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Minnesota Youth Program

SFY17-18 Annual Report

This 2018 Annual Report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2018.

This report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2018. 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?

3,247 youth were served through the work experience component of MYP and an additional 21,646 youth were served through the Outreach to Schools/Career Advisor component of MYP: 54% are youth of color, 46% are youth with disabilities and 64% 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. MYP provides safe and healthy worksites and sets high expectations for growth and learning. Detailed information on youth served under MYP in SFY2018 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 work readiness skills of youth in pre and post assessments on the worksite.

Support Services: Transportation, clothing, tools, child care, housing/rental assistance, and school-related expenses are available to support participants in work experience.

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 \$5.98 for SFY2018 (**see page 43**).



Southwest Minnesota

Southwest Minnesota Private Industry Council (PIC)

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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) works to build tomorrow’s workforce through partnerships with a shared focus on training and leadership. We are a private, nonprofit organization that offers customized training and employment services for individuals and businesses in a 14-county area of Southwest Minnesota. We also facilitate services through three WorkForce Centers in Marshall, Montevideo and Worthington. For over 30 years, the PIC has helped build a skilled and qualified workforce.

Our youth and young adult division works with employers and educators to assist students and their families with career exploration, career preparation, and skills training that align with the needs of local employers. Providing youth and young adults with opportunities to experience “real-life” workplaces and employees outside of training is important for their career preparation and for building a pipeline of future skilled workers in Southwest Minnesota. Services include: career awareness and exploration activities, career preparation, career pathways training, post-secondary scholarships, transition and career advisory services, work-based learning opportunities, and support services.

PIC leverages other resources, such as the Workforce Innovation and Opportunity Act (WIOA), the Minnesota Youth Workforce Development Competitive Grant Program (Youth at Work), Youth Intervention Funds, the Disability Employment Initiative Funds, Pre-Employment Transition Services (Pre-ETS/VRS), Higher Education Career Advisory Project Funds (HECAP), 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.

SERVING YOUTH UNDER-REPRESENTED IN THE WORKFORCE

Tokatakiya wodakota yuha maunnipi kte ye/do, which means, “We will walk towards the future with the Dakota way of life”, is a creative and collaborative initiative where 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. In addition, to developing employment skills, the young workers are studying Dakota language and lifeways.

The students are 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 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.

COLLABORATIVE PARTNERS

The PIC received the #1 Promising Practice Award from the Minnesota Workforce Council Association for two years in a row.

As Career and Technical Education (CTE) has declined over the past 20 years the need for partnerships to form and deliver CTE has been renewed. In response, a collaborative partnership was formed and has implemented new, in-demand CTE courses for high school students. This alone is a great accomplishment in rural MN where a where declining student enrollment makes filling a class difficult and securing a licensed teacher to teach the course even more so. The high

school students in the course earn high school and college credit in addition to gaining related workplace experience with local employers. This partnership results in full classrooms of students, a teacher with the appropriate credentials (shared by multiple schools), the development of more skilled workers, students gaining an understanding of the local labor market demands, and resources are braided to make the courses sustainable.

The PIC has expanded its partnerships to meet the needs of SW MN's residents and workforce, including CTE initiatives as part of the Career Pathway Partnership (CPP) which expanded their reach by joining forces with Launch Your Future Today (LYFT) acting as a school-to-career intermediary organization through the Career Pathway Navigator supporting work based learning activities for both the students, employers, and educators.

The PIC's Youth and Young Adult Program Career Pathway Navigator is instrumental in helping employers develop meaningful work-based learning experience for students and preparing students for "real-life" workplaces and gaining essential workplace skills. Employers have the opportunity to share their great jobs and promote their businesses to future workers as well as are involved in the curriculum development. Engaging employers on the design of an initiative has helped ensure CTE related instruction aligns with business needs.

BEST PRACTICES/"KNOW BEFORE YOU GO" LABOR MARKET INFOGRAPHICS

Providing labor market information to students, parents and school counselors to create awareness of regional career opportunities in high-growth, in-demand occupations is critical. WIOA Region 5 has developed and distributes labor market infographics that are easy to understand and are shared through innovative and traditional avenues such as school newsletters, websites, sports rosters and social media posts. We have partnered with schools, collaboratives, rural development commissions, and more as part of the dissemination process. Partners can use the infographics as they see fit. The launch of the labor market campaign "Know Before You Go" provides infographics on median wage range by education level, annual tuition increases, cost of a degree, and in-demand jobs in the region. For more information or to view all of the created infographics, please visit us at <http://www.swmnpic.org/labor-market-infographics/>.

OUTREACH TO SCHOOLS/ CAREER ADVISOR COMPONENT

Outreach to Schools (OTS) services (including HECAP and Pre-ETS) are a partnership between the Workforce Development Area 6 Board, (WDB) – SW MN Youth

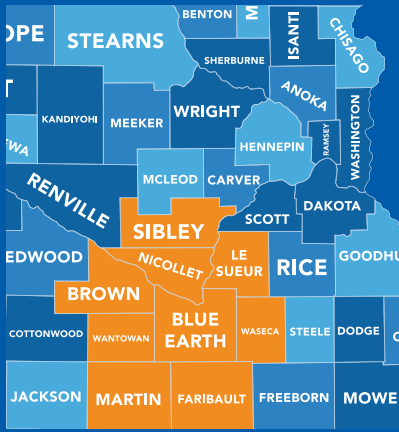
Committee and local educational agencies. OTS addresses a strategy for delivering effective education planning, career counseling and labor market information to the region's youth and families. The goal of Career Advisory services is to help students to increase participation and be successful in the 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.

CUSTOMER COMMENTS

- "Due to my involvement in the program I can go into job interviews on my own now and be able to answer the questions clearly and knowledgeably. I love the job that I have at Fleet Farm now and I am proud of myself for learning new things at my job."
– YOUTH PARTICIPANT
- "This is a unique opportunity that gives our students a chance to see, explore, learn, and ask questions of those owners or employees that are involved in a said career. PIC is a valuable learning tool for our students to see, first hand, the opportunities that are literally in their back yard. I believe it gives our students another opportunity to explore pathways to their future."
– HIGH SCHOOL COUNSELOR
- "An opportunity to engage youth that need a chance to gain experience in a positive work setting."
– EMPLOYER
- "The PIC program gave me opportunities I wouldn't have had without their guidance and services."
– YOUTH PARTICIPANT

Success Story: John is 17 and has a developmental cognitive disability. He came to SEMNPIC interested in finding a job to help increase his confidence and learn employability skills. SWMNPIC's Disability Resource Coordinator helped John obtain work with the City of Adrian as a maintenance assistant. Since working for the City, John has gotten his driver's license and started driving golf carts and lawn mowers. John's goal is to own and operate his own pheasant farm and take over the family farm when his father retires.





South Central Minnesota

South Central Workforce Council/ Minnesota Valley Action Council

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CareerForceMN.com

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.

South Central leveraged additional funding to complement and maximize services to target populations including youth from communities of color, youth transitioning out of the foster care system, youth with disabilities, teen parents and youth in public assistance households.

BEST PRACTICES/SERVING YOUTH OF COLOR

The “Dream It. Believe It. Achieve It.” Program funded by the Youth at Work Competitive Grant targets services to youth from communities of color. With input from youth participants, parents and representatives from agencies that serve communities of color, key strategies have been successful in reaching youth from communities of color. Because we recognize the strong family connection among 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. This program was recognized as a best practice by the Minnesota Workforce Council Association.

BEST PRACTICES/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. This program was also recognized as a best practice by the Minnesota Workforce Council Association.

Area high school students participated in a variety of hands on career exploration events featuring in-demand occupations in key industries in our area. Over 800 students participated in the Tour of Manufacturing where 14 local manufacturers opened their doors for tours and provided information on career opportunities at their business. One post-secondary institution showcased their manufacturing programs. About 600 students attended the Construct Tomorrow event which is an interactive career fair that provides hands on experiences in each of the construction trades to expose students to union apprenticeship opportunities. Sixty students participated in a three day SCRUBS Camp which offered

an opportunity for students to explore health science professions through hands on activities. This event was featured in a documentary titled “Ready for the Future: Career Preparation in Rural Communities” <https://www.tpt.org/ready-for-the-future/>. The documentary was a partnership between Regional Educational Laboratory Midwest at the American Institutes for Research and Twin Cities PBS.

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. The next phase of the labor market campaign is to provide industry specific information. The first series included health care infographics focused on demand occupations, career pathways, non-traditional careers, education requirements, job descriptions, employment opportunities and work environment. Other industries that will be highlighted include manufacturing, information technology and agriculture.

COLLABORATIVE PARTNERS

- Local School Districts
- Minnesota State University-Mankato
 - ▶ Education Talent Search
 - ▶ Student Counseling Department
- South Central College
 - ▶ Financial Aid Outreach
 - ▶ Secondary Relations
- South Central Service Cooperative
- WorkForce Center Partnering Agencies
 - ▶ Job Service
 - ▶ Vocational Rehabilitation Services
 - ▶ Minnesota Valley Action Council
 - ▶ Regional Labor Market Analyst

CUSTOMER COMMENTS

- “My son has some barriers and has not been handed the best beginning – but I think you are the next best thing for his healing and progress forward.” – *PARENT*
- “I screwed up BIG TIME at my job (work experience through MVAC) but Robyn and my boss are giving me a second chance I didn’t deserve.”
– *YOUTH PARTICIPANT*
- “This summer was more challenging than previous years, those working at my store gave me a run for my money – but I was not an easy kid, so I get it and loved to see them grow from their errors and become stronger in their work ethic and abilities by MVAC staff and I giving them more than one chance.”
– *WORKSITE SUPERVISOR*



Success Story: *Carter and his father came to the WF Center wanting assistance with job search for Carter. He was enrolled at Truman High School and entering the 10th grade. He was on IEP and really did not like school. He wanted a job and really hoped that he could have a work experience written in his IEP so he did not have to attend mainstream high school. He was enrolled in MVAC’s Young Adult Program and got a job at True Value Hardware. Thanks to collaboration between Carter’s school and MVAC, his needs are being met through the process and the two parties keep him motivated in both school and work.*



Duluth

Duluth Workforce Development

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CareerForceMN.com

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 tutoring support 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 our referral network has proven to better reach and better serve our at-risk youth and young adults. In addition, we leverage resources through co-enrollment in grants and programs whenever necessary to best meet our participants' service needs.

BEST PRACTICES

As a best practice, YES Duluth works in close partnership with youth serving agencies throughout our community to ensure access to the program elements necessary for support in achieving individualized education and employment goals. Through the Opportunity Youth of Duluth collaboration, we leverage the strengths and resources provided through our partner agencies to make connections, provide stability, connect with resources and pave the way for individual skill building as youth begin their career path.

YES Duluth counselors work one-on-one with youth to assist in the development of their individual employment

and education plan. In the early stages of enrollment, we incorporate guidance and counseling in career planning, job seeking, confidence and self-management, handling conflict and employability skills. YES Duluth 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 identify personal strengths, explore possible career pathways and plan for obtaining stackable credentials in post-secondary education.

Using DEED data tools and CAREERwise Education statistics, YES Duluth staff maintain a quarterly "LMI Snapshot" which is distributed to youth participants. The Snapshot illustrates current and local LMI data including growing careers, jobs with the most openings in the area and LMI "fun facts." Presenting this information to youth initiates discussions and informs decision making regarding how the youth's goals and interests fit into our region's current labor market picture.

To develop our participants' skills in financial literacy, we provide a variety of training opportunities and support to youth based on the age, experience and needs of the individual youth. In-school youth can receive managing credit education in partnership with local financial institutions. We also continue to maintain outreach and referrals with partners that teach financial literacy in the community, including ABE, Community Action Duluth (CAD), and Lutheran Social Services (LSS).

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 UNDER-REPRESENTED IN THE WORKFORCE

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, CAD, The Human Development Center, Safe Haven Shelter and Resource Center, LSS, 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.

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, truancy action program staff, Check and Connect staff and the Special Education departments. 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;
- Receive individualized assistance with development of a plan that puts them on track for success in work and life.

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.

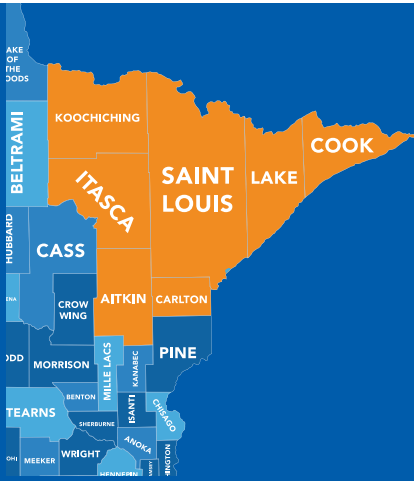
CUSTOMER COMMENTS

- “My experience with YES Duluth has been a great opportunity for me. The help you can get is all you need when you don’t have that spirit for yourself.”
– YOUTH PARTICIPANT
- “The YES Duluth program is a wonderful organization that helps you become a better you. Everyone I met has treated me with the upmost respect.”
– YOUTH PARTICIPANT



Success Story: Howard enrolled in YES Duluth in October 2017. He came in full of positive energy and creativity, also knowing that he struggled to keep on track with school and needed assistance with obtaining employment. Through the program, Howard completed work experience leading to service learning credits that helped him earn his diploma in spring of 2018. Howard then worked with his YES Duluth counselor to complete his FAFSA and his application for Lake Superior College.

Howard started college in fall of 2018 and is working successfully on the transfer curriculum needed to enroll at a 4-year college. Howard has completed his goals with YES Duluth and is excited to work toward achieving a college education.



Northeast Minnesota

Northeast Minnesota Office of Job Training (NEMOJT)

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CareerForceMN.com

Area served: Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, and 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 multicultural offices at regional post-secondary intuitions 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. Services are aligned with Nett Lake, Fond-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))

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 Area 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, career exploration.

BEST PRACTICES

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 2018, CareerONE had a 99% completion rate. Of those who completed, 95% received employability skills and 99% received safety certificates. In addition, the students completed 577 hours of community service to local agencies.

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.

This year, we expanded the program to include a health education component where students could obtain two college credits by taking a CPR/First Aid Class and a Medical Terminology class. 14 students completed the CPR/First Aid class and 2 completed the Medical Terminology class.

COLLABORATIVE PARTNERS

CentraCare and United Way of Central Minnesota partner with CareerONE providing additional funding and work-based learning projects. The CentraCare staff and CEO also participated in career information sessions teaching participants about professions in the health care system. In addition, for the second year in a row we held our regional CareerONE in the communities of Sauk Centre and Paynesville MN overall serving 134 youth in the summer of 2018.

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, a local university and a 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 2018, CareerONE's population consisted of 79% 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.

Success Story: Adna- *“My name is Adna. My favorite part of CareerONE was the money management and safety skills. I never took my money seriously and just spent it carelessly. I learned I should save it for the future and use it wisely. Some exciting things at CareerONE were when we went to the YMCA and learned new things like integrity, responsibility, respect, and how we use it in our everyday life. With my money that I earned at CareerONE, I sent a part of it to my family in Africa, I gave some to my mom, and I used the rest for my school needs. CareerONE has taught me how to interview well, and my team mentor helped me find my strengths and weaknesses.”*



OUTREACH TO SCHOOLS

From July 2016 through June 2018, Career Solutions OTS provided 661 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.

CUSTOMER COMMENTS

- “Can’t wait for next year! I have seen a big change in Jordan over the last 2 weeks. He found out that hard work makes you sleepy. He had so many stories to share every day. Thank you for doing this for the youth.” – PARENT, PAYNESVILLE CAREERONE
- “Great program. Great resource for youth to learn work skills. Absolutely no grips from my son! He had fun!” – PARENT, ST. CLOUD AREA CAREERONE
- “CareerONE was excellent! My daughter said she made growth in her TABE test and also learned about ways to help pay for college. She enjoyed the YMCA and meeting new people.” – PARENT, ST. CLOUD AREA CAREERONE



Central Minnesota

Central Minnesota Jobs and Training Services, Inc.

Barbara Chaffee, CEO

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Monticello, MN 55362

Phone: (763) 271-3700

CareerForceMN.com

Area 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, Workforce Development Area (WDA 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 funds, 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 economic disparities, 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 15 culturally competent services and increase collaboration with the growing Somali community and other communities of color in WDA 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 WDA 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

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Phone: (763) 324-2300

CareerForceMN.com

Area served: Anoka County

OVERVIEW

Anoka County Job Training Center’s Empowers program, 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 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, financial literacy, job search assistance and job placement.

BEST PRACTICES

Empowers has increased exposure to career pathways through large sector career events.

- Partnering with the Dream It Do It initiative, students from 6 schools toured 8 manufacturers.
- Area High Schools participated in an off-site Trades Career Fair with over 25 employers and an industry panel and a HealthCare Career Fair with 25 employers and an employer panel. Schools brought students to both events and both were very well attended.
- Over 250 youth participated in an industry sector employer panel and a career fair prep class prior to the Anoka County Career Fair at Anoka Technical College. Additionally, students from 5 school districts were transported in to attend the Career Fair with 200 employers and over 1,000 people in attendance.

OUTREACH TO SCHOOLS/ CAREER ADVISOR COMPONENT

Empowers allocates a percentage of MYP funds to provide Outreach to Schools (OTS). The 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 OTS activities include:

- Facilitating of workshops 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).
- Offering of weekly on-site hours at Hope4Youth (Drop-in Center for youth experiencing homelessness) and weekly on-site hours at Hope Place – a transitional housing facility for youth experiencing homelessness.
- 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.

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.

Additionally, 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

There are many ongoing and targeted efforts to connect with Youth from communities of color such as:

- Outreach to teen parents and youth of color in more high schools, alternative schools and community partners that predominately serve youth of color. This includes partnerships with the YMCA, Hope4Youth and the Anoka-Hennepin Teen Parent program and Job Corp.
- Partnering with Minneapolis Urban League (MUL) to provide an on-site counselor that specializes in culturally-specific services to African American and/or Native American individuals receiving MFIP. The MUL staff also partners with our team on outreach and training events.
- Partnering with the Future Leaders Program through Anoka-Hennepin District 11 which offers young people representing diverse ethnic and cultural backgrounds, mostly juniors and seniors, the opportunity to tutor in elementary schools where they are matched with children who have been identified as below grade expectation or at risk of failing. The Future Leaders receive training in leadership to assist them in working through issues that are challenging for youth of color.
- Partnering with Metro North ABE sites in Blaine and Columbia Heights to serve youth as both sites serve a large diverse population. Of the 230 youth that were served through MYP last program year, 98 were non-white (42%).

CUSTOMER COMMENTS

- "Can't thank you enough for coming in to share your knowledge, expertise and passion with youth. You are amazing! The enthusiasm and approach with youth adults makes them want to do more and be more."
– KAREN, COLLEGE AND CAREER TEACHER AT COON RAPIDS HIGH SCHOOL
- "It was really great having you in my class the other day. All your tips were very helpful. I actually got a job last night by using some of your tips and tricks. It was wonderful meeting you and making us feel welcome at the WFC."
– RYLEE, HIGH SCHOOL STUDENT
- "Thank you for teaching me about the future that I need to know. You taught me the important information for my resume to make it look better and also to be prepared for the things that is coming my way like studying for the right job that will exist in the coming years, so researching is also very important when looking into a job and being prepared for a job interview. Thank you for teaching us what we need to know and the important information we need to know."
– TOU, HIGH SCHOOL STUDENT



Success Story:

Eric is currently enjoying his second year in the Empowers Youth Program. His first year as a custodial assistant at the Anoka

County Government Center, he enjoyed the opportunity to work independently and complete assigned cleaning tasks. He finds value in completing a task and taking pride in the outcome. Eric's supervisor, Tony, describes him as adding value to the department mission to provide a safe, clean, comfortable, and well-maintained environment at Anoka County. He helps with a variety of projects and provides valuable input at team meetings.

Eric enjoys his experience at the Government Center and would consider future employment if presented the opportunity. He has learned many of the benefits to working at Anoka County, including help with future trainings and education. Eric appreciates how easy it is to communicate with his supervisor and coworkers.



City of Minneapolis

Minneapolis Employment and Training

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 Phone: (612) 673-6226
CareerForceMN.com
 Area served: City of Minneapolis

OVERVIEW

Step Up prepares today’s youth for tomorrow’s careers by recruiting, training and placing nearly 1,600 young people (ages 14-21) in paid internships each year with over 200 regional employers [from Fortune 500 companies and small businesses, to public agencies and nonprofits]. As one of the nation’s leading youth employment programs, Step Up leverages a collective of more than 200 partners spanning 15 industries and multiple sectors. It’s a backbone of support that unites businesses, schools, nonprofits and the city together in a common goal: to build and strengthen our future economy and the talented youth who will power it.

Step Up supports historically underrepresented youth in Minneapolis who are ready to navigate the professional world. The program helps organizations diversify their workforce and build a base of young, skilled workers for the entire region. Step Up has provided over 27,000 internships since 2003, yielding a competitive talent pipeline, a stronger economy and millions of dollars in wages for Step Up interns.

Building a globally-fluent and multicultural workforce starts with hiring. Nearly 89 percent of Step Up interns are people of color, and 48 percent come from immigrant families. Last year’s Step Up interns were born in 35 different countries. This is the kind of diversity that showcases the multicultural workforce of the future.

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. 95% 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.

- **Employer Engagement**

204 companies participate in hosting Step Interns each year. Of those, 102 companies see the benefit of investing in diverse and talented Minneapolis youth, hiring Step Up interns and paying the wages directly each summer to help with their business needs.

- **Academic Credit**

In 2018, 1,179 youth attended a full day professional development seminar. 677 14 and 15 year old interns had the opportunity to earn up to two elective credits each for their combined class on personal and professional development and their summer work experience with STEP-UP. We expect that more than 1000 credits were earned. We are currently processing the credits.

In 2018, the City of Minneapolis (CoM) and Project for Pride in Living (PPL) worked closely to align our Step Up curriculum with the Minneapolis Public Schools’ credit career readiness seminar to allow Step Up students 16 and older and in high school to earn the half credit for this course. This pioneering approach allows Step Up interns the option to earn high school credits for their work experiences in any job – Step Up or otherwise – once they earn this prerequisite credit. This integration supports youth who are credit deficient and fosters a deeper connection between how an intern’s work experience connects to his or her education. Overall this inaugural year was extremely successful with 477 Step Up interns earned the .5 credit career readiness seminar course. We plan to build on this for 2019 including differentiated curriculum for our professional development days and work experience credits for these interns. This work was awarded second place as a 2018 Promising Practice by the Minnesota Workforce Council Association.

COLLABORATIVE PARTNERS

Step Up is a collective of partners—a backbone of support that joins nonprofits, businesses, corporations, schools and the city together in a common goal: to prepare today’s youth for tomorrow’s careers and build a strong regional economy. Directed by the City of Minneapolis, Step Up wouldn’t be possible without the support of several important community partners. AchieveMpls, Project for Pride in Living and the Minneapolis Workforce Centers all partner and support the work of Step Up.

SERVING UNDERREPRESENTED YOUTH

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

FEEDBACK FROM EMPLOYERS AND INTERNS

Feedback from employers and supervisors is essential to Step Up as we continue to innovate and improve the program to better serve our youth and community. This year, 91% of supervisors reported that their Step Up intern made a valuable contribution to their workplace and 89% 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. Here are a few comments from supervisors about what they enjoyed most about hiring an intern this summer:

- 94% of Step Up Interns agreed or strongly agreed with the statement, “I felt I made a valuable contribution to my workplace.”

Success Story: *Brandon is a junior at Washburn High School. He learned about Step Up through his school social worker and mentor. Brandon said it was important to him to gain work experience while in high school. In his internship, he worked at Minnesota Alliance with Youth where he was the project lead on the Youth Education Leadership Summit 2018. On this project, Brandon learned how to effectively network and coordinate large groups of partners. He enjoyed most “earning money while learning about different kinds of people, cultures and lifestyles.” Brandon’s supervisor described him as an awesome intern with a bright future.*

When Brandon graduates high school he plans to go to college to study psychology and join the Navy. He also plans to come back to Step Up for a second summer to build on his work skills.

- 70% of Step Up Interns agreed or strongly agreed with the statement, “My job helped me decide what career to pursue in the future.”

Supervisor comments:

- “We all loved working with our intern, she was a real breath of fresh air and brought a different dynamic to our office!”
- “I enjoyed having young fresh minds at the work place and getting to teach them/guide them in their first work experience while improving my supervisor skills.”
- “Being able to build and develop a young person’s skills and interest to facilitate their goals of becoming a better leader.”

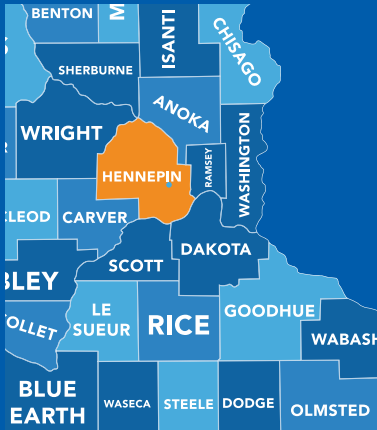
Intern comments:

“I’ve learned a lot about the industry, what people can do after graduating college, and how to do a lot of the work they do.”

“I’ve benefited from participating in the Step Up program by gaining experience as I get older, each internship I’ve received was moving me higher and expanding my career choices. They have trained me to be independent and to be ready for my future,”

- “I have made some great connections and feel that I know that I am possible and that nothing is impossible.”
- “I started out thinking I wanted to major in biology, but turns out I have an interest in accounting. I could improve my social skills as well as professional skills. I found out what major I wanted to go in and what my dream job is. I have become to be a more, well-rounded person with a lot of experience and skill sets.”





Hennepin County

Hennepin-Carver Workforce Development Area

Nola Speiser, Director

Hennepin County

A-400 Government Center | 300 South Sixth Street | Minneapolis, MN 55487

Cell: 612-382-2884

CareerForceMN.com

Area served: Hennepin (excluding the City of Minneapolis)

OVERVIEW

WDA 09, Hennepin – Carver through its Minnesota Youth Program provider Tree Trust offers several summer work experience opportunities to eligible youth for up to nine weeks designed to teach work-readiness skills in a supportive and realistic work environment. During the summer of 2018, fifty-two youth were employed with 32 of these youth placed in Youth Conservation Corps (YCC) crew positions and 20 youth 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 2018, Hennepin County crews completed the following projects:

- Minnetonka Parks
 - ▶ Gro Tonka Park – Timber Stairway
 - ▶ Meadow Park – Modular block stairway
- Plymouth Parks
 - ▶ Neighborhood walking trail – Timber stairway
- **Three Rivers Parks, Hyland**
 - ▶ Richardson Nature Center – Paver Patio and Timber Amphitheater
- **Three Rivers Parks**
 - ▶ Coon Rapids Dam Regional Park – Modular block stairway and timber stairway

● Individual Site

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 have the opportunity to earn a merit-based raise as well as academic credit. Tree Trust partnered with companies throughout the county for host sites.

BEST PRACTICES

● Unique opportunities for skill development

Youth working on a Tree Trust YCC crew have an opportunity to participate in an educational component called Employment Skills Training (ERT). ERT is a curriculum designed to help foster understanding about what skills are essential for success in the world of work. The lessons are completed using computer tablets and are facilitated by an Employment Skills Instructor. Youth participate in four lessons during their summer work experience. The lessons are Creating a Budget, Career Exploration, Resume Writing and Completing a Job Application. Youth also learn Project Cost Estimation through ongoing worksite activities.

● Opportunity for academic credit

Youth participating 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.

● Opportunity for Financial Literacy

Youth gain valuable financial literacy through the Team Tech lessons on budgeting and project cost estimation. The first lesson is a personal budget — youth develop a spreadsheet that includes their gross pay, net pay, taxes and other deductions. Then they 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. A cost inventory of materials and tools is developed to log with the approximate costs associated with the total project. The lesson illustrates the importance of material management and the avoidance of material waste.

SERVING YOUTH OF COLOR

Tree Trust has 40 years of experience working with youth of color. In 2018, 71% of youth served were from communities of color. Services for outreach, referrals and program delivery focus in communities of color to include partnering with organizations who also work directly with this population. Through the Job Prep programs Tree Trust has 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 throughout the Twin Cities Metro. Serving at-risk youth and young adults and helping them find success in the workplace is the foundational mission of Tree Trust

COLLABORATIVE PARTNERS

Partnerships include 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.

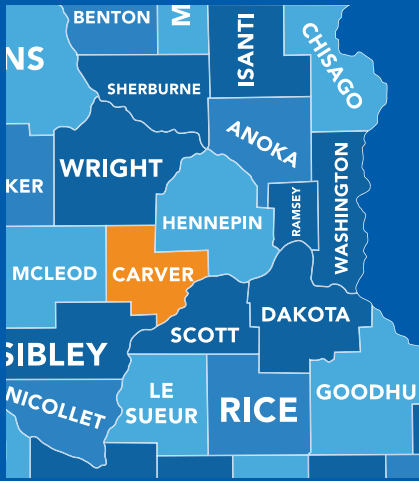
CUSTOMER COMMENTS

- “Tree Trust has given me a lot of skills and work experience. It has impacted my life by allowing me to learn new things and be able to do a lot of new things.”
— YOUTH PARTICIPANT
- “I’ve become a harder worker and stopped being lazy. I feel more belonged and welcomed in the community.”
— YOUTH PARTICIPANT



Success Story: *This was Brendan’s third summer on a crew at Tree Trust and he said that this was the best summer he had. His crew leader was particularly impressed by Brendan, and mentioned that he “always demonstrated tremendous work ethic; he [was] always working and [showed] initiative by asking for more things he [could] do to help complete the project.”*

Brendan had originally wanted to be a Pharmacy Technician, but after working outdoors each summer, he now wants to open his own landscaping business. Brendan has finished school, so he decided to enroll in Tree Trust’s Young Adult Conservation Corps (YACC) to learn more about this field before applying for a staff position within Tree Trust’s Landscape Services department. He is currently enrolled in YACC and receiving services from Tree Trust.



Carver County

Carver County Health & Human Services

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CareerForceMN.com

Area 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. We provide workshops 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 category. We review this information 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. We use O-Net's mynextmove.org. The web-site provides a job interest report based on the assessment results, so youth have this information immediately upon completion of the assessment. We also distribute letters mid-summer with potential careers that may match their interests based on the results. The intention is to get the youth thinking about future career opportunities, and the training and education that may be needed to support their field of interest. We discuss what this may entail for them at monitoring visits and offer additional services if the youth are interested in further exploration. 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 different local businesses signed up to work with the youth. These businesses included Qdoba, Park Nicolet Clinic, Auburn Manor (nursing home) and Freedom Farm. These businesses 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.

One Request for Proposals (RFP) was sent out this summer for services. The RFP was for the Pre-Employment Skills workshop and the Financial Literacy workshop and a new provider was selected to provide these workshops for summer of 2018.

SERVING YOUTH OF COLOR AND YOUTH WITH DISABILITIES

In Carver County, 12 youth were served, five of which were under-represented in the workforce due to their race or disability. School counselors, teachers, Career Rehabilitation Counselors with DEED, Health and Human Services case managers, and Carver County Corrections identify the Summer Youth Program as a valuable opportunity for these youth, which is where the majority of referrals come from. One young man who was disabled and utilizes a wheelchair had a successful work experience with Park Nicollet Clinic.

In addition to the five youth that were served, another four youth of color and one with a physical disability began the application process. These individuals either pursued employment through an alternate organization (Vocational Rehab Services or MRCL), or they were ineligible.

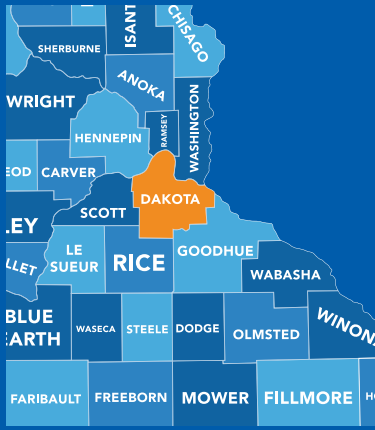
CUSTOMER COMMENTS

- “Through programs like this, the youth can learn a lot about employment and themselves.”
– *WORKSITE SUPERVISOR*
- “I really like learning a lot about a garden and how the food gets to the shelves at the grocery store.”
– *YOUTH PARTICIPANT*
- “I want to work in the field of construction and this really helped me understand the different fields of construction.” – *YOUTH PARTICIPANT*

Success Story: *Jessica was referred to the Summer Youth Employment Program by Vocational Rehabilitation Services; this counselor thought she could benefit from continued career exploration and development of work skills. This was her 2nd year in the Summer Youth Program and her second year at Freedom Farm therapeutic riding center. Some of Jessica’s daily responsibilities included cleaning the stalls of the horses and assisting with client’s rides by guiding horses on their walks.*

Jessica described her summer work experience as great. Jessica said “It’s amazing to see clients come in that cannot walk and get on a horse and smile because they are moving without their wheelchair.” Jessica stated that any day is a good day when you are working with horses. Jessica hopes to continue to volunteer with Freedom Farm. Jessica recently obtained a full-time job working at Mackenthun’s Grocery store as a bakery specialist and is looking at going to college next year for EMT training.





Dakota County

Dakota-Scott Workforce Services

Mark Jacobs, Director

1 Mendota Road West – Suite 100

West St. Paul, MN 55118-4765

Phone: (651) 554-5622

Scott Co. Phone: (952) 496-8528

CareerForceMN.com

Area 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 2018, Tree Trust employed 85 Dakota County youth through the Minnesota Youth Program. 30 of these youth are placed in Youth Conservation Corps (YCC) crew positions, 35 are placed in Enclave positions and 20 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 2018, Dakota County crews completed the following projects:

Dodge Nature Center

- ▶ Constructing an erosion control project near barn
- ▶ Miscellaneous landscaping maintenance projects

Inver Grove Heights

- ▶ Ernster Park: Constructed a set of timber horse shoe pits and a retaining wall behind a backstop

Apple Valley

- ▶ Green Leaf Park: Installed recycled timber edging around a playground to contain sand
- ▶ Chaparral Park: Installing recycled timber edging around a playground to contain sand
- ▶ Belmont Park: Installing recycled timber edging around a playground to contain sand

Lakeville

- ▶ Kings Park: Constructed a timber edger and staircase to create a level pad for bleacher installation at the baseball fields

These 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 childcare, retail, custodial, and clerical assistance. These youth work an average of 20 hours per week and have the opportunity to earn a merit-based raise as well as academic credit. Tree Trust collaborated with companies throughout the county. Individual site worksites included Arc's Value Village, Good Samaritan Society, Levi P. Dodge Middle school, Riverview Elementary, TJ Maxx Eagan, TJ Maxx Burnsville, YMCA Hastings, and Randolph Public Schools.

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 Employment Skills Training (ERT). ERT is a curriculum designed to help foster understanding about 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 2018, 71% of those we served were from communities of color. We do outreach and deliver programming in these communities and receive referrals of youth from many partner organizations who also work directly with this population. Through our JobPrep programs, we have provided paid work experience, employment readiness training, placement and retention services, case management and college and career navigation programming to tens of thousands of at risk youth and young adults in the Twin Cities Metro. Serving these youth and helping them find success in the workplace is foundational to our mission.

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.

CUSTOMER COMMENTS

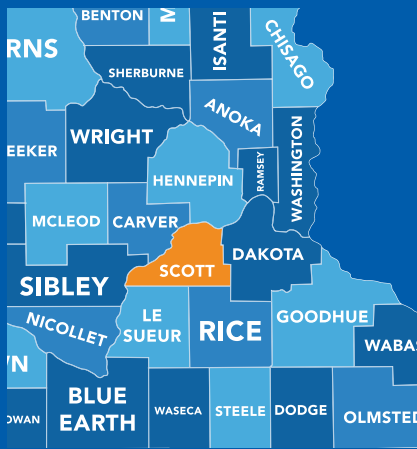
- “I feel like it has trained me for the future, like having to get up early every morning and start the work day. Tree Trust has impacted my life by making me get outside a lot instead of being lazy.” – *YOUTH PARTICIPANT*
- “Working at Tree Trust had a major impact on how I feel about working outdoors and I feel confident saying that I enjoy working outdoors.” – *YOUTH PARTICIPANT*



Success Story: *This was Cameron's third summer with Tree Trust. He was on a crew his first year and in an individual site placement his second year. Cameron returned to the crew this year where his past experiences made him a natural leader.*

Cameron's positivity and ability to always give his all helped his crew complete projects at Ernster Park in Inver Grove Heights and Dodge Nature Center in West St Paul. Cameron received the Governor's Award for his excellence this summer. At the award presentation, Cameron gave an impromptu public speech to all the young people and adults in attendance. In this speech, he reminded everyone about how much they accomplished this summer and emphasized that the skills they learned would help them succeed at whatever they do in the future.

Cameron will be returning to the School of Environmental Studies in the fall.



Scott County

Dakota-Scott Workforce Services

Mark Jacobs, Director

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Phone: (651) 554-5622

Scott Co. Phone: (952) 496-8528

CareerForceMN.com

Area served: Dakota and Scott Counties

OVERVIEW

Scott County served 20 youth in the Minnesota Youth Program this program year (7/1/17-6/30/18). 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. The Youthbuild students also complete certification for CPR and First aid.

COLLABORATIVE PARTNERS

- SouthWest Metro Intermediate District 288 - Youthbuild and Makerspace credit recovery and work experience programs.
- Private Sector Employers – work experience programs
- Local secondary and alternative schools – referrals and worksites
- CAP Agency – referrals and worksites
- Scott County – referrals and worksites
- WorkForce Center Partners - referrals and worksite development

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.

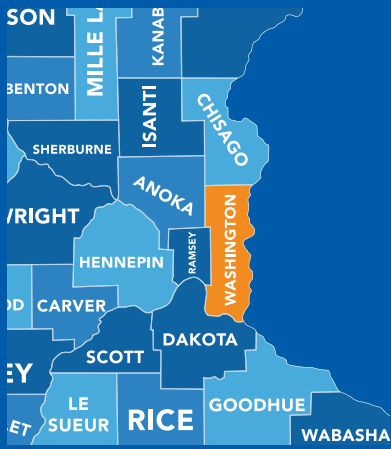
CUSTOMER COMMENTS

- “The program really helped me build communication skills” – *YOUTH PARTICIPANT*
- “I learned I can do a lot more than I realized” – *YOUTH PARTICIPANT*
- “It was very rewarding to help our youth and show them they can be success.” – *SUPERVISOR*
- “You can see the confidence build up in as they are given more responsibility.” – *SUPERVISOR*

Success Story: Jesus was a participant in the Scott County Summer Youth Program. He was assigned to the Youthbuild worksite where he gained valuable work experience, skills and was also able to earn enough high school credits to graduate with his class. He worked with a team comprised of students from Scott and Carver counties. He helped on several construction and remodeling projects at the Shakopee Town Square Mall.

One of the main reasons Jesus was interested in the Youthbuild program was because it allowed him to work with his hands and use a variety of tools. His goal has always been to become an auto mechanic because he has always loved working on cars. After graduating from high school Jesus started working a full time job at Big O Tires as a Tire Technician. Jesus will be attending Hennepin Technical College this spring semester working to complete the Automotive Technician program. Scott County is excited to continue to work with Jesus as he works to accomplish his goals.





Washington County

Washington County WorkForce Center

Rick Roy, Division Manager

Woodbury Service Center

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CareerForceMN.com

Area served: Washington

OVERVIEW

Washington County contracts with Tree Trust to provide 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 2018, Tree Trust employed 30 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 2018, Washington County 2 crews completed projects:

- Stillwater Township – constructed timber pads on 9-hole disc golf course
- Grey Cloud Island – built gravel canoe launch extending 8 feet out into the water
- Woodbury Elementary – prepared a site and installed pavers for an outdoor classroom amphitheater
- Square Lake County Park – deconstructed and then rebuilt a staircase leading from the parking lot to the lake, requiring 140 landscape timbers; constructed a deck

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 Employment Readiness Training (ERT). ERT is a curriculum designed to help foster a connection between what is learned in school and what skills are essential for 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 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 ERT 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 lessons and work the required number of hours to earn credit.

- **Financial literacy training for youth participants**

The aforementioned ERT budget and project estimate lessons also provide youth the opportunity to enhance financial literacy. The first lesson is a personal budget — youth develop a spreadsheet that includes their gross pay, taxes, 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 2018, 71% of those we served in all our agency's programs and contracts 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 youth of color. 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 area. Serving these youth and helping them find success in the workplace is foundational to our mission. Of the 30 youth who worked on Washington County's crews, 7 were of color.

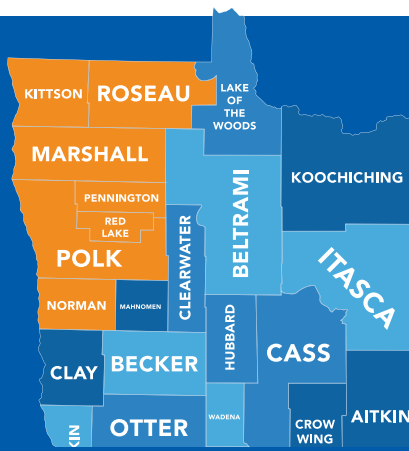
CUSTOMER COMMENTS

- "Tree Trust was my first job and has given me a rough frame of what is expected of me in a workplace. This knowledge will further benefit me when I search for other employment." – *YOUTH PARTICIPANT*
- "It helped me become more social. Talking to others more often. I learned how to be independent with the money I earned." – *YOUTH PARTICIPANT*



Success Story: *This was Ryan's first summer with Tree Trust and the first job he has ever had. While working with seven other young people, they completed a timber staircase at Square Lake Park. Ryan clearly excelled this summer, as he was nominated by his crew leader to receive the Governor's Award, the highest award a young person can receive at Tree Trust.*

Ryan will be returning to high school in the fall where he plans to continue school and currently thinks he wants to become a plumber. Ryan enjoyed his summer so much that he enrolled in Tree Trust's Green Teens program that runs during the school year. In the Green Teens program, he will attend monthly events to learn more about careers in green industries.



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

CareerForceMN.com

Area served: Kittson, Marshall, Norman, Pennington, Polk, Red Lake, and Roseau

OVERVIEW

In WDA 1, Inter-County Community Council (ICCC) provides youth programs year-round for at-risk youth ages 14-24. ICCC works with education providers, social service agencies, probation officers, family services, and foster care to identify youth who are at risk. ICCC connects youth who have significant barriers to activities and/or employment opportunities that assist with reducing barriers to employment. ICCC focuses on assisting youth participants with developing and maintaining job and soft skills in order to be successful in the workforce or a higher education program. ICCC Case Managers review in-demand occupations and provide youth participants with assessment tools to identify the best career choice based on their individual interests. ICCC provides services through paid work experiences and additional training if needed. This includes but isn't limited to; GED, high school diploma, post-secondary education or occupational certifications. ICCC Employment Case Managers work closely with each youth participant on an individual level to ensure continued success in school, worksites, and the program. ICCC's goal is for each youth participant to feel valued and employable in the future. These services are provided through the use of the Minnesota Youth Program grant funds received directly, and Workforce Innovation and Opportunity Act funds from the Northwest Private Industry Council. All activities receive the input and support of our local boards.

BEST PRACTICES

Success in the MYP program has been with the coordination of the Employment Case Managers and all partners involved in the youth participants current situation. The Employment Case Managers work to develop relationships with each youth participant based on individual needs, and takes time to understand each youth participant's situation in order to provide guidance and resources to reduce barriers to employment. The Employment Case Managers are compassionate and strive to create open lines of communication, whether it is visiting the youth at a worksite and encouraging them to continue doing a good job or being there when things become tough. ICCC's goal is for each youth participant to be successful. In rural Minnesota, placing youth in work sites that align with their interests can be difficult. To overcome this, ICCC Case Managers take the time to develop and maintain relationships with local employers to ensure youth participants receives the best worksite experiences possible. Employment Case Managers provide mentoring to each youth participant at their worksite to ensure they receive the necessary job skills and soft skills to be successful in the future. Local school districts and education providers have been very helpful in sending referrals for students whom they feel can benefit from the programs. This referral system has been very successful for youth who didn't know about the programs and needed additional resources and skill building.

COLLABORATIVE PARTNERS

Various agencies collaborate with ICCC to help youth participants achieve personal success. Building these relationships has been a critical part in the MYP program remaining successful. Partners in this collaboration include local schools, social services, public health agencies, courts, probation offices, non-profits, local city organizations, and private businesses.

SERVING YOUTH OF COLOR

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

OUTREACH TO SCHOOLS

ICCC works with local schools, area learning centers and adult basic education facilities to focus on career exploration for students. ICCC utilizes 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 training, cost of living, and the importance of job skills. With one-on-one services, students can explore occupations further and obtain additional information about specific occupations. The one-on-one session can also be used to help develop résumés, fill out job applications, learn interviewing skills and ask any other questions they may have. Students are given the opportunity to take assessments and discover where their strengths and interests lay. From there Case Managers can explain what further training is required to be successful in jobs aligned with those interests.

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: *Addaleigh came to us as a young, divorced single mother wanting to make a new life for herself and her child. She had made it partially through a degree in criminal justice but wasn't sure how she was going to complete her journey due to financial and personal hardship.*

Since enrolling in ICCC's MYP program, Addaleigh has been very successful in school, landed an internship working with the parole office in East Grand Forks, was awarded the "Outstanding Student of Criminal Justice Award" from the University of Minnesota – Crookston and is working as a probation officer at Tri-County Corrections in Crookston (A job that she absolutely loves!). Addaleigh is due to graduate in December of 2018 and plans to make probation a career. She is passionate about bringing new ideas and practices to her daily work and wants to help ex-offenders become successful upon their release.

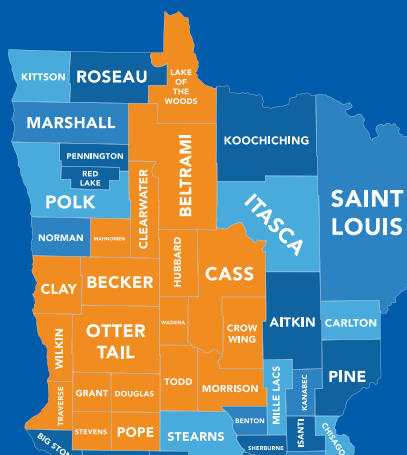
Rural Minnesota

Rural Minnesota Concentrated Employment Program (RMCEP)

Dan Wenner, Executive Director
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Detroit Lakes, MN 56502
Phone: (218) 846-7400

CareerForceMN.com

Area served: Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Lake of the Woods, Mahanomen, Morrison, Otter Tail, Pop, Stevens, Todd, Traverse, Wadena, and 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), Youthbuild and Transitional Youth Services, Temporary Assistance for Needy Families (TANF) Teen Parent. Co-enrolling individuals is a valuable way to build efficiencies with resources and expand services for participants.

Recruitment has been a priority this past year as we seek to connect more Out of School Youth (OSY) with services. Our counselors report that through strategic recruitment practices stronger relationships are being developed with both participants and partners. Valuable sites for recruitment include; mental health facilities, schools including personnel and classes, and human services agencies. Additionally, recognizing the power of “word of mouth” referrals is priceless ... a good word from a friend or family member can make all the difference! Our counselors understand this concept and are driven to provide unmatched service.

Our agency enrolled 164 participants under the In-School Youth Program, 226 in the Out-of-School Program, and 389 participants in the Minnesota Youth Program.

BEST PRACTICES

Making connections and getting young adults interested in services is the first step in impacting the lives of the participants we serve. The following are some best practices developed by youth coordinators in the area of recruitment and participant activities:

“I have held several presentations at our offices for touring high school senior classes that highlighted

our services and programs such as work training, job search assistance and school funding. I also presented at alternative schools and worked closely with Career Advisors and provided them with flyers to put around the school, promoting youth programs along with pre-applications for the program which helped me pre-determine eligibility and gather contact information for youth. Another effective practice is to attend open house events at area high schools, from one event alone, I received 8 applications for youth interested in the work training program and 3 OSY with 2 in which we are funding their college education and one which is on work training with us.”

Once enrolled, young adults are engaged in a number of activities such as extensive career counseling, development of work skills and soft skills, career pathway exploration, hands on work experience, education on post-secondary options and independent living skills training. The youth client and the Youth Services Coordinator work together to develop a comprehensive and holistic employment plan that outlines educational and career goals, barriers, and accomplishments that the youth uses as a guide to become successful at school and in the work force. To help guide this process, the youth clients take several career and interest assessments to identify strengths and interests as it relates to the world of work and so that they can become familiar with the job market in their career field of interest.

COLLABORATIVE PARTNERS

As a youth employment services provider, we collaborate with many different individuals and agencies. Building relationships is a critical step to providing effective services to our participants. Common collaborative partners have been: high school teachers/faculty, alternative school faculty and counselor, IEP case managers, Vocational Rehabilitation Services Counselors, Mental Health Providers and County Social Workers.

One of our counselors describes below the positive outcome from participating in industry specific groups:

“I have been collaborating with the Northwest Minnesota Construction Liaison Committee of Bemidji also known as “Construct Tomorrow.” Through that collaboration I am able to find out what type of skill trades are in demand and it also affords me the opportunity to refer the Youth I work with for paid internships that lead to full time employment in a variety of building trades across Northern Minnesota.”

In addition, our on-site Disability Resource Coordinator strives to provide useful tools and resources that assist our Youth Counselors to better serve our 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 Americans. We also seek to provide services to those with disabilities, foster youth, and those exiting the foster care system.

RMCEP has incorporated diversity training in our required World of Work (WOW) orientation. Participants receive a message of respect and inclusion. The following statement from a RMCEP Youth Counselor describes how she begins this discussion:

“I always make sure I mention this when I am completing the WOW orientation with both youth and supervisor. I think it is a helpful way to discuss differences within the workplace, especially for youth that may lack exposure to varied cultures, generations, abilities, etc. I also have discussion with supervisors regarding disability, accommodations and skills/ strengths (in line with disclosure agreement with participant) and am available for continued support in this area if issues arise on work sites.”

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

Our Youth Counselors work closely with our 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: www.mn.gov/deed/programs-services/office-youthdevelopment/special/higher-education

CUSTOMER COMMENTS

- “...because of RMCEP’s efforts our son was successful in graduating from high school and has been gainfully employed full-time and living independently in a neighboring community.” – *PARENT*
- “I have enjoyed being able to mentor youth who come to my worksite and see their employment skills increase.” – *SITE SUPERVISOR*
- “If it wasn’t for the guidance that you (youth services coordinator) provided I would have dropped out of school and be either homeless or in jail.” – *PARTICIPANT*

Success Story: *Crystal is 17 and a HS student. She had recently gotten her driver’s license and wanted to start earning money for a vehicle. She had no prior work history but had done some babysitting and volunteer work. Crystal was not sure what career pathway she wanted to pursue and was not sure what step she should take to look for employment.*

Crystal was eager to learn more about the work world and was open to exploring different work site options. After discussion about Crystal’s interests and skills, we set up summer work experience through the MYP at Compass - an after school and Summer child care program. Crystal began working 7 hours a week in the after school program in May and transitioned to 20 hours a week at the Summer Child Care program in June.

Crystal has learned more about the work of work and has decided she would like to pursue Elementary Education as a career. She especially enjoys working with the 1st graders on her work site.





Southeast Minnesota

Southeast Minnesota Workforce Development Inc.

Randy Johnson, Director

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Rochester, MN 55904

Phone: (507) 252-6524

CareerForceMN.com

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

OVERVIEW

Workforce Development, Inc., a private, nonprofit organization providing employment and training 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

Career Pathways opportunities are the heart of WDI's youth and young adult programming. Several Career Pathways training programs are currently available through WDI, focused on the key sectors in the region including Construction/Trades, Manufacturing, Public Sector jobs, and Manufacturing. One example is our Construction/Trades program where individuals receive 8 weeks of training and are often moved directly into a union apprenticeship program.

"Bridges to the Future," is a collaboration between Faribault, Red Wing, and Northfield, including the MN Correctional Facility-Red Wing, and partially funded through Youthprise/Social Innovation Fund. 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.

WDI also utilizes a multi-tiered career pathways and work readiness program called Emerging Leaders, which collaborates with other community organizations to offer mentoring, independent living skills, while also offering inter-generational work readiness training, career pathways training, and work experience. This program encompasses all of our youth programming in a comprehensive package to offer robust and tangible opportunities for youth and young adults to gain credentials and real-life work experience.

WDI has been involved with various experiential learning programs throughout Southeast Minnesota, developing relationships between schools and employers to develop apprenticeship, mentoring, job shadowing, and work experience opportunities for students across our region. In Freeborn and Mower counties, we are offering apprenticeship opportunities that connect youth with Career Pathways while still in high school or earning their GED. In Houston and Fillmore counties, we have a multi-school/employer collaboration where seven school districts have developed work-based learning opportunities that mirror one another to offer similar ways to connect for employers.

COLLABORATIVE PARTNERS

Amazing work can be accomplished when people work together toward a common goal. With youth programming, 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, and community college systems. Those within various nonprofit and government agencies are also strong partners: social workers, mental

health providers, YMCA, probation officers, and youth workers within organizations such as the Empowerment Center, Vocational Rehabilitation Services, Community Corrections, United Way, Homeless Coalitions, Somalia Rebuild, Red Wing Youth Outreach, and Boys and Girls Club. We greatly value the input and participation of youth in all aspects of programming as well. Some of the most important partners are employers, providing real-life work experiences and funding for our career pathways programming, including key stakeholders such as Mayo Clinic, Habitat ReStore, and local trades union partners.

SERVING YOUTH OF COLOR

Through the development of our Emerging Leaders program, we have advanced in developing partnerships and coming together with our community organizations to develop a collaborative youth programming model for Southeast Minnesota. WDI currently employs multiple individuals who provide targeted outreach and programming to underrepresented individuals in their specific communities, including native-language outreach, teaching job search skills and application assistance, and helping form connections with community leaders, parents, and young adults. Staff includes two Somali-speaking Career Planners, one Somalian job search instructor, one Spanish-speaking Career Planner, 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 in our region, Southeast Minnesota demographics represents an overall minority percentage of approximately 13%. MYP currently serves 51% youth of color, and 49% 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 Planners work closely with schools, providing information to administrators, teachers and students on the services available through youth programming, and we use the Career EdVenture curriculum to provide schools with easy access to a variety of topics and services. We 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.

CUSTOMER COMMENTS

- “I can see myself actually doing something in the future rather than being dead” – *YOUTH PARTICIPANT*
- “I am more prepared to finish my degree and will do whatever I can to graduate next spring” – *YOUTH PARTICIPANT*
- “I have an amazing job, and without WDI I wouldn’t have found the job that I am at now” – *YOUTH PARTICIPANT*
- “You guys literally changed my whole life. I went from high school dropout to someone who believes in themselves. Thank you” – *YOUTH PARTICIPANT*



Success Story: *The Minnesota Correctional Facility-Red Wing (MCF_RW) is part of a Tri-City Bridges initiative with the target focus being incarcerated juvenile males. The program is a partnership with Minnesota State College Southeast and Workforce Development and focuses on delivering a Manufacturing 101 class, Soft Skills class, and an OSHA 10 certificate class several times a year.*

Blake finished the Manufacturing 101/ OSHA 10 class in 2017. He remained at MCF_RW until July of 2018. After talking about all sorts of interests that he had and determining that he wouldn’t be going to college immediately when he was released we worked within his guidelines. One day his Career Planner mentioned that he would make a great Barista; he has incredible people skills and a great memory for details. Blake wrote the following about his journey.

“When I first met Kim, I was so eager to find out more about thriving in the workforce. I wanted to know as much as possible, and I figured she would be helpful. What became was more than help: It’s been life guidance ... I have plans to take advantage of the Starbucks College Achievement Program, and I’m learning so much about myself and the world. Thank you so much, Kimberley!”



Winona

Winona County WorkForce Council

Gerry Krage, Job Service Manager

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Winona, MN 55987

Phone: (507) 453-2920

CareerForceMN.com

Area 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 “niche,” 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 postsecondary 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 N

St. Paul, MN 55109

Phone: (651) 779-5651

CareerForceMN.com

Area 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. The 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 2018 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY (JULY 1, 2017 THROUGH JUNE 30, 2018)

COMBINED WDA TOTALS		TOTAL	PCT	WDA 1 NW	WDA 2 CEP	WDA 3 NE	WDA 4 Duluth	WDA 5 CMJTS	WDA 6 SW	WDA 7 South Central	WDA 8 SE MN	WDA 9 Henne- pin
1. Total Participants Served		3,247		47	239	156	117	243	116	230	346	198
1a. Total Participants Exited		1,619		9	106	54	46	152	62	131	76	149
Gender	2a. Male	1,734	53.4%	36	152	90	60	117	69	110	166	128
	2b. Female	1,511	46.5%	11	87	66	57	126	47	120	180	70
	2c. Did Not Self-Identify	2	0.1%	0	0	0	0	0	0	0	0	0
Age	3a. 14 - 15	1,068	32.9%	18	80	33	3	22	22	9	28	95
	3b. 16 -17	1,061	32.7%	18	116	80	36	125	67	124	113	68
	3c. 18	380	11.7%	8	24	25	23	45	17	46	50	12
	3d. 19 - 21	563	17.3%	1	14	18	41	37	8	39	99	21
	3e. 22 - 24	175	5.4%	2	5	0	14	14	2	12	56	2
Ethnicity / Race	4a. Hispanic/Latino	361	11.1%	5	14	1	7	36	28	36	63	18
	4b. American Indian or Alaska Native	83	2.6%	0	20	11	4	7	1	1	4	4
	4c. Asian or Pacific Islander	166	5.1%	0	4	1	2	1	1	7	15	6
	4d. Black or African American	980	30.2%	0	11	3	28	12	7	70	70	96
	4e. White	1,723	53.1%	47	197	131	62	200	102	144	227	79
	4f. Multi Race	159	4.9%	0	7	10	19	11	3	6	26	5
Education Level	5a. Grades K-12 (No Diploma/GED)	2,687	82.8%	41	218	129	78	200	104	187	242	180
	5b. High School graduate or equivalent	416	12.8%	5	18	23	36	35	10	40	86	11
	5c. Post-Secondary Education	142	4.4%	1	3	4	3	8	2	3	17	7
Other Demographics	6. Limited English Proficient	290	8.9%	1	1	1	2	6	3	34	28	11
	7. Youth From Families Receiving Public Assistance	2,091	64.4%	27	121	104	76	91	68	142	166	130
	8. Foster Youth	158	4.9%	2	15	10	25	20	7	27	7	4
	9. Youth with a Disability	1,503	46.3%	33	155	107	63	179	72	96	168	111
	10. High School Drop-Out	183	5.6%	0	6	3	23	11	4	19	72	2
	11. Offender	261	8.0%	2	23	6	30	24	7	25	63	4
	12. Pregnant or Parenting Youth	235	7.2%	2	2	8	23	26	5	25	67	3
	13. Basic Skills Deficient	1,133	34.9%	5	192	87	79	179	25	68	134	79
	14. Homeless or Runaway Youth	183	5.6%	1	0	3	33	18	2	9	20	5
	15. Not Employed at Program Enrollment	2,873	88.5%	41	205	133	105	186	102	215	254	192
	PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE											
1. Received Education/Job Training Activities		1,640	50.5%	43	125	65	22	144	11	320	322	
2. Received Work Experience Activities		1,902	58.6%	33	198	126	64	107	81	192	129	49
3. Received Community Involvement and Leadership Development Activities		538	16.6%		46		1	72	6	15	42	45
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		2,038	62.8%	72	242	72	18	174	18	238	502	1
5. Received Mentoring Activities		757	23.3%		93	26	3		19	173	19	48
6. Received Support Services		258	7.9%	5	35	3	17	28	12	22		4
INDICATORS OF PERFORMANCE (Based on Number of Exiters)												
1. Attained Work Readiness or Education Goals in ISS		1,399	86.4%	4	76	42	36	143	57	122	73	147
2. Received Academic/Service Learning Credit		930	57.4%	5	10	40	17	74	56	73	38	142
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,189	73.4%	4	63	1	15	103	31	86	32	143
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		379	23.4%	4	30	32	26	73	27	39	52	4
CUSTOMER SATISFACTION												
1. Number of Participants Rating MYP Experience as "Excellent"		472	49.1%	0	23	26	25	0	6	8	39	10
2. Number of Participants Rating MYP Experience as "Very Good"		416	43.3%	0	23	9	7	0	6	2	17	14
3. Number of Participants Rating MYP Experience as "Average"		66	6.9%	0	4	7	3	0	1	0	2	6
4. Number of Participants Rating MYP Experience as "Below Average"		10	1.0%	0	0	2	0	0	0	0	0	1
5. Number of Participants Rating MYP Experience as "Poor"		2	0.2%	0	0	0	0	0	0	0	0	1
6. Total Number of Surveys Completed		961		0	50	44	35	0	13	10	58	32

WF1 Data as of 11/14/2018
Customer Satisfaction Data as of 11/14/18

SFY 2018 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY (JULY 1, 2017 THROUGH JUNE 30, 2018)

COMBINED WDA TOTALS		TOTAL	PCT	WDA 9 Carver	WDA 10 Mpls	WDA 12 Anoka Co.	WDA 14 Dakota Co.	WDA 14 Scott Co.	WDA 15 Ramsey Co.	WDA 16 Washing- ton Co.	WDA 17 Stearns- Benton	WDA 18 Winona Co.
1. Total Participants Served		3,247		31	485	230	191	20	280	59	232	27
1a. Total Participants Exited		1,619		22	280	110	103	8	144	31	117	19
Gender	2a. Male	1,734	53.4%	24	214	109	118	16	167	43	101	14
	2b. Female	1,511	46.5%	7	270	121	72	4	113	16	131	13
	2c. Did Not Self-Identify	2	0.1%	0	1	0	1	0	0	0	0	0
Age	3a. 14 - 15	1,068	32.9%	7	463	30	27	1	33	22	175	0
	3b. 16 -17	1,061	32.7%	18	19	26	69	13	89	18	44	18
	3c. 18	380	11.7%	3	3	45	22	4	42	5	0	6
	3d. 19 - 21	563	17.3%	3	0	99	73	0	83	14	12	1
	3e. 22 - 24	175	5.4%	0	0	30	0	2	33	0	1	2
Ethnicity / Race	4a. Hispanic/Latino	361	11.1%	2	57	22	10	5	23	4	28	2
	4b. American Indian or Alaska Native	83	2.6%	0	11	6	2	0	10	1	1	0
	4c. Asian or Pacific Islander	166	5.1%	0	32	7	7	0	72	5	6	0
	4d. Black or African American	980	30.2%	1	307	65	32	2	105	10	157	4
	4e. White	1,723	53.1%	25	31	132	145	16	68	39	56	22
	4f. Multi Race	159	4.9%	3	26	16	0	0	15	0	12	0
Education Level	5a. Grades K-12 (No Diploma/GED)	2,687	82.8%	31	484	149	121	18	199	51	232	23
	5b. High School graduate or equivalent	416	12.8%	0	1	70	4	1	68	6	0	2
	5c. Post-Secondary Education	142	4.4%	0	0	10	66	1	13	2	0	2
Other Demographics	6. Limited English Proficient	290	8.9%	0	30	11	13	1	67	2	79	0
	7. Youth From Families Receiving Public Assistance	2,091	64.4%	10	450	126	102	9	207	33	206	23
	8. Foster Youth	158	4.9%	2	0	4	5	0	10	7	11	2
	9. Youth with a Disability	1,503	46.3%	29	46	123	149	7	70	39	34	22
	10. High School Drop-Out	183	5.6%	0	0	14	0	1	24	0	1	3
	11. Offender	261	8.0%	4	6	14	10	2	28	7	3	3
	12. Pregnant or Parenting Youth	235	7.2%	0	4	28	0	1	35	1	2	3
	13. Basic Skills Deficient	1,133	34.9%	12	0	0	140	4	39	2	80	8
	14. Homeless or Runaway Youth	183	5.6%	0	3	33	5	0	43	5	3	0
	15. Not Employed at Program Enrollment	2,873	88.5%	28	485	178	187	17	246	50	225	24
PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE												
1. Received Education/Job Training Activities		1,640	50.5%	21	16	295			35		204	17
2. Received Work Experience Activities		1,902	58.6%	28	413	120	88	18	204	29		23
3. Received Community Involvement and Leadership Development Activities		538	16.6%			13	77		3		218	
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		2,038	62.8%	8	218	239	13	6	149	29	14	25
5. Received Mentoring Activities		757	23.3%		218		87		71			
6. Received Support Services		258	7.9%			12		16	77		24	3
INDICATORS OF PERFORMANCE (Based on Number of Exiters)												
1. Attained Work Readiness or Education Goals in ISS		1,399	86.4%	18	279	44	94	8	128	0	115	13
2. Received Academic/Service Learning Credit		930	57.4%	10	280	37	93	8	28	0	7	12
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,189	73.4%	18	280	80	98	8	75	30	113	9
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		379	23.4%	0	0	47	2	0	33	0	5	5
CUSTOMER SATISFACTION												
1. Number of Participants Rating MYP Experience as "Excellent"		472	49.1%	0	207	5	18	3	0	6	73	23
2. Number of Participants Rating MYP Experience as "Very Good"		416	43.3%	0	250	1	25	5	0	9	47	1
3. Number of Participants Rating MYP Experience as "Average"		66	6.9%	0	22	0	11	1	0	4	5	0
4. Number of Participants Rating MYP Experience as "Below Average"		10	1.0%	0	3	1	2	0	0	1	0	0
5. Number of Participants Rating MYP Experience as "Poor"		2	0.2%	0	0	0	1	0	0	0	0	0
6. Total Number of Surveys Completed		961		0	482	7	57	9	0	20	120	24

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

(JULY 1, 2017 THROUGH JUNE 30, 2018)

	Total	Percentage	WDA 2	WDA 3	WDA 4*	WDA 5*	WDA 6*	WDA 7*	WDA 8*	WDA 12*	WDA 15	WDA 17	WDA 18	Tree Trust*	Achieve-Mpls	Sabbathani
Total Number of Youth Served	21,646		1,675	2,294	1,053	413	1,734	6,626	681	1,844	934	1,483	729	403	1,743	34
Total Number of Parents/Other Family Members Served	897		265	116	39	2	0	10	78	360	0	1	12	0	0	14
Total Number of Interns Providing Services	119		0	104	0	0	0	6	2	0	4	3	0	0	0	0
Up to Grade 9	5,182	24%	708	271	9	63	372	2,416	114	20	16	521	45	130	487	10
Grade 10	5,343	25%	190	407	585	94	350	2,010	74	208	182	272	425	71	471	4
Grade 11	5,009	23%	342	527	257	105	744	1,166	197	432	252	393	96	91	396	11
Grade 12	5,077	23%	413	903	198	123	268	987	296	697	418	168	120	88	389	9
Post High School	1,063	5%	22	185	4	30	0	47	0	487	0	222	43	23	0	0
Hispanic/Latino	2,139	10%	120	24	47	39	300	572	49	161	84	199	23	47	471	3
American Indian or Alaska Native	596	3%	27	161	48	15	108	42	27	72	0	4	0	14	78	0
Asian/Pacific Islander	679	3%	18	0	16	9	119	88	23	123	151	16	15	23	78	0
Black or African American	2,864	14%	149	69	79	43	96	417	46	631	273	33	36	190	771	31
White	14,686	70%	1,361	2,041	767	302	1,111	5,507	314	857	63	1,234	655	129	345	0
Multi-Race	108	1%			92				16							
Total Number Receiving Individualized/One-on-One Services	5,026	23%	353	306	167	125	351	756	475	455	934	383	64	54	603	0
Total Number Receiving Group Services	17,607	81%	1,322	1,988	1,032	290	1,383	6,163	681	1,389	0	1,153	665	367	1,140	34

* Data blended with Higher Education Career Advisors Project (HECAP) funding. Tree Trust served youth in Hennepin, Dakota and Washington Counties with HECAP funds only.

MINNESOTA YOUTH PROGRAM - RETURN ON INVESTMENT INFORMATION

STATE FISCAL YEARS 2017 & 2018 (JULY 1, 2016 TO JUNE 30, 2018)

Minnesota Youth Program (SFY '17)	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
Minnesota Youth Program (SFY '18)	WDA DATA
A. Unduplicated Count of MYP Enrollees	3,247
B. Total number of MYP termed	1,619
C. Total number of MYP terminees that returned to school	1,008
D. Total number of MYP terminees that were placed in jobs	298
E. Average wage at placement for MYP placements	\$11.79
F. Average number of hours per week for MYP placements	29
G. Total number of MYP placed in work experience	2,395
H. Average wage for those MYP placed in work experience	\$9.65
I. Average number of hours per week for MYP work experience	36
J. Total MYP expenses for the program year	\$779,625
K. Total Annual Wages Earned by MYP Participants	\$10,290,375
L. Total Government Taxes Paid (est at 26.6%)	\$2,737,240
M. Est. Welfare Savings on Placements (Avg. \$6448)	\$1,921,504
N. Total Annual Return to Government	\$4,658,744
O. Positive Termination Rate	80.7%
P. Entered Employment Rate	48.8%
Q. Return on Investment	\$5.98
Minnesota Youth Program (SFY '17 & '18)	WDA DATA
A. Unduplicated Count of MYP Enrollees	6,445
B. Total number of MYP termed	3,137
C. Total number of MYP terminees that returned to school	2,004
D. Total number of MYP terminees that were placed in jobs	554
E. Average wage at placement for MYP placements	\$11.46
F. Average number of hours per week for MYP placements	28.5
G. Total number of MYP placed in work experience	4,066
H. Average wage for those MYP placed in work experience	\$9.49
I. Average number of hours per week for MYP work experience	35.5
J. Total MYP expenses for the biennium	\$1,559,250
K. Total Annual Wages Earned by MYP Participants	\$17,705,681
L. Total Government Taxes Paid (est at 26.6%)	\$4,709,711
M. Est. Welfare Savings on Placements (Avg. \$6384)	\$3,572,192
N. Total Annual Return to Government	\$8,281,903
K. Positive Termination Rate	81.5%
L. Entered Employment Rate	48.9%
M. Return on Investment	\$5.31

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