transferring to a state university in an eligible program area and enrolling in nine or more credits. In 2023, three target industries were added to the list of industry groups and include public safety, education, and construction. In 2025, energy was added to the list of industry groups.

III. Workforce Development Scholarship Program Overview

In the academic year 2024 – 2025, $4,050,000 in scholarship funds were distributed to colleges and universities. $405,000 was "held back" from the FY25 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 2024 – 2025
- **Table 2**: Awards in Fall 2025 (Table 2a Colleges and Table 2b Universities).
- **Table 3**: Awards by industry sector in Fall 2025

In addition, in Fall 2025, 15 university students were awarded scholarships.

Degree Completion

Based on preliminary fiscal year 2025 degree award data, there were 1,758 certificates, diplomas, associate, or bachelor's degrees awarded to Workforce Development Scholarship recipients. Earned credentials were distributed by program area as follows:

- Healthcare Services – 686 (39 percent)
- Advanced Manufacturing – 213 (12 percent)
- Information Technology – 171 (10 percent)
- Transportation – 159 (9 percent)
- Construction – 101 (6 percent)
- Agriculture – 91 (5 percent)
- Early Childhood – 56 (3 percent)
- Education – 14 (1 percent)
- Public Safety – 93 (5 percent)
- Other technical – 47 (3 percent)
- Liberal arts – 127 (7 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 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 2025 (July 1, 2024 – June 30, 2025), $405,000 was held back from the scholarship fund (this is 10 percent of scholarship funds less administrative set-aside). In July 2025, twenty colleges reported raising $489,500 in match funds.

Occupational Outcomes

Minnesota State surveys its graduates annually to collect data on employment and continuing education of graduates. Every student who completes an academic award in a FY is invited to participate in the Graduate Follow-Up Survey. This information is based on students who received a WDS in FY2023 or FY2024 who earned an academic award in FY2023 or FY2024 either after, or in the same term, they received the WDS.

Of the 1,911 students who received a workforce development scholarship prior to completing an academic award in FY2023 or FY2024, 1,649 (86 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 1,649 WDS recipients who earned an academic award in FY2023 or FY2024, and completed the Graduate Follow-Up Survey, 1,465 began employment within 12 months of graduation, including 564 who began within three months and 342 who began by their graduation date.

Of the 1,465 students who began employment within 12 months of graduation, 810 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, FY2025

Short Formal Name	Scholarship Recipients	Total Dollars Awarded
Alexandria Technical and Community College	82	$150,000
Anoka Technical College	80	$147,500
Anoka-Ramsey Community College	181	$348,750
Central Lakes College	72	$150,000
Century College	142	$261,250
Dakota County Technical College	113	$217,500
Fond du Lac Tribal and Community College	49	$86,250
Hennepin Technical College	86	$198,750
Inver Hills Community College	84	$171,250
Lake Superior College	129	$261,250
Minneapolis Community and Technical College	85	$170,000
Minnesota North College	65	$121,250
Minnesota State College Southeast	52	$100,000
Minnesota State Community and Technical College	57	$128,750
Minnesota West Community and Technical College	113	$231,250
Normandale Community College	83	$183,750
North Hennepin Community College	104	$177,500
Northland Community and Technical College	68	$143,750
Northwest Technical College - Bemidji	42	$82,500
Pine Technical and Community College	42	$96,250
Ridgewater College	77	$145,000
Riverland Community College	78	$145,000
Rochester Community and Technical College	88	$183,750
Saint Paul College	68	$142,500
South Central College	76	$132,500
St. Cloud Technical and Community College	78	$181,250
TOTAL: COLLEGES	**2,194**	**$4,357,500**
Bemidji State University	10	$22,500
Metropolitan State University	1	$2,500
Minnesota State University Moorhead	3	$7,500
Minnesota State University, Mankato	2	$5,000
Southwest Minnesota State University	1	$2,500
St. Cloud State University	4	$8,750
Winona State University	2	$5,000
TOTAL: UNIVERSITIES	**23**	**$53,750**
TOTAL: COLLEGES AND UNIVERSITIES	**2,217**	**$4,411,250**

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 terms included in FY 2025 (summer 2024, fall 2024, spring 2025). Awards that were estimated or cancelled were excluded. Only students who had attempted local credits greater than 0 during the term(s) the WDS was received are included in the counts. Recipient counts are unduplicated by institution (i.e., if a student received WDS fall and spring, student is counted only once).

Table 2a: Fall 2025 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 2024 (as of 12/20/2025)
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 at Colleges	
	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	39	$48,750	16	$20,000	55	$68,750
Anoka Technical College	33	$41,250	10	$12,500	43	$53,750
Anoka-Ramsey Community College	58	$72,500	30	$37,500	88	$110,000
Central Lakes College	55	$68,750	0		55	$68,750
Century College	61	$76,250	13	$16,250	74	$92,500
Dakota County Technical College	57	$71,250	0		57	$71,250
Fond du Lac Tribal and Community College	25	$31,250	9	$11,250	34	$42,500
Hennepin Technical College	76	$95,000	0		76	$95,000
Inver Hills Community College	48	$60,000	0		48	$60,000
Lake Superior College	32	$40,000	0		32	$40,000
Minneapolis Community and Technical College	49	$61,250	20	$25,000	69	$86,250
Minnesota North College	53	$66,250	15	$18,750	68	$85,000
Minnesota State College Southeast	23	$28,750	14	$17,500	37	$46,250
Minnesota State Community and Technical College	46	$57,500	14	$17,500	60	$75,000
Minnesota West Community and Technical College	51	$63,750	0		51	$63,750
Normandale Community College	95	$116,250	18	$21,875	113	$138,125
North Hennepin Community College	35	$43,750	31	$38,750	66	$82,500
Northland Community and Technical College	50	$62,500	0		50	$62,500
Northwest Technical College - Bemidji	30	$37,500	5	$6,250	35	$43,750
Pine Technical and Community College	29	$36,250	3	$3,750	32	$40,000
Ridgewater College	46	$57,500	7	$8,750	53	$66,250
Riverland Community College	36	$45,000	18	$22,500	54	$67,500
Rochester Community and Technical College	48	$60,000	9	$11,250	57	$71,250
Saint Paul College	8	$10,000	25	$31,250	33	$41,250
South Central College	40	$50,000	12	$15,000	52	$65,000
St. Cloud Technical and Community College	36	$45,000	28	$35,000	64	$80,000
Total	**1,159**	**$1,446,250**	**297**	**$370,625**	**1,456**	**$1,816,875**

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 2025 Workforce Development Scholarships, number and dollar value awarded, at universities

	Received Workforce Development Scholarship 3rd Year Award University (10295)	
Short Formal Name	**Count of Students Receiving Award**	**Total Dollars Awarded**
Bemidji State University	4	$5,000
Metropolitan State University	7	$8,750
Minnesota State University Moorhead	0	
Minnesota State University, Mankato	1	$1,250
Southwest Minnesota State University	0	
St. Cloud State University	2	$2,500
Winona State University	1	$1,250
Total	**15**	**$18,750**

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 2025 Workforce Development Scholarship recipients, by institution and industry

Workforce Development Scholarship Program - Count of Enrolled Students Receiving Award by Industry by Institution
Fall 2024 (as of 12/20/2025) - Minnesota State Colleges and Universities

Short Formal Name	Advanced Manufacturing	Agriculture	Health Care Services	Information Technology	Early Childhood Education	Transportation	Construction	Education	Public Safety	Energy	Other Technical	Liberal Arts	TOTAL
Alexandria Technical and Community College	13		13	3	2	7	5		11		1		55
Anoka Technical College	14		18	3		4	3		1				43
Anoka-Ramsey Community College	8		43	12				9			1	15	88
Central Lakes College	4	4	14	1	3	26			3				55
Century College	10		41	5		17		1					74
Dakota County Technical College	4	11	19	6	1	6	7				1	2	57
Fond du Lac Tribal and Community College		1	25		4			3			1		34
Hennepin Technical College	23	2	13	7	2	12	9		8				76
Inver Hills Community College	3	1	36	1					7				48
Lake Superior College	2		21	3		5	1						32
Minneapolis Community & Technical College	11		24	9	10	4	9	2					69
Minnesota North College	24	10	15	1	2	3	12					1	68
Minnesota State College Southeast	3		27		2	3	2						37
Minnesota State Community and Technical College	1	11	21	7	5	6	4	1	4				60
Minnesota West Community & Technical College		5	22	2		8	9		1		4		51
Normandale Community College	2		32	37				41				1	113
North Hennepin Community College			44	16			1	2	3				66
Northland Community & Technical College	5	3	21		1	6	5		8		1		50
Northwest Technical College - Bemidji			27			3					5		35
Pine Technical and Community College	13		10	3	2	4							32
Ridgewater College	8	22	16	3			1		3				53
Riverland Community College	2	1	18	1		8	14		5			5	54
Rochester Community & Technical College	6	3	29	6		7					6		57
Saint Paul College	16			7		10							33
South Central College	9	12	4	2	4	6	14		1				52
St. Cloud Technical & Community College	25		10	4	3	6	5	1			6	4	64
Bemidji State University	1		3										4
Metropolitan State University			1	3								3	7
Minnesota State University, Mankato		1											1
St. Cloud State University				1			1						2
Winona State University				1									1
TOTAL	**207**	**87**	**567**	**144**	**41**	**151**	**102**	**60**	**55**	**1**	**25**	**31**	**1,471**
% of Awards by Program Group and Year	**14.07%**	**5.91%**	**38.55%**	**9.79%**	**2.79%**	**10.27%**	**6.93%**	**4.08%**	**3.74%**	**0.07%**	**1.70%**	**2.11%**	**100%**

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

Table 4: Fiscal Year 2025: Degrees Awarded, by Industry

Workforce Development Scholarship Recipients: Degrees Awarded by Industry
Degrees Awarded in Fiscal Year 2025
Minnesota State Colleges and Universities

Industry	Bachelor's Degree	Associate Degree	Certificate	Diploma	Total	% Total by Industry
Advanced Manufacturing	1	51	63	98	**213**	**12%**
Agriculture	1	44	18	28	**91**	**5%**
Construction		33	10	58	**101**	**6%**
Early Childhood Education	1	28	18	9	**56**	**3%**
Education	2	11	1		**14**	**1%**
Health Care Services	16	509	30	131	**686**	**39%**
Information Technology	4	96	65	6	**171**	**10%**
Liberal Arts	1	122	4		**127**	**7%**
Other Technical	2	23	16	6	**47**	**3%**
Public Safety		43	27	23	**93**	**5%**
Transportation		36	37	86	**159**	**9%**
Total	**28**	**996**	**289**	**445**	**1,758**	**100%**

Note: This is a count of academic degrees earned in FY 2025 by students who received a WDS in one or more terms in FY 2020 (with Fall 2019 being first term the award was available) through FY 2025. FY 2025 award data are preliminary.

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

Occupations of WDS Recipients Employed within 12 Months of Completing Academic Award
Fiscal Year 2023 and 2024 Graduates
Minnesota State Colleges & Universities

Job Titles Reported on Graduate Follow-Up Survey*
A Tech
A&P Mechanic
Addiction Counselor (2)
Admissions Nurse
Agency Registered Nurse
Agricultural Equipment Mechanic
Agronomy Technician
Aide
Air Conditioning Service Technician
Aircraft Mechanic
Aircraft Support Mechanic
Alcohol and Drug Counselor/ADC-T/LADC (4)
Aluminum Welder
Annuity Operation
Applications Analyst
Applicator
Apprentice
Apprentice Carpenter (3)
Apprentice Electrician (3)
Apprentice Journeyman
Apprentice Lineman
Apprentice Technician
ARMHS worker
Assembler
Assembly Technician
Assistant
Assistant Director
Assistant Manager
Assistant Purchaser
Assistant Vice President, Associate Client Advisor - Multinational
Associate Software Engineer Intern
Athletic Trainer
Auto Body Apprentice
Auto Body Technician (8)
Automotive Brake Technician
Automotive Service Technician (12)
Baker

Bartender
Bartender/server
Bilingual Registered Nurse
Biomedical Equipment Technician
Biomedical Equipment Technician Intern
Bravo Munitions Tech
Building Engineer
C tech
C Technician
CAD Designer
Cardiovascular Technologist (2)
Caregiver
Carpenter (2)
Carpenter Apprentice
Carpenter Fabricator
Catering Chef
Certified Dental Assistant (3)
Certified Medical Assistant/CMA/Medical Assistant (8)
Certified Medical Coder/Medical Coder (2)
Certified Nursing Assistant/CNA (10)
Certified Personal Trainer
Certified Phlebotomy Technician
Certified Surgical Technologist/Surgical Technologist (6)
Certified Veterinary Technician/CVT (9)
Chemical Health Assessor
Childcare Teacher
Circulating Nurse
Classroom Assistant
Cleaning And Maintenance Worker
Clinical Assistant
Clinical Medical Assistant
CNA/TMA
CNC Machinist (2)
CNC Machinist Programmer
CNC Operator
Combining Automated Machines And Art
Commercial Cleaner
Community Health Worker
Computer Numerically Controlled (CNC) Operator
Computer Technician
Computer technician/IT administrator
Construction Electrician Lab Assistant
Construction Laborer

Construction Manager
Contract Grower
Control Electrician
Copy Center Operator
Correctional Officer (2)
COTA (2)
County Program Technician
Crew Member
CST
Customer Service Representative
Customer Technical Support
CVICU RN
Data Analyst
Daycare
Daycare Provider/Licensed Daycare Provider
Deputy Sheriff
Design Technical Intern
Designer
Diesel Machine
Diesel Mechanic/Technician (18)
Diesel-Elevator Worker
Digital & IT Associate
Digital Literacy Tutor Coordinator
Digital Marketer
Digital Media Technician
Direct Support Professional
Director
Director of Nursing (2)
Dog Care Specialist
Doula
Drafting
Drafting Tech 1
Driver (9)
DSP
Electrical Construction Worker
Electrical Maintenance
Electrician
Electro Mechanical Technician
Electronic Technician (2)
Electrophysiology Tech
Emergency Department Registered Nurse (2)
Emergency Medical Technician/EMT (2)
EMT/Paramedic

Engineer
Engineering
Engineering Site Visit Technician
Engineering Technician (3)
Entry Level HCC Coder
Epic Security Analyst
Equipment Operator (2)
Equipment Operator JR
Expanded Functions Dental Assistant
Express
Express Tech (2)
Family Services
Farm Hand (4)
Farm Labor
Field Service/electric Technician
Financial Officer
Flex Operator
Float counselor
Float Pool RN
Floating Teacher
Fourth Grade Teacher
Fueling Aircraft
General Service Tech (2)
Gun Manager
Gunsmith
Health Unit Coordinator
Healthcare Engineering Technician
Heating, Ventilation, and Air Conditioning (HVAC) Mechanic (2)
Heating, Ventilation, and Air Conditioning (HVAC) Technician (4)
Heavy Diesel Technician
Heavy Equipment Operator (4)
Heavy Equipment Technician
Help Desk Tech
Home Care
Home Daycare Preschool
Hospice Aide
Hospice Registered Nurse/Hospice Nurse
Hospital LPN
Host/Bartender
Human Risk Analyst
Imaging Technician
Imaging Technologist
IMC/ED Float Pool Nurse

Infant Teacher
Information Technology Specialist
Information Technology Support Associate
Install Lead
Installation Technician
Intern (2)
Interventional Technologist
IR Tech
IT intern
IT Support Specialist
IT Support Technician
IT Technical Support
IT Technician (2)
ITS2
Junior Soccer Coach
Laborer (3)
Landscape Design Assistant
Language Intern
LDA (5)
Lead Infant Teacher
Lead Teacher (2)
Lead Toddler Teacher
Licensed Dental Assistant (11)
Licensed Electrician (5)
Licensed Physical Therapist Assistant (4)
Licensed Practical Nurse Psychiatry
Licensed Practical Nurse/LPN (34)
Licensed/Registered Dental Assistant/Dental Assistant (23)
Light Duty Mechanic/Technician (3)
Lineworker (3)
Loop Technician
LPTA
Lube Tech
Lube Technician (2)
Machine Operator
Machine Tool Technician Instructor
Machinist (7)
Machinist Intern (2)
Mainline Technician
Maintenance Technician (3)
Manufacturing Engineer
Manufacturing Engineer Technician
Manufacturing Specialist

Manufacturing Technician (2)
Marine and Powersports Technician/Marine Technician
Marketing And Communications Coordinator
Massage Therapist
Mechanic/Technician (10)
Mechanical Drafter
Mechanics apprentice/ Trainee
Medical Billing Specialist
Medical Lab Tech
Medical Laboratory Technician/Technologist (8)
Medical Surgery Registered Nurse/RN/Surgical RN (2)
Medical- Surgical Float Pool Registered Nurse
Medication Administration, Pt Assessments
Mercedes Benz Technician
Microbiology Technician
Mill Operator
Mine safety and health assistant
Mobile Equipment Technician
Multi-Skill Technician
N/A
NDT Assistant
NDT/NDT Composite Inspector
Network Operations Specialist
Neurotrauma Registered Nurse
Nurse (6)
Nursing Aide & Trained Medication Aide
Nursing Assistant
Nutrition Services
OB Surgical Tech
Oncology Registered Nurse (2)
Operations
Operations / Warehouse Manager
Operations Engineer
Operator (4)
OR Registered Nurse
Outpatient Coder
Owner (2)
Painter / Bodyman
Panel Builder
Paraeducator
Paramedic (6)
Paraprofessional (2)
Parts Delivery Driver

Parts Manager
Pastry Chef (2)
Patient Receptionist/Patient Registration/Patient Services Coordinator (2)
Patient Service Representative
Pediatric Registered Nurse/PICU RN (3)
Personal Care Assistant (2)
Pharmacy Technician Associate
Phlebotomist/Phlebotomy Technician (3)
Picker
Plumber (2)
PN
Police Officer (2)
Practical Nurse
Pre-apprentice
Precision Consultant
Preschool Teacher (2)
Prior Authorization Specialist
Private Nanny
Product builder
Production Support
Project Engineer
Psychiatric RN
PT Pool Nurse
Quality Engineer
Quote Drafter
Radiographers Assistant
Radiologic Technician/Technologist/Rad Lab Technician (25)
Ramp Agent/Safety Trainer
Rebate Verification And Web Development Intern
Refrigeration/Refrigeration Tech
Registered Dental Hygienist/Dental Hygienist (21)
Registered Nurse - CVS PCU
Registered Nurse PCC
Registered Nurse/RN (118)
Resident Assistant
Respiratory Therapist (4)
RN Case Manager
RN, BSN - Labor And Delivery
Rn-Case Manager
Sales Team Leader
Scrum master
Security Guard
Senior Computer Technician

Senior IT Operations Specialist
Senior Lab Technician
Senior Technician
Service Desk Technician
Service Manager Assistant
Service Runner
Service Technician (4)
Shop
Shop Mechanic
Shop/sales Floor
Site Director
Sleep Technician
Software Developer
Special Education Paraprofessional
Special Education Teacher
Sterile Processing And Distribution Technician
Sterile Processing Technician
Sterile Processor
Sud Counselor
Supervisor
Surgical Assistant
Surgical Dental Assistant
Surgical Technologist
System Technician
Systems Support Analyst Intern
Tax Verification Associate
Teacher (6)
Teacher assistant
Team Lead
Tech Consultant
Tech Support Specialist 2
Technical Support Representative
Technician (18)
Technician Engineer
Technician Machinist
Title 1 para
TOI Ramp Agent
Tool Room Machinist
Transmission Lineman
Trauma Registrar
Truck Driver (2)
Union Tig Welder
Unlicensed Dental Assistant

Upturn	
Urgent Care Nurse	
UX/UI Designer Freelance	
Veterinary Lab Tech (3)	
Veterinary Technician (3)	
Vice President Operations	
Visit Nurse	
Waitress	
Water Technician	
Web Programming Intern	
Welder/Welder Fabricator (17)	
Welder-Assembler	
Wire Welder	
X-Ray Technician (2)	
Youth Crew Manager	

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 FY2023 or FY2024 who earned an academic award in FY2023 or FY2024 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 810 graduates who provided a response to this question out of the 1,465 total who indicated they were employed within 12 months of graduating.

For additional information, contact:
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