



Preparing At-Risk Youth and Young Adults for a Productive Future Through the **2011 Minnesota Youthbuild Program**



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http://www.positivelyminnesota.com/All_Programs_Services/Office_of_Youth_Development/Programs_for_At-RiskYouth/Youthbuild_Program.aspx

On the Cover:

Upper Left: Bemidji Youthbuilders renovating a home in Bemidji

Upper Right: AEOA Worksite supervisor and youth building a garage for Northern Pines Medical Center in Aurora.

Lower Left: Tree Trust worksite supervisor and Youthbuilder reading blueprints on the worksite

Lower Right: City Academy Youthbuilder cutting wood panels for a home renovation on St. Paul's Eastside.

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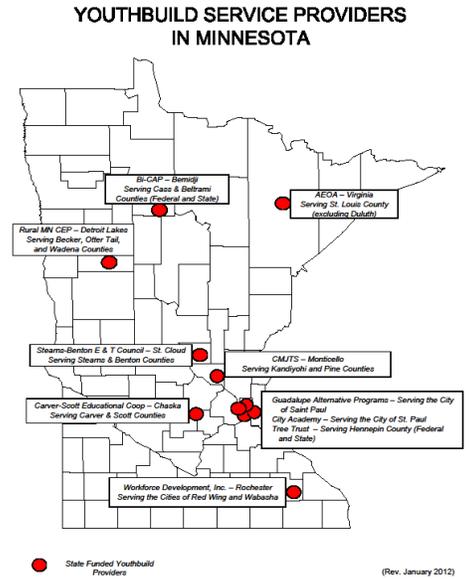
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INTRODUCTION

FUNDING

In PY 2011, \$1,000,000 in state funds and an equal amount of matching local dollars supported ten Youthbuild Programs serving 371 at-risk youth. Fifty-four (54) units of affordable housing were constructed or renovated in the past year, benefiting low-income families and individuals across Minnesota.

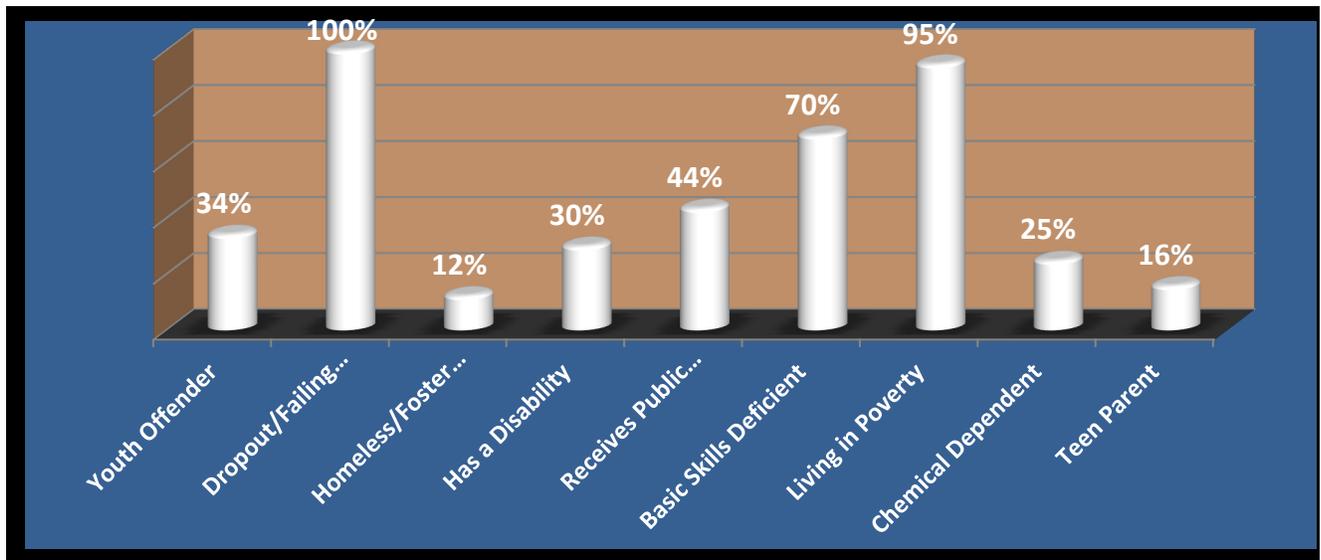
A federal Youthbuild program is operated separately by the US Department of Labor through a competitive process awarding funds directly to local grant recipients. Two state-funded grantees, Bi-County CAP and Tree Trust, receive federal Youthbuild funding along with the Red Lake and Leech Lake Tribal Organizations in the Bemidji area.



PURPOSE

The Minnesota Youthbuild was first authorized by the Minnesota Legislature in 1989, under MN Statutes 116L.361 – 116L.366, as a dropout prevention strategy for troubled youth. Youthbuild targets primarily low-income high school dropouts and youth experiencing school failure who also face barriers such as a criminal background, disability, chemical dependency, basic skills deficiency, homelessness, teen parenting, foster care, and are dependent upon public assistance.

BARRIERS FACING 2011 YOUTHBUILD PARTICIPANTS



These troubled youth face a lifetime of dependency, incarceration, and failure without the education and skills to become productive adults. Youthbuild offers them an opportunity at a successful future through one year of comprehensive training and services resulting in a high school diploma or GED, certified credentials, and placement in post-secondary, an apprenticeship, and/or private sector employment.

TRAINING AND SERVICES

To effectively transition extremely disadvantaged youth to productive adulthood, Youthbuild provides long-term training and wrap-around services consisting of:

- Construction training and nationally recognized certification in OSHA 10; Green Build, Green Power and Green Advantage Training; EPA Lead Safety, PACT construction, and NCCER Core construction curriculum
- “Soft Skills” work readiness training in the classroom and on the worksite
- Entrepreneurial business skills, financial literacy, and independent life skills training
- Academic support to complete their high school education with a diploma or GED
- Leadership training, community service opportunities, counseling and support services

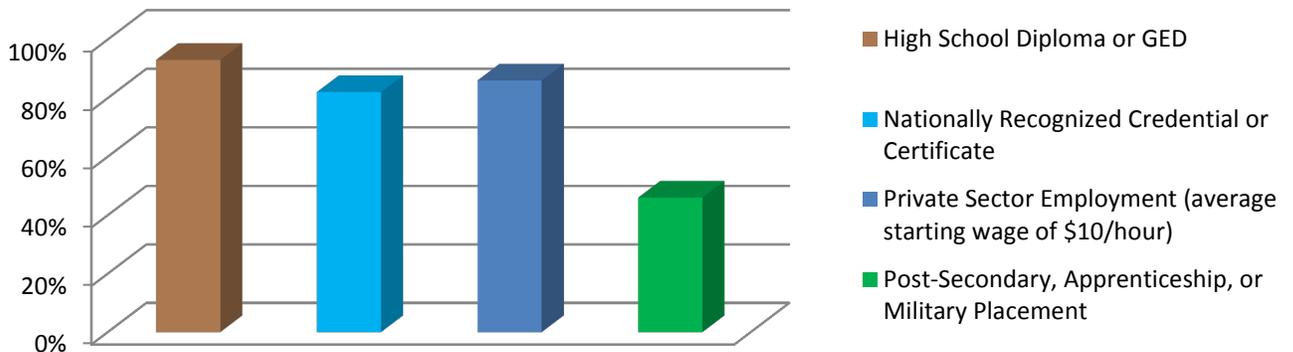


PFC Josh Anderson, Youthbuild graduate killed in Iraq in 2008 and the Memorial Award in his name given to the Youthbuilder who exhibits the most outstanding leadership for the year.

PARTICIPANT SUCCESS

Follow-up data collected on Youthbuild participants revealed the following performance outcomes:

- **93% received their high school diploma or GED**
- **82% were employed in the private sector, earning an average \$10 /hour**
- **46% entered a post-secondary institution, an apprenticeship program, or the military**
- **less than 5% of participants with a previous criminal background re-offended/recidivated**



Information on ROI of the Minnesota Youthbuild Program can be found at:

http://www.positivelyminnesota.com/All_Programs_Services/Office_of_Youth_Development/Programs_for_At-RiskYouth/Youthbuild_Program.aspx

PRIVATE SECTOR JOBS OF GRADUATES

Youthbuild graduates found positions as: small business owners, carpenter apprentices, brick and tile layers, Green Build roofers, masonry, welders, construction laborers, business managers, certified nursing assistants, registered nurses, bank loan officers, computer technicians, web designers, community health workers, conservation officers, and energy auditors.

Arrowhead Economic Opportunity Agency, Inc. (AEOA)

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*Serving the Quad-Cities area
 of St. Louis County*

Collaborative Partnerships:
 Northeast MN Office of Job Training; Northern Pines Medical Center; AEOA Head Start, Housing, Employment and Training, and Transportation Departments; Local mental health providers and housing advocates.



Keagan learning about different types of power saws and their uses.

Since 1996, AEOA Youthbuild has constructed or rehabilitated approximately 52 homes, including construction of a storage and garage facility for the Foyer homeless youth residence.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served.....	14
Obtained High School Diploma/GED	90%
Received a Green Power and NCCER Certificate	90%
Employed in Private Sector	100%
Enrolled in Post-Secondary or Other Placement ...	90%
Youth Served Who Are Offenders	100%
Youth from Families Receiving Public Assistance	50%
Youth Who Are Chemically Dependent	36%
Homeless Youth	15%

Success Story: Keagan

When I joined Arrowhead Youthbuild I only had a seventh grade education and was having a hard time finding anyone who would hire me. I was hoping to better myself through education and a job that would give me a work history and some marketable skills. This program worked with me to achieve those goals. I am pleased to say that I now have a GED Certificate, a Go Green Certificate, and a NCCER Construction Certificate. I have learned a lot of construction skills, and now know how to run and use the tools necessary for so many building projects. When I leave this program I will have a lot more to offer an employer, and I believe I will have a much better chance of landing a job.

Quotes from Local Business Owners, Staff, and Youth:

“The Youthbuild crew was a welcome addition to our team of volunteers...they were willing to share their expertise when building the garden frame and jumped right in on parts of the project that weren’t so fun and took a lot of muscle.” – Housing Staff – Foyer Community Garden Project

“I really appreciate all the help this program gave me. I didn’t have much self-confidence when I started here. Now I feel like I can do anything if I want it bad enough.” – Youth

“You’ve got a great (Youthbuild) crew. I think I could use this group on a few upcoming projects. I’m going to call you this fall and hopefully we can line up some different (learning) experiences for them.” Local Business – Construction Owner and Operator



Mike enjoys using the cordless saw during his renovation work at a house being built in Eveleth.

Success Story: Mike

I came to Youthbuild with only a ninth grade education. I was looking to get my GED and gain some work experience. This program has helped me accomplish those goals. While I've been in the program I have obtained my GED Certificate, been certified in Green Power Training, completed my certification for Heart Saver first-aid, and I'm working on my NCCER construction certificate. I have also gained many carpentry and everyday life skills. As a crew we have worked on many different projects, such as renovating older homes, building garages, storage buildings, staircases, and picnic tables and chairs. I've learned a lot of useful maintenance and repair skills, as well as developed my skills with multiple tools. I hope to go to college, but I am in still in the process of figuring out a plan that will allow me to do that.

Best Practices:

Green Building and a Green Jobs Focus: Youthbuild provided a two-week training class with Blue-Green Alliance for Green Power Specialist certification. Participants have also been trained and certified in new Lead Abatement Safe Worker practices.

Foyer Project Community Garden: Youthbuild installed a community garden at the Foyer, a transitional apartment building for homeless youth.

Entrepreneurial and Independent-Living provide youth with business, banking, and budgeting skills as well as workshops on renting a house, cooking and nutrition, self-esteem, healthy decision making, problem-solving, and positive relationships. Participants develop a business plan, including choosing a product and the manufacturing and marketing of that product, as well as the on-going monitoring of their small business. Participants also build, market, and sell picnic tables and chairs as a small business. Two Youthbuild graduates started their own small businesses this past year.

Construction Math and National Center for Construction Education and Research (NCCER) Curriculum are taught to youth. AEOA Youthbuilders receive nationally recognized construction certification in the NCCER Core Curriculum.

New ABE Post-Secondary Curriculum, College Tours, Assistance with College Applications/FAFSA, and Visits to Area Workforce Center are components of 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 readiness performance at work.



Youthbuild crew members roofing a garage for Northern Pines Medical Center in Aurora.

Bi-County Community Action Programs, Inc.

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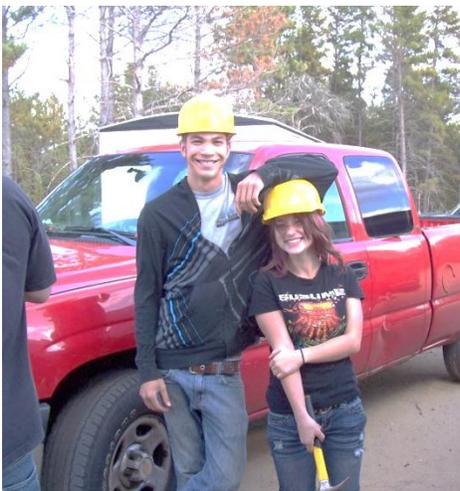
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Serving Beltrami and Cass Counties

Collaborative Partnerships: US Department of Labor, National School Initiative/Gates Foundation, USDA, Bemidji State University, Northwest Tech, Neilson Place CNAs, Red Lake Housing and Tribal College, Voyageurs Expeditionary Charter School, Evergreen Youth Services, Rural MN CEP, local Workforce Center, local court system and probation, Minnesota Green Communities.



Alee with fellow Youthbuilder.

Since 1990, Bemidji Youthbuild has constructed or rehabilitated over 10 single-family homes, two head Start facilities, and 15 homes for transitional housing.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	42
Obtained High School Diploma	87%
Employed in Private Sector	97%
Received NCCER, PACT, Lead Safety Credential	100%
Youth from Families Receiving Public Assistance	45%
Youth Offenders	55%
Pregnant and Parenting Youth	31%
Basic Skills Deficient	100%
Disabled or Receiving Special Services	48%

Success Story: Alee

Alee dropped out of High School after tenth grade. When she came to Youthbuild, she was a very shy student who was seriously behind in credits for graduation. Her initial academic testing placed her reading, math and language scores very low. With the help of Youthbuild, her scores have increased over two grade levels, she has caught up on her school credits, and will graduate early.

In Youthbuild, Alee became certified as an EPA Renovator, and received PACT certification, and the NCCER construction certifications. She is an extremely able construction team leader. Her long-term career plans include pursuing a career in Business Management.

Quotes from Youth:

“To be honest YouthBuild changed the course of my life. I learned how to open up and apply myself. When I think back to who I was and what I was doing before the program, if I hadn’t come to YouthBuild when I did, I wouldn’t be the responsible adult I am now.”

“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.”

“Youthbuild has taught me a lot about responsibility“.

“Youthbuild has helped me see that life isn’t a free ride.”

Success Story: Zack



Zack came to Youthbuild as a high school drop-out and had run-ins with the criminal justice system. Through Youthbuild, he graduated from high school, obtained his driver's license and received two certifications in National Center for Construction Education and Research (NCCER) and Lead Safety for Renovation, Repair, and Painting. He is now a Certified Renovator in compliance with the EPA and is planning to work towards a high performance automotive degree at Northwest Technical College this year.



Youthbuilders installing a panel.

Best Practices:

Multiple Certifications and Training Opportunities:

All youth receive National Center for Construction Education and Research (NCCER) and Pre-Apprenticeship Certificate Training (PACT) certification, basic first aid and safety training, and meet OSHA safety standards and practices on a construction site. Additional certification is available as EPA Renovators, Certified Nursing Assistants, Energy Auditing, U.S Forest Service Firefighters.

USDA Entrepreneurial and Green Jobs Training:

enables youth to run their own greenhouse business while they learn budgeting, bookkeeping, marketing, and strategic planning. They also have run a successful vending machine business this year. Local business owners teach and mentor participants on successful business decision-making. Bemidji Youthbuild has also partnered with MN Green Communities on local housing projects and toured the RREAL Solar Panel Plant.

Operation Minnesota Nice was initiated by participants who wrote letters and processed venison jerky to send to service men and women overseas. They also volunteered at "Hope House" homeless shelter, nursing homes, a local "Stand Down" event for veterans, and contributed man-hours for the Salvation Army Kettle Campaign.

Follow-Up Services to Successfully Transition into Adulthood:

A Job Placement Specialist links graduates with construction contractors and other local employers. Field trips to local businesses, colleges, job fairs, and the area Workforce Center are conducted regularly as well as goal-based counseling and post-secondary testing in MNSCU's Accuplacer placement test. Upon exit, each graduate completes a portfolio containing a resume, letters of intention, samples of completed construction activities, awards and certificates, results of job aptitude tests, and a list skills developed during their participation.

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

Carver-Scott Educational Cooperative

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Serving Scott and Carver Counties

Collaborative Partnerships:
 Hennepin Technical College,
 Scott and Carver County
 (Housing Authorities and
 Workforce Investment Boards);
 Ridgeview Medical Center in
 Waconia and Queen of Peace
 Hospital in New Prague.



Since 1991, CSEC Youthbuild has constructed 27 houses and multi-family units, including battered and homeless transitional housing. During that period, they have also weatherized 55 homes and renovated 16 child care centers, schools, and other community centers in the two county area.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	62
Obtained High School Diploma	86%
Employed in Private Sector	41%
Enrolled in Post-Secondary	32%
Youth from Families Receiving Public Assistance	24%
Youth Offenders	20%
Disabled Youth	40%
Chemically Dependent	40%
Basic Skills Deficient	26%

Success Story: Jeff

Jeff came to Youthbuild after receiving a long term suspension from his former high school. When he enrolled in the Waconia Area Learning Center, Jeff was behind in credits to graduate. Through Youthbuild, Jeff began work as a dietary aide and therapeutic recreation assistant at Good Samaritan in Waconia and in-patient financial services at Ridgeview Medical Center in his junior year. Jeff states “Youthbuild kept my idle hands occupied so that I would not have time to get in trouble. I also gained valuable work experience and money for necessities.”

Jeff is now a senior, working 30 hours per week, attending full-time school and also night school to make up missing credits. He is pulling it together so that he will graduate on time with his peers. His future plan is to attend Rochester Community and Technical College to major in business management and marketing.

Quotes from Parents and Staff:

“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

“It has been a very satisfying experience watching the young men and women in Youthbuild blossom and grow into young adults with more confidence and skills to enter into the work world,” – Program Social Worker

Success Story: Jessica



Jessica struggled with the academics and social aspects of a large high school, often blending into the background. Once in Youthbuild, she consistently made the A honor roll and never exceeded the attendance policy. According to her hospital supervisor, she has done great work at Queen of Peace Hospital in New Prague. Jessica is currently enrolled part-time at Spring Lake and takes Post-Secondary classes at Hennepin Technical College. She has completed her Nursing Assistant classes and is now a Certified Nursing Assistant. She is now looking for a nursing assistant job and is planning to enter college full-time next year.



Youthbuilders framing a new home.

Best Practices:

National Leader School and a State Leader School for Service Learning have been awarded to CSEC the past several years. CSEC Youthbuild uses the LEADERS Program (Leadership through Education, Action, Development, Empowerment, Reflection, and Service), is a youth leadership curriculum based on current research and practices for youth leadership and alternative programming. In the program, Youthbuild participants develop interpersonal skills in conflict resolution and group decision-making, learn different personality and leadership styles, and learn to identify and analyze different points of view.

Construction Standards and Applied Math Curricula: CSEC Youthbuild has developed a vocationally certified construction standards curriculum which is taught in the classroom and applied on the work site. An articulation agreement between CSEC and the Hennepin Technical College provides college credit to students who complete the Youthbuild course with a B or higher average.

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

Academic Standards Integrated into Technical Education Coursework: Integrating the academic standards into the construction context makes learning meaningful, maintains a higher level of interest, and actively engages students in purposeful learning. Blueprint for Geometry and Government and Citizenship are two courses that allow students to earn a math credit and Social Studies credit for their work during Youthbuild class time. Students develop problem-solving skills, they learn concepts and apply them in their daily work, and they incorporate reasoning and logic.

Scholarships: The Carver-Scott Foundation offers scholarships every year to students who have completed their high school diploma requirements within a Carver-Scott Educational Cooperative Program. The Foundation awards a \$1,000.00 scholarship for the first year of college, and another \$1,000.00 for the second when the first year is completed successfully.

Central MN Jobs and Training Services (CMJTS)

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Serving Kandiyohi and Pine Counties

Collaborative Partnerships:

Heartland Community Action Agency, Habitat for Humanity of West and East Central Minnesota, Willmar School District, Painters and Allied Trades Union, Red Lake Nation, Willmar Housing and Redevelopment Authority; Prairie Woods Environmental Learning Center, Kandiyohi County Juvenile Justice System and Highway Department, Willmar Treatment Center, East Central High School, Rhine Lake Retreat Center, and Ridgewater College.



Jose and Andrew watch equipment demonstration.

Since 1996, CMJTS Youthbuild has constructed and rehabilitated over 10 homes in East and West Central Minnesota.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	34
Obtained High School Diploma	83%
Employed in Private Sector	100%
Enrolled in Post-Secondary or Other Placement	69%
Basic Skills Deficient Youth	82%
Youth from Families Receiving Public Assistance	41%
Pregnant and Parenting Youth	29%

Success Story: Jose

Prior to enrolling in Youthbuild, Jose lived in a rough neighborhood of Los Angeles. His family did not want him to get involved in gang activity, so they had him move to Willmar. He became a teen parent and struggled with his life direction. When he joined Youthbuild, Jose set his sights on owning his own auto body shop after completing a series of career assessments, college and industry tours and goal-focused counseling. With determination, he graduated from Willmar Public School June 2011 and joined the Military. Jose obtained a part time job, and is planning to attend Minnesota West Technical College in Granite Falls in the near future, with the ultimate goal of owning his own Auto Body shop.

Quotes from Youth and Parents:

“Having Youthbuild around helps me to stay on track and know that I have something bigger to look at, like the carpentry program at college. I need to graduate from the ALC so I can get a better job, and go to college.” -Youth

“Youthbuild was a wonderful experience for my son. It helped him to stay motivated and stay out of trouble at school. He is a hands-on learner, and this is exactly what he needed.” -Parent

“Youthbuild taught me the value of hard work. We had a great team and did a lot of different kinds of work. We also got to go on college tours, so I can see what is out there for me. Youthbuild is cool.” -Youth

“Youthbuild was great for me. It got me away from the group home I was in at night, got me school credits so that I could graduate, and to tour the college I am currently at. I am planning to be a vet tech.” -Youth



Success Story: Julie

East Central Youthbuild (in Sandston, MN) has helped me to become more patient and learn to take time to understand others' problems and needs. We participate in service learning projects, mentoring, and construction of homes through Habitat for Humanity. This year we built a Habitat for Humanity house in Pine

City, converted an old casino into a community center for Red Lake Elders, and painted homes for the elderly. With the extra income that I get, I can help pay for things that I want instead of always going to my parents. Since I'm a new driver and I'm on my own for gas money and insurance, it helps pay for that too. It has also put me in new situations and places I never would have been before. Honestly, before our trip to Red Lake, I didn't even know it existed. I met new people and also learned a lot about the Native American culture. I hope the program continues because what we are doing doesn't only help out our wallets; it also helps entire communities and the individuals within the community.



Youthbuilders are instructed on window layouts at the Painters and Allied Union Training Center.

Best Practices:

Career Development in High Wage/High Demand Jobs:

Comprehensive career development and occupational assessments are coordinated with the Willmar Area Learning Center School-to-Work Coordinator and include work readiness/soft skills and appropriate work behaviors. Youth also receive WorkForce Center tours, OSHA 10 safety training, and teambuilding at the Prairie Woods Environmental Learning Center.

Youth are exposed to college curriculum and instructors and research career fields and complete of career assessments (MNCareers, ISEEK research). In addition, East Central Youthbuild in Pine County completed the Healthcare Core Curriculum offered through Pine Technical College, earning up to five college credits. One Youthbuilder completed her certified nursing assistant training.

Extensive College Tours: included the Union Training Facility in Little Canada, Alexandria Tech, Ridgewater College, University of Minnesota Twin Cities Campus, St. Cloud Technical & Community College and MN School of Business-St. Cloud, Hennepin Tech, Southwest Minnesota State University, St. Cloud State University and Minnesota West Community and Technical College, Granite Falls and Canby campuses (including tours of the renewable energy programs of biodiesel and wind energy programs at Canby).

Unique Service Learning: 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. East Central YB group worked as mentors to youth in an after school program and participated in leadership training at Rhine Lake Retreat Center.

Green Projects: Youthbuilders completed green projects with Willmar Electric, DEMO House Inc., and Heartland Community Action.

City Academy

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Serving City of St. Paul

Collaborative Partnerships:

West 7th/Fort Road
Federation, Eastside
Neighborhood Development
Corporation, Dayton's Bluff
Neighborhood Housing
Services, Century College, St.
Paul College, East Metro
OIC, City of St. Paul.



Peng measures angles on a garage.

Since 1993, City Academy Youthbuild has constructed and rehabilitated 152 homes serving low-income families; constructed four new garages; created ten community gardens, including rain gardens; and leveraged \$ 8.3 million in property improvements.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	70
Obtained High School Diploma	100%
Received NCCER, OSHA, Medical Credential	100%
Employed in Private Sector	78%
Enrolled in Post-Secondary	94%
Youth from Families Receiving Public Assistance	97%
Youth Offenders	50%
Chemically Dependent	31%
Basic Skills Deficient	87%

Success Story: Peng

Peng graduated from high school with the class of 2011. He consistently earned the "leadership" designation from his site supervisor throughout the year. He is currently enrolled at Century College to pursue his welding certification. "My plan is to study mechanics so I can help my family do things that they can't do. I like Youthbuild because you learn how to be successful in the construction trade and you get paid to do it."

Quotes from Youth and Community Officials:

"The YouthBuild program at City Academy is amazing. The students and site supervisors are well trained and professional. Our community project was a huge success because of Youthbuild. We are looking forward to working on more projects with City Academy on many more projects for our neighborhood."

- Public Affairs Manager, East Side Neighborhood Development Company (ESNDC)

"I never knew how important job safety and lead abatement were for everyday life." - Youth

"I'd like to thank the City Academy Youthbuild Program for all of the great work you have done for us. City Academy Youthbuild 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 houses back into productive use." - Executive Director, Dayton's Bluff Neighborhood Housing Services

"City Academy continues to be a great partner with us in rehabilitating properties in the West 7th community. Working with young adults in an endeavor revitalizes communities in the broadest sense." Executive Director, West 7th/Fort Road Federation



City Academy entered two boats in the Regatta. Bryan pilots one of the successful entries in the Minnesota Renewable Energy Society Regatta.



Youthbuilders create a community garden on St. Paul's eastside, providing low-income neighbors with fresh produce.



Fue and Isaiah measures wood studes prior to cutting.

Success Story: Kong

“My goals are to graduate from high school, go to a technical college, and become an electrician to help my dad fix houses. Fixing outlets or power boxes isn’t really hard, anybody can do it. It also pays well.” Kong graduated from high school in 2011. He participated in a Dual Enrollment Electrical Program at Century College prior to graduation and is continuing to pursue his electrician’s certification.

Best Practices:

Occupational Certifications, College Credits, and College Level High School Courses are available to youth including OSHA 10, Lead Abatement, NCCER/Green Advantage, Certified Nursing Assistant, Renewable Energy, Medical Terminology, Introduction to Phlebotomy, and First Aid/CPR Certification

Strong Partnership with Century College: The “GPS LifePlan” prepares Youthbuilders for post-secondary success by intensive career, education, financial, leadership, and personal goal planning. Youthbuilders also practice testing using MNSCU’s Accuplacer entrance exam and earn a variety of occupational certifications and college credits at Century College’s 916 Training Center.

Sustainable Community Service Projects: East Side Green Fair, “Big Urban Woods” DNR School Forest, Rain Barrel Workshops and Garden Installations, Neighborhood Senior Help Line, and construction of solar-powered boats in Minnesota Renewable Energy Society Regatta. *Youthbuilders received first place in the 2011 Solar Boat Regatta.* Last year, City Academy Youthbuild received a “Sustainable Award” from the City of St. Paul for their work improving and protecting the city’s air, water and urban landscape.

Green Building: City Academy uses a green building curriculum developed by NCCER. Instructors are certified in Energy Efficiency and Renewable Energy.

Guadalupe Alternative Programs

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Serving City of St. Paul

Collaborative Partnerships:

Inver Hills Community College, St. Paul College, MN Schools for Computers, YouthBuild USA, Corporation for National and Community Service AmeriCorps, American Red Cross, and Argosy University.



Thomas measuring strips for finish work on the Robie house in St. Paul.

Since 1995, GAP Youthbuild has constructed and rehabilitated over 20 homes.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	54
Obtained High School Diploma	82%
Received NCCER, OSHA, C-Tech Credential	82%
Employed in Private Sector	56%
Enrolled in Post-Secondary	34%
Basic Skills Deficient	80%
Chemically Dependent	22%
Youth from Families Receiving Public Assistance ...	24%

Success Story: Thomas

Five years ago Thomas had trouble getting to school every day because his home life was a grim struggle and he found it difficult to cope. GAP staff tried numerous ways to motivate Thomas regarding school. It wasn't until he entered Youthbuild that he truly started to excel. His attendance improved when he realized he could actually earn money while learning. While in Youthbuild, Thomas completed his GED, received NCCER construction certification, and was able to graduate with his classmates. He received an AmeriCorps education award that he used toward a Bricklayer/tiling pre-apprenticeship. Upon completion of his the Bricklayer/tiling program, Thomas has been gainfully employed full-time for the past two years.

Quotes from Parents and Youth

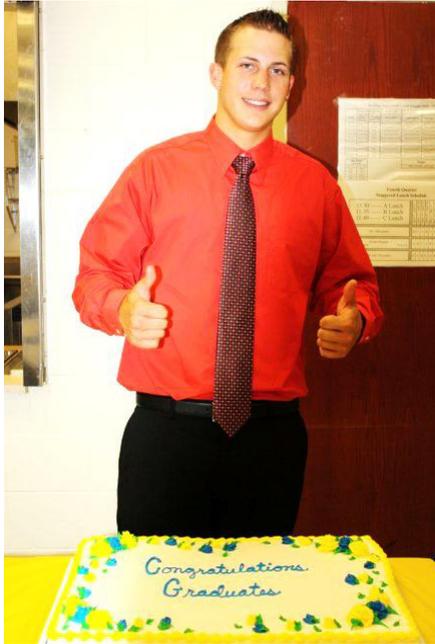
"This is an opportunity I would have never thought possible. I just finished my bricklayer pre-apprenticeship this summer and am now actively looking for employment. Youthbuild is helping me with that, too." - Youthbuild Graduate

"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." - Youth & Family Services Extern

"Our Youthbuild trainees now know that they have more options open to them at the end of their academics and training that allow them better access to a brighter future for themselves and families." - GAP academic staff

"Youthbuild participants are better able to assist in determining their futures with the program flexibility and opportunities. Each participant has an individual academic and training plan and access to on-going support services." - Youthbuild Instructor

Success Story: Jon



Jon started YouthBuild with a “chip” on his shoulder. He was 18, had his own vehicle and no one could tell him anything. When it appeared he may be dropped from school, staff decided to enroll him in Youthbuild and discovered Jon had great talent not only for construction tools but also leadership. Jon graduated from high school and is now working fulltime for a local building contractor. “Had it not been for Youthbuild, I would not have completed school and probably would still be looking for a job.”



Youthbuilder staining kitchen cabinets.

Best Practices:

Occupational Training, Multiple Certifications, Brick/Tile pre-Apprenticeships: Youthbuild offers hands-on construction site training while rehabilitating single-family homes; C-TECH Low-Voltage Industry Certification in telecommunications and copper-base and fiber optics wiring; Brick and Tile Laying Pre-Apprenticeships; NCCER certification (nationally recognized construction curriculum), OSHA-10, Lead Abatement and First Aid/CPR certification.

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 bi-weekly to plan and implement leadership, teambuilding, and community service activities and complete at least two national service projects yearly.

Career Exploration, Post-Secondary Prep, and Follow-Up: All Youthbuilders complete a job-readiness course focusing on job and career workshops, college tours, and practice test using MNSCU’s Accuplacer college entrance test in partnership with St. Paul College. A Job Placement Specialist develops job opportunities for graduates with local businesses. Recent private sector job placements include: 3 Tile Layers, 2 Siders, 3 Green Build Roofers, and 3 LCC Business Owner positions.

Computer Refurbishing and Recycling: GAP Youthbuild has developed a training program in partnership with Minnesota Computers to Schools and Stillwater Prison to train youth in computer recycling and refurbishing. In addition, GAP is developing partnerships with surrounding community colleges (St. Paul College, Inver Hills Community College) and has added a job placement specialist to develop job opportunities with businesses and within the community.

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 CEP, Inc.

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Website: www.rmcep.com
Serving Becker, Ottertail, and Wadena Counties

Collaborative Partnerships: US Fish and Wildlife Service, Toad River LLC, Ottertail-Wadena CAP, Perham ALC, Perham HRA, City of Perham, Detroit Lakes and Wadena Technical Colleges.



Jacob working on a new construction home in Perham.



The Timber Frame will serve as an environmental education building for the Hamden Slough NWR.

Since 1995, Perham Youthbuild has constructed approximately 20 homes and renovated several more.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	11
Obtained High School Diploma	100%
Received OSHA 10 Credential	80%
Employed in Private Sector	80%
Enrolled in Post-Secondary	20%
Basic Skills Deficient	46%
Chemically Dependent	36%
Youth from Families Receiving Public Assistance	24%
Youth Offenders	27%

Success Story: Jacob

Before Youthbuild, Jacob had tried attending two local high schools and homeschooling without success. Through Youthbuild, Jake improved his soft skills, budgeting and other life skills, while learning residential and timber-frame construction. He also gained confidence, maturity, and interpersonal skills and increased his math a full grade level. Jake is on track to graduate from high school and has his OSHA-10 certificate. He is now considering a post-secondary degree and joining a branch of the military.

Best Practices:

Hamden Slough Timber Frame Construction Project:

Youth had a unique opportunity to assist a Timber Frame construction project at Hamden Slough, just northwest of Detroit Lakes. Partnerships with US Fish and Wildlife Service and Toad River LLC also provided Youthbuilders with an opportunity to learn the history of timber frame construction and receive mentoring from project leaders.

Electrical and Welding Certification: Two recent graduates received three college welding credits while in Youthbuild and are now enrolled at Wadena Tech College in the Construction/Electrician program.

Quotes from Youth and Work Site Supervisor:

“The life skills classes taught me a lot about what I will need to know in life to be successful. I can also use the carpentry skills I have learned to do stuff around my own house someday.” - Youth

“Youthbuild is a good opportunity for kids to learn skills, but more importantly, to be part of a team and have some permanent fixed structure to show for their efforts.” - Worksite Instructor

Stearns-Benton Employment & Training Council

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 St. Cloud, MN 56303
 Phone: (320)308-5708
 Website: www.co.stearns.mn.us
Serving Stearns and Benton Counties

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.



Ryan applies caulk to a window frame of a new Habitat for Humanity house.

Since 2005, St. Cloud Youthbuild has constructed more than 30 homes with Central Minnesota Habitat for Humanity.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	31
Obtained High School Diploma	90%
Employed in Private Sector	80%
Received NCCER or College Credentials	90%
Enrolled in Post-Secondary	40%
Disabled Youth	48%
Basic Skills Deficient	48%
Youth Offenders	29%

Success Story: Ryan

Before enrolling in Youthbuild, Ryan had no previous construction experience: “I didn’t even know the names of the tools” he admitted. While training in the four week Youthbuild summer session, Ryan learned construction and safety skills from Waite Park ALC and Habitat for Humanity staff as they rehabilitated old and constructed new duplexes and single family homes in the St. Cloud area. When the summer program ended, Ryan received a job offer in construction. Ryan now works 40 hours per week and recently earned enough credits to receive his high school diploma. He said he wants to study Law Enforcement at Alexandria Technical College in 2012.

Quotes from Community Officials:

“I am impressed with the outcomes and performance levels the students attain through Youthbuild. These skills are a valuable asset to the students and community. I am particularly impressed with the service learning component to Youthbuild and feel funding to this program is essential to both our students and our communities.” – State Senator from St. Cloud area

“I am impressed with the worksite knowledge and abilities of the Youthbuild participants, and I have personally recommended Youthbuild participants to area contractors for future employment. I have also hired a former Youthbuilder to work with Habitat for Humanity and I am very happy with his skills and work ethic.” – Construction Manager, Central Minnesota Habitat for Humanity

“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



Success Story: Travis

Travis is no stranger to helping out in the community as 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 Case Manager Brian Asuma. Travis is now attending St. Cloud Technical & Community College under the Post-Secondary Education Options (PSEO). He wants to be a police officer or a social worker to help out teens in need



Josh and Ryan apply a vapor barrier along the roof flashing and window seams of a new house.

Best Practices

Strong Partnerships: with Central Minnesota Habitat for Humanity and Grainger Company enable Youthbuild to excel in the St. Cloud area. Habitat for Humanity has hired or assisted in placing Youthbuild graduates in construction jobs. Grainger has set up scholarships through the St. Cloud Tech & Community College Foundation for graduates pursuing careers in the trade fields.

Certified Safety and Construction Training:

District 742 offers Youthbuilders NCCER certification with a “green building” component, a national industry-recognized construction curriculum which gives the students an inside look at the educational aspect of the construction field.

Soft Skills and Career Planning Emphasis:

District 742 offers an Employment Skills Seminar which provides career planning, job search, personal finance, and job readiness skills. They also tour local colleges, construction sites, and apprenticeship programs including plumbers, electrical, carpentry, masons, laborers, plasterers, and heavy machine operators.

The Summer Youthbuild Stipend Policy:

Youthbuild participants have the opportunity to earn a stipend of \$45 per day during the four-week summer program. The stipend is based on performance, including attendance, punctuality, cooperation, teamwork, work quality and quantity. Participants are evaluated twice a day on their performance and receive a \$25 bonus for each week without stipend loss during the summer.

Leadership Development: Youthbuilders receive teamwork, confidence building, and motivational training. As a result, they learn the value of community, responsibility, cooperation, and respect. Youthbuilders participate in the Husky Challenge Course to build trust, group communication skills, and improved conflict management skills.

Leadership opportunities are also available to job shadow, conduct informational interviews, talk to legislators, attend job fairs and other field trips, and perform service learning projects.

Tree Trust

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Website: www.treetrust.org
Serving City of Minneapolis

Collaborative Partnerships:

Urban Homeworks, Bren Road Education Center, Mpls. Public Schools, MN Internship Center Charter School, MN Transition Schools, Volunteers of America’s Opportunity High School; Hennepin County Workforce Investment Board, and Mpls. Employment and Training Program.



Omer cleaning debris during a renovation project.

Since 2006, Tree Trust Youthbuild has rehabilitated 18 single-family homes and rehabilitated 3 multi-unit apartments in north Minneapolis in conjunction with Urban Homeworks.

Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	38
Obtained High School Diploma	93%
Received NCCER and OSHA 10 Credential	95%
Employed in Private Sector	81%
Enrolled in Post-Secondary	41%
Youth from Families Receiving Public Assistance	47%
Youth Offenders	42%
Homeless Youth	26%
Disabled Youth	50%
Basic Skills Deficient	97%

Success Story: Omer

Omer quickly took on a leadership role, demonstrating strong initiative in Youthbuild construction training, and excellence in his academics and as a cadet in The General Colin L. Powell Leadership Academy/Army Junior Reserve Officer Training Corps (JROTC). At JROTC, Omer also volunteered numerous hours and refined his personal values for himself and his community.

While continuing in Youthbuild and JROTC, Omer was hired by Delaware North Companies as a cashier, earning \$10 per hour, during Minnesota Twins’ home games. Omer saved his earnings for college. His goal is to become a police officer.

In June 2011, Omer graduated from high school and Tree Trust Youthbuild with High Honors, the program’s highest level of completion. He had 100% attendance the entire year, attained his Minnesota Driver’s License, purchased a reliable and insured car, applied for college, and was hired by the Bricklayer’s Union as a Stone/Tile Layer at \$13.25/hour in a pre-apprenticeship program.

Quotes from Youth:

“The rules were hard but worth it because they prepared me for my current job and my next job.”

“Neighborhood kids see me and ask me about my job and I tell them about how Youthbuild helped me get a diploma and learn construction skills.”

“Youthbuild’s done; I’ll see you at manbuild.” - one Youthbuild graduate spoken to another

“I learned when and how to lead. If there is a need to take over a situation or step-up, just do it.”



David repairing a foundation.



Bai and Shawn during weekly leadership training.



Derek mixing mortar for his tuck-pointing project.



TaKisha and supervisor reviewing blueprints.

Success Story: David

In a matter of four months of Youthbuild training, David earned an OSHA 10-hour Safety Certification, a valid driver's license, First Aid/CPR Certification, a State of Minnesota Lead Safe Worker's License and his GED. After graduating from Youthbuild, David enrolled at Minneapolis Community and Technical College to earn a degree in business management and was hired as a full-time Sales Associate. During the past two summers, David was also hired by Urban Homeworks to complete lead abatement projects and assist volunteer crews. While volunteering with tornado clean-up crews in north Minneapolis, David met and made an impression on Mike Ernst, Director of Construction Operations for Ryan Companies. Under the sponsorship of Ryan Companies, David is now a full-time carpenter's apprentice, earning over \$30,000 per year while still pursuing his Business Management degree.

Best Practices:

Consistency: After three years of operating Youthbuild with structure, high standards, consistent staff and partners, programming has become much smoother and normalized. Overall staff expectations, philosophy and years of experience maintain Youthbuild's primary objective: overall well-being, growth, and success for each Youthbuilder.

Effective Recruitment and Preparation Strategies:

Effective enrollment strategies used by experienced staff focus on serving needy youth who are also willing to take on the many challenges that occur during the intense eight month-long program. As a result, Tree Trust Youthbuild has increased success rates in high school graduation, attainment of occupational credentials, and placement in employment, college, and apprenticeship.

OSHA-10 and National Center for Construction Education and Research's (NCCER) Craft Training are nationally recognized certifications that demonstrate to future employers a proficiency in safety, hand and power tools, construction math, blueprints, employability and communication of Youthbuilders.

Leadership Development: Each Youthbuilder completes five community service projects over the year. To encourage responsible banking practices and demonstrate the value of saving, bonuses for near-perfect attendance are deposited into participant savings accounts which they receive upon exit.

Workforce Development, Inc.

Marge Kuethe, Program Director
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1302 Seventh Street NW
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Phone: (507)379-3409
Website: www.workforcedevelopmentinc.org
County served: Wabasha

Collaborative Partnerships: River Valley Academy, Wabasha County HRA and Olmsted County Habitat for Humanity.



Dan demonstrating ladder safety.

Learning Fork Lift safety and driving.



Youth Served At-a Glance: (July 1, 2010 – June 30, 2011)

Youth Served	11
Obtained High School Diploma	66%
Employed in Private Sector	70%
Basic Skills Deficient Youth	73%
Disabled Youth	91%
Youth Offenders	55%

Success Story: Dan

Dan fits the classic profile of the “resilient” youth: a pleasant, nurturing personality with the drive to maximize his potential. He quietly takes on leadership by mentoring his co-workers. He asks for and gets commitment with a simple formula: He’s genuinely interested in teaching others and continues mentoring until he sees improvement and mastery. In 2011, Dan graduated from high school and is planning to attend post-secondary in music and performance production.

Quotes from Community Members, Staff and Youth:

“I would not have any hesitation in hiring any of these students as employees (once they turn 18).”

- Instructor for Southeastern Minnesota Technical College and Peerless Chain and a fork lift operator for 37 years

*“The success of this program has caused the school to rethink how they deliver their programs in the alternative schools setting.” - **River Academy Instructor***

*“I really liked the personal life skills that I learned. They really helped me a lot.” - **Youth***

*“I’ll bet my ACT score is higher than any of you” - youth after being ribbed about going to an alternative school (his supervisor says he was correct) - **Youth***

Since 1997, Wabasha Youthbuild has constructed or rehabilitated over 10 single-family homes in southeastern Minnesota.



Michael finishing a picnic table.



Stages of Corn Ethanol Production.



Manager explains plant processes.



Touring family business in Altura.



Sanding a donated clothing rack.

Success Story: Michael

Michael came to Youthbuild with the pervasive lack of confidence in himself and “the system”. When he joined Youthbuild, he began setting goals, challenging himself in team building, and building his work ethic and social skills. Michael became a leader on his work crew and made the varsity basketball team at Wabasha-Kellogg High School. He finished his senior year on time and graduated last year with his class. Michael is now a full-time student at the Rochester Community and Technical College.

Best Practice:

Fork Lift and Renewable Energy Training: Forklift Operations training and certification was provided to Youthbuilders by trainer George Borzyskowski (SE MN Technical College and Peerless Chain) who provided hands-on instruction, including how to inspect and drive forklift equipment. POET Bio-refinery Plant Manager Chris Hanson taught youth the process of how ethanol is made. Youth also learned the need for computer skills that are used to track every step of the ethanol refining process.

Pork and Plants, an alternative pellet making operation outside of Altura, was also toured by Youthbuilders. Eric Kreidermacher explained how he is currently working on the process of making pellets from corn stalks, prairie grasses, sawdust, and barley to supply heat for the business’ greenhouses, home, and animal barns. The family has also received environmental awards for the capture of surface water used in the greenhouse operation.

Construction Training Linked to Community Service: Youthbuilders received instruction on the use of power tools and safety while constructing a clothing rack which was used to hold suits, shirt, and pants for the “Suits for Success” program at the Rochester WorkForce Center. The instructor and students designed, cut out, sanded, assembled, and donated the clothing rack to the “Suits for Success” program to assist low-income job seekers find appropriate clothing for job interviews and work. In addition, Youthbuilders constructed a raised-bed community garden for seniors and disabled adults in Plainview, MN.

SFY 2011 YOUTHBUILD PROGRAM DATA (July 1, 2010 to June 30, 2011)

COMBINED TOTALS		TOTAL	Percent	AEOA	Bi-CAP	City Academy	CMJTS	GAP
1. Total Participants Served		371		11	42	70	34	54
2. Total Exiters		222	60%	10	30	32	15	45
Gender	3a. Male	253	68%	10	24	48	16	32
	3b. Female	118	32%	1	18	22	18	22
Age	4a. 16 - 17 Years of Age	124	33%	2	11	10	17	17
	4b. 18 -20 Years of Age	206	56%	7	20	58	11	20
	4c. 21 - 24 Years of Age	41	11%	2	11	2	6	17
Ethnicity/ Race	5a. Hispanic/Latino	46	12%	0	0	4	14	16
	5b. American Indian/Alaska Native	37	11%	2	24	3	0	3
	5c. Asian	55	17%	0	0	47	0	2
	5d. Black or African American	91	24%	1	2	11	3	31
	5e. White	140	46%	8	16	5	17	2
Education Level	6a. 9th Grade - 12th Grade	367	99%	11	42	70	30	54
	6b. High School Graduate	4	1%	0	0	0	4	0
	6c. Post-Secondary Education	0	0%	0	0	0	0	0
Other Demographics	7. Limited English Proficient	16	4%	0	0	10	0	3
	8. Youth from Families Receiving Public Assistance	171	46%	6	19	68	14	13
	9. Foster Youth	24	6%	0	1	3	5	1
	10. Disabled Youth or Receiving Special Education Services	133	36%	4	20	26	4	6
	11. High School Dropout	349	94%	11	42	70	23	54
	12. Youth Offender	130	35%	11	23	35	10	3
	13. Pregnant or Parenting Youth	58	16%	3	13	15	10	4
	14. Chemical Dependency	90	24%	4	6	22	6	12
	15. Basic Skills Deficient	263	71%	5	42	61	28	43
	16. Homeless or Runaway Youth	32	9%	2	2	3	4	4
18. Not Employed at Enrollment	319	86%	11	41	54	27	48	
1. Received Education or Job Training Activities		362	98%	11	42	70	28	54
2. Received Work Experience Activities		358	96%	11	42	70	25	54
3. Received Community / Leadership Development Activities		339	91%	11	42	70	21	50
4. Received Post-Secondary Exploration/Career Activities		302	81%	10	40	70	25	37
5. Received Mentoring Activities		367	99%	11	42	70	31	54
6. Received Support Services		367	99%	11	42	70	31	54
INDICATORS OF PERFORMANCE FOR ALL PARTICIPANTS SERVED								
1. Attained Work Readiness or Educational Goals		348	94%	9	40	70	34	54
2. Received Academic or Service Learning Credit		300	81%	1	39	70	21	54
3. Recidivism Rate of Youth Offenders		5	4%	1	1	0	0	1
4. Average Worksite Attendance Rate		84%		78%	85%	95%	84%	85%
5. Total Community Service Hours Logged		15,642		288	6,721	1,920	2,833	215
INDICATORS OF PERFORMANCE AT EXIT								
1. Obtained High School Diploma/GED		193	93%	8	26	32	11	37
2. Entered Employment		182	82%	10	29	25	20	25
3. Average Hourly Wage at Placement		\$10.00		\$10.35	\$9.33	\$10.00	\$9.10	\$11.00
4. Obtained a Certificate or Credential		190	86%	10	30	32	11	26
5. Entered Post-Secondary Education, Vocational Training, Apprenticeship, or Military		103	46%	9	8	30	7	19
CUSTOMER SATISFACTION SURVEY								
1. Participants rating YB Excellent		86	68%	2	0	28	4	25
2. Participants rating YB Very Good		35	28%	2	0	2	0	9
3. Participants rating YB Average		4	3%	1	0	0	0	2
4. Participants rating YB Below Average		1	1%	0	0	0	0	0
5. Participants rating YB Poor		0	0%	0	0	0	0	0
6. Total Number of Surveys Completed		126		5	0	30	4	36

SFY 2011 YOUTHBUILD PROGRAM DATA (July 1, 2010 to June 30, 2011)

COMBINED TOTALS		TOTAL	Percent	Rural MN CEP	CSEC	SBETC	Tree Trust	WDI
1. Total Participants Served		371		17	63	31	38	11
2. Total Exiters		222	60%	5	46	10	27	2
Gender	3a. Male	253	68%	16	45	21	31	10
	3b. Female	118	32%	1	18	10	7	1
Age	4a. 16 - 17 Years of Age	124	33%	10	26	13	9	9
	4b. 18 -20 Years of Age	206	56%	7	36	18	27	2
	4c. 21 - 24 Years of Age	41	11%	0	1	0	2	0
Ethnicity / Race	5a. Hispanic/Latino	46	12%	0	7	3	2	0
	5b. American Indian/Alaska Native	37	11%	0	2	0	2	1
	5c. Asian	55	17%	0	3	2	1	0
	5d. Black or African American	91	24%	0	6	5	32	0
	5e. White	140	46%	17	45	21	1	10
Education Level	6a. 9th Grade - 12th Grade	367	99%	17	63	31	38	11
	6b. High School Graduate	4	1%	0	0	0	0	0
	6c. Post-Secondary Education	0	0%	0	0	0	0	0
Other Demographics	7. Limited English Proficient	16	4%	0	1	0	2	0
	8. Youth from Families Receiving Public Assistance	171	46%	7	15	11	18	0
	9. Foster Youth	24	6%	3	5	1	4	1
	10. Disabled Youth or Receiving Special Education Services	133	36%	4	25	15	19	10
	11. High School Dropout	349	94%	17	62	31	28	11
	12. Youth Offender	130	35%	5	12	9	16	6
	13. Pregnant or Parenting Youth	58	16%	0	3	2	8	0
	14. Chemical Dependency	90	24%	6	25	3	3	3
	15. Basic Skills Deficient	263	71%	8	16	15	37	8
	16. Homeless or Runaway Youth	32	9%	0	5	2	10	0
18. Not Employed at Enrollment	319	86%	16	62	19	36	5	
1. Received Education or Job Training Activities		362	98%	17	62	29	38	11
2. Received Work Experience Activities		358	96%	17	62	28	38	11
3. Received Community / Leadership Development Activities		339	91%	6	62	28	38	11
4. Received Post-Secondary Exploration/Career Activities		302	81%	9	31	31	38	11
5. Received Mentoring Activities		367	99%	17	62	31	38	11
6. Received Support Services		367	99%	17	62	31	38	11
INDICATORS OF PERFORMANCE FOR ALL PARTICIPANTS SERVED								
1. Attained Work Readiness or Educational Goals		348	94%	15	57	30	30	9
2. Received Academic or Service Learning Credit		300	81%	6	61	16	30	2
3. Recidivism Rate of Youth Offenders		5	4%	1	0	0	1	0
4. Average Worksite Attendance Rate		84%		70%	76%	90%	70%	88%
5. Total Community Service Hours Logged		15,642		3	2,140	1,477	45	0
INDICATORS OF PERFORMANCE AT EXIT								
1. Obtained High School Diploma/GED		193	93%	5	40	0	36	0
2. Entered Employment		182	82%	4	37	8	22	2
3. Average Hourly Wage at Placement		\$10.00		\$10.00	NA	\$10.31	\$10.20	\$9.54
4. Obtained a Certificate or Credential		190	86%	5	40	0	36	0
5. Entered Post-Secondary Education, Vocational Training, Apprenticeship, or Military		103	46%	1	14	4	11	0
CUSTOMER SATISFACTION SURVEY								
1. Participants rating YB Excellent		86	68%	3	12	3	3	6
2. Participants rating YB Very Good		35	28%	4	12	3	2	1
3. Participants rating YB Average		4	3%	0	0	0	0	1
4. Participants rating YB Below Average		1	1%	0	0	0	0	1
5. Participants rating YB Poor		0	0%	0	0	0	0	0
6. Total Number of Surveys Completed		126		7	24	6	5	9

