



YMCA OF THE NORTH CAREER PATHWAYS

2023-2024 AT A GLANCE

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.

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 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.

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.



Stories from our young people

Faysal Ahmed was six years old when his mother took him and his brother to the Southdale YMCA in Edina.

When he was struggling to find an internship after high school, Faysal found the YMCA Career Pathways Program, which provides YMCA internships and workforce skills to young people facing systemic barriers to employment.



[SCAN THE QR CODE TO LISTEN TO FAYSAL'S STORY!](#)

What participants have said about Career Pathways:



Anonymous Participant 1

“I really appreciate this program and appreciate the mentors that took time out of their busy schedules to teach professional development



Anonymous Participant 2

I enjoyed being a positive influence for the kids and teaching them new skills. I loved seeing how much they grew to like me and want to engage with me.”

Survey results showed us that:

95%

Agreed that Career Pathways will help them be successful in the future

85%

Agreed that Career Pathways increased their confidence

85%

Agreed that they developed new skills to help them be successful

90%

Agreed that they gained valuable skills

80%

Agreed that their supervisor made them feel like the work they did was important

70%

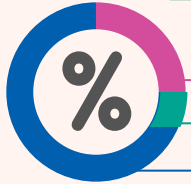
Agreed that their supervisor gave them feedback that improved their skills

GENDER



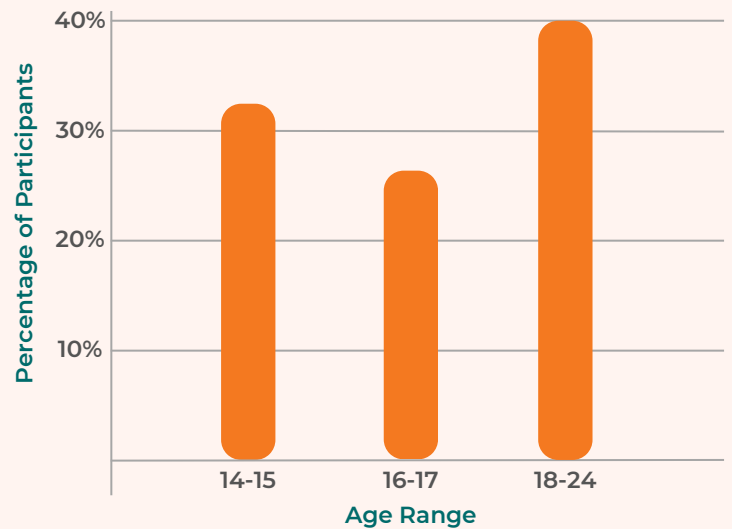
- Male 50.7%
- Female 47.6%
- Did Not Self-identify 1.59%

ETHNICITY

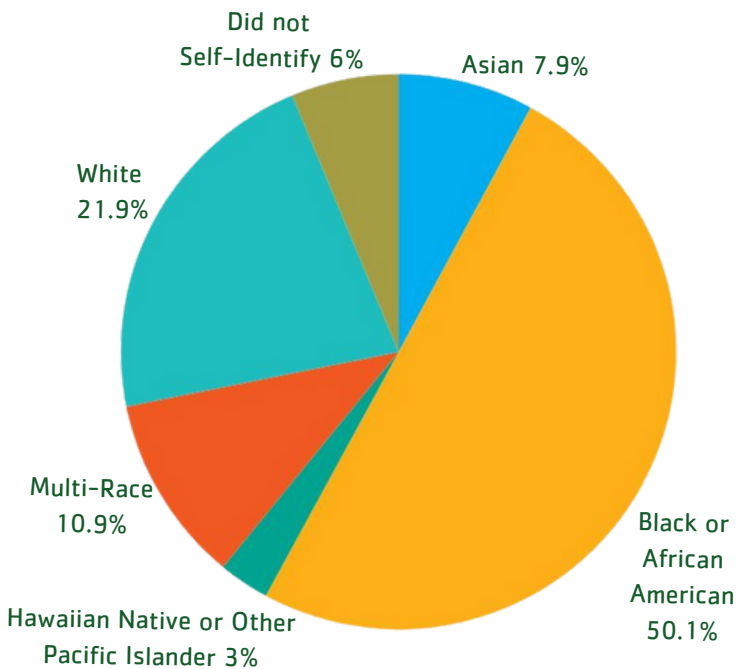


- Hispanic/Latino 14.2%
- Prefer not to say 3%
- Not Hispanic/Latino 82.5%

AGE OF PARTICIPANTS



RACE



PARTICIPANTS SERVED BY COUNTY

