

YMCA of the North Youth Career Pathways

Program Description

The YMCA of the North's next generation Youth Career Pathways program leverages the YMCA's expertise in youth development to provide job skills and career readiness training, internship experiences, and professional development trainings to empower youth to succeed on a career journey. Participating youth are supported in completing workforce development services that will get them started on a long-term career path journey, that may also include post-secondary education.

The YMCA emphasizes youth voice and choice within our Career Pathways program, building on strengths and creating customized opportunities for young people to shine. For example, youth interns who expressed interest in communications were offered an opportunity to complete a Social Media Marketing certification program through Minneapolis College and then apply their learnings with immersive projects that used social media to market YMCA youth programs.



Core program strategies include:

- Immersive job skills training
- Supervised paid (for ages 16+) or stipended (for ages 14 to 15) internship/first job work experiences
- 1:1 Coaching
- Professional development workshops
- Support to grow critical skills for 21st century employment
- Growth and advancement of personal educational and/or career-oriented objectives
- Access to wraparound support services (e.g., food, transportation resources) to promote program completion

The project's target population is youth from families with low incomes and/or youth who identify as people of color, ages 14 to 24. We prioritize serving young people who face barriers to employment and postsecondary education due to factors including systemic racism, poverty, housing instability, involvement in systems such as juvenile justice or foster care, low literacy/limited English proficiency, and more.

The YMCA's Career Pathways experience delivers a general introduction to the expectations of the workplace and prepares youth with foundational employment and career readiness skills designed to launch them on long-term career paths.

Demographics

The Y marketed Career Pathways to YMCA youth development programs serving more than 2,700 young people participating in youth educational programs at the Y. Last year, 115 youth participated in our immersive workforce preparation and internship program. Demographic information for these young people is as follows:

Age

14-15 Years: 31%

16-17 Years: 26%

18-24 Years: 43%

Gender

Male: 53%

Female: 46%

Did Not Self Identify: 1%

Ethnicity

Person is Latino or Hispanic: 23%

Person is not Latino or Hispanic: 70%

Did Not Self Identify: 6%

Race

Asian: 10%

Black or African American: 57%

Multi-Race: 8%

White: 15%

Did Not Self-Identify: 10%

Disability

Did Not Self-Identify: 12%

Not Disabled: 83%

Yes, Disability is Employment Barrier: 2%

Yes, Disability Not Barrier to Employment: 3%

Participants Served by County

Anoka: 16%

Dakota: 2%

Hennepin: 38%

Ramsey: 39%

Washington: 3%

Other: 2%

Participant Residence Zip Code (Top 5)

- 55104 (18 participants)
- 55411 (9 participants)
- 55106 (8 participants)
- 55423 (8 participants)
- 55103 (6 participants)
- 55303 (6 participants)
- 55408 (6 participants)
- 55420 (6 participants)

Budget Information

**YMCA of the North
Career Pathways Expenditure Report
7/24/21 to 9/30/22**

Youth Development Program Staff <i>Staff who coach, coordinate placement, collect/enter data, and deliver workshops and professional development opportunities</i>	\$ 181,402	63%
Direct Customer Training <i>Youth internship wages</i>	\$ 70,063	25%
Support Services <i>Resources to eliminate barriers to employment--cab fare, work attire, etc.</i>	\$ 5,112	2%
Administrative Expenses <i>Costs associated with finance, occupancy, HR, and other overhead costs</i>	\$ 28,423	10%
<hr/> YMCA TOTAL	<hr/> \$ 285,000	
DEED funding <i>Monitoring and compliance</i>	\$ 15,000	
<hr/> TOTAL	<hr/> \$ 300,000	