



Minnesota Service Cooperatives (MSC) Career and Technical Education (CTE) Consortium Annual Report 2025

This report is to fulfill the reporting requirements outlined in Minnesota Statute 124D.4536 - Career and Technical Education Consortium Grants. This initiative receives an appropriation of \$10 million per biennium; the Department of Education retains 3% of the funding for administrative purposes.

The Minnesota Service Cooperatives are uniquely positioned to facilitate and advance statewide student-centered, multi-sector approaches to enhance CTE and Career Connected Learning. We are committed to strengthening relationships with each other as well as our education, economic development, and workforce agency partners. Working together, we are developing a student-centered, business-driven ecosystem in which a shared vision drives new collaboration, harnesses creativity and innovation, and accelerates quality learning. These partnership efforts provide students with the knowledge and experiences they need to select and prepare for career pathways that align with local, regional and statewide economies.

This report underscores MSC's commitment to bridging the gap between education and industry, ensuring Minnesota's students are prepared to meet the demands of a rapidly evolving economy.

Our Purpose and Vision

- All students have access to innovative, career-connected learning showcasing local careers;
- Minnesota has a vibrant CTE teacher network with strong industry connections;
- The focus of education shifts to recognize that CTE courses/skills are essential for ALL careers and that a majority of greater Minnesota careers do not require a 4-year degree;
- Businesses play a key role in helping students gain career awareness AND real-world skills;
- Students make informed financial investments in post-secondary training and education; and
- Public and private investments in CTE *NOW* help address workforce shortages across Minnesota in the future.

Primary Beneficiaries

Minnesota students (with emphasis on rural, low-income, multilingual, and BIPOC learners), CTE educators (Tier 1 and Tier 2, alternatively licensed, and early-career teachers), and districts expanding programs aligned to regional labor demand. Employers and regional economies benefit through coordinated talent pipelines.

Statewide Initiatives

Impact Grants MSC supports the development of new and enhanced CTE programs that focus on the industry sectors that fuel the economies of each region. A key strategy is supporting schools with funds to update equipment, develop new CTE courses/curriculum, and advance innovative, career-connected learning that showcases local/regional career opportunities. Supported initiatives are helping students build pathways to careers and college while gaining critical workplace skills. Through this support schools are offering new or enhanced pathways, academies, or CTE programs for students through the MSC CTE funds.

Metier Metier is an experiential learning and lifestyle design program recommended for middle school students. The goal of Metier is that students find the truest, happiest, and greatest versions of themselves aligned to career fields that make them come alive. Through game-based play, simulations, and project-based learning, students are identifying their top 3 career clusters to continue exploring in high school through intentional coursework selection, volunteer opportunities, co- or extra-curricular participation, and workplace learning experiences.

Teacher Licensure For districts to grow programs and pathways and offer consistent educational opportunities for students, they need highly trained and qualified teachers with permanent licenses. Funds from this grant support, in full or in part, the enrollment of teachers for additional licensure in the CTE alternative teacher preparation program. This program is a statewide licensure program for teachers and programs in all nine economic development regions/service cooperatives, and is operated by Lakes Country Service Cooperative. These licensure candidates complete professional development focused subject-matter standards in their respective licensure area, the standards of effective practice (i.e., teaching methods), and CTE core principles required in Minnesota Rule such as analyzing regional labor market data, developing advisory boards representing regional industry partners, and developing coursework aligned with regional industry needs. They are also coached on teaching methods that emphasize hands-on, industry-aligned skills and use of industry-grade equipment.

CTE Induction Program This Legislative grant funds part of a staff position to manage the CTE Teacher Induction Program. Additional grant funding from PELSB and MDE pay for individual teacher participation. CTE educators are supported with curriculum, mentorship, and professional development to help ensure success during their first years in the profession. Through TIP, early-career CTE teachers are paired with experienced mentors and a support system who have expertise in supporting the development and implementation of industry-aligned curriculum in each CTE career pathway. Participants receive professional development and coaching focused on teaching methods that emphasize hands-on, industry-aligned skills. Skills are developed and refined through mentor modeling, instructional coaching, and peer feedback. Through sharing best practices and developing a network of CTE supporters, these teachers are equipped to create and maintain CTE programs that truly make a difference in the lives of students.

Career-Connected Learning (CCL) Coordination and Consulting MSC identified a need for navigation, coordination, and consultation services to bridge relationships between schools, students, and employers. MSC is leading and supporting the Statewide Career-ConneCTed Learning (CCL) Community of Practice (CoP). The CoP is for practitioners who work with Minnesota students, schools, and employers to advance career-connected learning. Dozens of practitioners who serve as liaisons between schools and local business partners are provided the space and place to discuss best-practices, share resources, brainstorm, and engage in general networking to increase collaboration, access, and opportunities across the state. Topics explored include work-based learning, measuring impact, partner engagement, middle school career exploration, promoting CTE, and more. Funds also support a workshop for CCL practitioners; many of these practitioners are partially or fully funded through the grant, allowing individuals who are within the proximity of the communities they work in to serve rural schools that are often consolidated or far apart geographically. This partnership has proven very effective both fiscally and professionally.

Professional Development for Teachers and School Leadership Several regions provide opportunities for teachers through externships and/or professional development. MSC CTE Consortium members are working to develop a pathway of learning for district leadership with the vision of cultivating a statewide cohort of CTE leaders who are well-equipped to navigate the complexities of education systems,

collaborate with stakeholders, and lead innovative efforts to align CTE program with workforce and industry needs. Additionally, career and technical educators are provided with opportunities to collaborate and participate in professional development specific to their pathway giving them tools to grow their best practice, build networks of resources and bring new ideas and resources to life in their classrooms.

Advancing CTE through Public and Private Partnerships The Service Cooperatives are improving access to career and technical education programs for students by developing public and private partnerships with labor, business, and industry leaders and by increasing coordination of high school and postsecondary program options. Through robust and diverse CTE initiatives supported by public and private partners, MSC is providing students with practical, hands-on learning experiences aligned with industry needs that prepare them for successful careers post-graduation. These partnerships facilitate the development of highly trained and knowledgeable students who are equipped with technical and workplace skills needed by regional employers. The Service Cooperatives are cultivating strong relationships with community colleges and key industry sectors like healthcare, manufacturing, construction and transportation to align high school programs with college pathways and create real-world learning experiences for students. These collaborations help build sustainable pathways for future success and bridge the gap between education and industry.

Increasing Family and Student Awareness of CTE Increasing awareness of the availability and benefit of career and technical education courses and training opportunities is key to advancing student participation in CTE. Various messaging/marketing tools and resources were shared/replicated across the state. Communications include newsletters and social media marketing on Facebook, Instagram, and LinkedIn focusing on projects in which industry and education connections are being made and transforming education in our rural communities. Just a few specific examples can be found here:

- [2025 FutureForward™ Career, College & Job Fair](#)
- [2025 Discover Healthcare Promo Video](#)
- [In the News - Local News Coverage](#)
- [EmpowHER Trades Camp](#)
- [FutureForward™ Career-Connected Learning Solutions](#)
- [Launch Your Future Today - Teacher Testimonial](#)
- [Launch Your Future Today - Student Testimonial](#)
- [Program and course guides translated from English into Hmong, Spanish and Karen](#)
- [Success Story & Industry Partnership Video](#)
- [What is Ag, Food, and Natural Resources?](#)
- [What is Business and Marketing Education?](#)
- [What is Career and Technical Education?](#)
- [What is Family and Consumer Science?](#)
- [What is Health/Human Services?](#)
- [What is Trade and Industry?](#)

Examples of Regional Programs/Services

Brightworks

Brightworks helped the Intermediate School Districts connect with the MSC CTE Consortium for shared learning and engagement in statewide activities and resources. The Intermediates are accessing funds to support staffing for new CTE programs, technology and equipment upgrades, Career and College Readiness, and work-based learning. Initial funds were also used to support transportation costs for interdistrict transportation from Intermediate ALCs to 288 Career and Tech Centers.

Lakes County Service Cooperative (LCSC)

LCSC leads the MSC efforts to provide CTE alternative teacher licensure preparation, induction, and mentoring across Minnesota. Additionally, Impact Grant funds supported unique projects involving enhancements to computer science and culinary programs, graphic design, CPR, CDL agricultural education, early childhood programming, manufacturing and construction equipment and courses, communications technology/graphic design, and a meat processing program with a mobile processing trailer.

Northeast Service Cooperative (NESC)

Northeast Service Cooperative (NESC) provided funding to support CTE instructors of Manufacturing, FACs, Printing & Design, and Construction in participating in teacher externship opportunities. This program helps teachers better understand what students need to succeed in a career path after high school and convey career/workforce opportunities to students. In addition, they will build business relationships that can grow into future opportunities for students to engage in industry-relevant experiences. NESC also utilized *FutureForward* to help expand opportunities to connect schools, business and students to career opportunities. NESC collaborated with the Southeast Service Cooperative/FutureForward™ staff to plan for building connections with businesses and Chambers of Commerce.

Northwest Service Cooperative (NWSC)

NWSC engages North Country Vocational and Pine to Prairie Cooperatives to support CTE programming in NW Minnesota. This partnership has allowed NWSC to support numerous programs such as licensing CNAs and 20+ students passing the Minnesota Boiler License exam - the first and youngest people to ever prepare/complete the license exam. Working together, they have advanced student preparation through Industry-recognized credentials in childcare, healthcare, and safety have prepared secondary students for selecting pathways to careers and/or direct entry into the workforce. They have also supported numerous opportunities for professional development for teachers such as CNC tooling training, OSHA training, American Red Cross certifications, and more. Networking has been key in effectively organizing and offering opportunities such as the Construction Workshop in which 20 teachers came together to experience emerging technologies and automated machining systems.

Impact grant funds were awarded to support unique school district projects impacting over 50 school districts and 1,500 students. The grant funds supported a variety of educational activities aimed at enhancing skills and resources across multiple disciplines. The projects included upgrading technology and equipment for agricultural, FACs, childcare, meat processing, and manufacturing courses. Additional funds provided support for regional and national competitions/programs in FFA and Robotics. Specialized equipment and computers were also purchased to support teacher professional development in areas such as CAD curriculum. These projects are collectively aimed to expand practical, hands-on learning opportunities and align educational programs with industry standards.

Resource Training & Solutions (RTS)

RTS Coordinates Teacher Internship Programs within their region and also supports the other eight Service Cooperatives to provide opportunities to their teachers. Teachers were supported in learning more about local career opportunities for students and deepening their own experience within their content area. FACS/Culinary teachers are paired with orchards and executive chefs at local universities. New Health Science teachers and counselors paired with a local CentraCare clinic. This externship model strengthens local relationships between schools and helps address local workforce needs.

Impact Grants were used to equip students with the skills and knowledge needed to succeed in various technical and vocational careers. Project examples range from support for industry-standard tools and equipment to career pathway curriculum modules. For example, the Wildcats manufacturing class sought funds to support building beds for children in need. Other supported programs include: Food Chemistry courses introducing students to various careers in the food industry through hands-on activities and lab experiments; Horticultural courses offering practical experience in constructing and maintaining commercial-grade greenhouses ; courses emphasizing modern food and agriculture techniques such as aquaponics, aquaculture labs, and drone skills development; mobile construction and metals labs to provide hands-on learning opportunities; and aviation programs focused on drone technology and flight skills.

Sourcewell

Funding supports school districts engaging in programs to build clear pathways to careers for students while in high school. This program is being explored as an exemplary model by other members of the CTE Consortium. Resources supported the implementation of SchoolLinks software as well as the support of our Career Consultants.

The region also supports Nurse Aide Training cohorts with area schools. 9 students passed the course and are currently finishing up their exams through Central Lakes College with at least half of them already placed into an internship or full-time job. A majority of the students are not the typical high academic success students.

Sourcewell has engaged local healthcare providers in conversations around increasing access to nurse aide training and expanding student learning into the tech areas: med tech, imaging tech, surgical tech, and lab tech. These are high need areas in all healthcare systems and together we are working to design on-the-job learning for students interested in healthcare that include both hands-on with patients and not. We have also partnered with JJ Keller to bring a cohort of students together for getting their CDL and with a local partner, are working on developing the behind the wheel opportunity for students who are 18.

Southwest West Central Service Cooperative

LYFT Career Pathways is fostering a culture of innovation in pathway development, equipping schools with the capacity to adapt and thrive in an ever-evolving landscape. This is done largely through Innovation Grant Funding, partnerships with local workforce agencies to support career-connected learning for students, and the engagement of our LYFT Career Pathways Advisory Committee. By intentionally aligning business and education, SWWC has unlocked opportunities that are both relevant and engaging for students, while ensuring quality and sustainability.

SWWC plays a leading role in supporting the MSC CTE Consortium Career-Connected Learning Community of Practice. As the first region to support and advance the role of career navigators/coordinators, we are pleased to help other practitioners learn from each other's experiences, discuss best-practices, share resources, and engage in general networking to increase collaboration, access and statewide opportunities. SWWC has advanced marketing measures such as newsletters, Facebook, Instagram and LinkedIn Posts to share the stories of the impact of LYFT Career Pathways and encourage more students to participate in CTE courses and Career-Connected Learning opportunities.

Impact grants awarded support projects such as career exploration opportunities; CNA and medical terminology courses and equipment; CDL training; On-the-Job Training programs; Laser Engraving design

and skills; and a student-run fabrication and manufacturing business in partnership with several local business owners/entrepreneurs.

Aligning and Leveraging Resources

We continue to be successful in our efforts to align and leverage additional resources. As examples, we forged relationships with the Greater Twin Cities United Way and the Minnesota Trucking Association (MTA) Foundation. These two partnerships leveraged more than \$100,000 to 1) provide technical assistance to applicants of the Building a Movement funding opportunity to support promising strategies for scaling career pathways across the state, and 2) help MTA Foundation/Members navigate the MN educational systems as they work to advance connections with schools, teachers, and students. The CTE Consortium Grant also complements the Federal/State Perkins (Strengthening Career and Technical Education for the 21st Century) by supporting districts and programs not yet recognized as official CTE programs. It aids new educators with licensure and early support, blends funding for sustainable CTE efforts, supports statewide emerging initiatives, increases middle school CTE exposure, and enhances workforce development through industry partnerships. This synergy expands student impact and strengthens Minnesota's integrated CTE initiatives.

Finally....

As we close another impactful year, the Minnesota Service Cooperatives Career and Technical Education Consortium are proud of progress achieved through collaboration, innovation, and a steadfast dedication to student success. Importantly, this work is aligned with workforce demands, and MSC has paved the way for students, teachers, and communities to thrive and contribute to Minnesota's vibrant economy. We appreciate the Legislature's investment in this important and transformational work.

MSC CTE Consortium Budget: Jan 2024 - June 2025

MSC CTE Priorities/Offerings	Current %		Overall
Advancing Career Connected Exploration & Impact Funding	68.65%	\$	6,659,500
Impact Funding		\$	3,407,875
Career/WBL Coordination and Support		\$	1,576,725
Grades 5-8 Exposure/Exploration - Metier/Other (NW/RTS)		\$	175,000
Upgrading Technology/Equipment & Teacher/Student Training		\$	874,125
Business and Community Engagement Models/Structures		\$	334,500
Intentional Supports for Opportunity Youth		\$	291,275
Strengthening CTE Through School/Educator	20.86%	\$	2,023,000
Teacher Externships/Prof Development		\$	536,500
Teacher Licensure - Total Funding Statewide (Held at MSC)		\$	711,000
Development of Career Pathways/Academies		\$	687,000
CTE Teacher Induction Program		\$	88,500
Advancing Statewide Awareness/Collaboration	8.43%	\$	817,500
Staffing for CTE Consortium Sharing/Learning/Evaluation		\$	160,000
Collaboration		\$	130,000
CTE Marketing and Communications		\$	527,500
Fiscal Hosting/Grant Mgmt/Indirect Costs	2.06%	\$	200,000
SUBTOTALS	100.00%	\$	9,700,000
BALANCE	0.00%		
			TOTAL ALLOCATIONS
TOTAL FUNDS		\$	9,700,000
GRANT AMT		\$	9,700,000
Balance		\$	-
Teacher Licensure Program (HELD @ MSC for use across state)		\$	707,000
Grades 5-8 Exposure/Exploration Program - Metier/Other		\$	130,250

GRANT TOTAL	\$ 9,700,000
STATE LEVEL FUNDING	25-27 Biennium
MSC/MDE Administration/Oversight	
	Admin/Oversight
Grant Fiscal Host - SCSC	\$ 50,000
MSC Leadership/Coordination/Facilitation	\$ 140,000
Grant Management	\$ 12,500
Promising Practices	
	Multi-Region Programming
Teacher Licensure	\$ 1,000,000
Teacher Induction Program (Induction and Mentoring)	\$ 90,000
CTE Marketing/Communications (See Revised Budget Sheet)	\$ 325,000
FutureForward Support/Implementation	\$ 180,000
Metier Pilots/Continued Support	\$ 75,000
Regional Allocations for Innovation Grants and Regional Initiatives	\$ 7,747,500
Allowance for Emerging/Unknown Opportunities	\$ 80,000
TOTALS	\$ 9,700,000

Row Labels	Sum of Spent FY2024	Sum of Spent FY2025	Sum of YTD FY2026	Sum of Remaining Balance
110	\$6,425.09	\$119,081.01	\$118,596.49	-\$315.53
140	\$0.00	\$127,934.97	\$137,427.21	\$7,700.53
143	\$0.00	\$124,082.84	\$25,044.66	\$0.34
144	\$21,358.06	\$13,758.36	\$2,325.00	\$0.00
145	\$0.00	\$0.00	\$0.00	\$0.00
170	\$96,871.51	\$613,408.84	\$135,547.77	\$2,558.02
185	\$475.00	\$230,090.43	\$60,368.95	\$0.35
199			\$6,724.98	\$0.02
210	\$9,206.75	\$89,347.69	\$32,594.68	\$624.45
214	\$4,414.11	\$36,569.52	\$9,837.44	\$0.12
218	\$5,656.65	\$60,364.24	\$29,366.88	\$782.83
219			\$0.00	\$0.00
220	\$19,696.03	\$186,242.91	\$67,752.52	\$21.63
230	\$103.82	\$1,031.07	\$563.79	\$1.04
235	\$668.20	\$5,074.26	\$2,644.09	\$5.22
240	\$141.24	\$4,354.28	\$1,570.70	\$4.15
250	\$0.00	\$15,743.55	\$7,018.93	\$0.02
251	\$155.99	\$1,882.33	\$2,533.56	\$206.26
270	\$224.03	\$4,607.30	\$3,221.83	-\$0.40
280	\$36.20	\$4,727.24	\$1,593.81	\$0.00
299	\$0.00	\$618.58	\$354.73	\$393.04
305	\$256,131.29	\$5,314,095.49	\$436,321.59	\$306,672.06
320	\$220.47	\$8,505.27	\$2,071.52	-\$0.30
360	\$0.00	\$0.00	\$2,104.48	\$0.00
366	\$2,260.20	\$128,239.42	\$37,828.37	\$4,443.94
368	\$4,466.98	\$2,374.04	\$1,196.96	\$0.00
390	\$0.00	\$10,137.22	\$1,327.14	\$2,072.86
394	\$0.00	\$0.00	\$0.00	\$0.00
401	\$81.00	\$15,319.24	\$3,138.45	\$319.11
406	\$88,433.25	\$0.00	\$0.00	\$0.00
430	\$0.00	\$0.00	\$953.20	-\$0.20
433	\$0.00	\$68,882.76	\$12,000.00	\$0.00
456	\$0.00	\$0.00	\$0.00	\$0.00
460	\$0.00	\$8,165.15	\$0.00	\$0.00
465			\$1,038.00	\$0.00
466	\$0.00	\$75,500.00	\$38,660.33	\$24,339.67
490	\$0.00	\$5,099.96	\$0.00	\$0.00
530	\$101,609.33	\$212,701.92	\$42,951.05	\$0.00
820	\$0.00	\$650.00	\$1,390.00	\$645.00
895	\$5,206.64	\$92,577.92	\$10,277.49	\$8,169.52
Grand Total	\$623,841.84	\$7,581,167.81	\$1,236,346.60	\$358,643.75

Row Labels	Sum of Spent FY2024	Sum of Spent FY2025	Sum of YTD FY2026	Sum of Remaining Balance
Benefits	\$40,303.02	\$410,562.97	\$165,777.94	\$2,038.38
Equipment	\$101,609.33	\$212,701.92	\$42,951.05	\$0.00
Misc/Indirect	\$5,206.64	\$93,227.92	\$11,667.49	\$8,814.52
Purchased Services/Travel	\$263,078.94	\$5,463,351.44	\$480,850.06	\$313,188.56
Salaries	\$125,129.66	\$1,228,356.45	\$479,310.08	\$9,943.71
Supplies	\$88,514.25	\$172,967.11	\$55,789.98	\$24,658.58
Grand Total	\$623,841.84	\$7,581,167.81	\$1,236,346.60	\$358,643.75