

# SFY 2011 - SFY 2012

## *Expanding Work Opportunities For Youth Through the Minnesota Youth Program*



Minnesota Department of Employment and  
Economic Development

January, 2013

## INTRODUCTION

This report provides an overview of youth employment activities funded under the Minnesota Youth Program (MYP) for SFY 2011 and SFY 2012. There is a separate profile for each of Minnesota's 16 Workforce Service Areas (WSAs), highlighting success stories and best practices.

Thanks to the Minnesota Legislature's investment in MYP, our state had the infrastructure in place to implement a statewide youth jobs program, when unemployment rates among young people in Minnesota were at the highest level in a generation. In an economic downturn, workers with less experience and lower education levels are often hardest hit. Young workers are especially vulnerable as competition for entry level jobs becomes more intense and economically disadvantaged youth suffer a disproportionate negative impact.

**Who is served under MYP?** Customers are low-income and at-risk youth ages 14 to 21 who lack academic and "applied skills" considered critical for current and future workplace needs. Detailed charts on the characteristics of the 6,664 youth served by MYP and WSA-level outcomes for State Fiscal Year (SFY) 2011-2012 are included at the end of this report. MYP served 3,774 youth in SFY 2011 and 2,890 in SFY 2012.

**How does MYP prepare youth for the workforce?** Work readiness training is focused on employer-driven behaviors such as attendance, punctuality, teamwork, communication skills, and problem-solving, and is delivered in an interactive manner. MYP provides youth with hands-on opportunities to apply skills they learn in the classroom:

- **Inquiry:** Fostering a curiosity and desire in youth to develop new skills.
- **Technology:** Exploring and becoming familiar with current technologies.
- **Science, Engineering and Math Skills:** Practicing vital skills to enhance mastery.
- **Decision Making and Daily Living:** Learning important time management skills and practicing decision making,
- **Interaction with Others:** Working with diverse groups of people and teaching them how to work together to reach goals.
- **Positive Attitudes and Behaviors:** Teaching young people about the importance of attitude in the workforce, about being on time, and having the confidence to solve problems.

**What does the research say about work experience for teens?** Research has shown that the number one predictor of future success in the workforce is early exposure to work experience.

1. Contextual/hands-on learning improves student's grades, attendance and graduation rates.
2. Young people who have an opportunity to gain work experience as teens are more likely to stay in school, avoid involvement in crime, gang behavior and drugs and unwanted pregnancies.
3. Teen employment contributes to significantly higher wages as young adults enter their twenties.
4. Teens in low-income families have the least access to jobs – especially jobs that combine part-time work and school.

**What is the Return on Investment (ROI) for the Minnesota Youth Program?** Each state dollar invested in MYP yields a return on investment of \$5.99 for the biennium (see page 41).

# Table of Contents

Introduction .....2

## Workforce Services Area (WSA) Profiles

Northwest Minnesota ..... 5  
 Rural Minnesota CEP, Inc. .... 7  
 Northeast Minnesota .....9  
 City of Duluth ..... 11  
 Central Minnesota .....13  
 Southwest Minnesota .....15  
 South Central Minnesota .....17  
 Southeast Minnesota .....19  
 Hennepin County ..... 21  
 Carver County ..... 23  
 City of Minneapolis ..... 25  
 Anoka County ..... 27  
 Dakota-Scott Counties ..... 29  
 Ramsey County.....31  
 Washington County ..... 33  
 Stearns-Benton Counties ..... 35  
 Winona County ..... 37

## Appendices

Minnesota Youth Program Return on Investment..... 41  
 SFY 2011 Minnesota Youth Program Data Summary .....44  
 SFY 2012 Minnesota Youth Program Data Summary ..... 46

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

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### Websites:

Minnesota Youth Program:

[http://www.positivelyminnesota.com/All\\_Programs\\_Services/Office\\_of\\_Youth\\_Development/Programs\\_for\\_At-RiskYouth/Minnesota\\_Youth\\_Program.aspx](http://www.positivelyminnesota.com/All_Programs_Services/Office_of_Youth_Development/Programs_for_At-RiskYouth/Minnesota_Youth_Program.aspx)

For additional success stories and media coverage of youth employment programs, see:

[http://www.positivelyminnesota.com/All\\_Programs\\_Services/Office\\_of\\_Youth\\_Development/Media\\_Coverage\\_Success\\_Stories/index.aspx](http://www.positivelyminnesota.com/All_Programs_Services/Office_of_Youth_Development/Media_Coverage_Success_Stories/index.aspx)

*On the Cover: Left, YES assigned Derek to a work experience opportunity at a private auto repair shop (photo courtesy of Duluth Workforce Development/YES). Right, Fatima interned at the University of Minnesota’s Office for Equity and Diversity (photo courtesy of Minneapolis Employment and Training Program).*

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## Northwest Private Industry Council / Inter-County Community Action Council

Amanda Grzadzielewski, Director  
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**Counties Served:** Kittson, Marshall, Norman, Pennington, Polk, Red Lake, Roseau

### Success Story: Jena

Jena, currently a senior at Marshall County Central School in Newfolden, MN, has participated in the summer work experience portion of the WIA younger youth programs for the last three years. Jena was a youth who had barriers to employment. She lacked work experience and had specialized needs on which she was working through her Individualized Education Plan at school.



In her first work experience, Jena learned how to complete job-specific tasks and work readiness skills that help you succeed in any job. The Agassiz National Wildlife Refuge employed Jena and the staff could not find enough positive things to say about her. She completed many hours of outside maintenance work, such as mowing and boundary signing, but was also able to help staff with data entry and clerical work.

This past summer Jena worked in maintenance and grounds keeping at the Lutheran Social Services-Granville Group home in Karlstad. Jena expressed a strong interest in working with the residents of the group home, and eventually applied for an unsubsidized position. After submitting her application and interviewing, the Karlstad facility hired Jena as a Direct Support Professional. The Program Director stated, "Jena's attendance and superb work ethic proved worthy!" Jena has taken and passed her First Aid class and CPR training. She is currently working on her medications training. Jena believes she may want to work in this field after graduating from high school next spring. She is exploring the possibility of going to college and pursuing a degree in a profession that will allow her to help others.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP.....	112
Completed Work Readiness Training .....	85
No. Youth High School Dropouts.....	2
No. Youth Offenders .....	9
No. Youth on Public Assistance .....	41
No. Youth Pregnant or Parenting.....	19
No. Youth With a Disability.....	85
No. Foster Youth.....	3

### Examples of Jobs Offered Through Northwest Private Industry Council:

Some of the types of jobs youth participants were placed in include, but are not limited to, customer service specialist, janitor, outside maintenance worker, conservation forestry worker, library assistant, photography assistant, activities assistant at an assisted living center, child care attendant, animal attendant, ticket sales person, supply room assistant, painter, food preparation worker, and maintenance crew member.



**Youth Crew Assists With Clean Up After A Tornado in Wadena, June 2010:** A crew of youth participants helped to clean up the neighboring community of Wadena after a tornado destroyed much of the town. Youth earned service learning credit for their help in meeting the needs of a community faced with devastation. Youth commented: "It was hard work but people really appreciated our help."



## Success Story: Dannielle

Dannielle was originally enrolled in the WIA Younger Youth program to obtain work readiness skills. During her program participation she successfully completed a Work Experience, graduated from high school and went immediately into unsubsidized employment. At the time of her exit from the program, Dannielle expressed that she would eventually like to further her education but wanted to work for a while before going to school. In August of 2011, Dannielle got back into contact with Inter-County Community Council to inquire about assistance in obtaining her Certified Nursing Assistant (CNA) license and she enrolled in the WIA Out-of-School Youth program. Dannielle received tuition assistance and support service funds to purchase scrubs for clinicals. While completing her educational program, Dannielle was placed in a Work Experience in the classroom at the Challenger Head Start Center which provided her with part-time temporary income while she completed her classes. She completed her CNA training at the end of 2011.



Through the WIA Out-of-School Youth program, Dannielle was then placed in On-the-Job Training (OJT) at the Thief River Falls Care Center working as a full-time Certified Nursing Assistant. Dannielle managed to do all of this while she was pregnant with her first child. She completed her OJT just in time to go on maternity leave when she had her baby boy at the end of February 2012. She took eight weeks of maternity leave and then returned to work full-time. Dannielle reports that she loves her job and is now able to financially support her new family. She was recently honored by the Resident's Council at her place of employment by being chosen as Employee of the Month in June 2012.

### Best Practices:

**Financial Literacy:** During the last program year, the Northwest WSA had the opportunity to work in partnership with three local schools to provide financial literacy training to youth through the Junior Achievement Financial Literacy project. Thirty-seven youth were served through this program. Reports from instructors teaching the curriculum and from Inter-County staff indicate that the program was successful. Youth gained a better knowledge of financial related tasks such as budgeting, managing a checkbook and other items related to money management. The curriculum culminated in a four session online simulation where youth navigated their way through a virtual community learning to spend within their means. Participating youth had a very positive response to the online simulation and seem to enjoy the knowledge they gained during the applicable simulation of real life.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	86
Completed Work Readiness Training .....	30
No. Youth High School Dropouts .....	2
No. Youth Offenders .....	4
No. Youth on Public Assistance .....	31
No. Youth Pregnant or Parenting .....	3
No. Youth With a Disability .....	71
No. Foster Youth .....	4

### Quotes From Youth, Parents, Worksite Supervisor:

"You don't have to love your job, but be proud of the work that you do. Because of my job, I am more mature and I have more self respect and respect for others." - Youth

"I told my friends and classmates about this program. I was treated like an adult; the staff followed through with everything." - Youth

"This is a great program for my grandson. The program gave him self confidence and was very helpful with his social skills, which he really needed." - Parent

"Working with youth and Inter-County staff has been a positive experience for me. I had a couple of questions on procedure but they were quickly answered by program staff." - Worksite Supervisor

"Excellent program for our students. Thank you for all of your support." - Worksite Supervisor

### Best Practices:

**Unique or High Quality Work Experience:** Northwest WSA continues to be involved in the "Computers for Our Community" project through the City of Thief River Falls. It is an excellent work experience for participants who are interested in computers and technology. Under the supervision of a crew leader, youth are responsible for screening and cleaning each computer that is delivered to make sure that all of the equipment is working. This summer, in addition to screening the used computers, youth also learned to install operating systems on new computers that were received for distribution. Youth have been actively involved in distributing computers to families who are eligible to receive them. To date, over 65 computers have been distributed to income eligible families within Thief River Falls and surrounding communities. Participants demonstrate and educate eligible families on how to set up their computer, as well as answer any basic questions that they may have about setting up or using their computer. Due to the success of this program, additional sites may be added in the future.

## Rural Minnesota CEP

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**Counties Served:** Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Lake of the Woods, Mahnomon, Morrison, Otter Tail, Pope, Stevens, Todd, Traverse, Wadena, Wilkin

## SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP.....	391
Completed Work Readiness Training .....	376
No. Youth High School Dropouts.....	100
No. Youth Offenders .....	42
No. Youth on Public Assistance .....	200
No. Youth Pregnant or Parenting .....	47
No. Youth With a Disability.....	147
No. Youth Homeless or Runaway.....	3
No. Foster Youth.....	16

### Success Story: Spike

Spike is a 20-year-old youth who started working with RMCEP as a younger youth while he was still in high school. Spike has had opportunities to work on a few different worksites and develop his soft skills as well as gain direction for his career path. During his enrollment in the RMCEP youth program, Spike has achieved his high school diploma, earned a Gold NCRC Certification, and he has obtained a ServSafe food service credential. Spike said that he would most likely not have attained any of these milestones – including high school graduation – if it was not for his participation with RMCEP. Most recently, Spike has been involved with a new worksite where they are starting a restaurant from the ground up. He said that this experience has solidified in his mind that he would like to pursue a career in the food service industry. Once the restaurant is open for business, there is a high likelihood that RMCEP will be able to provide a contract for Spike to become a permanent employee of this establishment and start on his career path.



### Examples of Jobs Offered Through Rural Minnesota CEP:

Clerical or office support, custodial, maintenance, computer entry, reception, landscaping, medical office asst, day camp asst., car detailing, dog grooming, unit aide, activities asst., optometry office asst., resort helper, Humane Society asst., showing exhibits at the local Science Center, restaurant work, Display-tour-museum asst., retail assistant, heritage center asst., dietary aide, stock person, receptionist, events coordinator, greenhouse asst., landscape laborer, merchandiser, teacher's aide, car wash attendant, prep cook, kitchen help, and tutor.

### Quotes:

"This program gave my son an opportunity to work on occupational skills that he would not have otherwise been given. He has earned a reputation as a dedicated and capable worker and a reference from his supervisor which will go a long way in our small town toward being employable after high school." - Parent of a 17 year old with disabilities

"Working at the Tribal Court has taught me a lot about the legal system and office stuff. Now I am pretty sure I am going to college for something in business and maybe something legal related." - Youth

"I am so grateful for the CEP program because my grandson is now in a community college because of the encouragement and support he received. I'm not sure he would have done it otherwise." - Grandparent

### Quotes From Youth:

"My work experience through RMCEP helped me achieve my goal of becoming independent and getting out on my own." - Youth

"I really like getting a chance to work through RMCEP because in my rural area there are very few job opportunities. I like the guys I work with and have learned a lot about the job and other stuff. I am also glad I get help trying to figure out what I want to do after I graduate." - Youth

## Success Story: Kendra

In 2008, a referral came from a Molly Springs Alternative Learning Center head teacher for Kendra. Kendra was enrolled in the younger youth program at the age of 16. She lived in rural Pierz area and attended Molly Springs Alternative Learning Center in Swanville where it was a 30 mile drive for her to get to school. Kendra did not have a driver's license, is from a single family household, and had moved out of her mother's house and was living with friends. She struggled in school and was going to quit many times. Her lead teachers convinced her she could get her high school diploma. Many meetings were held to discuss her progress and adjust her IEP to get school credits for her work experience. She then had a child of her own and moved into her own apartment. She has always worked in the youth program and a promise was made to her that as long as she was making progress towards her high school diploma she could continue working. In January of 2012, Kendra completed her final math requirement and received her high school diploma. She is the first person in her family to graduate from high school. She continued on work training but had to come to the WorkForce Center weekly and apply for employment. She was hired full time this summer and is working in the Deli department at Coborn's Grocery in Little Falls. She said she would have quit school on many occasions if not for the help from Rural CEP. She has a sense of accomplishment when you talk to her and now she is optimistic about her future.



## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	219
Completed Work Readiness Training .....	100
No. Youth High School Dropouts .....	17
No. Youth Offenders .....	18
No. Youth on Public Assistance .....	80
No. Youth Pregnant or Parenting .....	17
No. Youth With a Disability .....	108
No. Youth Homeless or Runaway .....	1
No. Foster Youth .....	11

### Best Practices:

**Serving At-Risk Youth:** Lutheran Social Services (LSS) Youth Services in Brainerd is a key collaborative partner for serving at-risk youth. LSS refers their youth clients to the WorkForce Center and to meet with the Youth Services Coordinator to discuss WIA youth services. LSS is the largest referral source Brainerd has for getting connected to out-of-school youth. Referrals are also made to the LSS program for CEP youth who are struggling with homelessness and other youth issues to participate in LSS Independent Living Skills class.

**Connecting with Youth:** Delivering services to and staying connected with the youth participants in any of the local youth programs must be done by going out and meeting with the youth in their local environments whether this be at their school, youth center, or worksite. This in-person communication helps to develop rapport with the youth and form a more meaningful connection that will follow through and help the youth stay connected after program exit. Local experiences have shown that youth are not as comfortable coming to the Workforce Center to meet with the Youth Coordinator or work on program activities. Youth are also not inclined to listen to or return voicemail messages and can be hard to contact via telephone and mail. In addition to in-person meetings, difficult to contact youth seem to respond best to social media outlets. Youth begin to communicate and build a relationship through these portals and establish trust for face-to-face meeting in a neutral location.

**Cuyuna Range Youth Center:** The Cuyuna Range Youth Center requested Rural CEP to provide a series of Job Skills Classes again this past year. The Youth Coordinator met with a group of 8-10 high school youth on a weekly basis for several weeks to discuss and work on job seeking skills and create a skill based resume. This was the second time these classes were offered. They have been well received by the youth.

### Best Practices:

**Drivers Training Education:** At a local reservation, the Youth Services Coordinator encouraged youth and their parents to approach the Tribe and their school board to provide the classroom training portion of Drivers Education to their students through the school. There is no Community Education connected with the Tribal School to provide this. As follow-up to this request, the Headwaters Drivers School will now come to the school in the spring and provide the classroom portion of the Drivers Education training. There are also networking possibilities to provide the Behind-the-Wheel portion on-site because youth do not have transportation to get to other locales where it is offered. This same group is currently working on a possible CNA course to be offered at the Reservation School during the school day for both school credit and eventual certification.



## Northeast Minnesota Office of Job Training

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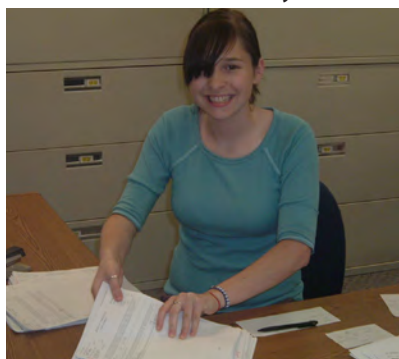
**Counties Served:** Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, St. Louis (except City of Duluth)

## SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	142
Completed Work Readiness Training .....	136
No. Youth High School Dropouts.....	4
No. Youth Offenders .....	11
No. Youth on Public Assistance .....	69
No. Youth Pregnant or Parenting .....	24
No. Youth With a Disability.....	57
No. Foster Youth.....	9

### Success Story: Abi

Abigail was 14 years old when she started her first job as an office assistant at the USDA office in Aitkin. "When I first started I was petrified whenever I was asked to answer phones or assist customers at the front desk," Abi recalls. Through guidance from her employment counselor and direct mentoring from her supervisor, Abi quickly became an asset to the local USDA office and slowly gained confidence in herself. After a few years, Abi decided that she wanted more responsibilities and with the help of her counselor began searching for a worksite that would provide her with a greater opportunity to help make a difference in her community.



"I almost didn't accept the opportunity to work at the Aitkin WorkForce Center because my counselor told me that I would do nothing but answer phones and greet customers until I felt comfortable doing those tasks. It was the best thing for me because it proved to me that I can turn my weaknesses into my strengths," explains Abi. Through her work experience Abi gained confidence in her own abilities and began seeking out new challenges. With encouragement from her counselor, Abi became more active in her school and the community. When asked what was the greatest benefit of the Youth Employment Program Abi replied, "It completely transformed me. By the time I reached my senior year I had become one of the leaders of my graduating class."

Abi is currently attending the University of North Dakota and pursuing a B.B.A. in Accounting and a B.A. in Business Management while also working part time in the Registrar's Department. Abi does not know what her dream occupation is but says, "It isn't because I can't decide. It's because I know I have been taught the skills and have the confidence to be able to do anything!"

### Example of Jobs Offered Through Northeast Minnesota Office of Job Training:

Custodial/maintenance worker, child care worker, gardener, library aide, newspaper writer, nursing assistant, office assistance, receptionist, recreational aide, and recreational therapy assistant.

### Best Practices:

**TANF/MYP/WIA Partnerships:** The TANF Youth employment experiences for teen parents were increased in 2011 through the Teen Parent Project. The project ran in conjunction with WIA and MYP Youth Programs in NE MN to provide additional Supported Work dollars and support services along with coordinating services with the St. Louis County MFIP Disparities Project funded by DHS which serves minorities in the community. These collaborative efforts gave teen parents valuable work and life knowledge through weekly classes and work experiences. They gained work readiness skills including: career information, knowledge of the labor market, job search techniques, technology skills, positive work habits and daily living skills.

**CEOs in the Classroom:** The Northeast Minnesota Office of Job Training provides "CEOs in the Classroom" to local eighth graders as a part of the "Outreach to Schools" project. Staff coordinates and facilitates the CEO's presentations in the schools, and provides career and labor market information. This offering was developed by business owners, managers and CEO's together with eighth grade teachers. The project helps inform students about the emerging workforce for the global economy and starts students thinking about the world of work and how the decisions they make now affect their work life later. This real-life, in-person, interactive opportunity provides employers and students the chance to learn more about each other and to nurture a healthy workforce environment.

## Success Story: Emily

Emily enrolled in the Northeast Minnesota Office of Job Training's youth program because she was interested in pursuing a health care career. Emily has a passion for helping others and also wanted a career that would be able to support her life and family goals. As a single mother she knew that she would need to be able to provide for her family and still be able to spend quality time with them on a daily basis. After assessing her skills and goals, she decided that she would pursue training to become an LPN. Emily was concerned that she would not be able to afford school through federal loans alone; she would have to work more hours while raising her newborn child.



Through tuition assistance from the WIA Youth Program, Emily was able to juggle school and her family. Shortly after graduating from Central Lakes College with her diploma in Practical Nursing, Emily was able to secure full time employment at the Cuyuna Regional Medical Center. When asked about her current job and her future, Emily exclaimed "I am so excited; it will be a great foot in the door to a future in all my interests. They even offer tuition reimbursement for when I go back to finish my RN. Words cannot express how thankful I am for all the help and financing my employment counselors at the Northeast Minnesota Office of Job Training and the Workforce Center provided me."

### Quote From Employer and Job Coach:

"The youth program helps to boost the teens' confidence, provides them with work experience and it exposes them to possible job opportunities."  
- Employer

"Cody is a really good worker. He takes initiative and does what his tasks are." - Job Coach

### Quotes from Youth:

"I listen better and try to follow directions. This job helps me to be on time and I want to work hard and do a good job."

"I've learned a lot about electronics in cars including the sensors, modules and sending units."

"I have learned many skills that I can take with me to other jobs."

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	192
Completed Work Readiness Training .....	54
No. Youth High School Dropouts .....	4
No. Youth Offenders .....	22
No. Youth on Public Assistance .....	68
No. Youth Pregnant or Parenting .....	15
No. Youth With a Disability .....	114
No. Foster Youth .....	14

### Best Practices:

**Career Exploration and Skill Development:** Helping youth with career exploration is a big step toward conducting an active and directed job search, especially when interests are wide and varied. After completing assessments of behavior and work skills, participants are placed in a work experience that is suited for the individual based on the assessments.

**"Making Connections"** is a youth work experience intended to provide youth ages 14-21 with employment skills in occupations at non-profit, educational, private sector and other community-oriented worksites. Our counselors take special care with at-risk youth to assist them in developing pride in their accomplishments, their work experience and often their first job. Counselors also mentor, identify problems, and encourage the youth to develop personal goals for continued education and future employment success.

**Health and Safety Education** is provided as an important component of injury prevention for our working teens. While workplace-specific training is most critical, young people also need the opportunity to learn and practice general health and safety skills that they can take with them from job to job. Teens must be able to recognize hazards in any workplace and understand how hazards can be controlled, what to do in an emergency, what rights they have on a job, and how to speak up effectively when problems arise at work.

## Duluth Workforce Development

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**Area Served:** City of Duluth

### Success Story: Derek

The City of Duluth's Summer Work Experience model led to unsubsidized private sector jobs even in times of high unemployment.

While enrolled in WIA and MYP Derek got his GED, earned a work experience at a private garage, was hired on at the garage and is currently enrolled in Auto Mechanics at Lake Superior College. Derek worked one-on-one with staff at YES! Duluth. Upon completion of his GED, Derek began college at Lake Superior College's auto mechanics program. This past summer, after YES! Duluth assigned Derek to a work experience activity, the repair shop hired Derek permanently.



### Quotes From Youth:

"The program has helped me in so many ways, it is an excellent program." - Youth

"They helped me a lot getting my GED and getting registered for college." - Youth

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	199
Completed Work Readiness Training .....	191
No. Youth High School Dropouts .....	52
No. Youth Offenders .....	55
No. Youth on Public Assistance .....	157
No. Youth Pregnant or Parenting .....	31
No. Youth With a Disability .....	91
No. Youth Homeless or Runaway .....	25
No. Foster Youth .....	27

### Examples of Jobs Offered Through Duluth Workforce Development:

Child care worker, hairdresser, clerk, bulk mailer, food prep assistant, activities assistant, park maintenance worker, urban farmer, dishwasher, animal shelter assistant, housekeeping assistant, and youth worker.

### Best Practices:

**Career Exploration:** All participants are offered the opportunity to complete a career evaluation with a licensed vocational evaluator to determine how their work interests, abilities, and values match up with careers. Every youth is introduced to career exploration websites such as Iseek.org, thenorthlandworks.org, and MinnesotaWorks.net for information about the area's hot jobs, information about local employers, career development resources, and job search techniques. Job search and job seeking skills seminars are also offered. Subjects include application and resume preparation, interviewing skills, mock interviews, dressing for success, as well as employer expectations and what to expect as a new employee.

**Facebook:** Duluth uses Facebook and other social media to stay in contact with youth, convey job leads and program information information to youth, and to help find youth when staff lose contact.

**Individualized Work Experience Sites:** Duluth developed high quality, individualized work experience sites based on individual youth interests and skills.



## Success Story: Jasmine

Jasmine was a junior at Denfeld High School when she applied with YES! Duluth and started a summer work experience with Upward Bound in 2008. YES! Duluth has partnered with Upward Bound on a number of occasions to help students with their preparation for post-secondary education. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from post-secondary institutions.



She returned to school in the fall and went on to receive her High School diploma. She continued with YES! Duluth and worked another summer at the Animal Shelter where she identified her interest in helping and caring for animals. While Jasmine was researching the job market for careers and training related to caring for animals, she became homeless. With the assistance of YES! Duluth and HRA staff, she was able to move into a subsidized housing unit. Now Jasmine needed a job to support herself, but with no specific training she was unable to find one. YES! Duluth helped her apply for, and funded, her Certified Nursing Assistant training at Lake Superior College. She completed the training, got her Certificate and found a job doing Home Health Care for one of the local health care agencies. Jasmine has worked hard and proved she is responsible and dependable. She has recently found a job in Minneapolis where she will be closer to her family and can now help her mother.

It sometimes takes three or more years partnering with several agencies to achieve a true success and Jasmine is ours for 2011.

### Quotes From Youth:

"The people and how helpful they were. Also the bus passes and little things they do really mean the most."

"I liked that the program is very helpful. I feel it prepared me a lot for my job and felt very supportive."

"I liked the one-on-one help."

### Quotes From Worksite Supervisors:

"Great role model for all kids of all ages, very caring!"

"She is doing a very good job!! She is great with customers and staff. Thanks."

"Great work ethic, really working out here."

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	163
Completed Work Readiness Training .....	52
No. Youth High School Dropouts .....	39
No. Youth Offenders .....	42
No. Youth on Public Assistance .....	99
No. Youth Pregnant or Parenting .....	20
No. Youth With a Disability .....	71
No. Youth Homeless or Runaway .....	22
No. Foster Youth .....	20

### Best Practices:

**CEOs in the Classroom:** YES! Duluth began providing the "CEOs in the Classroom" to local eighth graders during the 2011-2012 school year. The presentations are a collaboration with the Duluth Area Chamber of Commerce, the Duluth School District. Staff coordinates and facilitates the CEO's presentations in the schools with the CEOs and the teachers. The presentation was developed by business owners, managers and CEOs together with eighth grade teachers. Being business driven, the program emphasizes the value of education and how it relates to the world of work, how global competition affects us locally, and the importance of learning soft skills. It delivers a real world look at a household budget and, financially, what it takes to live on your own. This interactive program provides an opportunity for employers and students to learn more about each other in order to nurture a healthy work environment. This year, the goal is to bring the presentations to every eighth grade classroom in Duluth.

**Individualized Work Experience Sites:** Yes! Duluth has continued to develop and maintain high quality, individualized work experience sites based on the individuals interests and skills. Sites this year included opportunities in retail sales, food preparation, urban farming, and childcare. This year we created a work experience site at a local hairdresser for an individual who had finished her cosmetology certificate. At the end of the work experience, she was hired on with the employer full-time. Youth also assisted in the clean-up in the aftermath of the flood this summer.

**Collaborative Relations with Local Agencies Serving the Neediest Youth:** YES! Duluth has a strong history of collaboration with social workers, probation officers, and youth-serving agencies throughout the city. Collaboration includes referring youth to YES! Duluth programs, coordinating youth services, and providing quality work experience sites. Several youth agencies are represented on the Youth Council.



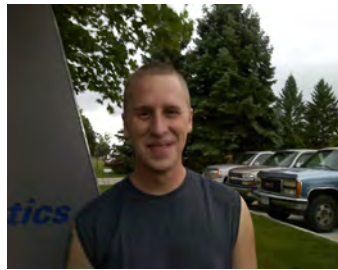
## Central Minnesota Jobs and Training Service

Barbara Chaffee, CEO  
 406 7th Street, P.O. Box 720  
 Monticello, MN 55362  
 Phone: (763) 271-3700  
 Website: www.cmjts.org

**Counties Served:** Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, and Wright

### Success Story: Chris

In April of 2010, Chris was unemployed and receiving public assistance. Chris met with Jen, CMJTS youth employment specialist, and together they decided the Youth Program would be a good fit to help Chris reach his education and self-sufficiency goals.



A work experience opportunity opened up for Chris at Minnesota Rubber and Plastics in Litchfield through the CMJTS Workforce Protégé program – a partnership between CMJTS and private business. “It has made a difference in my life because it was an opportunity to learn new skills and to show what I can do and how I work,” said Chris. “I learned a lot about maintenance while working at Minnesota Rubber. They showed me how to repair machines and how they work so I know the basics. Minnesota Rubber was a good worksite for me because I love to work with things – I’m really a hands-on person.”

“Jen was really supportive,” Chris added. “She was always looking after me by asking me how things were going. She made a point to do everything in her power to get me help on what I needed. The program is very useful and I wouldn’t change anything about it.” Chris earned his GED and successfully completed the Workforce Protégé program. He is currently working full time at Minnesota Rubber and Plastics.

### Quotes From Youth:

“I needed my CNA certificate to get into the nursing program at St. Cloud Tech and you guys helped me.”

“I got a job as a receptionist because I worked at the front desk at the WorkForce Center.”

## SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP.....	389
Completed Work Readiness Training .....	283
No. Youth High School Dropouts.....	16
No. Youth Offenders .....	76
No. Youth on Public Assistance .....	203
No. Youth Pregnant or Parenting .....	47
No. Youth With a Disability.....	239
No. Youth Homeless or Runaway.....	5
No. Foster Youth.....	57

### Examples of Jobs Offered Through Central Minnesota Jobs and Training Services:

AG Systems for welding, Godfather’s Pizza (dishes, bus-  
 sing food prep), McLeod County Highway Department,  
 Renville Library (library assistant), Fairfax Library (library  
 assistant), CMJTS’ Olivia site (receptionist/clerical),  
 dietary aide, automotive assistant, deli assistant, and  
 veterinary assistant.

### Best Practices:

**Unique or high quality work experience in the private or public sector:** The Workforce Protégé program empowers youth to understand the connections between work and success, learn good basic work habits and skills, form a positive relationship with community leaders, and develop meaningful education and/or employment goals through mentoring and guidance. CMJTS is the employer of record, but CMJTS and the business share the cost of the youth’s wages. The business agrees to give the youth a job that will help him or her see the connection between training and employability. Supervision includes clear expectations and feedback to youth and to CMJTS. The business agrees to provide face-to-face mentoring to help the youth create opportunities around the building blocks for success – education, work experience, and positive relationships within the community.

**Career Academies:** A crucial need is to help youth understand the current and future skills and education required for jobs in healthcare and manufacturing, two of the largest career clusters in central Minnesota.

The summer of 2012, CMJTS offered four Career Academies in 2012. In collaboration with Vocational Rehabilitation, Anoka-Ramsey Community College, Anoka Technical College, Ridgewater College career academies focused on careers in the healthcare and manufacturing. These academies provided 62 youth, ages 16-18, exposure to college setting, experiential learning, field trips to healthcare and manufacturing facilities, and internships.

## Success Story: Alexis

Alexis is a high school dropout working on her GED. CMJTS' youth employment specialist enrolled Alexis in the Minnesota Youth Program (MYP) to give her additional support and encouragement to complete her educational goals and to give Alexis opportunities to explore the world of work.

To date, Alexis has successfully passed two of the five GED tests and continues to work with Cenrtal Minnesota Adult Basic Education (ABE) to finish the last three.

Alexis also completed a work experience at Community Closet in Milaca. Her duties included cashiering, accepting donations, arranging displays, setting out products, cleaning, painting, filing paperwork, and mentoring other co-workers who had limited English-speaking skills. Her supervisor said Alexis did a great job and commented that, "She grew a lot from when she first started."



Alexis attended the 2011 Healthcare Academy in Milaca. Alexis said she really enjoyed the academy and it helped her be more comfortable around people and to be more open.

In Spring 2012, Alexis took customer service training offered by ABE in Cambridge and successfully passed an online test to earn the National Retail Federation Foundation's National Professional Certification in Customer Service.

"Lexi has come a long way since I first met her," Said Janelle. "Besides continuing to work on her GED and work readiness skills, Lexi also joined TADA - Teens Against Dating Abuse. All these are postive signs.

"CMJTS has helped me realize that being successful is not what others let you do, it is what you choose to do yourself," said Alexis.

### Quotes from Worksite Supervisor:

"Central Minnesota Jobs and Training is a wonderful program. It is great to watch the students in this program grow in the workplace and see their personalities develop. They are a real pleasure to have work in our Youth Connections School Age Care Program." - North Branch Community Education, Joan Audette

## SFY 2012 Youth Served At-A-Glance

(July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	243
Completed Work Readiness Training.....	168
No. Youth High school Dropouts .....	3
No. Youth Offenders .....	28
No. Youth on Public Assistance .....	72
No. Youth Pregnant or Parenting .....	13
No. Youth With a Disability.....	184
No. Youth Homeless or Runaway .....	1
No. Foster Youth.....	21

### Best Practices:

**Proactive linkages with organizations serving the neediest youth**, including teen parents, out-of-school youth, and/or those at risk of dropping out, foster youth, homeless or runaway youth, and youth offenders.

CMJTS has a strong history of collaboration with area social workers, probation officers, and other staff from youth-serving agencies. Collaboration includes referring youth to CMJTS youth programs and coordinating youth services. Several youth agencies are represented on the Youth Council. CMJTS youth staff take turns attending Youth Council meetings to give updates on CMJTS services and to get feedback from Council members on community needs and resources.

**Career Exploration:** Youth program participantants participate in a variety of career exploration activities. Employment specialists stress the importance of education and the connection between education and high-wage, high-demand jobs. Youth are required to make every effort to complete their high school diploma or GED as the most important first step toward any career. Youth are highly encouraged to pursue a level of post-secondary education and training and employment specialists help youth fill out college and financial aid applications, as needed

CMJTS provided a number of youth college tours this year, including a tour of a wind energy program and other green training programs. Career Academies, with a focus on healthcare and manufacturing, are post-secondary and career exploration opportunities, which allow youth to explore careers in high-demand industries. The WIB has identified these two industries as two of the largest employing industries in central Minnesota.

### Quotes from Youth:

"This program has been great. I have experience in a day care now and I want to go to school to become certified."

## Southwest Minnesota Private Industry Council

Juanita Lauritsen, Executive Director  
 607 West Main Street  
 Marshall, MN 56258  
 Phone: (507) 537-6987  
 Website: www.swmnpic.org

**Counties Served:** Big Stone, Chippewa, Cottonwood, Jackson, Lac Qui Parle, Lincoln, Lyon, Murray, Nobles, Pipestone, Redwood, Rock, Swift, Yellow Medicine

### Success Story: Brady

Brady is an 18-year-old in senior high school at Lakeview Public Schools, in Cottonwood, Minnesota.



*This is the car Brady was able to drive by saving for driver's training through the youth program.*

When he started the youth program, Brady was timid and lacked self-esteem and confidence, due to a disability he developed at birth (i.e. a lack of sufficient oxygen to the brain resulting in limited use of his right arm). Brady did not feel he would ever be able to get his driver's license or be competitively employed because of his disability.

Today, Brady has grown as a person. He now has great confidence and wants to obtain his boilers license and industrial maintenance certification and to improve his employability skills so he can become a school custodian (unsubsidized employment). Brady received his driver's license and, through his custodial work experience at the Lakeview Public School, he has saved enough money to buy his first car. His Worksite Supervisor and co-workers developed methods to help him complete his work using his left hand.

At Brady's Individualized Employment Plan (IEP) meeting on September 15, 2011, Brady stated that his strengths have grown and he is "not afraid to ask questions" and "I can adapt easily. I find ways to do things with one hand." At this meeting, his mother told PIC staff, "I do not think he would be where he is at today if it wasn't for your program."

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	142
Completed Work Readiness Training .....	110
No. Youth High School Dropouts .....	1
No. Youth Offenders .....	11
No. Youth on Public Assistance .....	53
No. Youth Pregnant or Parenting .....	11
No. Youth With a Disability .....	67
No. Youth Homeless or Runaway .....	4
No. Foster Youth .....	9

### Examples of Jobs Offered Through Southwest Minnesota Private Industry Council:

SWMNPIC provided a variety of jobs to youth such as library technician, Youth Corps Wildlife Management, teacher's aid, tire technician, custodian, child care aid, food prep, stocking, lawn maintenance, small engine mechanic assistant, office assistant, sandwich artist, restaurant hostess, maintenance/janitorial assistant, cashier/cusomter service, youth peer leader, hair salon assistant, embroidery agricultural implement assistant, computer repair, activities assistant, dietary aide, library page, assembler, floral shop/assistant, auto shop assistant.

### Best Practices:

**Brainsharks:** To leverage resources more efficiently, the youth programs harnessed a technology used agency wide called Brainshark. Brainshark is an online tool which allows staff to share Private Industry Council (PIC) created resources with youth, employers, and referral resources.

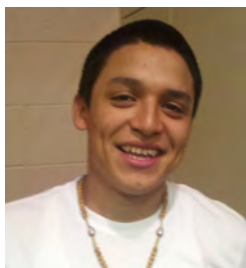
This tool allows participants to access information within the rural 14 county area, assisting the PIC to offer cost effective support services such as transportation, child care, etc.

The Brainsharks gather data, administer quizzes, and keep youth accountable for the goals identified in the Individual Service Strategies (ISS):

- **Youth Application Overview:** gives a brief overview of how to complete the application.
- **Youth Employment Handbook** provides an online orientation tool.
- **Youth Safety on the Job:** explains rules/regulations, and tips to stay safe on the job.
- **TRI-WAY** discusses job seeking, job keeping, and entry level "need to know safety" on the job information.



## Success Story: Brandon



Brandon was referred to the Southwest PIC youth programs by the principal of the Worthington Area Learning Center. Brandon worked at a local small engine shop while he successfully completed probation. At subsequent court proceedings, Brandon's worksite supervisors and the PIC staff

offered him positive support. When all of the court proceedings were completed, Brandon returned to the local small engine shop where he successfully worked to pay all court fines and restitution. Brandon missed zero days of school and passed all of his high school classes. When his work experience ended at the small engine shop, the positive work references from his supervisor and his increased self confidence lead to another job where he continues to work 15 to 20 hours per week while he finishes high school.

## Success Story: Vanessa

Vanessa is a Native American who learned of the Southwest PIC Youth Program through Dakota Wicohan. Vanessa entered a work experience at Dakota Wicohan, an organization with a mission to build a strong Dakota language program that represents and communicates the Dakota way of life. Vanessa was responsible for peer leader activity, organizing events and presentations, including programs focused on horses and taking care of the horses.



Vanessa stated: "This program helps out financially, emotionally and physically. I could not do the good job I do without the help from the youth program." Specific skills that Vanessa attained during her participation with the youth program include communication skills, organizational skills and taking on challenging new responsibilities on the worksite. She said: "I've gained skills that I could not imagine." Vanessa plans to attend college and has the goal of becoming a college professor.

## Best Practices:

**Growing and Going in SW MN:** The Southwest MN PIC has a history of sustainable partnerships with other community-based organizations and institutions of higher learning. These partnerships provide a strong network of resources and support for area youth.

The project, as an entrepreneurial program, has developed into a broad-based business beginning with a community garden project. Youth developed sales and market strategies and developed a community-based business to assist individuals with both the knowledge and services to grow their own sustainable gardens.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	111
Completed Work Readiness Training.....	35
No. Youth With a Disability.....	68
No. Youth on Public Assistance.....	26
No. Youth Offenders .....	12
No. Youth Pregnant or Parenting .....	6
No. Foster Youth.....	4
No. Youth Homeless or Runaway .....	3

## Quotes From Youth:

"I feel like part of working society."

"I see the value of working and earning money. It has given me a sense of purpose and higher self worth."

"I found the program very helpful as it has increased my skills for working and I also learned that if you work hard you can go far."

"I realize more than before that education is the cause of your success in the work place."

"Before working for PIC I was not thinking about college and now I am."

"Made me feel like I was contributing to help others."

## Quotes From Employers/Worksite Supervisors:

"This program has given a participant so much more self confidence, her teachers have commented on the changes in her and says she may not have stayed in school if not for this program."

"An opportunity to engage youth who need a chance to gain experience in a positive work setting."

"It's amazing to watch the teenagers' self-esteem flourish, their faces come off the ground, we see them smile, the shoulders are straighter all because of our kids acceptance of them."

"Staff are easy to work with and are willing to take the time to address any issues needed to be addressed."

"It makes me feel good knowing that we are making a difference in someone's life by teaching them that they can do more than flip burgers."

"Gives youth the chance to show their job performance can make a difference and gives them a sense of worth."



## South Central Workforce Council/MVAC

Diane Halvorson, Director  
 464 Raintree Road  
 Mankato, MN 56001  
 Phone: (507) 345-2418  
 Website: [www.workforcecouncil.org](http://www.workforcecouncil.org)

**Counties Served:** Blue Earth, Brown, Faribault, Le Sueur, Martin, Nicollet, Sibley, Waseca, Watonwan

### Success Story: Christy

Christy enrolled in the Temporary Assistance for Needy Families (TANF) summer youth program in 2009. She was just 17 years old and a single parent with a one-year-old son. She was also on an education plan for Minnesota Family Investment Program (MFIP) to complete high school requirements. Christy was looking at building a solid future for her and her son. Christy worked at the “Past ‘n Present Antiques and Gift Store” in Waseca, Minnesota.



Christy now has her driver’s license, purchased a car, moved out of her parents’ home and found affordable housing. “Past ‘n Present” has hired Christy. She completed her Certified Nursing Assistant (CNA) certification with financial assistance through the Minnesota Valley Action Council Challenge of Excellence Award. She was awarded this scholarship at the Lions’ Club High School Honors’ banquet this past spring. Christy was also the student speaker at this year’s Waseca Area Learning Center graduation ceremony.

Christy has worked hard in completing her portfolio, in updating her resume and in applying for area CNA positions. Christy started working as a CNA for Traditions in Waterville, an assisted living facility, and is now making \$10 an hour. Christy was able to close her MFIP case in March because of her increased earned income. South Central College (SCC) has accepted Christy and she plans to start this fall. Christy’s goal is to become a dental hygienist. She is planning on taking her general at SCC and then transferring to Mankato State University to the dental hygienist program.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP.....	267
Completed Work Readiness Training .....	258
No. Youth With Disability .....	96
No. Youth On Public Assistance.....	232
No. Youth Offenders .....	49
No. Youth Pregnant or Parenting .....	69
No. Foster Youth.....	27
No. Youth Homeless or Runaway.....	8
No. Youth High School Dropouts.....	32

### Examples of Jobs Offered Through South Central Workforce Council/MVAC:

MVAC youth participated in many areas of work experiences, including: Information Technology (Web development), manufacturing related, customer service, senior living aides, human resources assistant, clerical, reception, and data processing, janitorial and cleaning, food preparation, landscaping and gardening, inventory control and retail/stocking, and child care assistant.

### Best Practices:

**Linkages with Multi-Ethnic Youth Serving Organizations:** MVAC linked with multi-ethnic youth serving organizations providing services to some of the neediest youth in the community. One such organization was the African Family Educational Center, whose mission focused on bridging the varying cultures of the community creating a greater sense of understanding and unity and assisting local immigrants with integration into the local community. The executive director of the organization, a member of the South Central Workforce Youth Council, was instrumental in providing the necessary services allowing MVAC to serve eligible youth.

**Minnesota Manufacturing Week:** MVAC used the week to have youth explore manufacturing careers, a high-demand, and high-growth sector in the region. MVAC featured a Manufacturing Career Fair that exhibited numerous manufacturers from the nine county South Central Minnesota area. Additionally, the youth participated in a “Tour of Manufacturing,” involving ten manufacturers in the vicinity. MVAC made available several webinars throughout the week.

## Success Story: Austin

Upon first meeting Austin, staff could not imagine all this young man would be able to accomplish so quickly. The numerous difficulties he needed to overcome were significant. Our first clue to who Austin would become should have been when he walked over a mile in temperatures twelve degrees below zero to meet with staff.



A big component of youth services is to assist youth in setting and reaching goals. Austin was determined and successful in achieving many goals, including: Obtaining his driver's license; successfully participating in a paid work experience; completing basic training the summer prior to his senior year of high school; graduating high school; purchasing, insuring, and fixing up a vehicle; gaining unsubsidized employment; moving out of his parents' home into his own apartment; completing Advanced Individualized Training (AIT) with the Army; obtaining commercial driver's license (CDL); and applying at Iowa Lakes Technical College for the Wind Turbine Technician AAS degree program.

Today, Austin is living on campus in Estherville, Iowa and attending classes towards earning his AAS degree. Additionally, he attends monthly weekend drills at Fort Snelling. Through his own determination and work ethic, we know Austin will continue on and will reach the goals he continues to set for himself.

## Best Practices:

### Working closely to obtain and implement grants serving communities of color, teen parents, and youth in foster care or out-of-home placement.

- Youth Competitive Grant targeting services of youth from communities of color and provides career development, work readiness workshops, and cultural awareness to the community.
- MFIP Innovation Fund assists teen parents in navigating and accessing community resources for achieving high school completion, preparing for the world of work, and supporting healthy lifestyle decisions.
- Youth Intervention Program: provides specialized services to youth in Foster Care with career and life skills development, and identify and attain positive educational, career and life goals.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	160
Completed Work Readiness Training.....	97
No. Youth With a Disability.....	68
No. Youth on Public Assistance.....	94
No. Youth Offenders .....	34
No. Youth Pregnant or Parenting .....	30
No. Foster Youth.....	24
No. Youth Homeless or Runaway .....	11
No. Youth High School Dropouts.....	20

## Quotes From Youth:

"Due to this work experience, I was able to buy a computer to assist with interpreting while I am in high school.."

"I bought an inexpensive car to get myself to school and now to my part-time (unsubsidized) job."

"This program and work experience really helped with my self-confidence."

"Thanks to the staff for being able to participate and have a paid work experience."

## Quotes From Parents:

"I have been so thankful that Wes has had an opportunity to be in your program. It has been nice to see him come home happy and to gain skills he will use all his life. Thanks so much!! What a great program!!"

The job you placed my daughter in has been good for her emotionally . . . it has been a great place for her to go when other areas of her life were not going well. She has grown up so much in the time she has been employed. You have really helped her turn her life around."

## Quotes From Worksite Supervisors:

"High caliber youth, please send us more."

"Good addition to our staff - easy to work with and Reliable."

"She finished strong."

"Good worker. Really enjoyed having her."

## Workforce Development, Inc. (Southeast Minnesota)

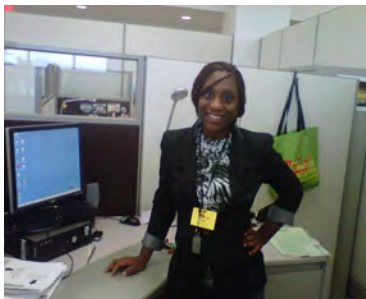
Randy Johnson, Director  
1302 - 7th Street, NW  
Rochester, MN 55901  
Phone: (507) 292-5180

Website: [www.workforcedevelopment.ws](http://www.workforcedevelopment.ws)

**Counties Served:** Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, and Wabasha

### Success Story: Dominique

Dominique dreamed of working in the social services field since she was young. As a mother, she wanted to help other young women in the same situation. She sought out a position in the Teen Parent Program for Workforce Development Inc., working with youth from the community in a Youth Resource Room designed to assist youth and young adults in any aspect of job search and retention. She also managed the Clothing Closet designated for youth in the community who are homeless or just need professional attire for a job interview. She took on additional responsibilities by staffing the front desk and she was the first person customers had interaction with as they entered Workforce Development Inc.'s doors.



While successfully completing a work experience under the Teen Parent Program, she applied for an Internship with Social Services for Olmsted County. After many difficult interviews, she was offered one of the few positions with the Olmsted County Internship Program. This opportunity opened up many doors for Dominique, and has encouraged her to enroll in the Fall Semester at Rochester Community and Technical Program in the Human Service Program. She has also entered the Domestic Violence Mentor Training Program and will be volunteering her time with that organization.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	288
Completed Work Readiness Training.....	203
No. Youth With a Disability .....	48
No. Youth on Public Assistance .....	223
No. Youth Offenders .....	90
No. Youth Pregnant or Parenting .....	123
No. Foster Youth.....	8
No. Youth Homeless or Runaway .....	10
No. Youth High School Dropouts .....	89

### Examples of Jobs Offered Through Workforce Development, Inc.:

Boxing gym attendant, healthcare worker, retail, entertaining/recreation assistant, nursery and landscaping worker, laundry, car detailer, park groundskeeper, day-care worker, nursing home activities worker, receptionist, store stocker, library worker/ preschool reader, garden assistant, cashier, concrete worker, learning center worker, food service, humane society worker, and school janitor assistant.

### Quotes from WDI Summer Program:

"We are so happy with Yesenia's work and positive outlook. She comes to work every day with a smile on her face and is ready to tackle any job we ask her to do. She completes every task with a can-do attitude no matter how small or complicated it is. She has become a valuable addition to our office. Her bilingual skills are awesome in the school setting and parents have already told us how they appreciate her communication assistance." - Worksite Supervisor

"We never expected to see such a change in our son. I just can not believe the difference in him after only one week of work. I have not seen him this happy or self confident in years. Thanks Workforce Development." - Parent

"This program took me from feeling undesirable to any good employer and hopeless in finding desirable work, to feeling confident again and hopeful for the future. I've met people that have given me ideas to think about for my future. They do not hesitate to give me constructive criticism so that I can learn and they praise me for the work I do well. Workforce Development has done a lot of good in my life." - Youth



### Success Story: Aaliyah (Aly)

My name is Aaliyah (Aly) and I have been involved with the Youth Program at Workforce Development Inc. (WDI) since June of 2012. I attended a job readiness class through the United Way taught by Jenae and Kevin to help me prepare for a job shadowing program. After completion of the training I joined the Youth program at WDI. Jenae and Kevin interviewed and hired me to work as an Office Assistant at WDI. I saw it as a huge opportunity for me to not just get some work experience, but also to work in a professional setting. While going through the hiring process I was able to utilize the skills I had recently learned from my job readiness training. I was also offered an interview at Goodwill as a Cashier and with the help from Workforce Development Inc. I got the job! So as of today I am working as an Office Assistant at the Workforce Center and I am also a strong and valued employee at Goodwill. I honestly learned a lot from Jenae and Kevin that helped me to get where I am. I now have skills and knowledge that I can use in the present and future and I am grateful for them!



This fall, Aly was added to the Youth Advisory Council of the Workforce Investment Board. Her participation is vital to the committee's understanding of youth needs and development of services. Members of the Council greatly appreciate her fresh insight and voice to youth issues in Southeast Minnesota.

### Success Story: Griselda

My name is Griselda. I am 24 years old and work as a Registered Nurse. I had the blessing to become a member of the youth program five years ago. A friend that was involved in this program introduced me to it. I was a student in South Central College and was struggling to pay for everything, so I was seeking different options to find help so I could finish school. My counselor helped me with all the paperwork I needed to apply for different programs and get financial assistance to pay for my school books. I applied for the nursing scholarship and was able to fulfill all the requirements. I also received financial assistance so that I could afford to take my nursing boards, which I was able to pass my first time.

The help I obtained from the program has been such a blessing for me. If I had not received the financial assistance my life would have been more stressful and I may not have had the opportunity to obtain my nursing degree. Thanks to the help I received, I didn't need to take out very many students loans, which I am so grateful for now. I feel that the help I received better prepared me for the job I have now, and I know it will help me in the future as I continue to work towards my goals in life.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	139
Completed Work Readiness Training.....	42
No. Youth With a Disability.....	36
No. Youth on Public Assistance.....	57
No. Youth Offenders .....	50
No. Youth Pregnant or Parenting .....	40
No. Foster Youth.....	2
No. Youth Homeless or Runaway .....	5
No. Youth High School Dropouts.....	45

#### Best Practices:

##### Assessment and Career Planning:

Disadvantaged youth benefit from a comprehensive assessment that results in the development of an individualized employment and education plan. Youth select from a variety of components that meet their needs such as work readiness preparation, paid or unpaid work experience, tuition assistance, career planning, post-secondary training, occupational skills training and support services. Trained counselors serve as case managers to support youth through the process of working to eliminate barriers to reaching their individual employment goals and exploring a career path that is right for them.

##### Scholarships or Individual Training Accounts:

Eligible youth submit an application for scholarships to be considered based on criteria developed by the Local Workforce Investment Board (LWIB). Several recent recipients of scholarships completed programs in nursing, earning Registered Nursing (RN) degrees, with a starting wage of over \$25 dollars per hour. A recent graduate wrote the following: "I would like to thank you for the scholarship I received for the 2010-2011 school year. It took a tremendous weight off of my shoulders. I have been able to focus all of my attention on my academics and had time to spend the evenings with my son. Last semester I received my first 4.0 in the nursing program."

##### Youth Enrollment and Orientation Materials and Employer Handbook:

WDI staff completely redesigned and streamlined all enrollment materials for youth and employers.

See: [http://www.positivelyminnesota.com/All\\_Programs\\_Services/Office\\_of\\_Youth\\_Development/For\\_Youth\\_Program\\_Service\\_Providers/Resources.aspx](http://www.positivelyminnesota.com/All_Programs_Services/Office_of_Youth_Development/For_Youth_Program_Service_Providers/Resources.aspx)



## Hennepin County Housing, Community Works & Transit Workforce Development Svcs.

Patrick Connoy, Director  
 MN WorkForce Center - Hennepin South  
 4220 West Old Shakopee Road, Suite 100  
 Bloomington, MN 55437  
 Phone: (612) 348-2215 or 952-888-1018

**County Served:** Hennepin (excluding the City of Minneapolis)

### Success Story: Danielle (Landscape Crew)

Danielle took an interesting route to get to the Youth Conservation Corps. She followed in the steps of her younger brother, who participated in the program last summer. Danielle had looked for other jobs: she applied to Subway, CVS, and Dollar Tree, but she never got a response. So she filled out a Tree Trust application, and was hired as part of the crew at Plymouth Creek Park, where she has spent her summer building a modular block wall and dismantling an old outdoor ice rink with her peers.

When she applied to Tree Trust, Danielle knew what she was getting into. She likes spending time outdoors. As for manual labor, she says, "I was pretty cool with it."



Danielle is college-bound. A rising senior at Robbinsdale Armstrong High School in Plymouth, she is involved with Advancement Via Individual Determination (AVID), a program that helps prepare high school students for college. Danielle has already visited North Dakota State University and Minnesota State at Moorhead, schools whose smaller sizes and more rural locations she believes will help her stay focused on her education.

Danielle is friendly and easy to talk with, and her determination to succeed at college translates to confidence. She is sure that her experience with Tree Trust will help her on her way, as she has learned "how to work with others" and "deal with people" in a work environment. "I've learned to be patient; I've learned to appreciate the little things," she says. "Every time I walk by a modular block wall, I appreciate it. It took time to build it."

Seeing Danielle at work, she laughs and jokes with her coworkers, listens to her crew leader, and picks up new skills quickly, it is easy to believe that she will achieve any goal she sets for herself.

## SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	662
Completed Work Readiness Training .....	662
No. Youth Offenders .....	35
No. Youth on Public Assistance .....	134
No. Youth Pregnant or Parenting .....	11
No. Youth With a Disability .....	432
No. Youth Homeless or Runaway .....	33
No. Foster Youth .....	16

### Examples of Jobs Offered Through Hennepin County:

Landscape crew, health care aide, activity assistant, building maintenance, data entry, document retention specialist, receptionist, office clerk, child care assistant, golf course maintenance, recreation assistant, records clerk and retail merchandising.

### Best Practices:

**Unique or High Quality Work Experiences in the Private or Public Sector:** Tree Trust has continued its pattern of growth to develop summer jobs in the health care industry. The high visibility of Tree Trust's youth development programs and staff presence in the community allows access to public and private sector employers who support youth employment initiatives and job development. A variety of private sector health care jobs were created at senior residential health care facilities, senior adult day programs, and at specialty care day facilities that serve adults with traumatic or acquired brain injury and Parkinson's. Youth gain a remarkable appreciation of and empathy for the needs of others, while assisting full-time staff to meet care-giving, social and recreational needs of health care clients.

### Quotes From Youth:

"You learn to appreciate school, and get a good job because outside work is hard. It is a very good experience to have." – Youth

"Having a job made me feel better about myself. I wanted to be productive and learn job skills." – Youth

## Success Story: Antoine - Landscape Crew

Antoine completed his fourth summer season with Tree Trust this summer. He is 21 years old and just finished school this past June at the Osseo Secondary Transition Center. He heard about Tree Trust through a friend and decided to apply because he was interested in working with a Youth Conservation Corps crew.



Although Antoine struggles with a learning disability, he says he's always had a strong work ethic and each year he sets goals for himself, such as winning the Governor's Award. His work ethic and goal-setting has also translated into his life outside of Tree Trust. Antoine has now had several jobs beyond his work with Tree Trust, including working in a furniture warehouse and volunteering at an assisted living home. He hopes to be the first in his family to attend college and has been interested in Minneapolis Community and Technical College and National American University with hopes of becoming either a mechanic or an engineer.

Through his experience with Tree Trust, Antoine has learned "that every site and every crew leader is different. It's not the same every year." He's also learned that he doesn't mind working on a team but enjoys getting tasks done on his own.

"Tree Trust has helped me in a lot of ways. I've built several sites and I've learned how to keep my cool." He also credits the crew leaders as always being there because "you will get helped by a crew leader if you ask for help."

### Quotes From Parents:

"It was one of the best things he has done and what a difference it made in his attitude about work, his self-confidence and management of money. He loved it and he worked hard and would love to do it again." - Parent

"The program showed my son that there are jobs out there that he can do. It gave him hope. This was the best experience – it was more than I could have asked for. He learned so much." - Parent

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	449
Completed Work Readiness Training .....	106
No. Youth Offenders .....	39
No. Youth on Public Assistance .....	202
No. Youth Pregnant or Parenting .....	8
No. Youth With a Disability .....	243
No. Youth Homeless or Runaway .....	22
No. Foster Youth .....	3

### Best Practices:

#### Opportunity For Youth to Earn Academic or Service Learning Credit:

Youth participants in Tree Trust's Summer Youth Program (SYEP) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro Alternative Learning Center (ALC). Youth working during the up-to-nine weeks program are eligible to earn one credit for every 60 hours of work (up to two credits). The youth crew members complete word processing and spreadsheet lessons to further enrich their understanding of their project and its impact on the community. Youth working at an Individual Site can earn academic credit by completing a packet designed to develop their employment-readiness skills and strengthen the connection between school and the work place. Youth must complete the required number of hours and must receive satisfactory evaluations from their supervisor in order to earn the credit(s).

**Financial Literacy Training for Youth Participants:** The aforementioned spreadsheet lessons and packets also provide youth the opportunity to gain or enhance their financial literacy. The first lesson is a personal budget - youth develop a spreadsheet that exhibits their gross pay, taxes and other deductions and net pay. The youth then decide how much they would like to spend. In this lesson, youth also develop an understanding of the financial consequences of missing a day of work.

The second lesson demonstrates an estimated cost of the specific landscaping/construction project the crew is working on. Each youth develops a spreadsheet with the approximate cost of materials, tools, and labor to illustrate how much their project will cost. It is often very astonishing for youth to see the cost of their project. One youth commented, "I learned that projects cost more than I thought and I remembered that when using the equipment."

## Carver County Community and Social Services

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**County Served:** Carver



### Success Story: Zach

Zachariah is a 17 year old student at Chaska High School. He was referred to the Carver County Youth Program by his school counselor because he has a learning disability and his counselor thought the program would help Zach to increase motivation and confidence levels.

Zach was accepted into the program and worked on a Tree Trust crew doing park maintenance. He assisted his crew in completion of: nine weeks of park maintenance including cleaning beaches, cleaning picnic tables, cleaning and maintaining park pavilions and rest rooms, raking volleyball courts, as well as painting 20 hand rails, hauling mulch and pea gravel, removing buck thorn, removing old fencing, weeding dog parks and making bundles of firewood.

Zach said he enjoyed his work experience and it showed by the positive comments from his supervisor at Tree Trust. He was the recipient of the Tree Trust Governor's Award. His supervisor stated that Zach impressed him with his initiative, work attitude and job quality. He encouraged him to continue with those and also challenged him to be a bit more vocal to assist in developing leadership qualities. Zach agreed and said, "This will benefit me in other areas as well as I will be captain of the speech team this year." He is currently a senior at Chaska High School and is involved with speech and theater.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	57
Completed Work Readiness Training.....	57
No. Youth With a Disability .....	42
No. Youth on Public Assistance .....	10
No. Youth Offenders .....	12
No. Foster Youth.....	3
No. Youth Pregnant or Parenting .....	0

### Examples of Jobs Offered Through Carver County Community and Social Services:

Construction, recreation assistant in nursing home setting, facilities and environmental services departments at a local medical center, youth farmers, library assistants/shelvers, building and grounds maintenance, general assistant (both office and help and outdoor grounds work).

### Best Practices:

**Partnership With Youthbuild/Carver-Scott Educational Cooperative:** MYP/Youthbuild participants learn all aspects of the construction trade through hands-on work experience and classroom instruction. Youth have the opportunity to earn academic credit during the summer months.

**Health Care Careers:** In cooperation with Park Nicollet Clinics, youth have an opportunity to learn all aspects of working in a medical clinic. The Health Careers Program also has a classroom component and allows youth to earn academic credit during the summer months.

**Vocational Outreach Services:** A collaboration with District 287 provides job coaches for youth with disabilities at the worksite.

**Partnership with Tree Trust:** Two Tree Trust crews left a lasting impression on Carver County parks, earning academic credit for work experience combined with academic enrichment.



## Success Story: Evelyn (Essie)

Evelyn (AKA Essie) is currently a 14 year old freshman at Chaska High School. She heard about the program through her school counselor.

Essie worked at Gale Woods Farm (part of 3 Rivers Park District) during the summer of 2012, and was recognized by her supervisor as a leader and role model to the other youth employed there. She did planting and harvesting of vegetables and weeded gardens.

Her favorite part of the job was getting to spend some time with the sheep dogs on the farm although she did admit this was not part of her job duties. She said her least favorite part of the job was getting up so early and having to ride the bus 40 minutes to an hour to get to work. Essie's supervisor Melissa says: "She is enthusiastic and cooperative and almost always positive." She said Essie was quiet at first, but gained confidence over the summer and became a good leader.



Essie said she enjoyed her job at Gale Woods, and learned a lot about responsibility. She said she learned to take full responsibility for your actions and that you can get a bad reputation if you miss work, you definitely need to be committed to your job. She said she saved the money she earned over the summer to go to college. Essie has a few years of high school left, but she is also currently working part-time at McDonalds to save more money for college. She said her goal in the future is to be a pediatrician and travel around the world helping kids get the medical care that they need.

## Best Practices:

### Collaboration with Partners in the Community:

Carver County collaborates with partners in our community. We collaborate with Carver-Scott Educational Co-op for Youth Build, Park Nicollet clinics for Health Care Careers, 3 Rivers Park District (we place youth at Gale Woods farm as one of our scattered sites) and District #287 (refers youth with disabilities and provides job coaches for the youth at their sites). Youth Build and Health Care Careers provide the opportunity for youth to earn academic credit while they work. In 2012 we also put out an RFP for an individual or agency to provide workshops to our youth. We selected two women to teach Pre-Employment Skills to our youth prior to participating in the Summer Youth Program, and Financial Literacy in mid-summer.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	38
Completed Work Readiness Training .....	29
No. Youth With a Disability .....	26
No. Youth on Public Assistance .....	13
No. Youth Offenders .....	8
No. Foster Youth .....	2
No. Youth Pregnant or Parenting .....	0

## Quotes From Youth:

"This program has helped me learn how to work well with others, be responsible and I have learned how important a positive attitude is when you are at work."

"My job has not only helped me to learn new job skills, but has also helped me build confidence about being blind and has helped me to feel more comfortable in public."

"This program and my work-site have helped me to develop better social skills and learn about gardening."



## Minneapolis Employment and Training Program

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**Area Served:** City of Minneapolis

### Success Story: Jasmine

Jasmine is in eleventh grade at South High School in Minneapolis. During the summer of 2011, she worked at the Minneapolis Youth Coordinating Board (YCB), a collaboration between the City of Minneapolis, Hennepin County, Minneapolis Public Schools and Minneapolis Parks and Recreation Board, to promote the well-being and healthy development of Minneapolis youth. Jasmine worked as a summer youth outreach team member with the We Want You Back Campaign, a partnership designed to reach out to un-enrolled young people and invite them back to complete high school credits and earn their diploma.



Jasmine put her excellent people skills to work talking with young people across Minneapolis at parks and libraries, community events, and youth gatherings. She helped reach over 100 people during the summer months.

As a result of Jasmine's growing skills and high motivation, she was recently accepted as a new member of the youth leadership development program at the Minneapolis Youth Congress (MYC). Through her new role with MYC, Jasmine will have the opportunity to further develop her leadership skills through committees working on issues such as: education, housing, safety, employment, transportation, and health.

"The STEP-UP experience taught me communication skills, networking, and perseverance," said Jasmine. "I loved my internship at the YCB and working with the teens there. I met and connected with so many new people. My experience with STEP-UP has been a great journey and has taken me places I thought I would never be, like the Minneapolis Youth Congress."

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	311
Completed Work Readiness Training .....	311
No. Youth With a Disability .....	58
No. Youth on Public Assistance .....	140
No. Youth Offenders .....	6
No. Foster Youth .....	6
No. Youth Pregnant or Parenting .....	5

### Examples of Jobs Offered Through Minneapolis Employment and Training Program:

Screen printers, wood workers, maintenance worker, information technology assistant, bakery assistant, website developer, community service worker, child care assistant, summer camp assistant, conservation crew member, health care worker, gardener, customer service attendant, food service worker, parks and recreation worker, teaching assistant, recyclers, laundry attendants.

### Quotes From Youth:

"My STEP-UP job was hard at times and challenging, but worth it over all!"

"Growing up I never thought I'd be interning for one of the biggest privately held companies at age 16, and I also never thought I'd be working with the highest level IT's at Cargill and be mentored by them!"

### Quotes From Worksite Supervisors:

"The program is enlightening. We treat STEP-UP interns like any other new employee. We are able to offer an alternative social environment, very different from high school, a real-life work environment."

"It was a joy to see the youth grow both personally and professionally."

"It takes work, it takes time, but I could see the difference in his general presence. Hiring a STEP-UP intern was motivating and very rewarding."

## Success Story: Ahmed and See

Summer started early in Minneapolis this year, and so did the growing season which is great for gardeners, but a very busy time for the staff who must control tall grass and weeds. Fortunately, Housing Inspection Services had some awesome help through the STEP-UP Program. Ahmed and See both worked for Housing Inspection Services this summer.

Ahmed will attend Metro State University this fall and immediately took to field work. He said, "One of the things I most enjoyed was going out into the field with the college interns, sweeping the neighborhoods for tall grass, rubbish and broken down cars." Ahmed also assisted in a pilot project with the Minneapolis Park & Recreation Board (MPRB) to mow certain vacant lots in north Minneapolis. Ahmed noted the vacant lots with tall grass and took photos so that the MPRB Teen Teamworks crews would know what areas to cut.

See has been involved in the STEP-UP Program for the past two years and is currently starting her senior year of high school. She immediately bonded with the support staff at the Housing Department, learning skills that she'd like to apply in a future job. "I learned a lot of things about housing and keeping the city safe and livable." See has really grown in her skills and her commitment to the job. One day when the support staff were both out of the office, See made a list of things that needed to be done and saw that they were completed!

Both See and Ahmed adapted to the changing work demands of a busy office and offered to help in any way they could all summer long. This positive work ethic and "can do" attitude will help them in their future endeavors. Housing had several previous STEP-UP interns return as college interns and eventually land a full-time job with the City. Both Ahmed and See are on the right track with great attitudes, pleasant personalities, and solid work skills.

### Quotes from Youth, Parents and Worksite Supervisors:

"My STEP-UP internship is helping me to experience more aspects of the IT field as I head off to college and prepare for my future career. I also hope to help my community and give back by sharing what I've learned."

I benefited a lot from STEP-UP. What I found most important was that I am more comfortable talking to people. I was always a shy person before but now I feel I'm better at speaking my mind. Also, I'd like to say that I'm glad I got the job because I'm educating other teenagers like me (we're Native American) about STDs and HIV and now they can spread their knowledge."

"We enjoy providing an initial professional experience to a young person from our community. In return, the STEP-UP intern assists our organization with projects we are unable to get to other times of the year."

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	394
Completed Work Readiness Training .....	310
No. Youth With a Disability .....	26
No. Youth on Public Assistance .....	196
No. Youth Offenders .....	7
No. Foster Youth .....	3
No. Youth Pregnant or Parenting .....	6

### Best Practices:

**Google for Entrepreneurs Training:** Seventy STEP-UP interns attended a one-day entrepreneur training class in May to prepare them for their STEP-UP experience with Minneapolis businesses. The interns heard from Google executives about various internet platforms and how to reach customers using technology. The training is a new initiative by Google. A Google team presented on how to use Google's products and applications, advertising platforms and content distribution channels (YouTube and Google+). The training culminated with students working in small-groups on a pitch competition to develop innovative solutions to solve real-world issues using technology. The event was held at Minneapolis Community and Technical College. Volunteers from Agosto, Nina Hale, Inc, SMCpros, Rat Race Studios, TEdward, and Acumen Management made the day possible.

**Academic Focus:** STEP-UP interns have the opportunity to earn high school credit during the summer. Along with the basics of math and English, interns learn about science, technology, financial literacy and healthy living. Interns attend class three hours per week for eight weeks and may earn up to two elective credits. Worksite supervisors willingly dismiss their interns from their job responsibilities each week for class as they understand STEP-UP's educational component is helpful to the entire summer experience. Youth are better able to connect the skills they are learning and practicing on the job with the skills they learn in the classroom. In 2011, 501 youth earned high school credit.

**Stipend Project:** Minneapolis Public School Life Skills, School That Works and Special Independent Living Skills students who are 17 and 18 years old and who participate in the community based vocational training work experience during the academic year are able to earn stipends for demonstrating successful employment skill performance based on the Secretary's Commission on Achieving Necessary Skills criteria. The stipend component of the project began in the spring of 2011, serving 47 youth with disabilities.

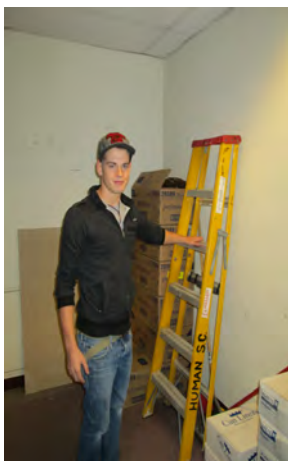
## Anoka County Job Training Center

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**County Served:** Anoka

### Success Story: Clay

Clay, age 20, came to the Youth Program in the Fall of 2011, he was within days of becoming homeless. He was a high school dropout with limited work experience. Clay was co-enrolled in the Minnesota Youth and WIA Older Youth Programs and placed as a building assistant at the Blaine Human Services Center of Anoka County. It was impressive how Clay managed to arrive at work by 6:30 am and work an eight-hour day, 40-hour week. He relied on others for rides, but somehow managed to arrange the transportation he needed. Clay's home situation stabilized and he was able to borrow money to purchase a used vehicle. This was the perfect opportunity to learn fiscal responsibility since Clay has now paid off his car loan. For Clay, work experience through the Youth Program was a means to earn much needed income, and an opportunity to develop good work habits.



Although Clay did a great job overall, there were still areas he needed to improve upon and the mentoring provided by his worksite supervisor helped make the difference. Clay's supervisor really took the time to explain job duties to him, clarify and confront as needed, and role model good work habits. Clay has always been very open and willing to learn on the job. His worksite supervisor noted: "Clay never complains about tasks that aren't so fun, he is polite to the staff in the building and is well liked."

Through the support of the Youth Program, Clay enrolled at Metro North Learning Lab and successfully obtained his GED. Clay was recently hired as a janitor working for Mid City Cleaning and as of his initial date of hire increased his hourly rate of pay by 64 percent. Clay has not made any decisions yet regarding a career path but he would like to continue his education. While enrolled in the Youth Program, Clay completed a variety of career assessment and exploration activities and now has working knowledge of the tools and resources necessary to make an informed training decision.

## SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	178
Completed Work Readiness Training .....	174
No. Youth High School Dropouts .....	2
No. Youth Offenders .....	8
No. Youth on Public Assistance .....	90
No. Youth Pregnant or Parenting .....	10
No. Youth With a Disability .....	80
No. Foster Youth .....	6

### Examples of Jobs Offered Through Anoka County Job Training Center:

Cashier, home health aide, certified nursing assistant, housekeeper, outdoor maintenance worker, dietetic technician, dietary aide, LPN, hostess, landscaper, library assistant, sales associate, floor sales clerk, recreational therapy assistant, youth crew, food preparation, YMCA day camp assistant, hospital assistant, food shelves helper, city maintenance helper, city helper, retail clerk assistant, school assistant, building maintenance, custodian helpers, youth crew, and office assistant.

### Best Practices:

Staff from the WSA and the Emma B. Howe YMCA share in the responsibility of coordinating and funding monthly Starting Block sessions. Coordinating staff and resources to provide monthly life skills training has greatly enhanced youth referrals and communication between both agencies. Topics: Simply Good Eating/Shopping on a Budget; Internet Safety; Resolving Conflict; Financial Literacy; Housing 101/Tenant's Rights/ Employment Readiness; Problem Solving; Mind/Body/Soul. The following community agencies/businesses in the community did presentations at no expense: Jacob Wetterling Foundation, Mediation Services of Anoka County, American Payroll Association, MN Extension, Judicare, McDonalds. An awards ceremony was held to recognize youth who obtained an educational credential during the program year. Guest speakers from the Educational Opportunity enter and Metro North Learning Lab highlighted the importance of getting an education and how to do it. Each monthly session is two hours in length and held alternately at the WorkForce Center and the YMCA.

**What do you say about Starting Block?** "A lot of very useful information." "We learn a lot of lessons to help me in the future." "We come with empty minds and leave with a lot of information."



## Success Story: Marita

Marita enrolled in the Youth Program Spring of 2009. At the time she was enrolled in our Summer Youth Program funded by the Youth Recovery Act and later co-enrolled in the WIA Younger Youth Program. Upon enrollment, Marita was 18 years old, a foster child, and had never held a job before. Youth Program staff worked with Marita to identify her career goals, placing her at Jefferson Elementary as a custodian assistant. Marita was uncertain about working as a custodian assistant but was excited for the job opportunity.



Staff identified there was something special about Marita when, on her first performance evaluation, she was rated "Excellent" in every category.

It became clear very quickly that Marita was going to excel in Building Maintenance. Marita worked part-time while completing the requirements for her high school diploma. During her final year in her high school at Transition Plus, Marita applied for a part-time building maintenance position with Anoka-Hennepin School District (the largest school district in the state). Marita was soon hired working as a substitute at many of the area schools in the District.

This past May, Marita was hired as a full-time staff person in the District's Building Maintenance Department. Marita has loved working in Building Maintenance and plans to take the boilers license test this Fall. In a recent letter of recommendation her supervisor stated, "Marita possesses the ultimate "can do" attitude while taking on tasks with a positive energy and a smile. Her upbeat personality and engaging personal style enables her to interact effectively with staff, students and the public. She takes initiative to go beyond the expected job duties. I am very confident that she has the work ethic and skills to add value to wherever she works."

Also this past May, Marita received a High School Diploma from Transition Plus. In addition, she was also presented with the MnACTE/SNP Student of the Year Award (Minnesota Association for Career and Technical Education/Special Needs Personnel). This award recognizes students each year who have overcome barriers to achieve his/her highest potential for success. The special award acknowledges Marita's success at overcoming challenges, identifying a career plan, and establishing a work history. The award includes a \$250 scholarship Marita can use for post-secondary education purposes.

### Quotes From Youth:

"It' has helped me keep stable employment to help prepare me for the adult world."

"It helped because it gave me a job that I will turn into a career in the future."

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	107
Completed Work Readiness Training .....	41
No. Youth High School Dropouts .....	5
No. Youth Offenders .....	5
No. Youth on Public Assistance .....	49
No. Youth Pregnant or Parenting .....	9
No. Youth With a Disability .....	40
No. Foster Youth .....	14

### Best Practices:

#### Collaborative Partnership with Anoka-Hennepin School District #11 and their Future Leaders Program:

The WSA's collaborative partnership with Anoka-Hennepin School District #11 and their Future Leaders Program is a project that focuses on creating leadership and paid work experience opportunities for economically disadvantaged minority students. As a result of this partnership, the participating students developed work based skills within the context of an elementary classroom environment. One of the primary objectives of this project is to introduce minority students to consider teaching as a career pathway and to increase the number of minority teachers. The vocational counselor in tandem with District staff, support the students with their career planning and post-secondary decision making process to ensure students are able to make a successful transition to college. The Future Leaders Program has been in operation for 3 consecutive years, serving approximately 56 youth.

#### Partnership with the Anoka Area Chamber of Commerce:

The Chamber's Education Committee, in partnership with area member school districts, provided Business Panel Days, the Chamber Scholarship Program, and other youth activities. For the third year, the Chamber, in collaboration with Anoka-Hennepin School District, hosted a half day job search seminar for juniors and seniors. The WorkForce Center was an active participant: Youth staff facilitated four breakout sessions on effective job search strategies and making a good first impression and job search instructors facilitated four breakout sessions on social networking. This annual event generated interest by both the faculty and students and is an excellent example of business, education and workforce development coming together to meet the needs of area youth.

## Dakota-Scott Workforce Services

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 Scott Co. Phone: 952-496-8528  
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**Counties Served:** *Dakota and Scott Counties*

### Success Story: Danielle

Danielle, a bright 15-year-old, was referred to the summer youth program by her school counselor. She wanted to build confidence in her abilities and work on handling stress. She interviewed at the Scott County Library in Savage and was hired by the head librarian, based on her enthusiasm and energy. This was her first 'real' job experience.

According to the head librarian, Danielle would take on any task given with gusto and completed it accurately and quickly. Over the course of the program, Danielle thrived and was given more responsibility like creating a



PowerPoint presentation to display the various programs at the library. She was also able to teach the library staff about PowerPoint and how to put together a presentation. Danielle also assisted with the teen summer reading program.

Danielle learned "that I am a hard worker and that I can do whatever I set my mind to." She gained work readiness skills that include accepting constructive criticism, working well with others, coping and problem solving and adaptability. Her hard work and increased confidence paid off and she was offered part time employment with the Savage Library, where she continues to work after school.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011): (combined)

Youth Served Under MYP.....	265
Completed Work Readiness Training .....	265
No. Youth High School Dropouts.....	3
No. Youth Offenders .....	14
No. Youth/Family On Public Assistance .....	143
No. Youth Pregnant or Parenting .....	6
No. Youth with Disabilities .....	232
No. Youth Homeless or Runaway .....	8
No. Foster Youth.....	7

### Examples of Jobs Offered Through Dakota-Scott Workforce Services:

Animal care, community program assistant, healthcare residential aide, healthcare adult care activity assistant, library youth activity assistant, building maintenance, landscape crew, social and human service assistant, office clerk-general, office clerk-healthcare, groundskeeping, park maintenance, garden maintenance, busing tables, demolition and construction of classrooms, receptionist, and child care activity assistant.

### Best Practices:

#### Opportunity for youth to earn academic credit:

Youth participants in Tree Trust's Youth Conservation Corps (YCC) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro ALC. Youth working in the up-to-nine week program are eligible to earn one credit for every 60 hours of work (up to two credits). The youth crew members complete word processing and spreadsheet lessons to further enrich understanding of their project and its impact on the community, their personal finances and the impact this job can have on their future employment. Youth working at an individual site can earn academic credit by completing a packet designed to develop their employment-readiness skills and strengthen the connection between school and the work place. Youth must complete the required number of hours and must receive satisfactory evaluations from their supervisor in order to earn the credit(s).

**Financial literacy training:** Youth develop a personal budget with their gross pay, taxes and other deductions, and net pay. The youth then decide how much of their total earnings they would like to save and how much they would like to spend. Participants also develop an understanding of the financial consequences of missing a day of work. The youth develop an estimated cost of the specific landscaping/construction project the crew is working on, with the approximate cost of materials, tools and labor.

## Success Story: Ryan

Ryan applied to the Scott County Youth Program expressing a strong interest in landscaping opportunities. The program was able to develop a worksite opportunity with a local employer engaged in organic farming and marketing.

Ryan began working at the farm and his supervisors took notice of his skills immediately. Ryan stated: "I have always wanted to work at a job where I can work outside and use my hands and my strength."



Over time the supervisors were able to allow Ryan to expand his duties and work more independently. They stated that "At first Ryan needed to be given specific, short term tasks in order to keep him from getting distracted. Over the course of his internship he has progressed and is now able to work on his own and can complete tasks without becoming distracted."

Ryan was put in charge of mowing, weeding, planting, cleaning, mulching, and clearing the irrigation system. His supervisor stated that "He has a great attention to detail and is somewhat of a perfectionist." He noted in his evaluation that Ryan has skills that would be valuable to an employer: "He has shown that he is punctual, dresses appropriately, always prepared for work, works well with others, takes direction well and always works to solve problems."

Ryan stated that he enjoyed his internship and it has prepared him well for his future as a landscaper. He stated: "I have always wanted to work in landscaping. This internship has taught me skills and responsibilities that I will be able to use in the future. The skills and experience have showed me what it is actually like to work in this field."

Ryan has recently obtained his high school diploma and is now seeking employment opportunities. The youth program helped him gain valuable work experience, job skills and excellent references that will serve him well in his job search.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012): (combined)

Youth Served Under MYP.....	251
Completed Work Readiness Training.....	82
No. Youth High School Dropouts.....	2
No. Youth Offenders.....	15
No. Youth/Family On Public Assistance.....	67
No. Youth Pregnant or Parenting.....	5
No. Youth with Disabilities.....	208
No. Youth Homeless or Runaway.....	5
No. Foster Youth.....	9

### Best Practices:

**Unique or High Quality Work Experiences:** Tree Trust recognized the increasing demand for jobs in the healthcare industry and has continued to expand partnerships in that area. Experience gained by Tree Trust youth summer employees at the Dakota County Public Health Department site offered a broad understanding of community healthcare needs, career options and specific skills in areas of office administration, marketing and public relations.

**OSHA 10 Hour Safety Training:** The Youthbuild instructor/supervisor, teaches OSHA safety training. The youth receive an industry recognized certification. This training is integrated into the work experience and classroom instruction for the Youthbuild Program.

**Treasures Thrift Store:** Youth work in the sorting and distribution center the the second-hand items donated. Youth learn how to look for quality and conditions of items to be resolved to the public or stored for families in need.

### Quotes From Youth and Parents:

"I feel that I'd be able to get a job sometime in the near future. I feel that this has taught me a lot about working with others. Every day that I worked I had a lot of fun." – Youth Participant

"My experience this summer prepared me for future jobs by making me more independent, learning to balance time and manage money. My summer work experience was wonderful and I am glad that this program is provided; it's like being one step ahead." – Youth Participant

"It was one of the best things he has done and what a difference it made in his attitude about work, his self-confidence and management of money. He loved it and he worked hard and would love to do it again." – Parent



## Ramsey County Workforce Solutions

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**County Served:** Ramsey

### Success Story: Tannasia

HIRED enrolled Tannasia in the YouthLEAD program when she was 19 years old. When her HIRED counselor first met with her, Tannasia was homeless, had difficulty getting along with others, was involved with friends in unlawful activities, and her employer had fired her from her job. Tannasia's HIRED counselor connected her with mental health services and assisted her in securing housing. The HIRED counselor worked with her on work readiness training, applications, resume development, budgeting, and mock interviewing. Tannasia completed weeklong customer service training and utilized the youth resource room in job searching. Her HIRED counselor took her to several job fairs while job searching in the community.



Tannasia eventually got a job and has been successfully working for several months. Tannasia recently stated, "My HIRED counselor inspired me to be a better person. He has opened my eyes to reality and showed me how to apply myself, be successful at work and secure a safe place to live."

### Best Practices:

**Leadership Development Activities:** YouthLEAD participants have participated in SPROCKETS Saint Paul Focus Groups, sat on the Saint Paul Promise Neighborhood Solution Action Groups, conducted community canvassing, mapping activities, planned, facilitated neighborhood events, and participated in various service learning opportunities.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	265
Completed Work Readiness Training.....	90
No. Youth High School Dropouts .....	66
No. Youth Offenders .....	73
No. Youth on Public Assistance .....	63
No. Youth Pregnant or Parenting .....	44
No. Youth With a Disability .....	88
No. Youth Homeless or Runaway .....	23
No. Foster Youth.....	27

### Examples of Jobs Offered Through Ramsey County Workforce Solutions:

Parking and assembly, warehouse retail, computer room attendant, jump jam double dutch coach, youth library aide, maintenance worker, health services administration intern, intern to the Executive Director of SoulTouch Productions, Inc., gender-specific programming intern (boys and girls), administrative and reception services, youth programs administrative support worker

### Best Practices:

**Hmong American Partnership/American Indian Family Center:** Six YouthLEAD participants graduated from Hmong American Partnership's "Digital Connectors Program." The program consisted of an intensive hands-on skills training, which the collaborative delivered over nine months. During this period, participants learned to network computer labs, connect wireless access points, design computer training modules, and create social media projects. In addition, participants learned about financial management and entrepreneurship.

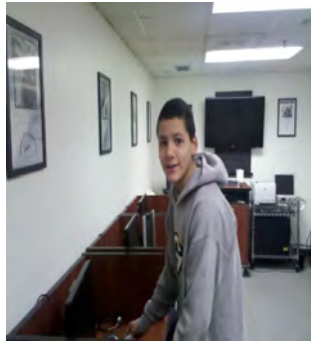
**YWCA Health, Fitness and Nutrition Programming:** The YWCA/St. Paul launched the fitness and nutrition initiative, Youth in Motion (YIM), to combat the increasing incidence of obesity and diabetes in youth. Through YIM, youth participants received a personalized fitness assessment, followed by twice weekly fitness sessions with a personal trainer.

**YWCA Financial Literacy Education:** YWCA delivered financial literacy instruction designed to raise awareness about the power and potential of assets to transform lives and to equip young people in their formative years with the basics of financial education. The education gave participants the knowledge, skills, and confidence they needed to manage their finances into adulthood.

## Success Story: Eli

Eli is a junior at Johnson High School in St. Paul and has been enrolled in the YouthLEAD Program since June 2011.

Prior to joining YouthLEAD, Eli was behind on high school credits and did not have an idea of what he wanted to do for a career. After joining YouthLEAD, he completed three weeks of summer school in 2011 which enabled him to catch up on several credits and prepared him for his sophomore year in high school. After finishing summer school, Eli got involved in an Urban Gardening Program called the Garden Warriors which is a program of the Dream of Wild Health located in Hugo, MN. The Garden Warriors Program is a three-week program for American Indian youth during which they learn horticulture, practice work readiness skills and assist with a mobile Farmer's Market. The skills that Eli learned through the Garden Warriors Program helped him achieve his goal of securing a job. Eli was hired on a part-time basis at Rocco's Pizza in Little Canada, MN in mid-October of 2011. So throughout his sophomore year of school, Eli attended school full-time and worked at his part-time job.



Eli has also been involved in many cultural activities in the St. Paul American Indian community such as volunteering to work at the Fall Festival and the Holiday Party which are collaborative events with the major American Indian agencies in St. Paul. This says a lot about Eli and his traditional cultural upbringing. Eli was raised in a blended family and his tribal affiliation is the Sisseton-Wahpeton Tribe in South Dakota. In August 2012, Eli was recognized and honored at the 2012 Youth Recognition Event which was held at Hmong American Partnership. He was recognized as a role model and a leader for all his hard work and efforts in the St. Paul Community.

### Best Practices:

**Partnership with Camphor United Methodist Church:** The YWCA YouthLEAD program partnered with Camphor Church and their Fiscally Fit Initiative, which aims to bring adults, youth and families together to work toward eliminating economic, social and other disparities, and to foster financial health and wellness. This seven and a half hour workshop series took place over four weeks, and included the topics of: determining income, budgeting, saving and banking accounts, understanding credit reports and exploring identity theft. Youth had the opportunity to break into small groups and look at case studies and come up with solutions for financial problems encountered in everyday living. Representatives from local banks presented information and materials on how financial institutions operate. The Camphor United Methodist Church Fiscally Fit Initiative enabled youth to prepare to make better financial decisions in high school, college and beyond. Participants were encouraged to share the information and resources received with their families.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	191
Completed Work Readiness Training .....	57
No. Youth High School Dropouts .....	44
No. Youth Offenders .....	64
No. Youth on Public Assistance .....	97
No. Youth Pregnant or Parenting .....	29
No. Youth With a Disability .....	62
No. Youth Homeless or Runaway .....	36
No. Foster Youth .....	23

### Quotes From Youth:

"Because I'm a single mom it is hard for me to find work. With this program I was able to find work at a site that could work around the hours that I had day care, and now I have a good reference when I apply for jobs."

"I am a single mom who is still in school. It has been hard to find a job without having any kind of a work history. Now that I have worked at Regions, they might consider hiring me if they have an opening for a new employee that needs to have the skills I showed them I had during my work experience."

"I was able to help my mom with the bills. She really appreciated that." - 16 year old intern

### Quotes From Principal:

"I am pleased to offer this letter of support for the HIRED YouthLEAD Program. YouthLEAD has provided Central High School students job coaching and work experiences that enhance their skills and confidence in getting and keeping jobs." - Mary Mackbee, Principal

### Best Practices:

**Hmong American Partnership YouthLEAD** received funding to provide two new training programs and educational opportunities for YouthLEAD participants. HAP's Financial Literacy Program provided one-time educational workshops, as well as a more intensive, eight-week cohort training program. The Money Smart for Young Adults curriculum was used to facilitate two eight-week workshops. Ten YouthLEAD participants completed the eight-week workshops and graduated from the program. In addition, HAP and State Farm conducted four Slice of L.I.F.E. workshops.

Fifteen YouthLEAD participants attended the Slice of L.I.F.E. and gained knowledge topics such as budgeting, making financial goals, looking out for credit traps, the importance of credit, and investing for the future.

## Washington County Workforce Center

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**County Served:** Washington

### Best Practices:

**Financial Literacy Training:** The goal of the workshop was to provide information and promote financial responsibility among youth. Speakers were brought in from a consumer credit organization and a local financial institution. Youth learned to understand their paycheck, budget, set financial goals, how to open and maintain a checking or savings account, use a debit or cash card and reduce fraud.

**National Career Readiness Certificate (NCRC):** Youth participate in the National Career Readiness Certificate (NCRC) Assessment. The NCRC is a portable credential that demonstrates levels of achievement in workplace employability skills including applied math, locating information and reading for information.

Youth take pretests and then using the online learning curriculum, Keytrain, to prepare for the complete assessment. This past summer, youth participants earned certificates ranging from Bronze to Gold. Not only is the NCRC a useful job search tool, but we also found it to be a confidence booster. Many youth achieved a higher level certificate than they anticipated!

### Unique Opportunities to Participate in Skill

**Development:** Youth working on a Tree Trust landscape crew have a unique opportunity to participate in an educational component called TeamTech. Team-Tech is a curriculum designed to help foster an understanding of the relationship between what is learned in school and what skills are essential for the work site. The lessons are completed in a mobile computer lab using netbooks and are facilitated by a Tree Trust Instructor/Counselor. Youth participate in four lessons during the course of the program.

The lessons focus on developing math skills as well as composition skills. Youth create two spreadsheets – a personal budget and project cost estimation, and two word-processing documents - a resume and letter to the community.. One youth commented, "Money management showed me how to be responsible for my own finances."

## SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	54
Completed Work Readiness Training .....	54
No. Youth Offenders .....	6
No. Youth on Public Assistance .....	12
No. Youth Pregnant or Parenting .....	2
No. Youth With a Disability .....	46
No. Youth Homeless or Runaway .....	4

### Examples of Jobs Offered Through Washington County:

Customer service, receptionist, stocker, library shelver, office aide, bakery assistant, custodian, engineer assistant, food preparation, child care aide, construction assistant, detailer, children's program assistant, and gardening assistant.

### Success Story: David

David lived in foster care when he came to the Washington County Youth Program. He worked his first summer with a crew from Tree Trust completing landscaping projects in a local park. The next year, David participated in a Construction Trades Program through Northeast Metro 916 Career and Technical Center. The Program provided classroom and hands-on learning as the class built a house. The project was not fully completed by the end of the school year, so the Youth Program provided wages for David to work on the construction project during the summer. This allowed David to expand his construction knowledge and earn a paycheck.



David completed high school and his youth counselor felt that David was ready for an individual placement. A work experience was developed at a local hotel assisting the hotel's engineer. The engineer was very impressed with the skills that David brought to the job from his experiences with the construction program: "David is always on time, tries his best and does what is expected of him." David was hired permanently by the hotel when his work experience was completed; he plans to expand on his skills by completing a Business Degree.



## Success Story: Derek

Derek was a junior attending the Construction Careers program at Northeast Metro 916 Career and Technical Center when he enrolled in the Youth Program. He spent the school year learning about the construction process. He was then able to apply what he learned. The Youth Program paid his wages for the past 2 summers while he worked on completing the construction of a new home in partnership with the City of North St. Paul.

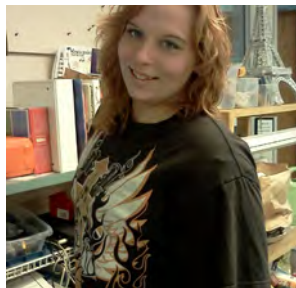


Derek's teacher and worksite supervisor said "It was a pleasure to have Derek in the work program. He was personally committed to perform at his best. Derek was recognized by his co-workers for his ability to interact with clients on a professional level and was offered employment."

Derek is currently working and plans to attend the Carpentry Program at Alexandria Technical College. This training combined with the skills he has learned on the job will prepare him for a career in the home building industry.

## Success Story: Katie

Katie was referred to the Washington County Youth Program through a community partnership with Family Means. She was a high school student needing to find part-time work. Katie's mother had been laid off and the family was struggling to pay their bills. Katie was placed as a program assistant in an after school program in her mobile home community.



Katie blossomed in this role and served as a mentor to the children in her community. According to her worksite supervisor, "Katie is a wonderful worker! She is proactive in thinking of things for the kids to do and engages with the kids. She often sees things that need to be done before I do!"

Katie did a great job balancing school, work and family concerns and graduated from high school. She is currently attending St. Paul Technical College and is participating in the Power of You scholarship program.

The experience and skills gained at the work experience helped Katie obtain a part-time job at the college child care center. The job on campus fits perfectly with her class schedule and allows her enough time to stay on track with classes

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	83
Completed Work Readiness Training .....	32
No. Youth Offenders .....	9
No. Youth on Public Assistance .....	26
No. Youth Pregnant or Parenting .....	2
No. Youth With a Disability .....	70
No. Youth Homeless or Runaway .....	7

### Best Practices:

**Employer Panel:** An employer panel was added to the Workplace Success Workshop with the purpose to prepare youth for employer expectations and the world of work. Employers representing small and large businesses spoke on what they are looking for on applications, in interviews, and in a good employee. Youth benefited from hearing directly from the employers who do the hiring and supervising.

### Quotes From Participants:

"I love my job! My supervisor is great and I've already learned a lot from him. He says that if I continue the way I'm going, I will easily get hired on somewhere!"

"I feel that I'd be able to get a job sometime in the near future. I feel that this has taught me a lot about working with others. Every day that I worked I had a lot of fun."

"My experience this summer prepared me for future jobs by making me more independent, learning to balance time and manage money. My summer work experience was wonderful and I am glad that this program is provided; it's like being one step ahead."

"This job has taught me a lot about the working world, and budgeting and planning your money and day."

### Quote From Parents:

"The program showed my son that there are jobs out there that he can do. It gave him hope. This was the best experience – it was more than I could have asked for. He learned so much."

"It was one of the best things he has done and what a difference it made in his attitude about work, his self-confidence and management of money. He loved it and he worked hard and would love to do it again."

### Quote From Worksite Supervisor:

"We are very appreciative of the opportunity to participate with your program. It provides a valuable work experience for youth and great assistance to us."

## Stearns-Benton Employment and Training Council

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 Phone: (320) 308-5702

**Website:** [www.mnwfc.org/stcloud](http://www.mnwfc.org/stcloud)

**Counties Served:** Benton, Stearns

### Success Story: Alicia

Being a parent, working part-time and attending school full-time has been challenging for Alicia. Her daughter was born when she was a senior in high school. Alicia always wanted to be a nurse. She enrolled at St. Cloud Technical and Community College and studied to become a licensed practical nurse. Alicia learned about the WIA Youth Program available through Stearns-Benton Employment and Training Council located at the WorkForce Center in St. Cloud.

She met with a career planner and found that she would be able to remain in school. The WIA Youth Program helped her with school costs like books, uniforms, lab kits and license fees. Her career planner listened and coached her through the steps that she needed to continue her career pathway and reach her goals. Alicia graduated with a degree in Practical Nursing and passed her Minnesota Board of Nursing Exam.



She is working full-time in the Mental Health Department at the Veterans Affairs Health Care System in St. Cloud, Minnesota. She thought all hope was lost, her career planner helped figure out a plan so she could continue her education. Alicia stated, "I would not have accomplished this without the WIA Youth Program."

### Quotes From Youth Participants:

"I want to thank everyone who made this program possible. CareerONE has given me experience for the work field. Thank you!"

"CareerONE was a great experience! I enjoyed all the things we did. I had fun, but I also learned a lot that will help me with my future career. This is an experience I won't forget."

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP.....	32
Completed Work Readiness Training .....	30
No. Youth/Family On Public Assistance .....	15
No. Youth with Disabilities .....	17
No. Foster Youth.....	2
Homeless or Runaway Youth.....	1

### Examples of Jobs Offered Through Stearns-Benton Employment and Training Council:

Office assistants with post-secondary departments including admissions, registration, financial aid, landscaping and debris removal, library, painting, staining, placement offices; legal office assistant with the local Legal Aid Office.

CareerONE participants performed work at: Quiet Oaks Hospice House – landscaping and facility sanitizing, window cleaning and porch cleaning; City of Sartell – landscaping of roundabouts and the water treatment facility grounds; Opportunity Matters – painting, staining, landscaping and removing retaining wall; City of St. Cloud Parks – dismantled green house, clean up after citywide event, and landscaped bike trail; Stearns County Parks – Quarry Park clean up and brush removal.

### Quotes From Employer and Worksite Supervisor:

"The group from CareerONE did a FANTASTIC job dismantling the fence along the Warren Tiegen property. We have a very minimal amount of cleanup with no damage to surrounding property. The rest of the fence is loaded on trucks to be hauled away. Please forward this message to the organizers of the effort and give them my sincere thanks. They are an extremely hard working group of young people that I hope we have the opportunity to work with in the future. - Park Maintenance Supervisor - St. Cloud Park Department

"Fun year! Great, hard working kids. It was fun to see them grow and become a team over the weeks. They worked hard and never complained on how hard or dirty the job was. - CareerONE Worksite Supervisor

## Success Story: Cassie

I always knew what I wanted to do when I grew up. I wanted to help those who were disabled, elderly or both. Ever since my junior year, I knew I wanted to attend Alexandria Technical and Community College and work toward becoming a Designated Coordinator through the Human Services Practitioner program. But just knowing what you want to do with your life doesn't make it happen. I knew I had to work hard for it. I kept my attendance and grades up at school and worked two jobs to save money.



I began searching for scholarships and programs to help me afford the cost of schooling to become a Designated Coordinator. My high school guidance counselor suggested that I apply for the WIA Youth Program available through Stearns-Benton Employment & Training Council in St. Cloud. Not long after I applied, I learned I was eligible for the program! I met with a Career Planner and she helped me in planning my career goals, my budget for postsecondary school, and guidance on course selections. She always gave me much needed support throughout my secondary and postsecondary education. The WIA Youth Program helped me with books, supplies, some support services and outstanding tuition costs. Without the guidance of my Career Planner and the WIA support I needed to get me through my schooling, I may not have been able to remain in school.

While finishing my last semester at school, I balanced a full-time job and full-time school which was hard work, but it paid off. I graduated in 2012 from the Human Services Practitioner Program at Alexandria Technical and Community College. I couldn't have accomplished so much without the help of my Career Planner and the WIA Youth Program supports.

### Quotes From Parents:

"CareerONE is a wonderful program to have for teenagers to let them experience what the work world is like before they have to jump right in. It shows them responsibility which is wonderful because not all teenagers have to worry about that because they have parents who take care of everything concerning them. And the money that they receive at the end, they can be very proud of because they earned it ALL themselves."

"I love how he came home and told me about his day. The enthusiasm he had about what he was doing was wonderful. I think this program is great for any youth to experience. It gives them a wonderful opportunity for a head start on the next step in their lives."

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	44
Completed Work Readiness .....	32
No. Youth on Public Assistance .....	23
No. Youth With a Disability .....	16
No. Youth Homeless or Runaway .....	1
No. Foster Youth .....	3

### Best Practices:

#### Unique or High Quality Work Experiences:

Work experience is offered to youth on an individual basis. Most youth who are participating in the work experience program are also postsecondary students. Youth's interests and career pathway drive the selection of the work site placement. An individual skill plan is developed. Youth learn and demonstrate appropriate work habits on the job. Skills specific to the work site's job description are written into the work readiness skills summary. The work site supervisor assesses the youth's skill development and establishes training goals in the Supervisor Evaluation Worksheet. This work experience opportunity allows the student to work part time and develop a work history while attending postsecondary school. Upon achieving 95 percent competency of occupational skills a "Mastery of Skills Certificate" is issued.

#### Financial Literacy Training for Youth:

Junior Achievement Finance Park® is provided to youth. Youth are able to develop money management skills, acquire personal finance knowledge, and prepare for financial decision-making simulation. The simulation allows the youth to assume family and income scenarios while incorporating the use of bank services; charitable contributions; purchase of housing, transportation, furnishings, food, health care, and other expenses. They also make investment decisions while working to balance their budgets.

#### Career Exploration and Skill Development:

CareerONE participants explore careers using both written and on line information. They investigate careers of interest and learn about labor market information and postsecondary school opportunities for high school students, such as Tech Prep, Advanced Placement courses, and Discovery Academies. The ACT's National Career Readiness Certificate® (ACT NCRC) is a primary goal for all youth in preparing for career pathways. The youth participate in a WorkKeys® pre-assessment of three main skill areas: Reading for Information, Locating Information and Applied Math. Based on their pre-assessment scores, the youth continue to advance their skills through on-line learning modules with the KeyTrain® curriculum. At the conclusion of CareerONE, the youth complete post-tests and are able to earn Bronze, Silver, Gold or Platinum levels of the ACT's National Career Readiness Certificate® (ACT NCRC). The certificate is added to the youth's Job Search Portfolio.



## Winona County WorkForce Council

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Website:  
[www.positivelyminnesota.com/winona](http://www.positivelyminnesota.com/winona)

**County Served:** Winona

### Success Story: Bi

The Winona WorkForce Center offered career counseling and work experience opportunities to teen parents enrolled in the Minnesota Family Investment Program (MFIP).

“Bi” was referred by county staff for the youth work experience program. She is a young Hmong mother who has never worked.



With the support of her extended family, she has managed to finish High School, raise her son and gain experience in a career she loves: working with children.

During her orientation and with the help of an Interpreter, Bi said her dream is to someday run her own daycare center specializing in caring for Hmong children. She also wants to learn to speak English better. What better and safer place to learn and use her English skills than a childcare/after school program! The kids love her and constantly ask questions. The childcare program director says that Bi is “wonderful” with the kids.

Bi simply smiles and says, “My English is getting better.”

Today, Bi continues at the childcare center through the Minnesota Youth Program as she prepares to enter Technical College.

### SFY 2011 Youth Served At-A-Glance (July 1, 2010 through June 30, 2011):

Youth Served Under MYP .....	20
Completed Work Readiness Training .....	20
No. Youth on Public Assistance .....	8
No. Youth With a Disability .....	13
No. Youth Offenders .....	7
No. Youth Pregnant or Parenting .....	5
Homeless or Runaway Youth .....	2

### Examples of Jobs Offered Through Winona County WorkForce Center:

Janitor aide, stocker, patient escort, clerical assistant, housekeeper, food preparation worker, horticulture aide, child care assistant, information technology assistant, grounds maintenance worker, nursing center home aide, grocery stocker/bagger, job coach, cook helper, and general clerical.

### Quotes From Youth:

“I love my worksite. I love the ladies and the teachers. I like the conversations I get involved in. I don’t know what else to say but it was a wonderful experience and I would do it again!” - Youth

“I had fun working outside with the people I worked with and I found out that I like doing custodial work.” - Youth

“I love my job. It is never a boring day. But no matter what, I still want to be my own boss!”

### Quote From Employer:

“Dan has been the best worker that we’ve had come through the program. He is always on time if not early, and he does what is asked of him without question. We’ve not had any problems with Dan at all and he’s been a lot of help for all of the maintenance guys around here.”

## Success Story: Ashley

Ashley began her junior year of High School with poor attendance, choosing to regularly skip classes, miss tests and homework. Ashley was diagnosed with an Emotional Behavioral Disorder.

Ashley applied to the Minnesota Youth Program in the fall of 2011. She agreed to follow the requirement that students need to attend school and make progress towards graduation in order to earn a paid work experience job.

From talking with Ashley it's easy to see that her dream is to work with kids. After two weeks of perfect attendance at school, the Winona Youth Program arranged with Key Kids to give her a work experience. "Ashley has excelled. Her attitude, demeanor, and general participation in school completely changed," said Ashley's teacher. Ashley reported that now she has motivation to go to school, because if she doesn't attend school she can't go to work. Key Kids supervisor, Linda Olson, said that "Ashley is one of the best student workers they've had" and has already discussed hiring her directly after graduation. Ashley has made so much of an improvement in her school work that she has made up credits and is close to graduating on time.



### Quotes From Youth Participants:

"The work experience is a great way to learn things in something you may like doing for the rest of your life. It gives you a chance to really understand things about the job."

"Ever since starting my job I loved working with kids and I plan on making a career out of doing that."

### Quote From Parent:

This program has been so beneficial to my daughter, and it has allowed her to gain valuable real world experiences that we could not have been able to offer her. This is a great program and it helps so many people."

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	18
Completed Work Readiness Training.....	5
No. Youth on Public Assistance .....	10
No. Youth With a Disability .....	14
No. Youth Offenders .....	10
No. Youth Pregnant or Parenting .....	1
Homeless or Runaway Youth .....	4

### Best Practices:

**Youth Teaching Youth:** For the second year, the summer program offered an afternoon Robotics Camp, led by 4-H youth through a partnership with University of Minnesota Extension. Agreements are already in place to offer the Robotics Camp again next year using 4-H youth leaders.

**Safety First:** As part of the orientation, new youth workers complete Safety Orientation on line at [www.winonayouthzone.com](http://www.winonayouthzone.com). Students go through the tutorial and complete the quiz at school or home with results sent to the office. This ensures that everyone completes a safety orientation prior to starting work.

**Hands-on Activities - Careers Camps:** Using a baseball theme, the Careers Camp offers a glimpse into a variety of jobs. The location was at a local manufacturing business who donated space. All volunteer speakers work in the professional and offered hands-on activities in each session.

**Career Exploration and Development:** Winona County has developed a relationship with Family and Childrens' Center, an organization that serves youth with serious disabilities, youth offenders and others. The WorkForce Center was awarded a development grant to create career-based curriculum that helps at-risk youth to see their dream career and start exercising the small steps to reach that career.

## **APPENDICES**



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<b>MINNESOTA YOUTH PROGRAM RETURN ON INVESTMENT (ROI) INFORMATION State Fiscal Years 2011 and 2012 (July 1, 2010 to June 30, 2012)</b>				
<b>#</b>	<b>Characteristics</b>	<b>SFY2011</b>	<b>SFY2012</b>	<b>Biennium</b>
1	Unduplicated Count Of MYP Enrollees	3,774	2,890	6,664
2	Total Number of MYP Termed	2,711	923	3,634
3	Total Number of MYP Terminees that Returned To School	2,471	567	3,038
4	Total Number Of MYP Terminees that Were Placed in Jobs	340	198	538
5	Average Wage at Placement for MYP Placements	\$8.66	\$8.91	\$8.79
6	Average Number of Hours Per Week Per MYP Placements	35	40	37.5
7	Total Number of MYP Placed in Part-Time/ Transition Jobs (Activities 91 & 92)	2,526	1,842	4,368
8	Average Wage at Transition for those MYP Placed in Activities 91 & 92	\$8.00	\$8.00	\$8.00
9	Average Number of Hours Per Week for MYP Transition Jobs (Activities 91 & 92)	40	40	40
10	Total MYP Expenses for the Program Year	\$673,750	\$673,750	\$1,347,500
11	Total Annual Wages Earned By MYP Participants	\$10,208,728	\$7,206,134	\$17,414,862
12	Total Government Taxes Paid (Estimated At 26.6%)	\$2,715,522	1,916,832	4,632,353
13	Estimated Welfare Savings on Placements (Average \$6,384)	\$2,170,560	1,264,032	3,434,592
14	Total Annual Return to Government	\$4,886,082	\$3,180,864	8,066,945
15	Positive Termination Rate	103.7%	82.9%	98.4%
16	Entered Employment Rate	141.7%	55.6%	90.3%
17	Return On Investment (ROI)	\$7.25	\$4.72	\$5.99

Updated: December 17, 2012

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**SFY 2011 - 2012 MYP DATA SUMMARIES**

**(July 1, 2010 through June 30, 2011 and  
July 1, 2011 through June 30, 2012)**

## SFY 2011 Minnesota Youth Program (MYP) Data Summary (July 1, 2010 through June 30, 2011)

COMBINED WSA TOTALS		TOTAL	PCT	WSA 1	WSA 2	WSA 3	WSA 4	WSA 5	WSA 6	WSA 7	WSA 8
1. Total Participants Served		3,774		112	391	142	199	389	142	267	288
Gender	2a. Male	2,047	54.2%	65	207	88	99	211	75	134	101
	2b. Female	1,727	45.8%	47	184	54	100	178	67	133	187
Age	3a. 14 - 15	938	24.9%	33	112	25	23	79	33	11	15
	3b. 16 -17	1,414	37.5%	51	177	56	67	209	80	129	98
	3c. 18	557	14.8%	13	40	16	46	63	16	47	60
	3d. 19 - 21	872	23.1%	15	62	45	63	38	13	80	115
Ethnicity / Race	4a. Hispanic/Latino	341	9.0%	17	26	0	4	64	18	66	58
	4b. American Indian or Alaska Native	270	7.2%	6	107	13	39	16	3	5	10
	4c. Asian	196	5.2%	1	0	1	9	0	26	2	7
	4d. Black or African American	985	26.1%	6	15	3	46	26	5	44	51
	4e. White	2,437	64.6%	100	243	125	133	355	110	218	231
Education Level	5a. 8 <sup>th</sup> grade and under	434	11.5%	10	81	4	0	47	8	11	15
	5b. 9 <sup>th</sup> Grade – 12 <sup>th</sup> Grade	2,735	72.5%	85	267	93	168	320	127	154	73
	5c. High School graduate or equivalent	314	8.3%	14	36	32	22	19	7	37	65
	5d. Post-Secondary Education	88	2.3%	0	8	13	9	3	0	8	8
Other Demographics	6. Limited English Proficient	180	4.8%	0	7	0	0	23	27	20	34
	7. Youth From Families Receiving Public Assistance	1,715	45.4%	41	200	69	157	203	53	232	223
	8. Foster Youth	223	5.9%	3	16	9	27	57	9	27	8
	9. Youth with a Disability	1,838	48.7%	85	147	57	91	239	67	96	48
	10. High School Drop-Out	367	9.7%	2	100	4	52	16	1	32	89
	11. Youth Offender	504	13.4%	9	42	11	55	76	11	49	90
	12. Pregnant or Parenting Youth	454	12.0%	19	47	24	31	47	11	69	123
	13. Basic Skills Deficient	2,152	57.0%	25	170	78	119	308	82	136	174
	14. Homeless or Runaway Youth	132	3.5%	2	3	2	25	5	4	8	10
15. Not Employed at Program Enrollment	3,497	92.7%	109	269	135	187	363	132	255	242	
<b>PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE</b>											
1. Received Education/Job Training Activities		3,201	84.8%	9	391	141	199	385	9	267	122
2. Received Work Experience Activities		3,131	83.0%	104	370	114	119	231	99	258	203
3. Received Community Involvement and Leadership Development Activities		2,095	55.5%	7	12	114	20	198	7	267	64
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		2,674	70.9%	7	77	114	199	299	6	267	225
5. Received Mentoring Activities		2,411	63.9%	3	59	114	80	378	34	267	39
6. Received Support Services		1,431	37.9%	2	51	33	199	62	13	258	83
<b>INDICATORS OF PERFORMANCE</b>											
1. Attained Work Readiness or Education Goals in ISS		3,008	79.7%	85	376	136	191	283	110	186	187
2. Received Academic/Service Learning Credit		1,130	29.9%	26	22	46	5	126	34	82	67
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		2,065	54.7%	22	285	108	190	255	113	173	137
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		440	11.7%	10	39	69	14	61	11	48	110
<b>CUSTOMER SATISFACTION</b>											
1. Number of Participants Rating MYP Experience as "Excellent"		664	52.4%	8	45	123	19	45	1	80	121
2. Number of Participants Rating MYP Experience as "Very Good"		466	36.8%	11	50	9	9	48	3	59	40
3. Number of Participants Rating MYP Experience as "Average"		129	10.2%	3	8	3	4	13	38	20	4
4. Number of Participants Rating MYP Experience as "Below Average"		5	0.4%	0	1	0	0	0	1	1	0
5. Number of Participants Rating MYP Experience as "Poor"		2	0.2%	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		1,266	100.0%	22	104	135	32	106	43	160	165



## SFY 2011 Minnesota Youth Program (MYP) Data Summary (July 1, 2010 through June 30, 2011)

COMBINED WSA TOTALS		TOTAL	PCT	WSA 9H	WSA 9C	WSA 10	WSA 12	WSA 14D	WSA 14S	WSA 15	WSA 16	WSA 17	WSA 18
1. Total Participants Served		3,774		662	57	311	178	236	29	265	54	32	20
Gender	2a. Male	2,047	54.2%	378	41	163	105	165	21	129	42	16	7
	2b. Female	1,727	45.8%	284	16	148	73	71	8	136	12	16	13
Age	3a. 14 - 15	938	24.9%	209	29	241	54	35	1	1	15	22	0
	3b. 16 -17	1,414	37.5%	224	18	7	84	77	24	68	17	17	11
	3c. 18	557	14.8%	108	7	10	20	30	3	68	6	0	4
	3d. 19 - 21	872	23.1%	121	3	53	20	94	1	128	16	0	5
Ethnicity / Race	4a. Hispanic/Latino	341	9.0%	22	5	13	10	9	3	23	3	0	0
	4b. American Indian or Alaska Native	270	7.2%	10	2	31	6	7	0	15	0	0	0
	4c. Asian	196	5.2%	64	0	37	12	11	1	20	1	3	1
	4d. Black or African American	985	26.1%	278	4	222	78	21	3	167	8	6	2
	4e. White	2,437	64.6%	327	52	47	89	203	24	94	46	23	17
Education Level	5a. 8 <sup>th</sup> grade and under	434	11.5%	62	19	21	50	25	0	70	5	6	0
	5b. 9 <sup>th</sup> Grade – 12 <sup>th</sup> Grade	2,735	72.5%	597	37	277	122	209	22	96	47	26	15
	5c. High School graduate or equivalent	314	8.3%	2	1	3	6	0	0	66	1	0	3
	5d. Post-Secondary Education	88	2.3%	1	0	0	0	2	0	33	1	0	2
Other Demographics	6. Limited English Proficient	180	4.8%	51	0	0	13	0	0	0	0	5	0
	7. Youth From Families Receiving Public Assistance	1,715	45.4%	141	10	140	90	53	5	63	12	15	8
	8. Foster Youth	223	5.9%	16	3	6	6	5	2	27	0	2	0
	9. Youth with a Disability	1,838	48.7%	432	42	58	80	226	6	88	46	17	13
	10. High School Drop-Out	367	9.7%	0	0	0	2	2	1	66	0	0	0
	11. Youth Offender	504	13.4%	35	12	6	8	8	6	73	6	0	7
	12. Pregnant or Parenting Youth	454	12.0%	11	0	5	10	4	2	44	2	0	5
	13. Basic Skills Deficient	2,152	57.0%	446	18	9	154	201	7	143	49	15	18
	14. Homeless or Runaway Youth	132	3.5%	33	2	0	1	6	1	23	4	1	2
15. Not Employed at Program Enrollment	3,497	92.7%	659	54	311	171	236	23	248	54	32	17	
<b>PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE</b>													
1. Received Education/Job Training Activities		3,201	84.8%	662	28	311	48	236	22	265	54	32	20
2. Received Work Experience Activities		3,131	83.0%	662	57	311	174	236	29	90	54	0	20
3. Received Community Involvement and Leadership Development Activities		2,095	55.5%	662	0	311	9	236	22	79	54	32	1
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		2,674	70.9%	662	53	311	0	236	22	90	54	32	20
5. Received Mentoring Activities		2,411	63.9%	662	0	311	174	236	0	0	54	0	0
6. Received Support Services		1,431	37.9%	120	20	311	31	60	7	175	0	4	2
<b>INDICATORS OF PERFORMANCE</b>													
1. Attained Work Readiness or Education Goals in ISS		3,008	79.7%	430	45	311	131	165	29	242	51	30	20
2. Received Academic/Service Learning Credit		1,130	29.9%	430	10	124	0	50	22	15	51	0	20
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		2,065	54.7%	12	55	311	136	112	29	83	0	32	12
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		440	11.7%	1	0	0	9	0	4	55	6	0	3
<b>CUSTOMER SATISFACTION</b>													
1. Number of Participants Rating MYP Experience as "Excellent"		664	52.4%	75	10	18	22	38	8	21	17	12	1
2. Number of Participants Rating MYP Experience as "Very Good"		466	36.8%	44	5	111	17	21	0	7	12	10	10
3. Number of Participants Rating MYP Experience as "Average"		129	10.2%	3	0	6	6	6	0	2	2	9	2
4. Number of Participants Rating MYP Experience as "Below Average"		5	0.4%	0	0	2	0	0	0	0	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		2	0.2%	0	0	1	0	1	0	0	0	0	0
6. Total Number of Surveys Completed		1,266	100.0%	122	15	138	45	66	8	30	31	31	13



### SFY 2012 Minnesota Youth Program (MYP) Preliminary Data Summary (July 1, 2011 through June 30, 2012)

COMBINED WSA TOTALS		TOTAL	PCT	WSA 1	WSA 2	WSA 3	WSA 4	WSA 5	WSA 6	WSA 7	WSA 8
1. Total Participants Served		2,890		86	219	192	163	243	111	160	139
Gender	2a. Male	1,552	53.7%	53	133	113	85	124	62	92	60
	2b. Female	1,338	46.3%	33	86	79	78	119	49	68	79
Age	3a. 14 - 15	760	26.3%	29	50	20	18	37	29	8	9
	3b. 16 -17	1,101	38.1%	45	108	98	55	140	57	73	47
	3c. 18	421	14.6%	9	39	35	37	47	15	26	39
	3d. 19 - 21	608	21.0%	3	22	39	53	19	10	53	44
Ethnicity / Race	4a. Hispanic/Latino	244	8.4%	10	6	1	4	30	18	29	28
	4b. American Indian or Alaska Native	136	4.7%	2	26	20	23	7	4	2	4
	4c. Asian	189	6.5%	0	3	1	8	0	4	1	4
	4d. Black or African American	867	30.0%	4	11	3	46	13	10	35	21
	4e. White	1,804	62.4%	80	179	169	111	227	98	123	117
Education Level	5a. 8 <sup>th</sup> grade and under	366	12.7%	21	32	22	17	18	19	4	10
	5b. 9 <sup>th</sup> Grade – 12 <sup>th</sup> Grade	2,234	77.3%	62	170	136	121	220	85	125	95
	5c. High School graduate or equivalent	242	8.4%	3	16	25	15	5	4	28	30
	5d. Post-Secondary Education	48	1.7%	0	1	9	10	0	3	3	4
Other Demographics	6. Limited English Proficient	142	4.9%	4	2	2	7	10	9	17	6
	7. Youth From Families Receiving Public Assistance	1,226	42.4%	31	80	68	99	88	26	94	57
	8. Foster Youth	162	5.6%	4	11	14	20	21	4	24	2
	9. Youth with a Disability	1,425	49.3%	71	108	114	71	184	68	68	36
	10. High School Drop-Out	190	6.6%	2	17	4	39	3	3	20	45
	11. Youth Offender	376	13.0%	4	18	22	42	28	12	34	50
	12. Pregnant or Parenting Youth	204	7.1%	3	17	15	20	13	6	30	40
	13. Basic Skills Deficient	1,518	52.5%	3	112	114	94	209	50	101	87
	14. Homeless or Runaway Youth	126	4.4%	3	1	0	22	1	3	11	5
	15. Not Employed at Program Enrollment	2,776	96.1%	85	203	188	155	229	107	153	113
<b>PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE</b>											
1. Received Education/Job Training Activities		959	33.2%	14	193	31	69	120	6	40	77
2. Received Work Experience Activities		2,171	75.1%	84	191	140	75	127	79	131	20
3. Received Community Involvement and Leadership Development Activities		817	28.3%	1	0	1	0	139	2	28	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		822	28.4%	0	48	165	8	215	10	113	80
5. Received Mentoring Activities		1,223	42.3%	0	37	13	0	239	68	111	3
6. Received Support Services		474	16.4%	9	0	40	2	31	23	15	3
<b>INDICATORS OF PERFORMANCE</b>											
1. Attained Work Readiness or Education Goals in ISS		1,203	41.6%	30	100	54	52	138	35	58	42
2. Received Academic/Service Learning Credit		696	24.1%	25	23	42	21	76	18	14	31
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		847	29.3%	33	39	43	72	112	25	34	59
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		252	8.7%	10	14	24	30	29	12	15	48
<b>CUSTOMER SATISFACTION</b>											
1. Number of Participants Rating MYP Experience as "Excellent"		90	58.1%	0	16	0	0	30	0	0	0
2. Number of Participants Rating MYP Experience as "Very Good"		46	29.7%	0	24	0	0	14	0	0	0
3. Number of Participants Rating MYP Experience as "Average"		19	12.3%	0	7	0	0	11	0	0	0
4. Number of Participants Rating MYP Experience as "Below Average"		0	0.0%	0	0	0	0	0	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		0	0.0%	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		155	100.0%	0	47	0	0	55	0	0	0



## SFY 2012 Minnesota Youth Program (MYP) Final Data Summary (July 1, 2011 through June 30, 2012)

COMBINED WSA TOTALS		TOTAL	PCT	WSA 9H	WSA 9C	WSA 10	WSA 12	WSA 14D	WSA 14S	WSA 15	WSA 16	WSA 17	WSA 18
1. Total Participants Served		2,890		451	38	394	107	228	23	191	83	44	18
Gender	2a. Male	1,552	53.7%	247	24	161	51	158	14	92	53	18	12
	2b. Female	1,338	46.3%	204	14	233	56	70	9	99	30	26	6
Age	3a. 14 - 15	760	26.3%	138	21	281	23	45	1	0	20	31	0
	3b. 16 - 17	1,101	38.1%	160	12	79	42	62	17	49	32	13	12
	3c. 18	421	14.6%	59	3	16	14	25	2	42	8	0	5
	3d. 19 - 21	608	21.0%	94	2	18	28	96	3	100	23	0	1
Ethnicity / Race	4a. Hispanic/Latino	244	8.4%	24	3	38	9	9	5	18	8	4	0
	4b. American Indian or Alaska Native	136	4.7%	1	2	27	3	0	0	14	1	0	0
	4c. Asian	189	6.5%	33	0	103	4	8	3	14	1	2	0
	4d. Black or African American	867	30.0%	240	1	239	51	40	3	124	16	10	0
	4e. White	1,804	62.4%	180	37	52	57	180	17	61	66	32	18
Education Level	5a. 8 <sup>th</sup> grade and under	366	12.7%	69	17	74	14	14	0	1	20	14	0
	5b. 9 <sup>th</sup> Grade – 12 <sup>th</sup> Grade	2,234	77.3%	363	20	299	79	210	23	120	60	30	16
	5c. High School graduate or equivalent	242	8.4%	15	1	19	14	3	0	62	0	0	2
	5d. Post-Secondary Education	48	1.7%	4	0	2	0	1	0	8	3	0	0
Other Demographics	6. Limited English Proficient	142	4.9%	46	0	13	0	7	1	3	5	9	1
	7. Youth From Families Receiving Public Assistance	1,226	42.4%	202	13	196	49	62	5	97	26	23	10
	8. Foster Youth	162	5.6%	3	2	3	14	8	1	23	4	3	1
	9. Youth with a Disability	1,425	49.3%	243	26	26	40	204	4	62	70	16	14
	10. High School Drop-Out	190	6.6%	5	0	1	5	0	2	44	0	0	0
	11. Youth Offender	376	13.0%	39	8	7	5	13	2	64	9	9	10
	12. Pregnant or Parenting Youth	204	7.1%	8	0	6	9	2	3	29	2	0	1
	13. Basic Skills Deficient	1,518	52.5%	295	8	11	0	198	3	117	68	30	18
	14. Homeless or Runaway Youth	126	4.4%	22	1	0	4	4	1	36	7	1	4
	15. Not Employed at Program Enrollment	2,776	96.1%	451	35	392	96	228	19	179	81	44	18
<b>PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE</b>													
1. Received Education/Job Training Activities		959	33.2%	0	0	256	71	0	16	50	0	0	16
2. Received Work Experience Activities		2,171	75.1%	446	38	387	90	154	18	54	80	44	13
3. Received Community Involvement and Leadership Development Activities		817	28.3%	353	0	0	24	224	0	1	0	44	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		822	28.4%	0	0	0	0	0	0	139	0	44	0
5. Received Mentoring Activities		1,223	42.3%	352	0	0	88	224	0	88	0	0	0
6. Received Support Services		474	16.4%	102	0	4	32	51	0	161	1	0	0
<b>INDICATORS OF PERFORMANCE</b>													
1. Attained Work Readiness or Education Goals in ISS		1,203	41.6%	108	29	310	41	69	13	57	32	30	5
2. Received Academic/Service Learning Credit		696	24.1%	95	10	249	31	11	9	7	30	0	4
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		847	29.3%	120	11	39	41	70	9	89	36	11	4
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		252	8.7%	0	0	0	16	0	6	43	2	1	2
<b>CUSTOMER SATISFACTION</b>													
1. Number of Participants Rating MYP Experience as "Excellent"		90	58.1%	0	0	0	0	0	0	44	0	0	0
2. Number of Participants Rating MYP Experience as "Very Good"		46	29.7%	0	0	0	0	0	0	8	0	0	0
3. Number of Participants Rating MYP Experience as "Average"		19	12.3%	0	0	0	0	0	0	1	0	0	0
4. Number of Participants Rating MYP Experience as "Below Average"		0	0.0%	0	0	0	0	0	0	0	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		0	0.0%	0	0	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		155	100.0%	0	0	0	0	0	0	53	0	0	0



Minnesota Department of Employment and Economic Development  
Office of Youth Development