

# 2024 Annual Report



**SciTech**  
INTERNSHIP PROGRAM™



*Prepared by*  
Program Director  
Piper Cleaveland

A workforce development  
program at the Minnesota  
Technology Association







# 12 YEARS OF STATEWIDE IMPACT

**3,235 interns placed  
since 2012**

The SciTech Internship Program connects college STEM majors to valuable on-the-job learning opportunities in small Minnesota companies. Funding provided by the Minnesota legislature provides a fifty percent wage reimbursement of \$2,500 that helps hiring companies boost their productivity and invest in their talent pipeline.

SciTech internships provide students with high quality opportunities to apply their classroom knowledge to real business challenges. These hands-on experiences equip students with the opportunity to develop their skillset, project portfolio and professional network.



## STUDENTS

Eligible candidates must be a current college student; at least 18 years old; a Minnesota resident or attending college in-state; have a GPA of 2.5 or greater; be at least halfway through a STEM degree; and eligible to work off campus in the U.S.



**Access to  
jobs**



**Easy  
application**

## EMPLOYERS

Eligible companies must be a small to mid-sized for-profit company registered to do business in Minnesota; have fewer than 250 employees worldwide; in a qualifying industry (see the full list on page 4); and offer a paid STEM internship.



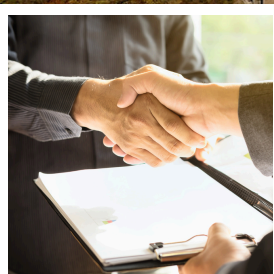
**Jobs  
promoted**



**Access to  
funding**



**College  
STEM Majors**



**Meaningful  
Internships**



**Small MN  
Companies**

**SciTech is a bridge between talent and opportunity**

# 2024 PLACEMENT HIGHLIGHTS

**255** Interns  
placed

**96%**

of students completed  
their internships

**64%** were students  
underrepresented in STEM  
(women, nonbinary, BIPOC)

8% increase from the previous year



Average hourly  
wage: \$20.93

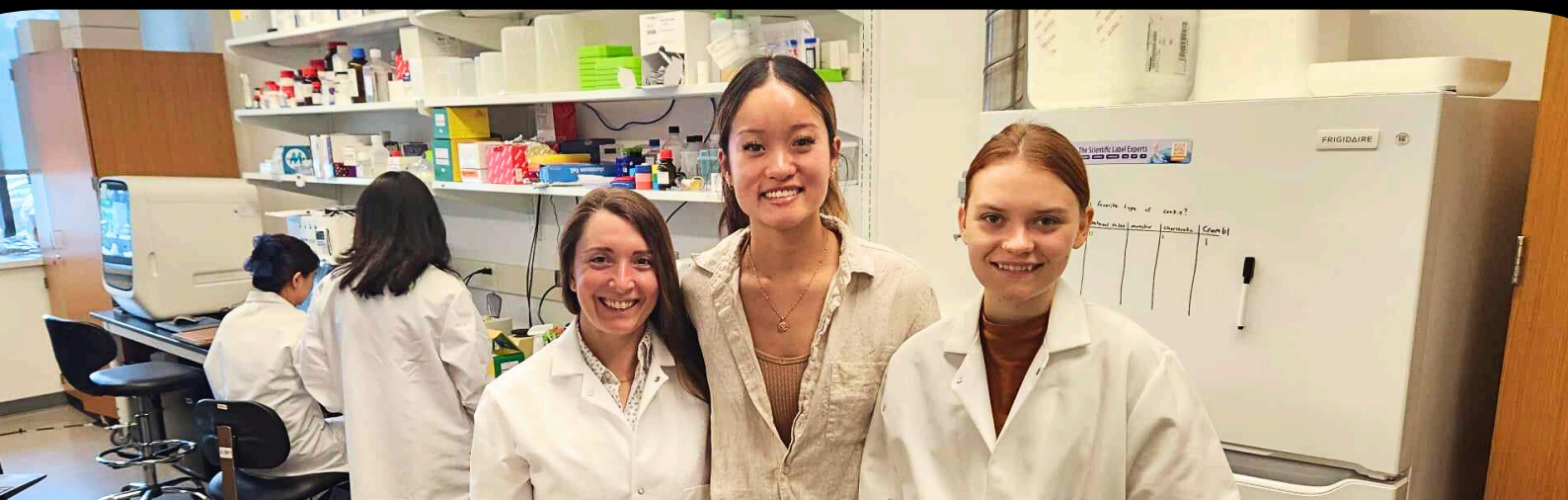
**33**

interns hired  
part/fulltime

For every \$1 the state  
provides, private employers  
contributed \$3.22 in wages  
paid to interns.

**GREAT ROI!**

■ Paid by the state ■ Paid by employers





# 2024 SNAPSHOT

## Interns placed: 255

Hires by ethnicity

172 white

83 BIPOC

Hires by gender

174 male

80 female

Hires by permanent residence

82 suburb

66 MSP

62 GRMN

45 OOS

Hires by college system

114 U of MN

54 OOS

46 private

37 MNSCU

nonbinary

for-profit

## Hiring companies: 123

Hires by location

111 suburb

80 MSP

64 GRMN

Hires by employer size

96 [11-50]

86 [1-10]

33 [101-200]

29 [51-100]

11 [201-250]

Hires by industry

77 biotech/ life science

59 engineering

45 IT

38

16

12

8

mining, materials,  
manufacturingfuels, energy,  
energy  
management

Ag Aero





## SUCCESS STORIES

### STUDENT SCIENTISTS CONDUCT EXPERIMENTS IN THE FIGHT AGAINST GUM DISEASE

Primal Health uses molecular biotechnology to produce consumable dental hygiene products to fight dysbiosis, the primary cause of gum disease.

This is Founder and CEO Emily Stein's fifth startup, and for each company she's launched, interns have always played a part in their success.

"I foundationally trust interns, 100 percent. They create a lot of value," Stein said. "I've worked for biotech companies that give you tedious grunt work where you do the exact same thing day after day under heavy supervision. I hated it, so we strive to do the opposite here. We empower folks to come and help craft the experimental design."

"I was always premed," said intern Hannah Moglowsky, a neuroscience major at the University of Minnesota, "but after starting here and seeing how much I liked working in the lab I decided to apply to grad school for research."



## INTERNS DEVELOP REACTOR TO REMOVE HARMFUL CO<sub>2</sub>

Since 2021, Carba has combined techniques using photosynthesis, evolutionary biology and reactor engineering to craft a scalable and lasting solution for turning harmful CO<sub>2</sub> into a stable form of carbon.

“The heart of this process is the reactor we’ve developed,” explained Ali Zolghadr, an Advanced R&D Engineer at Carba. “So in trying to optimize the reactor, we’ve had a lot of help from our interns with designing new systems for it.”

“Seeing this go from a computer model to something real has been awesome,” said intern Sylvia Berka. “Last week, we were even able to test it out. We went to the reactor site and saw it make the flame that we were hoping for. Seeing it all come together was really fun.”

“Both of our interns are very good at problem solving. They frequently used the resources at their disposal to research possible solutions and then designed systems to implement them,” Zolghadr recalled. “It was a really good experience.”





# 2024 STUDENT APPLICANTS

**1,518** students participated

**70%** were students underrepresented in STEM (women, nonbinary, BIPOC)



Applicant ethnicity	679 white	839 BIPOC		
Applicant gender	986 male	513 female		nonbinary
Applicant permanent residence	563 suburb	447 MSP	336 GRMN	172 OOS
Applicant college system	581 U of MN	499 MNSCU	268 private	152 for-profit

## Dedicated to Inclusive Recruiting

SciTech conducts extensive outreach to Minnesota's college STEM majors, with particular emphasis on women and students of color. In addition to attending dozens of career fairs, SciTech engages with on campus student groups, prioritizing those that support students underrepresented in STEM fields. SciTech also partners with the North Star STEM Alliance to host career development workshops to help students gain the confidence and skills they need to succeed in the job search process.



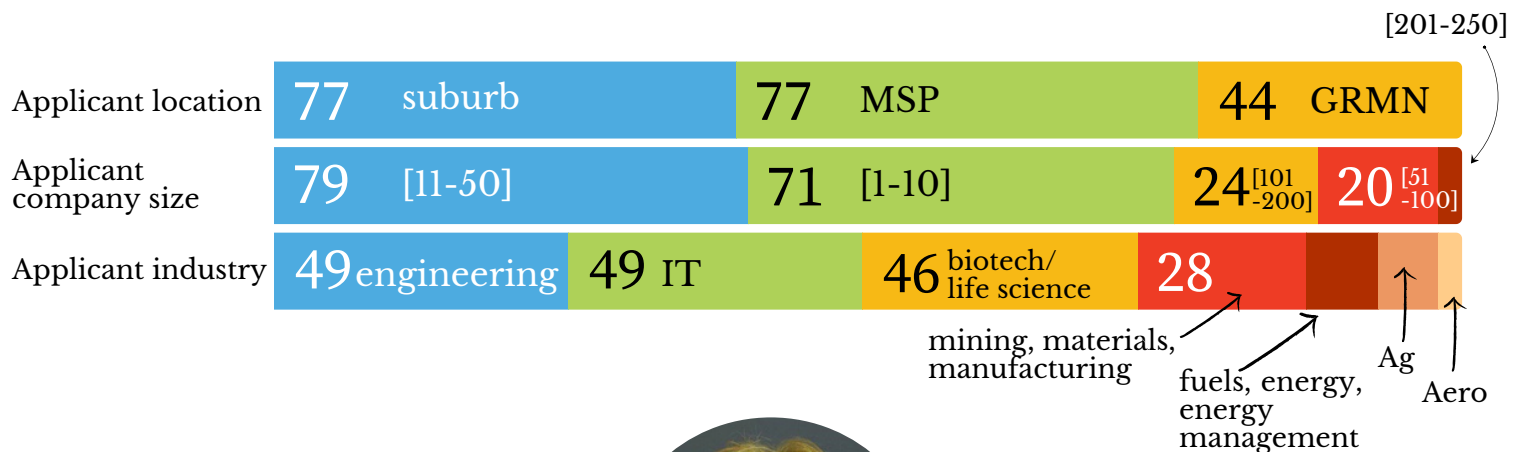
**SHPE**  
Leading Hispanics in STEM.





**198**  
employers participated

**2024 COMPANY  
APPLICANTS**



**Patti Hanseder** | Chief People & Engagement Officer at Rani Engineering

*"As a small DBE, we greatly value the financial support of the SciTech program. The reimbursements have allowed us to consider more than one intern on more than one occasion. SciTech provides an excellent foundation for mentoring, engaging, and exciting a future professional workforce."*

# LASTING IMPACT

Building and retaining Minnesota's STEM workforce,  
one internship at a time



**91%**

of SciTech interns stayed in Minnesota  
for at least two years after graduation.

**71%**

of SciTech interns stayed in STEM  
for at least two years after graduation.



# PARTICIPANT TESTIMONIALS



**Preston Lester | Computer Science Major**  
Normandale Community College

*"SciTech helped me find what companies want from interns, and it **provided me with a wide variety of internship opportunities**. I like how it is self driven and you can reach out directly with the company."*



**Scott Tracy | CEO of SYNCRIS**

*The Sci-Tech program **supports growing companies here in Minnesota** and **provides amazing real-world learning opportunities** for our engineers, scientists and entrepreneurs of tomorrow. We appreciate the state's past support of the SciTech program and strongly recommend its continued support."*



# HIRING COMPANIES

**Anoka**

Hedgehog Manufacturing  
SarTec Corporation

**Arden Hills**

Cryosa  
Superior Managed IT Services  
VivaQuant

**Bemidji**

Aircorps Aviation  
Karvakko  
LaValley Industries

**Bloomington**

FMS Corporation  
Renew Power Systems  
Solution Builders

**Brainerd**

A.W. Research Laboratories

**Brooklyn Park**

Apex Facility Solutions/ Viridi Group  
Engage Technologies  
Trusted Semiconductor Solutions

**Burnsville**

Analog Technologies Corp  
Celadon Systems  
Northern Diversified Solutions

**Chanhassen**

Agnitron Technology  
Federal Package  
Frontier Energy

**Circle Pines**

Northern Technologies International  
Corporation

**Clara City**

Donner Manufacturing

**Coon Rapids**

Apex Facility Solutions  
Kablooe Design

**Duluth**

EPC Engineering & Testing

**Eagan**

Winsted Corporatio

**Eden Prairie**

Abamath  
Activated Research Company  
Carba  
Nuwellis  
Particle4X  
Third Wave Systems  
Venstra Medical

**Edina**

IrriGreen

**Farmington**

Aerospace Fabrication & Materials  
The Lavender Barnyard

**Fridley**

In Control

**Golden Valley**

Chromatic 3D Materials

**Holdingford**

Two Rivers Enterprises

**Hopkins**

Advisory Aerospace  
Berd Spokes

**Lewiston**

PlastiCert

**Little Canada**

Escape Climbing

**Maple Grove**

RNS Solutions  
Uhl Company

**Marshall**

Ralco Nutrition

**Mendota Heights**

Tower Solutions



**Minneapolis**

7 Generation Games  
Alliant Engineering  
Ambient Intelligence Incorporated  
Anatomic Incorporated  
Architect McGlory Studio  
Atlas Manufacturing  
Babbl Labs  
Bright Research  
C70 Builders  
Control Assemblies Company  
F3 Wireless  
Folio  
Invenshure  
Itasca Consulting Group  
Klaris  
Landform Professional Services  
Neurotype  
Primal Health  
Punch Through Design  
Rani Engineering  
Respiratory Sciences  
SEG Square 2  
Sezzle  
The Next Step  
TLC Millimeterwave Products  
Virutech Systems  
Wanner Engineering

**Minnetonka**

Atirix Medical Systems  
Monteris Medical  
Ostra Cybersecurity  
Sambatek

**Minnetrista**

RedWind Renewables

**Moorhead**

Pettys Consulting

**North Mankato**

NextGen RF Design  
Northflow Solutions

**Northfield**

LoonMD

**Oakdale**

TruNorth Automation

**Oslo**

Beamco

**Owatonna**

KAMP Automation

**Perham**

Kit Masters

**Plymouth**

Peytant Solutions  
Zurich Medical

**Rochester**

Emercent Technologies  
Pharmaceutical Specialties

**Rogers**

Kluge Design

**Saint Cloud**

Advanced Interconnect Technologies  
Babbl Labs  
Net V Pro

**Saint Paul**

ABV Technology  
Astrin Biosciences  
Cyclikal  
Hacker Attackers  
HighCloud Solutions  
InSitu Technologies  
Isthmus Engineering  
Loam Bio  
NovoClade  
Oncodea  
Radwave Technologies  
Sasya  
Scanlan International  
Sentera  
Sisu Solar  
Skillquest  
Syntiron  
ThermaSolutions  
Vetanco USA

**Shakopee**

Ion Concert Media

**Vadnais Heights**

Techie Dudes

**Victoria**

Servos

**Villard**

Ag-Vanced Crop Solutions

**Waseca**

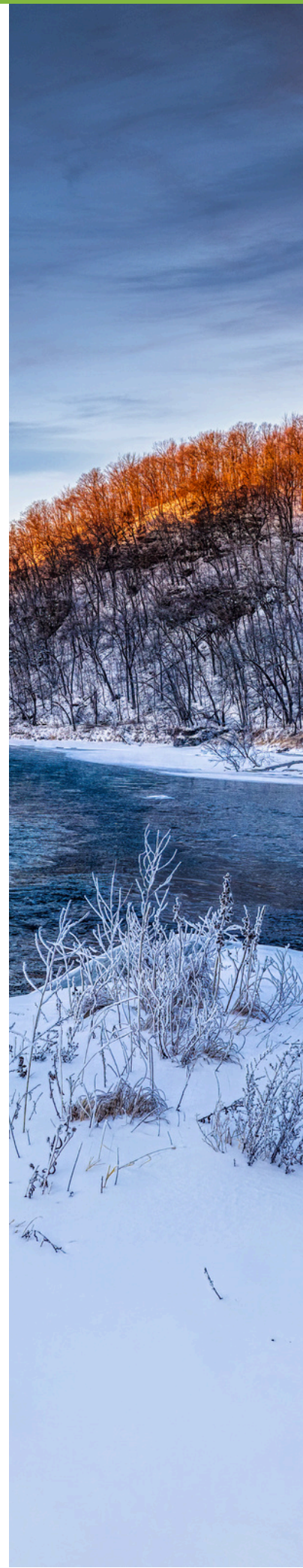
Winegar

**Wayzata**

MyMedVita  
RBA

**White Bear Lake**

Cause-Cart  
MicroBio Consulting



# PARTICIPANT TESTIMONIALS



**Beth Taylor | IT Project Manager**  
Top Dog PC Services, St. Paul

*I've worked with the SciTech program at two different IT companies and had great success finding awesome candidates. The program helped both companies to **identify higher calibre candidates** than we were able to find on other job posting platforms, and because the group of applicants is smaller but quality is higher, we were **able to more quickly fill the open positions** with both companies. We're looking forward to adding another position next year and will be hoping to list with SciTech as soon as the program begins for 2025! Our leadership team is still talking about the last hire we connected in 2023, he's still working full-time with us and is fantastic.*



**Jeffrey Hall | Research Director**  
Vetanco USA, St. Paul

*Our intern was incredibly bright, worked well independently and **developed a new extraction protocol for our vaccines**. This information and protocol will help us immensely as we continue to develop our pipeline for eventual submission to the USDA for marketing authorization in the US, **directly benefitting swine farmers in Minnesota** and the region.*



# PARTICIPANT TESTIMONIALS



**Greg Ackerson | CEO**

The Apex Companies/ Viridi Group, Coon Rapids

*SciTech was super helpful and was a great way for us, **as a small company with only 18 employees** to find and get 2 qualified interns. SciTech staff was super helpful and **the quality of candidate we got were great**. We are looking forward to utilizing SciTech again next year and into the future as we continue to grow and continue to look for good interns who can ultimately become great employees.*



**Misty Dusek | Talent Acquisition Lead**

Sambatek, Minnetonka

*We truly appreciate the staff at SciTech and the opportunity they provide. **Receiving the reimbursement makes it much easier for our small company to hire our interns**. It has always been a great experience- for us and our interns alike!*



# SciTech

INTERNSHIP PROGRAM™



**mn<sup>tech</sup>**  
Minnesota Technology Association