



February 1, 2025

Workforce Development Scholarship Program

MINNESOTA STATE

I. Executive Summary

The Minnesota State Legislature created the Workforce Development Scholarship program in 2017; Minnesota State piloted the program with \$1 million in funding during the 2018-19 academic year. The program was expanded to provide \$2 million in scholarships in FY2020 and \$6 million in scholarships in FY2021. Legislation was passed in the 2021 legislative session for an appropriation of \$4,500,000 in FYs 2022 and 2023.

The Workforce Development Scholarship program provides scholarships to students enrolled in high-demand educational programs leading to employment in nine industries – advanced manufacturing, agriculture, health care services, information technology, early childhood education, transportation, public safety, construction, and education. Colleges may also offer scholarships to students in one additional program area for occupations in high need in their region.

Some of the data on the program are as follows:

- In the 2023 – 2024 academic year, 2,010 students (1,962 college students and 48 university students) received a Workforce Development Scholarship for an award total of \$4,045,000.
- In Fall 2024, 1,350 college students received a first-year award for a total of \$1,687,500 and 320 college students received a second-year award (\$400,000). 21 university students received a scholarship (\$27,500) for a total of 1,691 scholarship students in fall 2024.
- In the 2023 – 2024 academic year, private match funds in support of the WDS program exceeded expectations with the amount of \$494,685.
- In the 2023 – 2024 academic year, students receiving Workforce Development Scholarships were enrolled in the following program areas:
 - Healthcare Services – 43 percent
 - Advanced Manufacturing – 13 percent
 - Information Technology – 10 percent
 - Transportation – 10 percent
 - Construction – 6 percent
 - Agriculture – 5 percent
 - Early Childhood – 4 percent
 - Public Safety – 3 percent
 - Other technical/liberal arts percent – 4 percent

II. Background

The Minnesota Legislature created the Workforce Development Scholarship program (Chapter 89, Article 2, Section 17 [136F.38]) in 2017 and appropriated \$1 million in FY2019 to Minnesota State to encourage students to enroll in high-demand educational programs that prepare graduates for employment in four industries – advanced manufacturing, agriculture, health care services, and information technology. Legislation passed in the 2021 legislative session provided for an appropriation of \$4,500,000 in FYs 2022 and 2023 for the program.

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

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

III. Workforce Development Scholarship Program Overview

In the academic year 2023 – 2024, \$4,225,000 in scholarship funds were distributed to colleges and universities. \$422,500 was “held back” from the FY24 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. Bonus scholarships from rollover funds were awarded to seven colleges bringing the total of scholarship funds distributed to \$4,646,250.

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 2023 – 2024
- **Table 2:** Awards in Fall 2024 (Table 2a Colleges and Table 2b Universities).
- **Table 3:** Awards by industry sector in Fall 2024

In addition, in Fall 2024, 21 university students were awarded scholarships. These students were eligible for a third-year scholarship by meeting two criteria: 1) completion of an associate degree and 2) transfer to a university degree program that is related to their college program. Of the 21 students awarded third-year scholarships, 13 transferred into a healthcare program, three into information technology, two transferred into advanced manufacturing, and one student transferred into each of the following programs: agriculture, construction, early childhood education, and liberal arts.

Degree Completion

Based on preliminary fiscal year 2024 degree award data, there were 1,737 certificates, diplomas, associate, or bachelor's degrees awarded to Workforce Development Scholarship recipients. Earned credentials were distributed by program area as follows:

- healthcare services: 737 awards (42.5 percent)
- manufacturing: 217 awards (12.5 percent)
- transportation: 229 awards (13 percent)
- information technology: 192 awards (11 percent)
- liberal arts: 105 (6 percent)
- agriculture: 86 awards (5 percent)
- early childhood education: 81 awards (5 percent)
- construction: 37 (2 percent)
- public safety: 14 (1 percent)
- education: 13 (1 percent)
- other technical: 26 awards (1 percent)

Award Process and Continuous Improvement

Campuses are delegated the authority to define an award process that best serves students at each institution. In most, but not all instances, campuses promote the availability of Workforce Development Scholarships and solicit applications from both incoming and returning students. Not surprisingly, student interest in these scholarships is high. Workforce Development Scholarships are widely promoted throughout the year on Minnesota State college campuses, utilizing marketing materials from both the system office and campus materials and strategies. Many campuses utilize targeted marketing strategies to support programs with lower enrollments and local industries with workforce shortages. In addition, outreach leaders from the Centers of Excellence along with college partners assist campuses in promoting the program during statewide outreach activities.

Enhancing Impact and Potential

As campuses assess, refine, and improve their award processes, there are growing efforts to award scholarships for students in high need, support student retention and enhance program enrollment in high-demand occupations.

A focus for the program is supporting students with high financial need. Some examples of best practices include:

- Continuing attention paid to application barriers, like deadlines and written requirements, to encourage scholarships for low-income students.
- Expanded coordination between foundation, financial aid staff and other campus leaders to better identify students with highest need.
- Strategic distribution of scholarships to assist with retention of at-risk students after first term enrollment and second year students.
- Renewed focus on local high schools that can serve as a direct pipeline to local workforce needs.
- Intentional holding back of scholarship funds 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 2024 (July 1, 2023 – June 30, 2024), \$422,500 was held back from the scholarship fund (this is 10 percent of scholarship funds less administrative set-aside). In July 2024, twenty colleges reported raising \$494,685 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 FY2022 or FY2023 who earned an academic award in FY2022 or FY2023 either after, or in the same term, they received the WDS.

Of the 1,838 students who received a workforce development scholarship prior to completing an academic award in FY2022 or FY2023, 1,619 (88 percent response rate) of these students returned the Graduate Follow-Up Survey.

In the Graduate Follow-Up Survey, graduates are asked to indicate if they have started, accepted or continued a paying job after graduation (including self-employment, Peace Corps, military service or religious mission). Among the 1,619 WDS recipients who earned an academic award in FY2022 or FY2023, and completed the Graduate Follow-Up Survey, 1,455 began employment within 12 months of graduation, including 599 who began within three months and 349 who began by their graduation date.

Of the 1,455 students who began employment within 12 months of graduation, 812 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, FY2024

Short Formal Name	Scholarship Recipients	Total Dollars Awarded
Alexandria Technical and Community College	50	\$105,000
Anoka Technical College	76	\$141,250
Anoka-Ramsey Community College	216	\$383,750
Central Lakes College	67	\$132,500
Century College	115	\$212,500
Dakota County Technical College	69	\$135,000
Fond du Lac Tribal and Community College	48	\$73,750
Hennepin Technical College	62	\$146,250
Inver Hills Community College	87	\$150,000
Lake Superior College	92	\$175,000
Minneapolis Community and Technical College	105	\$225,000
Minnesota North College	73	\$137,500
Minnesota State College Southeast	36	\$75,000
Minnesota State Community and Technical College	91	\$190,000
Minnesota West Community and Technical College	58	\$130,000
Normandale Community College	85	\$188,750
North Hennepin Community College	90	\$165,000
Northland Community and Technical College	64	\$133,750
Northwest Technical College - Bemidji	36	\$82,500
Pine Technical and Community College	35	\$81,250
Ridgewater College	58	\$131,250
Riverland Community College	71	\$146,250
Rochester Community and Technical College	70	\$157,500
Saint Paul College	60	\$122,500
South Central College	66	\$151,250
St. Cloud Technical and Community College	82	\$173,750
TOTAL: COLLEGES	1,962	\$3,946,250
Bemidji State University	8	\$13,750
Metropolitan State University	10	\$16,250
Minnesota State University Moorhead	4	\$8,750
Minnesota State University, Mankato	13	\$28,750
Southwest Minnesota State University	2	\$5,000
St. Cloud State University	8	\$18,750
Winona State University	3	\$7,500
TOTAL: UNIVERSITIES	48	\$98,750
TOTAL: COLLEGES AND UNIVERSITIES	2,010	\$4,045,000

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 2024 (summer 2023, fall 2023, spring 2024). 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 2024 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 12/20/2024)
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	29	\$36,250	16	\$20,000	45	\$56,250
Anoka Technical College	41	\$51,250	4	\$5,000	45	\$56,250
Anoka-Ramsey Community College	99	\$123,750	30	\$37,500	129	\$161,250
Central Lakes College	57	\$71,250	0	\$0	57	\$71,250
Century College	68	\$85,000	10	\$12,500	78	\$97,500
Dakota County Technical College	84	\$105,000	0	\$0	84	\$105,000
Fond du Lac Tribal and Community College	11	\$13,750	13	\$16,250	24	\$30,000
Hennepin Technical College	86	\$107,500	0	\$0	86	\$107,500
Inver Hills Community College	70	\$87,500	0	\$0	70	\$87,500
Lake Superior College	96	\$120,000	0	\$0	96	\$120,000
Minneapolis Community and Technical College	61	\$76,250	25	\$31,250	86	\$107,500
Minnesota North College	31	\$38,750	13	\$16,250	44	\$55,000
Minnesota State College Southeast	16	\$20,000	10	\$12,500	26	\$32,500
Minnesota State Community and Technical College	27	\$33,750	30	\$37,500	57	\$71,250
Minnesota West Community and Technical College	81	\$101,250	0	\$0	81	\$101,250
Normandale Community College	63	\$78,750	15	\$18,750	78	\$97,500
North Hennepin Community College	45	\$56,250	28	\$35,000	73	\$91,250
Northland Community and Technical College	58	\$72,500	0	\$0	58	\$72,500
Northwest Technical College - Bemidji	15	\$18,750	17	\$21,250	32	\$40,000
Pine Technical and Community College	37	\$46,250	5	\$6,250	42	\$52,500
Ridgewater College	42	\$52,500	8	\$10,000	50	\$62,500
Riverland Community College	38	\$47,500	16	\$20,000	54	\$67,500
Rochester Community and Technical College	69	\$86,250	18	\$22,500	87	\$108,750
Saint Paul College	43	\$53,750	23	\$28,750	66	\$82,500
South Central College	26	\$32,500	19	\$23,750	45	\$56,250
St. Cloud Technical and Community College	57	\$71,250	20	\$25,000	77	\$96,250
Total	1,350	\$1,687,500	320	\$400,000	1,670	\$2,087,500

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 2024 Workforce Development Scholarships, number and dollar value awarded,
at universities**

Short Formal Name	Received Workforce Development Scholarship 3rd Year Award University (10295)	
	Count of Students Receiving Award	Total Dollars Awarded
Bemidji State University	10	\$12,500
Metropolitan State University	1	\$1,250
Minnesota State University Moorhead	3	\$3,750
Minnesota State University, Mankato	1	\$2,500
Southwest Minnesota State University	1	\$1,250
St. Cloud State University	4	\$5,000
Winona State University	1	\$1,250
Total	21	\$27,500

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 2024 Workforce Development Scholarship recipients, by institution and industry

Workforce Development Scholarship Program - Count of Enrolled Students Receiving Award by Industry by Institution
 Fall 2023 (as of 12/20/2024) - Minnesota State Colleges and Universities

Short Formal Name	Advanced Manufacturing	Agriculture	Construction	Healthcare Services	Information Technology	Public Safety	Early Childhood	Education	Transportation	Liberal Arts	Other Technical	TOTAL
Alexandria Technical and Community College	4	0	5	11	2	9	9	0	5	0	0	45
Anoka Technical College	13	0	7	23	0	0	0	0	2	0	0	45
Anoka-Ramsey Community College	11	1	0	73	16	1	0	7	0	17	3	129
Central Lakes College	4	2	0	28	1	4	1	0	17	0	0	57
Century College	3	0	0	43	4	0	0	0	28	0	0	78
Dakota County Technical College	2	15	20	27	6	0	3	0	11	0	0	84
Fond du Lac Tribal and Community College	0	0	0	17	0	0	7	0	0	0	0	24
Hennepin Technical College	24	5	3	18	14	6	0	0	16	0	0	86
Inver Hills Community College	2	3	0	59	6	0	0	0	0	0	0	70
Lake Superior College	8	0	2	64	5	4	0	0	7	5	1	96
Minneapolis Community and Technical College	19	0	0	33	20	0	8	0	6	0	0	86
Minnesota North College	9	9	8	14	2	0	0	0	1	1	0	44
Minnesota State College Southeast	4	0	2	16	1	0	1	0	0	1	1	26
Minnesota State Community and Technical College	21	4	0	6	7	7	5	0	5	0	2	57
Minnesota West Community and Technical College	3	3	15	44	1	0	3	0	4	5	3	81
Normandale Community College	2	0	0	24	27	0	0	21	0	2	2	78
North Hennepin Community College	1	0	1	52	16	0	0	3	0	0	0	73
Northland Community and Technical College	6	2	6	20	4	13	1	0	6	0	0	58
Northwest Technical College - Bemidji	0	0	0	20	0	0	2	0	2	0	8	32
Pine Technical and Community College	17	0	0	14	3	0	5	0	2	1	0	42
Ridgewater College	6	21	6	11	3	1	1	0	1	0	0	50
Riverland Community College	1	0	16	10	3	7	0	0	9	8	0	54
Rochester Community and Technical College	1	4	0	67	7	0	3	0	5	0	0	87
Saint Paul College	25	0	0	3	16	0	3	0	19	0	0	66
South Central College	11	12	3	0	5	0	4	0	9	1	0	45
St. Cloud Technical and Community College	16	0	10	24	5	0	4	1	7	5	5	77
Bemidji State University	1	1	0	8	0	0	0	0	0	0	0	10
Metropolitan State University	0	0	0	0	0	0	0	0	0	1	0	1
Minnesota State University Moorhead	0	0	0	2	0	0	1	0	0	0	0	3
Minnesota State University, Mankato	0	0	0	1	0	0	0	0	0	0	0	1
Southwest Minnesota State University	0	0	0	1	0	0	0	0	0	0	0	1
St. Cloud State University	0	0	0	1	3	0	0	0	0	0	0	4
Winona State University	1	0	0	0	0	0	0	0	0	0	0	1
TOTAL	215	82	104	734	177	52	61	32	162	47	25	1,691
% of Awards by Program Group and Year	13%	5%	6%	43%	10%	3%	4%	2%	10%	3%	1%	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 2024: Degrees Awarded, by Industry

Workforce Development Scholarship Recipients: Degrees Awarded by Industry
Degrees Awarded in Fiscal Year 2024
Minnesota State Colleges and Universities

Industry	Bachelor's Degree	Associate Degree	Certificate	Diploma	Total	% Total by Industry
Advanced Manufacturing	2	71	47	97	217	12%
Agriculture	1	43	18	24	86	5%
Construction		9	2	26	37	2%
Early Childhood Education		35	36	10	81	5%
Education	3	9	1		13	1%
Health Care Services	20	525	30	162	737	42%
Information Technology	7	109	64	12	192	11%
Public Safety		13	1		14	1%
Liberal Arts	2	102	1		105	6%
Other Technical	1	11	10	4	26	1%
Transportation		45	76	108	229	13%
Total	36	972	286	443	1,737	100%

Note: This is a count of academic degrees earned in FY 2024 by students who received a WDS in one or more terms in FY 2019 (with Fall 2018 being first term the award was available) through FY 2024. FY 2024 award data are preliminary. FY 2021 was the first fiscal year third-year WDS were available at the Universities, and we expect the number of degrees awarded by the Universities to those who received a WDS to increase over time.

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

**Occupations of WDS Recipients Employed within 12 Months of Completing Academic Award
Fiscal Year 2022 and 2023 Graduates
Minnesota State Colleges & Universities**

Job Titles Reported on Graduate Follow-Up Survey*
A Tech
Ability Analyst Apprentice - Customer Care Representative
Addiction Counselor
Administrator Assistant
Agency Registered Nurse
Agriculture Mechanic
Air Conditioning Service Technician
Aircraft Maintenance/Technician (2)
Aircraft Mechanic (2)
Alcohol and Drug Counselor/ADC-T/LADC (8)
Aluminum Welder
Application Specialist
Applications Engineer
Applicator
Apprentice
Apprentice Carpenter
Apprentice Electrician
Apprentice Technician
Architectural Sales Representative
ARMHS worker
Assistant Clinical Supervisor
Assistant Director
Assistant manger
Assistant Security Specialist
Associate Software Developer
Auto Body Technician (8)
Automation Technician
Automotive Service Technician (11)
bilingual Registered Nurse
BIM Manager/ Project Manager
Biomedical Equipment Technician
Boiler Operator
Bravo Munitions Tech
Building Engineer (2)

Bulk Pneumatic Tanker Driver
Business Owner
C tech
CAD Designer
Carpenter
Cardiovascular Technologist (3)
Carpenter Apprentice
Catering Chef
Certified Medical Assistant/CMA/Medical Assistant (13)
Certified Medical Coder/Medical Coder (2)
Certified Nursing Assistant/CNA (9)
Certified Surgical Technologist/Surgical Technologist (8)
Certified Veterinary Technician/CVT (5)
Childcare Provider
Childcare Specialist
Childcare Worker
Classroom Assistant
Clinical Assistant
Clinical Lab Assistant
Clinical Manager
Clinical Medical Assistant
Clinical Program Therapist
CNA/TMA (2)
CNC Machinist (5)
CNC Machinist Programmer
Community Health Worker
Computed Tomography (CT) Scanner Operator
Computer Help Desk Specialist
Computer Repair Technician
Computer technician/IT administrator
Construction Laborer
Construction Manager
Contract Field technician
Contributing Writer & Blogger
Controls Designer
Controls Programmer
Copy Center Operator
Correctional Officer (2)
COTA (2)
Credit Support Specialist
Crew Chief/Equipment Operator

Crew Member
Criminal Justice Intervention Advocate
Critical care nurse
CT Technologist (2)
Custom applicator (2)
Customer Service
Dairy Management/Owner Operator (2)
Daycare Aide
Daycare Provider/Licensed Daycare Provider (2)
Deli/cashier
Deployed
Designer
Diesel Mechanic/Technician (18)
Digital & IT Associate
Digital Literacy Tutor Coordinator
Digital Media Technician
Direct Support Personnel
Director of Nursing
District Technology Assistant
Doula
Drafting
Driver (3)
Drug Abuse Social Worker
DSP (2)
EDI Support Technician
Educational Support Professional
Educator of ojibwe language
Electric Utility Lineworker
Electrical Electrician (3)
Electrical Lineworker (5)
Electromechanical Tech 2
Electrophysiology Tech
ELL Kids
Emergency Department Registered Nurse (2)
Emergency Department Registered Nurse/Nurse (2)
Emergency Medical Technician/EMT (2)
EMT/Paramedic (2)
End-User Support Specialist
Engineering
Engineering Technician
Entry Level HCC Coder

Entry-Level technician
Equipment Operator (2)
Equipment Operator JR (2)
Express
Express Tech (2)
Faculty - Automotive Instructor
Farmer (2)
Field Machinist
Field Service Engineer
Firefighter Paramedic (2)
Float counselor
Florist
Four Star Instructor
Fraud Investigator
Frontend medical billing & coding
Fueling Aircraft
Fulfillment Expert
General Service
Guide
Gunsmith
Head Toddler Teacher
Health Assistant
Heating, Ventilation, and Air Conditioning (HVAC) Mechanic (2)
Heating, Ventilation, and Air Conditioning (HVAC) Technician (5)
Heavy Equipment Mechanic
Heavy Equipment Operator (4)
Heavy Equipment Technician
Help Desk Technician
Highway department
HIT
Home School Advocate
Horticulturalist/Horticulture Technician (2)
Hospice Aide
Hospice Registered Nurse/Hospice Nurse (2)
Hospital LPN
Host/Bartender
Human Risk Analyst
ICU Registered Nurse, Bedside
Imaging Technologist
Independent Consultant
Indoor Greenhouse

Infant Teacher
Information Technology Help Desk Analyst
Inpatient Coder
Install Lead
Installation Technician
Intern
Internal Sales Technician
IR Tech
Ironworker (2)
IT
IT intern
IT Specialist/Support/Support Analyst/Support Specialist (4)
IT Technician (4)
IT-Contractor
ITS2
Kindergarten Teacher
L4 Engineer, Software Developer
Laborer (3)
Land Surveyor
LDA (5)
Lead Direct Support Professional
Lead Preschool Teacher (2)
Lead Teacher (2)
Lead Technician
Licensed Electrician (5)
Licensed Physical Therapist Assistant (3)
Licensed Practical Nurse Psychiatry
Licensed Practical Nurse/LPN (46)
Licensed/Registered Dental Assistant/Dental Assistant (31)
Light Duty Mechanic/Technician (2)
Long Haul Truck Driver
Lube Technician (4)
Machine Operator
Machine Tool Technician Instructor
Machinist (10)
Mainline Technician
Maintenance
Maintenance Manager
Maintenance Mechanic (2)
Maintenance Technician (5)
Maintenance Technician/ electrician

Management Analyst
Manufacturing technician
Marine and Powersports Technician/Marine Technician (2)
Marketing
Marketing Assistant
Massage therapist
Mechanic/Technician (12)
Mechanical Drafter
Mechanical Repair Technician 111
Mechanics apprentice/ Trainee
Medic
Medical Billing Specialist
Medical Device Assembler
Medical Laboratory Technician/Technologist (6)
Medical Surgery Registered Nurse/RN/Surgical RN (4)
Medication administration nurse
Merchandiser (2)
Microbiology Technician
Mine safety and health assistant
Mobile Equipment Technician
Moto Tuner
MRI Technologist (2)
Nail Technician
Nanny (2)
NDT/NDT Composite Inspector (2)
Network Systems Technician
Nurse (5)
Nursing assistant (7)
Oncology Registered Nurse (3)
On-ice official
Operating Room RN/Nurse (2)
Operator (2)
Outpatient Coder
Owner (2)
Painter / Bodyman
Para
Paraeducator
Paramedic (6)
Paraprofessional
Pastry Chef (2)
Patient Access

Patient Account Representative
Patient Care Assistant
Patient Receptionist/Patient Registration/Patient Services Coordinator (3)
Payroll Specialist (2)
PC Support Specialist & Bookmobile Clerk
Pediatric Registered Nurse/PICU RN (3)
Personal Care Assistant
Phlebotomist/Phlebotomy Technician (2)
Physical Therapist Assistant
Plumber
Plumbing Apprentice
Police Officer (3)
Power Sports Technician
Pre-apprentice
Prepress Application Specialist
Preschool Teacher
Prior Authorization Specialist
Product builder
Production Support
Program Coordinator
Psych Triage LPN
Psychiatric RN
Python Developer
Quality Technician
Radiologic Technician/Technologist/Rad Lab Technician (20)
Ramp Agent/Safety Trainer (2)
Real Estate Assistant
Refrigeration/Refrigeration Tech (2)
Registered Dental Hygienist/Dental Hygienist (15)
Registered Nurse - Cardiac Medicine
Registered Nurse - CVS PCU
Registered Nurse & MedSurg/ED
Registered Nurse/RN (108)
Registered Respiratory Therapist (RRT) (2)
Rehabilitation Aide
Remote field technician 2
Research assistant
Research Intern
Respiratory Therapist
Revenue Cycle Specialist
RN Assessment Manager

RN Case Manager
Robot Welder
Robotics System Technician
Route Driver
Sales Advisor
Sales Team Leader
Sales Trainee
Salesperson
Scrum master
Seasonal Maintenance of Way
Self Employed
Semi Skilled Laborer
Senior IT Admin
Senior Lab Technician
Server
Service Advisor
Service Runner
Service Technician (9)
Shop Mechanic
Sleep Technologist
Small Engine Mechanic
Social Media Specialist
Software Developer
Software Developer Intern
Sous Chef
Special Education Paraprofessional
Sterile Processing Technician
Substance Abuse Counselor
Substance Use Registered Nurse
Sud Counselor
Supervisor (2)
Supply Specialist
Teacher
Teacher assistant
Team Lead
Team Member
Tech Consultant
Technician (12)
Test Technician
Tester
Title 1 para

Tool & Die Maker
Trained Medication Aide/TMA
Transmission Lineman
Trauma Registrar
Triage (RHIT)
Truck Driver (4)
Union Operator
Urgent Care Nurse
UX/UI Designer Freelance
Veterinary Technician
Water Technician
Welder Helper
Welder/Welder Fabricator (18)
Welder-Assembler
Welding Engineer/Painter
Welding Intern
Welding Operator
Wire Welder (2)
X-Ray Technician (2)
X-ray/ct overnight
Youth counselor
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 FY2022 or FY2023 who earned an academic award in FY2022 or FY2023 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 812 graduates who provided a response to this question out of the 1,455 total who indicated they were employed within 12 months of graduating.

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