

MINNESOTA YOUTH PROGRAM

SFY2016 ANNUAL REPORT



MYP



This 2016 Annual Report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2016.

This report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2016. There is a separate profile for each of Minnesota’s Workforce Development Areas (WDAs), highlighting best practices and success stories. Thanks to the Minnesota Legislature’s \$4.05 million per year investment in MYP, Minnesota WDAs have the infrastructure in place to assure that youth employment services are available in every county at a time when youth unemployment was 9 percent (and double that for youth of color, low-income youth and youth with disabilities).

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

Kay Tracy
Director, Office of Youth Development
Workforce Development Division
 MN Department of Employment
 and Economic Development
 First National Bank Building
 332 Minnesota Street, Suite E200
 Phone: (651) 259-7555
 Fax: (651) 215- 3842
 E-mail: Kay.Tracy@state.mn.us

MN.GOV/DEED/MYP

TABLE OF CONTENTS

Introduction	3
Workforce Development Area (WDA) Profiles	
Southwest Minnesota	4
South Central Minnesota	6
City of Duluth	8
Northeast Minnesota	10
Stearns-Benton Employment and Training Council	12
Central Minnesota	14
Anoka County	16
City of Minneapolis	18
Hennepin County	20
Carver County	22
Dakota County	24
Scott County	26
Washington County	28
Ramsey County	30
Northwest Minnesota	32
Rural Minnesota	34
Southeast Minnesota	36
Winona County	38

Appendices

Individualized Case Managed Work Experience (SFY 2016) Data Summary	40
Outreach to Schools/Career Advisor Component (SFY 2016) Data Summary	42
SFY 2016 MYP Return on Investment	43

WHO IS SERVED UNDER MYP?

2,702 youth were served through the work experience component of MYP and an additional 13,515 youth were served through the Outreach to Schools/Career Advisor component of MYP: 49% are youth of color, 54% are youth with disabilities and 35% are youth from families on public assistance. Customers are at-risk and low-income youth ages 14 to 24 who lack academic and “applied skills” considered critical for current and future workplace needs. MYP meets the needs of youth who are hands-on, applied learners. Detailed information on youth served under MYP in SFY2016 and outcomes are included in charts at the end of this report.

For data on individualized case managed work experience, [see page 40](#)

For data on the Outreach to Schools/Career Advisor Component, [see page 42](#)

HOW DOES MYP PREPARE YOUTH FOR THE WORKFORCE?

Comprehensive services include:

Early Assessment: Skill assessment and interest determinations individualize the service, assist in career development.

Work-Based Learning: Job opportunities in public and private sectors introduce youth to career pathways.

Mentoring: Builds workplace skills, career awareness and confidence.

Financial Literacy: Budgeting and independent living skills developed.

Leadership Skills: Opportunity to work with diverse groups and engage in community service.

Employer Engagement: Employers evaluate the work readiness skills of youth in pre and post assessments on the worksite.

Credentials: Youth can earn academic credit, service learning credit or other credentials, degrees and certificates.

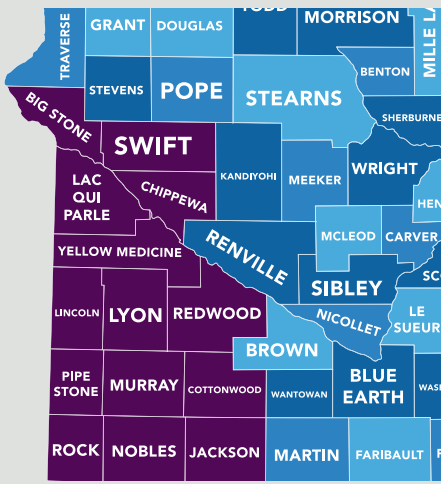
WHAT DOES THE RESEARCH SAY ABOUT WORK EXPERIENCE FOR TEENS?

Research has shown that the number one predictor of future success in the workforce is early exposure to work experience.

- ▶ Contextual learning improves student’s grades, attendance and graduation rates.
- ▶ Young people who have an opportunity to gain work experience as teens are more likely to stay in school, avoid criminal involvement, gang behavior, drugs and unwanted pregnancies.
- ▶ Teen employment contributes to significantly higher wages as young adults enter their twenties.
- ▶ 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 (MYP)?

Each state dollar invested in MYP yielded a return on investment of \$4.29 for SFY2016 (*see page 43*).



SOUTHWEST MINNESOTA

Southwest Minnesota Private Industry Council

Juanita Lauritsen, Executive Director

607 West Main Street

Marshall, MN 56258

Phone: (507) 476-4060

www.swmnpic.org

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

OVERVIEW

The Southwest Minnesota Private Industry Council (PIC) provides youth and young adult employment and training services in 14 southwest Minnesota counties. Youth and young adults are referred by schools, human service agencies, county public health agencies, community corrections departments, parents and past or current participants. Services include, but are not limited to: work experience, career exploration activities, career pathways, post-secondary scholarships, job seeking/retention assistance, transition services, work-based training opportunities and support services.

SW MN PIC leverages other resources, such as the Minnesota Youth Workforce Development Competitive Grant Program, Youth Intervention Funds, the Higher Education Career Advisory Project, and local funding from foundations and counties to complement and maximize services for youth. Co-enrolling individuals allows for efficiencies with financial resources and expanded services for participants.

BEST PRACTICES/SERVING YOUTH OF COLOR

The Lower Sioux Indian Community, in partnership with the SW MN Private Industry Council (PIC) (www.swmnpic.org), hosted a Summer Youth At Work Sign-Up Day which included presentations to their 7th, 8th, and 9th grade youth highlighting job seeking skills, application process, and interviewing skills. Following the presentations PIC staff provided feedback and advice to each student on their final application and interview.

In addition, The Lower Sioux students and their families participated in a presentation by CLIMB Theater. The Lower Sioux Indian Community's Summer Youth at Work Program is a creative and collaborative initiative, utilizing a transdisciplinary educational and experiential work program. Youth learn about their native Dakota language, culture, core values, while engaged in diverse work experiences, including helping with yard work at community elder homes. Cultural, historical, and environmental site visits were also integrated throughout the program. The project is a strong collaboration between health, education, recreation, cultural environmental departments, as well as supportive agencies like the Southwest Private Industry Council, Minnesota Indigenous Women's Society, and Dakota Wicohan.

COLLABORATIVE PARTNERS/BEST PRACTICES

The success of youth programs in Southwest Minnesota can be credited to the well-established partnerships that exist including, but not limited to: local high schools, education service cooperative, post-secondary schools, businesses, civic groups, county human service agencies, public health, group homes, community correction agencies, Adult Basic Education, Vocational Rehabilitation Services, Junior Achievement, University of Minnesota Extension, Southwest Initiative Foundation, Southwest Minnesota State University, CLIMB Theater, Minnesota West Community and Technical College, Marshall Area Financial Empowerment Collaborative and community action councils.

The partnership has created a solid foundation for the successful Youth/Adult Career Pathway model in the southwest region. Career Pathway training offers the opportunity for unemployed, underemployed, and low wage/

underrepresented adults and young adults to prepare for and enter a career pathway training which leads to long-term, stable employment. Career Pathway Training assists participants with identified academic gaps to move into education, develop study skills, and improve their academic skills, while training for a career in an in-demand field, such as Healthcare and Manufacturing. The delivery method of the career pathway program is less rigid than the traditional educational setting and along with integrated instruction and additional support the results have led to higher completion rates of participants and transition to employment and the next level in the students' career pathway.

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

The Southwest Minnesota Outreach to Schools Program is a partnership between the SW MN Private Industry Council, Southwest Youth Council, SW MN Workforce Development Board and local educational agencies. The goal of the partnership is to design a strategy for delivering effective career counseling; education planning, and labor market information to the region's youth and families. SW MN PIC Staff work in area schools assisting youth with career services including: career planning, labor market information, post-secondary education planning (i.e. – ACT preparation, college application completion, financial aid information, campus visits), and job search assistance (i.e. – employment applications, resume writing skills, industry tours). Career Centers, in the local high schools, provide value added career exposure to students by having a career specialist readily available on-site. The Outreach to Schools program encourages youth to pursue education leading to high pay/high demand occupations and sustainable careers.

CUSTOMER COMMENTS

“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.” – Employer

“My work experience allowed me to understand the meaning of work, and also some technical skills such as how to change tires and oil. I also learned how to manage my money.” – Youth Participant

“An opportunity to engage youth that need a chance to gain experience in a positive work setting.” – Employer

“The PIC program gave me opportunities I wouldn't have had without their guidance and services.” – Youth Participant

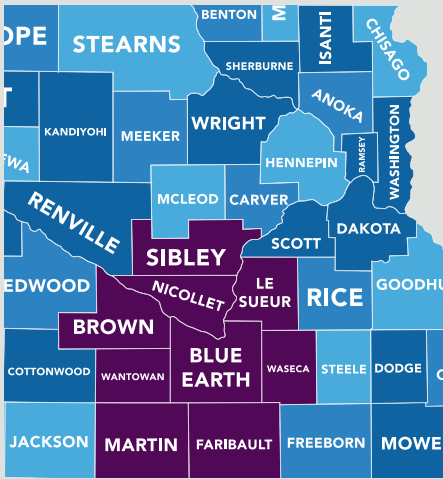


SUCCESS STORY

Hajir was a refugee who had been in the United States for only two years when he was referred to the PIC Youth and Young Adult Programs by his English Language Learner teacher at the Marshall Public High School. In the summer of 2012, Hajir was placed in a work experience position at Goodwill.

When Hajir returned to school after the summer it became apparent he would not make it to high school graduation prior to his aging out of the eligibility period to continue enrollment in the K12 system. Hajir was placed on a work experience at the Marshall Public School with the caveat that his attendance needed to be perfect to allow him to continue in the work experience placement. The work experience proved to be the motivator, as Hajir was on time to school every day.

When the school year came to an end, Hajir was kicked out of his home and dealing with being homeless. Through integrated partner services, he was able to obtain his own apartment. Hajir began a work experience at the Marshall Area Technical Education Center (MA-TEC) where he was also attending classes. He graduated from MA-TEC with his high school diploma on May 20th, 2016 and will continue his work experience at MA-TEC while focusing on additional advanced training options, tentatively in the healthcare field.



SOUTH CENTRAL MINNESOTA

South Central Workforce Council/ Minnesota Valley Action Council

Diane Halvorson, Executive Director

706 North Victory Drive

Mankato, MN 56001

Phone: (507) 345-2418

www.workforcecouncil.org

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

OVERVIEW

MVAC provides comprehensive services that prepare youth for the world of work including: career exploration/ planning, labor market information on demand occupations, job seeking and keeping skills, financial literacy, and work experience opportunities. Based on assessment results, youth are placed in worksites that fit their career interests and whenever possible at private sector sites where there is a greater opportunity for youth to get hired. Financial fitness training requires youth to open a savings account to direct deposit the paycheck and workshops teach them about money management, saving money, and building assets.

BEST PRACTICES

South Central leveraged additional funding to target services to the neediest youth:

Youth Intervention Program funded by the MN Department of Public Safety serves youth in foster care or out-of-home placements between ages 16-24 with an emphasis on youth transitioning out of foster care. The purpose of the program is to provide career and life skills curriculum to explore, identify and attain positive educational, career, and life goals.

The “Dream It. Believe It. Achieve It.” Program funded by the Minnesota Youth Competitive Grant targets services to youth from communities of color. In addition to the comprehensive career guidance services, this program engages youth and their families, provide cultural awareness to the community, positive role models and leadership opportunities to inspire youth and specialized services for those with disabilities. This program was recognized as a best practice by the Minnesota Workforce Council Association.

COLLABORATIVE PARTNERS

- Local School Districts: Gibbon-Fairfax-Winthrop, Le Sueur-Henderson, Sibley East, St. Clair, St. Peter, Tri-City United and Waterville-Elysian-Morristown
- Minnesota State University-Mankato
 - Education Talent Search
 - Student Counseling Department
- South Central College
 - Financial Aid Outreach
 - Service, Work and Learning Center
- WorkForce Center Partnering Agencies
 - Job Service
 - Vocational Rehabilitation Services
 - Minnesota Valley Action Council
 - MN DEED Regional Labor Market Analyst

SERVING YOUTH OF COLOR

With input from youth participants, parents and representatives from agencies that serve communities of color, the “Dream It. Believe It. Achieve It.” program implemented key strategies that have been successful in reaching youth from communities of color. Because we recognize the strong family connection in communities of color, parents are invited to participate in the initial meetings for program enrollment as well as the group activities. To increase cultural awareness in the community, worksite supervisors participate in cultural awareness training. The program provides positive role models from communities of color that have overcome adversity to demonstrate that it is possible to achieve their dreams.

OUTREACH TO SCHOOLS

Partners In Career Exploration (PICE) is a partnership between workforce development and education that places interns in local rural schools districts to provide one-on-one career exploration and career counseling assistance to high school students.

The interns are first year graduate students in the Student Counseling Program at Minnesota State University-Mankato. Prior to placing the interns at area high schools, they received training from Workforce Center partner agencies and our local labor market analyst who provides them with information on our labor market including high growth/demand occupations in the region.

The intern meets with every high school junior and senior enabling them to reach students that are not proactive about their plans after high school and would otherwise go unnoticed and fall through the cracks. The interns also provide career exploration activities for younger grade levels so that they can begin to consider their plans after high school.

CUSTOMER COMMENTS

“The youth counselor spent a lot of her time working with my son preparing him for his work experience. I would highly recommend MVAC’s Youth program to any parents who have teens!” – Parent

“We know the value in the MVAC program and are proud to partner with you. We all learn from mentoring the young people into the world of work.” – Worksite

“Your support helped make my dream come true.” – Youth Participant

“I am now headed to college full-time with some work experience to document on my resume. I would not have been able to gain this experience without the youth program because of the limited time I had to work and my transportation situation.” – Youth Participant



SUCCESS STORY

Mario is a 19 year old male on an IEP and attending the ALC in Winnebago, MN. He has a 1 year old daughter and has never worked before. Mario wanted a hands-on job so MVAC started him at a trucking company. School attendance was always an issue for Mario so getting to a job everyday was a concern. Mario had excellent attendance at work over the summer and attended all of the workshops offered during the MYP program. MVAC consulted with his IEP case manager several weeks before school started about the option of Mario attending school half days and working half days to earn credit for graduation. MVAC Staff met at the worksite and wrote his new IEP plan where he would attend school in the morning and work in the afternoon so that he will have enough credits to graduate. The employer hired him in unsubsidized employment and so far has been successful with this plan.



CITY OF DULUTH

Duluth Workforce Development

Paula Reed, Manager

402 West 1st Street | Duluth, MN 55802

Phone: (218) 302-8400

Area Served: City of Duluth

OVERVIEW

Duluth Workforce Development provides services to In-school and Out-of-school youth through the YES! Duluth program. YES! Duluth works with youth who are low-income, disabled, basic skills deficient, have truancy issues, poor or no work history, offenders, pregnant/parent, or are in foster care. Staff provide a wide array of employment and education support services to these individuals, including short-term paid work experiences, job seeking skills, employment training, financial literacy, assistance with transportation and clothing, and follow-up supports. Supports for individuals working on their GED or high school diploma and assistance with post-secondary and short-term training is available. An ABE teacher is available at the Workforce Center twice a week to help participants with study skill development, basic skills training, and GED preparation.

BEST PRACTICES

Work readiness classes are an important component of the YES! Duluth program when preparing in-school and out-of-school youth for paid, community-based work experiences. A cohort of out-of-school youth participated in training this past winter that included information about financial literacy, workplace safety, job search skills, communication, and team building. Youth gained needed information and skills while staff got to know participants better so they could be matched with the most appropriate worksite based on each individual's interests, skills, abilities, and experience. Staff used a similar cohort model to deliver work readiness training to in-school youth at the local high schools utilizing curriculum developed by Junior Achievement.

COLLABORATIVE PARTNERS

YES! Duluth partners with a number of youth serving agencies including Life House, which serves at-risk homeless youth, St. Louis County Social Services, the Arrowhead Juvenile Center, Woodland Hills Treatment Center, and the Duluth School District's Bridge and T12 Programs, both of which help disabled youth attain their high school diploma. Participants are referred from these agencies and YES! Duluth works in coordination with agency staff to develop individualized plans and services. This year YES! Duluth expanded its relationship with Duluth School District ISD 709 by going into the High School Achievement Centers and providing work readiness training to interested students. YES! Duluth staff also meet with counselors from local foster care programs to coordinate services for youth in group-home systems and connect with local MFIP job counselors and Vocational Rehabilitation counselors to better serve shared customers. Presentations during work readiness training cohorts were conducted in collaboration with Junior Achievement, SOAR Career Solutions, Wells Fargo, and Minnesota Power.

SERVING YOUTH OF COLOR

This past school year, YES! Duluth worked with ISD 709 Achievement Center staff to connect with youth of color. Achievement Center staff encouraged their students to participate in work readiness training and work experience programs. YES! Duluth also presented to a class at Woodland Hills Academy, where a majority of students are of color and underrepresented in the workforce. YES! Duluth also connected with All Nations Indigenous Center for referrals and set them up as a worksite for youth. All Nations Indigenous Center provides resources to encourage Native Americans of all nations to achieve self-sufficiency and advocate for equality and fairness.

OUTREACH TO SCHOOLS

YES! Duluth staff presented to Achievement Center youth at each high school to educate them about the program and promote upcoming training workshops. Work Readiness Workshops were presented one day per week for 7 weeks at each high school to prepare youth for summer employment. Staff utilized curriculum developed by Junior Achievement and found it was both easy to use and well-received by the youth.

CUSTOMER COMMENTS

“I give a special thanks to YES! Duluth staff for helping me out and planning long-term goals with me and actually listening to what I have to say.” – Youth participant

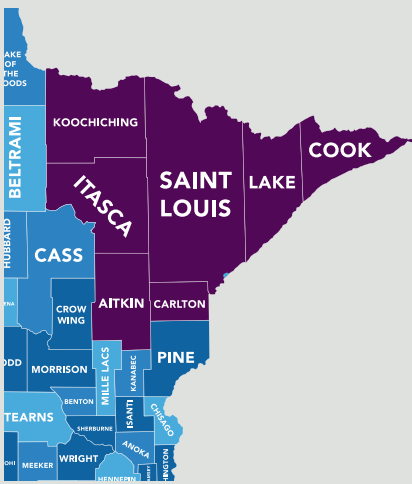
“Our business was so happy with the youth participant this summer; he is one of our best employees.” – Worksite Supervisor

“I really appreciate the assistance I am receiving; the extra money helps my financial goals and urges me to get a job I love.” – Youth Participant



SUCCESS STORY

Austin applied to YES! Duluth after realizing he needed to get out of the house and gain work experience. He had never had a job and graduated high school two years prior. He was unsure about his plans for the future, but realized college probably wasn't for him. YES! Duluth enrolled Austin into its summer employment training. YES! staff called Super One Foods and explained that Austin was extremely shy, but would be good at stocking shelves. Austin was hired on in Super One's produce department. Fast forward 6 weeks later and Austin is now one of the best employees at Super One foods. Austin is now employed full-time with Super One. He has started opening up and relaxing around people, even taking on customer service roles.



NORTHEAST MINNESOTA

Northeast Minnesota Office of Job Training

Michelle Ufford, Executive Director

820 North 9th Street – Suite 240

P.O. Box 1028 | Virginia, MN 55792

Phone: (218) 748-2200

www.nemojt.org

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

OVERVIEW

The Northeast Minnesota Office of Job Training provides services directly to youth in local school districts with the Northeast Career EdVenture and through coordinated serves from each of the Northeast Minnesota regional Workforce Centers to engage out of school youth. Northeast Services include free career planning and guidance services to all youth participants using the expertise that resides in the local Workforce Centers and the partnerships that were developed. This knowledge is passed along into the Career EdVenture curriculum and the Outreach to Schools Component/Career Advising component. A standardized menu of services is used from which any school district in our region can select resources needed for their students. Out of school youth are afforded similar opportunities at each of the regions Workforce Centers and with intensive outreach by counselors to community based organizations, including institutions and systems that provide services to youth.

Services are divided into two categories: services for individuals (one-on-one career guidance, career assessment, postsecondary planning, resume development, personalized job search strategy, and transitioning from high school) and services for groups/classes (CEOs in the Classroom, eMentors, Navigating Business Culture, Financial Literacy, business and industry speakers and tours, postsecondary planning, career interest and values assessments, and games and activities with career exploration themes, and more). Office of Job Training youth counselors market this menu to school personnel who then select the services best suited to their student population. We make ourselves available to meet with students one-on-one in each district and have regular office hours at many schools so students can conveniently schedule appointments. Out of school youth are provided similar activities tailored to sites visited by counselors such as a youth foyer or community center.

BEST PRACTICES

Career EdVenture has served as a model and best practice for other similar service providers in the State to utilize for Outreach to School Activities. Curriculum developed and shared with other youth providers include assistance with career exploration, assessments and planning activities, job search strategies, post-secondary planning, financial literacy and most recently Generations in the Workplace. Hands-on activities for youth are built around the Ed Venture curriculum that includes mock interviews, career fairs, job fair strategies, apprenticeship & trades exploration, financial aid guidance, and appropriate use of social networking. A concerted effort to map regional community based services in the northeast region began in early 2016 to identify the full array of services likely beneficial to those that we serve and to enhance our outreach efforts to those with the greatest challenges.

COLLABORATIVE PARTNERS

County and public assistance programming such as the Minnesota Family Investment Program (MFIP) and Diversionary Work Program (DWP) within the seven counties of the northeast region provide families and youth with basic supports. Active engagement from Office of Job Training counselors helps struggling families and youth. Most Office of Job Training youth counselors also provide services for MFIP and DWP, therefore they have a greater understanding of

resources and supports. Groups with the highest levels of unemployment and the fewest opportunities for employment are found among those receiving state and county assistance. Youth counselors coordinate services with county social workers to meet the needs of youth and teen parents. Regular visits to GED and ABE services providers are another method used to capture referrals and connect participants directly to services. Targeted youth oriented programs provided by community based organizations such as Free at Last and Upward Bound, align youth in need to programming offered by the Office of Job Training and to other community service providers.

Connections with probation and corrections guide youth to needed resources. Those in foster care are actively engaged from relationships established for programming at the county level and from social workers through the region within local school districts. Working with the local special education cooperative engages youth with disabilities as well as active outreach to those needing accommodation in and outside of local school districts. Partnerships with Vocational Rehabilitation Services counselors in the region have built successful networks to provide individualized youth services.

SERVING YOUTH OF COLOR

Underrepresented groups and at-risk groups are served with a strategy that involves outreach by staff, in many cases counselors go directly to the communities with the highest needs and greatest disparities. The Office of Job Training actively engages established multi-cultural groups and organizations within post-secondary institutions, and within the K-12 system. Strong collaborative relationships exist with regional community based organizations that have a mission of addressing disparities as part of their programming. A partnership with Arrowhead Economic Opportunity Agency (AEOA) and their disparities programming allows for a direct connection to youth in need and facilitates Office of Job Training enrollments. This collaborative partnership also aligns additional services not provided by the Office of Job Training to targeted youth populations. Serving Native American and communities and those of color is agency priority. An example of this is with the Career EdVenture, work experience opportunities and youth programming outreach in the Nett Lake, Fon-du-lac and Grand Portage communities. The community of Nett Lake, which is a region of the Bois Forte Reservation, has a population of over 97% Native American and a median family income of \$28,000. It is expected that the Bois Forte Reservation could have a present unemployment rate between 16.5%-18%. These community members face great disparities in employment opportunities, earning potential, and career advancement compared to those in other areas of Northern Minnesota. Due to these factors, the Northeast Minnesota Office of Job Training places great value on the importance of building relationships and networks within the Nett Lake community to foster employment and economic growth.

CUSTOMER COMMENTS

“Having exposure to the hospital environment has really helped me get comfortable pursuing a nursing career. I learned that I really enjoy doing something that makes a difference in people’s lives.”– Youth Participant

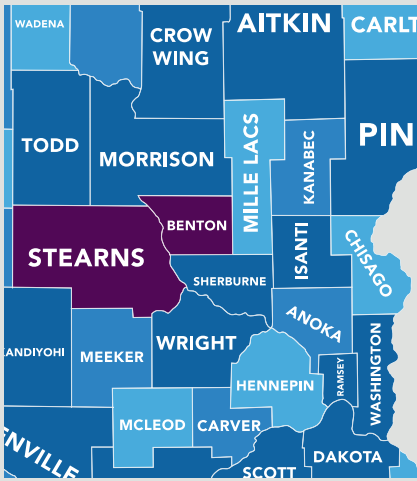
Youth Participant is “grateful for the work and life experience, the good references that she has obtained, and the money she earned to help with her college expenses!”



SUCCESS STORY

When Sasha graduated from High School, she had dreams of becoming a registered nurse. As a senior, she met with a Career Counselor at the Northeast Minnesota Office of Job Training as part of Career EdVenture services and discussed training options. After a lot of research and college visits, Sasha chose to attend Central Lakes College to pursue her medical degree. With scholarship funding from the NE MN Office of Job Training, Sasha has been able to focus on her college courses and has been on the Dean’s list every semester.

Sasha worked through her first year of college at a retail store earning minimum wage. After completing nursing assistant training as part of her college requirements, Sasha was hired to work at Cuyuna Regional Medical Center earning over 5 dollars more an hour. She is excited to work in the field she is so passionate about. Sasha’s goal is to complete her RN degree so that she can pursue a career in the emergency department where her skills and education will be valued.



STEARNS-BENTON EMPLOYMENT AND TRAINING COUNCIL

Stearns-Benton Employment and Training Council (SBETC)

Tammy Biery, Director

MN WorkForce Center

1542 Northway Drive

St. Cloud, MN 56303

Phone: (320) 308-5702

mn.gov/deed/stcloud

Counties Served: Benton and Stearns

OVERVIEW

SBETC offers CareerONE, a summer youth employability skills training opportunity utilizing Minnesota Youth Program (MYP) funding. CareerONE provides training in employability skills to include team building and SCANSkill activities, safety training, financial literacy, community work projects, resume writing, job application preparation, interviewing practice, career exploration.

BEST PRACTICES

A local employer and United Way of Central Minnesota partner with CareerONE — CentraCare Health and United Way of Central Minnesota provided funding and/or work-based learning projects. The CentraCare staff and CEO also participated in career information sessions that taught participants about professions in the health care system. With these contributions, CareerONE was able to serve 101 youth in the summer of 2016.

CareerONE is a unique, rich and contextual learning experience which has demonstrated success since 2000. Each year, SBETC seeks to improve on the model and continue to deliver an elite opportunity for youth. During the summer of 2016, CareerONE had a 94% completion rate. Of those who completed, 91% received employability skills and safety certificates.

Youth participate in teams of 10 led by an adult team leader and a youth assistant leader. The youth assistant leader is a previous CareerONE graduate. The youth leader prepares and delivers the SCANSkill activities to their assigned team and assists the team leader with lesson preparations.

Components of CareerONE consist of — career exploration, team building at Luther Crest Challenge Course, SCANS Skills, Youth@Work Talking Safety curriculum, Junior Achievement (JA) Finance Park, community service projects, employability skills training, reflection and journaling. CareerONE is 20 days in length and operates during June and July.

The JA Finance Park curriculum is aligned with Minnesota State Standards; applying credit to the youth's transcript is possible. Youth work toward demonstrating skills in attendance, punctuality and dress code; team work, cooperation and safety; work quality and work quantity. Area organizations provide work projects which are completed by the teams.

The youth participate in the KeyTrain assessment of two main skill areas — Youth use online KeyTrain curriculum to help them increase their skills in math and reading as to be able to demonstrate skill gains during the program.

The youth receive a portfolio containing the certificates they have earned. The certificates that may be obtained include: Workforce "U" Employability Skills Certificate by demonstrating 95% competencies in: Attendance, Punctuality and Dress Code, Safety, Cooperation and Team Work, Work Quality and Work Quantity. A Workforce "U" Safety Certificate by demonstrating the ability to be 100% safe and injury free. A Youth at Work Talking Safety Certificate of Completion. A JA Finance Park Certificate of Completion and their resume, master application and career plan.

COLLABORATIVE PARTNERS

SBETC collaborates with area county human services, school districts, juvenile corrections and youth serving agencies in the recruitment of youth and families for CareerONE. Work projects are coordinated with area non-profit organizations and a local university and local bus company assist in the delivery of classrooms, computer labs, food service, transportation, etc.

STRATEGY FOR SERVING YOUTH OF COLOR

In the summer of 2016, CareerONE's population consisted of 68% youth of color. The greater St. Cloud area is a diverse mix of youth of color. Because of this diversity, SBETC's partnerships with local schools and youth serving agencies ensures that youth of color are being served. SBETC attempts to ensure an equal representation of each ethnicity, age, gender, geography, ability to benefit, etc. This allows us to develop teams that expose youth to a variety of experiences and challenge their comfort zone. Applications are processed in order of receipt and due to the high demand for this service we consistently have a waiting list.

OUTREACH TO SCHOOLS

From 7/1/2015-6/30/2016, SBETC OTS provided 527 students with a positive career planning experience. The three school districts are appreciative of the one-to-one and group assistance provided to the students with their career planning needs which assures compliance with the World's Best Workforce legislation requirements. SBETC has formed a long standing beneficial relationship with the St. Cloud State University Social Work Department that ensures youth are better prepared for the future while assisting students in meeting SCSU graduation requirements.

CUSTOMER COMMENTS

"I am glad that this program is running and accepting more youth each year. I believe that every single one of the kids here has left with more knowledge about their future career and a clearer path for them to walk on, as I, myself have benefited from this program greatly."— Youth Participant

"This has been a great program/opportunity to build confidence, work ethic, and responsibility and skills to prepare my daughter to become a valuable employee when she gets a job."— Parent

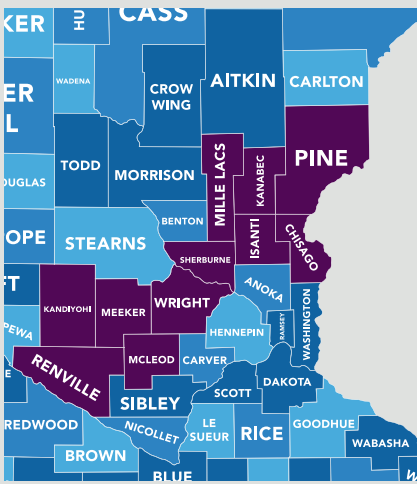
"We appreciate the wonderful experience our children had. My daughter is actually excited to work and maybe even be a leader next year. My son went from hating the idea of going to actually looking forward to work."— Parent



SUCCESS STORY

Katerina: "My name is Katerina. I joined CareerONE because I wanted to know more about jobs and finance. I wanted to earn money because my mom is sick so she can't work and she has five kids. I wanted to save her the trouble of buying me school clothes. I also am thinking of paying to take classes to get my permit so I don't have to put my grandma out of the way to take me to school.

In school, I am involved in FAB (friends against bullies) as a leader. I am going into tenth grade. Through my experience at CareerONE this summer, I learned how to stay safe, work with others as coworkers and learned about careers and life after high school. Through CareerONE, I learned I would be a good match for a veterinarian job and want to go to college for that. "



CENTRAL MINNESOTA

Central Minnesota Jobs and Training Services, Inc.

Barbara Chaffee, CEO

406 East 7th Street, P.O. Box 720

Monticello, MN 55362

Phone: (763) 271-3700

www.cmjts.org

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

OVERVIEW

Central Minnesota Jobs and Training Services, Inc. (CMJTS) connects young and emerging adults, who are economically disadvantaged and at-risk, to activities and services to help them become contributing members of their communities. CMJTS youth employment specialists provide individualized and year-round case management services throughout the local eleven-county workforce development area (LWDA 5), and connect participants with paid work opportunities and training that will improve their employability. CMJTS placement specialists increase the agencies connections with employers and assist with on-the-job training coordination and placement. Other strategies include: partnering with secondary school staff, assessing and evaluating participant work skills, developing individual service strategies, and helping youth discover connections between their personal success and community strength. Stipends are offered to out-of-school youth for GED/ABE classroom attendance and, as appropriate, additional incentives are offered to youth as a way to positively reinforce steps taken toward the achievement of their personal goals. As appropriate, CMJTS staff also refer participants to other agencies to help them remove their personal barriers to success.

BEST PRACTICES:

CMJTS uses a “Workforce Protégé” strategy to provide workplace learning opportunities to youth. In this enhanced work experience offering, businesses pay at least fifty percent of the participant’s wage. The business also agrees to mentor the youth, meeting with them at least weekly to provide them with career and other guidance. This employer investment often results in a much more meaningful work/learning opportunity for the participant.

CMJTS co-enrolls Minnesota Youth Program participants into other programs to provide them with additional experiences that will help them progress down a career pathway and achieve sustaining employment and career satisfaction.

COLLABORATIVE PARTNERS

Various agencies collaborate with CMJTS’ Youth Program to help young people achieve personal success. Partners in this collaboration include: local schools, social service and public health agencies, court services/probation offices, other non-profits, cities, and private businesses. These entities often refer youth for services, support the youth in other life domains, or provide experiential learning opportunities.

SERVING YOUTH OF COLOR

CMJTS employment specialists strive to serve as many underrepresented youth as possible. Whenever possible, this includes integrating youth of color into all of CMJTS’ youth programs, including MYP. During SFY 2016, across all youth programs, 18.1 percent of youths served by CMJTS identified as a racial minority (including those identifying as White-Hispanic). This while, according to 2015 statistics from the U.S. Census Bureau, only 8.3 percent of the residents of this service area identified as racial minorities (including those identifying as White-Hispanic).

CMJTS is working to increase community partnerships that will strengthen our ability to provide culturally competent services and increase collaboration with the growing Somali community and other minority groups.

OUTREACH TO SCHOOLS

CMJTS staff participate in various Outreach to Schools (OTS) activities, including: career exploration and job search workshops, teamwork trainings, resource fairs, mock interviews, and individual career consultations. Teachers and school work coordinators often contact CMJTS youth employment specialists when they want to provide their students with current labor market information, give them the opportunity to learn about WorkForce Center partners, etc. OTS activities impacted over 2,800 students and parents from LWDA 5 in SFY 2016.

CUSTOMER COMMENTS

“I’m excited to be able to get a better job that I will enjoy.” – Youth Participant

“My family and friends have commented on how I’ve become more outgoing from my work experience. They say I have finally come out of my shell. I can see it too. I have more confidence in myself.” – Youth Participant

“It was nice to know that I could keep a job after the work experience was finished. It was a good opportunity to meet new people and learn to work well in a team.” – Youth Participant

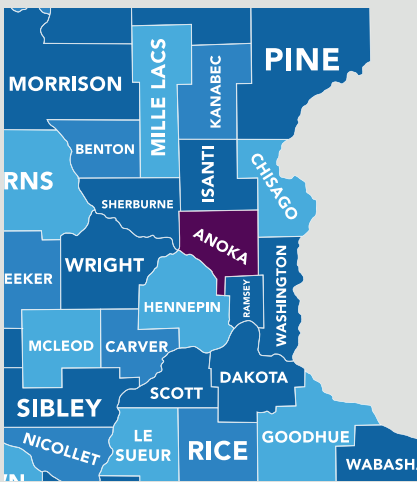


SUCCESS STORY

Lukas was in need of job experience and decided that the CMJTS Minnesota Youth Program could help. He was interested in working as an information technology (IT) assistant at Mora High School. He interviewed and was hired for the position. Lukas provided IT assistance in the school’s media center to students and faculty. He learned work skills and added to his IT knowledge while on the job, as these things were reinforced by his mentor and worksite supervisor.

Lukas says “CMJTS offered me something I’d never expect to find in high school. I was able to find an amazing job that fit my schedule, skills, and interests. I also made connections I’ll have for the rest of my life. I know that I wouldn’t be the same person I am today without the opportunity to work through CMJTS and meet the amazing people I did.”

Lukas concluded his protégé position and graduated from high school with honors on June 5, 2016. He will be starting college at the University of Minnesota—Twin Cities in the fall and plans to major in engineering.



ANOKA COUNTY

Anoka County Job Training Center

Nicole Swanson, Assistant Director

1201 89th Avenue NE – Suite 235

Blaine, MN 55434

Phone: (763) 783-4866

www.anokacounty.us/JTC

County Served: Anoka

OVERVIEW

Anoka County Job Training Center's Young Adult Program, Empowers, provides year-round services to at-risk young adults in Anoka County ages 14-24, utilizing funds through both the Workforce Innovation and Opportunity Act (WIOA) and Minnesota Youth Program. Young adults served include those that are from economically disadvantaged families or public assistance recipients who are not in school; homeless, young people who are aging out of foster care, unemployed/underemployed high school dropouts and unemployed/underemployed young people without postsecondary training. A variety of services are provided including assessment and goal setting, assistance with completing high school and/or obtaining an industry recognized credential, vocational counseling, postsecondary planning, work experience/internships, job search assistance, and job placement.

BEST PRACTICES

Empowers staff serve youth with disabilities that are ages 14 – 21 that live in Anoka County and are attending secondary school and are customers of Vocational Rehabilitation Services (VRS) through the Pre-Employment Transitional Services program. Youth are placed in work experiences in an integrated environment in the community at both public and private sector employers. The goal is to assist youth gain confidence, develop job specific skills and foster positive work habits while preparing for future career opportunities. Work experiences generally last 12 weeks with an average of 20 hours a week.

Quarterly training classes called Empowers U (University) are offered to our young people. Empowers U is one avenue staff provide the 14 elements of WIOA. Speakers are frequently brought in, exposing youth to various topics on Leadership Development, Financial Literacy, Entrepreneurship, Labor Market Information and Career Exploration. This fall young adults attended an on-site college fair with over 10 college vendors and then visited Anoka Technical College for an on-site tour and information session.

Enhanced connections are offered to MFIP, SNAP, teen parents and non-recipients of public assistance benefits. Empowers staff partner with the Anoka-Hennepin Teen Parent Program to bring classes to the WorkForce Center (WFC) for tours to inform them about the program and WFC services. Staff also actively recruit teen parents served through the TANF Innovations Grant. These young people can be co-enrolled with Empowers to provide additional services beyond TANF Innovations timelines and scope of services. Co-enrolling youth is done whenever possible to help leverage resources between programs

COLLABORATIVE PARTNERS

The Local Workforce Development Area (LWDA) has several well established community partnerships in providing services to at-risk young people in Anoka County. Our current partnership network includes Anoka County Economic Assistance and Social Services Departments, the YMCA, Perkins Consortium, local high school and educational learning centers, Hope 4 Youth (our local youth homeless drop-in center), Metro North Adult Basic Education (ABE), the Minnesota Family

Investment and Diversionary Work Programs, Supplemental Nutrition Assistance Program (SNAP), Anoka Technical College, Anoka Ramsey Community College, Job Corps and MN Dept. of Vocational Rehabilitation Services. Our Standing Youth Committee has members from many of these agencies and our inter-agency collaborative meets quarterly to ensure strong communications and linkages are maintained to serve young adults. Partners also identify and refer youth who can benefit from case management, educational, financial and transitional supports of the WIOA Youth Program.

SERVING YOUTH OF COLOR

The LWDA operates the Racial Disparities Grant through the Minnesota Department of Human Services. This grant addresses the inequity of employment outcomes of both African American and Native American MFIP recipients. As part of this partnership with the Minneapolis Urban League (MUL), an MUL staff person is located onsite at the WFC to directly connect with under-served and under-represented public assistance recipients, which includes young adults. The MUL staff person provides empowerment training to these individuals and cultural sensitivity training for staff. The close partnership with the YMCA also connects Empowers services with under-served and under-represented youth populations. In addition, youth with language or cultural barriers may be referred to Metro North ABE services. Empowers staff coordinate support services with these agencies to help prepare young people with language and/or cultural barriers for employment and/or further education and training. Of the 115 youth served through MYP last year, 58 were non-white (50.4%).

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

Anoka County's Outreach to Schools activities include career exploration, vocational counseling, labor market information, job search and placement assistance, facilitating tours and orientations of the WFC. These activities complement the work of existing school counselors. Staff provide onsite presentations at local school districts, career fairs, and community events. Anoka County also coordinates with Dream It Do It, supporting annual manufacturing tours in October - this year serving nine schools and touring ten manufacturers. Outreach efforts have expanded to reach more young adults as our Empowers counseling staff have regular hours at the local technical college, the youth drop-in center for homeless young people and regular visits to alternative schools and the county workhouse.

CUSTOMER COMMENTS

"Never could have done it without your help." – Youth Participant who just was offered a job

"The Anoka County Empowers Youth Program coordinated with our school and a local manufacturing business for the last two years and has been incredibly helpful and insightful. Our students have been able to learn so much about the industry and felt this was a great learning experience. Thank you so much for allowing our students this opportunity!" – Career Advisor

"We are SO proud of him and excited to have him on board! He has definitely flourished!" – Worksite Supervisor, referring to youth who was a participant in the program and was just hired full-time at their site



SUCCESS STORY

Casey heard about the Healthcare Pathways Program through the Anoka County Workforce Center. After hearing the details about the program, she decided it sounded perfect as she wanted to become a nurse and could use the extra help to start her career. She enrolled in the WIOA OSY Program and attended the Healthcare Pathways Training and received her Nursing Assistant Certification in November 2015. Along with her Nursing Assistant Certification she also received training in Holistic Healing, Dementia, Culture Change, and Directing and Supporting. She went from making \$9.00 an hour working in the fast food industry to making \$14.00 an hour. She currently works at the Benedictine Health Center. Casey said that these programs have made her dreams a reality and that she can only go up from here. They have also allowed her to be able to take better care of her daughter. The extra support she received like mileage reimbursement helped when she was concentrating on school and the gift card incentives for meeting her goals were a nice added bonus. Casey's ultimate job goal is to get a Bachelor's of Science in Nursing and be a Registered Nurse. She hopes to open up her own nursing home someday.



CITY OF MINNEAPOLIS

Minneapolis Employment and Training

Deb Bahr-Helgen, Director

105 5th Avenue South | Suite 200

Minneapolis, MN 55401-2593

Phone: (612) 673-6226

www.minneapolismn.gov

Area Served: City of Minneapolis

OVERVIEW

STEP-UP is a City of Minneapolis program that trains, prepares, and matches youth ages 14-21 with meaningful work experiences. Nearly 650 STEP-UP interns are hired and paid by the private sector, effectively leveraging business investment to place nearly 1,700 youth in jobs. STEP-UP targets youth with the least connections to the workforce, including those from low-income families and with barriers to employment. Youth and business are supported throughout the experience by STEP-UP job coaches.

STEP-UP interns bring diversity and unique talents to their employers. Over 89% of the interns are youth of color and 30% speak fluently in a language other than English. Interns speak 38 unique languages and were born in over 40 different countries.

STEP-UP interns are matched in positions with employers based on their age and skill level, with the youngest youth and youth needing special supports working in subsidized internships at nonprofit agencies. More work ready youth, ages 16-21, are placed in employer paid positions at private sector businesses. STEP-UP interns earned a total of \$2.2M in wages, with over \$1.1M paid to interns directly from private sector employers.

BEST PRACTICES

Work Readiness — All interns complete interactive classroom training in the spring that prepares them for a successful work experience in a professional setting. 93% of interns successfully complete their internship and earn a work readiness credential designed and approved by the Minneapolis Regional Chamber of Commerce.

Career Pathways Exposure and Industry Specific Trainings — Focusing on five key sectors, STEP-UP works to provide interested interns with industry specific exposure to career options, trainings, and internships in the fields of STEM, Healthcare, Financial, Legal and Outdoor Careers.

Private Sector Engagement — 148 private sector companies see the benefit of investing in diverse and talented Minneapolis youth, hiring STEP-UP interns each summer to help with their business needs.

Academic Credit — In 2016, 700 youth attended a three-hour weekly class and had the opportunity to earn up to two elective credits each for their combined class on personal and professional development and their summer work experience with STEP-UP. We expect that more than 750 credits were earned. We are currently processing the credits.

COLLABORATIVE PARTNERS

Coordinated by the City of Minneapolis, STEP-UP wouldn't be possible without the support of several important community partners. AchieveMpls heads up the private sector employer recruitment and plays a big role in both youth recruitment and work readiness training. The Minneapolis Workforce Centers (North and South) support and monitor the nonprofit employers along with providing job coaching and payroll support for the interns working with

those employers. Project for Pride in Living partners to offer work readiness training for our youngest interns as well as offering a specialized training for older interns matched with placements in healthcare. The Minneapolis Park and Recreation Board is one of our largest employer partners and also provides the weekly personal and professional development class for the interns ages 14 and 15.

SERVING YOUTH OF COLOR

STEP-UP extensively recruits youth in all the large high schools in Minneapolis. Our team also recruits in a number of the charter and alternative schools in order to reach more underrepresented youth. Additionally, our staff does robust outreach to community based partners and shares resources for them to help youth apply to our program as well.

CUSTOMER COMMENTS

“He was so engaged in working at our site that he secured a job in a similar field elsewhere immediately following the end of his internship with us.” – Worksite Supervisor

“I enjoyed working with our intern and seeing his passion for education come about, as well as see him develop connections with students and staff.” – Worksite Supervisor

“I have gained much needed experience and what it takes to be successful in the work place. The classes were very helpful to me and I will be able to use what I learned and apply it to my future employment and my everyday life tasks.” – Youth Participant

“I learned new things about myself and I also discovered what I want to do for my future because of my job.” – Youth Participant

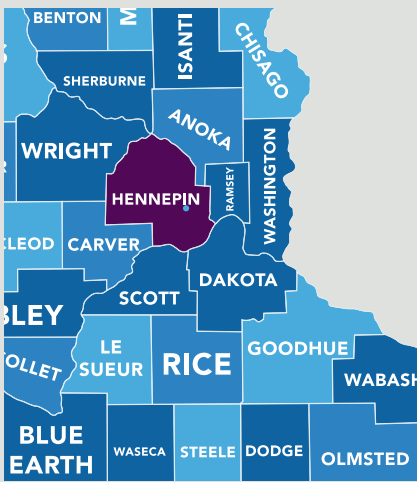


SUCCESS STORY

Dailona was a first year STEP-UP intern who learned about STEP-UP from a friend. During the summer of 2016, Dailona worked with Minneapolis Community Education as a youth editor for the Shine On! Youth Leaders Rising website at North Community High School. Dailona assisted the lead editor with creation, organization, and management of website content, production projects, and workshop facilitation. Dailona also had the opportunity to work in partnership with Target to create marketing and branding materials for Fashion With a Cause, a local non-profit.

Dailona said, “My first job experience this summer was more than I could have ever expected. I have learned many skills that have prepared me to be successful at work. I also was able to gain experience in a field that I have interest in. I am so thankful for all of the learning experiences STEP-UP has provided and I look forward to learning and experiencing more in the summers to come!”

This fall, Dailona will be a junior in high school studying online. She was also asked to continue doing marketing work with Fashion With a Cause. She plans to return to STEP-UP next summer.



HENNEPIN COUNTY

Hennepin County Human Resources Department
Workforce Development Services

Priscilla A. Robert, Senior. Planning Analyst, Youth Programs

4220 Old Shakopee Road | Bloomington, MN 55437

612-596-7431

www.hennepin.us

County Served: Hennepin (excluding the City of Minneapolis)

OVERVIEW

Tree Trust offers several different summer work experience opportunities to eligible youth through the Summer Youth Employment Program. This is an up-to-nine-week experience designed to teach youth work-readiness skills in a supportive but realistic work environment. During the summer of 2016, Tree Trust employed 208 Hennepin County youth through the Minnesota Youth Program (MYP). 56% of these youth are placed in Youth Conservation Corps (YCC) crew positions and 44% are placed in Enclave positions.

- ▶ **Youth Conservation Corps Crew:** Youth work on a supervised crew of eight to complete landscape construction projects that improve the community environment while building youth competencies in employment skills. Participants work two to three eight-hour days per week and can get a merit-based raise, earn elective academic credits and receive recognition at an award ceremony upon program completion.

In 2016, Hennepin County crews completed projects in Plymouth, Minnetonka, St. Louis Park, Maple Grove, Bloomington, and Golden Valley. YCC crews built timber staircases and retaining walls, installed timber edgers and various paver patios, created boardwalks, and constructed modular block retaining walls. The projects are a lasting testament to a summer spent working hard and gaining valuable employment experience.

- ▶ **Enclave Program:** Youth who work with job coaches and are employed through Enclave program are recruited and supported directly by work sites, which include Hennepin County public schools. Youth in these positions work in a variety of roles including office, janitorial, elder care, kitchen, and child care assistants. Academic credit is available to these youth directly from the schools in which they work.

BEST PRACTICES

- ▶ Youth working on a Tree Trust YCC crew have a unique opportunity to participate in an educational component called Team Tech. Team Tech is a curriculum designed to help foster understanding between what is learned in school and what skills are essential for the success in the world of work. The lessons are completed using computer tablets and are facilitated by a Tree Trust Employment Skills Instructor. Youth participate in four lessons during their summer work experience. The lessons are as follows: Creating a Budget, Career Exploration, Resume Writing and Completing a Job Application. Youth also learn Project Cost Estimation through ongoing worksite activities.
- ▶ Youth participants in Tree Trust's Summer Youth Employment Program (SYEP) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro 916 Area Learning Center. Youth in YCC are eligible to earn one credit for every 85 hours of work, up to two credits. The Team Tech lessons enrich workers 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 must complete the required number of hours to earn credit.

- ▶ Team Tech budget and project estimate lessons provide youth the opportunity to gain or enhance their financial literacy. The first lesson is a personal budget — youth develop a spreadsheet that includes 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. Youth also develop an understanding of the financial consequences of missing a day of work. Project cost estimation has youth track materials delivered to the worksite and the tools used to complete the project. Youth then use a cost inventory of materials and tools to develop a log with the approximate cost of materials and tools to illustrate just how much their project will cost. This lesson also illustrates the importance of material management and of avoiding material waste.

COLLABORATIVE PARTNERS

Tree Trust partnered with area county libraries and workforce centers to aid in the recruitment of youth and the application process. Park and recreation agencies, municipalities, public schools and private businesses also collaborated with Tree Trust to provide work sites for youth.

SERVING YOUTH OF COLOR

Tree Trust has 40 years of experience working with youth of color. In 2015, 68% of those we served were from communities of color. We do outreach and deliver programming in these communities and receive referrals of youth from many partner organizations who also work directly with this population. Through our JobPrep programs, we have provided paid work experience, employment readiness training, placement and retention services, case management and college and career navigation programming to tens of thousands of at risk youth and young adults in the Twin Cities Metro. Serving these youth and helping them find success in the workplace is foundational to our mission.

CUSTOMER COMMENTS

“I had a lot of fun working with other people and making friends. I enjoyed learning new skills and how to use them in the workplace.” – Youth Participant

“I think they do a good job showing us what it feels like to have a job and the importance of how to do your job right.” – Youth Participant

“I think my child has developed a better sense of what to expect when working a paid job. The job experience he developed also allowed him to explore future options for employment.” – Parent

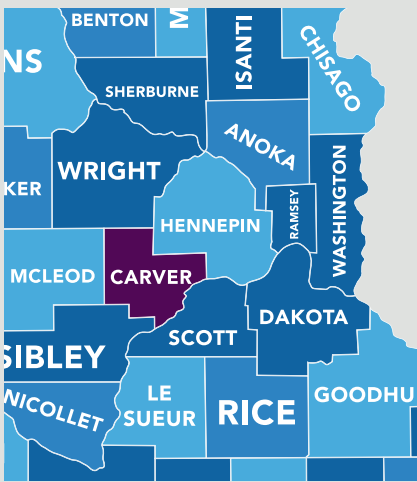


SUCCESS STORY

Keeasia is a 15-year-old from Brooklyn Center who wanted a summer job. Trying to avoid the fast food industry left Keeasia with limited options so she decided to look into Tree Trust.

She started the summer strong by earning the Worker of the Week award on the first week. Keeasia says she likes work that keeps her busy and that she likes making people happy, two things she learned at her six hour per month position at The Link in Minneapolis. As the summer progressed, Keeasia started to think her crew wouldn't finish the three-tiered retainer they were working on. Keeasia said the whole crew started to work better as a team and that her crew leader made everyone enjoy coming to work.

Keeasia says that the job has taught her a lot, especially with professional communication. Keeasia will be starting 10th grade at Park Center High School in the fall and is interested in becoming a veterinarian or a pediatrician.



CARVER COUNTY

Carver County Health and Human Services

Gwen Jansen, Income Support Manager

602 East 4th Street | Chaska, MN 55318

Phone: (952) 361-1600

www.co.carver.mn.us

County Served: Carver

OVERVIEW

The Carver County Summer Youth Employment Program (SYEP), funded with state MYP funds, offers the following services: interest assessment, work experience that includes job seeking skill development (i.e. filling out applications, resume development and interviewing), quality evaluations to assist the youth in developing appropriate work behavior, support services (i.e. transportation costs), as well as the opportunity to earn academic credit for some of the SYEP components. Workshops for youth to learn about Pre-Employment Skills are available prior to their interview process, and a Financial Literacy course is after they receive their first paycheck. Tuition assistance or other support services provided are available for Out-of-School youth.

Worksite supervisors use a SCANS evaluation form to measure youth performance and work readiness. The evaluation provides a numerical rating in a number of different skill areas so that it is easy for youth to understand and monitor improvements made in certain areas. We review this information twice during the summer with the youth to reflect on progress.

We assist youth with career exploration by asking them to complete an interest assessment at the beginning of programming. This year we used O-Net's mynextmove.org. The web-site provides a job interest report based on the assessment results, so youth have this information immediately upon completion of the assessment. We also distribute letters mid-summer with potential careers that may match their interests based on the results. The intention is to get the youth thinking about future career opportunities, and the training and education that may be needed to support their field of interest. We discuss what this may entail for them at monitoring visits and offer additional services if the youth are interested in further exploration.

BEST PRACTICES/COLLABORATIVE PARTNERS

Carver County collaborates with Southwest Metro Co-op for Youthbuild, Three Rivers Park District (youth are employed at Gale Woods Farm), District #287 (who refer youth with disabilities and provide job coaches at their sites as needed), and several local employers who support youth in the community by providing the workplace experiences, opportunities, and leadership to assist in the youth's success. Gale Woods continues to be one of our best work-sites to date. The supervisors are extremely patient, while teaching youth appropriate work behavior, holding youth accountable, and providing valuable feedback during evaluations to help prepare youth for future employment. Youthbuild provides the opportunity for youth to earn academic credit while they learn valuable skills in the carpentry trade.

Two Request for Proposals (RFP's) were sent out this summer for services that are provided. One was for transportation, which is offered to youth that are employed at Gale Woods Farm. The other RFP was for the Pre-Employment Skills workshop, and the Financial Literacy workshop. First Student was selected as our transportation service provider, and we had a repeat vendor for both workshops.

SERVING YOUTH OF COLOR

In Carver County, 5 out of the 23 youth served were those that are under-represented in the workforce due to their race. School counselors and teachers in the community identify the Summer Youth Program as a valuable opportunity for these youth, which is where the majority of connections are made.

CUSTOMER COMMENTS

“He is building confidence in himself.” – Parent

“My son participated and it boosted his confidence and this flows through everything he does. I firmly believe this experience will help him in school, college, and other jobs he pursues. I am so grateful that we have been able to be a part of this program!” – Parent

“Supervisors this summer are some of the kindest I have had. Their leadership makes working even more fun and enjoyable.” – Youth Participant

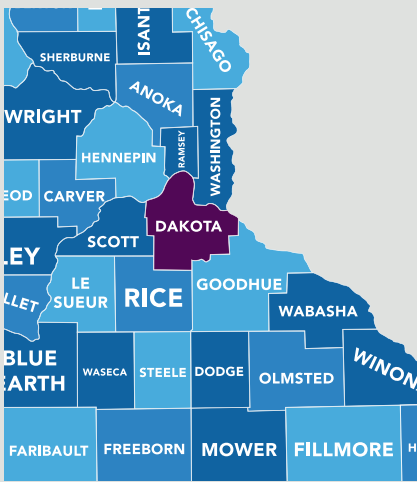
“The youth learned a lot about hard work paying off and being satisfied. They learned useful ways to communicate as well as how to work alone and as a part of a team.” – Supervisor



SUCCESS STORY

Kanani’s school counselor recommended the Summer Youth Program as a means for Kanani to advance in a career setting as she enters into the job and career fields of her choice. This was her 2nd year in the Summer Youth Program, and her first year at Gale Woods Farm. Kanani’s supervisors describe her as a quick learner, eager to help wherever she is needed, and stated that she often takes initiative.

She said that she is ready for her final year of high school so that she can pursue some kind of cosmetology classes. She’s hoping to work during the school year, possibly at Sally’s beauty supply. She said that it feels good to have her hard work be noticed and appreciated.



DAKOTA COUNTY

Dakota-Scott Workforce Services

Mark Jacobs, Director

1 Mendota Road West – Suite 100

West St. Paul, MN 55118-4765

Phone: (651) 554-5622

Scott Co. Phone: (952) 496-8528

mn.gov/deed/dakotascott

Counties Served: Dakota and Scott Counties

OVERVIEW

Tree Trust offers several different summer work experience opportunities to eligible youth through the Summer Youth Employment Program. This is an up-to-nine-week experience designed to teach youth work-readiness skills in a supportive but realistic work environment. During the summer of 2016, Tree Trust employed 123 Dakota County youth through the Minnesota Youth Program. 42% of youth are placed in Crew Positions and 16% are placed in Individual Site positions.

YOUTH CONSERVATION CORPS CREW

In this position, youth work on a supervised crew of eight to complete landscape construction projects that improve the community environment while building youth competencies in employment skills. They work two to three eight-hour days per week, can earn a merit-based raise and elective academic credit and receive recognition at an award ceremony upon program completion.

In 2016, Dakota County crews completed projects in Inver Grove Heights, West St. Paul, Lakeville and Apple Valley. The youth crews built timber and block stairways, constructed timber retaining walls, and built several timber bleacher edgers. The projects are a testament to a summer spent working hard and gaining valuable employment experience.

INDIVIDUAL SITE

Several Tree Trust youth are placed in local private businesses and non-profit organizations to provide child care, retail, custodial, and clerical assistance. These youth work an average of 20 hours per week and also have the opportunity to earn a merit-based raise as well as academic credit.

Tree Trust partnered with companies throughout the county, including those in Inver Grove Heights, Farmington, Rosemount, Randolph, and Eagan to provide meaningful work experiences.

ENCLAVE SITE

Youth who work with job coaches and are employed through an Enclave program are recruited and supported directly by work sites, which include Dakota County public schools. Youth in these positions work in a variety of roles including office, janitorial, retail, and child care assistants. Academic credit is available to these youth directly from the schools in which they work.

BEST PRACTICES

Unique opportunities to participate in skill development — Youth working on a Tree Trust YCC crew have a unique opportunity to participate in an educational component called Team Tech. Team Tech is a curriculum designed to help foster understanding between what is learned in school and what skills are essential for the success in the world of work. The lessons are completed using computer tablets and are facilitated by a Tree Trust Employment Skills Instructor.

Youth participate in four lessons during their summer work experience. The lessons are as follows: Creating a Budget, Career Exploration, Resume Writing and Completing a Job Application. Youth also learn Project Cost Estimation through ongoing worksite activities.

Opportunity for youth to earn academic credit—Youth participants in Tree Trust’s Summer Youth Employment Program (SYEP) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro 916 Area Learning Center. Youth in YCC are eligible to earn one credit for every 85 hours of work, up to two credits. The Team Tech lessons enrich workers 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 must complete the required number of hours to earn credit.

Financial literacy training for youth participants —The aforementioned Team Tech budget and project estimate lessons also provide youth the opportunity to gain or enhance their financial literacy. The first lesson is a personal budget — youth develop a spreadsheet that includes 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. In this lesson, youth also develop an understanding of the financial consequences of missing a day of work. Project cost estimation has youth track materials delivered to the worksite and the tools used to complete the project. Youth then use a cost inventory of materials and tools to develop a log with the approximate cost to illustrate just how much their project will cost. This lesson also illustrates the importance of material management and of avoiding material waste.

COLLABORATIVE PARTNERS

Tree Trust partnered with area county libraries and WorkForce Centers to aid in the recruitment of youth and the application process. Park and recreation agencies, municipalities, public schools and private businesses also collaborated with Tree Trust to provide work sites for youth.

SERVING YOUTH OF COLOR

Tree Trust has 40 years of experience working with youth of color. In 2015, 68% of those we served were from communities of color. We do outreach and deliver programming in these communities and receive referrals of youth from many partner organizations who also work directly with this population. Through our JobPrep programs, we have provided paid work experience, employment readiness training, placement and retention services, case management and college and career navigation programming to tens of thousands of at risk youth and young adults in the Twin Cities Metro. Serving these youth and helping them find success in the workplace is foundational to our mission.

CUSTOMER COMMENTS

“My experience at Tree Trust has prepared me for future jobs by giving me work experience and it showed how to act in the workplace and the importance of teamwork.” — Youth Participant

“My daughter gained a lot of confidence in herself and a sense of pride working.” – Parent



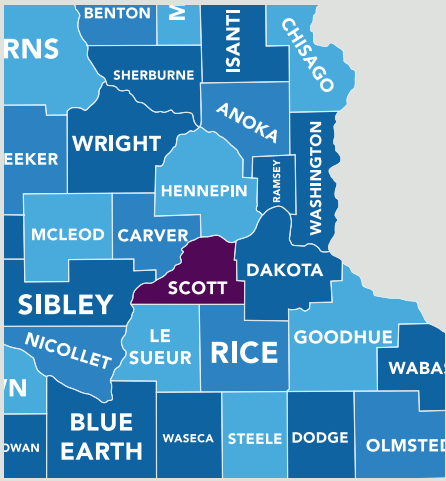
SUCCESS STORY

Tori is in her second summer as a crew member in Tree Trust’s Youth Conservation Corps. Being a returning crew member presents a different set of challenges. Having received a Governor’s Award, the highest honor, in her first summer, her new crew leader looked to Tori to be a leader on the crew.

Tori said she struggled at first when working with first year crew members who were not as experienced as her at both tool usage and workplace norms. But, as the weeks passed, she learned patience and how to communicate and lead.

Tori’s growth this summer gave her crew leader a reason to nominate Tori for another Governor’s Award. Tori’s crew leader said, “Tori has shown professional work habits beyond her years this summer. She has exhibited great teamwork and she works effectively with anyone on her crew.”

Tori will be entering her junior year at Lakeville South High School and plans to attend the University of North Dakota and pursue a nursing degree.



SCOTT COUNTY

Dakota-Scott Workforce Services

Mark Jacobs, Director

1 Mendota Road West – Suite 100

West St. Paul, MN 55118-4765

Phone: (651) 554-5622

Scott Co. Phone: (952) 496-8528

mn.gov/deed/dakotascott

Counties Served: Dakota and Scott Counties

OVERVIEW

Scott County served 34 youth in the Minnesota Youth Program this program year (7/1/15-6/30/16). The majority participated in the summer program, with several continuing year round for career counseling, training or job placement. Scott County utilizes the majority of Minnesota Youth Program (MYP) funding to assist youth who need credit recovery; especially seniors needing credits to earn their high school diploma. Other youth are enrolled to assist with their education, training, and work experience goals.

BEST PRACTICE

Scott County has collaborated with SouthWest Metro Educational Cooperative (formerly Carver Scott Educational Cooperative) for the past 20+ years in two credit recovery programs: YouthBuild and Murphy's Landing. Many youth have acquired credits during the summer to maintain grade level or to complete their high diploma requirements. There are other great achievements from these two programs: leadership, financial literacy, social/civics, OSHA 10, carpentry/landscaping skills and community awareness.

COLLABORATIVE PARTNERS

SouthWest Metro Educational Cooperative: Credit recovery and work experience programs:

- YouthBuild Program
- Murphy's Landing
- Financial Literacy
- New Creation Church – Shakopee
- Worksite – Child care/custodial/Summer Food Program
- Windmill Animal Rescue
- Worksite – animal care/retail store
- The Toy Store
- Worksite – repair/customer service
- The Vineyard Community Services
- Worksite – food shelf distribution/food storage
- East Creek Child care Center
- Child Development Associate (CDA) classes and training hours/work experience

Scott County E&T administers many programs including MYP, WIOA Youth and MFIP Employment Services. Counselors do case reviews and internal referrals to youth programs. Youth are co-enrolled into other programs to help them achieve their goals. Scott County Employment and Training also collaborates with local youth serving agencies to serve targeted populations.

PRIVATE SECTOR INVOLVEMENT

Scott County has initiated two private sector ‘internships’ during this year. Greencore, food manufacturer, and Angie’s Infant and Toddler childcare offer opportunities for Scott County youth with private sector employment. Staff continues to work with the local communities to identify worksites and job opportunities in the private sector.

SERVING YOUTH OF COLOR

Scott County staff sought program applications from schools, previous enrollees, and youth serving organizations. Scott County collaborated with the New Creation Church in Shakopee to provide meals during the summer for the highest impacted ‘free lunch’ families. The majority of recipients were Hispanic/Latino. Children were bussed from their homes in the morning to the church for breakfast and lunch with activities: classroom, outdoors and community events. Scott County enrolled youth to assist with the meals, activities and clean up for the summer of 2015. Most of the YouthBuild Program participants were youth of color. Program participants come from a wide variety of backgrounds, race, ethnicity, income levels, poverty groups, and abilities/disabilities.

OUTREACH TO SCHOOLS/CAREER ADVISOR

Scott County staff participated in workshops for youth at Shakopee High School regarding job seeking skills: interviewing, resume/portfolio and follow up. We did outreach at the SouthWest Metro Educational Cooperative enrollment evening for parents and youth. Staff has also attended local community schools and alternative schools to discuss employment and training opportunities that are available to them. Staff also provided information to school counselors on resources for youth.

CUSTOMER COMMENTS

“He did get a lot out of it. He is making and thinking about plans for his future and all in all is making good choices.”
– Parent

Skills developed by Participant:

- ▶ Speaking, taking control for myself, standing my ground, teamwork
- ▶ Patience, team work, reliability
- ▶ Respect

I learned about myself:

- ▶ I can work with others
- ▶ I can follow orders
- ▶ Real life experience – can be used later

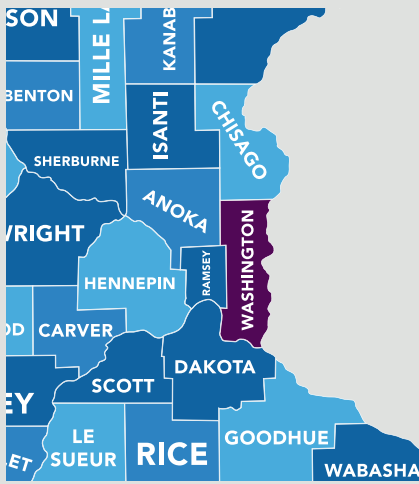


SUCCESS STORY

Emily was enrolled in the Scott County Summer Youth Program at the Landing that included credit recovery. She needed to earn credits for her senior year in order to graduate with her class. She also wanted to get paid and gain more job experience.

She worked with a team of other youth to assist the staff at the Landing doing gardening, landscaping, and animal care. The skills she developed included standing her ground, working as a team, and taking control for herself. Emily stated what she liked most about the program was working together as a group.

Emily graduated in June 2016. She is assisting her mother in the operation of the family childcare center. Emily has inquired about college or further training in culinary skills. She will work with her counselor to develop a plan for further training.



WASHINGTON COUNTY

Washington County WorkForce Center

Robert Crawford, Division Director

Woodbury Service Center

2150 Radio Drive

Woodbury, MN 55125

Phone: (651) 275-8650

mn.gov/deed/woodbury

County Served: Washington

OVERVIEW

Washington County's youth program provides subsidized work experiences at public and private worksites to help youth develop self-confidence, an understanding of workplace expectations, and good work habits. Youth also work with job counselors on goal setting to provide individualized services for each participant. Youth are then matched with worksites based on interests and abilities. At individual placements, worksites provide job coaching, supervision and training. Worksite supervisors complete work skills evaluations at several points during the placement to monitor progress and ensure that work readiness goals are achieved. To reinforce the skills they are gaining, youth attend work readiness trainings.

BEST PRACTICES

Youth participate in a series of workshops to help build job readiness skills and jump start the thinking process about potential careers of interest. Topics covered in the workshops are basic work skills, financial literacy, career exploration, and creative job search. Youth take the Strong Interest Inventory assessment and spend time researching career clusters of interest with online resources such as O*Net and ISEEK.

Washington County partners with Tree Trust for summer employment. Participants in Tree Trust's Summer Youth Employment Program (SYEP) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro 916 Area Learning Center. Youth in Youth Conversation Conservation Corps (YCC) are eligible to earn one credit for every 85 hours of work, up to two credits. The youth participants complete word processing and spreadsheet lessons to further enrich their 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 must complete the required number of hours to earn credit.

Also, Tree Trust YCC crew members have a unique opportunity to participate in an educational component called TeamTech. TeamTech 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 up-to-nine week program: Budgeting and Money Management, Project Cost Estimation, Resume Writing and Writing a Letter to the Community.

OUTREACH TO SCHOOLS

Washington County participated in the following events this year for recruitment: Career Day in collaboration with Northeast Metro 916 Career and Technical Center and Century College, Youth Job Fair in collaboration with South Washington County Schools and Career Skills Day for transition age youth. Staff also facilitated job readiness workshops at Woodbury High School and Stillwater High School.

COLLABORATIVE PARTNERS

Washington County partners with Tree Trust in offering summer experience opportunities to eligible youth through the Youth Conversation Conservation Corps (YCC). This is an up-to-nine week experience designed to teach youth work-readiness skills in a supportive but realistic outdoor work environment.

In YCC, youth work on a supervised crew of eight to complete landscape construction projects that improve the community environment while building youth competencies in employment skills. Youth work two to three eight-hour days per week, can earn a merit-based raise and elective academic credit and receive recognition at an award ceremony upon completion of the program.

In 2016, Washington County crews completed projects in Lake Elmo, Stillwater and Cottage Grove. YCC crews installed timber path edgers, built a timber staircase, and installed retainers around the targets at a disc golf course. The projects are a lasting testament to a summer spent working hard and gaining valuable employment experience.

Family Means is a community based program that provides after school and summer programming for children and teens in low income communities. The Youth Program provides wages for youth workers to work as program assistants. The collaboration allows older youth to serve as mentors. The result is that older youth increase their leadership and work readiness skills and younger youth have positive role models within their own community. Many younger youth have been overheard saying that they want to be a program assistant when they get older.

SERVING YOUTH OF COLOR

Since July 1st, 2015, 110 youth have been served through WFC's Young Adult Program. This program and staff have experience working with youth with barriers to education and employment. Of those youth served, 45% are from communities of color. Our current Young Adult Program operates year-round work experiences with a focus on two areas of the county that have particularly high youth of color populations (22% Landfall and 9% Cimarron).

Tree Trust has 40 years of experience working with youth of color. In 2015, 68% of those we served were from communities of color. We do outreach and deliver programming in these communities and receive referrals of youth from many partner organizations who also work directly with this population. Through our JobPrep programs, we have provided paid work experience, employment readiness training, placement and retention services, case management and college and career navigation programming to tens of thousands of at risk youth and young adults in the Twin Cities Metro. Serving these youth and helping them find success in the workplace is foundational to our mission.

CUSTOMER COMMENTS

"Youth Participant not only sees what needs to be done to keep our community youth program running smoothly, but he is a friend and a mentor to the youth here. They see what he is doing – going to college – and that helps them see it is possible for them." – Supervisor

"I learned about working with other people, including people that aren't so easy to work with." – Youth Participant

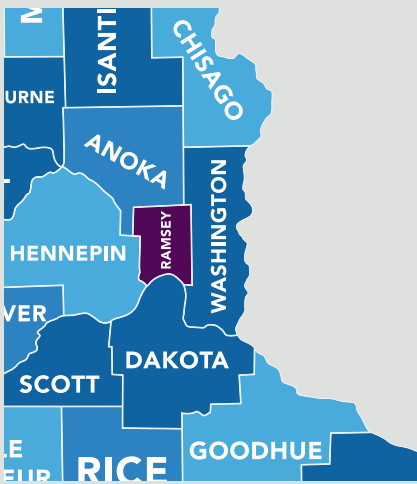
"Our son really enjoyed being able to work with other young adults. He was proud of the projects that they completed as a team." – Parent



SUCCESS STORY

Jose first worked for Tree Trust in 2014 and returned for his second summer as a Youth Conservation Corps Crew Member. Returning youth can be a great asset to a crew because they bring with them an understanding of the work environment and technical skills they learned in previous summers. Youth who return also get opportunities to improve their own abilities, especially in the crucial area of Leadership.

Jose's positive tone, encouragement, and work ethic helped set expectations for the crew and made the worksite operate more smoothly. Jose will be starting college at the University of Minnesota in the fall and plans to study Mechanical Engineering. He is also considering applying to be a Tree Trust crew leader in future summers.



RAMSEY COUNTY

Ramsey County Workforce Solutions

Patricia Brady, Director

2098 11th Avenue East

North St. Paul, MN 55109

Phone: (651) 779-5651

www.ramseycounty.us/residents/assistance-support/youth-resources

County Served: Ramsey

OVERVIEW

Ramsey County Workforce Solutions (WFS) re-branded its Youth Programs from Youth LEAD (Learn, Earn, Attain, Develop) to U LEAD (Learn, Earn, Attain, Develop). The program retains its values and reflects strategic delivery that align with the recent implementation of the Workforce Innovation and Opportunity Act (WIOA). Workforce Solutions Youth Programs are funded by WIOA and the Minnesota Youth Program (MYP) to provide comprehensive year-round services that include exposure to career pathways to all eligible Ramsey County youth ages 14-24.

BEST PRACTICES

Due to the high level of diversity in Ramsey County, of which most of them are under-represented youth of color, programs like Youth At Work (YAW), Outreach to Schools (OTS) and Higher Education Career Advisory Project (HECAP) have equally engaged the community, school teachers, interns and students. It has initiated a para-partnership and increased our presence in high schools. It continues to narrow the gap between school counselor and students. Every high school senior that does not have “milestones” in place for graduation in Naviance (a computer database system within the school districts) are touched by these programs. The interns reached over 6,000 students in the seven local high schools and provided students with a wealth of information. Group and one-on one consultation capitalized on trust between the intern and students followed by support by the teacher.

COLLABORATIVE PARTNERS

Collaborative partners include: Como High School, Humboldt, Roseville, Creative Arts, and LEAP. Other agencies that assisted includes TRIO/Upward Bound; Construction Hiring Connection; St Paul School District Career Connect Grant and Workforce Solutions. The implementation of Youth At Work grant (YAW) has provided youth the opportunity to be placed in a desired career pathway mutually established by both the job counselor and the participants which is tracked under unique activity subtypes like BEST - for participants in Business, Management & Administration career pathway; CARE – for participants in Human Services, Health Science and Technology career pathway; ARTS – for participants in Arts, Communication and Information System career pathway; STEM – for participant in the Agriculture, Food & Natural Resources, Engineering, Manufacturing & Technology Career Pathway. As previously mentioned, the strategy here is to ensure that participants are aware and knowledgeable about a living wage career as dictated by the most current Labor Market information (LMI) and to be able to make an intelligent choice about careers guided within the scope of the WIOA 15 elements.

In addition, U LEAD Programs also provide comparable coaching and customized training opportunities in the development of Career Pathway through required partnerships with Saint Paul College, which offers career pathway courses and training in programs like Project to Prosperity (P2P) in conjunction with other community based employment and training organizations to provide credential based Career Pathway Training.

SERVING YOUTH OF COLOR

Comprehensive Workforce Solutions U LEAD Programs continue to respond very well to demographic changes in Ramsey County. Intentional service delivery strategies are in place to ensure that complimentary programs like HECAP, YAW couple with P2P reaches out, to expose, engage, assist and serve underrepresented high school youth of color students in selecting a career of interest and a post-secondary path that will prepare them for globally demand driven occupations.

Interns were trained by WFS staff and Department of Employment and Economic Development (DEED) personnel on the use of labor market information, job seeking skills, resume development and composition, interviewing skills etc. Interns work approximately 18 hours per week.

OUTREACH TO SCHOOLS/ CAREER ADVISOR COMPONENT

Workforce Solutions MYP services delivery capitalizes on additional program endeavors such as: OTS and HECAP. OTS Program employ the service of college interns from the local two and four year post-secondary institutions to expose and navigate high school students on high growth and in-demand career pathways. The interns also expose students to post-secondary education information through individual or group advising sessions which allow the students to make informed choices about selecting a college and understanding the college application process.

CUSTOMER COMMENTS

“I didn’t think my child could attend college because I didn’t have the money; I didn’t realize the financial opportunities available to my child.” – Parent

“This experience reassured them that they are in the right profession and are excited about the possibilities ahead of them assisting students.” – Interns

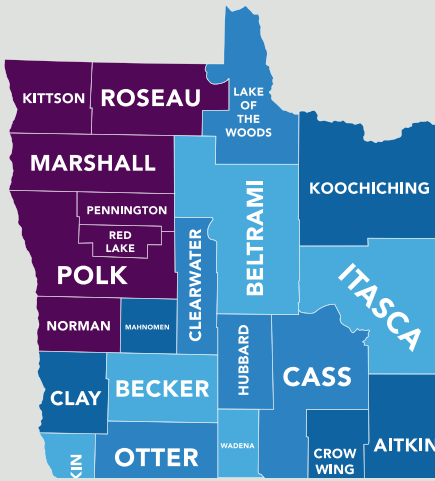


SUCCESS STORY

Matias came to ULEAD Summer Work Program with no work experience. He enjoys music and technology and wanted to do a summer administrative assistant job. Matias was eventually placed as an Environmental Health Intern with Ramsey County Environmental Health.

While working with Ramsey County Environmental Health, Matias assisted staff with administrative tasks as well as field work doing recycling transition and collecting recycling. Matias was an instant hit with all of his co-workers and was universally loved and respected for his kind nature, professionalism, and hard work. In his performance appraisal, Matias received the highest rating possible in everything from Work Quality to attitude, to effort, and good communication skills.

Matias is a living testament to how a parent’s love mixed with structure, discipline, and unwavering high standards can mold an amazing young adult. ULEAD Summer Program had the opportunity to be a small piece of that.



NORTHWEST MINNESOTA

Northwest Private Industry Council/ Inter-County Community Council

Catherine Johnson, Executive Director

Jennifer Booth, Employment & Training Director

207 Main Street, P.O. Box 189

Oklee, MN 56742

Phone: (218)-796-5144

www.intercountycc.org

Counties Served: Kittson, Marshall, Norman, Pennington, Polk, Red Lake, Roseau

OVERVIEW

In WDA1, Inter-County Community Council provides year-round youth programs for at-risk youth ages 14-24. We work with youth and young adults who have significant barriers to employment, assisting them to develop workforce skills and enter higher education. Job Training Specialists work closely with each participant to ensure success in school and on the worksite. These services are provided through the Minnesota Youth Program and the Workforce Innovation and Opportunity Act funds under the oversight of the local Workforce Development Board.

BEST PRACTICES

In rural Minnesota, it can be a difficult task to place each participant in a successful workplace. Job training specialists take the time to develop relationships with local partners to ensure the participant receives the best worksite experience possible. Local schools refer youth who they feel can benefit from youth employment programs: youth who didn't know about the programs are placed with employers who offer that extra boost of encouragement and skill building. With jobs being very competitive in small communities, the best way for participants to become marketable is to focus on gaining skills at a younger age.

COLLABORATIVE PARTNERS

Various agencies collaborate with ICC's Youth Programs to help young people achieve personal success. Building these relationships is a critical part of the MYP. Partners include: local schools, social service and public health agencies, court services/probation offices, other non-profits, cities, and private businesses.

SERVING YOUTH OF COLOR

ICCC is looking to expand services that will directly focus on serving diverse populations and strengthen our marketable population. With the increase in open jobs and the number of persons retiring, it is important to build our workforce. New Americans need to be integrated into our workforce to help sustain the communities and labor force. ICC wants to ensure new Americans have an opportunity to gain work skills and knowledge to grow and become successful. With the increase in the diversity of the larger communities served by ICC, job training specialists are focused on recruiting youth of color. Currently, 21% of youth served are youth of color.

OUTREACH TO SCHOOLS

ICCC works with local schools and area learning centers to focus on career exploration for students. This is a very successful opportunity for all partners involved, especially the students. Youth have an opportunity to explore careers and learn about additional education and training. Students take career assessment tests to find out where their strengths are and what additional schooling or training is required in the field of their choice. Outreach to schools is a successful component of the MYP program.

CUSTOMER COMMENTS

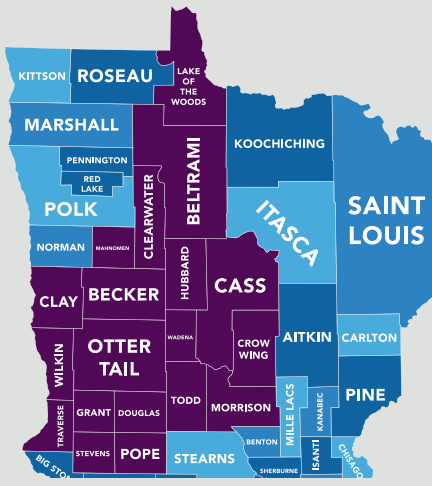
“Job well done!” – Supervisor

“You are golden.” – Supervisor

“The youth who participated in a Work Experience through the MYP is punctual, uses his work time wisely, follows directions, and is flexible in switching from one task to another.” – Supervisor

SUCCESS STORY

Ramon enrolled into the Minnesota Youth Program to gain work readiness skills to assist in securing gainful employment to support his wife and young son. ICCC staff worked with Ramon to find work experience while he was enrolled in post-secondary courses. This work experience had to fit his schedule so that he could continue working on his higher education goals. A Work Experience with the athletic department at the technical college he was attending was the perfect fit. Ramon was able to attend classes and work with players and coaches. Ramon graduated from Technical College with an Automotive Service Technician Diploma, is working full-time in his field, and is also completing his Associate of Applied Science degree. He continues to work with the athletic department while attending school and working full-time.



RURAL MINNESOTA

Rural Minnesota CEP

Dan Wenner, Executive Director

803 Roosevelt Avenue

Post Office Box 1108

Detroit Lakes, MN 56502

Phone: (218) 846-7400

www.rmcep.com

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

OVERVIEW

The transition to the Workforce Innovation and Opportunity Act (WIOA) required more intensive recruitment and working with a population of participants who needed to re-engage to earn a secondary diploma or the equivalent, and needed training for employment. The Rural CEP team has been successful in navigating this change through the recruitment processes.

Rural CEP served 173 participants in the In-School young adult program. These services included career planning and a hands-on work experience activity. Many participants are co-enrolled in WIOA, MYP, the Transitional Internship Experience, TANF Teen Parent, the Pre-Employment Transition Service collaboration with the Department of Rehabilitation Services, and Youthbuild.

Rural CEP served 216 Out-of-school participants. With all participants completing a career planning process to determine their field of interest, staff are able to assist them with transition relevant activities and begin a successful path towards the career they desire.

BEST PRACTICES

- The continued use of computer based technology and learning tools to assist in finding career pathways for the young adults is ever more present. The online tool of choice continues to be that of Career Ready 101 (CR101). The use of CR101 in the young adult program has provided a deeper look into the Career Clusters of interest to the client. Taking that information and matching it with a Holland RIASEC score led to expanding the work training sites and placement of the youth in a situation where they can best succeed.
- Staff assess and address the customer's whole situation when looking at placement on worksites, thinking about needs such as transportation, interest, ability, and familiarity when placing youth. Participants have a choice of worksites and are encouraged to determine worksites that have personal meaning. They feel they have a voice in their placement and an incentive to be successful at the site.
- Rural CEP continues a best practice from the Disability Employment Initiative (DEI): Integrated Resource Teams (IRTs) provide participants with streamlined services coming out of multiple agencies. One youth may have 5 advocates, addressing work training, schooling, housing, disability-related needs and other aspects of the participants educational training needs.
- Co-enrollments into the MYP and WIOA local grant funding sources are key to helping customers reach their goals. As funding becomes more limited, the ability to blend and braid funds and partner with other agencies to assist our young adults to achieve the goals set in the Employment Plans is very important.

COLLABORATIVE PARTNERS

RMCEP youth coordinators work with other entities to make available a full array of services based on the needs of participants. The following entities partner in the coordination and provision of needed resources: local public school systems for both regular and alternative services along with the Special Education and English as a Second Language staff, Adult Basic Education, co-workers who focus on Workforce Innovation and Opportunity Act Adult and Minnesota Family Investment programs, County Social Service providers, The Shop which is a youth-defined space in collaboration with a Youth Center, Department of Vocational Rehabilitation Services, post-secondary training providers, local probation officers, social workers, mental health providers, Youthbuild program, Lutheran Social Services, The Idea Circle, NW Minnesota Juvenile Centers, Northwest Indian Community Development Center, Evergreen Youth Services, Community Transition Interagency Committee's (CTIC's), Construct Tomorrow – a Northwest Minnesota Construction Liaison Committee, New Leaf, and most important, the families and support system of each participant.

SERVING YOUTH OF COLOR

Peer referrals from existing customers of color is an effective way to recruit new participants. Students refer friends and share information with peers regarding their experiences. Since there can be a language barrier, peer referrals help prospective clients to understand the benefits of participating in the youth programs.

MFIP staff meet with a customer and that customer often has a child who wants to work. Staff visit with the parents to answer any questions that they might have about available services.

School personnel, such as ESL Paraprofessionals and teachers, are crucial partners in recruiting youth of color. Finding the strengths of the individual youth is crucial to exploring their desired career pathway and developing a work experience in their area of interest.

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

The funds from HECAP and MYP are combined to provide career advising. For more information, see HECAP website: mn.gov/deed/programs-services/office-youth-development/special/higher-education

CUSTOMER COMMENTS

- From a parent of an OSY who completed a 12 week welding combination class: "I can't tell you how proud I've been of James since school started this year. He did very well on his first two tests. He has a spark and confidence I have never seen in him."
- "The worker developed a sense of community pride and concern for those in his community. He is a good worker and will be missed." – Worksite Supervisor
- "He does a great job. He is at work promptly at 6 am either rain or shine (he rides his bike to work). He is eager to work!" – Worksite Supervisor



SUCCESS STORY

Kristofer is a 17 year old from Moorhead who was diagnosed with Autism. He was referred to RMCEP by his vocational rehabilitation counselor to gain work experience. Kristofer was co-enrolled in the Minnesota Youth Program as well as the Pre-Employment Transition Services (Pre-ETS) pilot project. He was referred to MSUM Building Services. Kristofer and his father really liked this placement. It was close to where they lived and Kristofer was familiar with the campus. Kristofer was allowed job coaching hours through Vocational Rehabilitation. On an early visit to the worksite, the job coach confirmed that Kristofer was doing a very good job. By the time that he was done with his work training hours, Kristofer only needed the job coach at the beginning of the shift. Kristofer is currently a senior at Moorhead High School and will graduate in June 2017. After graduation, Kristofer hopes to go on to college at MSUM.

experiences and funding for our career pathways programming, including major partners such as Mayo Clinic and Habitat ReStore.

SERVING YOUTH OF COLOR

WDI currently employs six individuals who provide targeted outreach and programming to underrepresented individuals in their specific communities. This staff provides native-language outreach within their community, teaches job search skills and application assistance, and helps form connections with community leaders, parents, and young adults. Staff includes two Somali-speaking counselors, one Somalian job search instructor, one Spanish-speaking Career Counselor, one Karen Outreach and Job Search Instructor. Fifty percent of our current youth staff who provides Emerging Leaders programming also represents communities of color. Beyond providing staff and developing partnerships, we have truly made gains in tackling equity in employment for youth of color. Specific to the individuals the consortium organizations serve, Southeast Minnesota demographics represents an overall minority percentage of 13.30% for the region. WDI youth programs currently serve 48% youth of color, including 31% Black/African American youth and 13% multi-race youth. 46% of the youth we serve are also youth with disabilities. Of the 48% youth of color and 46% youth with disabilities participating in programming outlined in our Emerging Leaders Road Map, 100% of those exited have successfully completed their employment objective. Of the sixty youth served in the first year, 30 of them participated in work experience and 18 enrolled in post-secondary training for in demand careers.

OUTREACH TO SCHOOLS

We use a team approach when working with young participants providing an opportunity for a variety of services and multiple avenues to success. Career Counselors work closely with schools, providing information to administrators, teachers and students on the services available through youth programming. Counselors have regular hours at the various schools throughout the region making sure that they have a consistent presence and opportunity to meet with youth as needs arise. Working with school counselors and reaching students through class presentations allows students easy access to employment and education opportunities. We also use a “menu” approach to provide schools with easy access to a variety of education opportunities and services for their students.

CUSTOMER COMMENTS

“My life definitely would be different without the support Workforce Development has given me. I wouldn’t have learned the skills I need to be a successful employee. I don’t know where I would be without the workforce team. It has been a lifesaver and has helped me so much.” – Youth Participant

“I received my CNA and I am now helping others live the last years of their life, comfortably, confidently, and happy. With the help I received from WDI, I am making the world a better place, one smile at a time.” – Youth Participant

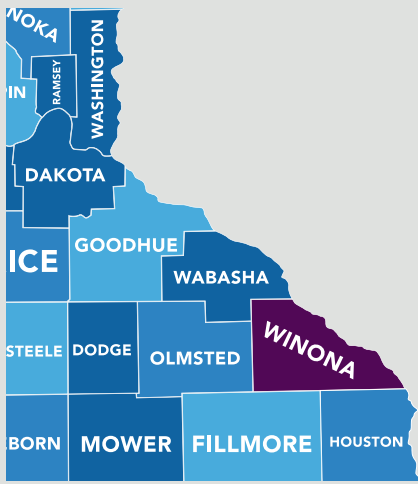
“He laughs more frequently and is conversational and engaged at home. He is so grateful for the program which has given him a sense of purpose again.” – Parent



SUCCESS STORY

Nesly– “I came to America almost 4 years ago. Since I don’t speak fluent English, I decided to attend a class at Hawthorne (ABE) and that’s where I was introduced to Workforce Development. My counselor helped me out in figuring out the classes I should take and directed me to what I really want to do in the future. I studied for CNA classes and after I got my CNA license I finished up for my PCA. I recently just finished up my LPN course last September and I passed my boards in October. I am now working as an LPN at Mayo Clinic and am currently finishing up my general classes and hoping to get in to RN Nursing School soon.

My ultimate goal is to be a nurse (RN) someday and Workforce Development has been a big part of almost everything that I have achieved today. If not for the assistance of WDI I don’t know if I would have been able to afford all the books and tuition fees for all the classes I took. I am thankful for this program because of all the help I was given and still receiving; from bus passes to books and tuition fees and for all the emotional support I have received from all of my counselors.”



WINONA COUNTY

Winona County WorkForce Council

Mike Haney, Director

1250 Homer Road – Suite 200

Winona, MN 55987

Phone: (507) 453-2920

mn.gov/deed/winona

County Served: Winona

OVERVIEW

While we recognize that youth programs serve youth with various barriers to employment, they also serve the families of youth, employers and the community at large. Building confidence, soft skills and specific work related skills are obvious benefits to program participants (besides the paycheck for employed youth). The youth program offers hope to participants and their families. Some youth earn a high school diploma because of the programs; they also earn school credit for their work experience.

The program provides local businesses with employees. Local employers get a first hand chance to learn that the person with barriers — maybe a disability, maybe some legal problems — can work out just as well as other hires, introducing them to a whole new labor pool. Some employers really enjoy the opportunity to mentor and train, to watch the personal growth process of their youth participants. Everyone benefits when someone discovers their “nitch,” is able to start on a career path that’s their passion and becomes a contributing member of the local community. We all benefit when everyone is included.

BEST PRACTICES

An important lynch pin of our program is having youth work in the community with local employers. Before sending a youth into the community to work, we make sure they are job ready. Indications of this would be that they are prompt in returning phone calls, they follow through with assignments and when they come to the WorkForce Center, they are neat, presentable and look like they are ready for work. For younger youth, we are working closely with the schools. For older youth, we work with the referral source. We feel the youth gain a deeper appreciation of work readiness through the actual experience of having to be at work on time, follow a supervisor’s instructions, get along with coworkers and all those other work-related soft skills learned on the job. We work to provide worksites that are easily accessible to the youth, including both youth in Winona and youth in the rural areas.

Each participant was also required to complete an online course in safety training. The WorkForce Center sponsored a youth camp which focused on safety training and job seeking skills. Each participant left with a resume they had completed. Youth staff go to schools in three school districts (Winona, Lewiston-Altura and St Charles) to meet with youth during the school year. As transportation is often a barrier for these youth, this removes one potential barrier for youth enrollment in the youth programs. We very much appreciate the schools’ cooperation.

OUTREACH TO SCHOOLS

The Winona WorkForce Center was able to place an intern in four schools in the three school districts. Working closely with school staff, the intern provided students with individual assistance looking at career interests and planning, labor market information and information on various area post secondary schools as well as looking at the possibility of military careers. There is also collaboration between local schools and the WorkForce Center Youth Program which

allows program participants to earn school credit for their work experience. As school personnel has more contact with participants in the youth program, we do rely more on school personnel for information on how our youth participants are doing.

COLLABORATIVE PARTNERS

The Winona Youth Projects aim to maximize the use of community resources and provide coordinated services to area youth and area providers. We have coordinated efforts with Vocational Rehabilitation Services and counselors for the MFIP programs. We have provided presentations and services for local K–12 school systems as well as Southeast Technical and the Winona WorkForce Investment Board. Staff presented information to groups of youth who have involvement with the juvenile justice system. Our Youth Council looks for ways to collaborate with other groups to maximize use of community resources.

CUSTOMER COMMENTS

“Students who work at a Key Kids site realize the potential opportunities there are to work with children. They are scheduled to work and we rely on them to be there which teaches responsibility. Student workers prove to be an invaluable asset to our program and we are very grateful to have them.” —Sue, Key Kids

“We enjoy having the youth help at the Center. We feel that we are helping them learn new skills, which will help them in the future.” —Patricia, St. Charles Resource Center

“Working at the Resource Center taught me how to be organized and neat. It was fun to help the clients.”
— Youth Participant



SUCCESS STORY

Constance is focused on her future — graduating from high school, looking to move into a home of her own with her daughter, gathering things for her home, finding day care for her daughter and thinking about college. Along with a drive to do well in school today, her focus is being prepared for the future. Constance enrolled in the Minnesota Youth Program in June 2014. She is currently a senior at the Winona Alternative Learning Center. Constance is a foster youth who had some work history before she came to the Winona Youth Program. Through the youth program she worked at the Salvation Army where she feels she learned a lot about dealing with difficult and challenging situations. She learned to be more responsible and respectful, to stay on top of things and to overcome or go around different barriers. Constance learned better coping skills which she’s been able to apply outside the work environment. Constance typically gets all excellent marks on her time sheet. Constance knows that she will have to find another job when she graduates. A youth program workshop helped her write a resume while she looked at her entire work history.

“Learning to focus on the what you want to do and finding the right people to support you helped me move past negativity in my life,” Constance stated.

SFY 2016 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY
(JULY 1, 2015 THROUGH JUNE 30, 2016)

**INDIVIDUALIZED CASE MANAGED
WORK EXPERIENCE DATA SUMMARY**

COMBINED WDA TOTALS		TOTAL	PCT	WDA 1	WDA 2	WDA 3	WDA 4	WDA 5	WDA 6	WDA 7	WDA 8
1. Total Participants Served		2,702		38	274	150	92	233	72	247	199
1a. Total Participants Exited		1,247		6	127	56	29	141	24	143	40
Gender	2a. Male	1,461	54.1%	28	163	87	46	117	50	123	91
	2b. Female	1,241	45.9%	10	111	63	46	116	22	124	108
Age	3a. 14 - 15	763	28.2%	11	85	26	5	23	22	23	11
	3b. 16 - 17	980	36.3%	15	131	76	29	138	34	132	58
	3c. 18	354	13.1%	6	35	21	22	41	8	39	35
	3d. 19 - 21	496	18.4%	3	23	27	35	22	8	47	62
	3e. 22 - 24	110	4.1%	3	0	0	1	9	0	7	33
Ethnicity / Race	4a. Hispanic/Latino	224	8.3%	6	13	2	5	18	9	38	36
	4b. American Indian or Alaska Native	87	3.2%	0	26	12	9	6	2	4	3
	4c. Asian or Pacific Islander	149	5.5%	0	3	0	3	2	0	4	2
	4d. Black or African American	761	28.2%	1	11	1	14	9	8	76	35
	4e. White	1,593	59.0%	36	233	129	54	212	60	158	145
	4f. Multi Race	112	4.1%	1	1	8	12	4	2	5	14
Education Level	5a. Grades K-12 (No Diploma/GED)	2,269	84.0%	32	257	119	71	215	67	201	137
	5b. High School graduate or equivalent	366	13.5%	5	16	23	17	16	5	40	52
	5c. Post-Secondary Education	57	2.1%	1	1	8	4	2	0	6	10
Other Demographics	6. Limited English Proficient	219	8.1%	1	4	3	2	1	4	28	10
	7. Youth From Families Receiving Public Assistance	946	35.0%	12	79	45	46	26	20	111	65
	8. Foster Youth	154	5.7%	2	28	10	10	9	3	36	7
	9. Youth with a Disability	1,450	53.7%	28	161	94	49	156	44	100	97
	10. High School Drop-Out	155	5.7%	3	4	4	11	8	0	13	47
	11. Offender	276	10.2%	7	19	12	17	15	5	37	38
	12. Pregnant or Parenting Youth	165	6.1%	1	4	11	11	8	3	24	38
	13. Basic Skills Deficient	1,739	64.4%	8	197	85	79	185	21	193	165
	14. Homeless or Runaway Youth	160	5.9%	1	3	3	10	9	2	18	13
	15. Not Employed at Program Enrollment	2,384	88.2%	35	228	137	86	193	63	229	145
	PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE										
1. Received Education/Job Training Activities		939	34.8%	5	230	23	13	91	0	22	102
2. Received Work Experience Activities		1,423	52.7%	19	230	80	52	130	49	197	69
3. Received Community Involvement and Leadership Development Activities		492	18.2%	0	0	0	0	57	0	59	9
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		1,430	52.9%	5	87	142	72	188	16	234	183
5. Received Mentoring Activities		744	27.5%	0	25	44	2	27	51	207	2
6. Received Support Services		643	23.8%	1	6	2	88	7	0	233	8
INDICATORS OF PERFORMANCE (Based on Number of Exiters)											
1. Attained Work Readiness or Education Goals in ISS		1,091	87.5%	5	111	42	24	140	17	146	60
2. Received Academic/Service Learning Credit		793	63.6%	4	11	69	3	164	26	83	44
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		993	79.6%	2	91	4	9	119	19	96	22
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		290	23.3%	2	30	37	15	58	8	50	28
CUSTOMER SATISFACTION											
1. Number of Participants Rating MYP Experience as "Excellent"		315	47.9%	7	26	15	6	14	7	30	18
2. Number of Participants Rating MYP Experience as "Very Good"		280	42.6%	5	33	7	5	5	7	8	6
3. Number of Participants Rating MYP Experience as "Average"		53	8.1%	0	9	2	1	2	1	6	3
4. Number of Participants Rating MYP Experience as "Below Average"		8	1.2%	0	0	0	0	0	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		1	0.2%	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		657	100.0%	12	68	24	12	21	15	44	27

SFY 2016 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY
(JULY 1, 2015 THROUGH JUNE 30, 2016)

COMBINED WDA TOTALS		TOTAL	PCT	WDA 9H	WDA 9C	WDA 10	WDA 12	WDA 14D	WDA 14S	WDA 15	WDA 16	WDA 17	WDA 18
1. Total Participants Served		2,702		364	30	214	115	133	34	263	68	154	22
1a. Total Participants Exited		1,247		208	13	138	35	83	23	75	36	54	16
Gender	2a. Male	1,461	54.1%	228	20	85	47	90	23	136	48	67	12
	2b. Female	1,241	45.9%	136	10	129	68	43	11	127	20	87	10
Age	3a. 14 - 15	763	28.2%	151	8	126	24	55	7	38	23	125	0
	3b. 16 - 17	980	36.3%	97	17	55	23	32	19	64	18	29	13
	3c. 18	354	13.1%	39	4	16	14	12	6	42	7	0	7
	3d. 19 - 21	496	18.4%	77	1	17	31	34	2	86	20	0	1
	3e. 22 - 24	110	4.1%	0	0	0	23	0	0	33	0	0	1
Ethnicity / Race	4a. Hispanic/Latino	224	8.3%	10	2	23	8	6	9	19	10	10	0
	4b. American Indian or Alaska Native	87	3.2%	1	0	17	0	1	1	3	1	1	0
	4c. Asian or Pacific Islander	149	5.5%	33	1	25	6	11	1	52	2	4	0
	4d. Black or African American	761	28.2%	173	3	135	43	29	1	128	12	80	2
	4e. White	1,593	59.0%	152	26	24	57	89	29	51	51	67	20
4f. Multi Race	112	4.1%	5	0	13	9	3	2	29	2	2	0	
Education Level	5a. Grades K-12 (No Diploma/GED)	2,269	84.0%	321	30	202	80	105	34	166	60	153	19
	5b. High School graduate or equivalent	366	13.5%	32	0	12	32	25	0	79	8	1	3
	5c. Post-Secondary Education	57	2.1%	11	0	0	3	3	0	8	0	0	0
Other Demographics	6. Limited English Proficient	219	8.1%	23	0	16	3	2	4	62	3	52	1
	7. Youth From Families Receiving Public Assistance	946	35.0%	112	9	73	55	40	8	122	22	91	10
	8. Foster Youth	154	5.7%	7	4	4	4	1	1	9	1	17	1
	9. Youth with a Disability	1,450	53.7%	191	19	187	37	79	13	64	53	61	17
	10. High School Drop-Out	155	5.7%	2	0	2	7	0	1	52	1	0	0
	11. Offender	276	10.2%	19	0	1	5	13	2	50	10	22	4
	12. Pregnant or Parenting Youth	165	6.1%	7	0	3	19	0	4	30	0	1	1
	13. Basic Skills Deficient	1,739	64.4%	282	10	6	60	82	17	183	43	105	18
	14. Homeless or Runaway Youth	160	5.9%	4	0	3	7	4	1	64	1	14	3
	15. Not Employed at Program Enrollment	2,384	88.2%	343	26	214	99	133	22	192	67	154	18
PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE													
1. Received Education/Job Training Activities		939	34.8%	123	0	69	107	53	32	53	4	0	12
2. Received Work Experience Activities		1,423	52.7%	130	27	163	76	53	6	123	6	0	13
3. Received Community Involvement and Leadership Development Activities		492	18.2%	123	0	0	36	53	0	1	0	154	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		1,430	52.9%	0	0	0	88	0	2	253	0	154	6
5. Received Mentoring Activities		744	27.5%	123	0	0	47	53	0	163	0	0	0
6. Received Support Services		643	23.8%	123	0	1	29	53	0	70	0	22	0
INDICATORS OF PERFORMANCE (Based on Number of Exiters)													
1. Attained Work Readiness or Education Goals in ISS		1,091	87.5%	132	13	135	34	51	24	70	34	51	2
2. Received Academic/Service Learning Credit		793	63.6%	122	0	135	30	46	21	8	26	1	0
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		993	79.6%	208	12	137	32	83	21	48	35	53	2
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		290	23.3%	0	0	0	18	0	5	36	1	0	2
CUSTOMER SATISFACTION													
1. Number of Participants Rating MYP Experience as "Excellent"		315	47.9%	21	9	86	5	10	3	18	4	34	2
2. Number of Participants Rating MYP Experience as "Very Good"		280	42.6%	22	3	99	2	14	6	6	4	48	0
3. Number of Participants Rating MYP Experience as "Average"		53	8.1%	1	0	7	1	1	7	1	0	11	0
4. Number of Participants Rating MYP Experience as "Below Average"		8	1.2%	0	0	8	0	0	0	0	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		1	0.2%	1	0	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		657	100.0%	45	12	200	8	25	16	25	8	93	2

OUTREACH TO SCHOOLS/ CAREER ADVISOR COMPONENT

JULY 1, 2015 THROUGH JUNE 30, 2016

		TOTAL	PCT	WDA 2*	WDA 3*	WDA 4	WDA 5	WDA 6*	WDA 7	WDA 8*	WDA 15	WDA 17
Total Number of Youth Served		13,515		2,542	1,065	46	2,706	2,109	1,889	523	2,108	527
Total Number of Parents/Other Family Members Served		619		299	53	0	111	0	121	0	35	0
Total Number of Interns Providing Services		17		N/A	N/A	N/A	0	1	7	0	7	2
Grade	Up to Grade 9	2,631	19%	752	187	0	321	227	535	10	444	155
	10	2,766	20%	579	253	23	526	579	414	41	336	15
	11	3,781	28%	612	332	18	740	757	473	203	488	158
	12	4,125	31%	591	239	5	1,014	524	467	269	817	199
	Post High School	323	2%	8	54	0	216	22	0	0	23	0
Ethnicity/Race	Hispanic/Latino	1,297	10%	166	14	2	45	332	287	173	272	6
	American Indian or Alaska Native	454	3%	210	57	7	16	114	14	5	27	4
	Asian/Pacific Islander	850	6%	35	0	2	19	105	8	4	668	9
	Black or African American	1,313	10%	159	29	14	48	189	57	62	688	67
	White	9,668	72%	1,972	915	21	2,689	1,369	1,523	279	459	441
Total Number Receiving Individualized/ One-on-One Services		4,397		346	562	20	591	431	761	88	1,107	491
Total Number Receiving Group Services		11,213		3,253	503	26	2,115	1,678	1,622	435	1,221	360

* Data blended with Higher Education Career Advisors Project (HECAP) funding

An additional 10,415 youth were served under the Outreach to Schools/Career Advisor component with blended HECAP funding. These include: the City of Duluth (572 youth), Central Minnesota (318 youth), South Central Minnesota (3,466 youth), Ramsey County (4,386 youth), and Stearns-Benton (1,673 youth).

YOUTH PROGRAM STATE FISCAL YEAR 2016

RETURN ON INVESTMENT (ROI) INFORMATION

MINNESOTA YOUTH PROGRAM	WDA DATA
A. Unduplicated Count of MYP Enrollees	2,702
B. Total number of MYP termed	1,247
C. Total number of MYP terminees that returned to school	862
D. Total number of MYP terminees that were placed in jobs	213
E. Average wage at placement for MYP placements	\$10.54
F. Average number of hours per week for MYP placements	40
G. Total number of MYP placed in part-time/transition jobs (activities #91 & #92)	1,265
H. Average wage at transition for those MYP placed in activities (#91 & #92)	\$9.00
I. Average number of hours per week for MYP transition jobs (activities #91 & #92)	40
J. Total MYP expenses for the program year	\$779,625
K. Total Annual Wages Earned by MYP Participants	\$7,402,042
L. Total Government Taxes Paid (est at 26.6%)	\$1,968,943
M. Est. Welfare Savings on Placements (Avg. \$6448)	\$1,373,424
N. Total Annual Return to Government	\$3,342,367
O. Positive Termination Rate	86.2%
P. Entered Employment Rate	55.3%
Q. Return on Investment	\$4.29



**MINNESOTA DEPARTMENT OF EMPLOYMENT
AND ECONOMIC DEVELOPMENT**

1st National Bank Building
332 Minnesota Street, Suite E200
Saint Paul, MN 55101-1351, USA
651-259-7114 | 800-657-3858 | TTY - 651-296-3900
mn.gov/deed