



SFY 2020-2021 Youth at Work Equity Grant

Legislative Report

12/13/2021

Department of Employment and Economic Development
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Minnesota Youth at Work Equity Grant

Background

Minnesota Statutes ([116L.562](#)) authorizes the youth at work equity grant program directing DEED to “award grants to eligible organizations for the purpose of providing workforce development and training opportunities to economically disadvantaged or at-risk youth ages 14-24.” The total amount of funding appropriated is \$4,098,000 each year; \$3,348,000 from the Workforce Development Fund and \$750,000 from the General Fund.¹ SFY20-21 legislation permits DEED to retain five percent of these funds for administration and monitoring, making the total amount available for grants equal to \$3,893,100 per year.

The Youth at Work RFP identified the following priorities, impact areas, and goals for all proposals:

- Provide summer and/or year-round work experience and introduction to career pathways for economically disadvantaged or at-risk youth, ages 14 through 24 (including those who are out-of-school and/or involved in the foster care and juvenile justice systems, residing in MFIP households, youth with disabilities, and youth from communities of color who are under-represented in the workforce; homeless and/or runaways); and,
- Increase exposure to in-demand jobs important to regional economies; and,
- Introduce and promote career pathways and skill acquisition (academic and work readiness) through project-based instruction; and,
- Promote mastery of work readiness competencies and 21st Century skills, as demonstrated through workplace portfolios and other assessments; and,
- Provide high-quality worksites and overall participant and employer satisfaction.

Based on the language in M.S. [116L.562](#), priority is provided to programs that:

1. Provide students with information about education and training requirements for careers in high-growth, in-demand occupations;
2. Serve youth from communities of color who are under-represented in the workforce; or
3. Serve youth with disabilities.

Under M.S. [116L.562](#), Subd. 2, “eligible applicants/organizations” means a local government unit, nonprofit organization, community action agency or a public school district. In addition, applicant agencies:

¹ Laws of Minnesota 2019, 1st Special Session, Chapter 7, Art. 1, Sec. 2, Subd. 3(dd)

1. Must have demonstrated effectiveness in administering youth workforce programs and must leverage non-state or private sector funds.
2. Must be youth-serving organizations with significant capacity and demonstrable youth development experience and outcomes to operate a youth workforce development project.
3. If a program is not operated by a local unit of government or a workforce development board, the grant recipient must coordinate the program with the Local Workforce Development Board (LWDB).

COVID-19 Strategic Response

SFY2020 Response: With the onset of the COVID-19 health emergency, many Youth at Work Equity grantees faced significant challenges to program delivery. Many public and private sector employers were forced to end work experiences for youth and stop future work experience placements until economic conditions rebounded. The health emergency also required grantees to shift how they engaged with youth. With social distancing guidelines in place, programs were forced to pivot in-person services to online formats. Laptops and internet hot spots are critical technologies that youth need to complete K-12 educational requirements and employment programming. By providing youth with these technologies, economically disadvantaged and at-risk youth in urban and rural Minnesota are better able to adjust to the current educational and workforce landscape.

SFY2021 Response: The impact of the COVID-19 health emergency continued to impact organizations in SFY 2021. As restrictions have been lifted and the ability to meet and convene youth in person has increased, the programs implemented hybrid – virtual and in-person – models to provide services to youth participants. Educational supports were provided to help youth stay in school. Without a strong educational background, the road to a family sustaining wage can be more challenging. Many organizations turned to virtual job training and certificate programs to help youth advance their skills. Peer to peer technical assistance sessions were held with grantees to share best practices and effective strategies in response to the COVID-19 health emergency. More information about these can be found on DEED’s website: <https://mn.gov/deed/programs-services/office-youth-development/special/grants/>.

Overview of Request for Proposals Process

- The RFP was posted on DEED’s website on February 20, 2019 under [Grant and Contract Opportunities](#).
- The DEED Communications team proactively notified individuals, organizations, the Governor’s Workforce Development Board, Councils of Color, and an extensive list of interested parties regarding the release of the Request for Proposal (RFP) for the Youth at Work Competitive Grant. The Youth Development team shared the Youth at Work RFP with the Shared Vision for Youth interagency workgroup and their networks. Also, pursuant to State law, the State Register included information about RFPs available through DEED including the Youth at Work Competitive Grant.
- The RFP directed potential applicants to submit all questions on the RFP in writing via e-mail to a specified DEED contact. All questions submitted in writing were answered on a weekly basis and

published on DEED's [Grant and Contract Opportunities](#) website.

- DEED's Office of Youth Development hosted an Informational Webinar about the Youth at Work funding opportunity on Wednesday, March 6, 2019. A link to the recorded webinar was available on demand on DEED's [Grant and Contract Opportunities](#) webpage.
- DEED's Office of Youth Development received **70** proposals requesting **more than \$21.5 million dollars**. Approximately **80%** of funds requested focused on the Twin Cities area; **20%** of funds focused on Greater Minnesota. Approximately **78%** of available funds were allocated to the Twin Cities area and **22%** allocated to Greater Minnesota.

Selection of Grantees

Over \$21.6 million in funding requests were submitted to DEED. Only \$3,893,100 was available for grant awards in the SFY 2020-21 funding cycle. All proposals were read and scored by a team of Community and State-level reviewers. The following 39 organizations were recommended for funding:

Organization	Area Served	SFY 2020 Grant Award	SFY 2021 Grant Award
City of Minneapolis - STEP-UP	Minneapolis	\$800,000	\$800,000
City of Saint Paul - Right Track	Saint Paul	\$700,000	\$700,000
Minneapolis Park and Recreation Board	Minneapolis	\$200,000	\$200,000
Boys and Girls Clubs of the Twin Cities	Twin Cities	\$200,000	\$200,000
Brooklynk	Cities of Brooklyn Park, Brooklyn Center	\$75,000	\$75,000
Pillsbury United Communities	Minneapolis	\$75,000	\$75,000
Project for Pride in Living	Hennepin County	\$75,000	\$75,000
Hennepin County	Hennepin County	\$75,000	\$75,000
Eastside Neighborhood Services	Minneapolis	\$70,000	\$70,000

Organization	Area Served	SFY 2020 Grant Award	SFY 2021 Grant Award
Youthprise	Twin Cities	\$69,000	\$69,000
Somali Community Resettlement Services	Rice, Dodge, Steele and Olmsted Counties	\$64,100	\$64,100
Northwest Indian Community Development Center	Beltrami County	\$60,000	\$60,000
Southwest Minnesota Private Industry Council	Southwestern Minnesota	\$60,000	\$60,000
Minnesota Valley Action Council	Nine Counties in South Central Minnesota	\$60,000	\$60,000
Evergreen Youth and Family Services	Beltrami, Cass and Hubbard Counties, incl. Red Lake, White Earth and Leech Lake Reservations	\$60,000	\$60,000
Central Minnesota Jobs and Training Services	11 County Area of Central Minnesota	\$60,000	\$60,000
Afro-American Development Association	Moorhead	\$60,000	\$60,000
Rural Minnesota CEP	19 County Area of Central/North Central Minnesota	\$60,000	\$60,000
Career Solutions	Stearns and Benton Counties	\$60,000	\$60,000
City of Duluth	Duluth	\$60,000	\$60,000
Bridge For Youth	Hennepin County	\$60,000	Turned back SFY21 funds

Organization	Area Served	SFY 2020 Grant Award	SFY 2021 Grant Award
180 Degrees	Twin Cities	\$60,000	\$60,000
HIRED	Ramsey County	\$60,000	\$60,000
Ka Joog	Twin Cities	\$60,000	\$60,000
YMCA of the Greater Twin Cities	Twin Cities	\$50,000	\$50,000
Goodwill-Easter Seals of Minnesota	St. Cloud and Willmar	\$50,000	\$50,000
Cookie Cart	Minneapolis/St. Paul	\$50,000	\$50,000
Conservation Corps	Twin Cities	\$50,000	\$50,000
Banyan Community	Minneapolis	\$50,000	\$50,000
AchieveMPLS	Minneapolis	\$50,000	\$50,000
Karen Organization of Minnesota	Ramsey County	\$50,000	\$50,000
MIGIZI Communications	Twin Cities	\$50,000	\$50,000
Anoka County	Anoka County	\$50,000	\$50,000
Cristo Rey Jesuit High School	Minneapolis	\$50,000	\$50,000
MAHUBE-OTWA	Mahnomen, Hubbard, Becker, Otter Tail and Watonwan Counties	\$50,000	\$50,000
African Community Services	Twin Cities	\$50,000	\$50,000
ISD 4 McGregor Public Schools	Aitkin/Carlton Counties	\$50,000	\$50,000

Organization	Area Served	SFY 2020 Grant Award	SFY 2021 Grant Award
Elpis Enterprises	Twin Cities	\$30,000	\$30,000
Change Inc.	Twin Cities	\$30,000	\$30,000
	Total:	\$3,893,100	\$3,893,100

Project Descriptions and Success Stories

City of Minneapolis \$800,000. The City of Minneapolis [STEP-UP](#) Program is a public-private partnership designed to provide under-represented Minneapolis youth ages 14-21 with a comprehensive array of employment and training services that focus on helping youth gain the skills to achieve life-long economic self-sufficiency. Funding directly pays for wages for students over SFY 2020-2021. The program will also support youth in earning high school credits for their STEP-UP training and internship experiences. Step Up provides career pathways internships in many areas including Healthcare, IT, Finance, and Construction related careers. STEP-UP aims to serve youth of color, youth with disabilities and youth from low-income families. *Local contact:* Tammy Dickinson, tammy.dickinson@minneapolismn.gov

City of Saint Paul, \$700,000. [Right Track](#) brings together the City of Saint Paul, Saint Paul Public Schools (SPPS), non-profit, public and private partners to provide employment opportunities for youth of color and youth with other barriers to employment ages 14 to 21. Grant funds expand youth training opportunities in career pathways such as manufacturing and healthcare, all while youth earn a paycheck, learn about career pathways, and develop their own professional network. *Local contact:* Shaina Abraham, Shaina.Abraham@ci.stpaul.mn.us

Minneapolis Park and Recreation Board, \$200,000. [Teen Teamworks](#) provides quality programming to the economically disadvantaged "at risk" Minneapolis youth between the ages of 14 to 24. The project provides career pathways in STEM related fields. Helping youth acquire an appreciation for the connection between academic, social, judgment, and employment skills is the primary focus of the program. *Local contact:* Linda Tkaczik, ltkaczik@minneapolisparcs.org

SUCCESS STORY – “Zaka” joined Teen Teamworks and the MPRB decided to create a specialized team of youth assigned with the task of handling landscaping projects that required the use of machinery. This team was called “The Power Crew.” Zaka is a young man with autism assessed his skills for the first week to see exactly what Zaka could and couldn’t do. Staff quickly learned was that there wasn’t anything Zaka couldn’t do with a little training and repetition. Mowing, weed whipping, hedge trimming, and using air blowers require a certain level of skill to perform effectively. Zaka could do all of these duties independently. Zaka’s crew leader says, “without question, Zaka is one of the hardest working individuals I’ve encountered. Whatever challenges

he will face in the workplace as a youth with Autism will not hinder him from being a successful individual in life.”

Boys and Girls Clubs of the Twin Cities, \$200,000. Teen Pathways programming serves high-school aged youth in Saint Paul and Minneapolis through the five main club sites and other satellites. Youth have the opportunity to explore college and career options, receive mentoring and coaching, practice health behaviors, and learn financial management and leadership to put them on a path to high demand employment opportunities, thereby increasing the likelihood of personal success and long term financial independence. Local contact: Andréa Carroll-Franck, ACarroll-Franck@bgc-tc.org

BrookLynk, \$75,000. The three pillars of BrookLynk’s programming consist of 21st-Century skill-building, experiential employment opportunities, and local coordination/partnerships. [BrookLynk](#) facilitates training and paid employment opportunities where youth ages 14 to 21 learn essential job skills such as interviewing, networking, and professionalism. Brooklynk aims to create career pathways for underrepresented youth who face barriers to employment. *Local Contact: Breanne Rothstein, Breanne.Rothstein@Brooklynpark.org*

Pillsbury United Communities, \$75,000. Ladders to Leadership is a comprehensive and integrated internship program that will provide underrepresented youth ages 14-21 (low income, homeless, pregnant/parenting teens, ELL students) in Minneapolis with work experience, relevant skills and the social and business connections to build a foundation for career readiness. Youth are placed in paid internships in five specialized content areas facilitated by industry professionals. *Local Contact: Julie Graves, JulieG@pillsburyunited.org*

Project for Pride Living, \$75,000. The [Learn and Earn to Achieve Potential \(LEAP\)](#) Initiative goal is to bring together existing programs throughout Hennepin County to create a coordinated resource to serve disconnected, county-involved youth ages 14-24. This will create a coordinated resource that helps youth connect to holistic navigation and wraparound supports to achieve education and career goals. LEAP will provide Career Pathways in healthcare, IT, financial services education, and customer service. *Local Contact: May Xiong, may.xiong@ppl-inc.org*

Hennepin County, \$75,000. The Jobs for America’s Graduates (JAG) program prevents dropouts among young people who have serious barriers to graduation and/or employment. The County partners with alternative high schools, post-secondary institutions, and community-based organizations that have high concentrations of youth ages 14-24 involved in county systems to align and coordinate youth services using the national JAG model. Providing career pathways in healthcare, IT, customer service and financial services education. *Local Contact: Nola Speiser, Nola.Speiser@hennepin.us*

East Side Neighborhood Services, \$70,000. [FutureConnect](#) moves participants through four phases: 1. work readiness skill development; 2. Career Pathways exploration; 3. Advanced training; and 4. Paid work experiences. Trainings would be offered in Information Technology, Hospitality/Culinary, and Warehouse/Transportation, and Education. The project works with homeless youth, youth of color, and economically disadvantaged youth ages 14-24. *Local Contact: Perris Johnson, pjohnson@esns.org*

Youthprise, \$69,000. Opportunity Reboot addresses the economic challenges confronting homeless youth, disconnected youth, and youth in foster care and juvenile justice systems in Minnesota (ages 14-24).

Opportunity Reboot mobilizes public and private resources to sustain and grow the work of organizations creating career pathways such as, healthcare, manufacturing, education, automotive and IT for at-risk youth populations. *Local Contact: Marcus Pope* marcus@youthprise.org

SUCCESS STORY - Sandy is a 20-year-old Latinx program participant. She was the first in her family to graduate from high school, and during her senior year, Sandy and her siblings spent some time in the foster care system. After graduating with her diploma, she moved into her own apartment and immediately began serving as the primary caretaker of her three younger siblings, while working full-time and taking 14 college credits. Sandy was working two jobs – one as a CNA at a local hospital and the other as a PCA at a nearby retirement center. Staff worked with her to do some extensive career exploration and research, and she made the decision to focus on social work. She shared, “I want to help people in the same way that I’ve been helped.” She will graduate with her Associate of Arts degree in December 2021, and is eager to begin a Bachelor of Social Work program. She also continues to support her younger siblings including helping her brother begin his first year in community college. Sandy told program staff, “I finally feel excited about my plans for the future.”

Somali Community Resettlement Services, \$64,100. The Credential to Career (C2C) Youth at Work project is designed to assist at-risk youth ages 14-24 from communities of color make informed decisions regarding future career plans and to aid them in entering their chosen careers. A comprehensive array of support services is provided by project staff in collaboration with local partners. Youth receive intensive, individualized services of career counseling, credential attainment, financial literacy training, and employment experience. *Local Contact: Abdullah N. Hared, anhared@somalcrs.org*

Northwest Indian Community Development Center, \$60,000. NWICDC aims to increase equal access to livable wage jobs and post-secondary resources for American Indian youth ages 14-24. The project will provide a foundation of stabilization, training, and support for members. NWICDC's services increase successful completion of GED, increased educational functional levels, increase members' abilities to navigate career systems while gaining on the job skills that lead to post-secondary credentialing and employment into a variety of in-demand jobs. *Local Contact: Tuleah Palmer Tuleah.Palmer@nwicdc.org*

Minnesota Valley Action Council, \$60,000. [Dream It. Believe It. Achieve It.](#) provides youth (and parents) with employment and training preparation for careers in high-growth and in-demand occupations. The project serves youth ages 16-24 from communities of color who are underrepresented in the workforce and youth with disabilities. Career Pathways provided to participants are in the healthcare, manufacturing, construction and STEM fields. *Local Contact: Heather Gleason, hgleason@workforcecouncil.org*



SUCCESS STORY - Jasmine began working with the MVAC Young Adult Career Development program towards the end of March 2021. Throughout the following month, Jasmine successfully completed all work readiness assignments in the Get Started curriculum, which did not come as a surprise as she maintained straight A's throughout the school year. Jasmine expressed various areas of interest while working with staff, including baking/cooking, but most notable was her interest in writing and literature. Jasmine took a writing class in June and later attended a practice interview with staff with a stack of books, at which time they discussed working at the local library. Jasmine finished her summer working at the library and continued to do so into the school year. Her supervisors report that she has

been an invaluable asset to the team and cited her strengths as she is a quick learner, adaptable, a leader, a team player, and consistently follows through on her responsibilities. Jasmine has also networked with various populations in the community by distributing free books and helping people register for library cards at the weekend Farmer's Market, which has helped to strengthen the library's community connections and bridge gaps.

Evergreen Youth and Family Services, \$60,000. The [Evergreen Youth at Work Program](#) helps youth from economically disadvantaged backgrounds and youth with disabilities ages 14-24 overcome barriers to employment and education. Services provided to youth include support in completing education, providing career readiness skills which includes skill identification, softs skills, providing assessments, job applications, creating resumes and preparing for interviews. The Youth at Work program contracts with BiCAP YouthBuild to provide on the job training and education completion. *Local Contact: Samantha Clausen, sclausen@evergreenyfs.org*

SUCCESS STORY - Evergreen began working with a 17 year old client with a 4 month old baby. Through Evergreen, this client obtained housing that meets the needs of the client and her baby. Evergreen helped the youth enroll in YouthBuild and she currently is on track to obtain her GED in the next year, which is significant as she has been out of school for a number of years. The youth has also enrolled in driver's education and attends chemical dependency support groups weekly with the transportation assistance of Evergreen.

Central Minnesota Jobs and Training Services, \$60,000. [Youth at Work](#) provides support for youth of color, homeless youth and youth with disabilities, ages 14-24, who are economically disadvantaged in Local Workforce Development Area 5 (LWDA 5). This project focuses on services that will improve work readiness and career pathway awareness while providing work-based learning and/or credentialed training opportunities that are industry recognized and/or high growth/in-demand. In addition, homeless youth develop independent living skills necessary to increase self-reliance and stability. Local contact: Diana Ristamaki dristamaki@cmjts.org.

Afro-American Development Association (AADA), \$60,000. The project serves communities of new Americans and provides youth ages 14-24 with opportunities to build skills to access jobs and reduce dependency while contributing to regional economic growth and development. New American youth often face barriers to employment, financial challenges, education, training, and navigating public services. The project provides

support in accessing and pursuing education, career awareness/advancement and employment opportunities.

Local Contact: Hukun Dabar, hukun@aadevassoc.org

SUCCESS STORY - Mr. Abdifatah came to the AADA office to get help in securing a job as a truck driver. He had difficulty in getting a mentor in the trucking field. His AADA case manager focused on identifying a trucking business in the Fargo-Moorhead area who could train and mentor Mr. Abdifatah. AADA was able to connect with Amin Logistic. The AADA case manager was able to help Mr. Abdifatah get on board with Amin logistics and start as a partner driver to drive the 200 log hours needed to make him a professional truck driver. After completion of the training Mr. Abdifatah came back to AADA to share his story about how his dream of becoming a truck driver came true with the help of AADA. He says, "I have always dreamed of owning my own freight business and AADA helped me set my foot towards attaining it." When he is not driving a truck, Abdifatah volunteers with AADA to provide transportation to other youth who need rides to and from AADA organized events. He also mentors other youth in the AADA youth program and shares his story as an example.



Rural Minnesota CEP, \$60,000. The project focuses on Career Pathways in Occupations in Demand and couples training with work-based learning. The primary goal is for participants to earn an industry recognized credential in one of the identified career pathways combined with training and a related work-based learning experience. Each youth participant in work-based learning is mentored for development of soft skills. Participants are ages 16-24 with priority of service given to at-risk youth from a community of color, a youth with a disability or a youth who meets the priority for enrollment into other programs managed by RMCEP. Local Contact: Vicki Leaderbrand, vickil@rmcep.com

SUCCESS STORY - Jazmine is a 17-year-old who attends school at Moorhead High School and is on track to graduate from high school early. Jazmine was interested in taking a hybrid CNA course offered through NDSCS, but she did not have her own computer. Jazmine was using a school issued computer to complete her summer courses, but Jazmine was required to return the computer prior to her CNA class starting. Jazmine was able to advocate for herself and ask her teacher if she could extend the loan of the computer past the point of her summer classes in order to use it for the class. Jazmine was interested in doing work as an Activity Aide at a local nursing home after she completed her online First Aid/CPR training through the American Red Cross. The client wanted to ease into her end goal of becoming a CNA. Jazmine's worksite supervisor stated that Jazmine was great to work with and wanted to offer her a permanent job as a CNA at \$13/hour. Jazmine accepted.



Career Solutions, \$60,000. Economically disadvantaged and at-risk youth ages 14-21 enrolled in this programming through [Career Solutions](http://CareerSolutions.org) will participate in career readiness training to help them gain personal development, workplace learning, readiness, and technical skills needed in high demand businesses and industries. The program is modeled after a Learn & Earn Framework that consists of career counseling, wraparound support services, individualized career plans, and connections to employers. Local contact: Audrey O'Driscoll, Audrey.ODriscoll@CSJobs.org

City of Duluth, \$60,000. [YES! Duluth](#) uses a variety of tools to assess skills and interests to develop an Individual Service Strategy (ISS) that outlines training needs, work experience, and barriers to obtain and retain employment. Participants choose one of two career pathways opportunities in the hospitality and construction fields. Youth are connected to career-track employment and opportunities for further training and advancement. Participants in this program are youth ages 16-24 with priority of service given to at-risk, economically disadvantaged and in and out of school youth who are underrepresented in the workforce. *Local Contact: Elena Foshay, efoshay@duluthmn.gov*

SUCCESS STORY – J.O. was referred to YES Duluth by a homeless liaison and entered the YES Duluth program during the final weeks before graduating from an intensive in-treatment substance abuse program. J.O. completed career pathway training with his YES Duluth counselor and entered a work experience with the City of Duluth Street Maintenance crew. He excelled in his work and was given opportunity for above-and-beyond skill building and leadership development in his work experience. J.O. has remained sober, employed, and in permanent housing since enrolling in YES Duluth. While successfully working at the City, J.O. and his counselor explored better paying jobs in the area that aligned more closely his career pathways goals. After exploring openings, J.O. secured a position at AAR Aviation Services. He is now strongly considering a training program in the field of aviation with the support of his current employer.

Bridge For Youth, \$60,000. The Work Ambassador program provides equitable access to resources and opportunities for homeless youth, youth from communities of color, and youth with a disability ages 14-24. This project provides targeted workforce development and training opportunities for homeless and at-risk youth that helps them develop the skills to find meaningful employment at a living wage. The program will also provide career pathways in STEM fields. *Local Contact: Christina Woodlee, c.woodlee@bridgeforyouth.org*

180 Degrees, \$60,000. YoVoPro serves economically disadvantaged youth of color ages 14-24, in high school at current and new sites. Priority of services is given to homeless and sexually trafficked youth, youth involved in the juvenile justice system, and ex-felons ages 20-24. YoVoPro provides youth with information about apprenticeships, certifications and jobs with program participants. This program focuses on developing individual plans to explore careers and job interests and set goals to land employment. *Local Contact: Janet Hallaway, Janet.Hallaway@180Degrees.org*

HIRED, \$60,000. [Hired](#) provides career coaching and wrap-around support for youth who are disconnected from education and employment opportunities, many of whom are homeless or highly mobile and have a history of justice system or gang involvement. Hired builds a supportive relationship with each youth we serve, helping them to stabilize by addressing their basic needs, and then focusing on achievable actions as they pursue their educational and career goals. Hired employment coaches serve as both mentors and guides, helping youth to complete educational milestones, such as GED attainment, and connecting them with skill-building opportunities including paid internships, trainings, credentials and other work experiences as they progress toward their ultimate career goals. *Local Contact: Kendall Carlson, kendall.carlson@hired.org*

SUCCESS STORY - Jacob is a 20-year-old young man who has been involved in Extended Juvenile Jurisdiction since he was 17 years old. Prior to his conviction he had never been in trouble with the law, participated in ROTC, was involved in many youth leadership organizations and opportunities, had a strong and supportive

family, and had big plans for his future. The HIRED Counselor received a referral for Jacob and immediately began working together on identifying and working towards his goals and dreams. Jacob said in their initial meeting that it was one of the first times he felt that his side of the story was heard and that he was not judged because of his record. The HIRED Counselor and Jacob worked on identifying his skillset and updating his resume to be able to give to employers. By the end of the second week, he had been offered a conditional position, pending passing background check, at a Bakery. A week later, Jacob learned he had passed the background check and would start at the Bakery the following week. Jacob, Jacob's Mom and Jacob's Probation Officer credit his work with the HIRED Counselor as being the support that he needed to believe that he could achieve his goals.

Ka Joog, \$60,000. Ka Joog addresses economic disparities in the Somali community through a three-pronged approach that offers Somali youth ages 14-25 from low income households a continuum of support to break through barriers to employment. The primary components of this project include: dropout intervention and afterschool programming that exposes youth to higher education options and potential STEM career pathways. *Local Contact: Mohamed Farah, mfarah@kajoog.org*

Southwest Minnesota Private Industry Council, \$60,000. [Southwest Minnesota Young Adult Career Pathways for Youth](#) provides services to youth with disabilities, communities of color, economically disadvantaged youth and at-risk youth ages 14-24 residing in the 14 county rural area. The project provides a continuum of services including career awareness, exploration, and career pathway preparation and training. Participants can earn industry recognized credentials in nursing assistant, welding, electrical controls, and pharmacy technician fields. *Local contact: Eriann Faris, efaris@swmnpic.org*

SUCCESS STORY - Austin began meeting with Southwest Minnesota Private Industry Council in 2017. He was just finishing up his first year of the Law Enforcement program at Minnesota West Community and Technical College in Worthington. Austin was limited to where his internship could be carried out due to transportation barriers and was seeking to be placed in his home community of Minneota as a solution. Austin met with PIC staff on a regular basis leading up to the coordination of his work experience with the City of Minneota's Police Department as a Community Service Officer in June of 2018. During his internship with the City of Minneota, Austin successfully completed his first year in the Law Enforcement program and also the Peace Office Accredited TRaining OnLine (PATROL) while assisting Chief of Police, Bill Bolt with several service calls. Austin graduated from the Law Enforcement program at Minnesota West Community and Technical College in 2019 and was hired on by the City of Minneota's Police Department as a part-time police officer. He was hired at a rate of \$23.27 per hour.

YMCA of the Greater Twin Cities, \$50,000. The [YMCA Career Pathways for Youth](#) aims to serve youth ages 14-24 who face barriers to employment (low income, homelessness, parenting youth and in foster care). This program begins with job skills training and then participants move into 100-hour supervised internships based on their interests. During the internship youth are supported by a job coach and will work to create personalized Career Pathway Plans such as Nursing, Customer Service and Retail Sales. Youth also take part in professional development workshops addressing career and postsecondary options. *Local contact: Nichol Higdon, nichol.higdon@ymcamn.org*

Goodwill Easter Seals Minnesota, \$50,000. Through the [Next Generation @ Work Program](#), Goodwill Easter Seals Minnesota creates opportunities for youth, ages 16-21, to explore their personal employment related goals. G-ESM's goals are: engaging youth in career and college exploration and life-planning activities; providing paid, work-based learning at high quality worksites; promoting mastery of work readiness competencies and 21st Century Skills; Job Placement, retention, and advancement; academic credit towards high school graduation (through districts); and support services. Local contact: Sheila Olson, solson@goodwilleasterseals.org

Cookie Cart, \$50,000. [Cookie Cart's Earn as You Learn Program](#) provides work experience and work readiness skills training designed to build employment, life and leadership skills needed for success in future employment. Based on a unique social enterprise model, neighborhood youth are actively involved in the business operations within a nonprofit bakery, learn leadership skills, and develop professional networks. Cookie Cart serves youth ages 15-18 from communities of color and low-income families, providing them with Certification and Digital Literacy opportunities and the knowledge to embark on a successful career of their choosing. Local Contact: Matt Halley, mhalley@cookiecart.org

Conservation Corps Minnesota and Iowa, \$50,000. Through Conservation Corps service-learning programs, underrepresented youth (refugees/immigrant, low income and youth of color), ages 14-18 build 21st century job skills and gain STEM related skills that qualify them for high school credit. They also receive college and career mentoring providing support and guidance in preparation for successful futures. [Youth Outdoors](#) engages teens in job training and service-learning projects in their own neighborhoods. Local Contact: Hollis Emery, hollis.emery@conservationcorps.org

Banyan Community, \$50,000 The [Banyan](#) youth Pathways to Careers Program provides youth of color ages 14-24 with wraparound supports to help them graduate from high school or college and be prepared for meaningful employment in high-growth, in-demand occupations. Youth will also have the opportunity to participate in a work experience at Banyan Community. Local Contact: Joani Essenburg, joani@banyancommunity.org

AchieveMPLS, \$50,000. The Career Readiness Initiative increases the capacity of the existing [Career and College Centers](#) infrastructure to provide new, additional, targeted career guidance, resources, exposure and exploration opportunities to students in fields including, but not limited to, Healthcare, STEM, IT and Manufacturing. The purpose of this program is to equip students with a much broader understanding of the career pathways available to them. This programming is available to most Minneapolis Public Schools secondary students and proactively serves youth of color, English Language Learners, students eligible for Free or Reduced Price Lunch and youth in Special Education. Local Contact: Danielle Grant, dgrant@achievempls.org

SUCCESS STORY - The first time "A" visited AchieveMpls' Roosevelt Career & College Center (CCC) he was a sophomore and had a vague idea that he wanted to go into law enforcement. AchieveMpls Coordinator, Amanda Justen, sat down with him to talk about pathways and goals and helped him fill out an application to the Police Explorers program through the Minneapolis Police Department, which mentors and trains youth ages 14-20 in a variety of common policing scenarios. "A" has now been part of the program for three years and participates in many different community events, including the statewide Police Explorers competitions.

Now a senior, AchieveMpls' Coordinators are helping "A" find financial aid and apply early to Hennepin Technical College's Law Enforcement program where he intends to enroll this coming fall.

Karen Organization of Minnesota, \$50,000. Funding supports a partnership between the [Karen Organization of Minnesota](#) (KOM), providing youth ages 14-24 services for refugees from Burma and other low-income populations, and Roseville Area Schools. In addition to ensuring that youth have access to the tools and information needed to make informed decisions about education and employment the program will also increase access to existing programs that can help achieve those goals. *Local Contact: Alexis Walstad, Awalstad@mnkaren.org - www.mnkaren.org/programs/employment-services/youth-career-pathways/*

MIGIZI Communications, \$50,000. This project includes career pathways in two of the newest and fastest growing job categories in the Twin Cities region: Solar PV (photovoltaic) installation and Social Media marketing. These job categories will enable American Indian youth ages 14-24 from low income families and in and out of school youth to move from poverty to economic independence. *Local Contact: Graham Hartley ghartley@miqizi.org*

Anoka County Job Training Center, \$50,000. The project serves youth ages 16-24 from with a priority to serve youth from communities of color and youth with disabilities in [Anoka County](#). Services focus on empowerment and innovation through development of self-advocacy leadership skills and exposure to opportunities in areas such as healthcare and entrepreneurship (small business/innovation focused). Internship development expands with local employers identifying hiring needs and ACJTC matching students to interest and skill building work experience opportunities. Participants can earn a certification in a variety of programs including Certified Nursing and Microsoft Excel. *Local Contact, Bridgett Backman, Bridgett.backman@co.anoka.mn.us*

Cristo Rey Jesuit High School, \$50,000. Cristo Rey Jesuit's Corporate Work Study Program serves high school youth of color ages 14-18 who face barriers to success. All students work five full days per month in an entry level corporate job at one of our 85 partners, including corporations, businesses, hospitals, banks, and non-profits. Funding will help maximize career readiness by adding and directly teaching technical skills in the four-year business curriculum. The skills the students learn will be utilized in their workplaces. *Local Contact: Michelle Dillon, michelledillon@cristoreytc.org - www.cristoreytc.org*

SUCCESS STORY - Sophomore Wilmar C. works at the University of St. Thomas. Wilmar works with an Associate Professor in the Biology department, completing laboratory and field measurements, and data entry projects for the department. On his timesheets, he has described testing vials for levels of ammonia and phosphate, working in the garden to measure soil moisture levels in different quadrants of the plot, and measuring chlorophyll levels in different pepper plants. Wilmar is one of 119 sophomores that, thanks to DEED's Youth at Work Grant funding, is receiving additional technical skills training during the school day to further prepare him for careers of the future. Cristo Rey staff are confident that the skills he is learning in the classroom will support, complement, and enhance his work at the University of St. Thomas, while at the same time, building skills for his future career!



MAHUBE-OTWA Community Action Partnership, Inc., \$50,000. The project targets youth parents (ages 14-24) and their children to set them on a path towards self-sufficiency, supporting living wage employment and educational pathways, utilizing a two generational approach to move families out of poverty. Participants work with an employment coach who assists with barrier removal, career development, placement, and ongoing support. Career Pathways provided include, Early Childhood Development, IT, Family health clinic operations and Clerical support. *Local Contact: Elizabeth Kuoppala, kuoppala@mahube.org – www.mahube.org*

African Community Services, \$50,000. The project focuses on serving Somali young adults who have graduated from high school but have not found full-time employment or entered post-secondary education, young adults who dropped out of high school, or juvenile offenders with delinquency records. Participants are exposed to career pathways in in-demand fields including nursing, customer service, manufacturing, and education. Youth attend workshops and trainings that focus on communication skills, resume writing, job searching and interview techniques in order to provide them with career readiness skills. *Local Contact: Hassan Omar, homar@africans.org*

ISD 4, McGregor Public Schools, \$50,000. This project serves American Indian youth, youth with disabilities, economically disadvantaged youth, and at-risk youth ages 16-19. Youth are required to complete a one-semester course during the school year. The course is Enterprise, How to Make Just About Anything, which will teach the process of bringing an idea to fruition for financial gain through practical experience in a technology-driven fabrication lab. Participants earn academic credit towards graduation for successful completion of the course. Participants will also be able to obtain basic credentials related to manufacturing, engineering, and creative technology. *Local Contact: Cheryl Meld, cmeld@isd4.org*

Elpis Enterprises, \$30,000. The program supports homeless youth or those at-risk of homelessness. Youth ages 16-23 participate in paid work experiences that forms the framework for developing employment readiness skills. Upon program completion, youth demonstrate proficiency in at least 10 of 12 employment readiness skill areas. Participants achieve unsubsidized employment, continuation of their education, or an apprenticeship. *Local Contact: Paul Ramsour, paul@elpisenterprises.org*

Change Inc., \$30,000. Funds support a Career Counselor serving pre-YouthBuild students (ages 14-17) who are majority youth of color and/or immigrant youth. The Career Counselor helps youth identify their strengths and interests, form individualized career plans and help youth transition into the YouthBuild program (ages 18-24) in either the construction or Health Care career pathways with the goal of earning an industry recognized credential. *Local Contact: Jody Nelson, jnelson@gapschool.org*

Program Activities

The Youth at Work Equity Grant provides grantees with the flexibility to provide youth with a variety of programming opportunities.

The definitions are broad and the following information provides example activities that align with each category:

1. **Employment Preparation** – activities including resume writing, job searching, labor market information, soft skills training, job shadowing, business tours, etc.
2. **Job Training** – activities that support youth in receiving industry-recognized credentials, industry-specific certifications, and digital literacy skills development.
3. **Internships or Work Experiences** – Paid experiences in which youth can apply technical and soft skills.
4. **Financial Literacy** – trainings, workshops, and curriculum in which youth learn about financial literacy concepts.
5. **Academic Support** – activities that support youth from dropping out of secondary school including earning academic credit, literacy and numeracy skills development, and tutoring.
6. **Post-Secondary Education Support** – activities that help youth explore post-secondary options, college tours, application and financial aid assistance.

The chart below denotes the activities that each organization is providing through the SFY 2020 Youth at Work Equity Grant.

Organization	Employment Preparation	Job Training	Internships or Work Experiences	Financial Literacy	Academic Support	Post-Secondary Education Support
180 Degrees	x		x	x		
AchieveMPLS	x					x
African Community Services	x					
Afro-American Development Association				x	x	x
Anoka County		x	x			
Banyan Community	x				x	x
Boys and Girls Clubs Twin Cities	x		x	x		x
Bridge for Youth	x		x		x	x
Brooklynk	x		x			x
Career Solutions	x	x	x		x	
Central Minnesota Jobs and Training Services	x	x	x	x	x	x
Change Inc.	x	x	x		x	x
City of Duluth	x		x			
City of Minneapolis Step-Up	x		x		x	

Organization	Employment Preparation	Job Training	Internships or Work Experiences	Financial Literacy	Academic Support	Post-Secondary Education Support
City of St. Paul - Right Track	x	x	x	x		
Conservation Corps		x			x	x
Cookie Cart	x	x	x	x		
Cristo Rey Jesuit High School	x	x	x		x	x
Eastside Neighborhood Services	x	x	x	x		x
Elpis Enterprises	x	x	x	x		
Evergreen YFS	x				x	
Goodwill-Easter Seals of MN	x		x	x		
Hennepin County	x			x		
HIRED	x					
ISD 4 McGregor Public School	x	x	x		x	
Ka Joog	x		x		x	x
Karen Organization of Minnesota	x			x		x
MAHUBE-OTWA	x	x	x	x		x
MIGIZI Communications		x	x		x	
Minneapolis Park and Rec. Board	x	x	x	x		
MVAC and South Central	x		x	x		x
North West Indian Community Development Center	x	x			x	x
Pillsbury United Communities	x		x		x	x
Project for Pride in Living	x	x	x	x	x	x
Rural MN CEP	x		x			
Somali Community Resettlement Services	x	x	x	x		x
Southwest Private Industry Council	x		x	x		x
YMCA of the Greater Twin Cities	x		x			x
Youthprise	x	x	x		x	

SFY2020 Youth at Work Data

The SFY2020 Youth at Work demographic, activity, and outcome data that is included in this report reflects the cumulative totals of all 39 SFY2020 grantees. Data collected on each individual program can be found in the appendix to this report beginning on page 25.

SFY2020 Youth at Work demographic, activity, and outcome data	Total	Grand Total/Percent
A. Total Individual Participants Served	5,231	6,886
B. Total Individuals served in a Group Setting	1,615	
C. Female	2,762	53%
D. Male	2,420	46%
E. 14 – 15	1,487	28%
F. 16 – 17	1,496	29%
G. 18 - 21	2,120	41%
H. 22 – 24	83	2%
I. Hispanic/Latino	875	17%
J. American Indian or Alaska Native	221	4%
K. Asian/Pacific Islander	752	14%
L. Black or African American	2,479	47%
M. White	853	16%

N. Multiracial	131	3%
O. Did not disclose	183	4%
P. 8th grade and under	377	7%
Q. 9th Grade – 12th Grade	4,259	81%
R. High School graduate or equivalent	357	7%
S. Post-Secondary Education	302	6%
T. Limited English Proficiency	859	16%
U. Participant/Family Receiving Public Assistance	2,456	47%
V. Foster Youth	70	1%
W. Participants with a Disability	856	16%
X. High School Drop-Out or Potential Dropout	216	4%
Y. Youth or Adult Offender	93	2%
Z. Pregnant or Parenting Youth	97	2%
AA. Basic Skills Deficient	576	11%
BB. Homeless Individual or Runaway Youth	206	4%
CC. Not Employed at Program Enrollment	1,267	24%
DD. Veteran	0	0%

EE. Economically Disadvantaged Individual	4,190	80%
PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE FOR INDIVIDUAL SERVICES		
A. Received Education, Employment Preparation, or Work Readiness/Job Training Activities (Includes Training in ABE/Remedial, Basic Skills, Classroom, Labor Market Info, Life Skills, and Occupational Skills)	3,269	63%
B. Received Work Experience, Internship, or Apprenticeship Activities	1,782	34%
C. Received Community Involvement and Leadership Development Activities	1,299	25%
D. Received Post-Secondary Exploration, Career Guidance and Planning Activities	3,933	75%
E. Received Mentoring Activities	2,068	40%
F. Received Support Services	849	16%
G. Received Financial Literacy Education	1,322	25%
INDICATORS OF PERFORMANCE FOR INDIVIDUAL SERVICES		
A. Attained Work Readiness Goals	3,534	68%
B. Attained Education Goals	1,971	38%
C. Received Academic Credit or Service-Learning Credit	713	14%
D. Obtained High School Diploma, GED, Remained in School, Obtained a Certificate or Degree, or Dropout - Returned to School	2,435	47%
E. Entered Post-Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military	177	4%
F. Entered employment	196	4%

G. Retained employment, increased wages or advanced career	124	2%
H. Completed Program Objective	3,754	72%
CUSTOMER SATISFACTION FOR INDIVIDUAL SERVICES		
A. Number of participants rating experience as “Excellent”	646	41%
B. Number of participants rating experience as “Very Good”	660	42%
C. Number of participants rating experience as “Average”	212	14%
D. Number of participants rating experience as “Below Average”	31	2%
E. Number of participants rating experience as “Poor”	12	1%
F. Total Number of Surveys Completed²	1,561	N/A

SFY2021 Youth at Work Data

SFY2021 Youth at Work demographic, activity, and outcome data	Total	Percent
A. Total Individual Participants Served	7,089	
B. Female	3,709	52.3%
C. Male	3,331	47.0%

² Many organizations were not able to collect customer satisfaction from youth participants due to the COVID-19 pandemic restrictions.

D. 14 – 15	1,762	0.7%
E. 16 – 17	2,991	24.9%
F. 18 - 21	2,191	42.2%
G. 22 – 24	103	30.9%
H. Hispanic/Latino	1,222	17.2%
I. American Indian or Alaska Native	315	4.4%
J. Asian/Pacific Islander	706	10%
K. Black or African American	3,016	42.5%
L. White	1,800	25.4%
M. Multiracial	166	2.3%
N. Did not disclose	319	4.5%
O. 8th Grade – 12th Grade	6,647	93.8%
P. High School graduate or equivalent	321	4.5%
Q. Post-Secondary Education	110	1.6%
R. Limited English Proficiency	975	13.8%
S. Participant/Family Receiving Public Assistance	4,394	62.0%
T. Foster Youth	91	1.3%

U. Participants with a Disability	914	12.9%
V. High School Drop-Out or Potential Dropout	216	4%
W. Youth or Adult Offender	96	1.4%
X. Pregnant or Parenting Youth	119	1.7%
Y. Basic Skills Deficient	2,196	31.0%
Z. Homeless Individual or Runaway Youth	130	1.8%
AA. Not Employed at Program Enrollment	2,644	37.3%
BB. Veteran	0	0%
CC. Economically Disadvantaged Individual	4,540	64.0%
PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE FOR INDIVIDUAL SERVICES		
H. Received Education, Employment Preparation, or Work Readiness/Job Training Activities (Includes Training in ABE/Remedial, Basic Skills, Classroom, Labor Market Info, Life Skills, and Occupational Skills)	2,894	40.8%
I. Received Work Experience, Internship, or Apprenticeship Activities	1,171	16.5%
J. Received Community Involvement and Leadership Development Activities	580	8.2%
K. Received Post-Secondary Exploration, Career Guidance and Planning Activities	5,327	75.1%
L. Received Mentoring Activities	927	13.1%
M. Received Support Services	230	3.2%

N. Received Financial Literacy Education	1,175	16.6%
INDICATORS OF PERFORMANCE FOR INDIVIDUAL SERVICES		
I. Attained Work Readiness or Education Goals	3,244	45.8%
J. Received Academic Credit or Service-Learning Credit	786	11.1%
K. Obtained High School Diploma, GED, Remained in School, Obtained a Certificate or Degree, or Dropout - Returned to School	3,367	47.5%
L. Entered Post-Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military	1,057	14.9%
M. Entered employment	217	3.1%
N. Retained employment, increased wages or advanced career	187	2.6%
O. Completed Program Objective	2,890	40.8%
CUSTOMER SATISFACTION FOR INDIVIDUAL SERVICES		
DD. Number of participants rating experience as "Excellent"	211	32.6%
EE. Number of participants rating experience as "Very Good"	157	24.2%
FF. Number of participants rating experience as "Average"	276	42.6%
GG. Number of participants rating experience as "Below Average"	3	0.5%
HH. Number of participants rating experience as "Poor"	1	0.2%

II. Total Number of Surveys Completed ³	648	N/A
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Please contact Kay Tracy, Director of Youth Development at 651.259.7555 or kay.tracy@state.mn.us if you have any questions about this report. More information on the SFY2020 Youth at Work grants can be found here: <https://mn.gov/deed/programs-services/office-youth-development/special/grants/>.

³ Many organizations were not able to collect customer satisfaction from youth participants due to the COVID-19 pandemic restrictions.

Youth at Work Equity Grant Logic Model



