

# Minnesota

## Youthbuild Program

Preparing At-Risk Youth and Young Adults for a Productive Future



# SFY 2012

July 1, 2011 to  
June 30, 2012

Minnesota Department of Employment and  
Economic Development

January 23, 2013

## Annual Report

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**On the Cover:**

Left: Youthbuilders practice a tile-setting activity with Rick Martagon at the Bricklayer's Apprenticeship Training Center in Saint Paul (*photo courtesy of City Academy*).

Right: Youthbuilders framing a house in north Minneapolis (*photo courtesy of Tree Trust*).

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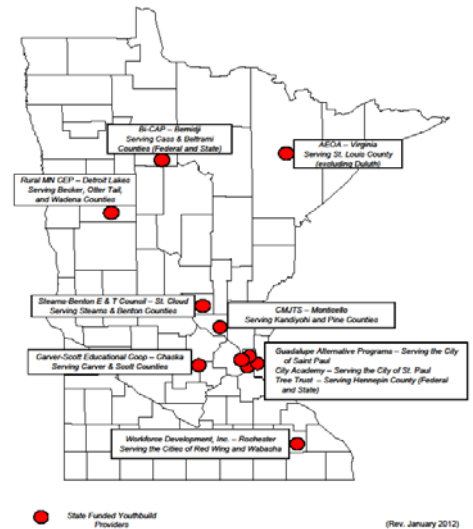
# INTRODUCTION

## FUNDING

In PY 2012, \$1,000,000 in state funds and an equal amount of matching local and federal dollars supported ten Youthbuild Programs serving 403 at-risk youth. Fifty-five (55) units of affordable housing were constructed or renovated last year.

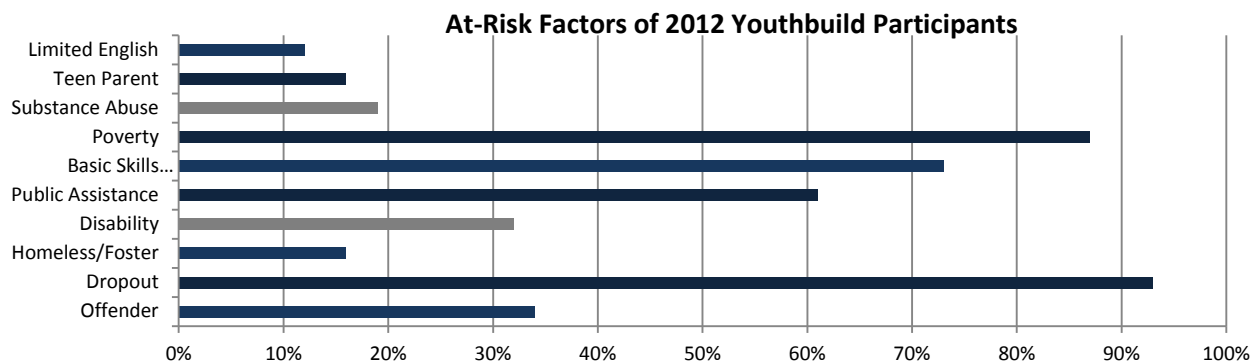
A separate federal YouthBuild program is administered directly by the US Department of Labor through a competitive awards process. Two state-funded Youthbuild grantees, Bi-County CAP and Tree Trust, received federal funding in 2011. Bemidji-area Red Lake and Leech Lake Tribal Organizations received DOL Youthbuild grants in 2012 and 2009.

YOUTHBUILD SERVICE PROVIDERS IN MINNESOTA



## PURPOSE

The Minnesota Youthbuild was first authorized in statute by the Minnesota Legislature in 1989, (M.S. 116L.361 – 116L.366), as a dropout prevention strategy for troubled youth. Youthbuild targets low-income high school dropouts and youth experiencing repeated school failure who also face barriers such as a criminal background, disability, substance abuse, basic skills deficiency, homelessness, teen pregnancy and parenting, foster care, limited English ability, and dependency on public assistance.



## CAREER PATHWAYS

Youthbuild offers low-income high school dropouts and other at-risk youth an opportunity of a successful future via a construction career pathway. The program provides comprehensive, wrap-around services, including:

- industry-recognized credentials and pre-apprenticeship training in residential construction;
- contextual basic skills and academic support; soft skills in work readiness;
- Entrepreneurial business skills, financial literacy, and independent life skills training;
- leadership and community service opportunities;



St. Cloud Youthbuilders develop leadership skills during High Ropes Husky Challenge course at St. Cloud State University.

- career/life counseling and support services.

Communities benefit from highly visible renovation and construction projects completed by youth that expand affordable housing for low-income families.

## **PARTNERING WITH REGISTERED APPRENTICESHIP**

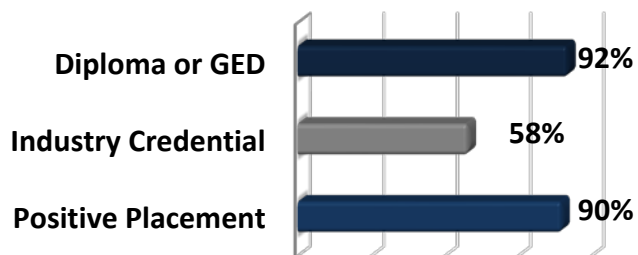
Youthbuild partners with Apprenticeship Coordinators and staff at Joint Apprenticeship Training Centers (JATCs). The collaboration is a “win-win” for Minnesota’s building trades unions and Youthbuild graduates by helping unions meet their apprenticeship recruitment goals, especially for young women and young people of color; and by offering Youthbuild graduates an opportunity to continue their construction career pathway in varied and high-wage registered apprenticeships in Minnesota’s building trades.



Trainer, Pat Alfonso, assists Youthbuilders with hands-on project while touring the Sheet Metal Workers JATC in White Bear Lake (left and center photos). Youthbuilders bending conduit at the Pipefitter’s JATC in St. Cloud (right photo).

## **SUCCESSFUL OUTCOMES**

After approximately one year of comprehensive training and services over 90% of youth earn a high school diploma or GED, 58% earn an additional industry-recognized credential, and 90% or more are placed in private sector employment, registered apprenticeship, post-secondary, and/or the military.



Youthbuild graduates found positions as small business owners; brick and tile layers, masonry, and carpenter apprentices; Green Build roofers, welders, construction laborers, business managers, certified nursing assistants, registered nurses, bank loan officers, computer technicians, web designers, community health workers, conservation officers, and energy auditors.

Return-on-Investment (ROI) for Youthbuild shows significant costs savings to the state attributed to two simple factors: (1) a reduction in youth offender recidivism (6% program juvenile offenders versus 53% released juvenile offenders in the state) and (2) an increase in state taxes collected on program graduates’ wage gains. Information on ROI of the Minnesota Youthbuild Program can be found

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



Youthbuilders Todd, Miles, and Kyle develop small business and financial skills in Virginia through AEOA’s Small Entrepreneur Project.

# Arrowhead Economic Opportunity Agency, Inc. (AEOA)

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*Serving the Quad-Cities area  
of St. Louis County*

## Collaborative Partnerships:

Northeast MN Office of Job Training Agency and Workforce Center; Northern Pines Medical Center; St. Louis County Probation and Juvenile Justice; AEOA Head Start, Housing, Employment and Training, and Transportation Departments.



Miles erects a new fence at a renovated home in Eveleth.

Since 1996, over 100 Arrowhead Youthbuilders (all high school dropout-offenders), have constructed or rehabilitated approximately 50 homes, and helped to construct homeless youth and adult residences and Head Start centers in the quad-cities area.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	14
Obtained High School Diploma/GED .....	90%
Received an Industry-Recognized Credential .....	90%
Employed in Private Sector .....	90%
Enrolled in Post-Secondary or Other Placement ...	30%
Youth Offenders .....	100%
Youth from Families Receiving Public Assistance	64%
Homeless Youth .....	21%

## Success Story: Miles

*It didn't take me long to figure out that no one wants to hire someone without a high school diploma or GED certificate. Through Youthbuild, I've earned my GED and learned a lot on different construction and maintenance jobs. I now feel confident using all of the tools and working on any of the construction projects. I also have quite a list of certificates that I have completed while in Youthbuild: General Certification OSHA, MSHA, First Aid/CPR, Green Power/Green Specialist and Defensive Driving. I'm also thinking about going to college. I know that all the skills I've developed, the certificates I have gained, and getting my GED will help me when I start job-searching.*

## Quotes from Local Officials and Youth:

*"It's really great that AEOA has a program like Youthbuild. These youth learn valuable skills and help them create a record of positive work history."* –**Virginia Community Foundation Executive Director**

*"Not having a diploma or GED, my past trouble with the law, and poor work history were all good reasons why nobody wanted to have me around. When no one else would give me a chance, the Youthbuild program did. This program gave me that second or maybe it was a third chance to turn things around, and I'm really working at it now."* – **Youth**

*"You've got a great crew. I think I could use this group on a few upcoming projects. I'm going to call you this fall and hopefully we can line up some different experiences for them."* **Local Construction Business Owner**

*"When your kid drops out of school it makes you sad, when he hangs out with the wrong kind of friends it's frustrating, and when he ends up in court it's scary. Youthbuild taught my son he didn't need to go that way ...they gave him a chance to start turning things around."* – **Parent**



Mike enjoys using the cordless saw during his renovation work at a house being built in Eveleth.



Todd primes painting surfaces on a renovation project. He earned a Lead Safety certificate through Youthbuild.



Miles learns about different types of power tools while completing his Small Entrepreneur Project.

## Success Story: Mike

*I came to Youthbuild as a high school dropout with only a ninth grade education and a juvenile record. Through the program I've earned my GED, gained carpentry skills, work experience, and life skills, and been certified in Green Power Training, OSHA 10, S.E.T.T., Lead Safety, Heart Saver first-aid, and NCCER construction. I am currently working for Van House Construction in Silver Bay and going to Mesabi Range Community and Technical College for carpentry.*

## Best Practices:

**Sustainable Employment through Training and Trades (S.ET.T.) Program**, an accredited program for unemployed and underemployed Minnesotans on the Iron Range, provides Youthbuilders with college readiness and computer coursework, goal setting, and Green Power industry training.

**Industry-Recognized Credentials:** Youthbuilders learn about and have the option to earn a **Green Building Construction Certificate** emphasizing proper techniques for responsible use of national resources in building construction. They also are trained and certified in **LEED and MN Green Star** green building ratings systems, **Lead Abatement Safe Worker** practices, **OSHA 10** Workplace Safety, **Heart Saver First Aid**, and **National Center for Construction Education and Research's (NCCER)** nationally-recognized construction curriculum.

**Small Entrepreneur Project:** teaches Youthbuilders the value of owning and operating a small business. Youth complete a small construction project, learn to market their products as well as further develop their construction skills. Recent projects have included Adirondack chairs, picnic tables, and a child-size table and chairs. Two Youthbuilders started their own small businesses last year.

**ABE Post-Secondary and Construction Math Curriculum, College Tours, College Applications and FAFSA Assistance, and Area Workforce Center Visits:** are components of the program. To emphasize their importance, work maturity skills is reviewed by the worksite supervisor every two weeks and discussed with each participant, providing immediate feedback on their job readiness performance at work.

**Foyer Community Garden:** Youthbuild installed a community garden and constructed a storage facility at the Foyer, a transitional apartment building for homeless youth.



# Bi-County Community Action Programs, Inc.

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*Serving Beltrami and Cass Counties*

**Collaborative Partnerships:** US Dept. of Labor, Gates Foundation, USDA, Bemidji State University, Northwest Tech, Neilson Place CNAs, Red Lake Housing and Tribal College, Voyageurs Charter School, Rural MN CEP, MN Green Communities, Evergreen Youth Services, local courts and probation.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	39
Obtained High School Diploma .....	100%
Employed in Private Sector .....	96%
Received Industry-Recognized Credential .....	100%
Youth from Families Receiving Public Assistance .....	67%
Youth Offenders .....	51%
Pregnant and Parenting Youth .....	23%
Youth Who Are Basic Skills Deficient .....	100%

## Success Story: Taylor

*Taylor entered Youthbuild as a court-involved drop out from Bemidji High School. While in Youthbuild, he successfully earned his high school diploma, nationally-recognized credentials in Pre-Apprenticeship Training (PACT) and NCCER construction training and was active as a community service volunteer at the local elementary school and nursing home, and did highway clean-u, and sent gifts to servicemen. On the construction site, he learned many skills, including plumbing, weatherization, sheet rocking, mudding, taping, roofing, and window replacement. As he gained a new-found confidence, Taylor displayed strong leadership skills and became an intern in the YouthBuild program. He now works full-time for a construction company in the Bemidji area.*

## Quotes from Youth and Local Officials:

*“Youthbuild graduates are an asset and job ready for private contractors because of their experience and education.” - Local Building Contractor*

*“To be honest, YouthBuild changed the course of my life. I learned how to open up, apply myself, and be a responsible young adult. Youthbuild has helped me see that life isn't a free ride.” – Youth*

*“I've struggled a lot in my life and Youthbuild has helped me with my decision to get clean. I was caught up in a drug game, but now I am clean. My dream has always been to have a profession with cars and Youthbuild has helped me to make it reality.” – Youth*

*“Youthbuild is an invaluable resource because it increases the supply of new affordable housing stock yearly and preserves existing affordable housing with on-going rehab activities.” - Transitional Program Director at Bi-CAP*



Taylor (standing 3<sup>rd</sup> from right) poses after installing solar PV mounts and electrical box while working toward Green Sustainability certification through Northwest Technical College.

Since 1990, Bemidji Youthbuild has constructed or rehabilitated over 12 single-family homes, two head Start facilities, and 20 homes for transitional housing.

## Success Story: Zack



Zack came to Youthbuild as a drop-out with criminal justice run-ins. Through Youthbuild, he earned his diploma, his driver's license, and received NCCER Construction and Lead Safety certifications. He is now at Northwest Technical College working towards a high performance automotive degree.



Kyle and Levi harvest tomatoes.



Rickard and Kyle apply vinyl siding to a MURL house.



Eldon operates a packer to prepare the foundation for a home in Bemidji.

## Best Practices:

### **Green Sustainability Certification and College Credit at Northwest Technical College:**

Youthbuilders received training in solar photovoltaic electrical systems, solar hot water systems, and LEED Green construction building. They also toured the RREAL Solar Panel Plant.

### **Multiple Industry- and Nationally-Recognized Training, Certification, and Credentials:**

Youthbuilders became certified as EPA Lead Renovators and receive Pre-Apprenticeship Certificate Training (PACT) and National Center for Construction Education and Research (NCCER) training, basic first aid and OSHA safety training. In addition, many youth earn certification as Nursing Assistants (CNAs), Energy Auditors, or U.S Forest Service Firefighters.

**Entrepreneurial Training:** enables youth to run their own greenhouse business while they learn budgeting, bookkeeping, marketing, and strategic planning. Local business owners teach and mentor participants on successful business decision-making. Grown from seed in the Youthbuild greenhouse, plants are sold as part of entrepreneurship training and grown in the community garden. Upon harvest, vegetables are made into salsa, canned or frozen, and entered by youth at the County Fair. In 2012, Youth received four 1<sup>st</sup> place and 2<sup>nd</sup> place ribbons.

**Operation Minnesota Nice** was conceived by Youthbuilders to provide homemade gifts and letters to service men and women overseas. Youthbuilders also volunteered many man-hours for the Salvation Army Kettle Campaign. Staff from the Bemidji Police Dept. stated that “without Youthbuilders bell ringing, we would not have the funds needed to help low-income residents.”

### **Placement with Local Construction Contractors, Colleges, and Employers:**

Graduates are linked with construction contractors and local employers and receive assistance with college entrance forms and fees. MNSCU's Accuplacer test is used as a pre-and post- assessment tool for youth to evaluate their college skills levels up front. Each Youthbuilder completes a portfolio containing a resume, letters of intention, samples of skills earned and homes completed, awards and certificates, and results of vocational and placement tests.

# Carver-Scott Educational Cooperative

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*Serving Scott and Carver Counties*

## Collaborative Partnerships:

Hennepin Technical College, Scott and Carver County Housing Authorities and Workforce Centers, and local school districts



Youthbuilders take a break from building dugouts at Waconia High School.

Since 1991, CSEC Youthbuild has constructed 27 houses and multi-family units, including battered and homeless transitional housing. During that period, they have also weatherized 55 homes and renovated 16 child care centers, schools, and other community centers in the two-county area.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	53
Obtained High School Diploma .....	94%
Employed in Private Sector .....	48%
Enrolled in Post-Secondary .....	29%
Youth from Families Receiving Public Assistance	42%
Youth With Disabilities.....	64%
Chemically Dependent Youth.....	25%

## Success Story: Tyler

*When I first started Youthbuild, I didn't know much about building and didn't think I would enjoy it. After my first day, I realized that joining Youthbuild was the best thing I could have done. I am behind in credits to graduate and I didn't think it would be worth it to keep coming to school. But after I joined Youthbuild it made me feel like I had a reason to come to school. It did more than just help with my credits, it also pays for gas so I can keep coming to school. I joined Youthbuild again this year because I know that when I'm there it makes me feel like I'm useful at school. Working with my hands and making things makes me feel happy. After we're done with a project, we know that not only are we making other people happy, we're also making ourselves feel good. If it was up to me, I would be at Youthbuild all day.*

## Quotes from Parents and Staff:

*"Youthbuild has been a blessing for our son who faced a very tough situation on credits because of poor study habits and not keeping focused on school work. Without Youthbuild, Michael would not be able to go to college and I think of the downhill slide that it would create for his start of an adult life. Michael is currently enrolled at Rochester Community College and his grades are looking good. He's also on the football team there." - Parent*

*"You and your Youthbuilders have been laboring from early spring through this fall in almost complete anonymity on improvements to our high school athletic facilities. It has been a pleasure working with you on this project. Youthbuild has expanded our dugouts and storage units and built two new storage units and dugouts from the ground up, including designing, coordinating with suppliers and building officials, constructing and painting. Thank you! - District Building and Grounds Supervisor*



Youthbuilders constructed a park shelter in May of 2012 in Wadena as part of a statewide Youthbuild Tornado Relief community service project.

### **Best Practices:**

**National Leader School and a State Leader School for Service Learning** have been awarded to CSEC the past several years. CSEC Youthbuild uses the LEADERS Program (Leadership through Education, Action, Development, Empowerment, Reflection, and Service), as a youth leadership curriculum and helps Youthbuilders develop interpersonal skills in conflict resolution and group decision-making, learn different personality and leadership styles, and learn to identify and analyze different points of view.

**Construction Standards and Applied Math Curricula:** A vocationally certified construction standards curriculum is taught in the classroom and applied on the work site, is used in Youthbuild construction training. Standards include safety, measurement, blueprints and specifications, building materials, tools, site layout, footings and foundations, framing, footings, exterior and interior finishing. Youthbuilders receive OSHA 10 training and certification and college credit through an articulation agreement between CSEC and the Hennepin Technical College.

**Career Exploration and Portfolio:** Youthbuild participants collect samples of their work and accomplishments as they move through Youthbuild. Along with certificates of completion, awards, pictures of construction projects, and documentation of services provided to the community, portfolios include an updated resume and a letters of recommendation from teachers and work site supervisors. Career workshops offer speakers, who represent a variety of careers in the construction field, as well as college tours and assistance with college and financial aid applications.

**Academic Standards Integrated into Technical Education Coursework:** Integrating the academic standards into the construction context makes learning meaningful, maintains a higher level of interest, and actively engages students in purposeful learning. Blueprint for Geometry and Government and Citizenship are two courses that allow students to earn math credit and Social Studies credit for their work during Youthbuild class time. Youthbuilders also develop problem-solving skills, they learn concepts and apply them in their daily work, and they incorporate reasoning and logic.

**Co-Enrollment with Carver and Scott County Minnesota Youth Program (MYP):** Collaboration with the two counties allows Youthbuilders to access additional career and support services.

# Central MN Jobs and Training Services (CMJTS)

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*Serving Kandiyohi and Pine Counties*

**Collaborative Partnerships:**  
 Heartland Community Action Agency, Habitat for Humanity, Painters and Allied Trades Union, Ridgewater College, Red Lake Nation, Willmar Housing and Redevelopment Authority, Willmar Treatment Center, Kandiyohi County Juvenile Justice System and Highway Department, Willmar and East Central High School.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	25
Obtained High School Diploma .....	90%
Employed in Private Sector .....	100%
Enrolled in Post-Secondary or Other Placement .....	40%
Basic Skills Deficient Youth .....	64%
Youth from Families Receiving Public Assistance .....	32%
Foster Youth .....	24%
Youth With Disabilities.....	24%

## Success Story: Nichole

*Nichole, a teen parent with a two-year old child, struggled with life direction and career goals. Through Youthbuild, Nichole gain structure and a sense of purpose in her life as well as much needed academic credit and income. With determination, she graduated from Willmar Public School in January 2012 and enrolled in the Certified Nursing Program at Ridgewater College. Her ultimate goal is to become a registered nurse. Last spring, Nichole stated, "I enjoyed Youthbuild very much - being able to work with others as a team. I really enjoyed the field trips to the colleges and seeing what possible careers are out there. Overall, I learned from this experience that working as a team helps get projects and work done a lot faster!"*

## Quotes from Youth and Parents:

*"Youthbuild helps me stay on track at school. I know if I screw up, I'm going to hear about it at Youthbuild. It's nice to have people who care about you and want you to do your best."* **-Youth**

*"Youthbuild was a wonderful experience for my son. It helped him to stay motivated and stay out of trouble at school. He is a hands-on learner, and this is exactly what he needed."* **-Parent**

*"Youthbuild helped me get a full-time job. Without doing a great job in Youthbuild, I would have no references or chance to prove myself."* **-Youth**

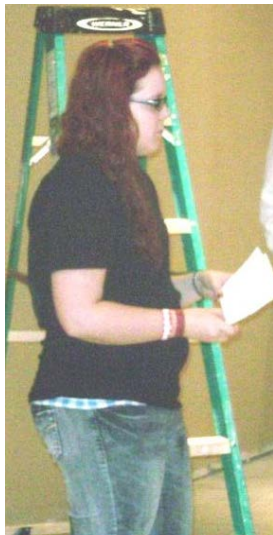
*"Youthbuild teaches kids life experiences by providing high expectations on how to build and repair properties and reuse their resources."* **-Construction Supervisor**



Nichole was awarded a Certificate of Recognition by Governor Dayton for her outstanding leadership and commitment and for assisting peers and improving her community.

Since 1996, CMJTS Youthbuild has constructed or rehabilitated over ten homes in Central Minnesota.

## Success Story: Julie



*East Central Youthbuild (in Sandston, MN) has helped me to become more patient and learn to take time to understand others' problems and needs. We participate in service learning projects, mentoring, and construction of homes through Habitat for Humanity. We built a Habitat for Humanity house in Pine City, converted an old casino*

*into a community center for Red Lake Elders, and painted homes for the elderly. With the extra income that I get, I can help pay for things that I want instead of always going to my parents. Since I'm a new driver and I'm on my own for gas money and insurance, it helps pay for that too. It has also put me in new situations and places I never would have been before. Honestly, before our trip to Red Lake, I didn't even know it existed. I met new people and also learned a lot about the Native American culture. I hope the program continues because what we are doing doesn't only help out our wallets; it also helps entire communities and the individuals within the community.*



Youthbuilders are instructed on window layouts at the Painters and Allied Union Training Center.

## Best Practices:

### **Partnerships with Unions and Businesses:**

provide youth with opportunities for registered apprenticeships, employment, advanced training, mentoring and scholarships. Francisco Altamirano, of the International Union of Painters and Allied Trades, represents organized labor on the Central Minnesota Workforce Investment Board (WIB) and is a member of the WIB's Youth Council. He provides input regarding union memberships and apprenticeships. He also arranges an annual tour of the White Bear Lake Apprenticeship Training Center for Youthbuilders.

### **Comprehensive Career Preparation:**

Youth receive individual case management that include: pre- and post-testing in MNSCU's Accuplacer exam, completing vocational assessments and matching them with career pathways, setting long-term career goals, developing resumes, completing college and financial aid applications, navigating the post-secondary enrollment process. Career exploration includes tours of Apprenticeship Training Centers, Green jobs facilities, local WorkForce Centers and businesses. Youth also receive OSHA 10 safety training and teambuilding at the Prairie Woods Environmental Learning Center and Rhine Lake Retreat Center.

### **Extensive College and Business Tours:**

are conducted each year with Youthbuilders. They include Southwest Minnesota State University, St. Cloud State University, University of Minnesota - Twin Cities Campus, Minnesota West Community and Technical College - Granite Falls and Canby (wind energy program), Ridgewater College - Willmar and Hutchinson, Alexandria Technical College, St. Cloud Technical and Community College, North Hennepin Community College, Pine Technical College, Dunwoody Institute, Willmar Electric Service, and the West Central Tribune (Willmar).

### **Unique Service Learning:**

Youthbuilders receive Junior Achievement financial literacy training. The curriculum includes seven units with 16 lessons, a simulation module, and pre- and post-tests. Topics include earning money, spending money wisely through budgeting, saving and investing money, using credit cautiously, and protecting one's personal finances.

## City Academy

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*Serving City of St. Paul*

**Collaborative Partnerships:** West 7<sup>th</sup>/Fort Road Federation, Eastside Neighborhood Development Corporation, Dayton's Bluff Neighborhood Housing Services, Century College, St. Paul College, East Metro OIC, City of St. Paul.



Chew was the team leader at the MN FIRST Robotics Competition, held at the University of Minnesota in April.

Since 1993, City Academy Youthbuild has constructed or rehabilitated 152 homes serving low-income families; constructed four new garages; created ten community gardens, including rain gardens; and leveraged \$ 8.3 million in property improvements.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	76
Obtained High School Diploma .....	100%
Received Industry-Recognized Credential .....	89%
Employed in Private Sector .....	76%
Enrolled in Post-Secondary. ....	82%
Youth from Families Receiving Public Assistance .....	92%
Youth Offenders.. ....	50%
Chemically Dependent.Youth.....	41%
Youth Who Are Basic Skills Deficient .....	88%

### Success Story: Chew

*Chew is the first student to volunteer no matter what the project. He leads by example and inspires those around him to do their best. This past year Chew not only worked on the Youthbuild Crew, he was a designer, builder and pilot of one of the Solar Boat Regatta entries. During practices for the regatta Chew rescued a classmate from a windblown boat. Chew has earned the respect of the staff, his peers, and our community partners through his thoughtful and conscientious dedication. His plans include completing his basic training with the US Marine Corps.*

### Quotes from Youth and Community Officials:

*"The YouthBuild program at City Academy is amazing. The students and site supervisors are well trained and professional. Our community project was a huge success because of Youthbuild. We are looking forward to working with City Academy Youthbuild on many more projects for our neighborhood." - Public Affairs Manager, East Side Neighborhood Development Company*

*"Youthbuild taught me how to fix things in a safe way. I learned about teamwork and gained self-confidence I love the fact that it is open to boys and girls. You get a chance to work with others and learn leadership skills. - Youth*

*"I'd like to thank the City Academy Youthbuild Program for all of the great work you have done for us. City Academy Youthbuild is making a real difference in these youths' lives, as well as contributing to the overall good of the community, by helping us get some of the neighborhoods vacant foreclosed houses back into productive use." - Executive Director, Dayton's Bluff Neighborhood Housing Services*

*"City Academy continues to be a great partner with us in rehabilitating properties in the West 7<sup>th</sup> community. Working with young people in this endeavor revitalizes communities in the broadest sense." Executive Director, West 7th/Fort Road Federation*



Isaiah measures and cuts wood studs for house renovation project on Hawthorne Ave on St. Paul's eastside.

### Success Story: Isaiah

*"I believe a life without effort is a life without purpose. Some people sit waiting for something to fall out the sky and tell them what their purpose in life should be. I say go and make your own purpose and get your education so you can have a meaningful life. The most important lesson I learned in Youthbuild was teamwork. I did not like working in groups but I learned it can be a lot less work if you work together. I plan to attend college and become a carpenter."*

### Best Practices:

**Industry-Recognized Credentials** are earned by Youthbuilders including OSHA 10, EPA Lead Worker, NCCER, Green Advantage, Green Build, Energy Auditor, Energy Efficiency and Renewable Energy, Certified Nursing Assistant, Medical Terminology, Introduction to Phlebotomy, and First Aid/CPR Certification.



Youthbuilders at a Washington D.C. Leadership conference.

**Strong Partnership with Century College:** The "GPS LifePlan" prepares Youthbuilders for post-secondary success by intensive career, education, financial, leadership, and personal goal planning. Youthbuilders also practice test using MNSCU's Accuplacer entrance exam and earn a variety of occupational certifications and college credits at Century College's 916 Training Center.

**Sustainable Community Service Projects:** are a major focus for Youthbuilders, including the East Side Neighborhood Green Fair, "Big Urban Woods" DNR School Forest, Rain Barrel Workshops and Rain Garden Installations, and construction of solar-powered boats in Minnesota Renewable Energy Society Regatta. Youthbuilders received second place in the 2012 Solar Boat Regatta. Other projects include Minnesota FIRST Robotics Competition and Neighborhood Senior Help Line.



Youthbuilders build a new garage on Douglas Street on St. Paul's eastside.

**Strong Partnership with Apprenticeship Coordinators Association of Minnesota (ACAM):** City Academy Youthbuild has developed a close relationship with the Apprenticeship Coordinators Association of Minnesota and is touring several Apprenticeship Training Centers in the metro-area in order to provide youth with high-wage building trades apprenticeship opportunities.



# Guadalupe Alternative Programs

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*Serving City of St. Paul*

**Collaborative Partnerships:** Inver Hills Community College, St. Paul College, MN Schools for Computers, YouthBuild USA, Corporation for National and Community Service AmeriCorps, American Red Cross, and Argosy University.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	71
Obtained High School Diploma .....	95%
Received Industry-Recognized Credential .....	100%
Employed in Private Sector .....	77%
Enrolled in Post-Secondary .....	59%
Youth Who Are Basic Skills Deficient .....	79%
Youth With Limited English Proficiency.....	61%
Youth from Families Receiving Public Assistance ...	73%

## Success Story: Karen youth

*This year, GAP Youthbuild had the good fortune to enroll approximately 30 Karen participants, recent immigrants from Myanmar (formerly Burma). Through much hard work in academic and skills training by the Karen participants and the determination of the Youthbuild staff, twenty participants graduated on time in June of 2012 with graduates obtaining certification in the career pathways of construction, computer technology, and telecommunications. Each participant was also First Aid and CPR certified. The ten remaining students returned in the fall of 2012 to complete their H.S. credits and certification training. Currently, GAP Youthbuild has over 80 applicants on its waiting list.*



Karen Youthbuilders, from hardhats to graduation caps, worked hard in 2012 building affordable homes on the worksite and in their academics at school.

## Quotes from Parents and Youth

*“This is an opportunity I would have never thought possible. I just finished my bricklayer pre-apprenticeship this summer and am now actively looking for employment. Youthbuild is helping me with that, too.” - Youth*

*“This Youthbuild program is GREAT! Participants who may have to work as well as go to school get to learn how to manage the work world as they go. The good thing is we get to help them process issues and conflicts as they happen, not after the fact.” - Youth & Family Services Extern*

*“Our Youthbuild trainees now know that they have more options open to them at the end of their academics and training that allow them better access to a brighter future for themselves and families.” - GAP academic staff*

*“I am grateful for the help of the social work interns who helped my son regain his eyesight by assisting him in getting his eyes checked and new glasses. He struggled with sight and his grades and school work fell off because he was too proud to tell anyone. Thanks to his teachers who saw the problem and took action.” - Parent*



Since 1995, GAP Youthbuild has constructed and rehabilitated over 20 homes.

## Success Story: Thomas



Thomas measuring strips for finish work on the Robie house in St. Paul.

*Five years ago Thomas had trouble getting to school every day because his home life was a grim struggle. It wasn't until he entered Youthbuild that he truly started to excel in school. His attendance improved he completed his GED, received NCCER construction certification,*

*and was able to graduate with his classmates. He received an AmeriCorps education award that he used toward a Bricklayer/Tiling pre-apprenticeship. Upon completion of his the Bricklayer/Tiling program, Thomas has been gainfully employed full-time for the past two years.*



Youthbuilders inspect garage foundation and begin framing a new garage in St. Paul.



GAP Youthbuilders constructing a utility shed in St. Paul.

## Best Practices:

**Industry-Recognized Credentials:** In addition to construction training, Youthbuilders receive certification in NCCER (a nationally recognized construction curriculum), OSHA-10, Lead Abatement and First Aid/CPR . They are offered career pathways in C-TECH Low-Voltage Industry Certification (in telecommunications and copper-base and fiber optics wiring) and Certified Nursing Assistance training (in the Allied Health field and post-secondary options credit).

**Community Service by Youthbuilders with Westside Community Youth Farm Agency** provides tutoring and mentoring by Youthbuilders to elementary students in agriculture (planting and harvesting food) and global environmental impact. Youthbuilders also meet bi-weekly to plan and implement leadership, teambuilding, and community service activities and complete at least two national service projects yearly.

**Career Exploration, Post-Secondary Prep, and Follow-Up:** All Youthbuilders complete a job-readiness course focusing on job and career workshops, college tours, and practice test using MNSCU's Accuplacer college entrance test in partnership with St. Paul College. A Job Placement Specialist develops job opportunities for graduates with local businesses and Apprenticeship Coordinators. Recent private sector job placements include: 9 Brick and Tile Layers, 2 Siders, 3 Green Build Roofers, and 3 LCC Business Owner positions.

**Computer Refurbishing and Recycling:** GAP Youthbuild has developed a training program in partnership with Minnesota Computers to Schools and Stillwater Prison to train youth in computer recycling and refurbishing.

## Rural Minnesota CEP, Inc.

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*Serving Becker, Ottertail, and Wadena Counties*

**Collaborative Partnerships:** US Fish and Wildlife Service, Toad River LLC, Ottertail-Wadena CAP, Perham ALC, Perham HRA, City of Perham, Detroit Lakes and Wadena Technical Colleges.



Youthbuilders finish the Prairie Rose Home in Perham and start preparing the foundation on a new construction home for the coming year.



Since 1995, Perham Youthbuild has constructed approximately 20 homes and renovated several more.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	11
Obtained High School Diploma/GED .....	100%
Received Industry-Recognized Credential .....	100%
Employed in Private Sector .....	66%
Enrolled in Post-Secondary Education .....	100%
Basic Skills Deficient .....	64%
Chemically Dependent .....	45%
Youth/Families Receiving Public Assistance.....	55%
Youth Offenders .....	36%
Youth with Disabilities .....	36%

## Best Practices:

**Electrical and Welding Certification:** Youthbuilders received three college credits through a residential wiring course at M-State in Wadena. Three Youthbuild graduates are now enrolled at Wadena Tech College in the Construction/Electrical Wiring programs.

**Wadena Tornado Relief and Community Service:** Perham Youthbuild hosted the statewide event in Wadena last May. Perham and seven other Minnesota Youthbuild groups constructed a picnic shelter, painted and shingled park buildings, and installed a merry go-round. The Wadena community was extremely appreciative of the Youthbuilders' efforts and the youth felt proud to be helping the community recover after the devastating tornado in 2011.

**College and Business Tours:** Youthbuilder toured Northland Community College in Thief River Falls and Marvin Windows Company in Warroad.

**Human Achievement & Performance Academy (HAPA) Training:** Youthbuilders receive comprehensive career and life skills training through HAPA. Topics included: Financial planning and goal setting, career assessment, cost of living and earnings, understanding income tax, saving and investing, credit and the cost of loans, insurance and car purchases, communication and conflict resolution, renting, moving, tenant/landlord responsibilities, applications and resumes, interviewing, employee behavior, customer service, finances, housing, relationships and substance abuse.



Tyson received the *Minnesota Youthbuild Participant of the Year Award* for his leadership qualities, crew leader skills, academic progress and 100% attendance. His ability to bridge a connection between the high school and other students led to significant improvements in production and attendance by others, resulting in overall increased efficiency throughout the project.

## Success Story: Tyson

Tyson entered Youthbuild homeless and behind in school credits. An area family took him in, giving him a stable home so he could concentrate on getting his academics back on track. From the start, Tyson was a role model to others both academically and on the construction worksite with perfect attendance in both. He exceeded the required academic units per week and impressed everyone with his positive attitude. On the construction site, Tyson was promoted to crew leader due to his leadership potential and hands-on learning ability. With the help of the Youthbuild staff, he also earned his MN Driver's license, gained independent life skills and community service experience. Tyson developed the confidence and communication skills to motivate others in Youthbuild, as well as those aspiring to join the program. He worked a full time summer job while living on his own and is on track to graduate from the ALC this June. With the guidance of Youthbuild staff, Tyson explored many branches of the military, met with recruiters and interviewed current military personnel to help make his career choice. He plans to enlist in the Air force in 2013 and aspires to be an officer someday. Tyson is excited to start his new venture of learning to fly, seeing the world, and giving back to his country. He owes his future, in large measure, to Perham Youthbuild and its staff.

### Tyson's Quotes:

"Youthbuild taught me skills no one else had taught me about life before. Now I have building skills, I have my diploma, a future career planned, I have a job, I have a car and I have a house to live in and I'm paying my bills. I don't know if I would have believed I could accomplish all of this after getting behind in school. But being involved in Youthbuild and having people believe in me gave me another shot at life. Youthbuild taught me that I do have what it takes to be an officer someday."



Youthbuilders and the Youthbuild worksite supervisor helped to rebuild a playground damaged by the 2010 Wadena tornado.

# Stearns-Benton Employment & Training Council

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*Serving Stearns and Benton Counties*

## Collaborative Partnerships:

Central Minnesota Habitat for Humanity; Grainger Company, St. Cloud State University and St. Cloud Tech; St. Cloud ALC West; Kids Against Hunger.



Michael shows off his framing job on a new Habitat for Humanity home in St. Cloud.



Youthbuilders tour a Mason Block Company with State Senator John Pederson.

Since 2005, St. Cloud Youthbuild has constructed more than 30 Central MN Habitat for Humanity homes.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	33
Obtained High School Diploma .....	38%
Employed in Private Sector .....	38%
Received Industry-Recognized Credentials .....	10%
Enrolled in Post-Secondary .....	14%
Youth from Families Receiving Public Assistance ...	61%
Youth With Disabilities.....	24%
Youth Who Are Basic Skills Deficient .....	76%
Chemically Dependent Youth .....	21%

## Success Story: Michael

Michael came to Youthbuild and the St. Cloud West Area Learning Center after having difficulties with attendance in the main stream schools. Michael excelled in all areas of the Youthbuild program, including achieving a 98% attendance rate. Michael stated, “I like the teamwork and friendships I’ve made. Youthbuild helped me turn things around.” His construction site manager says, “Michael has shown initiative and leadership abilities in his daily work. He demonstrates a willingness to take on new challenges, along with a great work ethic.” Others have noted his positive attitude. Michael is now a senior at the Area Learning Center and is on track to graduate in the spring. After graduation he plans to enter the carpentry apprenticeship program to further his education.

## Quotes from Community Officials:

*“I am impressed with the outcomes and performance levels the students attain through Youthbuild. These skills are a valuable asset to the students and community. I feel funding to this program is essential to both our students and our communities.”*  
– **State Senator from St. Cloud area**

*“I am impressed with the worksite knowledge and abilities of the Youthbuilders, and I have personally recommended participants to area contractors for future employment. I have also hired a former Youthbuilder to work with Habitat for Humanity and I am very happy with his skills and work ethic.”* – **Construction Manager, Central Minnesota Habitat for Humanity**

*“I like seeing students working and involved in the community. Youthbuild gives students the opportunity to help others find affordable housing in the St. Cloud area by working with Habitat for Humanity”* – **Mayor of St. Cloud**

## Success Story: Nicholas



*“When he started Youthbuild, Nicholas had challenges working cooperatively with others”, states his worksite supervisor. “However, over time he has gained strong people skills.” Nicholas says “Before Youthbuild I only worked on projects myself. Youthbuild has taught me about teamwork-how to work well with people. It’s also motivated me to get to school on time and get my homework done.”*

*Nicholas is currently a senior at the ALC due to graduate in the spring. He is considering entering the construction electrical program at the St. Cloud Technical College after graduation.*



Youthbuilder participates in hands-on activity at the Bricklayer's Apprenticeship Training Center.

## Best Practices

**Strong Partnerships:** with Central Minnesota Habitat for Humanity and Grainger Company enable Youthbuilders to excel in the St. Cloud area. Habitat has hired Youthbuild graduates as construction laborers. Tours of apprenticeship training centers have led to graduates entering the building trades. In addition, Grainger has set up a scholarship fund through the St. Cloud Tech & Community College Foundation for graduates pursuing careers in the trade fields.

**Certified Safety and Construction Training:** Youthbuilders receive NCCER training and certification with a “green building” component, a national industry-recognized construction curriculum.

**Soft Skills and Career Planning Emphasis:** Youth participate in an Employment Skills Seminar which provides career planning, job search, personal finance, and job readiness skills. They also tour colleges, local construction businesses, and apprenticeship training centers (for plumbers, electrical, carpentry, masons, laborers, plasterers, and heavy machine operators).

**The Summer Youthbuild Stipend Policy:** Youthbuild participants have the opportunity to earn a stipend of \$45 per day during the eight-week summer program. The stipend is based on attendance, punctuality, cooperation, teamwork, work quality and quantity. Participants are evaluated twice a day on their performance and receive a \$25 bonus for each week without stipend loss during the summer.

**Leadership Development:** helps Youthbuilders develop teamwork, motivation, and confidence. As a result, they learn the value of community, responsibility, cooperation, and respect. During the summer, they participate in the Husky Challenge Course to build trust, group communication skills, and conflict management skills. Leadership opportunities are also available to job shadow, conduct informational interviews, talk to legislators, attend job fairs and other field trips, and perform service learning projects.

## Tree Trust

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*Serving City of Minneapolis*

### Collaborative Partnerships:

Urban Homeworks, Bren Road Education Center, Mpls. Public Schools, MN Internship Center Charter School, MN Transition Schools, Volunteers of America's Opportunity High School, Hennepin County Workforce Investment Board, and Minneapolis Employment and Training Program.



"Construction work makes me feel good," says Sonja at her graduation ceremony. "Sometimes you want to give up, but you have to prove to the guys that, even though the job is hard, I know I still need to get the work done."

Since 2006, Tree Trust Youthbuild has rehabilitated 20 single-family homes and 3 multi-unit apartments on Minneapolis northside.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	59
Obtained High School Diploma .....	92%
Received Industry-Recognized Credential .....	84%
Employed in Private Sector .....	89%
Enrolled in Post-Secondary .....	21%
Youth from Families Receiving Public Assistance ..	49%
Youth Offenders .....	39%
Homeless Youth .....	20%
Disabled Youth .....	51%
Basic Skills Deficient .....	86%

### Success Story: Sonja

During the spring of 2012, at Emerson and 37th Avenue in north Minneapolis, you would have seen three young women hard at work swinging hammers, carrying heavy brick for a retaining wall, and laying cement for a garage foundation; 17-year old Sonja was one of these girls, and though it would be a challenge, she was up for it.

When first joining Youthbuild, Sonja didn't know what her future held. Over time, she learned many aspects of the construction trade including demolition, roofing, painting, landscaping, concrete work, and erecting a chain link fence. She helped to build a garage from the ground up, working effectively in both good and bad weather. She also developed good teamwork and communication skills. Sonja says, "Usually I like working by myself, but as a team with Youthbuild, it's fun."

In May, Sonja graduated from Minneapolis Transitions School, began work over the summer as a teaching assistant at a local school, and is now continuing her education at St. Paul College in their two-year practical nursing program. Sonja was awarded a Power of YOU scholarship which covers the cost of tuition and fees for two years. When asked what her future plans, Sonja said she loves working with kids and hopes to someday work in a hospital, or pediatrics, "saving lives."

### Quotes from Youth and Partners:

*"Honestly, YouthBuild was the best experience I've ever had. I LOVED my YouthBuild Team and always will."* - **youth**

*"Youthbuild develops discipline, commitment, expectations and the belief they can meet them."* - **Bren Teacher**

*"YouthBuild has had profound impact not only in our community but on each individual that has come into contact with the Youthbuilders. We are inspired by their determination and desire to better themselves."* - **Urban Homeworks Program Manager**



Tomaine and Monica frame the exterior walls of a north Minneapolis garage.



Wallace puts into practice Youthbuild motto “measure twice, cut once”.



Jonathon, Tomaine, Monica, Shaquille, and Dedrick show off their handiwork.

## Best Practices:

**Youthbuild Advanced Summer Crew:** a 10-week summer opportunity was offered to Youthbuilders who showed the highest work ethic and positive attitude during the school year. The five-member crew worked 40 hours per week from June 18 to August 24 under supervision of crew leader, Tyrel Nelson, who summarized their accomplishments:

“The ambitious Youthbuild contingent worked on several Urban Homeworks properties in north Minneapolis. They fleetly completed a garage they had started from the slab up; and, in less than a fortnight, they shingled, sided, and installed the stall’s soffit and fascia. During the peak of summer (one of the hottest on record), the crew completed tearing down a four-story chimney, re-roofed and sided four garages, and installed basement drain tile in one day.

Due to the efficiency and consistency of their construction skills, the crew was nicknamed the “A-Team”. Their character was most impressive. They took great pride in their work, removing a length of siding or tearing off a shingle if it wasn’t perfectly placed. They also displayed great teamwork as a crew and while working with the Quicksilvers—Urban Homework’s longtime lineup of retired professionals—successfully installing several new windows on two houses. Crew members proved their tenacity with attendance of 90% or better despite project difficulties, wasp nests they encountered, and the sweltering heat.

During their training, the A-Team also volunteered at Second Harvest Heartland Food Bank, toured the campuses of Hennepin Tech and Saint Paul College, and earned their CPR/First Aid certifications. I’d say the best part of my Summer Crew experience was witnessing this group accomplish so much in such a short amount of time. Because of their remarkable resolve, I’m excited for what the future has in store for these five go-getters.”

## Tree Trust Youthbuild Point System:

Youthbuilders may earn up to four points each day through a behavior modification point system which documents appropriate work behaviors, attitudes, and other soft skills development. Each point earned is equal to \$5 of daily stipend with a \$20 maximum per day. As young people met program expectations in the four areas of attendance, peer interactions, conduct, and completion of assignment, they earned points.



# Workforce Development, Inc.

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County served: Wabasha

**Collaborative Partnerships:** River Valley Academy, Wabasha County HRA and Olmsted County Habitat for Humanity.



Steven assembles saw horses in the Wabasha Youthbuild workshop



“I would not have any hesitation in hiring any of these students as employees.”  
President and Owner of Peerless Chain.

Since 1997, Wabasha Youthbuild has constructed or rehabilitated over 10 single-family homes in southeastern Minnesota.

## Youth Served At-a Glance: (July 1, 2011 – June 30, 2012)

Youth Served .....	22
Obtained High School Diploma .....	88%
Employed in Private Sector .....	100%
Enrolled in Post-Secondary .....	6%
Basic Skills Deficient Youth .....	68%
Disabled Youth .....	68%
Youth Offenders .....	68%
Chemically Dependent .....	32%

### Success Story: Steven

During a visit from a state monitor last summer, Steven announced with uncontainable excitement “I graduated, I graduated!” A records check indicated completion of all graduation requirements, an enormous achievement and difference from the young man who began Youthbuild as a verbal but often combative student, ready to take on the world with a barrage of stories and words to deflect close examination of his own fear of success. As he made progress in Youthbuild by completing Mental Toughness training, excelling in construction math, and finding success in project problem-solving, Steven steadily acquired a new level of self-confidence that spilled over to the academic classroom. This sharpened his work ethic, accelerating him toward graduation. Presently, Steven has relocated to the metro area in preparation for enrollment in post-secondary school working toward a degree in computer science. Currently, Steven is working at a Wal-Mart in the Hardware and Computer/Electronics department, a good fit.

### Quotes from Community, Staff and Youth:

“I would not have any hesitation in hiring any of these students as employees (once they turn 18).”

- Peerless Chain CEO and a fork lift operator for 37 years

“After(juvenile detention) boot camp, my friends left me and I was hanging out with wrong crowd. I decided I had changed my life for the better. Ron (Youthbuild staff) believed in me and helped me see that I actually had potential. He encouraged me to take small steps, went out of his way to help me, and truly cared about me. I didn’t want to let him down.” – Youth

“The success of this program has caused the school to rethink how they deliver their programs in the alternative schools setting. “ - River Academy Instructor



Dan demonstrates ladder safety.

### **Success Story: Dan**

*Dan fits the classic profile of the “resilient” youth: a pleasant, nurturing personality with the drive to maximize his potential. He quietly takes on leadership by mentoring his co-workers. He asks for and gets commitment with a simple formula: He’s genuinely interested in teaching others and continues mentoring until he sees improvement and mastery. In 2011, Dan graduated from high school and is planning to attend post-secondary in music and performance production.*



Michael finishing a picnic table.

### **Success Story: Michael**

*Michael came to Youthbuild with the pervasive lack of confidence in himself and “the system”. When he joined Youthbuild, he began setting goals, challenging himself in team building, and building his work ethic and social skills. Michael became a leader on his work crew and made the varsity basketball team at Wabasha-Kellogg High School. He finished his senior year on time and graduated last year with his class. Michael is now a full-time student at the Rochester Community and Technical College.*

### **Best Practices:**

**Fork Lift and Renewable Energy Training:** Forklift Operations training and certification was provided to Youthbuilders by trainer George Borzyskowski (SE MN Technical College and Peerless Chain) who provided hands-on instruction, including how to inspect and drive forklift equipment.



Learning Fork Lift safety and driving.

**Career Ready ~101 Training:** This is an on-line basic academic instruction curriculum used to identify academic areas in youth where they are not basic skills proficient. Our instructors assign lessons on-line for youth to use to build weak areas of their basic skills. Youth are able to use computers at home, school or in the Youthbuild resource room to improve these skills areas. As a result of investing over 400 hours of skill building, seven youth who were assessed basic skills deficient at the beginning of the youth build year are now all testing as basic skills proficient. In addition, this curriculum offers a series of lessons in financial literacy and leadership skills development. WDI offers incentive payments for completing each of these three competencies.

## SFY 2012 YOUTHBUILD PROGRAM DATA (July 1, 2011 to June 30, 2012)

COMBINED TOTALS		TOTALS	Percent	AEOA	Bi-CAP	CMJTS	CSEC	City Academy	
Gender	1. Total Participants Served 2011-2012	403		14	39	25	53	76	
	2a. Male	307	76%	13	28	13	49	55	
	2b. Female	96	24%	1	11	12	4	21	
Age	3a. 16 - 17 Years of Age	113	28%	1	9	10	38	24	
	3b. 18 -20 Years of Age	220	55%	3	23	11	15	49	
	3c. 21 - 24 Years of Age	70	17%	10	7	4	0	3	
Ethnicity / Race	4a. Hispanic/Latino	46	11%	0	1	10	7	11	
	4b. American Indian/Alaska Native	24	6%	2	17	1	0	0	
	4c. Asian	98	24%	0	0	0	3	51	
	4d. Black or African American	73	18%	1	2	1	6	11	
	4e. White (not Hispanic)	162	40%	11	19	13	37	3	
	4f. Mixed Race	0	0%	0	0	0	0	0	
Education	5a. 9th Grade - 12th Grade	403	100%	14	39	25	53	76	
	5b. High School Graduate	0	0%	0	0	0	0	0	
	5c. Post-Secondary Education	0	0%	0	0	0	0	0	
Other Demographics	6. Not Employed at Enrollment	360	89%	13	33	21	53	66	
	7. Youth with a Disability or Special Education IEP	127	32%	5	14	6	34	6	
	8. Foster Youth	31	8%	0	0	6	7	3	
	9. Youth Offender	139	34%	14	20	4	10	38	
	10. Youth from Families Receiving Public	245	61%	9	26	8	22	70	
	11. Basic Skills Deficient	294	73%	9	39	16	9	67	
	12. Chemical Dependency or Substance Abuser	76	19%	2	1	2	13	31	
	13. Pregnant or Parenting Youth	65	16%	3	9	4	3	18	
	14. Homeless or Runaway Youth	31	8%	3	1	5	4	4	
	15. Limited English Proficient	47	12%	0	0	0	1	3	
	16. Economically Disadvantaged	351	87%	14	33	25	37	74	
	17. High School Dropout	376	93%	14	39	25	26	76	
	Program Activities	1. Received Education or Job Training Activities	403	100%	14	39	25	53	76
		2. Received Work Experience Activities	403	100%	14	39	25	53	76
		3. Received Community/Leadership Development Activities	403	100%	14	39	25	53	76
		4. Received Post-Secondary Exploration/Career Activities	393	98%	13	36	25	53	76
		5. Received Mentoring Activities	403	100%	14	39	25	53	76
6. Received Support Services		391	97%	14	39	25	41	76	
Participant Performance Outcome	1. Total Participants Exiting During 2011-2012	262	65%	10	26	15	31	61	
	2. High School Diploma/GEDs Earned	240	92%	9	26	15	29	61	
	3. Employment Placement	207	79%	9	25	19	15	48	
	4. Post-Secondary Enrollment	119	45%	3	6	12	9	50	
	5. Apprenticeship, Military, Vocational Training	46	18%	2	2	1	4	8	
	6. Hourly Wage @ Full-Time Placement	\$11.00		\$15.00	\$10.94	\$10.00	\$11.00	\$10.30	
	7. Industry-Recognized Credential or Certificate Earned (OSHA 10, Lead Safety, RENEW,	295	73%	13	39	3	54	76	
	8. Recidivism Rate of Youth Offenders	9	6%	1	1	0	0	2	
	9. Work Readiness or Educational Goals Obtained	364	90%	13	39	25	37	76	
	10. Academic or Service Learning Credit Earned	326	81%	0	39	25	43	76	
	11. Average Worksite Attendance Rate	88%		78%	81%	92%	82%	95%	
	12. Total Community Service Hours Logged	12,945		168	4,316	2,396	1,800	2,640	
<b>CUSTOMER SATISFACTION SURVEY</b>									
	1. Participants Rating YB Excellent	94	58%	2	12	7	13	33	
	2. Participants Rating YB Very Good	49	30%	0	7	2	21	5	
	3. Participants Rating YB Average	20	12%	0	4	0	12	0	
	4. Participants Rating YB Below Average	0	0%	0	0	0	0	0	
	5. Participants Rating YB Poor	0	0%	0	0	0	0	0	
	6. Total Number of Surveys Completed	163		2	23	9	46	38	

**SFY 2012 YOUTHBUILD PROGRAM DATA (July 1, 2011 to June 30, 2012)**

COMBINED TOTALS		TOTALS	Percent	GAP	RMCEP	SBETC	Tree Trust	WDI	
Gen der	1. Total Participants Served 2011-2012	403		71	11	33	59	22	
	2a. Male	307	76%	44	11	27	46	21	
	2b. Female	96	24%	27	0	6	13	1	
Age	3a. 16 - 17 Years of Age	113	28%	15	6	7	2	1	
	3b. 18 -20 Years of Age	220	55%	32	4	25	38	20	
	3c. 21 - 24 Years of Age	70	17%	24	1	1	19	1	
Ethnicity/ Race	4a. Hispanic/Latino	46	11%	15	0	0	2	0	
	4b. American Indian/Alaska Native	24	6%	2	1	0	1	0	
	4c. Asian	98	24%	43	0	0	1	0	
	4d. Black or African American	73	18%	9	0	1	42	0	
	4e. White (not Hispanic)	162	40%	2	10	32	13	22	
	4f. Mixed Race	0	0%	0	0	0	0	0	
Educa tion	5a. 9th Grade - 12th Grade	403	100%	71	11	33	59	22	
	5b. High School Graduate	0	0%	0	0	0	0	0	
	5c. Post-Secondary Education	0	0%	0	0	0	0	0	
Other Demographics	6. Not Employed at Enrollment	360	89%	67	9	21	55	22	
	7. Youth with a Disability or Special Education IEP	127	32%	5	4	8	30	15	
	8. Foster Youth	31	8%	1	1	1	8	4	
	9. Youth Offender	139	34%	6	4	5	23	15	
	10. Youth from Families Receiving Public	245	61%	52	6	20	29	3	
	11. Basic Skills Deficient	294	73%	56	7	25	51	15	
	12. Chemical Dependency or Substance Abuser	76	19%	6	5	7	2	7	
	13. Pregnant or Parenting Youth	65	16%	19	0	1	6	2	
	14. Homeless or Runaway Youth	31	8%	0	0	2	12	0	
	15. Limited English Proficient	47	12%	43	0	0	0	0	
Prog m Activities	16. Economcially Disadvantaged	351	87%	67	10	20	59	12	
	17. High School Dropout	376	93%	71	11	33	59	22	
	1. Received Education or Job Training Activities	403	100%	71	11	33	59	22	
	2. Received Work Experience Activities	403	100%	71	11	33	59	22	
	3. Received Community/Leadership Development Activities	403	100%	71	11	33	59	22	
	4. Received Post-Secondary Exploration/Career Activities	393	98%	67	11	33	57	22	
	5. Received Mentoring Activities	403	100%	71	11	33	59	22	
	6. Received Support Services	391	97%	71	11	33	59	22	
	Partic ipant Performance Outcom	1. Total Participants Exiting During 2011-2012	262	65%	39	6	21	37	16
		2. High School Diploma/GEDs Earned	240	92%	37	6	8	35	14
		3. Employment Placement	207	79%	30	3	8	34	16
		4. Post-Secondary Enrollment	119	45%	23	4	3	8	1
		5. Apprenticeship, Military, Vocational Training	46	18%	15	0	12	2	0
		6. Hourly Wage @ Full-Time Placement	\$11.00		\$11.00	\$9.31	\$9.63	\$11.42	\$11.36
		7. Industry-Recognized Credential or Certificate Earned (OSHA 10, Lead Safety, RENEW,	295	73%	55	8	2	42	3
		8. Recidivism Rate of Youth Offenders	9	6%	0	0	3	1	1
		9. Work Readiness or Educational Goals Obtained	364	90%	60	11	25	59	19
10. Academic or Service Learning Credit Earned		326	81%	55	11	25	33	19	
11. Average Worksite Attendance Rate		88%		88%	87%	94%	NA	95%	
12. Total Community Service Hours Logged		12,945		112	48	1,015	NA	450	
<b>CUSTOMER SATISFACTION SURVEY</b>									
1. Participants Rating YB Excellent		94	58%	20	NA	2	NA	5	
2. Participants Rating YB Very Good		49	30%	3	NA	8	NA	3	
3. Participants Rating YB Average		20	12%	2	NA	2	NA	0	
4. Participants Rating YB Below Average		0	0%	0	NA	0	NA	0	
5. Participants Rating YB Poor		0	0%	0	NA	0	NA	0	
6. Total Number of Surveys Completed		163		25	NA	12	NA	8	

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