

MINNESOTA YOUTH PROGRAM

SFY2017 ANNUAL REPORT



MYP



This 2017 Annual Report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2017.

This report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2017. 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 10 percent (and double that for youth of color, low-income youth and youth with disabilities).



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WHO IS SERVED UNDER MYP?

3,198 youth were served through the work experience component of MYP and an additional 21,915 youth were served through the Outreach to Schools/Career Advisor component of MYP: 57% are youth of color, 47% are youth with disabilities and 41% 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 SFY2017 and outcomes are included in charts at the end of this report.

For data on individualized case managed work experience, [see pages 40-41](#).

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.

Support Services: Items that are necessary for a youth to participate in MYP, such as transportation, clothing, tools, child care, housing/rental assistance, school-related expenses, etc.

Credentials/Academic Credit: Youth can earn academic credit, service learning credit or industry-recognized credentials, degrees and certificates.

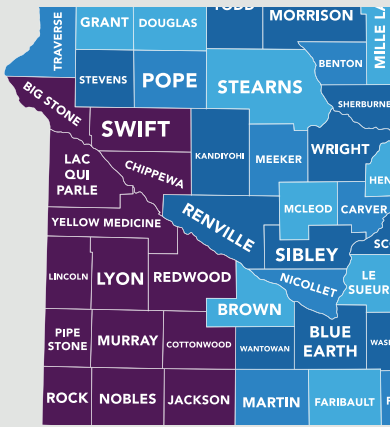
WHAT DOES THE RESEARCH SAY ABOUT WORK EXPERIENCE FOR TEENS?

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 \$4.65 for SFY2017 [\(see page 43\)](#).



SOUTHWEST MINNESOTA

Southwest Minnesota Private Industry Council (PIC)

Eriann Faris, Youth Program Manager

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Phone: 507-476-4053

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 Disability Employment Initiative Funds, 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 SW MN Private Industry Council (PIC) and the Lower Sioux Indian Community provided 7th, 8th, and 9th grade students training covering job seeking, applications, and interviewing. Participants are selected to participate in a seven-week summer youth work program organized by Lower Sioux Indian Community and Dakota Wicohan. The name of the summer work program is Tokatakiya wodakota yuha maunnipi kte ye/do, which means, "We will walk towards the future with the Dakota way of life." In addition, to developing employment skills, the young workers are studying Dakota language and lifeways.

The students were coached and guided on how to fill out a job application and complete an interview to participate in the summer work program. PIC youth staff provided feedback to each of the students on their final application and interview. To further build the youth's employment skills, the SW MN Private Industry Council (PIC) facilitated a second presentation to the Dakota youth workers on various career clusters that are high demand, high pay industries in southwest MN. In addition, PIC staff introduced a variety of tools for the students to use as they begin their career exploration efforts, such as job exploration videos, labor market information, and financial literacy.

Tokatakiya wodakota yuha maunnipi kte ye/do is a creative and collaborative initiative, utilizing a transdisciplinary educational and experiential work program. Youth learn the Dakota language, culture, core values, while engaged in diverse work skills, including cooking, gardening, construction, cleaning, and the arts. Intergenerational learning is central, including daily elder visits. Cultural, historical, and environmental site visits are also interspersed throughout the program. This is truly collaboration between Lower Sioux's health, education, recreation, cultural environmental departments, as well as Dakota Wicohan, Minnesota Indigenous Women's Society and Southwest Private Industry Council.

COLLABORATIVE PARTNERS/ BEST PRACTICES

The PIC Young Adult Programs was selected as the #1 Award Winner of the 2017 MWCA Promising Practices awards at this year's Minnesota Workforce Council Association's Summer Meeting. The submitted nominations were reviewed and ranked by representatives from National Skills Coalition; Governor's Workforce Development Board and the MN Department of Employment & Economic Development.



SUCCESS STORY

When Shayne lost his job a few summers ago, he applied for several jobs in his very rural hometown in Southwest MN, with no luck in being able to obtain a work experience. The PIC, through the use of the Pre-Employment Transition Services pilot project and the Minnesota Youth Program, was able to help Shayne obtain a work experience in his hometown at the local library. Shayne will be graduating this Spring, and has been accepted and is planning to attend Alexandria Technical College for Computer Support.

Students from the Minnesota Valley Area Learning Center had the opportunity to take a Welding Class at MN West Granite Falls during spring 2017 as part of their education training plan. The demographics of the students participating included: Hispanic/Latino; American Indian; and White. Students earned six college credits and gained the technical skills needed to obtain employment in the high-demand field of welding. The class was sponsored by PIC, Adult Basic Education, MN West Community and Technical College and the MN Valley ALC. Students attended welding class two - three days a week and also continued their regular classes at the MN Valley ALC. Included as part of the class were visits to several local businesses, employability skills, instruction in technical reading and welding math and opportunities to explore other mechanical trades.

The students visited AGCO Headquarters in Jackson and the educational programs at MN West Jackson. During the 2016-17 school year the students had a variety of opportunities to explore and research possible careers. They visited colleges, and heard from speakers from both public and private post-secondary institutions. The students were provided opportunities to learn new job skills as well as improve upon their existing job skills. Students gained insight into various careers through tours of businesses and production facilities and by having the ability to listen to representatives from a variety of local employers. The field trips, speakers and career exploration activities provided students with information and motivation to pursue education and training past high school. Business engagement included tours at J&D Construction, Friendship Homes and Spec System.

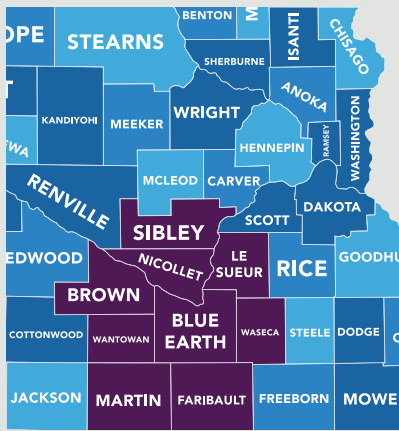
OUTREACH TO SCHOOLS/ CAREER ADVISOR COMPONENT

The Southwest Minnesota Outreach to Schools (OTS) Program is a partnership between the SW MN Private Industry Council, Southwest Youth Committee, SW MN Workforce Development Board and local educational agencies. The goal of OTS is to help students to increase participation and be successful in the stages of career development, including career awareness, career exploration, career preparation, and career placement; while playing a primary role in helping students and their families navigate the complex multi-agency career pathways system.

The purpose is to support explore career options and develop plans for transition from high school to post-secondary training and/or competitive employment. PIC staff provide the link necessary to match students to gainful employment through individualized needs assessment and comprehensive services such as career planning, postsecondary career education, systems linkages and service coordination, and other promising practices such as work experiences, career exploration, and work-readiness skills training. In addition, the OTS programs provides greater access to career services through the expertise of qualified and certified career specialists provided through the Workforce System. PIC and Workforce Center staff have strong connections to local employers which provides an opportunity to build heightened awareness to parents, teachers, and students regarding the careers available in the region.

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*
- “I was able to make money, learn how to change oil in vehicles, improve my reputation, have more patience, improve my work ethic, and become part of the workforce.” – *Youth Participant*



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.

South Central and Southwest Minnesota identified a great need to provide labor market information to students, parents and school counselors to create awareness of career opportunities in high-growth, in-demand occupations. The launch of the labor market campaign “Know Before You Go” shared infographics on education and wage range by education level, annual tuition increases, cost of a degree, and demand jobs in the region.

COLLABORATIVE PARTNERS

- ▶ Local School Districts: Cleveland, Gibbon-Fairfax-Winthrop, Lake Crystal-Wellcome-Memorial, Le Sueur-Henderson, Madelia, Sibley East, St. Clair, St. Peter and Tri-City United
- ▶ Minnesota State University-Mankato
 - ▶ Education Talent Search
 - ▶ Student Counseling Department
- ▶ South Central College
 - ▶ Financial Aid Outreach
 - ▶ Secondary Relations
- ▶ 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.

Specialized services were developed for a group of English Language Learners that had difficulties understanding career assessments. A modified assessment utilizing pictures of people working was used to introduce careers. After their career interests were identified, MCIS was used to explore the careers further.

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

- “It has been amazing to see the changes in [youth participant] this summer. He has really come out of his shell in so many ways.” – *Parent*
- “I was able to get my driver’s license this month because of MVAC and saved money to get a car. My family now has a legal driver.” – *Youth Participant*
- “Do you have any more youth like these two young men? I will take 20 more like these guys!” – *Worksite supervisor*



SUCCESS STORY

Dhuha was a 17 year old high school senior looking to become independent. She chose a work experience at Vagabond Village, a fun vintage thrift store. While working with MVAC, Dhuha opened her first savings account, learned about the Workforce Center and how to job search and write a resume. She also graduated high school and moved into her own apartment. Currently, Dhuha is getting adjusted to living on her own and is looking forward to the next chapters in her life.



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 serves youth and young adults who experience barriers to achieving their goals in employment and/or education through a wide array of employment and education support services. YES Duluth's program elements include career pathways assessment and education, work readiness training, soft skills training, work experience, job skills training, financial literacy training, and other program elements as appropriate to the individual.

Support and guidance for individuals working toward their GED, high school diploma, post-secondary education and short-term training is available to participants. The Duluth WorkForce Center partners with Adult Basic Education (ABE) to provide teacher support twice a week to help participants with study skill development, basic skills training and GED preparation.

YES Duluth works in close partnership with area youth providers and strengthening the referral network has proven to better reach and better serve at-risk youth and young adults. In addition, resources are leveraged through co-enrollment in grants and programs whenever necessary to meet participants' service needs.

BEST PRACTICES

YES Duluth incorporates a program structure during the early stages of youth's enrollment which covers career planning, job seeking and preparation, building confidence, self-management, teamwork and workplace expectations. As a best practice, job counselors are currently utilizing activities and assessments from Career EdVentures, Skills to Pay the Bills, Holland Career Interest Surveys and the Careerwise Education resource as tools

for individuals to develop their own career pathways and plan for obtaining stackable credentials in post-secondary education. To make current Labor Market Information (LMI) more accessible to our participants, we have a LMI Snapshot in development, which will cover frequently updated local and statewide statistics regarding jobs in demand, growing industries, education requirements and options, and income potential.

As we develop our participants' skills in financial literacy, we are exploring multiple options including the use of Junior Achievement curriculum with in-school youth, managing credit education in partnership with local banks, and the use of Your Money, Your Goals Technical Assistance training from the Consumer Financial Protection Bureau. We also continue to maintain outreach and referrals with partners that teach financial literacy in the community. In addition to weaving financial literacy into our Work Readiness Training, financial literacy is offered at the WorkForce Center as well as providing education and support to individuals one-on-one, based on the age, experience and needs of the individual.

COLLABORATIVE PARTNERS

Duluth Workforce Development's YES Duluth program maintains a strong referral network that effectively refers and connects youth with the program. This core network includes local youth-serving organizations such as ISD 709 Counselors, Life House, Dept. of Vocational Rehabilitation Services, SOAR, YWCA, Valley Youth Center, The Hills Neighborhood Youth Services (NYS), and Minnesota Family Investment Program (MFIP) Counselors. YES Duluth staff meet regularly with area partners to effectively refer youth to appropriate services and to communicate regarding eligibility, program elements, support services and incentives to aid in outreach.

YES Duluth staff continually diversify and engage our pool of employers that provide work experiences to our youth participants. When establishing relationships with local businesses, we strive for a balance of LMI based employer connections and person-centered employment options. To better serve our youth and our community, YES Duluth is currently working with our local Youth Committee to expand our employer base and to explore new options to facilitate engagement between youth and employers.

SERVING YOUTH OF COLOR

YES Duluth staff are continually building relationships and extending into the community in partnership with area organizations to connect with youth in greatest need of support. Current connections and projects are forming with Together for Health, Men as Peacemakers, MN Teen Challenge, Rotary 25 Project, Community Action Duluth (CAD), Lutheran Social Services and the Family in Transition Program with ISD 709.

The Opportunity Youth of Duluth initiative is an important alliance between YES Duluth, SOAR, NYS, The Hills and ABE to provide the strongest possible support system to the hardest to serve youth. This initiative gives under-served and under-represented youth an opportunity to fulfill areas of need including housing, employment and education, mental health services and chemical dependency treatment.

There are multiple planned events throughout the year at which YES Duluth collaborates with partners to engage a diverse group of young people, including Construct Tomorrow, Northland Career Fair, Pathways to Careers, NERCC Transition Fair, and mock interview events with ISD 709, leading individuals to success in obtaining scholarships and employment.



SUCCESS STORY

Alan enrolled in YES Duluth in 2015. He is a youth in the foster care system. Alan attended two weeks of work readiness training provided by YES Duluth when he first enrolled. He knew he wanted a hands-on job and was placed on a paid work experience with City of Duluth Parks and Recreation. He returned to Parks and Recreation for a second work experience in the summer of 2016 and the supervisors were thrilled with his work performance and growth. This spring, Alan's YES Duluth Career Planner helped Alan complete the City of Duluth application and he was hired directly for a summer internship position.

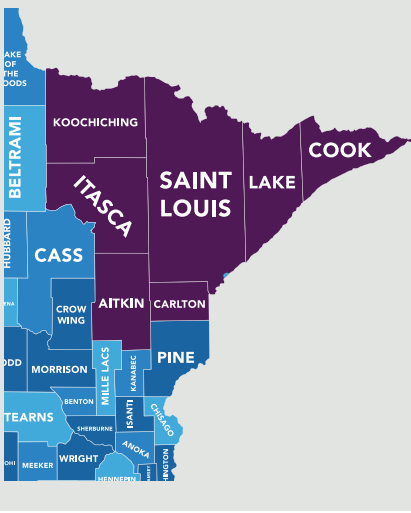
OUTREACH TO SCHOOLS

YES Duluth has a 1.0 FTE youth employment specialist to work at the Career Centers located at the East and Denfeld High Schools. As part of this project, there is a concerted effort to engage with and serve minority populations. To reach more students of color and augment partnership with the Career Centers, the YES Duluth staff member is strengthening relationships with school integration specialists and American Indian Student advocates. Activities will complement the work of school guidance counselors and part-time career center staff and provide greater opportunities for students to: identify and explore areas of career interest; gain exposure to different occupations through tours and other opportunities; gain work experience and internship opportunities that help prepare students for future work; and receive individualized assistance with development of a plan that puts them on track for success in work and life.

YES Duluth's collaboration with ISD 709 in the Senior Survey program will effectively identify youth in need of support to remain engaged in their high school education and/or transition from high school to post-secondary education. With a full-time YES Duluth staff stationed in the area high schools, our job counselors work to engage with in-school youth as they move into out-of-school status. At that juncture we strive to engage youth in education, employment and other program elements before they disconnect from the school system.

CUSTOMER COMMENTS

- ▶ "I'm really happy I did this program! It helped me get a job and feel comfortable working with people."
– *Youth participant*
- ▶ "[Our YES Duluth employee] is AMAZING! We love working with him and we hope to hire him this fall for our after-school program." – *Worksite Supervisor*



NORTHEAST MINNESOTA

Northeast Minnesota Office of Job Training (NEMOJT)

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 administers the Career EdVenture to provide group and individualized career guidance in over 30 school districts and more than 40 schools in northeast Minnesota. Services are coordinated from five regional Workforce Centers and in seven counties. Out of school youth also benefit from Career Ed Venture services. Youth and young adults are offered free career planning and guidance services. The expertise gained from aligned programming at regional Workforce Centers and those partnerships give “real time” information directly back to those being served. EdVenture services are customized to meet the needs of any particular school district in a highly customizable format. Out of school youth are afforded the same resources when they visit regional Workforce Centers or community based organizations, including institutions that provide services to youth.

Services are provided in two categories: those for individual’s (one-on-one career guidance, career assessments, post-secondary planning, resume development, self-advocacy, financial literacy , individualized job search planning, and transitions from high school) and those for groups or classrooms (business and industry speakers, Generations in the Workplace, Financial Literacy, post-secondary planning, Business Culture, industry and trades career expositions, as well as games and special youth team building events). Staff make themselves available to meet with students by having regular office hours at many schools allowing for scheduled appointments. Out of school youth can have activities tailored to meet their needs by meeting at community based organizations, youth foyers, college admissions offices, and Workforce Centers.

BEST PRACTICES

Career EdVenture continues to serve as a model and best practice for similar service providers to use for Outreach to School Activities. The curriculum developed and shared with other youth providers include assistance with career exploration and job seeking. Hands-on activities for youth are built into EdVenture curriculum include mock interviews, career fairs, job fair strategies, trade and apprenticeship exploration, financial aid guidance, appropriate social media, and self-advocacy. Construct Tomorrow is a new innovation to youth services where those in the construction trades provide a youth oriented hand-on expo to expose them to potential careers. Demonstrations and activities involve simulators for welding, heavy equipment, and spray painting. Youth can also see and use a variety of tools and are able to interact with workers and representatives from the building trades to learn about potential careers and training options.

COLLABORATIVE PARTNERS

New to the Northeast Minnesota Office of Job Training will be a partnership with Vocational Rehabilitation Services providing pre-employment and training service to youth with disabilities in conjunction with Career EdVenture services. Those on public assistance Minnesota Family Investment Program (MFIP) and Diversionary Work Program (DWP) in the seven county region of northeast Minnesota are provided youth services in collaboration with partnering employment and training partners to help youth and their families. Teen parents often receive services from County social workers while on assistance; job training counselors are an integral part of a multi-disciplinary team approach for services. Outreach and services to reach youth involve regular visits to GED, ABE and ESL sites as well as local community colleges where staff is able to

receive referrals for those considering post-secondary education. Partnership with Free at Last, Upward Bound, and Educational Opportunity Centers/TRIO bring youth and servicing organizations together for greater success. Strong relationships with alternative learning centers, corrections and probation, the foster care system and special education cooperatives are all example of active partnership and outreach to engage youth.

SERVING UNDERREPRESENTED GROUPS

Youth counselors actively seek training for staff to best serve different racial/ethnic groups and utilize multi-cultural offices at regional post-secondary institutions as a resource to enhance cultural competency. Disparities continue to impact African American and Native American communities, as an agency strategy to reduce employment disparities, we believe in client engagement with keen awareness of working with a holistic approach to work with the full-family for their well-being. Services are provided in a way that acknowledges the historical legacies of racism, inequality and poverty that have affected and denied access to education and employment opportunities. EdVenture services and work experience opportunities are offered in sites showing 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. Service are aligned with Nett

Lake, Fon-du-lac and Grand Portage reservation to serve Native American communities and in partnership Arrowhead Economic Opportunity Agency disparities programming to align services for African American communities. To better advocate for the underserved, special employer and counselor forums are regularly convened to uncover high pay and high demand jobs for all that we serve. These forums provide opportunities for youth counselors to align an underserved diverse workforce to employers in need of skilled workers.

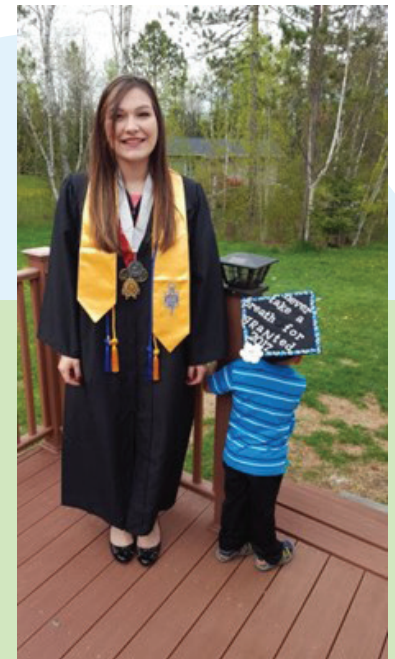
CUSTOMER COMMENTS

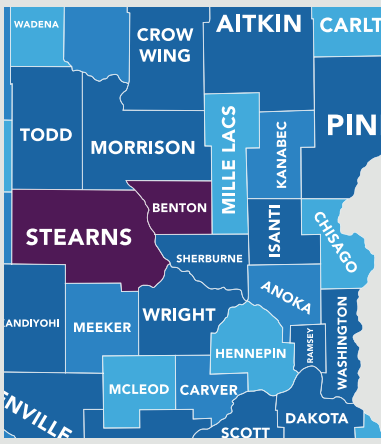
- ▶ “I enjoy getting to work with children and the teachers; I also love the experience that I am getting”
– *Participant*
- ▶ “I have learned many different things that I will need to do in the real world”– *Participant*

SUCCESS STORY ▶

Leticia- “I am nineteen years old and I am currently a registered nurse employed through Essentia Health. In addition to that, I have a three-year-old son. In 2016, I graduated high school and from Fond Du Lac Tribal and Community College with my associate of arts degree with high honors. In 2017, I graduated with my associate of science degree in nursing.”

My journey to become a nurse began when I was a junior in high school. I was a full time PSEO student. I also took classes over the summer that had to be paid for out of pocket because I didn't qualify for financial aid. The Office of Job Training not only made it possible for me to attend summer classes, but also supplied me with resources. This program was very beneficial and I'm so glad I could participate in it.”





STEARNS-BENTON COUNTIES

Career Solutions
(formerly 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

Career Solutions 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, and 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. In addition, our regional CareerONE expanded into the communities of Sauk Centre and Paynesville MN. With these contributions, CareerONE was able to serve youth in the summer of 2017.

CareerONE is a unique, rich and contextual learning experience which has demonstrated success since 2000. Each year, Career Solutions seeks to improve on the model and continue to deliver an elite opportunity for youth. During the summer of 2017, CareerONE had a 99% completion rate. Of those who completed, 97% 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 YMCA team building activities such as wall climbing, MoneySmart FDIC curriculum, SCANS Skills, Youth@Work Talking Safety curriculum, community service projects, employability skills training, reflection and journaling. CareerONE is 20 days in length and operates during June and July.

The Money Smart 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 Money Smart Certificate of Completion and their resume, master application and career plan.

COLLABORATIVE PARTNERS

Career Solutions 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 2017, 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, Career Solutions' partnerships with local schools and youth serving agencies ensures that youth of color are being served. Career Solutions 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 7/1/2016-6/30/2017, Career Solutions 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. Career Solutions 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.

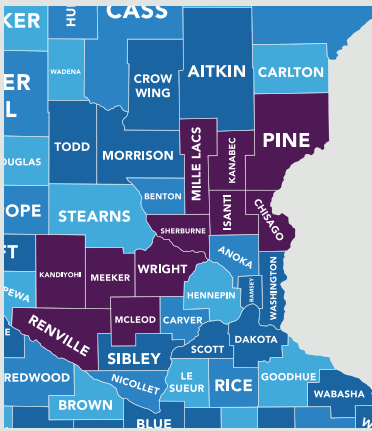
CUSTOMER COMMENTS

- ▶ "I think this is a great program. I especially like the idea of providing feedback to the youth on a daily basis so they know what areas they can improved on and having their pay reflective on how well they do and how responsible they are". – *Parent*
- ▶ "My children really love the program. This program shows and teaches them that you need to work hard to get ahead in life. My children said that they would like to attend next year". – *Parent*



◀ SUCCESS STORY

Nassra- "I decided to participate in CareerONE this year because I wanted to gain more knowledge and job experience for my future. CareerONE helped me decide what I want to do with my life beyond high school, and it also taught me some valuable lessons in life that I never thought about. I feel like CareerONE is a fun environment in which to develop skills after high school. I think kids my age should get involved in CareerONE because it's really important to learn what is ahead of you in the future and they will also have fun and gain more skills."



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

Website: 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 economically disadvantaged and at-risk youth to activities, services, and supports to help them realize success and become contributing members of their communities. CMJTS youth employment specialists provide individualized, year-round case management services throughout our eleven-county, Local Workforce Development Area (LWDA 5). Participants receive work readiness coaching and are connected to paid work opportunities and/or other training to increase their ability to successfully embark on career pathways. Specific 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/Adult Basic Education classroom attendance and all participants have the opportunity to earn stipends, used to positively reinforce steps taken toward the achievement of employment-related goals. CMJTS' placement specialists assist by making connections with area employers and coordinating on-the-job training. As appropriate, CMJTS staff also refer participants to other helping agencies so they may access the resources needed to overcome their personal barriers to success.

BEST PRACTICE:

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

also helps CMJTS to stretch limited participant dollars, allowing us to serve more youth and/or give youth longer work experiences.

CMJTS often co-enrolls Minnesota Youth Program participants into other programs, including the Workforce Innovation and Opportunity Act Youth Program, TANF Innovation Program, and Minnesota Youthbuild program. By blending and braiding funding from these various programs, additional opportunities may be offered to help participants progress down a career pathway, with the ultimate goal of helping them to achieve family-sustaining employment and career satisfaction.

COLLABORATIVE PARTNERS:

Various agencies collaborate with CMJTS' Youth Program to help young people achieve career success. Partners in this collaboration include local schools, county 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 and mentorship opportunities.

SERVING YOUTH OF COLOR:

CMJTS strives to serve individuals facing disparity, including racial disparity, and works to recruit youth of color for participation in all programs, including MYP. During SFY 2017, 28.4 percent of CMJTS' MYP youth identified as a racial minority (including those identifying as "White-Hispanic" and/or "Multi-Race"). This while, according to 2015 statistics from the U.S. Census Bureau, only 8.3 percent of the residents of CMJTS' counties identify as racial minorities (again, including those identifying as "White-Hispanic" and/or "Multi-Race").

CMJTS continues to seek and develop community partnerships to strengthen our ability to provide

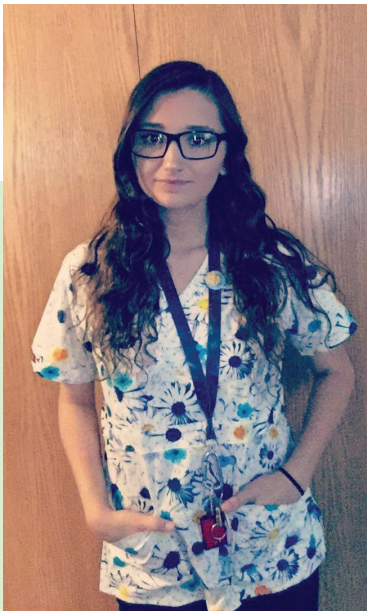
culturally competent services and increase collaboration with the growing Somali community and other minority groups in LWDA 5. Additionally, helping our staff increase their own cultural awareness has become a top agency priority.

OUTREACH TO SCHOOLS:

CMJTS staff participate in various Outreach to Schools (OTS) services, 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 wish to provide their students with current labor market information, give them the opportunity to learn about WorkForce Center partners, etc. In recent months, CMJTS has incorporated the assistance of interns from the Saint Cloud State University Department of Social Work into OTS service-delivery. CMJTS is happy to report that our outreach services impacted over 2,773 students and parents from LWDA 5 in SFY 2017.

COMMENTS:

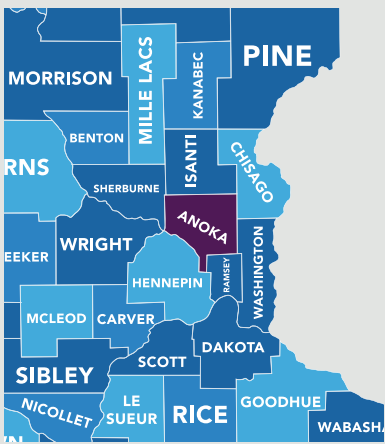
- “I think it’s a great program. Not only are you helping yourself but you’re also getting paid for it!”
– *MYP Participant*
- “There is always room for growth and this program has helped me immensely with setting goals, achieving those goals, figuring out what the next step is, and preparing to take that next step” – *MYP Participant*
- “My students have learned confidence, independence, and problem solving skills through CMJTS programs.”
– *ALC Instructor*



◀ SUCCESS STORY

Savannah was first enrolled with CMJTS in 2012. She was placed in a paid work experience with DEMO, Inc. Savannah did well at DEMO but, at the age of 15, wasn't ready to take the next step. Unfortunately, Savannah later dropped out of school. Thankfully, she returned to CMJTS to ask for help with getting her life back on track. She enrolled into the local Adult Basic Education (ABE) consortium for GED instruction and received stipends for ABE attendance. Savannah earned her GED in just a few months.

Savannah also took the opportunity to work with her employment specialist to enroll in a nursing assistant certification course at Ridgewater College. Savannah did well in the course and is now a certified nursing assistant for a local healthcare provider. She is currently in the college application process and is interested in pursuing a degree in the field of criminal justice.



ANOKA COUNTY

Anoka County Job Training Center

Nicole Swanson, Director

1201 89th Avenue NE – Suite 235

Blaine, MN 55434

Phone: (763) 324-2300

Website: www.anokacounty.us/JTC

Counties Served: Anoka County

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 (MYP). Young adults served include those that are from economically disadvantaged families or public assistance recipients, are not in school, homeless, young people who are aging out of foster care, unemployed/underemployed high school dropouts and unemployed and 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 served youth with disabilities ages 14 – 21 that live in Anoka County and were attending secondary school and customers of Vocational Rehabilitation Services (VRS) through the Pre-Employment Transitional Services program. Youth were placed in work experiences in an integrated environment in the community at both public and private sector employers. The goal was to assist youth gain confidence, develop job specific skills and foster positive work habits while preparing for future career opportunities. As this program funding came to a close, many youth continued to be served through a braiding of funds with MYP and the Disability Employment Initiative. The focus of this initiative is to specifically serve youth that have a disability that are attending transition school, typically ages 18 – 21.

Empowers has increased exposure to career pathways through large sector career events. Partnering with the Dream It Do It initiative students from 10 schools toured

11 manufacturers. Area High Schools participated in an on-site Trades Career Fair with 25 employers and an industry panel. A HealthCare Pathway Career Fair with 25 employers was offered on site. Over 200 youth participated in an industry sector employer panel, career fair prep class and the Anoka County Career Fair with 100 employers at Anoka Technical College.

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

Empowers allocates a percentage of MYP funds to provide an Outreach to Schools component. These activities complement the work of existing school counselors and provide young people career exploration and career guidance, college information and current labor market information with an emphasis on high demand occupations. Examples of Outreach to Schools activities that staff facilitate includes the following:

- Facilitating of workshops to students on planning for post-secondary training, including accessing financial aid, selecting an appropriate program, as well as other career planning topics such as goal setting and navigating business culture.
- Providing opportunities to interact with local business through tours, business and industry speaker panels, job shadowing and mentoring.
- Tours of the WorkForce Center (WFC) and information about the services available at the WFC and how to access and utilize the resources.
- Maintaining a WFC satellite office on the campus of Anoka Technical College (ATC) which is co-located with Adult Basic Education and the area alternative learning center and Anoka Hennepin Technical High School (AHTHS).
- Connecting to community and private sector resources through local career fairs, career events, and tours of businesses in strategic industries.

SUCCESS STORY

Josh first came to the Anoka County WFC at age 18. His mom had recently passed away and he was living with his grandparents. He attended some classes at various alternative schools but never completed a full grade. Josh first went to classes for his GED but staff there found it was too difficult for him to be successful without extra support. Josh worked with his counselor who found a perfect fit for Josh at Spring Lake Park Transitional School. Here they developed his IEP goals and helped him complete his requirements for graduation. During his time at school his counselor helped him gain some work experience at Headstart as a custodian assistant. His performance resulted in being hired as a Classroom Assistant at Headstart.

In June of 2017, Josh graduated and received his diploma. He has since accepted a new position working as a Behavior Modification Assistant for the State of Minnesota working with students with Developmental Disabilities. He is working earning \$ 17.95 an hour and loves his job.



- Group and individual counseling, including instruction and presentations of DEED Data Tools that provide labor market information and education opportunities of high growth and in-demand occupations.
- Individualized counseling, including career exploration and career assessments, resume preparation, mock interviews and job search assistance.

COLLABORATIVE PARTNERS

The current partnership network includes Anoka County Economic Assistance and Social Services Departments, the YMCA, Perkins Consortium, local high schools and educational learning centers, Hope4Youth (the local youth homeless drop-in center) and Hope Place (transitional housing for homeless youth), Metro North Adult Basic Education (ABE), the Minnesota Family Investment and Diversionary Work Programs, Supplemental Nutrition Assistance Program, ATC, Anoka Ramsey Community College (ARCC), Job Corps and VRS.

An inter-agency collaborative has been established between the WFC, ATC and Metro North ABE, ARCC, AHTHS and Professional & Workforce Training and Secondary Technical Education Program to identify and connect with youth who can benefit from case management, educational, financial and transitional supports of the WIOA and MYP Youth Programs. Partnering staff from each of these agencies meet quarterly to ensure strong communications and linkages are maintained to better serve the young people in the area. Empowers staff maintain regular communication with representatives from the Anoka County Social Services Department's Foster Care Unit, Juvenile Corrections, Stepping Stone Shelter, local secondary schools and the YMCA in an ongoing effort to recruit young people for the program. Staff also work closely with the WFC on-site TRIO Student Support Services/ Academic Advisor. The Standing Youth Committee has members from many of these agencies to ensure strong communications and linkages are maintained to serve young adults.

SERVING YOUTH OF COLOR

As part of the ongoing efforts to address racial disparities the Job Training Center has an on-site staff from the Minneapolis Urban League and has expanded referral linkages to Minneapolis American Indian Center. They assist with expanding outreach and services to under-served and under-represented public assistance recipients. In addition, the close partnership with the YMCA also enhances services to under-served and under-represented youth.

The Future Leaders Program with Anoka-Hennepin District 11 serves young people representing diverse ethnic and cultural backgrounds that are primarily juniors and seniors. These high school students are matched with elementary schools where they tutor children who have been identified as below grade expectation or at risk of failing. During the school year, the Future Leaders are also given instruction by their Student Achievement Advisors provided by the school district that assist them in working through issues that are challenging for youth of color.

Empowers counselors continue to work closely with Metro North ABE sites in Blaine and Columbia Heights to serve youth as both sites serve a large diverse population. Of the 198 youth served through MYP last year, 110 were non-white (55%).

CUSTOMER COMMENTS

- "Thank you for showing me that I can be myself and leading me on the right path to success." – *Participant*
- "It has been a joy having [youth participant] here this summer." – *Worksite Supervisor*



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 700 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 90% of the interns are youth of color and 23% speak fluently in a language other than English. Interns speak 32 unique languages and were born in 36 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 \$2.9M in wages, with over \$1.7M 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. 92% 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 — 136 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 2017, 781 youth attended a full day professional development seminar 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. More than 900 credits were expected to be earned and staff 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, a professional development day for 14 and 15 year olds, and they offer a specialized training for older interns matched with placements in healthcare.

SERVING YOUTH OF COLOR

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

CUSTOMER COMMENTS

This year, 86% of supervisors reported that their STEP-UP intern made a valuable contribution to their workplace and 84% said the intern referred to their company was a good match for the position.

In addition to satisfaction with the program and the matches made at their business, supervisors were asked about what they most enjoyed about participating with STEP-UP. Most supervisors said being able to witness and influence the growth and development of their intern through the experience was most valuable.

- “This was the first time our department hosted STEP-UP interns and it was a great experience - an opportunity for our staff to supervise/mentor, and for our whole team to be exposed to the workforce of the future!”
– *Worksite Supervisor*
- “It is great when you see the young people’s face light up when they mastered a new skill.”
– *Worksite Supervisor*
- “Our managers who work directly with STEP-UP interns are the luckiest people in the bank, they love their work with the interns and they learn a lot from them in terms of intergenerational and multicultural viewpoints. They also get to serve as mentors and role models for their interns, and they get to be reverse mentored in many ways, too. So it’s a win-win for us, and our managers absolutely love doing it.” – *Worksite Supervisor*
- 91% of STEP-UP Interns agreed or strongly agreed with the statement, “I can make a valuable contribution to a workplace.”
- 93% of STEP-UP Interns agreed or strongly agreed with the statement, “STEP-UP has prepared me to become a valuable part of the future workforce of Minneapolis.”
- “I just want to thank STEP-UP for all the wonderful internships that I was so lucky to experience. It really made a difference in my career choice. “ – *Participant*

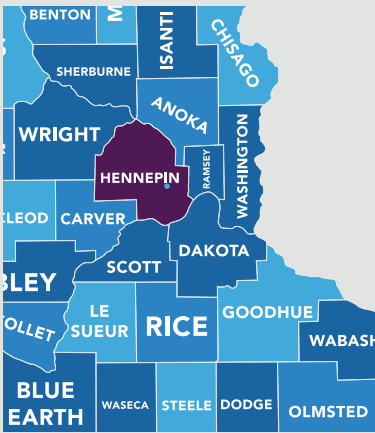


SUCCESS STORY ▲

Britney learned about the STEP-UP program through her school. She worked at Messiah Lutheran Church in South Minneapolis as a Teacher’s Aid and later worked at Community Bridge as a Food Service Assistant. Brittney’s supervisor described her as a great intern with a fun and positive attitude.

Britney said, “I love STEP-UP, that’s why I keep coming back. I gained real work experience and learned a lot of skills that will prepare me for my future career. My dream is to become a math teacher; I love working with kids. I’m thankful for my STEP-UP internship experiences.”

This fall, Britney is a junior at South High School. She’s excited to come back to STEP-UP for a third summer in a more challenging opportunity.



HENNEPIN COUNTY

Hennepin- Carver Workforce Development Area

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

4220 Old Shakopee Road

Bloomington, MN 55437

612-596-7431

Website: 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 2017, Tree Trust employed 148 Hennepin County youth through the Minnesota Youth Program (MYP). 94 of these youth are placed in Youth Conservation Corps (YCC) crew positions, 33 are placed in Enclave positions and 21 were placed in Individual Site 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 2017, Hennepin County crews completed projects in Plymouth, Minnetonka, St. Louis Park, Maple Grove, Bloomington, Brooklyn Park and Golden Valley. YCC crews built timber staircases and retaining walls, installed timber edgers, installed various paver patios 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

Enclave youth are placed in work experience positions supported by job coaches. 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. Hennepin County public schools provides recruiting, work sites, transportation and job coaches.

➤ Individual Site

Tree Trust youth are placed in positions at host sites including private businesses and non-profit organizations. Positions include, 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.

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 75 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 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 schools, 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.

SUCCESS STORY ►

Savella first began working with Tree Trust in the Summer Youth Employment Program. Savella had never had a job before and was eager to gain her first work experience. With the help of her case manager and site supervisor, Savella succeeded greatly in the customer service industry.

After graduating from high school in June of 2016, Savella attended college at St. Cloud Technical College that fall. Savella worked again this past summer as an activity assistant at The Goddard Center, day care facility. Because of Savella's solid work ethic and commitment to her summer job, she was offered a permanent position by the internship site for a second time! Savella has accepted the position at the day care center and plans to work there part time while attending school at a nearby community college.

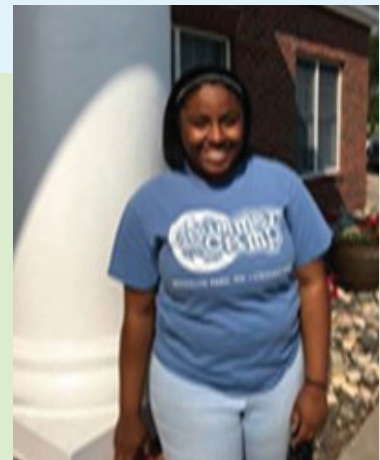
SERVING YOUTH OF COLOR

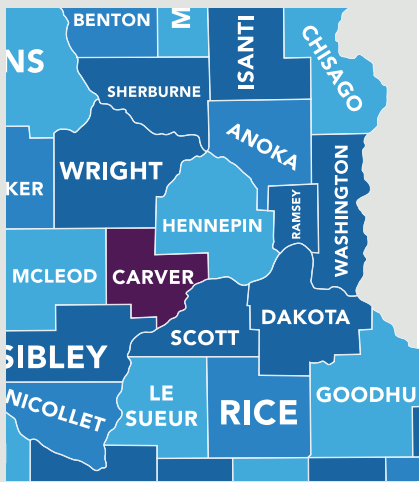
Tree Trust has 40 years of experience working with youth of color. In 2016, 65% of those served were from communities of color. We do outreach and deliver programming in these communities and receive referrals of youth from many partner organizations who also work directly with this population. Through the JobPrep programs, paid work experience, employment readiness training, placement and retention services, case management and college and career navigation programming are provided 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 Tree Trust's mission.

CUSTOMER COMMENTS

“Tree Trust prepared me for a future job by teaching me money management, resume writing and helping me figure out what I want to go into.” — *Youth Participant*

“My son started out with a strong work ethic, positive attitude towards school and authority, etc., this job made my son feel useful and important to the work force. TJ Maxx supported my son and provided a positive first-job experience, priceless!” — *Parent*





CARVER COUNTY

Carver County Health & Human Services

Gwen Jansen, Income Support Manager

602 East 4th Street

Chaska, MN 55318

(952) 361-1600

Website: 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, as well as the opportunity to earn academic credit for some of the SYEP components. Workshops are provided for youth to learn about Pre-Employment Skills prior to their interview process, and a Financial Literacy course just after they receive their first paycheck.

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 each capacity. This information is reviewed twice during the summer with the youth to reflect on progress.

Youth are assisted with career exploration when they 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. Letters are distributed 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. They are encouraged to connect with the Carver County Workforce Service Center if they would like guidance from an Employment Counselor on building or enhancing a resume, pointers on interviewing, and/or assistance with job search.

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), 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. Multiple divisions within the agency of Carver County, including Public Works, the Library system, the Historical Society, and Environmental Services, delivered genuine work experience as supervisors exhibited extreme patience, 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. One was for transportation, which has been 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. We had a repeat vendor for both workshops, and a transportation service provider was not selected this year after responses were received.

SERVING YOUTH OF COLOR

In Carver County, 36 youth were served, 5 of which were under-represented in the workforce due to their race. School Counselors, Teachers, Career Rehabilitation Counselors with DEED, Health and Human Service Case Managers, and Carver County Corrections, identify the Summer Youth Program as a valuable opportunity for these youth, which is where the majority of connections are made. In addition to the five youth that were served, another five youth of color began the application process. Of these five applicants, these individuals either pursued employment through an alternate organization (Vocational Rehab Services or MRCI), or they were ineligible.

CUSTOMER COMMENTS

“He had a fantastic summer! His supervisor and co-workers were wonderful. This summer has gotten him thinking very seriously about his future work and education.” – *Parent*

“It’s a good way to get a start on working and making money.” – *Youth Participant*

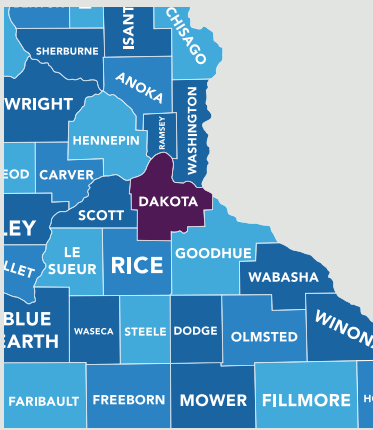
“The community benefits from the youth learning life experiences.” – *Worksite Supervisor*



SUCCESS STORY ▲

Leif: This was Leif’s second year in the Summer Youth Program, and his first year at Carver County Public Works. Leif’s supervisors describe him as a happy, enthusiastic, and a smart individual. Leif described the best part of his summer work experience as any time that he was able to ‘go out on the road’, and the fact that he was able to obtain a flagging certification. Under close supervision, he was able to explore sealcoating duties with the crew, and assist with flagging vehicles in a work zone.

Leif has inquired about continuing this work experience into the school year, and Public Works is open to this possibility if funding permits and schedules can be coordinated.



DAKOTA COUNTY

Dakota-Scott Workforce Services

Mark Jacobs, Director

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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 2017, Tree Trust employed 98 Dakota County youth through the Minnesota Youth Program. 28 of these youth are placed in Youth Conservation Corps (YCC) crew positions, 53 are placed in Enclave positions and 17 were 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 2017, Dakota County crews completed projects in Inver Grove Heights, West St. Paul, Lakeville and Apple Valley. The youth crews constructed modular block retaining walls, built several timber bleacher edgers and constructed a pitching mound. 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.

Individual site worksites included Apple Valley and Rosemount High Schools, Good Samaritan Adult Care Facility, and TJ Max.

- **Enclave Site:** Enclave youth are placed in work experience positions supported by job coaches. 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. Dakota County public schools provides recruiting, work sites, transportation and job coaches.

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 75 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 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 schools, 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 2016, 65% 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 the JobPrep programs, paid work experience, employment readiness training, placement and retention services, case management and college and career navigation programming are provided 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 Tree Trust's mission.

CUSTOMER COMMENTS

"It was fun. I really enjoyed building the deck and making friends." — *Participant*

"My daughter received positive feedback from her supervisors. That was a confidence builder for her." — *Parent*

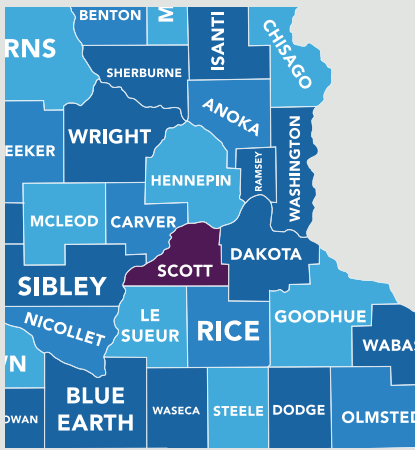
SUCCESS STORY ►

Hunter: On the first day of work, Hunter told his crew leader that he struggled with talking to new people. Early on, the crew leader noticed that Hunter has excellent problem solving skills. She said that she would often give hunter a task and he would figure out a new, more productive way to complete the task. This led to an increase in in Hunter's confidence and Hunter taking on more leadership within the crew.

By the end of the summer, Hunter was both able to give multiple crew members directions, he was also taking the lead on projects at home. His Father said, "Hunter really came into his own this year. When we do projects at home now, Hunter takes the lead and tells me what tools we need."

Hunter was the Governor's Award winner for his crew. He will be starting his senior year at Simley High School this fall.





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

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mn.gov/deed/dakotascott

Counties Served: Dakota and Scott Counties

OVERVIEW

Scott County served 18 youth in the Minnesota Youth Program this program year. 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 that are in need of credit recovery; especially seniors needing credits to get 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 Intermediate District 288 (formerly Carver Scott Educational Cooperative) for the past 20+ years in credit recovery programs including YouthBuild and Makerspace. Many youth have acquired credits to maintain grade level or to complete their high school diploma requirements during these summer activities. Students also gain skills in leadership, financial literacy, social/civics, OSHA 10, carpentry/landscaping skills and community awareness.

COLLABORATIVE PARTNERS

- ▶ SouthWest Metro Intermediate District 288:
 - ▶ YouthBuild and Makerspace credit recovery and work experience programs.
 - ▶ East Creek Child Care Center - Child Development Associate (CDA) classes, training hours and work experience
- ▶ Windmill Animal Rescue - animal care/retail store worksite
- ▶ Angie's Infant and Toddler Child Care Center - Child Development Associate (CDA) training hours and work experience
- ▶ Local secondary and alternative schools – referrals and worksites
- ▶ CAP Agency – referrals and worksites
- ▶ Scott County – referrals and worksites

Scott County E&T administers many programs including Minnesota Youth Program (MYP), Workforce Innovation and Opportunity Act (WIOA) Youth and Minnesota Family Investment Program (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.

SERVING YOUTH OF COLOR

Scott County staff recruited program applications from schools, previous enrollees, and youth serving organizations. Program participants come from a wide variety of backgrounds, race, ethnicity, income levels, poverty groups, and abilities/disabilities.

CUSTOMER COMMENTS

- “The supervisors were very helpful and always encouraging me to do my best” – Youth Participant
- “I plan on putting the money I earned in a savings account for college” – *Youth Participant*
- “The group did a great job especially with such a work intensive summer.” – *Supervisor*
- “Teamwork became stronger as program went on and the quality of work continued to improve.” – *Worksite Supervisor*

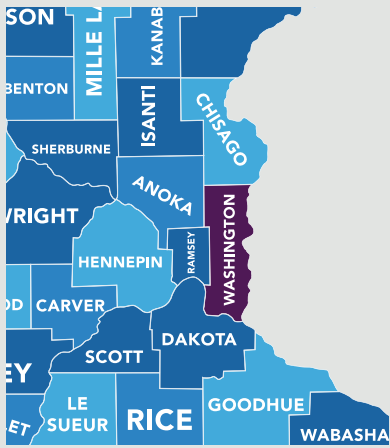


SUCCESS STORY ▲

Melvin was a participant in the Scotty County Summer Youth Program. He was assigned to the Youth Build worksite where he gained valuable work experience and earned high school credits. The credits Melvin earned through the program set him up to be on pace to graduate with his class.

During the program Melvin helped build and remodel classrooms in the Shakopee Town Square Mall. The supervisor said, “Melvin was a leader and brought energy to the crew each day. He got along well with the other participants and helped keep the group together as a unit. Melvin had consistent attendance and came every day ready to work”.

Melvin will graduate from Belle Plaine High School this spring 2018. Along with school, Melvin is also working part-time for a local fast food restaurant to save money for college. He plans on attending Normandale or Mankato State University. Melvin learned this summer that “If you put your mind to it, you can do it”.



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

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 2017, Tree Trust employed 29 Washington County youth through the Minnesota Youth Program (MYP).

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, can earn a merit-based raise, elective academic credits and receive recognition at an award ceremony upon program completion.

In 2017, Washington County crews completed projects in Cottage Grove, Stillwater and Woodbury. YCC crews installed split rail fencing, built a timber staircase, and built an amphitheater with timbers and modular blocks. The projects are a lasting testament to a summer spent working hard and gaining valuable employment experience.

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 75 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 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.

SERVING YOUTH OF COLOR

Tree Trust has 40 years of experience working with youth of color. In 2016, 65% of those 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 Job Prep 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

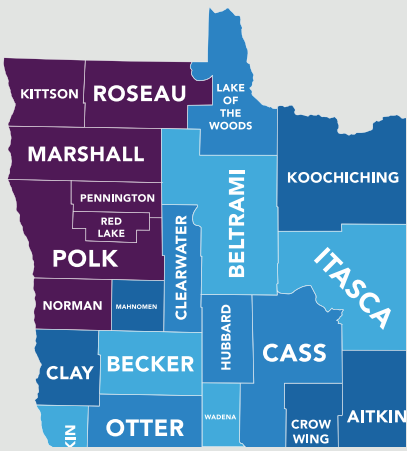
- “Tree Trust is a very good program and I think lots of people benefit from doing it.” – *Youth Participant*
- “It was a wonderful experience. Thank you for including our son.” – *Parent*



SUCCESS STORY ▶

Alex first worked on a Tree Trust conservation crew in 2015. After taking part in other activities last summer, Alex returned this year determined to be the best. Throughout the summer Alex and his crew built a timber staircase leading to the beach at Square Lake Park. Setbacks and frustration are a part of any project but Alex never let that have a negative impact on him.

At the award ceremony, Alex was thrilled to be getting a perfect attendance award but he was surprised and overjoyed when his name was announced for the Governor's award.



NORTHWEST MINNESOTA

Northwest Minnesota Inter County Community Council (ICCC)

Catherine Johnson, Executive Director

John Preuss, Employment & Training Director

207 Main Street, P.O. Box 189

Oklee, MN 56742

Phone: (218)-796-5144

Website: www.intercountycc.org

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

OVERVIEW

In WDA 1, Inter-County Community Council provides youth programs year-round for at-risk youth ages 14-24. We work with education providers, social service agencies, probation officers, family services and foster care to identify youth who are at risk. We connect youth and young adults who have significant barriers to activities and/or employment opportunities that assist with reducing their barriers to employment. We focus on assisting them with developing and maintaining job and soft skills to be successful in the workforce or a higher education program. We review occupations in demand and provide them with assessment tools to identify the best career choice based on their individual likes and dislikes. We provide services through paid work opportunities and additional training if needed. This includes but isn't limited to; GED, high school diploma, post-secondary education or occupational certifications. Our Employment Case Managers work very closely with each participant on an individual level to ensure they continue being successful in school, worksites and the program. We want each participant to feel valued and be the most employable in the future. These services are provided through the use of Minnesota Youth Program (MYP) grant funds received directly, Workforce Innovation and Opportunity Act (WIOA) funds from the Northwest Private Industry Council, Higher Education Career Advisors Pilot (HECAP) funds, and our local Workforce Investment Board. All activities receive the input and support of our local board.

BEST PRACTICE

Success in the MYP program has been with the coordination of the Employment Case Managers and all partners involved in the youths current situation. The Employment Case Managers work hard to develop relationships with the participants based on individual needs and support. They take time to understand the participant's situation while providing guidance and resources to reduce the barriers the youth is facing. The Employment Case Managers are compassionate and strive to create open lines of communication between them. Whether it is visiting them at a worksite and encouraging them to continue doing a good job or being there when things become tough, our staff's efforts are for the participant to be successful. In rural Minnesota, it can be a difficult task to place each participant in a successful workplace that meets their likes and dislikes. Our staff takes the time to develop and maintain relationships with local employers to ensure the participant receives the best worksite experience possible. Employment Case Managers provide additional mentoring to each participant at their worksite to ensure the participant receives job skills and soft skills that will help them in the future with employment retention. In addition to our staff, our local school districts and outside educational facilities have been very helpful in sending referrals for students who they feel can benefit from the programs. This has been very successful for students who didn't know about the programs or needed additional resources and skill building.

ICCC is continuing to create a skill building training for younger youth to provide the necessary skill sets to obtain employment. With jobs being very competitive in our smaller communities, we feel the best way for participants to gain skills to become marketable is to focus on gaining those skills at a younger age. We hope the new training will be successful for participants in the future.

COLLABORATIVE PARTNERS

Various agencies collaborate with ICCC's Youth Program to help young people achieve personal success. Building these relationships has been a critical part of the MYP program remaining successful. Partners in this collaboration include local schools and educational facilities, social service and public health agencies, court services/probation offices, other non-profits, local city organizations, and private businesses. These partners may help the participant in another situation in their life and then refer them to us for additional assistance.

SERVING YOUTH OF COLOR

ICCC is located in Northwestern Minnesota and has recently seen an increase in the amount of diversity in the youth. This increase has been seen in our larger communities and has become a focus of staff. 20% of our youth served were youth of color.

ICCC is looking to expand services that will directly focus on serving diverse populations and strengthen our marketable population. We are working with various organizations in East Grand Forks to provide resources to New Americans. We are attending forums, school meetings and social service meetings to provide information about our programs that can be shared with New Americans. With the increase continuing to rise for open jobs and the amount of persons retiring, we feel it is very vital to build our workforce up to meet the demands of employers. With the amount of jobs, New Americans will need to be integrated into our workforce to help sustain the communities and labor forces. ICCC wants to ensure New Americans have an opportunity to gain work skills and knowledge to grow and become successful.

OUTREACH TO SCHOOLS

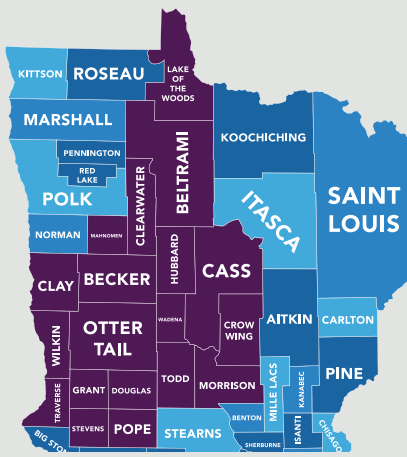
We work with local schools, area learning centers and adult basic education facilities to focus on career exploration for students. In the past, we have utilized funding through MYP to provide presentations and one-on-one services to students for career exploration. During the presentations, students receive information about occupations in demand, cost of tuition for post-secondary enrollment, cost of living information and information about job skills. With one-on-one services, students can explore occupations further and obtain additional information about occupations of choice. This one-on-one session can also be used to help develop resumes, fill out job applications, learn interviewing skills and ask any additional employment or training questions they may have. This has become a very successful opportunity for all partners involved, especially the students. We have been able to gain relationships and students have had an opportunity to explore careers they may be interested in gaining additional education and training. Students have had opportunities to take career assessment tests to find out where their strengths are and what additional schooling or training it takes to go into the field of their choice. We have gained participants from this who would benefit from our programs. Outreach to schools has been great for the MYP and WIOA programs.

CUSTOMER COMMENTS

- "I was able to gain additional skills and do something I enjoy." – *Participant*
- "The youth have learned some great skills for the future." – *Worksite Supervisor*

SUCCESS STORY

Bryce was enrolled with ICCC during high school. He has a learning disability and needed assistance in gaining soft skills for employment in the future. During the time enrolled in the MYP program, he has matured and progressed successfully. He has now graduated high school and is enrolled in college for Auto Mechanics and plans to graduate with a degree next year. While attending college, he also has obtained full time employment and is looking to move into his own apartment. With this degree he plans to obtain employment at a local mechanics shop. ICCC is assisting him in finding an apartment and providing him additional information before signing a lease. Bryce continues to work very closely with his Employment Case Manager to meet his ultimate goals.



RURAL MINNESOTA

Rural Minnesota Concentrated Employment Program (RMCEP)

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

Rural Minnesota Concentrated Employment Program (RMCEP) Youth Services assist young adults ages 14-24, who are either low income, at risk, or disabled, with skills to help transition them into independent living, unsubsidized employment and/or education. Services utilize area resources and funding from the Workforce Innovation and Opportunity Act (WIOA), Minnesota Youth Program (MYP), Transitional Youth Services, Temporary Assistance for Needy Families (TANF) Teen Parent, and Pre-Employment Transition Services. Co-enrolling individuals is a valuable way to build efficiencies with resources and expand services for participants.

Throughout 19 counties, employers are participating in supported work programs. Work Experience Placements, Transitional Internship Opportunities, and On-the-Job Training are three examples of supported work that are in place that meet the needs of eligible young adults. Work experiences not only offer employment, but exist to develop life-long soft skills and mentorship relationships.

RMCEP enrolled 180 participants under the In-School Youth Program, 206 in the Out of-School Program, and 235 participants in the Minnesota Youth Program.

BEST PRACTICES

Using similar communication styles as our young adults, including texting and private messaging, has proven to build relationships and bridge the communication gap. One of our counselors shared how using a participant's school e-mail is only effective as long as they are enrolled; she states that while e-mails change, many young adults do not change their Facebook page and therefore private messaging is very effective.

Many of our participants lack transportation, so being mobile is an excellent practice to maintain a connection with both participants and worksites. It is much more effective to meet a participant at their worksite; removing

the additional expectation to "find a ride" to the RMCEP office shows a higher level of understanding and support from the Youth Counselor.

Financial literacy has become a promising practice. When a youth is transitioning to living on their own, we also offer a budgeting course called, "Your Money, Your Goals." This helps guide them on beginning to ask the questions of how they are spending their money, identifying a 'need' vs. a 'want,' helping them create money goals, and demonstrating how to succeed in those goals.

Maintaining rapport with all entities is crucial! Every school district has different connections. It is important to know who the driving force is behind your referrals and participants. Is it the counselors, social workers, or someone else in the district that is your best contact? Open communication is the key to being successful!

We have found that teaching youth and young adults how to use computer-based technology is a great first step to instilling confidence in participants as they work through job search. We have youth start by getting set up on MinnesotaWorks and show them how they can search for jobs that may be of interest to them. With that, it is very important that they learn how to develop a comprehensive and professional resume and help them develop a sample cover letter to use as well. Getting these developed really helps participants feel that they are competent to apply for jobs online.

COLLABORATIVE PARTNERS

As a youth employment services provider, we collaborate with many different individuals and agencies. Some include; schools, teachers, staff, IEP case managers, Vocational Rehabilitation Services (VRS), RMCEP Career Advisors, mental health providers, social workers, and other adult mentors. Community groups are also great collaborators, as they often give in-sight into new

worksites or referrals. Examples include: Family Resource Center, Multi Cultural Resource Center, and the United Way. In addition, we also connect with local business to offer a mentorship role to our youth who are interested in work training. Building relationships is a critical step to providing effective services to our participants.

Serving under-represented youth requires collaboration with all Integrated Resource Team members and other community resources. Following the practices set forth in the Disability Employment Initiative (DEI), our agency has dedicated staff to work collaboratively within the Integrated Resource Plan model. This model stresses the importance of teamwork, collaboration, and coordinated efforts. In addition, the on-site Disability Resource Coordinator strives to provide useful tools and resources that assist Youth Counselors to better serve participants with disabilities.

SERVING YOUTH OF COLOR/YOUTH UNDER-REPRESENTED

RMCEP is actively serving a number of young adults from diverse and under-represented groups including: New Americans, Somali, Hispanic, Native American, and African American. We also seek to provide services to those with disabilities, foster youth, and those exiting the foster care system.

Young adults who are fluent in English struggle between the needs of their non-English speaking family and a desire to be employed and independent. Pacing the process of enrollment and placement to meet the needs of the family and participant is a key strategy in working with those of diverse culture and/or language. Finding the strengths of the individual youth is crucial, as well as exploring career choices for the future, paying extra attention to coordinating a worksite that fits within their career aspiration.

The Moorhead office has been very active in establishing coordinated services with programs for New Americans. Youth Counselors are providing career counseling and outreach; one example includes coordinating with the African American Development Association to visit with youth who are interested in working, noting that some participants have been in the United States for as little as nine months.

OUTREACH TO SCHOOL/CAREER ADVISOR COMPONENT:

Our Youth counselors work closely with the Career Advisors. One Youth Counselor shared the following regarding the role of area Career Advisors: “They are able

to work more one-on-one with youth who want guidance on career exploration and post secondary options, along with finding scholarships and other options to help fund schooling. They have been an integral part of helping Youth Service Coordinators in guiding youth on their path of success.”

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

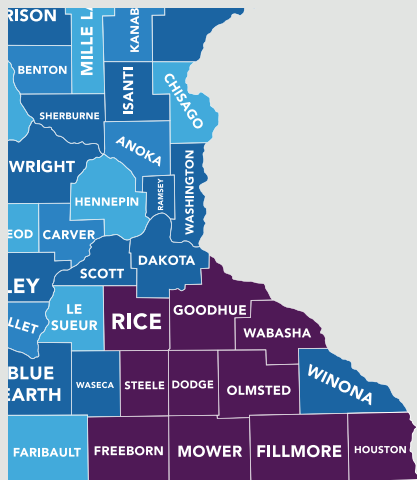
CUSTOMER COMMENTS

- ▶ “I had no idea that RMCEP would be able to provide me with so much guidance and support. I really feel like because of them, I was able to keep pushing even when things got hard.” – *Participant*
- ▶ “She has come so far and I am so appreciative! She has gained so many skills on her work site and is ready to take the next step” – *Parent*
- ▶ “He is communicating with us more and more and his customer skills are improving. He is always willing to help and do what we ask. We are going to miss him when he goes to school.” (MYP and all year work experience student graduated and moved on to post-secondary training.) – *Worksite Supervisor*

SUCCESS STORY ▶

D'Andre was born in Jamaica and immigrated to Bemidji when he was 13 years old. D'Andre had issues adapting to American culture and had trouble finding a job when he was 15 years old and this is why he joined the youth program. His first and only work training job was at the Headwaters Science Center because science intrigued him and he liked working with people. He also thought it would be a good way to improve his ability to speak English which it did greatly over the 3 years he worked there. During his senior year he obtained his own job at Target where he worked until September of this year. He graduated from Voyageurs Expeditionary High School June of 2017 with a 3.85 GPA and with 24 college credits that he earned through PSEO at Bemidji State University. He is currently attending Hamline University and was awarded the “Hamline Honors Scholarship” in the amount of \$23,000 per year for the next 4 years. He hopes to earn a B.A. in Psychology and in Legal Studies with the hopes of becoming a Psychiatrist.





SOUTHEAST MINNESOTA

Southeast Minnesota Workforce Development Inc.

Randy Johnson, Director

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Rochester, MN 55904

Phone: (507) 252-6524

www.workforcedevelopmentinc.org

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

OVERVIEW

Workforce Development, Inc., a private, nonprofit providing employment services to youth and young adults in the 10 counties of Southeastern Minnesota. These services include extensive career counseling, work skills development, career pathways programming, preparation for employment, and hands-on work experiences. Assessments and plan development are completed with individuals involved with the programs to identify interests, aptitudes and education and work goals. Work experiences and career pathways are developed based on these interests and skills. Employers are provided mentoring, worksite supervision, and cultural competency training to help youth while they are learning on the job. Counselors, youth and young adults, parents, other youth-serving community organizations, and employers work together to ensure a successful work experience and career pathway. Educational goals of completing high school, obtaining a GED or pursuing post-secondary education are also included within the individual plan for each youth, and these education goals are braided in their career pathways programming.

BEST PRACTICES

“Bridges to the Future”, a new collaborative in Faribault, Red Wing, and Northfield, including the MN Correctional Facility-Red Wing, and is partially funded through Youthprise. The initiative offers career pathways approaches for youth ages 14-24 in the three cities who are in foster care, involved in the juvenile justice system, homeless, or are disconnected from school and work. The primary focus is high school completion with dual enrollment options through partnerships with area higher education institutions and postsecondary training in career clusters that have clear pathways to higher degrees.

Throughout the past year, we have also developed a multi-tiered career pathways and work readiness program called Emerging Leaders. This program encompasses all of our youth programming and combines the work readiness with career pathways training with work experience to offer robust and tangible opportunities for youth and young adults to gain credentials and real-life work experience.

Another best practice from this past year was developing an employer-led work experience program called Hire Up. The goal of Hire Up is twofold- Inspire employers to give back to the community by hiring youth/young adults and becoming mentors to the youth, and provide opportunities for youth to enter the workforce, have a hands-on learning experience, become leaders, and start mapping their future.

In the Freeborn and Mower County area, we are offering apprenticeship opportunities that connect youth with Career Pathways while still in high school or earning their GED. We have connections with employers and the Community and Technical colleges to offer courses that align with business needs and also offer them the opportunity to earn high school and college credit.

COLLABORATIVE PARTNERS

Amazing work can be accomplished when people work together toward a common goal. With youth programming, it truly takes a village and we find it to be most successful when we collaborate with a number of agencies and partners. A few of the strong partnerships are those within education: high school principals, counselors and teachers, adult basic education, community college systems. Those within various nonprofit agencies are also strong partners: social workers, probation officers, and youth workers within organizations such as the United Way, Homeless

Coalitions, Somalia Rebuild, and Boys and Girls Club. We greatly value the input and participation of parents in all aspects of programming as well. And of course, some of the most important partners are the employers, providing real-life work experiences and funding for our career pathways programming, including major partners such as Mayo Clinic and Habitat ReStore.

SERVING YOUTH OF COLOR

Through the development of our Emerging Leaders program listed earlier, we have advanced in developing partnerships and coming together with our community organizations to develop a systematic youth programming model for Southeast Minnesota. 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. 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 47% youth of color, including 31% Black/African American youth and 13% multi-race youth. 53% of the youth we serve are also youth with disabilities. Of all individuals served in our programming, 96% of those exited have successfully completed their employment objective.

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

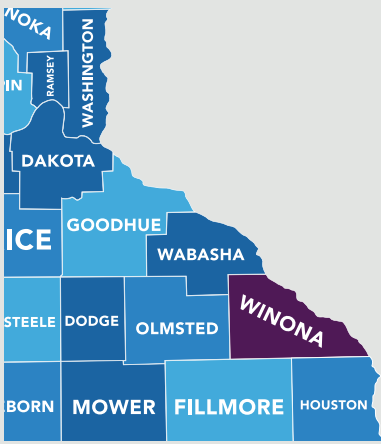
- ▶ “My life would be different without the help of the youth program because I wouldn’t have a job that I love!” – *Youth Participant*
- ▶ “I love my job because I love taking care of people. Now I’m on to my first step in becoming a nurse, thanks to the WDI youth program” – *Youth Participant*
- ▶ “My life has changed for the better since I learned about WDI youth programs. I believe I can achieve anything and I am excited for my future!” – *Youth Participant*

SUCCESS STORY ▶

Susan: When Susan first started working with the Youth Program in Rochester in fall of 2015 she had many obstacles to overcome. At age 19 she only had an eighth grade education due to being raised within an Amish community that did not allow females to attend school past that point. She had since left the community, and had secured employment working as a part-time cleaner, but had a passion to work in healthcare.

Since that time Susan attended classes at Adult Education and obtained her GED, continued classroom training and obtained her CNA license. She also secured a full-time position as a CNA for a local healthcare facility. Susan’s end goal is to become a Registered Nurse and has registered for classes at RCTC to complete PCA training.





WINONA

Winona County WorkForce Council

Gerry Krage, Job Service Manager

1250 Homer Road — Suite 200

Winona, MN 55987

Phone: (507) 453-2920

mn.gov/deed/winona

County Served: Winona

OVERVIEW

Youth programs serve youth with various barriers to employment as well as the families of youth, employers and the community at large. Building confidence, soft skills and specific work related skills are 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,” and 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 part of our program is having youth work in the community with local employers. Before sending a youth into the community to work, staff 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, staff 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. Staff work to provide worksites that are easily accessible to the youth, including both youth in Winona and youth in the rural areas.

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.

OUTREACH TO SCHOOLS

The Winona WorkForce Center worked closely with school staff in four schools in the three school districts. Students were provided 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. Local schools and the WorkForce Center Youth Program allows program participants to earn school credit for their work experience. School personnel have more contact with participants in the youth program.

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 Minnesota State College Southeast and the Winona WorkForce Development Board. Staff presented information to groups of youth who have involvement with the juvenile justice system. The Youth Council looks for ways to collaborate with other groups to maximize use of community resources.

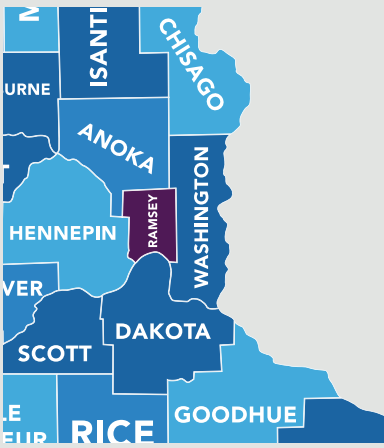
CUSTOMER COMMENTS

- ▶ “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.” —*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, finding day care for her daughter and thinking about college. 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 learned a lot about dealing with challenging situations. She learned to be more responsible and respectful, to stay on top of things and to overcome different barriers. 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.





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 program 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 ???



SFY 2017 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY
(JULY 1, 2016 THROUGH JUNE 30, 2017)

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		3,198		48	275	115	94	201	101	218	276
1a. Total Participants Exited		1,518		20	181	28	32	84	38	118	78
Gender	2a. Male	1,714	53.6%	37	169	69	52	98	60	109	140
	2b. Female	1,484	46.4%	11	106	46	42	103	41	109	136
Age	3a. 14 - 15	953	29.8%	17	103	27	4	16	26	21	18
	3b. 16 -17	1,078	33.7%	14	124	59	29	109	53	106	76
	3c. 18	377	11.8%	7	32	13	20	28	14	38	47
	3d. 19 - 21	580	18.1%	3	15	16	30	36	8	37	85
	3e. 22 - 24	209	6.5%	7	1	0	11	12	0	16	50
Ethnicity / Race	4a. Hispanic/Latino	340	10.6%	6	12	2	7	31	19	41	50
	4b. American Indian or Alaska Native	88	2.8%	0	23	8	6	6	3	3	1
	4c. Asian or Pacific Islander	197	6.2%	0	4	0	2	2	1	6	6
	4d. Black or African American	1,030	32.2%	2	13	3	17	8	10	67	54
	4e. White	1,646	51.5%	45	230	95	52	169	85	133	192
	4f. Multi Race	161	5.0%	1	5	9	17	10	2	8	22
Education Level	5a. Grades K-12 (No Diploma/GED)	2,676	83.7%	38	261	98	63	161	95	170	178
	5b. High School graduate or equivalent	444	13.9%	8	14	13	27	32	5	41	83
	5c. Post-Secondary Education	79	2.5%	2	0	4	4	8	1	7	16
Other Demographics	6. Limited English Proficient	365	11.4%	0	4	1	2	2	5	31	23
	7. Youth From Families Receiving Public Assistance	1,317	41.2%	16	158	31	38	22	23	88	130
	8. Foster Youth	165	5.2%	4	30	11	14	14	3	27	8
	9. Youth with a Disability	1,507	47.1%	36	173	80	52	129	55	80	146
	10. High School Drop-Out	168	5.3%	3	4	3	13	12	0	12	53
	11. Offender	288	9.0%	9	21	7	23	29	5	29	40
	12. Pregnant or Parenting Youth	219	6.8%	5	3	4	14	14	3	23	52
	13. Basic Skills Deficient	1,582	49.5%	6	212	59	80	133	19	159	228
	14. Homeless or Runaway Youth	220	6.9%	2	2	2	12	14	1	14	16
	15. Not Employed at Program Enrollment	2,829	88.5%	42	223	103	85	156	91	211	209
	PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE										
1. Received Education/Job Training Activities		2,090	65.4%	32	163	16	84	120	12	144	276
2. Received Work Experience Activities		1,879	58.8%	26	163	86	73	106	62	181	117
3. Received Community Involvement and Leadership Development Activities		344	10.8%	0	20	0	0	39	0	20	29
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		2,066	64.6%	48	188	93	84	179	13	212	276
5. Received Mentoring Activities		1,086	34.0%	2	71	46	2	19	66	199	13
6. Received Support Services		437	13.7%	1	41	1	83	20	0	141	12
INDICATORS OF PERFORMANCE (Based on Number of Exiters)											
1. Attained Work Readiness or Education Goals in ISS		1,431	94.3%	15	171	23	27	84	36	118	78
2. Received Academic/Service Learning Credit		950	62.6%	19	4	28	9	78	33	56	78
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,142	75.2%	8	120	4	14	57	24	70	30
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		338	22.3%	7	40	19	18	45	20	34	65
CUSTOMER SATISFACTION											
1. Number of Participants Rating MYP Experience as "Excellent"		442	52.3%	8	26	21	14	19	7	79	25
2. Number of Participants Rating MYP Experience as "Very Good"		322	38.1%	8	33	7	8	5	6	14	14
3. Number of Participants Rating MYP Experience as "Average"		63	7.5%	3	9	6	0	3	1	2	6
4. Number of Participants Rating MYP Experience as "Below Average"		13	1.5%	0	0	2	0	0	0	3	0
5. Number of Participants Rating MYP Experience as "Poor"		5	0.6%	0	0	0	0	0	0	4	0
6. Total Number of Surveys Completed		845		19	68	36	22	27	14	102	45

SFY 2017 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY
(JULY 1, 2016 THROUGH JUNE 30, 2017)

COMBINED WDA TOTALS		TOTAL	WDA 8	WDA 9H	WDA 9C	WDA 10	WDA 12	WDA 14D	WDA 14S	WDA 15	WDA 16	WDA 17	WDA 18
1. Total Participants Served		3,198	276	388	36	469	216	174	18	298	56	198	17
1a. Total Participants Exited		1,518	78	250	17	237	104	75	10	107	36	99	4
Gender	2a. Male	1,714	140	231	23	200	106	116	12	156	43	81	12
	2b. Female	1,484	136	157	13	269	110	58	6	142	13	117	5
Age	3a. 14 - 15	953	18	160	8	278	30	36	1	42	12	154	0
	3b. 16 -17	1,078	76	117	20	136	37	50	13	71	14	44	6
	3c. 18	377	47	46	5	24	29	20	2	35	8	0	9
	3d. 19 - 21	580	85	63	3	31	73	68	2	94	16	0	0
	3e. 22 - 24	209	50	2	0	0	47	0	0	56	5	0	2
Ethnicity / Race	4a. Hispanic/Latino	340	50	22	2	76	12	10	6	19	7	17	1
	4b. American Indian or Alaska Native	88	1	4	0	22	1	2	0	5	2	2	0
	4c. Asian or Pacific Islander	197	6	27	0	58	7	6	0	70	2	5	1
	4d. Black or African American	1,030	54	183	3	289	76	29	1	147	10	117	1
	4e. White	1,646	192	166	32	7	118	136	16	51	40	66	13
	4f. Multi Race	161	22	5	0	24	13	14	0	22	0	8	1
Education Level	5a. Grades K-12 (No Diploma/GED)	2,676	178	354	36	454	137	170	18	186	47	197	13
	5b. High School graduate or equivalent	444	83	23	0	15	70	2	0	100	7	1	3
	5c. Post-Secondary Education	79	16	11	0	0	9	2	0	12	2	0	1
Other Demographics	6. Limited English Proficient	365	23	30	0	83	9	5	2	73	4	90	1
	7. Youth From Families Receiving Public Assistance	1,317	130	248	14	58	104	83	3	208	15	123	8
	8. Foster Youth	165	8	9	3	5	3	3	0	10	5	16	0
	9. Youth with a Disability	1,507	146	229	30	90	89	140	6	60	49	49	14
	10. High School Drop-Out	168	53	6	0	0	18	0	1	43	0	0	0
	11. Offender	288	40	12	2	14	15	14	2	47	7	11	1
	12. Pregnant or Parenting Youth	219	52	12	0	7	33	0	3	43	0	1	2
	13. Basic Skills Deficient	1,582	228	211	13	6	89	126	8	84	18	121	10
	14. Homeless or Runaway Youth	220	16	14	0	23	34	7	1	68	1	9	0
	15. Not Employed at Program Enrollment	2,829	209	363	31	469	175	170	13	220	57	198	13
PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE													
1. Received Education/Job Training Activities		2,090	276	158	8	469	175	162	18	50	0	198	5
2. Received Work Experience Activities		1,879	117	5	31	469	117	162	15	203	56	0	7
3. Received Community Involvement and Leadership Development Activities		344	29	1	0	0	35	0	0	2	0	198	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		2,066	276	0	0	386	193	0	2	191	0	198	3
5. Received Mentoring Activities		1,086	13	0	0	469	21	0	0	178	0	0	0
6. Received Support Services		437	12	0	5	0	41	0	5	75	0	10	2
INDICATORS OF PERFORMANCE (Based on Number of Exiters)													
1. Attained Work Readiness or Education Goals in ISS		1,431	78	244	16	237	64	75	10	95	35	99	4
2. Received Academic/Service Learning Credit		950	78	237	2	237	38	75	10	9	35	0	2
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,142	30	220	17	237	80	75	8	49	34	95	0
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		338	65	16	0	0	40	0	7	22	1	1	3
CUSTOMER SATISFACTION													
1. Number of Participants Rating MYP Experience as "Excellent"		442	25	21	10	92	7	18	3	54	4	34	0
2. Number of Participants Rating MYP Experience as "Very Good"		322	14	22	0	112	5	22	1	13	4	48	0
3. Number of Participants Rating MYP Experience as "Average"		63	6	1	2	9	1	7	0	2	0	11	0
4. Number of Participants Rating MYP Experience as "Below Average"		13	0	0	0	7	1	0	0	0	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		5	0	1	0	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		845	45	45	12	220	14	47	4	69	8	93	0

OUTREACH TO SCHOOLS/ CAREER ADVISOR COMPONENT

JULY 1, 2016 THROUGH JUNE 30, 2017

		Total	Percentage	WDA 2*	WDA 3*	WDA 4*	WDA 5	WDA 6*	WDA 7*	WDA 8*	WDA 12*	WDA 15*	WDA 17	WDA 18
Total Number of Youth Served		21,915		2,088	2,731	760	2,538	1,310	4,547	1,833	2,148	3,681	169	110
Total Number of Parents/Other Family Members Served		1205		258	138	50	235	0	102	0	401	10	0	11
Total Number of Interns Providing Services		70		0	54	0	1	0	9	0	0	5	0	1
Grade	Up to Grade 9	2610	12%	592	322	40	322	236	488	131	13	441	25	0
	10	5035	23%	405	484	113	373	423	2,162	158	202	678	23	14
	11	5517	25%	492	628	290	583	415	862	748	268	1,142	53	36
	12	7110	32%	584	1,076	315	873	233	867	787	847	1,406	68	54
	Post High School	1878	9%	15	221	2	622	3	168	9	818	14	0	6
Ethnicity/Race	Hispanic/Latino	2013	9%	127	29	25	244	129	367	441	214	423	8	6
	American Indian or Alaska Native	972	4%	407	180	85	53	88	19	10	58	66	1	5
	Asian/ Pacific Islander	1741	8%	8	0	10	87	76	63	7	93	1,391	1	5
	Black or African American	4288	20%	42	88	210	211	765	475	290	799	1,296	96	16
	White	13,549	62%	1,232	2,434	430	2,178	952	3,623	1,070	984	505	63	78
	Multi-Race	287	1%	272	0	0	0	0	0	15	0	0	0	0
Total Number Receiving Individualized/ One-on-one Services		6058		731	364	155	771	253	893	286	321	2,238	6	40
Total Number Receiving Group Services		17,596		1,525	2,367	605	2,002	1,057	4,286	1,547	1,827	2,147	163	70

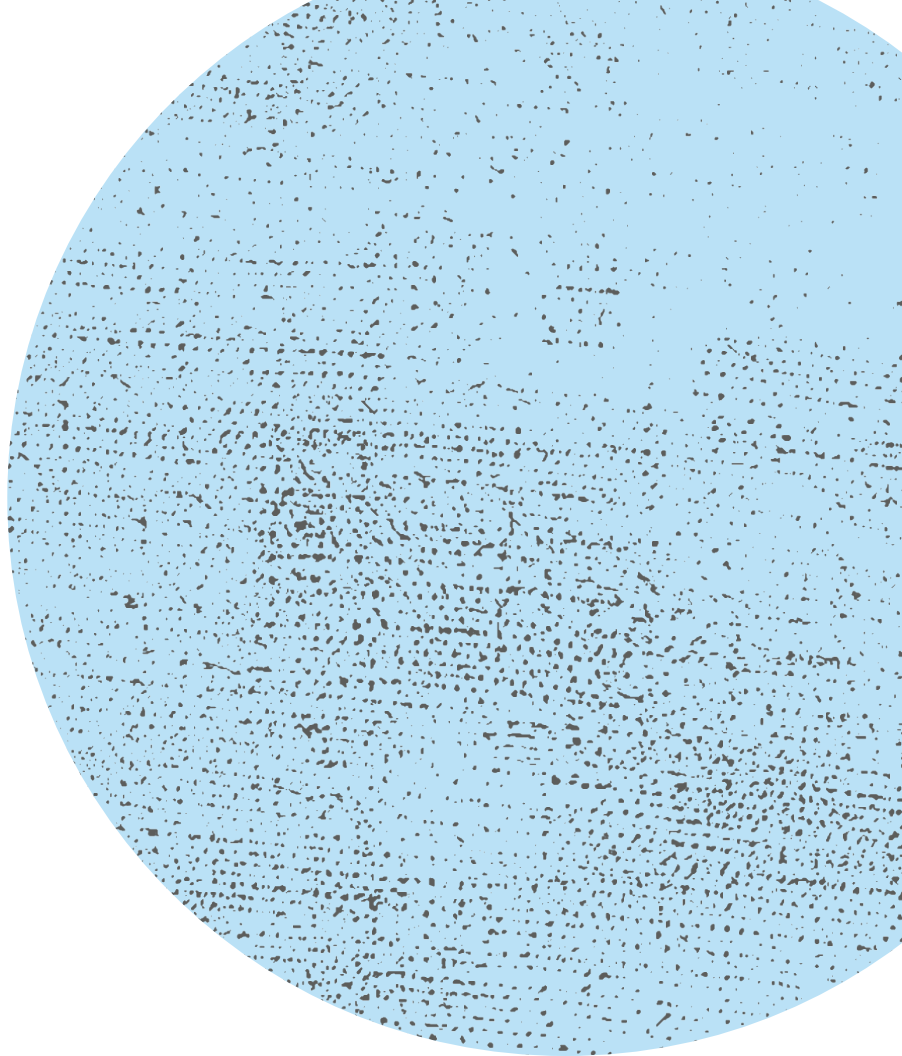
* Data blended with Higher Education Career Advisors Project (HECAP) funding

YOUTH PROGRAM

STATE FISCAL YEAR 2017

RETURN ON INVESTMENT (ROI) INFORMATION

MINNESOTA YOUTH PROGRAM	WDA DATA
A. Unduplicated Count of MYP Enrollees	3,198
B. Total number of MYP termed	1,518
C. Total number of MYP terminees that returned to school	996
D. Total number of MYP terminees that were placed in jobs	256
E. Average wage at placement for MYP placements	\$11.12
F. Average number of hours per week for MYP placements	28
G. Total number of MYP placed in work experience	1,671
H. Average wage for those MYP placed in work experience	\$9.32
I. Average number of hours per week for MYP work experience	35
J. Total MYP expenses for the program year	\$779,625
K. Total Annual Wages Earned by MYP Participants	\$7,415,306
L. Total Government Taxes Paid (est at 26.6%)	\$1,972,471
M. Est. Welfare Savings on Placements (Avg. \$6448)	\$1,650,688
N. Total Annual Return to Government	\$3,623,159
O. Positive Termination Rate	82.5%
P. Entered Employment Rate	49.0%
Q. Return on Investment	\$4.65



mn EMPLOYMENT AND
ECONOMIC DEVELOPMENT

**MINNESOTA DEPARTMENT OF EMPLOYMENT
AND ECONOMIC DEVELOPMENT**

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