



Youth Skills Training Program

Report to the Minnesota Legislature

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Minnesota Department of Labor and Industry
Youth Skills Training Program
443 Lafayette Road N.
St. Paul, Minnesota 55155
Phone: 651-284-5184
Email: YST.DLI@state.mn.us
Web: www.dli.mn.gov

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Introduction

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

Purpose

The YST program supports the development of partnerships that will provide industry-related classroom instruction and paid work experience to high school students aged 16 years and older in high-growth, high-demand, living wage occupations. As provided by the Legislature in May 2017 (Minn. Stat. 175.46), local partnerships must include schools and employers working together to develop and implement YST programs throughout the state. Locally developed partnerships create programs to provide safe, healthy and meaningful paid work experience to student learners. YST programs provide industry exposure opportunities, industry-related classroom instruction, safety training, industry-recognized credentials and paid work experience in the five key industries of advanced manufacturing, agriculture, automotive, health care and information technology.

Minnesota boasts an exceptionally diverse economy and a labor force participation rate of 68%, one of the highest in the nation¹. As of September 2024, there were six workers for every 10 open positions². Finding workers with the right set of skills remains a challenge for employers, particularly in two of the most prominent industries in the state: advanced manufacturing and health care. The past decade has revealed that employers must maximize every tool available to ensure a qualified workforce, both now and in the future.

The YST program is one way to address workforce challenges within its industries of focus, both now and into the future. By providing students with career exposure and paid work experience, high school students participating in YST learn about a variety of career opportunities. YST programs emphasize career exposure and go even further to provide technical skills, safety instruction, opportunities to gain industry-recognized credentials and teach important employment skills to be successful in careers in these industries.

Current state and program expansion

Originally created by the Legislature in 2017, the YST program included grant funding in the amount of \$500,000 per year, or \$1 million per biennium. These grants were initially awarded to a minimum of five partnerships and statutorily could not exceed \$100,000 to each local partnership. Additionally, a one-time appropriation of \$200,000 out of the Workforce Development Fund was provided for DLI to develop the program over fiscal years 2018 and 2019. Due to the success of YST, the Legislature increased the investment in 2019 to \$2.2 million per

¹ MN DEED Labor Market Information, <https://mn.gov/deed/newscenter/press-releases/?is=1045-628312>

² United States Bureau of Labor Statistics, [Minnesota Job Openings and Labor Turnover — September 2024 : Midwest Information Office : U.S. Bureau of Labor Statistics](#)

biennium from the Workforce Development Fund. This increase in grant funding allowed the YST program to fund twice as many partnerships annually. In 2023, the Legislature increased the biennial grant funding to its current appropriation of \$3 million, or \$1.5 million per year. With that increase in grant funding came an increase in administrative support, allowing DLI to grow the team to 2.5 full-time equivalent (FTE) positions, a program manager, a program consultant and a part-time program specialist. This funding enables YST program staff to administer the grants, provide outreach to schools, employers, and community organizations, offer technical assistance to both grant-funded and continuing YST partnerships and facilitate employer review and approval to host student learners.

Goals

The goal of the YST program is to offer industry exposure opportunities and training to students in high-growth, high-demand, living-wage careers in several key industries in Minnesota. The strategy to reach this goal is to support the development of local partnerships between high schools, employers and community stakeholders. Local partnerships provide students with industry exposure, safe and meaningful paid work experience and pathways to careers within these industries. The goal of the funding is to create, implement and grow new programs or expand existing programs throughout the state, supporting students, employers and local communities.

One of our nursing assistant graduates has already reached out about applying for and working with a health care provider in our region. It's always so fun to see the pathway come to fruition for students – from coursework, to industry credential, to employment, all within a few months!

- Bemidji Career Academies staff

Benefits

Students benefit from meaningful career exposure, educational training including high school and/or post-secondary course credits, safety training, industry-recognized credentials and paid work experience in careers they are interested in pursuing. Through YST programs, students discover a variety of pathways to high-growth, high-demand, living-wage occupations that exist within their communities. The exposure to employer partners in their own community increases the potential of retaining students upon graduation or attracting them to return should they move away.

I think my favorite part was just learning about ourselves. The whole process of this assignment was to learn about what we would like to do when we are older and what we need to learn about it. On the website, it shows us multiple jobs that could be very good for ourselves. I like that it showed us multiple options because we could search through it and find out what we are really into. Writing in general is not one of my best subjects, but when we can pull things like this into it, it makes it just so much better. In general, I think the fact we could learn about ourselves was the best part.

- Youth Skills Training student learner

Employers benefit by connecting with educators, providing input about curriculum, teaching students the skills needed to be successful in the industry and gaining access to a new generation of employees with basic education, training and interest in pursuing a career within targeted industries. Employers also benefit from building relationships with student learners, schools and their communities. Their contributions provide individualized training and basic industry knowledge to student learners. Once these students graduate from high school, they can help address the shortage of qualified employees.

Schools benefit by being a connector between students and meaningful work experience within their community. Additionally, schools benefit as students receive career exposure activities with employers that the schools may otherwise be unable to provide.

My child was undecided about what they would want to do. The YST program has helped him find his passion for working with his hands and finding his career path after high school.

- Parent of YST student learner

Affected communities

YST programs serve employers, school districts, students, families, communities, post-secondary institutions, employer associations and non-profit groups by working with communities throughout the state to provide student learners aged 16 and older with paid work experience that may otherwise be unavailable. Employers are paired with student learners who demonstrate an interest in their industry. Prior to participating in paid work experiences, student learners develop basic work skills and technical skills for the industry in a classroom environment, which they then apply and further develop in a work setting.

DLI promotes public-service-centered work, teamwork, collaboration and building an inclusive environment with equitable systems – all priorities consistent with the YST program. The YST program serves students, employers, schools and communities throughout Minnesota. All students attending a YST partner school are eligible to participate in the program. This may include public, private, home and charter schools. YST programs do not discriminate based on race, ethnicity or any other characteristic. It is an expectation that student demographics

of the programs are consistent with the student demographics of the schools developing and implementing YST programs. Grant applicants are scored based on their ability to serve diverse populations and populations experiencing inequities and/or disparities including racial and ethnic communities. Diverse populations may include but are not limited to people of color, Indigenous people, Native Americans, New Americans, people identifying as LGBTQIA+, people of varying disability status, low-income populations and populations represented by different geographic locations across Minnesota including both urban centers and Greater Minnesota.

Activities

Initial funding for the YST program created one FTE program manager position to develop and promote the new program. The program manager tasked with launching the program started in September of 2017 and departed in July of 2024; a newly hired program manager continues to provide outreach, support partnership development, provide technical assistance, facilitate the approval of YST employers and administer grant funding. Program success is based on this consultative approach to support the development and implementation of YST programs throughout the state. In 2023, the Legislature awarded funding for one FTE program consultant and one .5 FTE program specialist, both of whom started with the team in 2024 and support outreach, grant administration, program consultation and employer approval. Visit dli.mn.gov/yst for more information.

Outreach

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

2019	2020	2021	2022	2023	2024
93 in-person meetings	85 in-person and virtual meetings	101 virtual meetings	185 virtual meetings	234 in-person and virtual meetings	251 in-person and virtual meetings
64 employer walk-through visits	27 employer approval meetings	89 virtual employer meetings	87 virtual employer meetings	92 in-person and virtual employer meetings	70 in-person and virtual employer meetings

*The YST program manager, consultant and specialist host impromptu meetings with stakeholders on an almost daily basis, so these metrics are conservative.

Consultation

The program manager and consultant meet with partnerships throughout the state to provide program information, technical support, resources and training to create and implement YST programs. Successful programs have been highlighted and recognized to serve as examples for the whole state. YST staff continue to review and revise quarterly reporting, progress monitoring and grant management processes to provide efficient and accurate information about YST outcomes.

The YST program staff provide prompt consultation to current and potential partners as they explore and develop YST programs. YST staff also meet with employers, schools and community stakeholders to provide information and answer questions. In many cases, YST staff will serve as connectors so that current partnership representatives can connect with other, newer partnership staff or potential collaborators. Whenever a challenging employment situation arises, YST staff help brainstorm solutions and provide guidance about ways to effectively offer safe, healthy and meaningful work experiences to student learners. Additionally, the YST program has designed a guide for establishing and developing a YST program. This guide was updated in the spring of 2021 to reflect current information, process changes and outline the new employer approval process.³ The YST guide was revised in the spring of 2024 to update information and reflect any changes to the program.

I can't help but thank all of the instructors who were always able to witness a bit of their lives and make me fall in love with medicine again. Thanks to this program, I get to be a part of CareerTWO where I'll continue on my journey with health and have the chance to get my CNA license. I can finally hop onto the road of success I've always felt so far from.

- Youth Skills Training student learner

YST industries

YST-approved industries include advanced manufacturing, agriculture, automotive, health care and information technology. These industries align with DLI's Minnesota Dual-Training Pipeline and Apprenticeship Minnesota to allow students the opportunity to transition into dual-training programs and meaningful careers after they graduate from high school.

YST occupations and industries are required to be part of a career pathway and conducive to the dual-training model (related instruction paired with concurrent on-the-job training) and hands-on learning. The occupations and industries were selected based on the following criteria:

1. Current demand indicator – Department of Employment and Economic Development (DEED) Labor Market Information (LMI) Occupations in Demand (OID) Tool: Top 40% rank; equivalent to four- and

³ <https://dli.mn.gov/sites/default/files/pdf/yst-guide.pdf>

five-star current demand-occupations, statewide.

https://apps.deed.state.mn.us/lmi/oid/Results_9Columns.aspx

2. Projected growth rate – DEED long-term high-growth, high-demand: Minimum of 500 projected openings or a minimum projected growth of 7%. mn.gov/deed/data/data-tools/employment-outlook/
3. Median wage/cost of living – Equal to or higher than DEED-calculated Cost of Living for Labor Markets for Minnesota (one full-time and one part-time working adult and one dependent) – \$19.46 an hour. mn.gov/deed/data/data-tools/col/
4. Appropriateness – The occupation is not prohibited for minors under the age of 18.
5. Credentialing – The occupation offers training that results in an industry-recognized credential.

Employer approval process

The goal of the YST program is to provide 16- and 17-year-old student learners with safe, healthy and meaningful paid work experience in high-growth, high-demand and living-wage industries. YST programs are required to provide students with opportunities to learn about the industry, take industry-related classes, receive safety training and earn industry-recognized credentials such as OSHA 10 certification and certified nursing assistant (CNA) certification. Safety training is also required at the employer site, proper personal protective equipment is required and student learners are supervised and mentored by qualified employees during all working hours. By meeting these requirements and receiving approval from DLI, these student learners can work in industries otherwise prohibited by child labor laws.

In spring 2019, DLI revised the YST employer approval process for businesses interested in providing student learners with paid work experience through this program. The modified process included completing a walk-through of the facility to view the machines and equipment that will be used in the student-learner experience. The goal was to ensure student safety and better understand the needs of industry partners. Prior to this revision, machines and equipment were evaluated on paper alone, which presented challenges to determine potential dangers for student learners operating these machines. The new process determines what safety features are in place, reviews potential environmental hazards and provides an opportunity to have a meaningful consultation with employer partners. The employer approval process can be offered virtually, which was an adjustment to address COVID-19 pandemic related challenges. Due to the programmatic efficiencies gained, employer approvals can still be performed virtually.

The modified approval process proved more effective and reduced the paperwork required of employers. Additionally, the new process further clarifies the steps to keep student learners safe on the job. All stakeholders have the common goal of providing safe, healthy and meaningful paid work experiences to student learners. These employer visits strengthened the quality of the program for the student learners who participate.

In 2024, DLI further revised this process to grant one-year conditional approval for employers. During this period, DLI communicates frequently with employers to ensure they are meeting their commitments to student safety. Following the conditional approval, employer approval is reviewed and renewed every three years. This process aims to better support employers and students benefitting from paid work experience.

To date, 224 employer locations have been approved by DLI to provide YST student learners with safe, healthy and meaningful paid work experiences. The following steps are currently required for employers to become approved through the YST program. Visit dli.mn.gov/yst for more information and to download approval forms.

Youth Skills Training Program Employer approval process	
Step 1: Employer	Employer submits the following to YST program staff: 1. Copy of employer workers' compensation declaration page 2. Completed <i>Machine/Tool/Equipment Review</i> form 3. If the safety meeting will be conducted virtually, pictures or videos of the machines/tools/equipment are also required.
Step 2: School	Class syllabus School provides a class description or class syllabus for the industry-related class(es) a student takes prior to or in conjunction with paid work experience.
Step 3: YST staff, DLI safety consultant, employer	YST safety meeting In-person or virtual meeting to discuss the submitted documentation and review all machines/tools/equipment that employers would like 16- and 17-year-old student learners to use as part of a paid YST work experience.
Step 4: DLI and employer	YST statute review and approval Form is completed by YST staff then reviewed and signed by the employer supervisor. The DLI commissioner provides final review and signature for approved employers.
Step 5: Employer, student, parent and school	Training agreement All parties complete and sign the training agreement form. Form is submitted to YST program staff prior to students starting a paid work experience. Copies are kept on file at the employer site and at the school the student attends.

Grant administration

YST grant recipients are selected through a competitive grant process. The grant review committee consists of representatives from education, industry and state agencies. YST grants provide local partnerships with funding to create, implement and expand YST programs throughout the state. Grants are used to recruit students, recruit employers, provide student transportation, market and advertise programs, provide funding for dedicated staff time to facilitate YST programming and pay for students to obtain industry-recognized credentials, supplies and curriculum for YST courses. Grant funding cannot be used to pay student wages. YST program staff monitor and review grant applications and the reporting process for efficiency and to ensure accurate data collection on a quarterly basis.

Summary

To date, 83 grants have been awarded to partnerships throughout the state and provided 138,756 students with the opportunity to participate in meaningful activities to learn about at least one of the five approved YST industries. More than 62,490 students have completed or are taking classes and receiving safety training directly related to these industries. In addition, 5,300 students have received an industry-recognized credential and 1,339 students have participated in safe, healthy and meaningful paid work experience in one of these industries.

Table 1. YST grant application summary	First round	Second round	Third round	Fourth round	Fifth round	Sixth round	Seventh round
Number of funded partnership applications	5	11	11	11	11	17	17
Number of partnership applications received	25	34	25	25	32	33	35
Number of schools involved	64	79	84	72	80	62	65
Number of employers involved	107	160	150	146	211	157	271
Number of post-secondary institutions	7	21	14	17	9	16	32
Number of community organizations	13	40	40	55	43	42	53
Grant funding available	\$500,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,500,000	\$1,541,500*
Amount of grant dollars requested	\$2,388,094	\$3,160,291	\$2,340,476	\$2,223,120	\$2,896,647	\$2,922,901	\$3,151,689
*The additional \$41,500 came from funding that was not awarded during grant round 6B, which was available for one year of performance from July 1, 2024 – June 30, 2025.							

Table 2. YST grant award summary	First round	Second round	Third round	Fourth round	Fifth round	Sixth round	Seventh round
Number of partnerships awarded	5	11	11	11	11	17	17
Award amounts (range if applicable)	\$95,000	\$80,000 - \$95,000	\$70,000 - \$90,000	\$57,950 - \$100,000	\$40,000 - \$100,000	\$48,417 - \$100,000	\$48,140 - \$100,000

Number of school districts involved	13	39	24	30	31	27	16
Number of employers involved	51	87	85	82	141	84	107
Industries involved (advanced manufacturing, agriculture, automotive, health care, information technology)	3	5	5	5	5	5	5

Table 3. YST student involvement to date	Round 1 July 1, 2018 – June 30, 2020	Round 2** July 1, 2019 – June 30, 2021	Round 3 July 1, 2020 – June 30, 2022	Round 4 July 1, 2021 – June 30, 2023	Round 5 July 1, 2022 – June 30, 2024	Round 6* July 1, 2023 – present	Round 7* July 1, 2024 – present
Student exposure to YST industries	3,278	12,923	18,442	26,822	24,511	30,530	12,584
Related instruction and safety training	2,385	11,304	6,195	11,099	12,194	10,062	5,468
Industry-recognized credential	224	359	499	1,291	702	1,081	427
Paid work experience	109	204	204	335	226	142	28
Percent of students to receive credential	80%	92%	98%	98%	100%	*N/A	*N/A
Percent of students to graduate when eligible	91%	90%	100%	95%	88%	**100%	*N/A

**Note: Round six grant partnerships will not conclude their grant period until June 30, 2025; round seven grant partnerships will not conclude their grant period until June 30, 2026. Graduation statistics will not be available until that time.*

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

Current grant-funded YST partnerships

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

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

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

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

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

Grant round seven (July 1, 2024, through June 30, 2026)

The seventh round of YST grant recipients was announced April 16, 2024. Seventeen partnerships are receiving grant funding:

- Albert Lea Area Schools
- Bemidji Career Academies
- Cambridge-Isanti Public School District
- Detroit Lakes Public Schools
- Fergus Falls High School
- Great River School (St. Paul)
- Hennepin West Consortium
- Hermantown Community Schools
- Itasca Area Schools Collaborative
- Minneapolis Public Schools – Wellstone International High School
- Moorhead Public Schools
- New Prague Area Schools
- Parkers Prairie School District
- Perham Schools
- ROCORI School District
- Staples Motley School District
- East Grand Forks Public Schools

YST partnership details for round six grant recipients
(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
Venture Academy Career and Technical Education Program <i>Health Care, Information Technology</i>	Venture Academy (charter school)	Avivo, Genesys Works (and their employer partners), Access Point, Step-Up	• Career Seminar 1 by 10th grade • Option to select into Project Lead the Way, Biomedical and Computer Science classes • Option of taking a CPR certification course, OSHA 10 course, Intro to computer science course and AP computer science course • Paid work experience through Genesys Works (IT) or Avivo and Access Point (HC, CNA)
Bluejacket Career Academies <i>Advanced Manufacturing, Automotive, Health Care</i>	Hibbing School District	Ready & Willow, Fairview Range Medical Center, Choice Therapy, St. Louis County Public Health & Human Services, Hibbing Fire Department, Orthopedic Associates of Duluth, Fairview Plaza, Range Spine Health & Injury Center, Affordable Therapeutic Massage, Big Stone Therapies, Recover Health, Baron's Pharmacy, Range Center, Guardian Angels Nursing Home, St. Luke's Family Medical Center, Essentia Hibbing Clinic, Lakeview Behavior Health, Kind Mind Counseling, Arrowhead Orthodontics, Bonner Eye Clinic, Eye Clinic North, Ken's A1 Auto Service, Ranger Chevrolet, Ford of Hibbing, Chrysler Center of Hibbing, Beltline Body Shop, John's Autobody, Aftermarket Solutions, Triumph Twist Drill, Metal Technologies, Cleveland Cliffs-UTAC, Barr Engineering, LVC Companies, Range Steel Fabricators, Max Gray, Furin & Shea Manufacturing, Hibbing Fabricators, Hibbing Public Access Television	• Extended coursework in automotive with Hibbing Community College • Paid work experience with local Ford dealer • Advanced welding curriculum and paid work experiences in manufacturing • Internships in health care • Safety training for all three industries

YST partnership details for round six grant recipients
(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
Stillwater Pathways <i>Advanced Manufacturing, Health Care</i>	Stillwater Area High School	CG Hill and Sons, Andersen Corporation, SMC, Ltd. GreenHalo Builds, Xcel Energy, Lakeview Hospital, Presbyterian Homes & Services, Revo Health/Twin Cities Orthopedics, Ecumen, Lift Dental	• Use of career exploration tools • Career inventory assessment “YouScience” • Mentorship, guest speakers, tours • Job shadowing, internships • Annual Manufacturing Day • OSHA-10 training and certification • CNA certification
Academies of Alexandria Advanced (A³) Career Training Program <i>Advanced Manufacturing</i>	Alexandria Area High School	LGC Biosearch Technologies	• OSHA-10 training and certification • Paid work experience with employer partner • Guest speakers and introductions • Employers hosting students for field experiences, job shadows and other career internships
Sourcewell: HERO Program (Healthcare Educators providing Regional Opportunities) <i>Health Care</i>	Brainerd Public Schools, Crosby- Iron-ton Public Schools, Pequot Lakes Public Schools, Pillager Public Schools	Good Samaritan Society, Lakewood Health System	• Career experiences including but not limited to job shadows, informational interviews, departmental tours, interdepartmental meeting attendance and an overview of facilities operations • Mentorship • Clinicals provided for on-the-job training and paid work experiences • Attendance of career exploration event
Edina Works for Each and Every Student <i>Information Technology</i>	Edina Public Schools	Xcel Energy, Arctic Wolf, Inherited Stories, Genesys Works, M Health Fairview Systems, Target	• Extensive offering of computer science industry- related classroom instruction • Opportunity for OSHA-10 certification • Paid work experiences
Workforce Development, Inc.:	Caledonia High School, Houston	Fastenal, Rushford Manufacturing, Harmony Enterprises, LaX Fabricating, Good Shepherd Lutheran Services	• CTE Exploration Day (one-day event) • Industry site tours offered monthly

YST partnership details for round six grant recipients
(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
Industry-recognized certification in Bluff Country Collaborative <i>Advanced Manufacturing, Health Care</i>	School District, La Crescent-Hokah High School, Lewiston-Altura, Mabel-Canton, Rushford-Peterson, Spring Grove, Goodhue Education District		• Career fair • Tailored experiences through youth workforce navigator; one-on-one meetings for career exploration and support • CNA training and opportunity for certification; CPR/first aid training • Welding certificate and training • OSHA-10 training and certification • Paid work experiences
Owatonna Career Pathways <i>Agriculture, Health Care, Information Technology</i>	Owatonna Public Schools, including Alternative Learning Center	Kibble Equipment, LLC, Central Farm Services, Benedictine Health Systems, Mayo Clinic Health Systems, Federated Insurance	• “Made in Owatonna Day” business tours and speaking with professionals • College and career fairs, career navigation, tailored • Opportunity for OSHA-10 training and certification • Northstar Digital Literacy • Paid work experiences
Faribault YST Initiative <i>Advanced Manufacturing</i>	Faribault Public Schools	Mercury Corporation, Daikin Applied, Jennie-O Turkey Store, Northern Tool & Equipment Supervisor, MRG Tool & Die, Trystar	• Ten business site visits • Twenty combined speaker sessions • Extensive PSEO offerings • Safety Awareness classes • Paid work experiences
Pathway to Healthcare (CNA certification) <i>Health Care</i>	Breckenridge High School	CHI – St. Francis Health	• Field trips to local and regional work places • Visits and guest lectures from industry experts • CNA training and medical terminology courses • Health care-focused safety training • Paid work experiences

YST partnership details for round six grant recipients
(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
Monticello Youth Internships and Careers Program <i>Health Care</i>	Monticello Public Schools (ISD 882)	St. Benedict's Senior Living, CentraCare, Park View Senior Health and Living Health Care Center	• Course offerings to explore career clusters, education requirements and employment outlook • Extensive PSEO offerings including CNA/home health aide certification • OSHA-10 health care certification • Paid work experiences
Students in Information Technology at ISD 728 <i>Information Technology</i>	Elk River (ISD 728): Ivan Sand Community School, Rogers, Elk River, and Zimmerman High Schools	City of Otsego, City of Elk River, Sherburne County, Community Education at ISD 728	• Classroom speakers • Industry tours and field trips • Career fairs, job shadowing, mock interviews • Safety training provided in CTE internship class • Industry-recognized credential offerings • Paid internships
*Eagle Pathways <i>Advanced Manufacturing, Agriculture, Automotive, Health Care</i>	ISD 177 Windom Area High School	Smith Automotive, Windom Area Health, Dick's Welding, FAST Ag. Solutions, Toro	• Career exploratory courses, including career assessments, industry speakers • Annual college and career fair • Automotive work-based learning, welding, health science courses include CNA training, OSHA-10 • Paid work experiences
*Tiger Career Academies <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	ISD 477 Princeton Public Schools	Minnco Credit Union, M Health Fairview Northland, Element Group, Bright Child Development Center, Princeton Elim Wellspring, Airway Products	• Business tours • Successful completion of three courses within specific pathway of intended Career Academy • College & Career Exploration course • CNA training and certification, OSHA-10 safety credential • Paid work experience, tailored to student

YST partnership details for round six grant recipients
(Grant period: July 1, 2023 – June 30, 2025; *Oct. 1, 2023 – June 30, 2025)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
*ISD 138 North Branch Area High School: Viking Agriculture Career Pathway <i>Agriculture</i>	ISD 138 North Branch	Danny Hunter Farm, Branch Landscape Nursery, Craig Moline Farm, Farm Bureau, Tom Anderson Master Gardener	• Career navigator will develop tailored opportunities for students interested in agriculture • Safety training will be embedded • Paid internships
*Career Solutions: CareerONE & CareerTWO <i>Health Care</i>	ISD 742 St. Cloud Area Public Schools	CentraCare	• CareerONE and CareerTWO Health Care courses • First aid/CPR • CNA preparatory course, then CNA training and certification • Paid work experience
*Minnewaska Career Academies <i>Advanced Manufacturing, Agriculture, Health Care</i>	ISD 2149 Minnewaska Area High School	Clyde Machines, FAST Global Solutions, Glacial Ridge Health System, Reichmann Farms, Massman, AGCODE	• College and career fairs • Guest speakers • Field trips, job experiences • Preparatory coursework, medical terminology, CPR/first aid/AED certification, CNA certification, robotics, agriculture and welding • OSHA-10 training and certification • Paid work experiences

YST partnership details for round seven grant recipients, as of Jan. 21, 2025

(Grant period: July 1, 2024 – June 30, 2026)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
ISD #700 Hermantown <i>Advanced Manufacturing, Health Care, IT</i>	Hermantown Community Schools	Cirrus Aircraft, Essentia Health, Essentia Wellness Center/YMCA, Iron Workers Union Local 512	• Participating in work-based opportunities in the advanced manufacturing pathway in partnership with Cirrus Aircraft, including but not limited to, technical training and paid industry work experience • Partaking in classroom instruction in the information technology pathway • Experiencing a new health care pathway in partnership with Essentia Health in the area of athletic training, with classroom instruction offerings and internships • Experience pathway-relevant industry exposure to middle school students to inspire interest before entering high school
ISD #750 ROCORI School District <i>Advanced Manufacturing</i>	ROCORI High School	Cold Spring Granite, InTune Marine, Tom Kramer Inc, CARSTAR Precision Collision Auto Body, Stone 3000	• Participation in secondary school coursework designed to prepare students for careers including communication, business administration, engineering and agriculture • Certification in OSHA 10 and welding courses, possibly robotics and drone technology • Business tours • Mentorship opportunities with partner businesses • Job shadowing • Paid work experiences
New Prague High School Healthcare Pathway	ISD #721 New Prague Area Schools	Praha Village, Mayo Clinic, Main Street Dental, Mala Strana, Goldsmith Eye, Healthsource Chiropractic, Parkview Clinic	• Training in an off-side health care industry focused classroom, including an emergency responder course

YST partnership details for round seven grant recipients, as of Jan. 21, 2025

(Grant period: July 1, 2024 – June 30, 2026)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
<i>Health Care</i>			• Soft skills training • Regular site visits • Hear from guest instructors • Mentorship opportunities with health care employee • Paid work experience
Bluejacket Advanced Manufacturing Program at Cambridge-Isanti High School <i>Advanced Manufacturing</i>	ISD #911 Cambridge Isanti Schools	TEAM Industries, Aurelius Manufacturing, BP Metals, Arrow Tank, Aggressive Hydraulics, Metal Coatings & Manufacturing	• Exposure to manufacturing careers through industry tours and career spotlight events • Participate in up to three prerequisite courses to gain foundational understanding of advanced manufacturing • Paid work experience
Bemidji Career Academies <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	ISD #31 Bemidji School District: Bemidji High School, Lumberjack High School, Lakeside Learning Center, First City School and Bemidji Alternative Education Center	Bemidji Steel Company, Grizzly Truss Fabricators, Naylor's Heating and Refrigeration, North Central Door Company, Nortech Industries Inc, Hills Country Greenhouse, Bemidji Chrysler Center, Dick's Northside Service, Kenny's Tire and Auto, Choice Therapy, Northern Dental Access Center, Sanford Health, Paul Bunyan Communications	• Participating in industry-relevant courses offered at school • Partaking in work skills training • Paid work experience and possibly unpaid internships • Participation in exploratory field trips including events such as the Minnesota Tour of Manufacturing • Hearing from expert panels and classroom speakers including CEO in the classroom • Job shadowing or informational interviews • Working closely with Bemidji's school-to-work internship coordinator to place students in paid and unpaid internships in relevant industry areas

YST partnership details for round seven grant recipients, as of Jan. 21, 2025

(Grant period: July 1, 2024 – June 30, 2026)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
Perham High School CTE <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	ISD #549 Perham Dent School District	KLN Family Brands, Bongards Creamery, Arvig, Perham Health Sanford Medical, Golden Path Solutions, Kit Masters, Swan Machine	• Exposure through work-based learning opportunities • Participate in additional classroom instruction and certifications • Earn industry-recognized certifications • Paid work experience with a capstone projects
ISD #22 Detroit Lakes – Academies of Detroit Lakes <i>Advanced Manufacturing, Automotive</i>	Detroit Lakes High School	Webber Family Motors, Olander Bus Service, MNDOT, Schultz Garage and Bus Company, Foltz Trucking, BTD Manufacturing, Friesen's Manufacturing, SJE Inc.	• Exposure and work-based learning experiences • Second year in engineering design for juniors and a third year for seniors • Introduction to transportation course focusing on automotive mechanics/services, diesel mechanics and CDL • Participating in field trips, guest speakers, job shadows • Paid work experience and internships in CNC, CAD, engineering tech, automation, automotive, diesel and CDL • Participate in certification opportunities
ISD #287 Hennepin West <i>Advanced Manufacturing, Automotive, Health Care, Information Technology</i>	Hennepin West Area Schools	Luther Automotive, Mid-Continent Engineering, Cass Precision Machining, Cirtec Medical Corporation, English Rose Properties, Monarch Healthcare Management, Apple Tree Dental, North Memorial Hospital, Senior Community Services	• Participate in career and technical education and preparation for the transition from secondary to post-secondary • Participate in certification opportunities • Participate in paid work experiences

YST partnership details for round seven grant recipients, as of Jan. 21, 2025

(Grant period: July 1, 2024 – June 30, 2026)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
Camden High School, Minneapolis Public Schools* <i>Agriculture, Automotive, Health Care</i>	Minneapolis Public Schools, Camden	City of Minneapolis Health Department, Nghia's Auto, Minnesota Renewable Now	• Participate in skills training • Participate in paid work experiences
Great River Charter School #4105 <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	Great River Charter School	Dao Tech, Episcopal Homes, Free Geek, Keystone Best Buy Teen Tech, LeMettry's Collision, Lyngblomsten, Quality Tool, Signal Auto Garage, United Hospital, Urban Roots, Century College, St. Paul Fire Department EMS Academy	• Experience career exposure and immersion opportunities • Participate in industry-recognized training • Participate in career and technical education, including newly added courses • Participate in paid work experiences
ISD #544 Fergus Falls <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	Fergus Falls Schools	Vector Windows, Shore Master, Innova Industries, Paydac Plastics Inc, Northern Contours, Nelson Auto Center, Quality Toyota, Titan Machinery, RDO	• Participate in career exposure and immersion opportunities • Participate in career and technical education programs • Take advantage of personalized guidance and counseling services • Participate in workshops focusing on technical and soft skills development • Participate in industry-recognized training to earn credentials • Participate in mentorship programs • Participate in networking events

YST partnership details for round seven grant recipients, as of Jan. 21, 2025

(Grant period: July 1, 2024 – June 30, 2026)

Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
			Participate in paid work experience
Next Career Pathways Program, Itasca Schools <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	ISD #6070-50 Itasca Area Schools	L and M Radiator, Swan Machine, ASV, Northland Machine	- Participate in skill development to prepare for post-secondary education - Participate in career exposure opportunities - Develop professional soft workforce skills - Participate in networking opportunities - Plan careers - Job shadowing - Participate in paid work experiences
ISD #547 Parker's Prairie <i>Advanced Manufacturing, Agriculture, Automotive, Health Care, Information Technology</i>	Parker's Prairie Schools	Dick's Standard, St Williams Living Center, Urbank Machine, Pro-Ag Cooperative, Oak Hill Ag Services, Precision Ag 360 North, Panther Care Childcare Center	- Participate in career exploration opportunities across multiple sectors - Partake in business tours and other exposure and immersive opportunities - Participate in paid work experiences
Wellstone School, Minneapolis Public Schools <i>Health Care</i>	Minneapolis Public Schools, Wellstone School	ACR homes, HealthPartners, Allina Health, Hennepin Healthcare, Children's Hospital	- Participate in industry-recognized training - Earn certified nursing assistant credential - Participate in paid work experiences

YST partnership details for round seven grant recipients, as of Jan. 21, 2025 (Grant period: July 1, 2024 – June 30, 2026)			
Partnership name (Industry)	School district(s)	Employer partners	What are the students doing?
ISD #152 Moorhead Schools <i>Advanced Manufacturing, Agriculture</i>	Moorhead Public Schools	American Crystal Sugar	• Participate in classroom training for mechatronics, fluid power • Participate in career exposure opportunities • Participate in paid work experience
Cultivating Pathways Program: ISD #2170 Staples-Motley <i>Agriculture</i>	Staples-Motley Area Schools	Anez Consulting	• Participate in industry-recognized training • Earn industry-recognized credentials • Participate in paid work experiences
ISD #241 Albert Lea Area Schools and Area Learning Center <i>Advanced Manufacturing</i>	Albert Lea Area Schools	Design Ready Controls, Lou Rich MFG, Midwest Ag Electric	• Participate in industry-recognized training including safety training • Participate in paid work experiences
East Grand Forks Senior High School Wave Academy Program <i>Advanced Manufacturing, Agriculture, Health care</i>	ISD #595 East Grand Forks Public Schools	American Crystal Sugar, Northern Valley Machine, Mayo Manufacturing Inc., RJ Zavorals & Sons, Sanford Health	• Participate in industry-recognized training • Earn industry-recognized credentials • Participate in paid work experiences

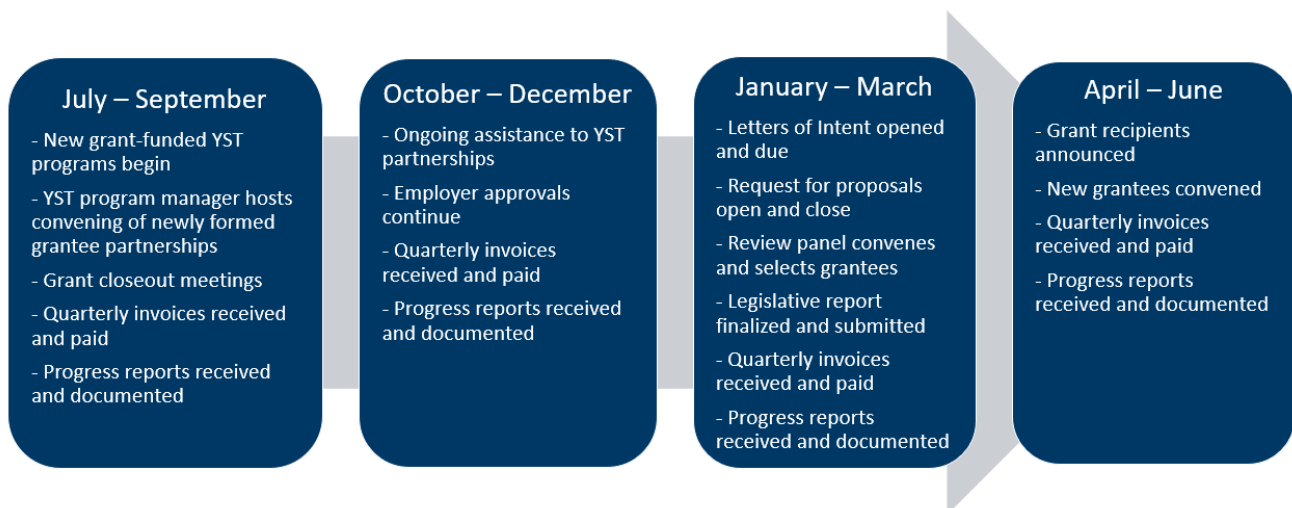
**Minneapolis Public Schools at Camden realized they did not have capacity to administer this program, so canceled their contract and returned their grant. Because they did so promptly, DLI was able to reissue the award to a different applicant.*

Post-secondary credit opportunities

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

YST programs currently receiving grant funding were asked to report the number of YST industry-related classes offered to students that have the potential to earn college credit. During the 2023-2024 school year, 24 out of 34 YST grant-funded programs reported that they offered college credit opportunities in some YST industry-related classes. All five YST industries were represented in the classes that offer the potential to earn college credit (advanced manufacturing, agriculture, automotive, health care and information technology).

Annual programmatic cycle and timeline



Recommendations

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

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

- prioritize programming for traditionally underserved populations including students of color, Indigenous people, students identifying as LGBTQI, students of varying disability status and students represented by different geographic locations across Minnesota;
- assist partnerships with developing a realistic plan to sustain the program after grant funding ends; and
- expand opportunities for successful YST partnerships to share their work and support new partnerships in creating and implementing YST programs in their communities.

Appendix A: Summary of YST Program Guide

In April of 2024, the YST Program Guide was revised to provide updated information and resources to partnerships interested in creating, implementing or enhancing an existing YST program.

The YST Program Guide provides:

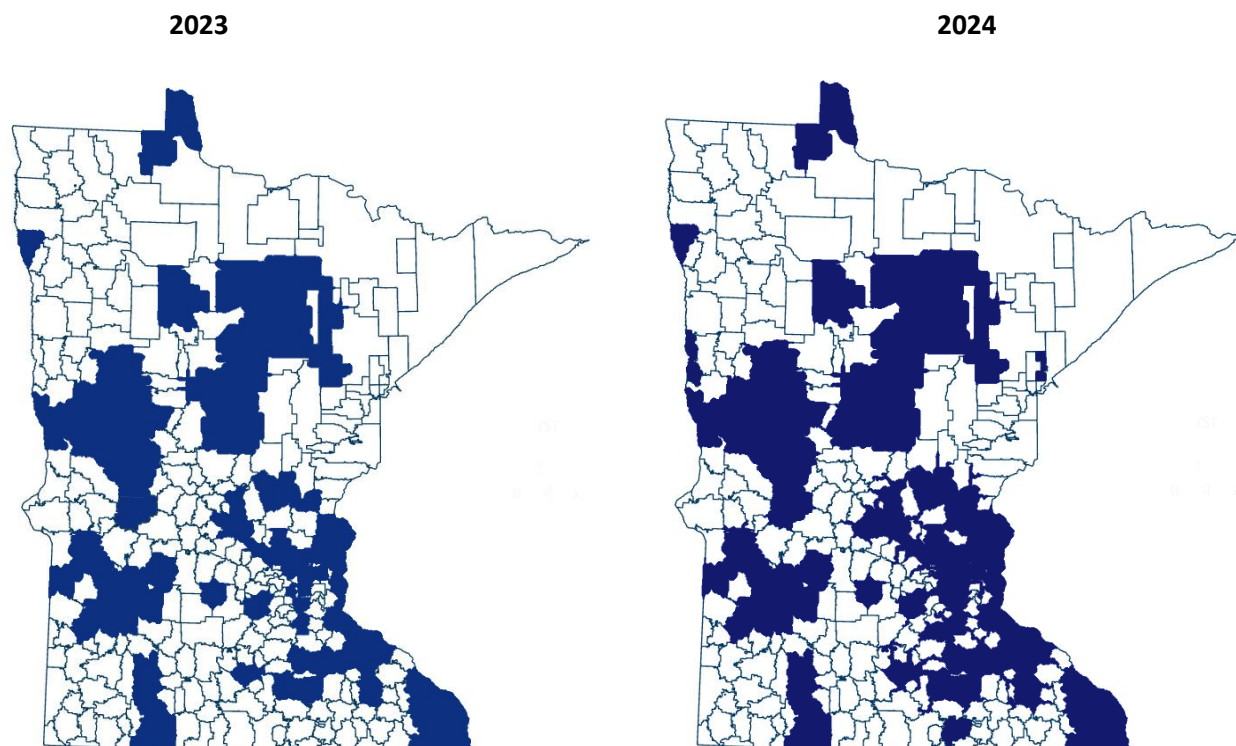
- An overview of the YST program
- Support and services offered by YST program staff members including:
 - outreach;
 - consultation;
 - employer approval; and
 - grant administration and management.
- Components and requirements to create a successful YST program including:
 - the process for selecting an approved industry that aligns with your local community;
 - steps to form local partnerships with key stakeholders; and
 - tips for creating a partnership with schools, employers and community organizations.
- An explanation about the Minnesota child-labor-program exemption
- Recommendations about how to market a program and provide outreach to students
- Roles and responsibilities for each partner, including:
 - role of employers to provide safe, healthy and meaningful paid work experience to students;
 - the role of schools serving as the link between YST student learners and employers;
 - the role and responsibilities of a student learner participating in a YST program;
 - how a parent or guardian can support their student in this program; and
 - how community organizations can get involved.

The guide is informed by successful YST programs that have incorporated the following:

- industry-exposure opportunities – these opportunities should be available for students of all ages, parents, teachers, etc.;
- quality instruction with an opportunity for students to earn industry-recognized credentials;
- employment-skill development;
- safe, healthy, and meaningful paid work experience;
- parent and community involvement; and
- plans for recruitment, growth and continual improvement.

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

Appendix B: Map of all school districts participating in YST program



Partnering school districts are highlighted in blue.

Appendix C: Employer locations approved to host YST student learners for paid work experience (224, listed alphabetically)

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

Pinnacle Marketing Group
 Plastic Products Company Inc. - Lindstrom
 Polaris – Roseau
 Polaris WSI
 Precision Tool Technologies
 Pro Tech Automotive
 Pro-Tainer Inc.
 Quanex Building Products
 R & W Welding & Machine Inc.
 Ramar Precision
 Range Steel Fabricators
 Rapat Corporation
 RDO Equipment – Maple Grove
 RDO Equipment – Fergus Falls
 Red Wing Shoes
 Regal Machine
 Reliable Bronze and Manufacturing Inc.
 Renstrom Dental
 Reviva Inc.
 Revolv Manufacturing
 Riedell Skates
 Rigid Hitch
 RMS – Anoka
 Roberts Automatic Products, Inc.
 Rosenbauer
 Rushford Manufacturing
 Samaritan Bethany – Rochester

Sanford Health – Bemidji
 Sanford Health – Neilson Place
 Schmitt & Sons
 Schwing America
 SCS Elevator Products
 Seitz Stainless
 Seneca Foods
 ShoreMaster
 Showdown Displays (Sign-Zone, LLC.)
 Silt Sock Inc.
 Smith Metal Products
 South Shore Vet Hospital
 Specialty Manufacturing
 SpecSys/Ritalka
 SpecSys/Ritalka New Ulm
 Spectralytics
 Stamp-n-Storage
 Steinwall Plastic Injection Molding
 Stepp Manufacturing Co., Inc.
 Stewartville Care Center
 Sturdiwheat
 Superior Machine
 Swan Machine
 Teamvantage
 Terog Manufacturing
 Tescom
 The Terrace

Thern Winches & Cranes
 Timron
 Tires Plus/Bridgestone
 TNT Industries
 Trison Solutions
 Two Rivers Enterprise (Stainless Kings)
 Ultra Machining Company
 UMA Precision Machining
 USG (18+ site)
 Valley Craft
 Valley Design
 Vector Windows and Doors
 Vista Tek
 Walser Automotive
 Waterjet Cutting Solutions, Inc.
 WCS Industries
 Wenger Corporation
 Westfall Technik, Inc.
 Whitaker Buick GMC
 Whitewater Health Services
 Windom Area Health
 Winegar Inc.
 Winnebago Manufacturing
 Yanmar Compact Equipment
 Zerozone
 Ziegler, Inc.

Appendix D: Partnerships awarded funding in grants one through five

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

- Hutchinson Schools TigerPath Initiative
- Red Wing Ignite Learn & Earn
- TwinWest Youth Skills Training program
- White Bear Lake Area Schools and Cerenity Senior Care
- Winona Chamber's REACH initiative

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

- ISD 728 serving Elk River, Otsego, Rogers and Zimmerman
- ISD 831 Forest Lake Area Schools
- ISD 287 Pathways to College
- Southwest Minnesota Private Industry Council
- Vadnais Heights Economic Development Corporation

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

- ISD 271 Bloomington Public Schools
- ISD 728 serving Elk River, Otsego, Rogers and Zimmerman
- ISD 656 Faribault Public Schools
- Genesys Works
- Ramsey County Workforce Solutions
- Spark-Y

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

- Goodwill Industries
- ISD 22 Detroit Lakes
- ISD 31 Bemidji
- ISD 138 North Branch
- ISD 191 Burnsville
- ISD 194 Lakeville
- ISD 477 Princeton
- ISD 831 Forest Lake
- ISD 882 Monticello
- Red Wing Ignite
- SW Metro District 28

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

- American Nursing and Technical
- Boys & Girls Clubs of Central Minnesota
- Burnsville Public Schools
- Eastern Carver County Schools
- Elk River Area Schools
- Hibbing Public Schools
- Hutchinson Public Schools
- Marvin and Warroad High School
- Southeast Service Cooperative
- White Bear Lake Area Schools
- Winona Area Chamber of Commerce

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

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