



*Preparing At-Risk Youth and Young Adults for a
Productive Future Through the
SFY 2010 Youthbuild Program*



**Minnesota Department of Employment and
Economic Development**

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For more information, see the service provider contact information on each profile or:

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***On the Cover:** Top right, Youthbuild crew working with cement (photo courtesy of Tree Trust). Bottom left, Youthbuild crew working on a roof of a storage facility (photo courtesy of Arrowhead Economic Opportunity Agency). Bottom right, Youthbuilders accepting award at Lake Phalen’s Solar Boat Regatta (photo courtesy of City Academy).*

INTRODUCTION

This report provides an overview of youth employment activities funded under the Youthbuild Program. There is a separate profile for each of Minnesota's 11 service providers, highlighting success stories and best practices.

Funding

In SFY 2010, one million dollars (\$1,000,000) in state funds supported 11 Youthbuild Programs serving 394 at-risk youth. Fifty-seven (57) units of affordable housing were newly constructed or renovated, benefiting low-income families, individuals, and community-based organizations across Minnesota.

Who is served under Youthbuild? Customers are youth ages 16 to 24, economically disadvantaged or eligible for the High School Graduation Incentive Program, and had previously dropped out or were at-risk of dropping out of high school. Of the youth served in 2010, over 88 percent had left or been expelled from traditional school, half were from families receiving public assistance, 40% had previous involvement with the juvenile or criminal justice system, half were disabled, one fifth were pregnant or parenting teens, and 9 percent were homeless or runaways. Over half of the Youthbuild participants were youth of color. Detailed charts on the characteristics of the youth served are at the end of this report.

Affordable and Safe Homes and New or Renovated Units and Public Facilities

Youthbuilders have built over 500 affordable and safe homes for low-income families and homeless youth and adults in Minnesota during Youthbuild's twenty year existence.

Youthbuild has also constructed or renovated over one thousand units and/or public facilities, including abandoned, foreclosed homes, public schools, Head Start and Early Childhood Centers, battered women's shelters, and playgrounds across the state of Minnesota.

Examples of Community Service Projects

Tornado clean-up and sand bagging for flood relief, volunteering for Meals-on-Wheels, Salvation Army local soup kitchen, packing food for earthquake survivors in Haiti, snow shoveling and yard work for elderly, tutoring school children, highway cleanup, mentoring at Head Start Centers, and constructing a playground and a ramp for the handicapped.

Examples of Youthbuild Graduate Jobs

Carpenter, satellite/cable installer, renewable energy technician, HV/AC technician, general building contractor, roofer, masonry, engineer, industrial mechanical technology AAS, energy auditor, graphic designer, registered nurse, web designer, licensed practical nurse, certified nursing assistant, hospice aide, automobile mechanic, truck driver, security guard, handyman, dietary aide, community health center worker, housing rehabilitation technician, Kandiyohi Highway Department worker, business manager, carpet layer, janitor, warehouse/maintenance worker, phlebotomist, and service in all branches of the U.S. Military.



Above photo: Fifty youthbuild participants and worksite supervisors from across the state constructed a Gazebo for the handicapped and elderly residents of Phalen Senior Lofts in St. Paul.

Arrowhead Economic Opportunity Agency, Inc.

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Serving the Quad-Cities of St. Louis County

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	14
Pct. Youth Offenders	100%
Pct. Youth on Public Assistance	79%
Pct. Youth Chemically Dependent	57%
Pct. Youth Basic Skills Deficient	57%
Pct. Obtained High School Diploma/GED ...	69%
Pct. Enrolled in Post-Secondary Education....	23%
Pct. Placed in Employment	77%

Success Story: Ricky

When I first came to Youthbuild I was facing a lot of challenges: I was living in a tent, had no transportation, and I had just found out that I was going to be a father. I knew I had to do something with my life that would move me



in a positive direction. For me, Youthbuild was the first step. I was able to earn an income and get valuable experience in several of the construction fields. Youthbuild staff helped link me with the resources I needed, including an apartment, which they helped me move into. During my year in Youthbuild, I passed my GED test and I'm working towards getting my driver's license. I also received an Outstanding Leadership Award at the annual Youthbuild conference this year. I've started looking for a good paying job. Youthbuild got me on my feet during a very scary part of my life. Both on and off the job, Youthbuild has taught me how to view things from a different perspective: a positive one.

Collaborative Partnerships:

LBH Engineers and Architects; AEOA's Head Start, Housing, Employment and Training, and Transportation Departments; County Probation and Juvenile Justice, Local Mental Health providers, Housing Advocates.



Above photo: Nick and Ricky working on side frame



Photo above: Youthbuild crew next to newly constructed Foyer Storage Facility

Success Story: Ashleigh

When I showed up at Youthbuild my whole life felt unstable. It seemed like everything that could go wrong was going wrong. At Youthbuild I found people that really cared and wanted to help. Having that kind of support means a lot when you're feeling that the stability has left your life. While in the program I started working toward a more positive path and reclaiming my life. I have now received my GED certificate, have a driver's license and I'm working. I'm also planning on entering college soon. Youthbuild taught me a lot of things, but I think some of the most important things that I learned were how to stick with a job, be a good employee and how important it is to have a good work ethic.



Quotes From Youth, Parents and Community Members:

"When your kid drops out of school it makes you sad, when he hangs out with the wrong kind of friends it's frustrating, and when he ends up in court it's scary. My son was heading in the wrong direction and the Youthbuild Program taught him he didn't need to go that way...they gave him a chance to start turning things around." - Parent

"I feel good about the new skills I have developed. The program has put me in a better place in my life; Youthbuild... hoo-rah!" - Youth

"Staff at the Foyer homeless youth apartments made a point of telling the crew supervisor and me that they were impressed with the Youthbuild crew's work quality and work ethic." - Case Manager

"It's amazing and very gratifying when I see it come together for the youth. I'll see confusion and frustration in the classroom, but then when I show them in a hands-on way at the worksite, their faces just smooth out and you can almost hear the click of the light bulb turning on." - ABE Construction Math Instructor

"Without the help of Youthbuild remodeling our two Head Start classrooms this summer, they wouldn't have been ready for the start of school this fall. The Youthbuild crew has been a valuable asset to our Head Start program in the Quad-cities area." - Head Start Director

Best Practices:

Green Building and Green Jobs Focus is incorporated into construction projects and through coordination with the AEOA Weatherization Department. Participants learn energy efficient practices while working alongside the weatherization crews and applying the knowledge on their own construction projects. Youthbuilders were also trained in the newly updated Lead Abatement techniques in the past year.

Foyer Project: AEOA Youthbuild assisted in the construction of a 15 unit apartment building, designed entirely green by LBH Engineers and Architects, which will transition homeless youth into more stable, secure housing situations.

Personalized Vocational Evaluation, Independent-Living, Job Readiness, and Entrepreneurial Skills Training are all components of AEOA Youthbuild. Comprehensive independent-living skills include banking/budgeting, renting a house, cooking and nutrition, healthy decision-making, problem-solving, self-esteem and positive relationships. Participants also develop their own business plan, including choosing their own product and the manufacturing and marketing of that product, as well as the ongoing monitoring of their small business.

Construction Math Curriculum was specifically developed for Youthbuild participants and is taught both in classroom and on the construction site. AEOA Youthbuild has also added the National Center for Construction Education and Research (NCCER) Core Curriculum: Introductory Craft Skills to their studies. Nine modules in all will provide coverage of: Basic Safety, Introduction to Construction Math, Introduction to Hand Tools, Introduction to Power Tools, Construction Drawings, Basic Rigging, Basic Communication Skills, Basic Employability Skills, and Introduction to Materials Handling.

Tours of Post-Secondary Institutions, Assistance with College Applications/FAFSA, and Visits to Area Work-Force Center are also conducted in the program. To emphasize their importance, a list of work maturity skills is reviewed by the worksite supervisor every two weeks and discussed with each participant, providing immediate feedback on their job performance on the worksite.

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Serving Beltrami and Cass Counties

Success Story: Zack

Zack came to YouthBuild as a high school dropout with a criminal history. He found traditional school didn't fit his learning needs and, as a result, had fallen behind. He began to assume he would never graduate and soon left school. When

he joined YouthBuild, Zack found a place where he could work on his personal goals and soon became an above average student at school. Zack also finished his National Center for Construction



Education and Research (NCCER) Certification course work early in the program and received his Lead Safety for Renovation, Repair and Painting Certification, and is now a Certified Renovator in compliance with the EPA. Both certifications are nationally recognized in their respective field. Zack is now a Construction Team Leader and YouthBuild Intern at Bi-CAP. Zack completed his YouthBuild year with 90 percent attendance, being a positive role model, graduating from high school, getting his driver's license, and keeping a clean driving record. Zack plans to enroll at Northwest Technical College for the fall of 2011 to work on a high performance automotive degree.

Collaborative Partnerships: Department of Labor, National School Initiative/Gates Foundation, USDA, Red Lake Tribal College, Voyageurs Expeditionary Charter School, Evergreen Youth Services, Rural Minnesota CEP, local WorkForce Center, local court system and probation, and Minnesota Green Communities.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	42
Pct. Youth Offenders	81%
Pct. Youth on Public Assistance	43%
Pct. Youth Chemically Dependent	36%
Pct. Youth Basic Skills Deficient	57%
Pct. Youth Homeless or Runaway	31%
Pct. Obtained High School Diploma/GED ...	81%
Pct. Enrolled in Post-Secondary Education.....	100%
Pct. Placed in Employment	100%

Quotes From Youth:

"Youthbuild has helped me with my decision to get clean. I've struggled a lot in my life and Youthbuild has helped me see reality. My dream has always been to have a profession with cars and Youthbuild has helped me to stop dreaming and make it reality. I never wanted to go to college, but now I do. I was caught up in a drug game, but now I am clean. I never used to be responsible, but now I am taking more responsibility with ease."

"When I started in Youthbuild a year ago, I was 3 years behind in school. Now I am about to graduate."

"Youthbuild has also helped me change my career choices from body piercing to auto mechanic."

"Youthbuild has helped me see that life isn't a free ride."



Photo above: Bobby and Cheyenne are attaching a garage door to a single family low-income home for a Red Lake tribal family.



Photo above: Youthbuilders assist with cutting the siding for a new house.

Best Practices:

Multiple Certifications and Training Opportunities:

as EPA Renovators, Certified Nursing Assistants (CNAs), “First Steps” financial literacy training, Renters Training, U.S. Forest Service Firefighters.

All youth receive National Center for Construction Education and Research (NCCER) and Pre-Apprenticeship Certificate Training (PACT), are given basic first aid and safety training, and meet OSHA safety standards and practices on a construction site. NCCER complies with the Department of Labor Office of Apprenticeship requirements for time-based training.



Photo above: Youthbuilders landscaping with native and perennial plants.

Best Practices:

Operation Minnesota Nice was implemented by Youthbuilders who wrote letters and processed venison and jerky to send in care packages to servicemen and women serving overseas. They also volunteered at the local homeless shelter and the local “Stand Down” event for Veterans.

Green Building and Green Jobs Focus: Bemidji Youthbuild partnered with Minnesota Green Communities on local housing projects, toured the RREAL Solar Panel Plant in Pine River, and, as a follow-up school project, constructed model-scale solar, electric, straw and stucco houses. Two Youthbuilders were trained as Energy Auditors through Dunwoody.

Strong Job Placement and Post-Secondary Enrollment Focus achieves results for Youthbuild graduates. Ongoing career exploration includes field trips to local employers, colleges, job fairs, and the area WorkForce Center. Goal-based counseling, Post-Secondary Enrollment Opportunity (PSEO) credits, and post secondary testing in MnSCU’s Accuplacer placement test is provided to participants. The Youthbuild job placement specialist also links graduates with construction contractors and other local employers for apprenticeship, internship, and employment opportunities.

Youthbuild Portfolio: Each Youthbuild participant exits the program with an individualized portfolio that contains an updated resume, letters of intention, completed standard job application, samples of completed construction activities, awards and certificates, results of job aptitude tests and list of skills developed during their participation in Youthbuild.

Alumni Club: Graduates are able to access ongoing counseling and support from Youthbuild staff, access job search resources, and opportunities for mentoring of current participants. Youthbuild graduates are also encouraged to return to the program periodically to conduct mentoring and other leadership activities.

Job Club Modules provide “soft skills” to all Youthbuilders on a weekly basis. Modules include: Self-Management - Criticism and Initiative, Job Retention, Appearance and Manners, Time Management and Goal Setting, Anger Management, Problem Solving, Personal Finances, Attendance and Punctuality, Teamwork, Positive Attitude, Dealing with Stress, Ethics on the Job, Assertive Communication, and Getting a Promotion.

Carver-Scott Educational Cooperative

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Serving Scott and Carver Counties

Success Story: Jessica

Jessica came to Youthbuild as a very quiet and shy student.

At her home school, Prior Lake High School, Jessica struggled with the academics and social aspects of a large high school, often blending into the background. Once she acclimated to Spring Lake Alternative Learning Center (ALC) and the Youthbuild program, she made a name for herself. Jessica is consistently on the A honor roll and never exceeds the attendance policy. She was among the first to start working in health careers through Carver Scott Youthbuild and has done great work at Queen of Peace Hospital in New Prague according to her hospital supervisor. Jessica is currently enrolled part-time at Spring Lake and takes Post-Secondary classes at Hennepin County Technical College. She has completed her Nursing Assistant classes and is now a Certified Nursing Assistant in Minnesota. She is now looking for a nursing assistant job in the area and is still deciding what school will best suit her needs as a college student next year. She is also interested in working with children.



Collaborative Partnerships:

Ridgeview Medical Center-Waconia, Queen of Peace Hospital-New Prague, Scott and Carver Counties' Housing Authorities and Workforce Investment Boards.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	65
Pct. Youth Offenders	46%
Pct. Youth with Disabilities	75%
Pct. Youth on Public Assistance	31%
Pct. Youth Chemically Dependent	34%
Pct. Youth Basic Skills Deficient	60%
Pct. Obtained High School Diploma/GED	100%
Pct. Enrolled in Post-Secondary Education	100%
Pct. Placed in Employment	38%

Best Practices:

National Leader School and A State Leader School For Service Learning has been awarded to Carver-Scott Educational Cooperative (CSEC) the past several years. CSEC incorporates this teaching methodology into the Youthbuild program and relates community service to underlying societal issues. Participants also develop interpersonal skills in conflict resolution and group decision-making, learn to identify and analyze different points of view, and recognize and overcome stereotypes. Youthbuilders participated in several service projects in 2010, including packaging food for Feed My Starving Children which provided assistance to Haiti following the 2010 earthquake. They also conducted a food drive to honor February as Food Shelf Month raising \$400 and collecting 400 pounds of food.

The LEADERS Program: Leadership through Education, Action, Development, Empowerment, Reflection, and Service, is a youth leadership curriculum used by Youthbuild that is based on current research and practices for youth leadership and alternative programming.

Quotes From Parents and Community Members:

"Youthbuild has been a blessing for our son who faced a very tough situation on credits because of poor study habits and not keeping focused on school work. Without Youthbuild, Michael would not be able to go to college and I think of the downhill slide that would create for his start of an adult life. Michael is currently enrolled at Rochester Community College and his grades are looking good. He's also on the football team there."
 - Parent

"Kim is a great employee and has shown tremendous growth in personal and work-related skills. I am confident in saying that Youthbuild has forever changed this young woman's life in a positive way." - Ridgeview Medical Center Supervisor

Success Story: Mike

Mike came to the Youthbuild as a young man who had no dreams or aspirations but had a big heart and a natural ability to care for others. He came from a single family home with little or no contact with his father. He was extremely quiet and would be a wall flower if you would let him. Earlier, Mike had gone through chemical dependency treatment and had been sober for one year, not an easy task for a young person whose friends were using. Because of his former use, Mike was behind in credits to graduate, had no money, was living with his aunt 30 miles away from school, and taking care of a friend who had many issues of her own. While enrolled in Youthbuild, the Waconia Ridgeview Hospital staff and the Cooperative staff mentored Mike. He felt inspired, continued his sobriety, and graduated from high school in the spring of 2010 with a strong sense of direction where he wanted to take his life. Ridgeview Hospital staff was so impressed with his skills that they immediately hired Mike for a full-time position working in surgical sterilization. The job paid double the minimum wage and allowed him to move into his own apartment close to work and school.



Currently, Mike is working full-time at the hospital and going to school for healthcare. The combination of Youthbuild and Mike's determination helped him to find himself, set goals, and become a productive member of our society. Instructors at Waconia ALC are proud of Mike and know he will have a successful career in the health profession and will continue to pursue his goals and dreams.

Best Practices:

Portfolio: Youthbuild participants collect samples of their work and accomplishments as they move through Youthbuild. Along with any certificates of completion, awards, pictures of construction projects, and documentation of services provided to the community, they include an updated resume and letters of recommendation from teachers or worksite supervisors.

Best Practices:

Construction Standards and Applied Math Curriculum: CSEC Youthbuild has developed a vocationally certified construction standards curriculum which covers all aspects of basic carpentry. Construction standards are taught in the classroom and applied on the worksite with academic standards integrated into the construction context to make learning meaningful, interesting, and actively engaging for students. Participants also earn Math and English/Social Studies credit in Youthbuild courses "Blueprint for Geometry" and "Government and Citizenship." An articulation agreement between CSEC and the Hennepin County Technical College provides college credit to students who complete the year long course with a B or higher average.

Health Careers - Career Exploration and Core Curriculum: Offers a first-hand look at the skills and competencies needed to work in healthcare, including education, licensure, certification and pathways for career advancement. The course includes guest lectures, tours of healthcare facilities, job shadowing and focuses on the "soft skills" required of all healthcare workers, such as communication, legal issues, client and staff diversity, awareness and sensitivity to client needs, healthcare ethics, and safety and standard precautions. In addition to the classroom component, Youthbuild provides students with a work experience component at two local, not-for-profit hospitals in a variety of medical departments: Emergency Room, Sterile Processing Department, Anesthesia, Health Information Services, Nursing-Orthopedics, Maternity, Business, Communications, Accounting, Facilities, and Dietary/Nutrition. One hospital hired two Youthbuilders during the summer of 2010 in order to continue their excellent work and receive post-secondary assistance through the hospital.

Career Exploration, Post-Secondary Preparation, and Follow-Up: Career exploration in construction jobs was limited last year, but the wide variety of areas available in the medical profession was opened to all students working the hospital setting. A school career counselor arranged field trips, invited speakers from different careers into the classroom, and assisted students with the transition to the post-secondary or work. The program assistant in the summer Youthbuild program attempted to contact all Youthbuild students from the last two years.

Central Minnesota Jobs and Training Service

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Serving Kandiyohi County

Success Story: Allison

Allison was a member of the 2009-10 Youthbuild Program at Central Minnesota Jobs and Training Services through the Willmar Alternative Learning Center (ALC). As a senior at the ALC, she excelled with her academics, her goal being to move back to high school to complete her high school diploma. With her determination, she did make her move back to the high school in December 2009, and graduated from Willmar High School in June 2010. Ali is now attending Alexandria Technical College as of 2010 Fall semester to pursue her education in the Interior Design program.



Above photo: Ali (right) is working on painting/scraping the DEMO, Inc House near Willmar.

Quotes From Youth:

“Youthbuild has first and foremost increased my preparation and work skills. We have had many opportunities to advance in our jobs such as offers from companies we’ve helped out.”

Collaborative Partnerships: Heartland Community Action Agency, Habitat for Humanity of West Central Minnesota, Willmar School District, Painters and Allied Trades Union, Willmar Housing and Redevelopment Authority, Prairie Woods Environmental Learning Center, Kandiyohi County Juvenile Justice System, Kandiyohi County Highway Department, Willmar Treatment Center, and Ridgewater College.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	30
Pct. Youth/Family On Public Assistance	50%
Pct. Youth Pregnant or Parenting	37%
Pct. Youth with Limited English Proficiency	33%
Pct. Youth Offenders	46%
Pct. Youth Basic Skills Deficient.....	90%
Pct. Obtained High School Diploma/GED	72%
Pct. Enrolled in Post-Secondary Education.....	78%
Pct. Placed in Employment	44%

Best Practices:

Applied Construction Math and World of Work classes are integrated with work experience, job readiness, and leadership activities for Youthbuilders. Career development and extensive occupational and career assessments are coordinated with the Willmar Alternative Learning Center (ALC) School-to-Work Coordinators, as well as work readiness skills and appropriate work behaviors.

Green Projects: Youthbuilders completed 15 large projects and several smaller activities throughout the year that included green projects with Willmar Electric, DEMO House, Inc., and Heartland Community Action and the construction of picnic tables and benches for the local YMCA and Willmar Treatment Center.



Photo above: Youthbuild students are instructed on window layouts at the Painters and Allied Union Training Center in Little Canada.

Success Story: Ryan

Youthbuild has first and foremost increased my preparation and work skills. It was always fun and there was



never a dull moment. We all know each other at my school, so with the after school bonding, we quickly developed bonds and team practices. As a single student, I advanced greatly in my leadership skills. The fact that we have fun, get paid, and earn units is belittled by the overall pride we feel for helping our communities as well as ourselves in terms of self-respect and belief in ourselves. Barriers were few or so small they were quickly wiped out. We found out that in order to keep running smoothly, arguing was not an option and we learned compromise was our key strength. We also have had many opportunities to advance in our jobs such as offers from companies we've helped out. Our college visits have also inspired some of us to buckle down and take advantage of the opportunities our employer gives us.



Photo above: Youthbuilders assist with painting and siding of a storage shed near Willmar.

Best Practices:

Teamwork Principles, Awareness of Local Social Issues, Problem-Solving Skills, and Civic Responsibility are taught to participants in the classroom and on the job site. Youthbuilders facilitated three youth groups at Career Day at Ridgewater College in Willmar last April, teaching younger youth job seeking skills and how to obtain summer employment. Older youth shared their stories about how the Youthbuild program and their work experiences enhanced their education and future career goals.

Comprehensive Occupational and Career Assessment:

A comprehensive occupational and career assessment developed by the Willmar Area Learning Center (ALC) Job Readiness Coordinator is provided to each participant.

Leadership Development, Community Service, and Career/College Preparation:

During the initial orientation, youth receive comprehensive safety training and team building at the Prairie Woods Environmental Learning Center in Spicer, work ethics and soft skills training, assessments, WorkForce Center tours, and career counseling focusing on high paying/high demand industries. Tours this year included the Painters and Allied Trades Union training center located in Little Canada, Job Corps, Alexandria Technical College, St. Cloud Technical and Community College, Minnesota West Community and Technical College, Granite Falls and Canby Campuses. At the Minnesota West campus, tours focused on renewable energy programs such as the bio-diesel and the wind energy programs.



Photo above: Youthbuilders assist in the reconstruction of a dock for the Prairie Woods Environmental Learning Center in Spicer.

City Academy

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Serving City of St. Paul

Success Story: Kong

“My worksite crew leader, Sothia, once told me: Never give up on what you believe in, even if people tell you it’s not possible for you to accomplish. Always reach for what you believe in. People only put you down because they can’t succeed so they just want you to fail, too. School is one of the most important things in my life. Getting my diploma is a great step towards being successful in life and getting accepted into college. Going to college and getting a degree in mechanical engineering is what I want to do.”



Quotes From Youth:

*“The Youthbuild program motivated me to come to school.”
 Hvav*

*“Youthbuild is helping me graduate on time, I like learning about construction and getting the help I need from teachers.”
 Chew*

“I went from ditching school for months to almost perfect attendance. This fall I was even asked to represent our community at a National Leadership Conference in Kentucky. I am now bettered prepared to help make our community better for myself and others.” Feng (Cindy)

Collaborative Partnerships:

Eastside Neighborhood Development Company (ES-NDC), Dayton’s Bluff Housing and Redevelopment, Ramsey County, Century College, Twin Cities Habitat for Humanity, and City of St. Paul.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	47
Pct. Youth/Family On Public Assistance	100%
Pct. Youth Offenders	38%
Pct. Youth with Disabilities	36%
Pct. Youth Chemical Dependent	24%
Pct. Youth Homeless or Runaway	15%
Pct. Youth Basic Skills Deficient.....	79%
Pct. Obtained High School Diploma/GED	100%
Pct. Enrolled in Post-Secondary Education....	100%
Pct. Placed in Employment	91%

Best Practices:

Multiple Certifications and College Credits are available to youth in the fields of Solar, Wind, and Biomass Renewable Energy Technology, Medical Terminology, Introduction to Phlebotomy, Emergency Medical Technician and First Responder (EMT), National Center for Construction Education and Research (NCCER) Certification and as Energy Auditors and Certified Nursing Assistants. Youthbuilders also complete certification in EPA Safe Lead Worker, NCCER Green Advantage, and CPR/ First Aid training. City Academy has ongoing working relationships and articulation agreements with Century College, St. Paul College, Dakota County Technical Center, and East Metro OIC.



Photo above: Youthbuilders measure and install siding on a house in St. Paul.



Photo above: Youthbuilders receive 2010 Sustainable Award from St. Paul Mayor, Chris Coleman

Success Story: Cindy

"The beginning of my high school years was not so good. I was ditching school, had dropped out and re-enrolled twice. Then, I just quit on school and stayed home. After a while I felt that wasn't the right path for me. I need an education, I need a life. That's when I chose to come to City Academy. My two older sisters had already graduated from there and they said it was the best. I knew I wouldn't know unless I tried. So here I am today and it is the BEST! For now, I'm just trying to finish high school. I am thinking about going to college to become a photographer or a therapist/counselor. I like the feeling where I can help people with their problems and make them feel good again. Youthbuild gave me the opportunity to make the community a better place for myself and for others." This year, Cindy was selected to attend Community Institute in Kentucky.



Photo above: Youthbuilders preparing for the Solar Powered Boat Race on Lake Phalen in St. Paul

Best Practices:

"2010 Sustainable Award" was presented to City Academy Youthbuild from the City of St. Paul in April 2010 for their work improving the city's environment and protecting air, water and urban landscapes. Green community service projects for Youthbuilders in 2010 included East Side Green Fair, Big Urban Woods Project, Rain Barrel Workshops and Garden Installations, and volunteer work through Habit of Humanity, the Neighborhood Senior Help line, and Lake Phalen Solar Boat Race. As a new entry, City Academy students built and raced three boats in the annual competition and earned a second place finish.

Green Building: City Academy incorporates green building principles into all Youthbuild housing projects from the initial planning stages, the use of state of the art energy efficient materials and appliances, and the recycling of excess construction materials and debris. City Academy Youthbuild uses a green building curriculum developed by the Neighborhood Energy Connection and an Environmental Project Checklist developed by LHB Engineers and Architects. Instructors are certified in Energy Auditing and Energy Efficiency and Renewal Energy from Dunwoody Institute and Hamline University, and are currently working towards LEED certification through the National Green Build Council (NGBC). Youthbuilders have also designed the grounds of the Wilder Recreation Center using green landscaping concepts in the planing of rain gardens, perennials, and shade trees.

Quotes From Community Officials:

The Youthbuild program at City Academy is amazing. The students and site supervisors are well trained and professional. They built a beautiful pergola and handicap accessible walkway for our senior pocket park. Our community project was a huge success because of Youthbuild. We are looking forward to working with City Academy on many more projects for our neighborhood." - Public Affairs Manager, East Side Neighborhood Development Company (ESNDC)

"It's simply amazing to see how the participants have developed their skills and grown to take more responsibilities, through their work on our projects. City Academy is making a real difference in these youths' lives, as well as contributing to the overall good of the community, by helping us get some of the neighborhoods vacant foreclosed housing back into productive use. We are proud to be a partner with you in this endeavor. Thanks!" - Executive Direct, Dayton's Bluff Neighborhood Housing and Redevelopment

Guadalupe Alternative Programs

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Serving City of St. Paul

Success Story: Vincent

When Vincent first started Youthbuild he had not completed the tenth grade due to irregular attendance. Vincent was told by school staff that if he could pass tenth grade, he could enroll in Youthbuild. It took him two years with some constant urging from school staff. Vincent was promoted into 11th grade. Once in Youthbuild, Vincent accelerated his progress toward a diploma and learned the skills necessary to get a job in construction. This past year, he also attended a National Youth Leadership Conference in Washington, D.C. Vincent graduated in June 2010 with his high school diploma, a job as a construction laborer, and with Tiling/Bricklaying and Low Voltage certifications. This fall he participated in a video documentary showing how youth are learning marketable skills for the workplace in Minnesota. "Youthbuild taught me how to be a leader in more positive ways. I am working now and able to help out my mother."



Collaborative Partnerships: St. Paul College, Inver Hills Community College, Minnesota Computers for Schools and Stillwater Prison, Ramsey County Workforce Solutions, YouthBuild USA, AmeriCorps, American Red Cross, Bricklayers and Allied Craft Local Union 1 of Minnesota and North Dakota, Barnwood Minnesota, NeDA, Best Buy and St. Joseph's Hospital, Thor Construction, Krause Construction, the US Green Building Council.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	51
Pct. Youth Basic Skills Deficient.....	71%
Pct. Youth/Family On Public Assistance	16%
Pct. Youth Pregnant or Parenting	33%
Pct. Youth Offenders	24%
Pct. Youth with Disabilities	18%
Pct. Youth with Limited English Proficiency	12%
Pct. Obtained High School Diploma/GED	100%
Pct. Enrolled in Post-Secondary Education.....	100%
Pct. Placed in Employment	38%

Best Practices:

High Quality Safety Training and Certifications:

OSHA-10 Safety Training, EPA Lead Abatement Safe Working Training, First Aid/CPR training certifications.

Occupational Training and Multiple Certifications:

C-TECH Industry Certification in Telecommunications (copper-base and fiber optics wiring); Brick/Tile Laying Pre-Apprenticeships; NCCER (nationally recognized construction curriculum), and WorkKeys (occupational level) curriculum provide graduates with the credentials and specific trade skills to enhance their employment options. GAP Youthbuild continues to explore and develop an allied health care component and has already developed and begun implementing the Minnesota Computers to Schools and Stillwater Prison program component that provides instructor training in computer recycling and refurbishing training to Youthbuild trainees.



Photo above: Vincent at a construction site.

Success Story: Jon

Jon started Youthbuild a “chip” on his shoulder. He was 18, had his own vehicle and no one could tell him anything. He decided when to go to school or not, and at one point, it was decided that Jon be dropped from high school. Instead, staff decided to give him one more shot at school by starting him in Youthbuild. Staff discovered that Jon had great talent and skills not only with construction tools but also leadership. Jon graduated from high school in June and completed the Youthbuild program this summer. He is now working full-time for one of our volunteer contractors. “Had it not been for Youthbuild and the staff, I would’ve probably had to go to get my GED and probably would still be looking for a job.”



Quotes From Youth, Parents and Community:

“Youthbuild has helped me better my life. When I first came to the program, I didn’t want to talk to anyone. I thought this program was “bogus”. After more than a year in Youthbuild, and moving into a leadership role, I am more confident and proud of what I have and can accomplish.” - Youth

“This program has been the best thing that ever happened to my son. He now actually likes getting up in the morning to go to school because he knows the importance of his education. Not just something I make him do.” - Parent

“This Youthbuild program is GREAT! Participants who may have to work as well as go to school get to learn how to manage the work world as they go. The good thing is we get to help them process issues and conflicts as it happens, not after the fact.” - GAP Youth and Family Services Extern

Best Practices:

Community Service by Youthbuilders with Westside Community Youth Farm Agency provides tutoring and mentoring to elementary students in agriculture (planting and harvesting food) and global environmental impact. Youthbuilders also meet biweekly to plan and implement leadership, team building and community service activities. All participants are required (during Mental Toughness Training) to complete an eight hour service project by the end of their term. Each participant is assigned to a support service staff member who provides daily feedback on attendance, issues involving staff or students and outside and family issues.

Career Exploration, Post-Secondary Preparation and Follow-Up: All Youthbuilders complete a job-readiness course focusing on job and career workshops, college tours, and practice test using Minnesota State Colleges and Universities’ (MnSCU’s) Accuplacer college entrance test in partnership with St. Paul College. A Job Placement Specialist develops job opportunities for graduates with local businesses.

Medical and Computer Certified Training: GAP Youthbuild offers Certified Nursing Assistant (CNA) and Community Health Worker training to participants and is also developing computer and additional pre-nursing training opportunities in collaboration with Inver Hills Community College and St. Paul College. Youthbuilders receive PSEO credits and certification in I-Connect computer technology and C-TECH (telecommunications, copper and fiber optics wiring).

Life Skills, Career and Job Readiness, and Support Services: All youth are required to complete a three-month job readiness course that emphasizes job finding and keeping skills. The course includes developing healthy relationships, Youth @ Work safety training, Financial Literacy, “Building Your Money Skills and Taking Charge of Your Future,” and “Working Hands/Working Minds curriculum. The “Youth and Family Services” program offers individual counseling, mediation and conflict resolution, family support and “Apoyo Familiar” (The Family Program).

Mental Toughness Orientation: Upon enrollment, youth participate in a four-week orientation that involves training in work safety, housing vocabulary, basic measurement, and use of tools along with mental toughness drills and activities.

Rural Minnesota Concentrated Employment Programs, Inc.

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Serving Becker, Ottertail and Wadena Counties

Quote from Youth:

"I don't think I would be as close to graduating high school as I am if it wasn't for the Youthbuild Program. Getting credits for working on construction projects and going to life skills classes has gotten me to within one credit of graduating finally. Besides all the construction skills I have learned, I also found out that I like being a lead worker and helping other people their jobs. The Construction, Electricity course made me realize I would like to go to school for that after I graduate." - Jordan

Best Practices:

College Education Credit and OSHA 10 Certification:

All Youthbuild participants are given the opportunity to attend a three credit college course offered by a local community or technical college. The college instructor provides the advanced education at Perham ALC and through the mobile learning campus. Welding and Construction Electricity are the most recent courses, offered in collaboration with M-State campuses in Detroit Lakes and Wadena. College instructors also served as mentors to encourage youth to consider post secondary training, which had a significant impact on increasing interest in pursuing post secondary education for youth graduating from high school. Five Youthbuild participants successfully completed the construction electricity training in 2010. One student is now enrolled in a post secondary construction electricity program and another is considering beginning the program in 2011. In addition to this college level experience, all Youthbuild participants are required to complete the on-line OSHA 10 construction safety course.

Collaborative Partnerships:

Perham Alternative Learning Center (ALC) and Perham school district, U.S. Fish and Wildlife Service, Ottertail-Wadena Community Action Program (CAP), Perham Housing Redevelopment Authority (HRA), the City of Perham, and Detroit Lakes and Wadena Technical Colleges.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	11
Pct. Youth Basic Skills Deficient.....	100%
Pct. Youth Chemically Dependent	73%
Pct. Youth/Family On Public Assistance	36%
Pct. Youth Pregnant or Parenting	43%
Pct. Youth Offenders	36%
Pct. Youth with Disabilities	36%
Pct. Obtained High School Diploma/GED	14%
Pct. Enrolled in Post-Secondary Education.....	14%
Pct. Placed in Employment	71%

Best Practices:

Life Skills Workshops: Participants improve their "soft skills" through biweekly group discussions and life skills workshops dealing with challenging day-to-day life issues. Workshops include guest speakers from the business community, tours to businesses/college campuses and the local Workforce Center to compliment with work readiness training and career development. Financial literacy, vehicle purchase and maintenance, budgeting, and renting/owning a home are also covered along with tours of car dealerships and banking institutions. Other topics include relationships/responsibility and substance abuse as well as assistance with driver's training and transportation costs. Fees for Driver's License training and testing are provided to youth in need of transportation to their employment worksite.

Youth Leadership Incentives: A participant chosen as lead worker assists the worksite supervisor in motivating co-workers, serving as role model, coordinating work activities, and ensuring all participants are actively involved on projects. The lead worker also represents all participants on the Youthbuild Advisory Board and assists participants in planning community service projects. The lead worker receives an hourly bonus of \$.50 to one dollar for their lead worker duties, in addition to their regular work on the construction site. All Youthbuild participants that meet their academic and worksite requirements are eligible to earn an hourly bonus of \$.75 in addition to the minimum wage for hours worked on the construction site.

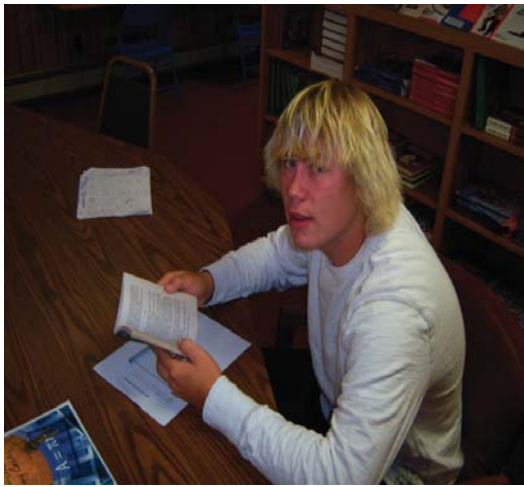


Photo above: Michael credits Youthbuild for improving his attitude toward school and motivation to be a conservation officer.

Success Story: Michael

My name is Michael and I am a junior in high school. Before coming to the Perham Area Learning Center I didn't do very well in school. I couldn't focus and didn't turn in my work. I had a hard time getting along with my teachers and class mates. I was very far behind on all my work and classes. I was always thinking about hunting and how I was missing out on it so much. But here they allow me to come in a half hour later on some days so I can go hunting.

Youthbuild has helped me be a better person by giving me a stronger work ethic and allowing me to trust people better. It taught me to be prompt and improved my work skills. When I first came here, I didn't get along with people I didn't know. Now I can talk to more people and don't judge people right away. Youthbuild has taught me that I can actually do big things if I put the time and dedication into it. Also, if I do the work, I get paid for it which prepares me for the real world.

It also teaches me about construction and prepares me for college and will help me become something in life. It is a fun and great way to learn and become a better kid, student and worker. It's not a place just to go and slack off. I actually have to do the work and do it right, otherwise my project will not turn out. If I do not show up or if I'm always late, I can get fired just like any job. This prepares me and shows me what I have to do in the future.

After high school I plan on going to work right away. I am looking for a job in construction or maybe welding. Eventually I would like to go to college to become a conservation officer. I think Youthbuild has helped me decide I want to go to college and get a good job.

Best Practices:

Green and Unique Construction Projects: The importance of using green techniques and materials is of utmost priority for Rural MN CEP Youthbuild projects. Architects are asked to design with green building techniques in mind and are encouraged to share new innovative designs with the participants throughout the process. As green and energy efficient processes and materials are utilized, participants learn the energy/costs savings in these methods and materials. Participants also had the unique opportunity to be exposed to timber frame construction with field trips to timber frame structures this past year and education on logging procedures. The actual timber frame project will be completed this school year with participants observing the log cutting/notching process and learning the importance of accuracy in this process. It was also a unique opportunity to educate on the history of logging in the area. The contractor/community expert on this timber frame construction project is also a mentor and is willing to give opportunities to any interested participants to explore possible career options with his company beyond their high school graduation if interested.



Photo above: Jordan applies construction skills on building a new house in Perham.



Photo above: The new house built by Perham Youthbuilders to be sold as affordable housing for a low-income family.

Stearns-Benton Employment and Training Council

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Serving Benton and Stearns Counties

Success Story: Travis

Travis is no stranger to helping out in the community since he volunteers over twenty hours of his time a month at the Salvation Army. Along with his community service work, he is also involved in leadership meetings at his school. His 100% attendance for the four week program earned him a \$100 bonus and a new tool box. "Since becoming a part of Youthbuild, Travis has become more engaged in school and has begun volunteering at the local Salvation Army. He has revitalized his desire to help teens in need," says his Case Manager. Travis is now attending St. Cloud Technical & Community College under the Post Secondary Education Option (PSEO). He wants to be a police officer or a social worker to help out teens in need.



Photo above: Travis pulls up old kitchen tile in one of the five Habitat for Humanity houses in Central Minnesota he helped renovate.

Collaborative Partnerships:

Central Minnesota Habitat for Humanity; Grainger Company (provides scholarships to youth pursuing building trades careers); St. Cloud State University; St. Cloud Area School District 742 Area Learning Center West; Kids Against Hunger

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	43
Pct. Youth With a Disability	40%
Pct. Youth Pregnant or Parenting	16%
Pct. Youth Offenders	33%
Pct. Youth Offenders Recidivism Rate	7%
Average Attendance Rate	96%
Pct. Obtained High School Diploma /GED. ...	100%
Pct. Youth in Post-Secondary Education	33%
Pct. Youth in Employment	47%

Best Practices:

Multiple Certifications in OSHA 10, Lead Abatement, NCCER, and First Aid/CPR are components of the high quality safety training Youthbuilders receive at St. Cloud ALC West. Vocational Instructor Dave Masters offers the NCCER curriculum with a "green building" component, a national industry-recognized construction curriculum resulting in certification. St. Cloud ALC West also offers an Employment Skills Seminar (ESS) class focusing on career planning, job search, personal finance, and job readiness skill including dependability, team work, problem solving and flexibility. Youthbuilders visit over half a dozen apprenticeship programs, including bricklayers, plumbers, electrical, carpentry, masons, laborers, plasterers, and heavy machine operators. They also tour local colleges and construction sites.

A \$45 Daily Stipend and \$25 Weekly Bonus during the summer based on attendance, punctuality, cooperation, teamwork, work quality and work quantity. Participants were evaluated twice a day on their performance. The Summer Stipend Policy was considered a best practice by the state Monitor.

Restoration of 25 Houses assisting 25 families make the successful transition into their new homes through Central Minnesota Habitat for Humanity and St. Cloud Youthbuild during the past five years. They also assisted Habitat move into their new facility and worked hand in hand with them on restoration projects, such as landscaping, building walls, setting floors, demolition, framing windows, insulation and pouring concrete.

Best Practices:

Leadership Development: Youthbuilders received training in team building, self confidence and motivational activities. As a result, they learned the value of community, responsibility, cooperation, and self respect. The Youthbuilders participated in the Husky Challenge Course which built trust, developed group communication skills, and improved conflict management skills. Leadership opportunities were also available to job shadow, conduct informational interviews, hear guest speakers, take field trips, talk to legislators, attend job fairs, perform service learning projects, and visit post secondary schools. Those youth who successfully completed the program were assisted in applying to post secondary schooling, job search and placement, and follow-up services.

Quotes From Youth, Parents, and Community Members:

“He’s learned how to do things around the house. He is now remodeling his bedroom. When he’s done he can help with the kitchen.” - Parent

“I like seeing students working and involved in the community. Youthbuild gives students the opportunity to help others find affordable housing in the St. Cloud area by working with Habitat for Humanity”. - Mayor of St. Cloud

“Let your youth know they are doing a great job. I am amazed at how fast you all seem to get your tasks done.” - Habitat for Humanity, Construction Manager

“I’m glad to see students applying the math skills they learn in my class in a real world application like Youthbuild offers.” - ALC Math Teacher

Success Story: Cody

Cody helped Habitat for Humanity with the renovation of five homes in the Central Minnesota area, helped construct a new floor and door in the garage of the new Habitat facility, and worked in the renovation of five other housing facilities. Cody’s 100 percent attendance rate for the summer program also earned him a \$100 bonus and new tool box. He is now attending St. Cloud Technical & Community College under PSEO and wants to pursue a career in Sales or Management.



Cody constructs a new garage door at Central Minnesota Habitat for Humanity’s new location.

The City Inc.

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Serving the City of Minneapolis

Best Practices:

NCCER and OSHA 10 Training and Certification are provided to participants and Youthbuild staff are trained in First Aid/CPR. The worksite supervisor-to-youth is consistently 4-to-1 while working on renovation on abandoned and foreclosed properties in north and south Minneapolis. Classroom construction also includes “Carpentry Tools, Materials, Practices” textbook and workbook (by R.T. Miller). Carpentry-related math is incorporated into worksite projects with the assistance of the school math instructor.

Post-Secondary Options Course: Youthbuilders attend a Post-Secondary Options course through the City School. Students are taught to use the Internet as a resource to locate information about post-secondary institutions, including admission requirements, entrance test preparation, and assistance with financial aid, scholarships, and grants.

Search Institute’s 40 Developmental Assets for Adolescents is emphasized throughout The Pride in the City’s Youthbuild program. Assets include: Support - from three or more adults; Empowerment; Community Values Youth: adults in the community value Youthbuilders; Youth as Resources: Youthbuilders are given useful roles in the community and provide community service to others; Youth feel valued and appreciated; Boundaries and Expectations - Youth are given clear expectations, rules and consequences and staff model positive, responsible behavior; Constructive Use of Time; Commitment to Learning; Positive Values - integrity, honesty, responsibility, and healthy lifestyle, caring, equality and social justice; Social Competencies – promote peaceful conflict resolution, cultural competence, planning and decision making, interpersonal competence; Positive Identity – promote a sense of personal power, self-esteem, a sense of purpose, and a positive view of the future.

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	58
Pct. Youth on Public Assistance	71%
Pct. Youth Offenders	19%
Pct. Youth Pregnant or Parenting	17%
Pct. Youth With a Disability	100%
Pct. Youth Homeless or Runaway	12%
Pct. Youth Obtained High School Diploma	100%
Pct. Youth in Post-Secondary Education	100%
Pct. Youth Placed in Employment	100%



Photo above: Youthbuilders working on a landscaping project in North Minneapolis.

Success Story: Cortez

Cortez is a young man who came to Youthbuild having experienced many problems in society. His brother and his friends were involved with gangs and violence. People could see that he was a smart and serious young man who might make it with guidance of Youthbuild staff. While in Youthbuild, Cortez continued to show very good attendance and complete his work both at school and on the worksite. Cortez says he has learned many things in Youthbuild that he can use throughout his life and will be able to fix things when he has his own home. Cortez graduated near the top of his high school class in 2010, and has earned a full four year academic scholarship to the University of Minnesota.

Collaborative Partnerships:

Urban Homeworks, GAP School, Rebuilding Together, Minneapolis Urban League, Twin Cities Habitat for Humanity



Photo above: Fatima and Youthbuild crew provide landscaping.

Quotes From Youth:

“Now I’ll know more about construction, teamwork and listening to directions.”

“[The job] gave me an idea on how an interview would go, learn to always keep myself busy because I’m there to work.”

Quotes From Parents:

“I think the work experience was awesome. Teaching [our son] to manage his time and being responsible to get up on time for work. I also liked the extra training on money management included in his job.”

“My son had a great experience. He was transformed this summer. He grew as a person. I would highly recommend this program for other youths and their parents.”

Success Story: Sam

Sam came to Youthbuild with a history of social troubles, a lot of anger, and temper issues. Youthbuild staff was upfront with him about program expectations and provided additional counseling and cultural support to help Sam stay on track. Sam responded, in kind, by “taking care of business”. He surprised himself and his mother by becoming one of the top students and best leaders in Youthbuild. He came to school every morning, worked on his anger and attitude, and completed his school work. He liked the results and his mother was very happy with the changes she saw in him. Sam plans to finish high school and, then, go onto college.



Photo above: The City Inc.’s Youthbuild Crew in North Minneapolis, including Kea’Ron, Paris, Deanna, Director Mike, Tiffany, and Anton.

Tree Trust

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Serving Minneapolis and Hennepin County

Best Practices:

OSHA 10-hour Safety Training and National Center for Construction Education and Research's (NCCER)

Introductory Craft Curriculum Training are nationally recognized certifications that demonstrate to future employers Youthbuilders' proficiency in safety, hand and power tools, construction math, blueprints, employability and communication.

An Articulated and Unified Set of Standards: During the past year, Tree Trust Youthbuild has clarified program beliefs and standards as well as articulating in a few short sentences what Tree Trust Youthbuild really is. This process helped staff become more cohesive with clear expectations and goals for the program and participants.

Character Training: is discussed on a daily basis using 16 different traits, ranging from purpose to honesty, that are necessary to be a sought after employee and engaged community member. At the end of the year, the character trainings are one of the most remembered and valued aspects of the program by graduates.

Responsible Money Practices: Participant bonuses for near-perfect attendance accrue over the length of the program in order to encourage responsible banking practices and to demonstrate that saving a small amount each week adds up over time. Youth receive an average sum of \$600 through the savings program upon exiting the program.

Collaborative Partnerships:

Urban Homeworks, District 287's Bren Road Education Center, Mpls. Public Schools' Adult Basic Education and Transition Plus Services, MN Internship Center Charter School, MN Transition Schools, Robbinsdale Public Schools' Transitions Center and Volunteers of America's Opportunity High School; Hennepin County Workforce Investment Board, and Minneapolis Employment and Training Program (METP)

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	22
Pct. Youth on Public Assistance	41%
Pct. Youth Offenders	32%
Pct. Youth Pregnant or Parenting	23%
Pct. Youth With a Disability	36%
Pct. Youth High School Dropouts	22%
Pct. Youth Basic Skills Deficient	91%
Pct. Youth Obtained High School Diploma	80%
Pct. Youth in Post-Secondary Education	70%
Pct. Youth Placed in Employment	100%

Success Story: David

During orientation, staff could easily tell David was a natural leader that got along with everyone, but needed support and guidance to meet his goals, find a permanent residence, and get his life back on track. David quickly established a strong, trustworthy relationship with his crew leader, who constantly challenged and supported him. In a matter

of four months, David earned an OSHA 10-hour Safety Certification, a valid driver's license, First Aid/CPR Certification, a State of MN Lead Safe Worker's License and his GED. David worked to accomplish each goal with tenacity. In



January of 2010, David enrolled at Minneapolis Community and Technical College and began pursuing his degree in business management, and in March, he was hired as a full-time Sales Associate. This past summer, David was also hired by Urban Homeworks to complete lead abatement projects and assist volunteer crews. While working two part-time jobs as a Sales Associate and Construction worker, he was stabilizing his life and spending more time with his young son. Now, David is renting a stable apartment for him and his son, and working full-time as an AmeriCorps member through Urban Homeworks, supervising volunteer crews. For the first time, David is really enjoying life as a full-time dad with a home and a future full of opportunities. David continues to pursue his degree in Business Management.

Best Practices:

Unified Set of Standards and Use of Intentional

Language: Tree Trust Youthbuild has clarified program beliefs and standards as well as a “Youthbuild Philosophy”. This process helped staff become more cohesive with clear expectations and goals for participants. The “Youthbuild Philosophy” is memorized and its importance is discussed during orientation. It is repeated each day because positive words and ideas can have a slow but powerful impact on people’s outlook and attitude:

“Why Are We Here?”

“We are here to better ourselves and our community. Through discipline, courage, leadership and force of will. Through splinters, blisters, tears and sweat.”

“What will we do?”

“We will power through everything that tries to stop us. We will push ourselves past the limits that are set on us. We will be better, faster, wiser and stronger than we were yesterday.”

“Who are we?”

“We are professionals. We are the future of our community. We are the elite, the servants of all and the protectors of the weak. We are the definition of success. We are Youthbuild.”

“What is your mission?”

“I will graduate High School or obtain my GED. I will be prepared for Successful Employment. I will move forward into Higher Education. I will not fail.”



Photo above: Youthbuilders Brandon, Darryl and Robert receive safety equipment, tools, and belts during their first week.

Quotes From Youth:

“Youthbuild staff was very patient and took time to get to know us and helped me develop a better work attitude.”

“I learned that I can work in the freezing cold and when its fire hot!!”

“I learned that I can do what I think I can do. I am dependable and I bring a positive attitude.”

“I learned that I can make the best out of a bad problem.”

“I learned that I am better, stronger, and wiser than I was before.”



Photo above (left to right): Teresa (counselor) and Shakela (Youthbuilder) work on education and employment goals.

Workforce Development, Inc.

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 Rochester, MN 55901
 Phone: (507) 379-3409
 Website: www.workforcedevelopmentinc.org

Serving Wabasha County

Success Story: Dan

Dan was this year's Josh Anderson Memorial Award winner, chosen at April 2010 Youthbuild Leadership Conference at Camp Ihduhapi. Dan quietly takes on leadership by mentoring younger or less experienced members and asks for and gets commitment with a simple formula: He is genuinely interested in teaching others without prompting from adults and continues mentoring until he sees improvement and mastery in the skill of fellow students. Dan expects this same level of dedication from those he teaches, yet he's mature enough to know his fellow students will not always follow the basic steps needed for mastery. He fits the classic profile of the "resilient" youth. He has a pleasant, nurturing personality with the drive to maximize his potential. He will continue to use his skill and talent to deal with adversity and get ahead in life. Through his steady progress in high school and Youthbuild, Dan has completed his high school graduation requirements at River Valley Academy and is planning to attend post secondary in music and performance production.

Collaborative Partnerships:

River Valley Academy, Wabasha County HRA and Olmsted County Habitat for Humanity Housing Program

SFY 2010 Youth Served At-A-Glance (July 1, 2009 through June 30, 2010):

Youth Served Under Youthbuild	11
Pct. Youth Basic Skills Deficient	82%
Pct. Youth With a Disability	55%
Pct. Youth Offenders	27%
Pct. Youth Obtained High School Diploma	88%
Pct. Youth in Post-Secondary Education	33%
Pct. Youth Placed in Employment	100%



Photo above: Dan was the recipient of the 2010 Josh Anderson Memorial Award for Leadership.

Quotes From Youth:

"I like Youthbuild because it taught me how to use tools and I learned skills in carpentry/construction. I got to work with friends. I like that I got hired for this work experience. It's normally hard to find a job."

" Things that I liked about Youthbuild: Camp Ihduhapi and the group build in St. Paul with other Youthbuild programs from around Minnesota; Woodworking knowledge; You get to talk to friends and relax while learning work skills in a school environment; Entrepreneurship training, personal life skill and living skills I learned through the program."

Best Practices:

NCCER and Energy Audit Training and Certification: Youthbuilder receive industry recognized NCCER certification, worker safety training certification (using National Youth @ Work safety curriculum) and Career Ready Certification through ACT. In 2010, Youthbuild participants will also be trained in the new Energy Audit Curriculum.

Career Focus on the Building Trades: Participants complete career interest inventories which identify career paths that specifically focus on the construction trades industry. In addition, participants receive ten hours of job shadowing, within a selected building trades occupation, to get a first-hand look at the “real” jobs in the trades in Southeastern Minnesota. Youthbuild staff work with youth to place them in construction or building trades related jobs. On-going connections to construction related businesses in the community provide opportunities for job placements.

Leadership Development: is imbedded throughout the program. Youth recognized for this skill are assigned a “team leader” role which includes increased pay and additional responsibility. You are also put in charge of as many activities as possible, including planning of field trips, purchasing supplies, and planning of construction and leadership projects. New leadership activities this year included Mental Toughness Training (a National Youthbuild curriculum), participation on the Student Council at River Valley Academy, and participation in YMCA Camp Leadership training and team building.



Photo above: Youthbuilders measuring strips of wood for storage shed.



Photo above: Youthbuilders measure and make cuts in the construction of a storage shed.

SFY 2010 YOUTHBUILD PROGRAM DATA
Statewide and by Service Provider
(July 1, 2009 through June 30, 2010)

SFY 2010 YOUTHBUILD PROGRAM DATA
(July 1, 2009 through June 30, 2010)

COMBINED TOTALS		TOTAL	Percent	AEOA	BI-CAP	CSEC	CMJTS	City Acad	GAP
1. Total Participants Served		394		14	42	65	30	47	51
2. Total Exiters		210	53.3%	13	26	48	18	21	32
Gender	3a. Male	277	70.3%	12	25	55	14	30	38
	3b. Female	117	29.7%	2	17	10	16	17	13
Age	4a. 16 - 18 Years of Age	160	40.6%	3	11	33	21	13	21
	4b. 19 -20 Years of Age	202	51.3%	11	22	32	3	32	20
	4c. 21 - 24 Years of Age	32	8.1%	0	9	0	6	2	10
Ethnicity / Race	5a. Hispanic/Latino	46	11.7%	0	2	6	18	2	13
	5b. American Indian or Alaska Native	46	11.7%	2	23	2	1	2	2
	5c. Asian	43	10.9%	0	0	2	0	32	3
	5d. Black or African American	111	28.2%	1	0	8	1	8	27
	5e. White	154	39.1%	11	17	47	16	3	6
Education Level	6a. 9th Grade - 12th Grade	394	100.0%	14	42	65	30	47	51
	6b. High School Graduate	0	0.0%	0	0	0	0	0	0
	6c. Post-Secondary Education	0	0.0%	0	0	0	0	0	0
Other Demographics	7. Limited English Proficient	25	6.3%	0	0	1	10	5	6
	8. Youth from Families Receiving Public Assistance	184	46.7%	11	18	20	15	47	8
	9. Foster Youth	31	7.9%	1	2	16	1	3	1
	10. Disabled Youth or Receiving Special Education Services	194	49.2%	7	16	49	3	17	9
	11. High School Dropout	347	88.1%	14	41	65	30	47	51
	12. Youth Offender	161	40.9%	14	34	30	14	18	12
	13. Pregnant or Parenting Youth	85	21.6%	4	18	4	11	9	17
	14. Chemical Dependency	72	18.3%	8	15	22	2	11	2
	15. Basic Skills Deficient	237	60.2%	8	42	39	27	37	36
	16. Homeless or Runaway Youth	35	8.9%	3	13	0	0	7	1
18. Not Employed at Enrollment	372	94.4%	14	39	65	28	47	51	
1. Received Education or Job Training		394	100.0%	14	42	65	30	47	51
2. Received Work Experience		389	98.7%	14	42	65	25	47	51
3. Received Community / Leadership		318	80.7%	14	41	35	23	47	51
4. Received Post-Secondary Exploration		321	81.5%	12	41	23	23	47	36
5. Received Mentoring Activities		378	95.9%	14	42	65	23	47	51
6. Received Support Services		352	89.3%	14	41	45	9	47	51
INDICATORS OF PERFORMANCE FOR ALL PARTICIPANTS SERVED									
1. Attained Work Readiness or Educational		314	79.7%	12	41	49	23	47	51
2. Received Academic/Service Learning		356	90.4%	0	41	65	23	47	51
3. Recidivism Rate of Youth Offenders		9	5.6%	7.0%	5.0%	4.0%	0	0	12%
4. Average Worksite Attendance Rate		87%		75%	84%	84%	80%	92%	80%
5. Total Community Service Hours Logged		13,232		288	6,560	850	1,486	2,850	200
INDICATORS OF PERFORMANCE FOR EXITERS									
1. Obtained High School Diploma/GED		202	96.2%	9	21	50	13	21	43
3. Entered Employment		179	85.2%	10	37	18	8	19	25
4. Average Hourly Wage at Placement		\$9.29		\$9.38	\$8.50	\$9.07	\$10.50	\$9.75	\$12.00
5. Obtained Certificate (Occupational or Educational)		242	100.0%	9	28	50	13	47	43
6. Entered Post-Secondary Education, Vocational Skills Training, Apprenticeship, or Military		128	61.0%	3	39	10	14	19	11
CUSTOMER SATISFACTION SURVEY									
1. Participants rating YB "Excellent"		76	56.3%	2		2			32
2. Participants rating YB "Very Good"		46	34.1%	1		7			8
3. Participants rating YB "Average"		10	7.4%	1		3			1
4. Participants rating YB "Below Average"		3	2.2%	0		1			0
5. Participants rating YB "Poor"		0	0.0%	0		0			0
6. Total Number of Surveys Completed		135		4		13			41

SFY 2010 YOUTHBUILD PROGRAM DATA
(July 1, 2009 through June 30, 2010)

COMBINED TOTALS		TOTAL	Percent	Rural MN	SBETC	The City, Inc.	Tree Trust	WDI
1. Total Participants Served		394		11	43	58	22	11
2. Total Exiters		210	53.3%	8	15	16	10	3
Gender	3a. Male	277	70.3%	8	30	39	17	9
	3b. Female	117	29.7%	3	13	19	5	2
Age	4a. 16 - 18 Years of Age	160	40.6%	7	5	35	4	7
	4b. 19 -20 Years of Age	202	51.3%	4	36	23	15	4
	4c. 21 - 24 Years of Age	32	8.1%	0	2	0	3	0
Ethnicity / Race	5a. Hispanic/Latino	46	11.7%	0	1	3	1	0
	5b. American Indian or Alaska Native	46	11.7%	0	1	12	0	1
	5c. Asian	43	10.9%	0	2	4	0	0
	5d. Black or African American	111	28.2%	0	14	33	19	0
	5e. White	154	39.1%	11	24	6	3	10
Education Level	6a. 9th Grade - 12th Grade	394	100.0%	11	43	58	22	11
	6b. High School Graduate	0	0.0%	0	0	0	0	0
	6c. Post-Secondary Education	0	0.0%	0	0	0	0	0
Other Demographics	7. Limited English Proficient	25	6.3%	0	1	0	2	0
	8. Youth from Families Receiving Public Assistance	184	46.7%	4	8	41	9	3
	9. Foster Youth	31	7.9%	0	3	3	0	1
	10. Disabled Youth or Receiving Special Education Services	194	49.2%	4	17	58	8	6
	11. High School Dropout	347	88.1%	11	43	22	12	11
	12. Youth Offender	161	40.9%	4	14	11	7	3
	13. Pregnant or Parenting Youth	85	21.6%	0	7	10	5	0
	14. Chemical Dependency	72	18.3%	8	1	0	2	1
	15. Basic Skills Deficient	237	60.2%	11	5	3	20	9
16. Homeless or Runaway Youth	35	8.9%	1	1	7	2	0	
18. Not Employed at Enrollment	372	94.4%	10	39	50	20	9	
1. Received Education or Job Training		394	100.0%	11	43	58	22	11
2. Received Work Experience		389	98.7%	11	43	58	22	11
3. Received Community / Leadership		318	80.7%	0	16	58	22	11
4. Received Post-Secondary Exploration		321	81.5%	9	43	56	20	11
5. Received Mentoring Activities		378	95.9%	10	43	58	22	3
6. Received Support Services		352	89.3%	11	43	58	22	11
INDICATORS OF PERFORMANCE FOR ALL PARTICIPANTS SERVED								
1. Attained Work Readiness or Educational		314	79.7%	1	17	50	12	11
2. Received Academic/Service Learning		356	90.4%	0	43	58	17	11
3. Recidivism Rate of Youth Offenders		9	5.6%	25%	7.0%	18%	0%	0%
4. Average Worksite Attendance Rate		87%		75%	96%	95%	81%	88%
5. Total Community Service Hours Logged		13,232		20	750	0	70	158
INDICATORS OF PERFORMANCE FOR EXITERS								
1. Obtained High School Diploma/GED		202	96.2%	1	17	16	8	3
3. Entered Employment		179	85.2%	5	7	34	13	3
4. Average Hourly Wage at Placement		\$9.29		\$8.25	\$9.69	\$9.00	\$8.79	\$9.50
5. Obtained Certificate (Occupational or Educational)		242	100.0%	7	17	16	8	4
6. Entered Post-Secondary Education, Vocational Skills Training, Apprenticeship, or Military		128	61.0%	1	5	17	7	2
CUSTOMER SATISFACTION SURVEY								
1. Participants rating YB "Excellent"		76	56.3%		1	33	3	3
2. Participants rating YB "Very Good"		46	34.1%		8	19	2	1
3. Participants rating YB "Average"		10	7.4%		1	4	0	0
4. Participants rating YB "Below Average"		3	2.2%		0	2	0	0
5. Participants rating YB "Poor"		0	0.0%		0	0	0	0
6. Total Number of Surveys Completed		135			10	58	5	4



Minnesota Department of Employment and Economic Development
Office of Youth Development