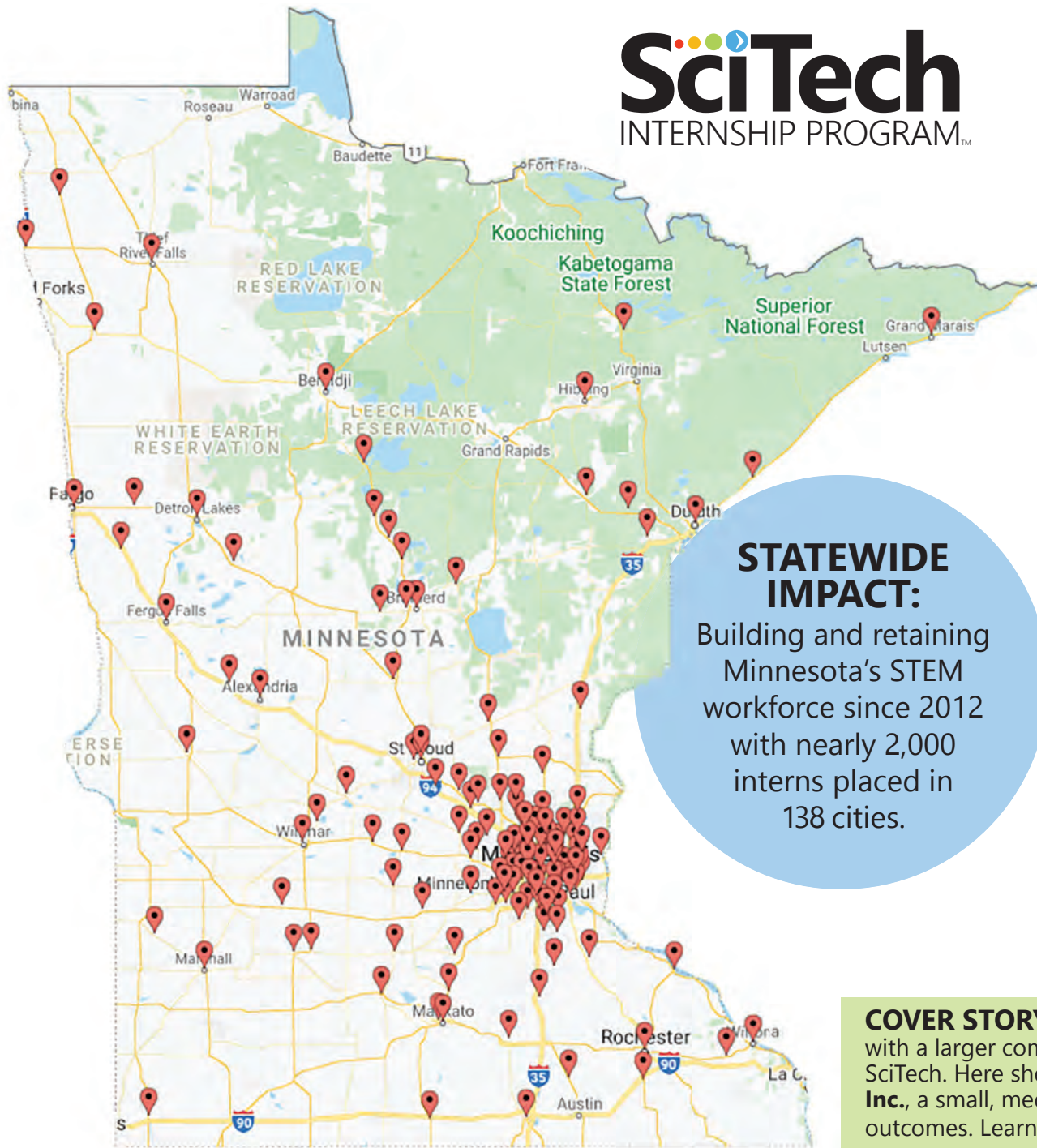mntech™
Minnesota Technology Association

2020

SciTech
INTERNSHIP PROGRAM™

2020 Annual Report & Insights

SciTech
INTERNSHIP PROGRAM™

STATEWIDE IMPACT:
Building and retaining Minnesota's STEM workforce since 2012 with nearly 2,000 interns placed in 138 cities.

What is SciTech?

The SciTech Internship Program is the State of Minnesota's only STEM workforce development program.

SciTech connects college students pursuing STEM degrees with paid internships in small, for-profit Minnesota companies.

Qualified companies receive a wage match that covers 50 percent of the intern's wages. The match is capped at $2,500.

SciTech internships provide students with high quality opportunities to apply their classroom knowledge and solve real business challenges. Each position provides top-notch experience for the student while also helping small businesses increase their productivity and build their future talent pipeline.

Students:

Must be a current college student; at least 18; a Minnesota resident or attend school in state; 2.5 or greater GPA; half way through a STEM degree; eligible to work in the U.S.

Companies:

Must be a small, for-profit company with a physical presence in Minnesota; fewer than 250 employees worldwide; in a qualifying industry (see the full list on page 9); and offer a STEM internship.

COVER STORY: When **Alaina Johnson**'s summer internship with a larger company was canceled due to Covid-19, she turned to SciTech. Here she found a new opportunity at **MIVI Neuroscience, Inc.**, a small, medical device lab working to improve stroke patient outcomes. Learn more about Alaina on page 10.

"We've found that the interns we bring in have natural curiosity, and it is worth its weight in gold to have them with us. Mohamed [Noor] was persistent, and everybody who met him when he came to interview said 'yeah, we need to get that guy in.' **Everybody is massively winning with SciTech.** Mohamed is getting experience as an Engineering Manager, and we are getting a talented worker."
Chris Benyo, CEO, Lift and Store, Ramsey

Dear Reader,

As we wrap up what has been arguably the most unusual year in our lifetime, one truth remains constant: The need for people who can solve complex problems, drive innovation and advance technology is more important than ever.

A strong STEM workforce provides our communities with critical thinkers and problem solvers. Companies in STEM industries brought us technology like broadband, WiFi and software applications that helped us stay connected when physical distancing became the norm. STEM professionals in manufacturing re-purposed equipment practically overnight to respond to the demand for the products needed to fight the pandemic and support front line workers. And it is STEM workers in medicine that are developing the much anticipated vaccines that will save lives and allow us to move forward and find our new normal.

The SciTech Internship Program connects college STEM majors - our state's future problem solvers - with valuable hands-on learning opportunities in small Minnesota companies. Funding provided by the Minnesota legislature provides a fifty percent wage match worth up to $2,500 that helps companies boost their productivity and invest in their talent pipeline.

The need to reinvest in the SciTech Internship Program is greater than ever, especially as neighboring states are supporting similar programs with far more resources (see page 7). SciTech has a proven track record in building and retaining Minnesota's STEM workforce, with more than eighty percent of interns staying here after graduation to begin their professional careers. Minnesota's mighty and resilient small business sector will continue to need help connecting to and competing for STEM talent, which SciTech helps them do.

We encourage you to take a few minutes to explore this report to see for yourself the important impact and return on investment the SciTech Internship Program has had for Minnesota. We thank the legislature in advance for its continued support of this valuable state resource.

Best,

Jeff Tollefson
President & CEO

Becky Siekmeier
SciTech Program Director

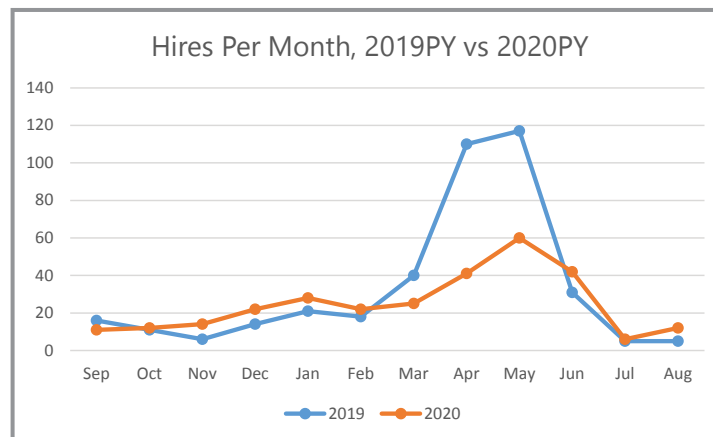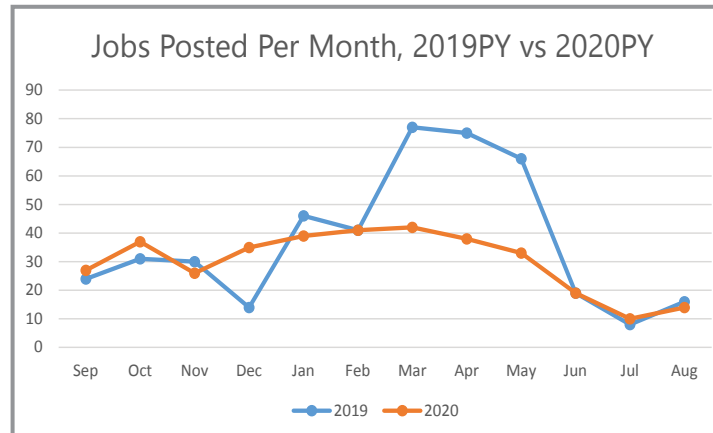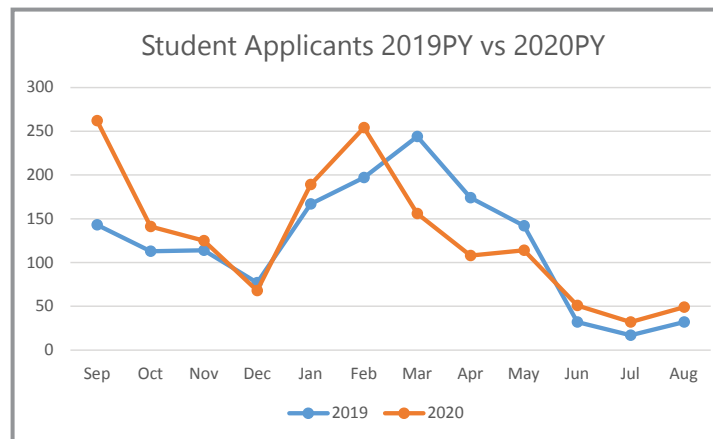Minnesota Technology Association

MAKING LEMONADE: THE IMPACT OF COVID-19

Nothing in Minnesota was left untouched when the Covid-19 pandemic hit in the spring of 2020, and SciTech was no exception. The program was impacted in several ways:

- After out-pacing the 2019 rate of new student applicants between September 2019-February 2020, applications dropped between March and May before picking up again in the summer.

- The number of new jobs posted from March-May 2020 also saw a significant drop compared to the same months in 2019. Fifteen active jobs were canceled due to Covid-19 during this period.

- The number of hires dropped considerably from March-May 2020 compared to the same months in 2019. Thirty hires that had been confirmed for a summer start date were canceled due to Covid-19.

- Between March and May, Covid-19 had a more adverse impact on the rate of hires for women vs men and students of color vs white students.

- Many of the internships that went forward took place remotely, which presented novel onboarding challenges in some cases.

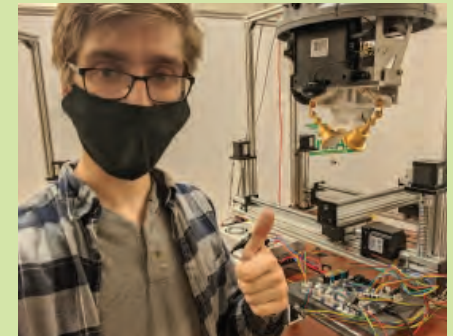**But SciTech made lemonade out of lemons:**

- The fact the so many companies were willing to host remote internships made it possible for more students to be hired than if the internship had to take place in person, and allowed students to work for companies anywhere in Minnesota without relocating.

- Because all travel and other expenditures such as marketing and in-person student outreach came to a halt in March, SciTech was able to reallocate funding toward wage matches, which resulted in the ability to fund more positions than expected.

- All site visits took place virtually, providing the ability to conduct nearly 100 Zoom calls with participants throughout the summer, resulting in roughly 20 more check-ins than a normal year.

Student Applicants 2019PY vs 2020PY

Jobs Posted Per Month, 2019PY vs 2020PY

Hires Per Month, 2019PY vs 2020PY

Daniel's Story
Posted on LinkedIn in June 2020

"**Over the past 8 months, I had applied to 400+ internships, interviewed for 11 positions, and had 5 positions canceled due to Covid-19**, but that didn't stop me from continuing my search…**I found this opportunity at TLC Millimeter Wave Products through the SciTech Internship Program. If you're a Minnesota College/University student, I highly recommend checking out this program.**"

– Daniel Glynn, Barnesville, Mechanical Engineering, UMN

FUN FACT
Two months after this post, Daniel and the other SciTech interns at TLC Millimeter Wave Products were **listed as inventors on a patent for a Rapid Covid-19 Detector.**

A WIN FOR STUDENTS, EMPLOYERS & MINNESOTA

8 OUT OF 10
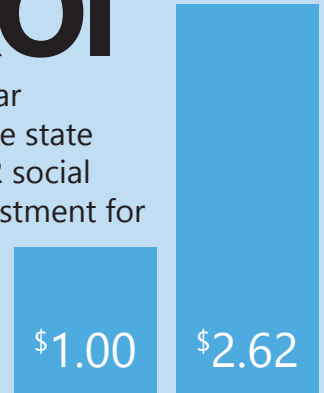**SciTech interns stay in Minnesota** to continue their STEM careers

$14.5 Million
SOCIAL IMPACT
from all interns placed through 2019

POSITIVE ROI
For every dollar invested by the state there's a $2.62 social return on investment for Minnesota.

$1.00 $2.62

INTERNS EARN AN AVERAGE OF
$17 / PER HOUR

97%
of SciTech interns **STAY IN STEM** after graduation

Regional Economic Impact:
$7,500-$33,000
PER INTERN PLACED
based on employer location and STEM field

VALUE ADDED SERVICES FOR PARTICIPANTS

In addition to attending dozens of career fairs each year, SciTech's student outreach also included presentations about internship opportunities through SciTech to more than 25 student groups. The program also partners with the North Star STEM Alliance to engage women and students of color in QuikSkills job search training workshops to help them gain the confidence and skills they need to succeed.

QuikSkills
JOB SEARCH WORKSHOPS

SciTech is so much more than a great place to find interns. It's also a great resource for best practices on recruiting and onboarding.

How to write **excellent** job postings

Webinar Series

SciTech INTERNSHIP PROGRAM

Pro Tips for **Interviewing Candidates:**
How to have a conversation and find the best fit

SciTech INTERNSHIP PROGRAM

Successful Onboarding:
How to ensure a good start for a great journey

SciTech INTERNSHIP PROGRAM

Louis Stokes
North Star STEM Alliance
Minnesota's Louis Stokes Alliance for Minority Participation

SHPE
Leading Hispanics in STEM

swe
Society of Women Engineers
Aspire / Advance / Achieve

SBE

oSTEM®
OUT IN SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS, INCORPORATED

SASE
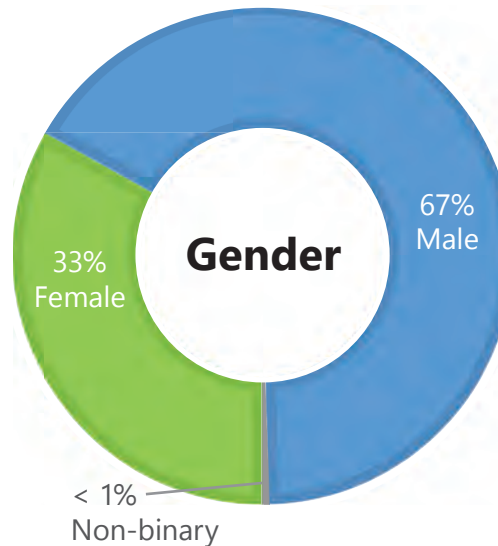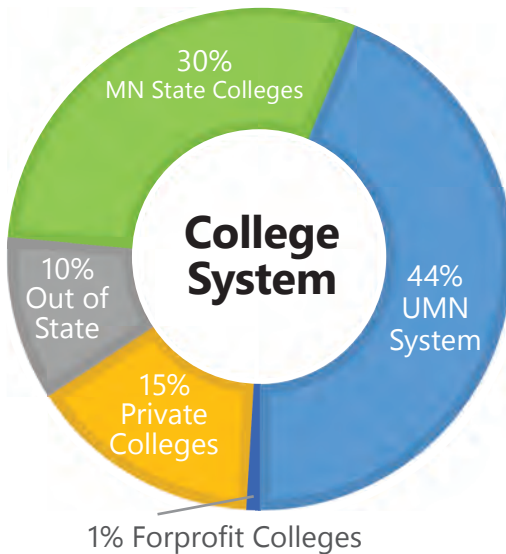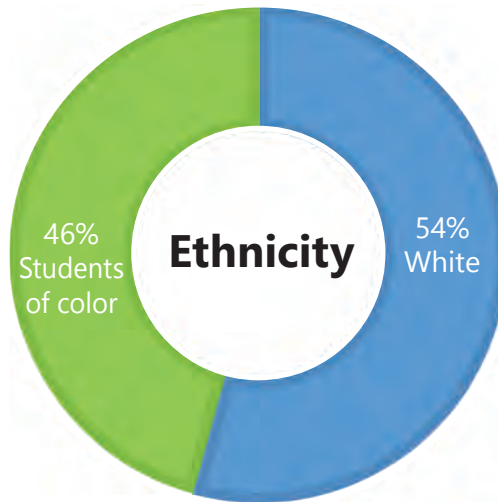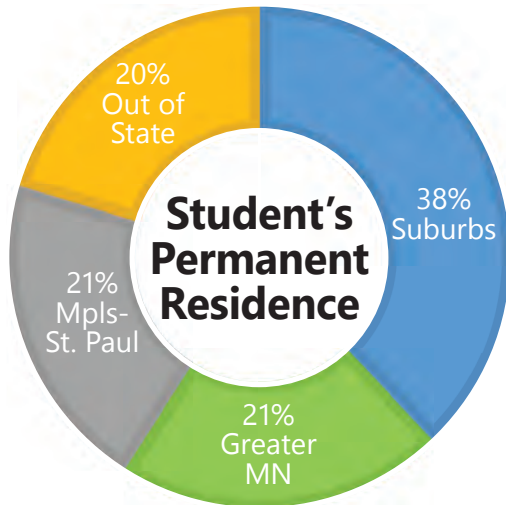SOCIETY OF ASIAN SCIENTISTS & ENGINEERS

HOW DOES MN'S INVESTMENT COMPARE?

Our neighbors are investing in their future workers in high demand, high skill, high wage jobs, too. But, Iowa spends more than twice as much on internship programs as Minnesota, and Nebraska is investing nearly double what Minnesota does. Iowa, Nebraska and North Dakota all provide a higher wage match to employers in their internship programs than Minnesota. **In per capita spending, Minnesota's investment ranks a distant last.** **Clearly, our neighboring midwest states see the importance of building and retaining their skilled workforce and are making significant investments in both employers and students to accomplish their goals. It's never been more important for Minnesota to invest in its future, too.**

STATE/PROGRAM	FUNDING	FUNDING PER CAPITA	REIMBURSEMENT	PROGRAM FOCUS	SERVICES	ELIGIBILITY (COMPANY/STUDENTS)
IOWA Population: 3.18 million STEM Internship Program	**$1,750,000 Annually** $1,000,000	**$0.55 per capita** $0.31 per capita	50% wage match **$5,000 cap** Up to $50,000/yr	STEM Internships	Reimbursement	• Forprofit, **No size limit**, IA company, any industry w/STEM job • STEM major w/in 2 years of graduation, IA resident or attend IA college, US work auth.
Student Internship Program	$750,000	$0.24 per capita	50% wage match **$3,100 cap** Up to $9,300/yr	STEM Industries: Advanced manufacturing, Tech, Bioscience. Non-STEM internships allowed.	Reimbursement	• Forprofit, **1-500 employees** IA company, qualified industry • IA resident or attend IA college, w/in 2 years of graduation, US work authorized
NEBRASKA Population: 1.95 million InternNE	**$1,500,000 Annually**	**$0.77 per capita**	50% wage match **$5,000 cap** Up to $25,000/yr **$7,500 cap** for Pell Grant students Up to $37,500/yr	High wage, High skill, High demand jobs Truck Drivers, Registered Nurses, General/Ops Managers, Trades, Accountants and Auditors, Software/Application Developers, K-12 teachers	• Reimbursement • Job Board • Student Recruitment	• For-profit or non-profit **No size limit;** NE company, qualified H3 industry • High School junior or senior, Fulltime college student or Recent grad, NE resident or attend NE college
MINNESOTA Population: 5.68 million SciTech Internship Program	**$875,000 Annually**	**$0.15 per capita**	50% wage match **$2,500 cap** Up to $12,500/yr	STEM Internships Aerospace & Defense; Agriculture & Food Science; Biotechnology & Life Sciences; Fuels & Energy; Engineering Services; IT/Computer Technology; Mining, Materials, Manufacturing & Processing	• Reimbursement • Job Board • Student Recruitment • Job Search Training	• Forprofit, **1-250 employees,** MN company, qualified industry • Current undergrad or grad student, STEM major, 2.5 GPA w/ half of degree completed, MN resident or attend MN college, US work authorization
NORTH DAKOTA Population: 762,000 Operation Intern	**$427,500 Annually**	**$0.56 per capita**	50% match **$4,000 cap** Up to $20,000/yr Wages and stipends, tuition and fees, books, housing assistance or tools and equipment	Targeted Industries: Energy, Advanced Mfg, Value-Added Ag, Tourism and Tech, + in-demand occupations such as healthcare.	Reimbursement	• Forprofit, **No size limit** ND company • Current ND college student or ND resident, high school junior or senior, or in a registered apprenticeship program, 2.5 GPA, US citizen or permanent immigration status

SUMMARY OF STUDENT APPLICANTS

Student's Permanent Residence
- 20% Out of State
- 21% Mpls-St. Paul
- 38% Suburbs
- 21% Greater MN

Ethnicity
- 46% Students of color
- 54% White

College System
- 30% MN State Colleges
- 10% Out of State
- 15% Private Colleges
- 44% UMN System
- 1% Forprofit Colleges

Gender
- 33% Female
- 67% Male
- < 1% Non-binary

Top Schools by Applicants:
UMN-Twin Cities (585), St. Cloud State (165), University of St. Thomas (74), UMN-Duluth (60), MN State University Mankato (52), Metro State (48), Macalester (42), NDSU (34)
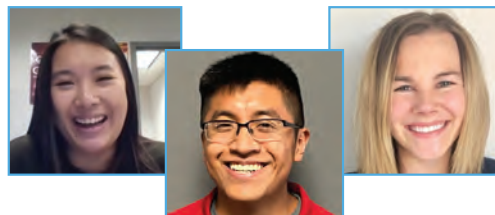
1,549 STUDENT APPLICANTS
This is an increase of 49 students over 2019 - **an amazing result** given the impact of the pandemic in the spring!
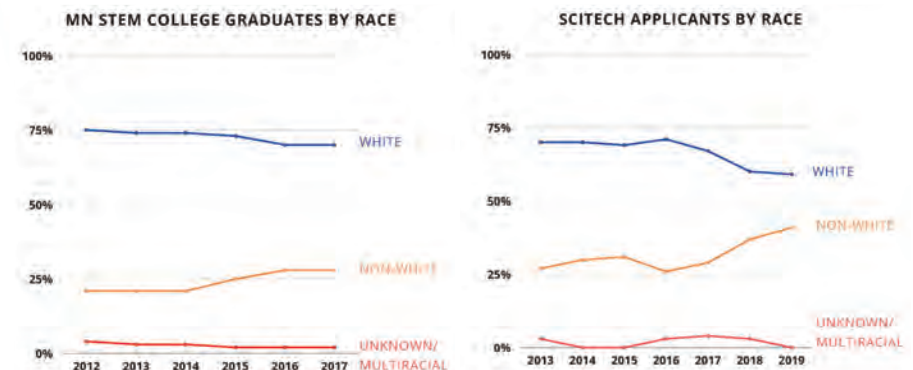
61% of APPLICANTS
were students underrepresented in STEM in 2020 (women and students of color)

How does the SciTech applicant pool compare to Minnesota's pipeline?
Overall, the number of STEM students of color graduating from Minnesota's college pipeline has slightly increased year-over-year since 2012.

When compared to Minnesota college graduates by race, SciTech's applicant pool is consistently more racially diverse.
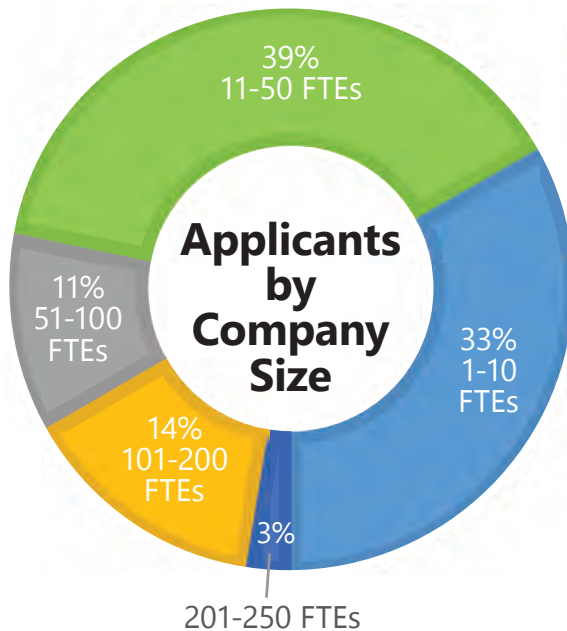
MN STEM COLLEGE GRADUATES BY RACE
- WHITE
- NON-WHITE
- UNKNOWN/MULTIRACIAL
(2012, 2013, 2014, 2015, 2016, 2017)

SCITECH APPLICANTS BY RACE
- WHITE
- NON-WHITE
- UNKNOWN/MULTIRACIAL
(2013, 2014, 2015, 2016, 2017, 2018, 2019)

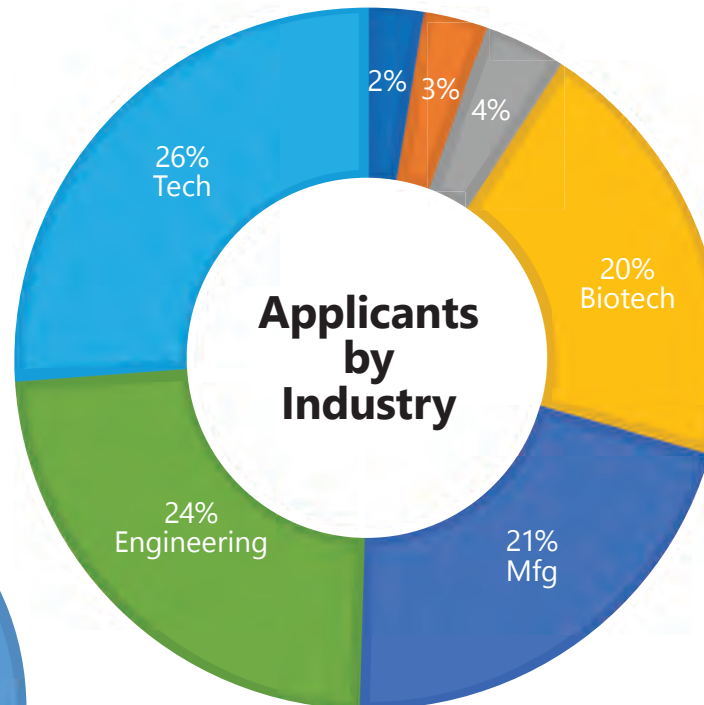# SUMMARY OF EMPLOYER APPLICANTS

72%

of small business applicants had **50 or fewer employees worldwide**
Median: 25 Fulltime Equivalents (FTEs)

238 COMPANY APPLICANTS
This is down 81 from 2019, mostly due to Covid-19

Applicants by Company Size

- 39% 11-50 FTEs
- 33% 1-10 FTEs
- 11% 51-100 FTEs
- 14% 101-200 FTEs
- 3%
- 201-250 FTEs

Applicants by Industry

- 2% Fuels, Energy, and Energy Management
- 3% Aerospace and Defense
- 4% Agriculture, Food and Forestry
- 26% Tech
- 20% Biotech
- 24% Engineering
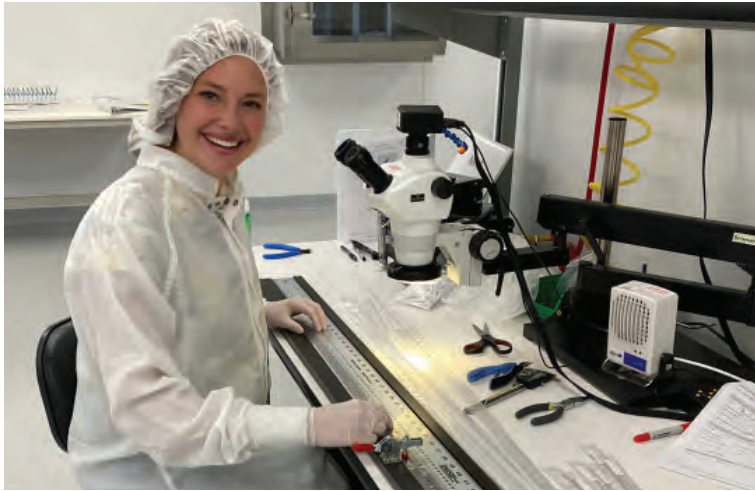- 21% Mfg

Applicants by Industry
- ■ 2%: Fuels, Energy, and Energy Management
- ■ 3%: Aerospace and Defense
- ■ 4%: Agriculture, Food and Forestry
- ■ 20%: Biotechnology and Life Sciences
- ■ 21%: Mining, Materials, Mfg and Processing
- ■ 24%: Engineering Services
- ■ 26%: IT/Computer Technology

Applicants by Location

- 31% Mpls-St. Paul
- 31% Greater MN
- 38% Suburbs
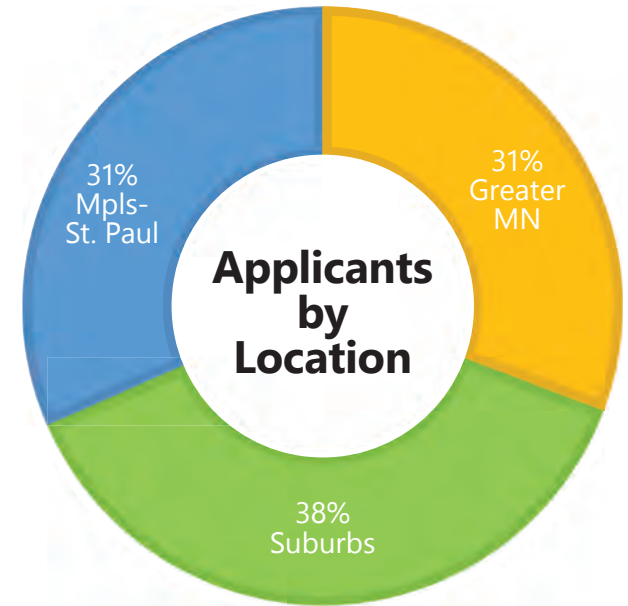
"SciTech has provided us with some exceptional interns like Khalique [Rogers, left]. He has a wonderful skill set and has added a lot to our team. I really admire his work ethic and facilitation skills and was excited to offer him a position after the internship ended."

Jeff Aguy (center), NCXT, Minneapolis

COVER: ALAINA JOHNSON & MIVI NEUROSCIENCE

About MIVI Neuroscience:

MIVI Neuroscience develops and commercializes innovative clinical solutions for neurointerventional procedures such as Ischemic Stroke. In layman's terms, they develop catheters to remove artery obstructions. As a small lab and a startup, MIVI has utilized interns to help develop their product since 2015. According to Matt Ogle, Chief Technical Officer and Founder, about half of the students they hire stay on fulltime after they graduate.

When MIVI posted their internship position with SciTech this spring, they received several highly qualified applicants. One of the things that made Alaina Johnson stand out, a mechanical engineering major at Baylor University, was her previous internship experience and her background in CAD.

Meet the Intern:

When Johnson's summer internship with a larger company was canceled due to Covid-19, she turned to the SciTech job board where she found a new opportunity interning at MIVI. Johnson had wanted to work in the medical device industry for a while and was looking forward to a position where she could directly help people, specifically by working to improve stroke patient outcomes.

During her MIVI internship, Johnson had lots of opportunities to do so. Her biggest project involved writing the protocol for design verification testing and then leading a design review meeting around it. This was a unique opportunity for an intern, granting her a one-on-one audience with MIVI's founder and head engineers.

"I really like working at MIVI because of the impact I'm making in the company," Johnson said. "When you're at a small company like MIVI, you have the opportunity to experience every aspect of the company. This internship confirmed my passion for the medical device industry."

"Alaina has been one of the most productive interns we've had," said Lise Lachance, MIVI's Director of R&D. "She was able to perform a lot of tasks without any hand holding."

> **SciTech is an invaluable partner to small or mid-sized employers who may otherwise have difficulty hiring interns due to budget and resource constraints.** They make it very easy for employers to find and hire exceptional interns and play a key role in preparing and retaining talented students in MN.
>
> *Lisa Schoening, Director, HR, Safety & Marketing, Aroplax Corp., Monticello*

> **I got 20 or so applicants in just a couple of days.** There were so many great candidates that I couldn't say no and hired two interns, even though I only needed one.
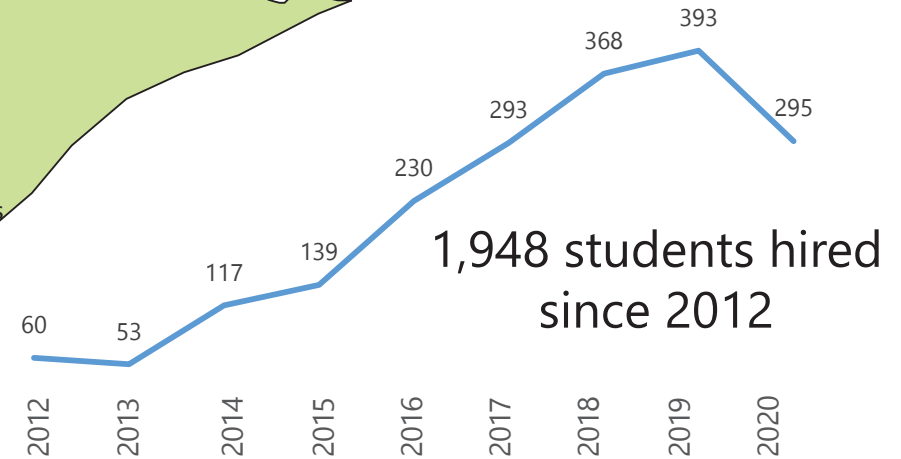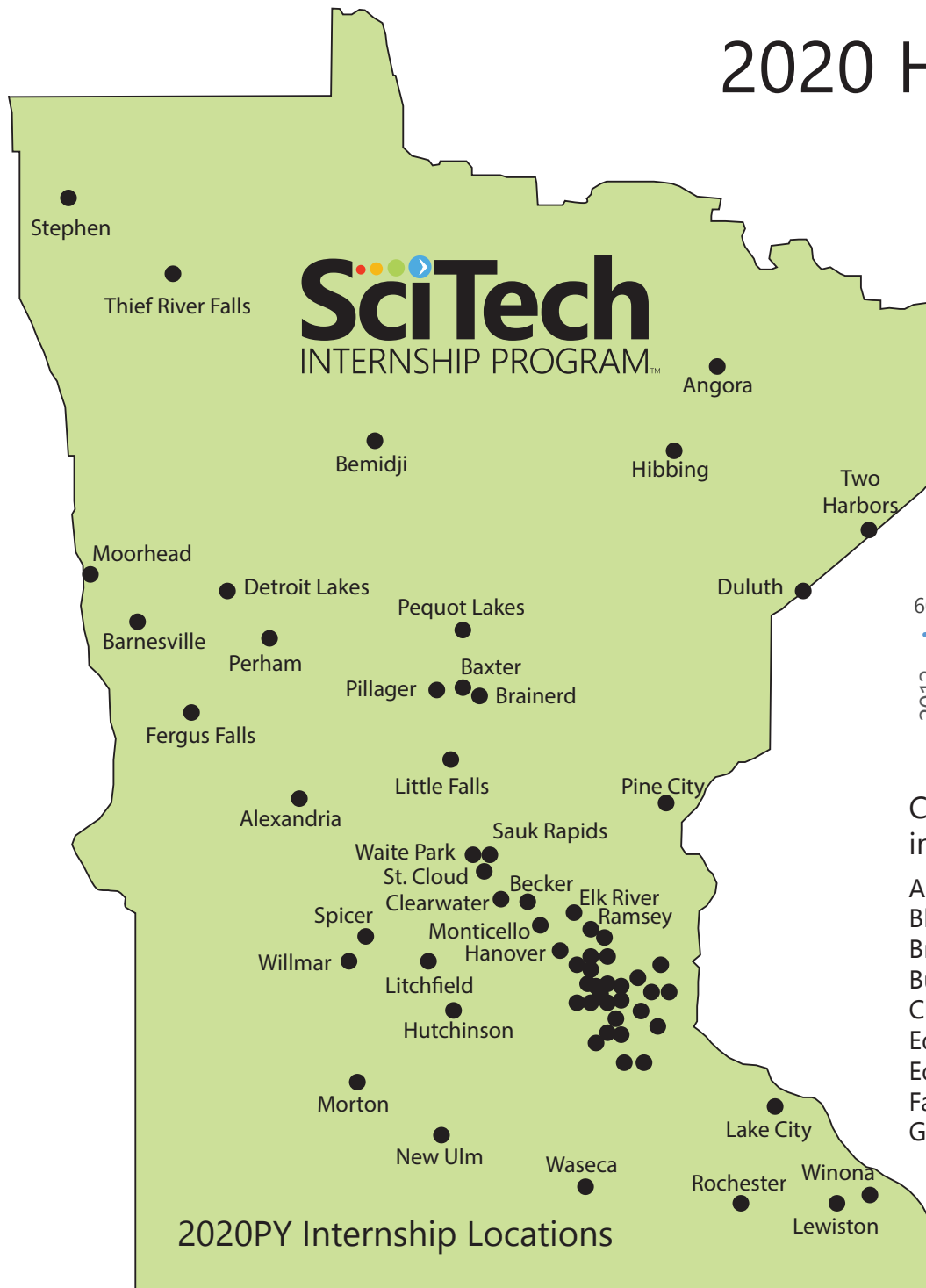> *Siba Das, CEO, NovoClade, St. Paul*
>
> **FUN FACT:** NovoClade was a National Science Foundation SBIR recipient, a 2019 Tekne-SBIR Award recipient and a MN CUP finalist for their innovative research.

2020 HIRES RECAP

295 INTERNS PLACED

2020PY Internship Locations

Map labels (cities with internship locations):
Stephen, Thief River Falls, Angora, Bemidji, Hibbing, Two Harbors, Moorhead, Detroit Lakes, Pequot Lakes, Duluth, Barnesville, Perham, Baxter, Pillager, Brainerd, Fergus Falls, Little Falls, Pine City, Alexandria, Sauk Rapids, Waite Park, St. Cloud, Becker, Elk River, Spicer, Clearwater, Ramsey, Monticello, Willmar, Hanover, Litchfield, Hutchinson, Morton, Lake City, New Ulm, Waseca, Rochester, Winona, Lewiston

Line graph — students hired by year:
- 2012: 60
- 2013: 53
- 2014: 117
- 2015: 139
- 2016: 230
- 2017: 293
- 2018: 368
- 2019: 393
- 2020: 295

1,948 students hired since 2012

Companies in 66 cities hosted one or more SciTech interns this year. Cities not labeled on the map include:

|		
Anoka	Hamel	Plymouth
Bloomington	Inver Grove Heights	Prior Lake
Brooklyn Park	Lakeville	Richfield
Burnsville	Maple Grove	Roseville
Chanhassen	Mendota Heights	Savage
Eden Prairie	Minneapolis	St. Louis Park
Edina	Minnetonka	St. Paul
Farmington	New Hope	West St. Paul
Golden Valley	Oakdale	White Bear Lake

SciTech INTERNSHIP PROGRAM™

> **Ever since we've been using the SciTech program for summer internships, there have been so many more people that have contacted us.** One of the best things for our continued improvement is to have interns every summer. It definitely helps to have fresh eyes.
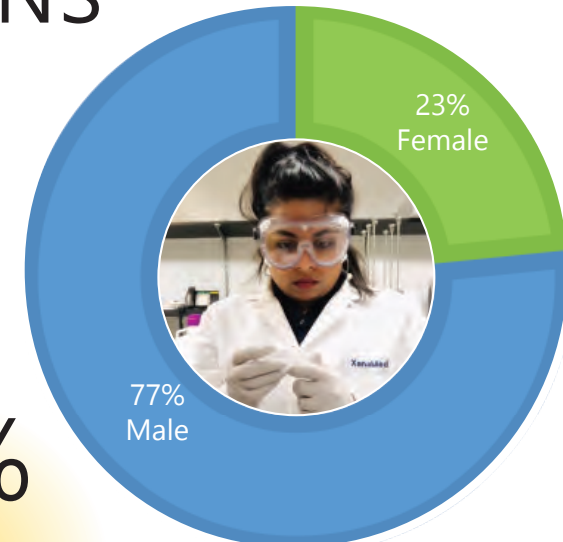>
> *Sean Monroe, Lab Manager at August Schell Brewing Company, New Ulm*
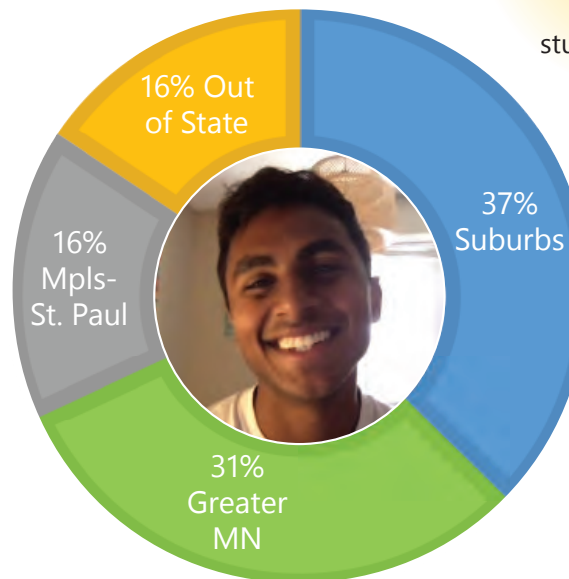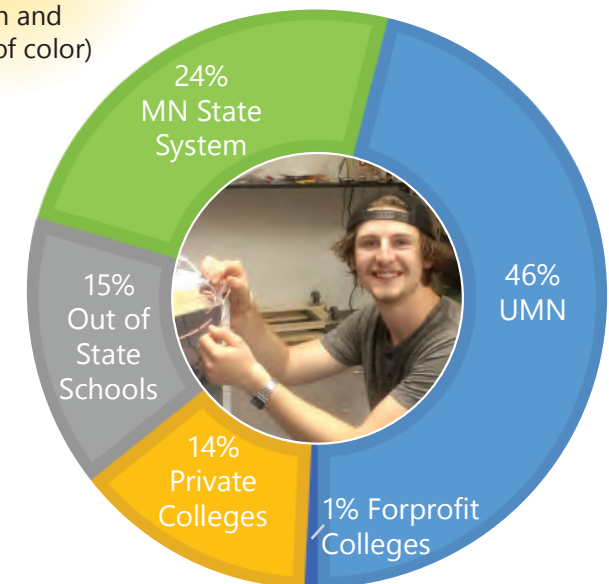
HIRES RECAP – INTERNS

23% Students of Color

77% White
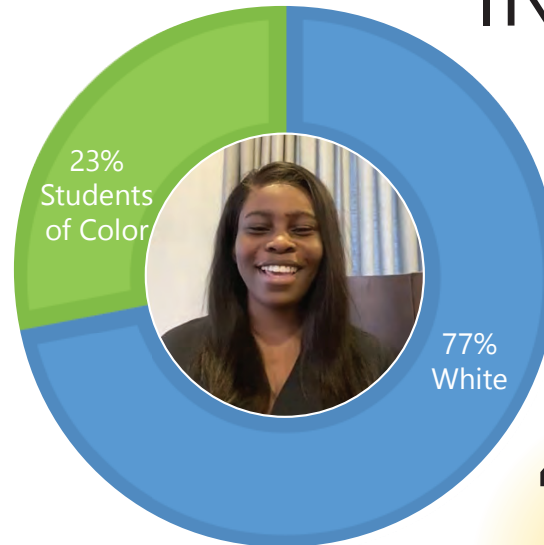
Hires by Ethnicity

23% Female

77% Male

Hires by Gender

42% of HIRES **were students underrepresented in STEM** (women and students of color)

16% Out of State

16% Mpls-St. Paul

37% Suburbs

31% Greater MN

Hires by Permanent Address

24% MN State System

15% Out of State Schools

46% UMN

14% Private Colleges

1% Forprofit Colleges

Hires by College System

SciTech Internship Program • MnTech

HIRES RECAP – EMPLOYERS

Hires by Company Size

Hires by Company Size
Fulltime Equivalent Employees (FTEs) Worldwide

- 42% 11-50 FTEs
- 31% 1-10 FTEs
- 3% 201-250 FTEs
- 14% 101-200 FTEs
- 10% 51-100 FTEs
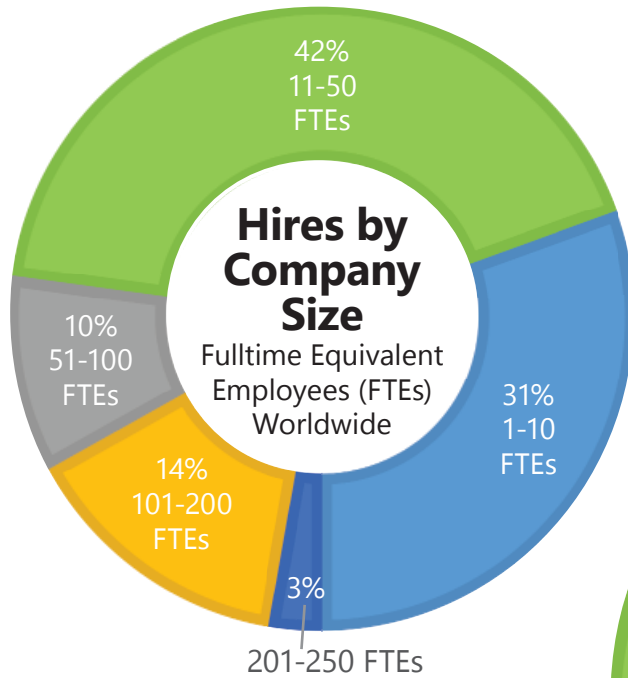
21 was the median number of employees worldwide for hiring companies

Hires by Company Location

- 37% Mpls - St. Paul
- 33% Suburbs
- 30% Greater MN
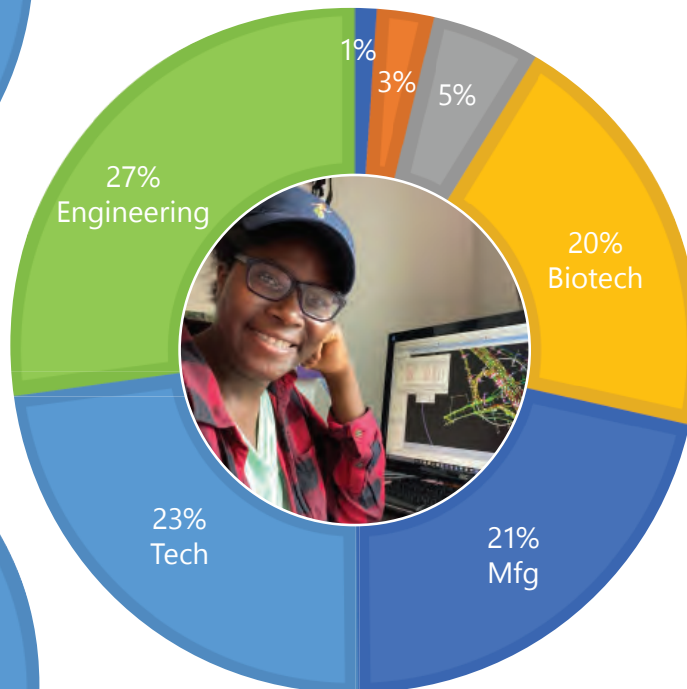
Hires by Industry

- 1% Fuels, Energy, and Energy Management
- 3% Aerospace and Defense
- 5% Agriculture, Food and Forestry
- 20% Biotechnology and Life Sciences
- 21% Mining, Materials, Mfg and Processing
- 23% IT/Computer Technology
- 27% Engineering Services

(chart labels: 27% Engineering, 20% Biotech, 23% Tech, 21% Mfg, 1%, 3%, 5%)
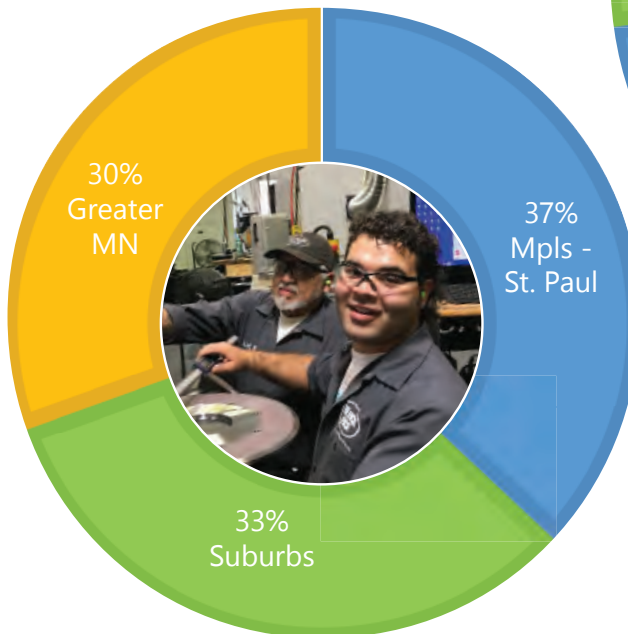
> **This is our third year with SciTech and it's been monumental. We've had great success recruiting talent.** It's sparsely populated out where we are so talent is harder to find. Having the cost partially covered, we can showcase what we can do here.
>
> *Melissa Benda, HR Generalist at Houston Engineering, Thief River Falls*

Samuel Hohenshell • 2nd
Software Engineer at Third Wave Systems
2d • 🌐

Today was the last day of my internship at Third Wave Systems! Felt supported, respected, and appreciated by the wonderful team there. Only problem was the grueling commute from my bed to my desk on the other side of the room. Thank you Third Wave Systems and SciTech Internship Program for the fantastic opportunity :)

HOW DID WE DO?

100%
of employers and 95%
of interns surveyed
**would recommend SciTech
to a friend or colleague**

99%
of employers surveyed say the
quality of students
in the SciTech pool
**meets or exceeds
their expectations**

97%
of employers surveyed say the
number of students
in the SciTech pool
**meets or exceeds
their expectations**

95%
of interns surveyed would
**recommend their
employer to a friend**

96%
of interns surveyed said they
**developed
professional skills**

89%
of interns surveyed said they were able to
**network and make
professional connections**
even though many internships
took place remotely!

SciTech Internship Program • MnTech

FEEDBACK FROM STUDENTS & EMPLOYERS

"SciTech got my foot in the door, what else needs to be said? I received only one interview for an internship despite all of the resumes I sent out and I found that through SciTech. **Because of the added incentive SciTech was able to offer, the company I'm at gave me a chance, and now they've asked me to return."** *Jonathan Skarda, F3 Wireless*

"Hiring interns has always enabled us to "do more with less" and gives companies an opportunity to provide important career development/training to the next generation of workers. **It's a win-win."**
*Ross Higgins, COO, Phenomix Sciences*

"The SciTech program made it easy to find many different science related internships in a specific area. The way the website is organized gives a lot of information about each internship and they provide a direct contact to the company. This allowed me to reach out directly to get a conversation started."
Cassidy Geddes, TLC Millimeter Wave Products

"We are a very small company. We like to help students get experience in our field, but have a limited budget. **The SciTech Internship Program has been very helpful to provide us with an intern and provide the intern with a great experience."**
Carolyn Dindorf, Fortin Consulting
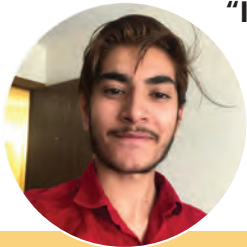
"I am an intern at HealthFactors because of Scitech and I am really thankful for it. Working here has really helped me to understand the roots of an organization to become a successful company which eventually will help me to come out as a potential leader from this internship." Bikash Timalsina, Health Factors

"SciTech provides us with such an incredible pool of intern candidates who are motivated and excited about working for a small organization where their internship will have real impact." *Spencer Grimes, mobileAxept*

Isthmus Engineering has enabled valuable professional and technical skill development in my field while also providing opportunities to broaden my experience outside of it. **The community atmosphere of employees and fellow SciTech interns has been positive and motivating, which enabled the experience to be valuable despite Covid-19.**
Andrea Johnson, Engineering Intern, Isthmus Engineering, St. Paul

As a small business, we wouldn't have really known where or how to find quality STEM interns to help us with development... **SciTech already knew where they were and we were really impressed by the quality of applicants and with the three interns that we ended up bringing on board.**
Mike Norton, President and COO, Railbox Consulting, Minneapolis

HIRING COMPANIES

Kellen Dorchen · Gina Bjork · Anya · colleenpowers · Logan Bruesehoff · Software for Good

> **SciTech** makes our internship program possible through wage matching, and **allows us to reach a wider and more diverse pool of talented up-and-coming developers who can be valuable additions to our team.** It's important to our company to be able to host interns each year and ideally hire them or connect them to other long-term career opportunities, so **we are happy to partner with SciTech to make that possible.**
>
> Colleen Powers, Software For Good, Minneapolis

Alexandria
Douglas Scientific LLC

Angora
Art Unlimited

Anoka
Sartec Corporation

Barnesville
Levridge, LLC

Baxter
Widseth Smith Nolting, & Assoc.

Becker
Bogart, Pederson & Associates

Bemidji
LaValley Industries
Widseth Smith Nolting, & Assoc.

Bloomington
FMS Corporation
Solution Builders, Inc.
Verata Health, Inc.

Brainerd
A.W. Research Laboratories, Inc.

Brooklyn Park
Diversified Plastics
Engage Technologies
Trusted Semiconductor Solutions

Burnsville
Celadon Systems
Edge Consulting Engineers
GeoWall Designs, LLC
Stonebrooke Engineering

Chanhassen
Agnitron Technology
Design Solutions
Energy Insight

Clearwater
T.O. Plastics

Detroit Lakes
RMB Environmental Laboratories, Inc.

Duluth
American Precision Avionics
EPC Engineering & Testing
GeaCom, Inc.
Saturn Systems, Inc.
SurveyScience Land Surveying, LLC

Eden Prairie
MIVI Neuroscience, Inc.
NVE Corporation
Third Wave Systems

Edina
IrriGreen, Inc.
MEI Research, Ltd
Performix Business Services, LLC

Elk River
Kettle River Consulting Inc

Farmington
Aerospace Fabrication & Materials

Fergus Falls
Vector Windows

Golden Valley
Chromatic 3D Materials, Inc.

Hamel
Fortin Consulting, Inc.

Hanover
Astro Metal Craft
AT3 Tactical, LLC

Hibbing
Architectural Resources, Inc.

Hutchinson
3-D CNC, Inc.

Inver Grove Heights
Point North Network, Inc.

Lake City
Acrotech

Lakeville
Grain Handler, USA, Inc.

Lewiston
PlastiCert

HIRING COMPANIES

Litchfield
  GVL Poly
Little Falls
  Anez Consutling
Maple Grove
  Chanl Health, Inc.
  MicroOptx
  Strommen Engineering
  Uhl Company
Mendota Heights
  Tower Solutions
Minneapolis
  7 Generation Games
  Alliant Engineering, Inc.
  Anatomic Incorporated
  Atlas Manufacturing
  Brightfox
  Brion Finlay Engineering, LLC
  CNA Consulting Engineers
  Delavan Ag Pumps
  Evergreen Innovations
  F3 Wireless
  Flywheel Exchange, LLC
  H&B Elevators
  HealthFactors, Inc.
  Hoonuit
  Imbio
  Itasca Consulting Group, Inc.
  Lighting House USA
  Macchina, LLC
  Mississippi Mushrooms
  mobileAxept
  NCXT
  New Wave Design and Verification
  Primal Health
  Punch Through Design
  Railbox Consulting
  Rani Engineering
  Sezzle

Minneapolis
  SocialWise Media Group
  Software for Good
  TLC Millimeter Wave Products, Inc.
  UR Turn
  Wanner Engineering
Minnetonka
  Advisory Aerospace OSC
  Evolve Additive Solutions
Monticello
  Aroplax Corporation
  UMC
Moorhead
  Sandman Structural Engineers
Morton
  Altimate Medical, Inc.
New Brighton
  DOSE Health
New Hope
  CITech Solutions, Inc.
New Ulm
  August Schell Brewing Company
Oakdale
  Calyan Technologies
Pequot Lakes
  Pequot Tool & Manufacturing, Inc.
Perham
  Kit Masters
Pillager
  Magnum Research
Pine City
  Broekema Beltway USA, Inc.
Plymouth
  Advanced Inspection Services
  HZ United
  Interrad Medical
  Laser Peripherals, LLC
  Nimbelink

Anne Bundy, intern at Altimate Medical, Morton, MN

Bundy originally had an opportunity lined up with a larger company, but when Covid-19 caused them to cancel, **she turned to the SciTech job board. "I was lucky to find this internship. I've always wanted to work in the medical device industry and it's nice to get a feel for a smaller company.** Working at a larger company, most of my internship was writing proposals for ideas I have. Working at Altimate means I'm actually carrying out the ideas that I have and seeing them on the manufacturing line."
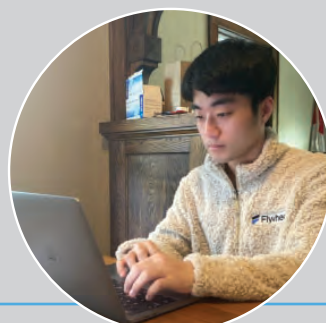
HIRING COMPANIES

"We're a small company and it's rough for us to understand all the opportunities out there - whether it's an internship or other types of things. If it's not part of our core business, it's challenging for us to manage. **Without SciTech, I don't think it would have been possible to host interns.**
Carl Douglass, DI Labs, Willmar"

"**Thanks to SciTech, I found an amazing internship that reinforced my interests** and paved the way to my future career.
Chase Yoo, Flywheel, Minneapolis"

Plymouth
    Ostra, LLC
    The Micah Group
    TissX
    Zurich Medical
Prior Lake
    Innovative Computer Professionals, Inc.
Ramsey
    Lift and Store
Richfield
    Sentera
Rochester
    Elite Custom Solutions
    Pharmaceutical Specialties, Inc.
Roseville
    Cryosa, LLC
Sauk Rapids
    Engel Metallurgical
Savage
    Hydra-Flex, Inc.
Spicer
    DI Labs
St. Cloud
    Beaver Island Brewing
    Microbiologics
    Moore Engineering
    Net V Pro
St. Louis Park
    Stoneridge Software
    VSI Labs
St. Paul
    AbiliTech Medical
    Aclaris Medical
    Aria CV, Inc.
    Aurora Concussion Therapy Systems, Inc.
    Creed Interactive
    ImagoAI, Inc.
    Innovative Surface Technologies
    Insight Sensing Corporation

St. Paul
    InSitu Technologies, Inc.
    Isthmus Engineering, Inc.
    KFI Engineers
    Nanocopoeia, Inc.
    NanoMotif
    Nested Knowledge
    NovoClade
    Phenomix Sciences, LLC
    Pink Shirt Labs
    Sasya
    Scanlan International, Inc.
    Surgical Technologies, Inc.
    TLC Electronics, Inc.
    VivaQuant
    Xenamed Corp
Stephen
    Terog Manufacturing
Thief River Falls
    Houston Engineering
Two Harbors
    Krekeltronics
Waite Park
    Starrett, Tru-Stone Technologies Div.
Waseca
    KAMP Automation
    Winegar
West St. Paul
    Capitol City ComputerFixx
    Tapemark
White Bear Lake
    ARC
Willmar
    Nova-Tech Engineering, LLC
Winona
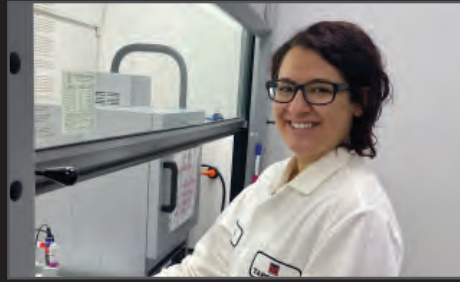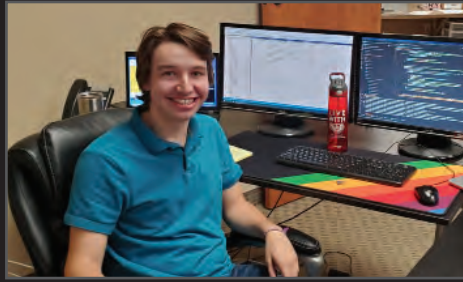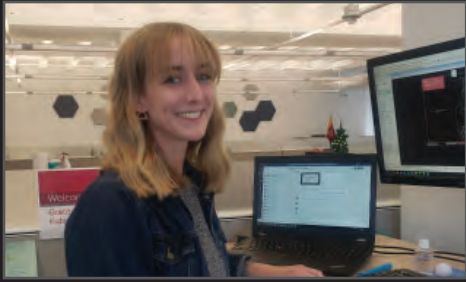   Alliant Castings Inc.
    Designs By Natural Process
    Thern

NEAR & FAR: COLLEGES OF APPLICANTS

Alexandria Technical & Community College
Anoka Tech College
Anoka-Ramsey Community College
Augsburg University
Azusa Pacific University
Baylor University
Bemidji State University
Benedictine College
Bethany Lutheran College
Bethel University
Bradley University
Capella University
Carleton College
Carnegie Mellon University
Carthage College
Central Lakes College
Century College
Clemson University
College of St. Benedict
College of St. Scholastica
Colorado School of Mines
Concordia College - Moorhead
Concordia University - St. Paul
Dakota County Technical College
Dakota State University
Dordt University
Dunwoody College of Technology
Emory University
Florida Tech
George Mason University
Gustavus Adolphus College
Hamline University
Hennepin Technical College
Hillsdale College
Inver Hills Community College
Iowa State University
Itasca Community College

Kent State University
Lake Superior College
Lehigh University
Loyola University
Luther College
Macalester College
Marquette University
Metropolitan State University
Michigan Technological University
Milwaukee School of Engineering
Minneapolis Community & Technical College
Minnesota State University - Mankato
Minnesota State University - Moorhead
Montana State University
New Jersey Technical Institute
Normandale Community College
North Carolina State University
North Dakota State University
North Hennepin Community College
Northeastern University
Northern Michigan University
Northwestern University
Ohio State University
Purdue University
Ridgewater College
Riverland Community College
Rochester Institute of Technology
Santa Clara University
Smith College
South Dakota State University
South University
Southern New Hampshire University
St. Catherine University
St. Cloud State University
St. Cloud Technical & Community College
St. John's University
St. Mary's University of Minnesota

St. Olaf College
St. Paul College
Texas A & M University
Union College
University of Alabama
University of Arizona
University of Buffalo
University of California - Berkeley
University of California - Los Angeles
University of Cincinnati
University of Miami
University of Michigan - Dearborn
University of Minnesota - Crookston
University of Minnesota - Duluth
University of Minnesota - Morris
University of Minnesota - Rochester
University of Minnesota - Twin Cities
University of Nebraska - Lincoln
University of North Dakota
University of Northwestern - St. Paul
University of Notre Dame
University of Phoenix - Twin Cities Campus
University of San Diego
University of St. Thomas
University of the Cumberlands
University of Utah
University of Washington
University of Wisconsin - Eau Claire
University of Wisconsin - La Crosse
University of Wisconsin - Madison
University of Wisconsin - Milwaukee
University of Wisconsin - River Falls
University of Wisconsin - Stevens Point
University of Wisconsin - Stout
Winona State University
Worchester Polytechnic Institute
Yale University

SciTech
INTERNSHIP PROGRAM™