



Minnesota Youthbuild Program

Preparing At-Risk Youth for a Productive Future

SFY 2014
Annual Report



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On the Cover:

Upper Left: Bemidji Youthbuilders made a poster board after researching candidates for upcoming elections. Pictured left to right: Rea Tolzmann (instructor), Nicolas, Antonio, Ben, Brandon and Dylan.

Upper Right: St. Cloud Youthbuilders installing a sub floor on a Habitat for Humanity home in Big Lake. Pictured left to right: Massiel, Ashon, Guadalupe and Quincy.

Introduction

Funding

In SFY 2014, \$1,250,000 in state funds served 472 at-risk youth in eleven Youthbuild Programs across the state, including the Little Earth Youthbuild Program. In 2013, the Minnesota legislature appropriated a one-time pass-through grant for Little Earth; \$250,000 in SFY 2014 and \$250,000 in SFY 2015. Twenty-four (24) units of affordable housing were constructed or renovated last year along with forty-one (41) additional building projects.

A separate federal YouthBuild program, administered through a competitive awards process by the US Department of Labor, funded one state-funded Youthbuild grantee at \$768,000 in 2014: Guadalupe Alternative Programs in St. Paul. Three additional state-funded grantees received over \$2.5 million in DOL YouthBuild awards in 2013: Bi-County CAP in Bemidji, Tree Trust in Minneapolis, and Dayton's Bluff Neighborhood Housing Services (City Academy partner) in St. Paul.

Purpose

Youthbuild was first authorized in statute by the Minnesota Legislature in 1989, (M.S. 116L.361 – 116L.366), as a dropout prevention strategy for at-risk 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. In addition to at-risk characteristics, seventy percent (70%) of SFY 2014 participants were from communities of color.

Construction Career Pathway

Youthbuild offers at-risk youth an opportunity to access a construction career pathway while earning a high school diploma or GED. The program provides comprehensive, wrap-around services, including:

- Work Experience;
- Industry-recognized credentials;
- 500 hours of pre-apprenticeship construction training, on average;
- Contextual basic skills and academic support;
- Soft skills in work readiness;
- Entrepreneurial business skills and financial literacy;
- Independent life skills
- Leadership and community service opportunities;
- Career exploration and counseling;
- 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 the Apprenticeship Coordinators Association of Minnesota (ACAM), staff at Joint Apprenticeship Training Centers (JATCs), and the Human Resources Committee of the Associated General Contractors. The collaboration is a “win-win” for Youthbuild graduates and Minnesota’s union building trades. Youthbuild graduates continue their construction career pathway and union contractors meet their recruitment goals, especially for young women and young people of color, by sponsoring graduates in the varied and high-wage registered apprenticeships of Minnesota’s building trades.

Successful Outcomes

Over 90% of youth who exit the program earn a high school diploma or GED and an additional industry-recognized credential, and 90% or more are placed in private sector employment, registered apprenticeship, post-secondary, advanced credentialed training, and/or the military.

Youthbuild graduates found positions as: small business owners; building trades apprentices in the Sheet Metal, Electricians, Brick and Tile, Cement Masons, Operating Engineers (49ers) and Carpenters union trades; painters, roofers, welders, construction laborers, heavy equipment operators, small engine and maintenance workers; business managers, bank loan officers, certified nursing assistants, community health workers; workers for the county highway department and manufacturing/assembly plants; computer and auto technicians; military personnel for U.S. Navy (Airman), Marines, Army and National Guard.

Return on Investment

Return-on-Investment (ROI) for Youthbuild shows significant costs savings to the state attributed primarily to a reduction in public assistance dependency and offender recidivism (8% of program participants versus 46% of all Minnesota youth offenders); and an increase in state revenue from taxes collected on Youthbuild graduate wage gains. Information on ROI of the Minnesota Youthbuild Program can be found at: <http://mn.gov/deed/job-seekers/find-a-job/targeted-services/youth-employment/youthbuild.jsp>

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Serving the Quad-Cities area of St. Louis County

Collaborative Partnerships: Northeast Minnesota Office of Job Training; St. Louis County Probation and Juvenile Justice Departments; AEOA's Adult Basic Education, Head Start, Housing and Senior Services Departments.

Best Practices

Collaborative Housing Partnerships: This year, Youthbuilders renovated three homes providing housing for low-income families in Virginia. The crew also provided maintenance to AEOA's 13-unit Youth Foyer, the Single Room Occupancy building and a homeless shelter. The main AEOA building and outer offices were also repaired by the Youthbuild crew.

Industry-Recognized Credentials: Youthbuild offers participants MnSCU credits and industry-recognized certification in OSHA, MSHA and Forklift operations. Youth also receive construction math, GED preparation and Northstar Digital Literacy certification through AEOA's Adult Basic Education program. Dave Gornick, a certified Journeyman Carpenter, provides daily construction and safety training, leading to certification in National Center for Construction Research curriculum (NCCER).

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	8
Obtained High School Diploma	83%
Placed in Post-Secondary or Employment	100%
Received Industry-Recognized Credential	88%
Youth from Families Receiving Public Assistance	75%
Youth Offenders	50%
Youth Who Are Basic Skills Deficient	50%



Success Story: BRIAN

Brian came to Youthbuild as a teen parent, high school dropout and juvenile offender. Through Youthbuild he earned his GED, Forklift and MSHA certifications. He also gained life skills, paid work experience and carpentry skills while rehabilitating low-income housing. Brian now works part-time as Crew Leader in the Youthbuild program while he attends Hibbing Community College earning his Heating and Cooling Technician degree.



Quotes:

- ◆ “Thank you AEOA Youthbuild for all the support. I wouldn’t be this successful without you.”
—*YOUTH PARTICIPANT*
- ◆ “This program helped me to get my life on track. AEOA’s connection to other training programs really helped, too!”
—*YOUTH PARTICIPANT*
- ◆ “Because of Youthbuild crew’s contributions, AEOA was able to rehabilitate homes for first-time homebuyers at a much lower cost. We were able to stretch limited housing dollars to address other needed improvements in the home.”
—*HOUSING PROJECT MANAGER*
- ◆ “Youthbuild provides mentorship to youth who would not otherwise have support. Growing up, our youth missed out on key employment skills, such as punctuality, respect and workplace etiquette. Youthbuild provides these in a safe learning environment that allows for making mistakes; knowing that they can pick the pieces back up and try again.”
—*AEOA STAFF*



Success Story: MILES

A high school dropout, Miles earned his GED in Youthbuild and gained work experience, carpentry and life skills and Green Power, OSHA, MSHA 10, Lead Safety and Heart Saver first-aid certifications. He is currently enrolled at Mesabi Range Community College for welding and plans a career in the construction trades.



Youthbuilders construct and market picnic tables as part of their small business training.

Since 1994, over 100 Arrowhead Youthbuilders have constructed or rehabilitated 59 homes in addition to three Head Start centers and two homeless youth and adult residences in the quad-cities area.

Bi-County Community Action Programs, Inc.

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Serving Beltrami and Cass Counties

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	38
Obtained High School Diploma	96%
Placed in Employment or Post-Secondary	92%
Received Industry-Recognized Credential	100%
Youth from Families Receiving Public Assistance	74%
Youth With Substance Abuse Issues	58%
Youth Who Are Basic Skills Deficient	100%

Collaborative Partnerships: Gates Foundation, USDA, Bemidji State University and Northwest Technical College, Neilson Place, Red Lake Housing, Leech Lake Tribal College, Cass Lake Bena ALC, Rural MN CEP, MN Green Communities, Evergreen Youth Services, local courts and probation.

Best Practices

Multiple Industry and Nationally-Recognized Credentials: Youthbuilders earn certifications in EPA Lead Renovation, OSHA 10, PACT and NCCER construction training. Participants also earn credentials as CNAs, Energy Auditors and Forest Service Firefighters.

Operation Minnesota Nice and Salvation Army: Each year, Youthbuilders provide homemade gifts and letters to service men and women overseas and volunteer for Salvation Army's Kettle Campaign, Pack-to-School, Operation Fill-A-Truck and Tubs of Love.



Youthbuilders provide gifts for armed service members as a community service project.



Success Story: DAVID

Before I came to Youthbuild I was in and out of jail. I never cared what happened until I was facing prison time. Since I've been in Youthbuild, I've graduated high school, completed NCCER, have an apartment and a good job with the Beltrami County Highway Department. I plan on getting my Class A License to operate heavy equipment.

Career and Placement Support: Youthbuilders receive assistance with career and college exploration; interview preparation; clothing; college applications, financial aid and books. Each Youthbuilder completes a career portfolio containing resumes, letters of intention, awards, certificates, work experiences and vocational assessments. Recent graduates are now employed with local construction contractors, the U.S. Postal Service, the County Highway Department and companies in manufacturing, healthcare, security, fiber optics and shipping management.

Quotes

- ◆ “Youthbuild graduates are real assets for private contractors. Because of their experience and education, they are job ready.”
—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 PARTICIPANT
- ◆ “Youthbuild works with youth in crisis who don’t have other options or who’ve burned bridges with their other options.”
—EVERGREEN YOUTH AND FAMILY SERVICES TEAM LEADER



Success Story: RHIANNON

Before Youthbuild, transportation, childcare and work-school conflicts were barriers for me. Youthbuild staff was very understanding when I had to leave early to pick up my son. I recently graduated from high school with my PACT certification, my CNA license and am working at Havenwood Care Center. Youthbuild helped me take a big step forward in my life.



- ◆ “Witnessing Youthbuilders grow into responsible adults, while achieving their diploma, is a win-win for the youth and the community.”
—WORKFORCE CENTER YOUTH COORDINATOR



Youthbuild
Graduation
Ceremonies.

Since 1990, Bemidji Youthbuild has constructed or rehabilitated over 13 single-family homes, two Head Start facilities and 20 homes for transitional housing.

Central Minnesota Jobs and Training Services (CMJTS)

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Serving the Cities of Willmar and Pine City

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	22
Obtained High School Diploma	93%
Received Industry-Recognized Credential	100%
Placed in Post-Secondary or Employment	93%
Youth Who Are Basic Skills Deficient	82%
Youth Offenders	36%
Youth from Families Receiving Public Assistance	50%

Collaborative Partnerships: Habitat for Humanity, Painters and Allied Trades Union Training Center, Willmar and Pine City ALCs, Ridgewater and Canby-West Technical/Community Colleges Schools.

Best Practices

Strong Partnership with Habitat for Humanity: During the past year, Willmar Youthbuild assisted Habitat for Humanity with the renovation of their ReStore. The crew moved materials, designed and constructed shelving/racks, dry-walled, taped, painted and refurbished donated materials. Pine City Youthbuild assisted the local Habitat with construction of a new storage shed for a new construction home.

Emphasis on Secondary Achievement and Post-Secondary Exploration: Participants must maintain good academic standing while in Youthbuild. Youthbuilders receive online tutoring through the Academic Improvement Matters (AIM) program to improve literacy and numeracy skills and tour several college campuses and a Union Training Center with Youthbuild staff.



Success Story: BRANDON

Through Youthbuild, I learned carpentry skills and I found out that I liked math more than I realized. I started making plans to go to college. I earned enough credit to graduate with my diploma last May and I'll start college in January 2015 in Accounting.



Brandon at a Youthbuild team building event.

Job Placements and Post-Secondary Career Choices of Recent Graduates:

Youthbuilders explore post-secondary training and career options and receive placement support. Recent graduates have gone on to post-secondary education in accounting, nursing, veterinary technology; and employment with the County Highway Department, Jennie-O and North Dakota Oil Fields.

Quotes

- ◆ "Youthbuild was an awesome experience for my daughter. It allowed her to complete six school credits, so she is back on-track to graduate next year. She also learned to make positive relationships, work hard and have fun."
—PARENT
- ◆ "It is always a pleasure working with the young people that are a part of Youthbuild. They are hardworking and respectful. It's a great program!"
—SITE MANAGER, HABITAT FOR HUMANITY
- ◆ "Youthbuild enabled me to get my current job and gave great references to my employer. I am now working full-time with benefits!"
—YOUTH PARTICIPANT
- ◆ "Youthbuild helped me to get the high school credits I needed while earning money and working with my hands."
—YOUTH PARTICIPANT

Success Story: JORDAN

When I began Youthbuild, I was 19 and still in high school. My attendance was bad. I had a hard time caring about my classwork. In Youthbuild, I got the chance to work with my hands and I learned to help others. Youthbuild helped me get enough class credit to graduate from high school. Now I work in the oil fields in North Dakota and I'm making \$19.00 per hour.



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

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Serving City of St. Paul

Collaborative Partnerships: Apprenticeship Coordinators Association of Minnesota, North St. Paul Workforce Center, Dayton's Bluff Neighborhood Housing Services, Century College, West 7th/Fort Road Federation, Eastside Neighborhood Development Corporation (ESNDC), St. Paul College, East Metro OIC, City of St. Paul, Office of Apprenticeship/DLI and McGough Construction.

Best Practices

Strong Partnerships: Youthbuild has developed a close relationship with the Apprenticeship Coordinators Association of Minnesota (ACAM). Each year, participants tour Apprenticeship Training Centers in order to receive exposure to union apprenticeship opportunities. A partnership with Century College has better prepared college-bound youth through Accuplacer practice testing, college-level coursework in high school and college credits and certifications at Century College's 916 Training Center.

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	64
Obtained High School Diploma	100%
Received Industry-Recognized Credential	100%
Placed in Post-secondary or Employment	100%
Youth from Families Receiving Public Assistance	86%
Youth Offenders	45%
Youth Who Are Basic Skills Deficient	92%



Youthbuilders at the Bricklayers Apprenticeship Training Center.



Success Story: ANDREW

"Youthbuild changed my life. Youthbuild provided me with the skills I needed to get a construction job after graduation. I have learned framing, roofing, siding and demolition and earned certifications in Lead Worker, Forklift, OSHA10 and CPR/First Aid. The skills that I have learned will make me a better person and a better worker." Andrew is currently a plumber's helper in the Twin Cities.

Industry-Recognized Credentials are earned by Youthbuilders, including: OSHA 10 and OSHA 30, EPA Lead Worker, Fork Lift, Green Advantage, Green Build, Energy Auditor, Energy Efficiency and Renewable Energy, NCCER, Certified Nursing Assistant, Medical Terminology, Introduction to Phlebotomy and First Aid/CPR.

Sustainable Community Service Projects planned and implemented by Youthbuilders have benefited hundreds of eastside neighbors. They include: Fourth Annual Green Fair; distribution of rain barrels and community garden produce; yard care for elderly; and maintenance of a five-acre parcel of land as a DNR School Forest "The Big Urban Woods". Youthbuilders have also raced two solar-powered boats in the Minnesota Renewable Energy Society Regatta on Lake Phalen.

Quotes

- ◆ "It is wonderful to see these great kids out working on affordable housing in our community. They have made a tremendous contribution to our recovery from the housing crisis."
—EXECUTIVE DIRECTOR ESND
- ◆ "Before Youthbuild, I would not come to school because I felt that there was nothing to learn. Now, I really appreciate all the 'real life' lessons I am learning on the job."
—YOUTH PARTICIPANT
- ◆ "Century College has the pleasure of teaching Youthbuilders how to safely operate a forklift. They come ready to learn and excel in the course."
—DEAN OF CONTINUING EDUCATION, CENTURY COLLEGE



Youthbuilder making a metal box.

Success Story: JERRY

Youthbuild taught me to be safe on the jobsite and I learned all about teamwork and communication. Andrew and I now work as construction crew members for Merit Construction in St. Paul and I am doing the work I have always wanted to do.



Since 1993, City Academy Youthbuild has constructed or rehabilitated

157 units of low-income housing, nine new garages and twelve community and rain gardens.



Guadalupe Alternative Programs

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Serving the of City of St. Paul

Collaborative Partnerships: Iron Workers Union #512; Serenity Care Facilities; Metro State, Century, St. Paul and Inver Hills Community colleges; YouthBuild USA/AmeriCorps; Red Cross and Argosy University.

Best Practices

Industry-Recognized Credentials:

Youthbuilders receive certification in NCCER a nationally recognized construction curriculum, OSHA 10, C-TECH Low Voltage/Cable Wiring, Nursing Assistant, Pharmacy Technician, Financial Literacy, First Aid/CPR and Northstar Digital Literacy training.

Career Exploration, Post-Secondary Prep and Follow-Up:

Youthbuilders tour Apprenticeship Training Centers and complete an employment readiness course which includes: job fairs, career workshops, college tours, Accuplacer practice testing and completion of an E-folio. Staff works with construction contractors, Apprenticeship programs and local businesses to place graduates. Recent placements include: two brick and tile and four carpenter union apprenticeships, seven CNA and five PCA placements.

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	105
Obtained High School Diploma/GED	99%
Received Industry-Recognized Credential	95%
Placed in Post-Secondary or Employment	91%
Youth Who Are Basic Skills Deficient	88%
Youth With Limited English Proficiency	88%
Youth from Families Receiving Public Assistance	90%



Success Story: HSER

Hser is a Karen refugee who lived in a Thai refugee camp prior to 2011. At 21, he enrolled in Youthbuild since he could no longer attend public school. Hser excelled in Youthbuild, had perfect attendance and raised his English proficiency several levels. Hser obtained his GED last year and is now earning \$20/hour with CQ Construction.

Computer Refurbishing and Recycling:

Youthbuild partners with Minnesota Computers to Schools and Stillwater Prison to train youth in IC3 computer recycling, refurbishing and basic computer skills. They also receive the Northstar digital literacy training.

Westside Community and Frogtown Youth Farm Community Garden Projects

allow Youthbuilders to tutor/mentor elementary students in agriculture and global environmental impact. Youthbuilders also complete two national service projects yearly.

Quotes

◆ "I talked to the Youthbuild instructor about having students tour our facility. They came in and really impressed me; these kids were very respectful and hard working. We are currently taking their applications and hope to get some of them into our apprenticeship as soon as possible"

—LOCAL UNION APPRENTICESHIP COORDINATOR

◆ "I'm so happy that my daughter found a school that she could attend and actually learn skills to help her find a job."

—PARENT

◆ "The teachers are better than I could have ever imagined! The things I have learned are things that will help me throughout my life."

—YOUTH PARTICIPANT

Success Story:

MARIE

At 17, Marie came to Youthbuild from foster care with no high school credit and poor school attendance. While in Youthbuild, she turned her life around and her attendance dramatically improved. Marie's confidence swelled as she excelled in construction training. She earned full credit every quarter and graduated last spring. She is now at St. Paul College and works part-time.



GAP Youthbuilders Ahri and Christina.



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

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Serving Clay County

Note: Moorhead Youthbuild began in January 2014; data reflects activities through August 2014.

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	14
Obtained a High School Diploma/GED	71%
Job, Post Secondary, Apprenticeship, Military Placement	36%
Basic Skills Deficient	86%
Youth/Families Receiving Assistance	36%
Youth Pregnant or Parenting	21%
Youth with Disabilities	43%

Collaborative Partnerships: Moorhead Adult Basic Education, Red River Area Learning Center and Youth Education Services, Moorhead High School, M-State College, Lakes and Prairies Community Action, Home Builders Association, NDSU's TRIO Program, Lake Agassiz Habitat for Humanity, the Juvenile Justice Program and the City of Moorhead.

Best Practices

Partnership with Fargo Home Builders Association (HBA): Through Fargo HBA, four Youthbuild participants completed the Herdina Academy for building construction skills. They earned college credit and received tours of Moorhead's North Dakota State College of Science and the M-State campus.

Job and Post-Secondary Placements: Youthbuilders attend career planning, job search, goal setting and budgeting workshops. Graduates needing a driver's license for construction employment attend two days of driver's education training preparation. One graduate is now attending M-State, majoring in the Carpentry Program. The four youth who attended the Herdina Academy are currently completing high school before entering an apprenticeship or post-secondary construction program.



Success Story: JORDAN

Jordan, aged 19, had a history of running away from home. Through Youthbuild, Jordan obtained OSHA 10 and First Aid/CPR certifications and graduated from Red River Area Learning Center making him the first member of his family to graduate from high school. Jordan's dream job is to either become a fire fighter or a police officer. While completing a Youthbuild landscape project at the firehouse, he was given a tour and saw first-hand what firefighters do. He developed strong leadership skills while participating in the 2014 Herdina Academy for the Construction Trades at the Minnesota State Community and Technical College in Moorhead. Jordan also passed his permit test, is registered for Behind-the-Wheel training, has his own apartment in Moorhead and is currently looking for employment and plans to enroll in college for the 2015 Spring semester.

Quotes

◆ “Students came with a willingness to learn and get their hands dirty. Trades Camp helped them decide if they wanted to go to school for a trade. Looking forward to next year and more Youthbuild students!”

—M-STATE HERDINA ACADEMY INSTRUCTOR

◆ “Students attending the Herdina Academy now have three college credits in BLDG 1100. The students that attended were great to work with!”

—HOME BUILDERS ASSOCIATION DIRECTOR



Achilles displays his high school diploma.

Success Stories: ACHILLES

Originally from Guam, Achilles entered Youthbuild as a special education student from Moorhead High School. While in Youthbuild, he obtained certifications in OSHA 10 and First Aid/CPR and M-State Construction credit. He gained construction trade skills in landscape design, concrete, drywall preparation, insulation, shingling, wall construction and proper use of power tools. Achilles wants a construction career but has struggled to pass his Driver's Permit exam, failing the test three times. Youthbuild provided an instructor to tutor Achilles, enabling him to pass the test this year. He also has support for his Behind the Wheel training and is well on his way to a construction career. Achilles recently obtained his diploma and has been accepted into the M-State Construction Program.



This summer, Youthbuild participants were involved in the construction of two Habitat for Humanity homes in Moorhead. One home is the first LEED home that Habitat has built in Moorhead. It is an energy efficient home utilizing green technology with foam insulation, a heated concrete foundation, energy efficient appliances and energy star windows. Each Habitat home costs approximately \$130,000 and requires 4,500 hours of labor. Since 1995, Rural MN CEP Youthbuild has constructed 38 new homes in the cities of Moorhead and Perham.

SouthWest Metro Educational Cooperative

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Serving Scott and Carver Counties

Best Practices

Articulated Construction Curriculum and Credentials — SouthWest Metro's construction standards curriculum is articulated with local post-secondary institutions. Students who complete a year of Youthbuild construction training with a B average receive advanced standing at Hennepin Technical College. Gary Dohse, a licensed vocational instructor, provides construction and OSHA 10 training and certification to youth.

Contextual Academic Curriculum — Academic standards are integrated into Youthbuild's construction curriculum, making learning purposeful, meaningful and interesting for students. Youthbuild's Blueprint for Geometry course integrates math skills on the construction site. Government and Citizenship standards, along with English Language Arts standards, are also integrated into Youthbuild, providing additional academic credits to participants in the program.

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	72
Obtained High School Diploma/GED	96%
Received Industry-Recognized Credential	53%
Placed in Post-Secondary or Employment	96%
Youth With a Disability	51%
Youth Who Are Basic Skills Deficient	38%
Youth Offenders	22%
Youth from Families Receiving Public Assistance	22%



Success Story: ANTHONY

Joining Youthbuild helped me stay out of trouble with the law and helped me earn money to pay back my fines. I also earned high school credits, which I badly needed to stay on track for graduation. I am continuing in Youthbuild to increase my construction knowledge and to prepare me to join the union apprenticeship program. This program will also give me skills to work on my own house some day and save money that I won't have to pay someone else to do.

Job Placement — Recent graduates have gone onto become an Electrician’s apprentice, Construction Laborer, Landscaper, North Dakota oil field worker, Personal Care Attendant, Driver and Chef. Several graduates have enrolled in a branch of the military or Hennepin Technical, Normandale, MCTC, St. Paul or Ridgewater colleges.

Quotes

◆ “I learned how to work hard and appreciate my accomplishments. Youthbuild was an incredible experience for me. I never felt so needed and appreciated in my life.”

—YOUTH PARTICIPANT

◆ “I learned how to mud and sand walls, what kind of tiles to use when renovating your house, office or business. I learned how to add and install ceiling tiles. I learned things that will be very useful when I own my own house or business.”

—YOUTH PARTICIPANT

Success Story: TRISTON

I got out of treatment and wasn’t sure what I was going to do with my life. I heard about Youthbuild so I checked into it. I like the hands-on learning and it’s fun. This year, I am working toward getting my diploma and gaining the skills I will need to work in the construction industry. I believe this will give me a fresh start in life and make up for the time I was not able to perform at my highest ability.



Since 1992, Youthbuilders have constructed or renovated seven houses; three duplexes, four 4-plexes, one 6-plex and 26 apartments; constructed four units of a Juvenile Alternative Facility for adjudicated youth and a child care center; constructed or renovated buildings or additions for: Scott and Carver County parks, CDA and CAP Agencies; Auburn Manor; MN DNR; East Creek Family Center; Cedar Lake Farm; local public and alternative schools and hospitals.

Stearns-Benton Employment and Training Council

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Serving Stearns and Benton Counties

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	53
Obtained High School Diploma	75%
Placement in Employment or Post-Secondary	93%
Received Industry-Recognized Credentials	100%
Basic Skills Deficient Youth	94%
Youth With a Disability	30%
Youth who's Families Receive Public Assistance	75%



Youthbuilders participate in Husky Challenge Course.



Youthbuilders tying rods at Construct Tomorrow Event.

Collaborative Partnerships: Central Minnesota Habitat for Humanity; Grainger Company, St. Cloud State University and St. Cloud Technical & Community College; McKinley Area Learning Center; Kids Against Hunger.

Best Practices

Construction Apprenticeship Tours: Each year Youthbuilders tour construction apprenticeship programs throughout the state with Dave Masters, the construction supervisor. This summer, Youthbuilders also attended Construct Tomorrow's Construction Careers Expo in St. Paul where they tried hands-on learning activities in over 25 construction trades.

The Summer Youthbuild Stipend Policy:

Youthbuilders earn a stipend of \$45 per day during the eight-week summer program based on attendance, punctuality, cooperation, teamwork, work quality and quantity.

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, Youthbuilders participate in the Husky Challenge Course to build trust, conflict management and group communication skills.



Success Story: JESUS

Jesus enrolled in the Youthbuild program due to poor attendance. While participating in Youthbuild, Jesus had excellent school attendance (98%) and a positive attitude. His strong communication skills and calm manner helped him work well with his peers. During a Youthbuild trip to the 49ers Apprenticeship Training Center in Hinckley, Jesus was able to practice his driving skills with a backhoe. An apprenticeship instructor commented "he's a natural" at driving such a complex machine.

Quotes:

- ◆ "Without Youthbuild my son would not have been able to graduate from high school."
—PARENT
- ◆ "In Youthbuild I learned the importance of being on time and being ready to work each day."
—YOUTH PARTICIPANT
- ◆ "Youthbuild definitely influenced me to take a look at the construction trade fields as a future career."
—YOUTH PARTICIPANT
- ◆ "Youthbuild taught me how to work together in a team."
—YOUTH PARTICIPANT
- ◆ "Youthbuild provided my daughter with a job. It's a great program."
—PARENT
- ◆ "Youthbuilders logged 1,200 hours this past summer helping in the construction of Habitat for Humanity projects. We greatly appreciate their efforts."
—VOLUNTEER MANAGER, HABITAT FOR HUMANITY



Youthbuilder at Construct Tomorrow Event.



Roofing a shed for Habitat for Humanity.

Success Story: DEVIN

Devin enrolled in the Youthbuild program when he fell behind in school credits. He had little experience in construction but a desire to learn. Devin's ability to read a tape measure and cut precisely aided in the overall high quality of the sheds that were constructed through the summer session of the program. Devin was able to use the credits earned in Youthbuild to graduate from McKinley Area Learning Center. He now plans to enroll in the Electrician's Program at St Cloud Technical and Community College in 2015.



Since 2005, St. Cloud Youthbuild has constructed sheds, playhouses and more than 38 homes for Central MN Habitat for Humanity.



Youthbuilder driving a backhoe at the 49ers Apprenticeship Training Center in Hinckley.

Norm Champ — Executive Director
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St. Louis Park, MN
(Phone) 651-767-3880

Website: www.treetrust.org

Serving City of Minneapolis

Collaborative Partnerships: Urban Homeworks; District 287 West Education Center; Minnesota Internship Center, Minnesota Transitions and Transition Plus Charter Schools; Hennepin County Workforce Investment Board; Minneapolis Employment and Training Program.

Best Practices

Tree Trust Youthbuild employs a variety of best practices in operation of the program:

- Training and certification of participants in OSHA 10, Forklift license, HBI PACT and Bobcat/skid-steer license;
- Construction training projects which involve foreclosed homes that are substantially rehabbed and sold or rented to low-income families in north Minneapolis;
- Partnership with Urban Homeworks which provides construction employment to several Youthbuild graduates living and working on Minneapolis' northside;
- Service learning projects allow participants to volunteer at Second Harvest, Hope for the City and Three Rivers Park District;
- Establishment of an Individual Development Plan (IDP) for each youth addresses goals in the areas of education, skill-building, finances, social-relational skills and employment.

Youth Served At-a Glance

(July 1, 2013 – June 30, 2014)

Youth Served	67
Obtained High School Diploma	83%
Placed in Post-Secondary or Employment	90%
Received Industry-Recognized Credential	96%
Youth from Families Receiving Public Assistance	72%
Youth With a Disability	84%
Youth Who Are Basic Skills Deficient	96%



Success Story: DONALD

Donald was a recent graduate of Tree Trust Youthbuild, successfully completing the summer program and earning his HBI PACT certificate. Donald's participation and attendance in Youthbuild were outstanding. He is a very hard worker. Donald obtained his diploma and is currently looking for a part-time job before attending Riverland Community College in Owatonna to pursue a degree in auto mechanics.

Quotes from Youth and Partners:

- ◆ "Youthbuild has made me motivated so I'm not a quitter."
—*YOUTH PARTICIPANT*
- ◆ "I've learned so much since I came to Youthbuild; all the details of the trade and the certifications."
—*YOUTH PARTICIPANT*
- ◆ "What I like about Youthbuild is the teamwork – working together with everybody. It's a pretty joyful atmosphere."
—*YOUTH PARTICIPANT*
- ◆ "I have been impressed with the progress of students in Youthbuild. They've developed a positive attitude towards themselves, careers and leadership. One student is going into construction trades. Another is joining the military. Another student has become permanently employed."
—*WORK COORDINATOR FROM MINNESOTA INTERNSHIP CENTER*
- ◆ "This program gives my students hope. Sometimes they struggle with academics and coming to school. This program pulls them in and makes them want to be part of school and the Work Experience program with Tree Trust. Keep up the fabulous work. We love Tree Trust Youthbuild!"
—*DISTRICT 287 WEST EDUCATION CENTER*



Success Story: DYLAN

A successful Youthbuilder, Dylan was a member of the leadership committee where he was a spokesperson for his peers. He made many decisions regarding program activities, including planning graduation ceremonies. He was also a great leader on-site with near-perfect attendance and a strong work ethic. Dylan plans to attend college in the fall to pursue a degree in culinary arts.



Donald mudding a wall.

Since 2006, Tree Trust Youthbuild has rehabilitated 42 single-family homes, 26 garages and four multi-unit apartments on the northside of Minneapolis.

Southeast Minnesota Workforce Development, Inc.

Jinny Reitmann — Program Manager
 jreitmann@wfdi.ws

1302 Seventh Street NW
 Rochester, MN 55901
 (Phone) **507-379-3400**

Website: www.workforcedevelopmentinc.org

County served: Wabasha

Collaborative Partnerships: River Valley Academy, Wabasha County HRA, Olmsted County Habitat for Humanity, Red Wing Technical College, Minnesota State College — Southeast Technical.

Best Practices:

Fork Lift and Renewable Energy Training:

Forklift Operations training and certification is provided to Youthbuilders by trainer George Borzyskowski of Southeast Technical College and Peerless Chain.

Career Ready — 101 Training:

offers youth on-line instruction on basic academic concepts to build basic skills. Incentive payments and flexible use of computers at home, school and the Youthbuild resource room has helped seven basic skills deficient youth to log over 400 Career Ready 101 hours and recently attain basic skills proficiency. The curriculum also offers lessons in financial literacy and leadership development.

Partnerships with local government and employers:

WDI works with Wabasha County, the City of Wabasha and local employers to provide summer employment for Youthbuilders. Partners also provide Youthbuild with various building projects throughout the year.

Youth Served At-a-Glance

(July 1, 2013 – June 30, 2014)

Youth Served	13
Obtained High School Diploma	83%
Placed in Employment or Post-Secondary	100%
Received Industry Recognized Credential	100%
Basic Skills Deficient Youth	62%
Youth from Families Receiving Public Assistance	54%
Youth Offenders	62%
Chemically Dependent	38%



Success Story: TAYLOR

This past year, Taylor showed maturity and patience as Youthbuild's crew leader. Attentiveness to her academics allowed her to take a lead role on Youthbuild projects: setting up jigs for trusses; assisting co-workers with angle calculations; cutting and fabricating components for a shed project; and building an elaborate piece of playground equipment. She also shined during forklift training. Taylor recently obtained her diploma and plans to attend college to become a Drug Enforcement Agent (DEA) after learning about brain development in Youthbuild's Mental Toughness training and witnessing how drugs disrupted her friends lives.

Quotes

- ◆ "I would not have any hesitation in hiring any of these students as employees once they turn 18."
—PEERLESS CHAIN CEO
- ◆ "After boot camp, my friends left me. I was hanging out with the wrong crowd. Youthbuild staff believed in me and helped me see that I actually had potential. Ron Benson, construction supervisor, went out of his way to help me and truly cared about me so I didn't want to let him down."
—YOUTH PARTICIPANT
- ◆ "The success of this program has caused the school to rethink how they deliver their programs in the alternative schools setting."
—RIVER ACADEMY INSTRUCTOR



Sheridan is on the right

Success Story: SHERIDAN

Sheridan, a youth offender, had 100% attendance in Youthbuild's summer program. He handled the forklift machine with ease and care, commenting, "This is the first time I have ever driven anything." He always did what he was asked to do and did it well. Sheridan recently graduated and was released from probation, completing all his requirements. He is currently working with his brother.



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

Little Earth Residents Association

Robert Lilligren — Acting CEO/President
 Robert.L.Lilligren@learth.org

2495 18th Avenue So.
 Minneapolis, MN 55404
 (Phone) 612-724-0023

Website: www.littleearth.org

Serving Twin Cities American Indian Population

Note: Little Earth Youthbuild began serving youth in June 2014; data reflects activities through early September 2014

Youth Served At-a Glance

(June 26th, 2014 – Present)

Youth Served	16
Obtained High School Diploma	100%
Received Industry-Recognized Credential	100%
Placed in Post-Secondary or Employment	50%
Youth from Families Receiving Public Assistance	50%
Teen Parents	50%
Chemically Dependent Youth	44%
Youth Who Are Basic Skills Deficient	69%

Collaborative Partnerships: Youthprise, Summit Academy OIC, Nawayee Center School, Little Earth Omnicitye Program, Little Earth Employment Program and Little Earth Education Program.

Best Practices

Industry-Recognized Credentials earned by Youthbuilders include certification in OSHA 10, First Aid/CPR and Weatherization.

Leadership Development workshops focus on team building and individual learning styles. A Youthbuild Council provides participants an opportunity to make decisions about overall programming and policy development.

Cultural Activities integrated into the Little Earth Youthbuild Program include sweat ceremonies to celebrate youth milestone achievements and talking circles to resolve conflicts through traditional means.

Collaborative Partnerships with Summit Academy OIC and Nawayee Center School provided strong construction training and education components as well as construction-related certifications and full academic credit for participation in Youthbuild.



Success Story: RON

At 16, Ron struggled with academics and attendance at South High School. Through Youthbuild, he learned basic construction math, how to operate multiple hand and power tools and basic framing systems. He also earned OSHA 10, CPR/First Aid and weatherization certifications. Ron now attends Nawayee Center School, having received full academic credit for his Youthbuild participation and has the support he needs to successfully complete high school.

Quotes:

- ◆ “I was able to fully immerse myself in a leadership role, learn healthy ways of communicating and give others positive direction. Thank you very much!”
—YOUTH PARTICIPANT
- ◆ “The Youthbuild staff never gave up on me, so I never gave up on myself.”
—YOUTH PARTICIPANT
- ◆ Little Earth’s Youthbuild program is unique in that the hands-on construction training took place in the community in which nearly every Youthbuilder lives or has lived. This deepened the desire to make a difference. Combine that with ceremonial cultural/spiritual events, you get bonds based on positive relationships that will last a life time. Youthbuild is more like a family than a program.
—LITTLE EARTH STAFF
- ◆ “It’s obvious that the youth are gaining a lot through their participation in the Youthbuild Program.”
—LITTLE EARTH STAFF

Building the Little Earth Greenhouse.



Success Story

DUSTIN:

At age 24, Dustin enrolled in Youthbuild because he wanted a stable career. Dustin became a consistent and reliable worker and role model for other participants. He is a prime example of taking life to the next level. Now, with his diploma and skills, he serves as a crew leader on the worksite and is taking steps to become a co-owner of a landscaping and roofing business.



Youthbuilders displaying their high school diplomas.



In the summer of 2014, Little Earth Youthbuild’s first youth cohort constructed a greenhouse at the Little Earth Urban Farm in south Minneapolis.

SFY 2014 Minnesota Youthbuild Program Data Summary

(July 1, 2013 through June 30, 2014)

COMBINED TOTALS		TOTALS	PCT	AEOA	Bi-CAP	CMJTS	City Academy	GAP	
	1. Total Participants Served and/or Receiving Follow-Up Services during July 1, 2013-June 30, 2014	472		8	38	22	64	105	
Gender	2a. Male	337	71%	8	24	16	45	53	
	2b. Female	135	29%	0	14	6	19	52	
Age	3a. 16 - 17 Years of Age	107	23%	0	11	13	13	0	
	3b. 18 - 19 Years of Age	222	47%	1	11	9	48	21	
	3c. 20 - 21 Years of Age	111	24%	3	14	0	2	71	
	3d. 22- 24 Years of Age	35	7%	4	2	0	1	13	
Ethnicity / Race	4a. Hispanic/Latino	39	8%	0	2	11	5	5	
	4b. American Indian/Alaska Native	44	9%	3	20	0	0	1	
	4c. Asian	148	31%	0	0	0	51	93	
	4d. Black or African American	95	20%	0	2	1	5	5	
	4e. White (not Hispanic)	141	30%	5	12	7	3	1	
	4f. Other or Not Available	1	0%	0	0	0	0	0	
Education Level	5a. 9th Grade - 12th Grade (no diploma or GED)	472	100%	8	38	22	64	105	
	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	437	93%	8	34	18	64	89	
	7. Youth with a Disability or Special Education IEP	155	33%	5	11	8	6	3	
	8. Foster Youth	20	4%	1	1	2	3	1	
	9. Youth Offender	130	28%	4	13	8	29	11	
	10. Youth from Families Receiving Public Assistance	319	68%	6	28	11	55	95	
	11. Basic Skills Deficient Youth	384	81%	4	38	18	59	93	
	12. Youth with Substance Abuse Issues	107	23%	4	22	5	29	9	
	13. Pregnant or Parenting Youth	105	22%	3	17	2	18	22	
	14. Homeless or Runaway Youth	18	4%	1	5	0	3	1	
	15. Limited English Proficient Youth	100	21%	0	0	0	2	93	
	16. Economically Disadvantaged Youth	380	81%	5	38	22	64	98	
	17. High School Dropout or Repeated School Failure	469	99%	8	38	22	64	105	
	Program Activities	1. Received Education or Job Training Activities	396	84%	6	38	22	64	105
		2. Received Work Experience Activities	390	83%	6	38	22	64	105
		3. Received Community/Leadership Development Activities	384	81%	4	38	22	64	105
		4. Received Post-Secondary Exploration/Career Activities	374	79%	5	31	22	64	105
		5. Received Mentoring Activities	438	93%	8	38	22	64	105
6. Received Support Services		376	80%	4	38	2	64	105	
Performance Outcomes at Exit	1. Total Participants Exiting Program	328	69%	7	26	14	64	77	
	8.a. Earned High School Diploma or GED	306	93%	5	25	13	64	76	
	8.b. Dropped Out of High School and Program	11	3%	1	0	0	0	0	
	8.c. Relocated, Treatment, Other	16	5%	1	0	1	0	1	
	9.a. Obtained Placement	313	95%	6	23	13	64	69	
	9.b. Placed in Unsubsidized/Private Sector Employment	267	81%	5	21	13	46	58	
	9.c. Enrolled in Post-Secondary or Received Post-Secondary Credential	187	57%	4	14	3	52	80	
	9.d. Placed in Registered Apprenticeship in the Building Trades and/or Construction Employment	40	12%	4	2	0	8	8	
	9.e. Placed in Credentialed High Wage/High Demand Employment (i.e. Heavy Equipment, Manufacturing, Healthcare, Auto Tech)	34	10%	1	4	2	4	5	
	10. Hourly Wage @ Placement	\$11.56		\$23.30	\$10.74	\$11.50	\$13.50	\$10.60	
Participant Outcomes	2. Work Readiness or Educational Goals Obtained	415	88%	7	38	22	64	105	
	3. Academic or Service Learning Credit Earned	405	86%	0	37	22	64	105	
	4. Average Worksite Attendance Rate	89%		80%	73%	76%	95%	95%	
	5. Recidivism Rate of Youth Offenders	11	8%	1	3	0	0	1	
	6. Industry-Recognized Credential or Certificate Earned (i.e. OSHA 10, Lead Safety, Fork Lift, Bobcat, Welding, NCCER, PACT, CNA, EMS)	408	86%	7	38	15	64	100	
	7. Total Community Service Hours Logged	12,813		112	3,458	1,295	2,560	1000	
	CUSTOMER SATISFACTION SURVEY								
	1. Participants Rating Youthbuild Excellent	204	58%	2	22	1	39	91	
	2. Participants Rating Youthbuild Very Good	68	30%	1	7	0	5	10	
	3. Participants Rating Youthbuild Average	13	12%	0	2	0	0	4	
	4. Participants Rating Youthbuild Below Average	0	0%	0	0	0	0	0	
	5. Participants Rating Youthbuild Poor	0	0%	0	0	0	0	0	
	6. Total Number of Surveys Completed	285		3	31	1	44	105	
HOUSING AND CONSTRUCTION OUTCOMES									
	1. Residential Housing Units Constructed	24		3	8	0	3	1	
	2. Individuals Housed	102		30	16	0	7	1	
	3. Garages and Other Structures Constructed	34		0	0	12	1	1	
	4. Greenhouses Constructed and/or Community Gardens Created	7		1	0	0	1	3	

COMBINED TOTALS		TOTALS	PCT	RMCEP	Southwest Metro	SBETC	Tree Trust	WDI	Little Earth	
	1. Total Participants Served and/or Receiving Follow-Up Services during July 1, 2013-June 30, 2014	472		14	72	53	67	13	16	
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	2b. Female	135	29%	1	9	13	14	5	2	
Age	3a. 16 - 17 Years of Age	107	23%	2	29	24	10	3	2	
	3b. 18 - 19 Years of Age	222	47%	12	41	25	38	9	7	
	3c. 20 - 21 Years of Age	111	24%	0	2	2	13	1	3	
	3d. 22- 24 Years of Age	35	7%	0	2	2	6	1	4	
Ethnicity / Race	4a. Hispanic/Latino	39	8%	4	8	2	1	0	1	
	4b. American Indian/Alaska Native	44	9%	1	2	0	1	1	15	
	4c. Asian	148	31%	0	2	0	2	0	0	
	4d. Black or African American	95	20%	0	10	10	61	1	0	
	4e. White (not Hispanic)	141	30%	8	50	41	3	11	0	
	4f. Other or Not Available	1	0%	1	0	0	0	0	0	
Education Level	5a. 9th Grade - 12th Grade (no diploma or GED)	472	100%	14	72	53	67	13	16	
	5b. High School Graduate	0	0%	0	0	0	0	0	0	
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	8. Foster Youth	20	4%	2	1	2	7	0	0	
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		2. Received Work Experience Activities	390	83%	6	43	53	27	10	16
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		4. Received Post-Secondary Exploration/Career Activities	374	79%	4	43	53	32	10	5
		5. Received Mentoring Activities	438	93%	12	43	53	67	10	16
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	8.b. Dropped Out of High School and Program	11	3%	0	2	4	4	0	0	
	8.c. Relocated, Treatment, Other	16	5%	1	0	3	4	1	4	
	9.a. Obtained Placement	313	95%	5	43	37	43	7	3	
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	10. Hourly Wage @ Placement	\$11.56		\$10.00	\$13.04	\$10.41	\$9.11	\$17.40	\$10.50	
Participant Outcomes	2. Work Readiness or Educational Goals Obtained	415	88%	12	43	45	56	13	10	
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	4. Average Worksite Attendance Rate	89%		87%	87%	94%	85%	90%	71%	
	5. Recidivism Rate of Youth Offenders	11	8%	0	1	1	3	0	1	
	6. Industry-Recognized Credential or Certificate Earned (i.e. OSHA 10, Lead Safety, Fork Lift, Bobcat, Welding, NCCER, PACT, CNA, EMS)	408	86%	10	38	53	64	9	10	
	7. Total Community Service Hours Logged	12,813		48	1,980	1,480	800	80	0	
	CUSTOMER SATISFACTION SURVEY									
	1. Participants Rating Youthbuild Excellent	204	58%	4	24	10	7	4	14	
	2. Participants Rating Youthbuild Very Good	68	30%	2	11	23	6	3	2	
	3. Participants Rating Youthbuild Average	13	12%	0	2	0	4	1	0	
	4. Participants Rating Youthbuild Below Average	0	0%	0	0	0	0	0	0	
	5. Participants Rating Youthbuild Poor	0	0%	0	0	0	0	0	0	
	6. Total Number of Surveys Completed	285		6	37	33	17	8	16	
HOUSING AND CONSTRUCTION OUTCOMES										
	1. Residential Housing Units Constructed	24		2	0	3	4	0	0	
	2. Individuals Housed	102		12	0	24	12	0	0	
	3. Garages and Other Structures Constructed	34		0	6	6	2	6	0	
	4. Greenhouses Constructed and/or Community Gardens Created	7		0	0	0	1	0	1	



Minnesota

Department of Employment and Economic Development

OFFICE OF YOUTH DEVELOPMENT

MINNESOTA DEPARTMENT OF EMPLOYMENT AND ECONOMIC DEVELOPMENT

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