

MINNESOTA

# YOUTHBUILD PROGRAM

PREPARING AT-RISK YOUTH FOR A PRODUCTIVE FUTURE

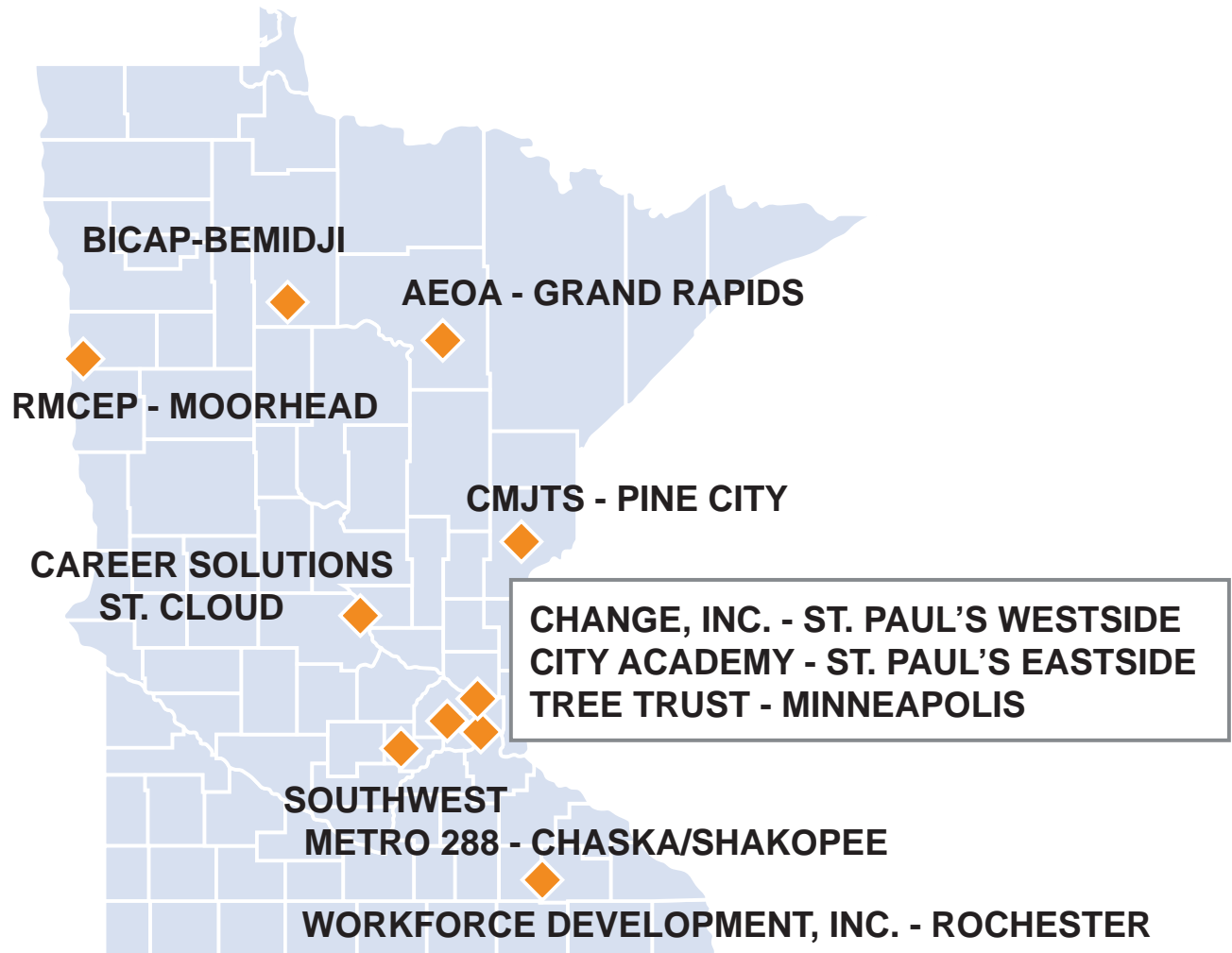


SFY2019  
Annual Report



# MINNESOTA YOUTHBUILD PROGRAM

## LOCATIONS



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# YOUTHBUILD PROGRAM

SFY2019 Annual Report

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**On the Cover:**

- Isaiah, Tony and Bryan of City Academy Youthbuild
- St. Cloud Youthbuilders constructing a pavillion
- Bemidji Youthbuilders framing walls of a home
- AEOA Youthbuilders and trainer pouring a sidewalk
- Christina and Tree Trust trainer building a garage



# INTRODUCTION

## FUNDING

In SFY 2019, \$1,000,000 in state funds served 396 at-risk youth in ten Minnesota Youthbuild Programs across the state. Forty-nine units (49) units of affordable housing, 19 garages and other structures, and nine community gardens were constructed or renovated benefitting Minnesota communities. The Minnesota Youthbuild program was first authorized in statute by the Minnesota Legislature in 1989, (M.S. 116L.361 – 116L.366).

## OPPORTUNITY YOUTH

Youthbuild targets low-income youth who are at-risk of or have dropped out of high school and are homeless, have a disability, a basic skills deficiency, and/or limited English ability, are in foster care, a teen parent, an offender, and/or live in poverty. Seventy percent (70%) of SFY 2019 participants are from communities of color.

## PRE-APPRENTICESHIP TRAINING

Youthbuild offers a construction career pathway and industry-recognized credentials to youth through comprehensive, wrap-around services, including:

- ▶ Approximately 500 hours of pre-apprenticeship construction training building affordable housing or other structures;
- ▶ Home Builders Institute (HBI) and National Center for Construction Education and Research (NCCER), lead safe renovation, fork lift, OSHA 10 and First Aid/CPR certifications, and a diploma or GED;
- ▶ Career exploration, mentoring, guidance, and support services;
- ▶ Contextual basic skills, construction math, and the North Central States Regional Council of Carpenters (NCSRCC) *Career Connections* curriculum;
- ▶ Constant emphasis on work ethic, safety, and on-time, every day attendance; work readiness and independent living skills, leadership, entrepreneurship, financial literacy and community service;
- ▶ Communities benefit from highly visible construction projects that expand affordable housing.

## INNOVATION

Youthbuild programs across the state continually improve services and activities to better meet the needs of youth and their communities. Examples include:



- ▶ Arborist training at Tree Trust Youthbuild in Minneapolis. Six youth earned their Tree Care Industry Association Tree Care Apprenticeship Certificate to become entry-level arborists.
- ▶ Union building trades curriculum, One Trade, Many Careers taught to Youthbuilders at the newly renovated Tech High School in St. Cloud and at SouthWest Metro ISD 288 in Chaska.
- ▶ A cider press was constructed at Pine City ALC to teach Youthbuilders how to press apples into cider to be sold as part of their entrepreneurial training.
- ▶ Two tiny homes built by CMJTS Youthbuilders; one, donated to the St. Cloud Coalition for Homeless Men; the other, auctioned off with proceeds donated to increase affordable housing in Minnesota.
- ▶ A community pantry built by CMJTS Youthbuilders, modeled after “Little Libraries”, offering free non-perishable goods to those in need. The project received commendation from the State House of Representatives and was recognized by Senator Tina Smith.
- ▶ Two-week (80 hour) training at Fargo Home Builders Association’s Herdina Academy for promising Youthbuilders who earn three college credits and scholarship opportunities. A recent Moorhead Youthbuild-Herdina grad is now an apprentice electrician.
- ▶ Newly built Youthbuild Training Center, part of a small business incubator project in the Dayton’s Bluff neighborhood of St. Paul, provides advanced construction training to City Academy Youthbuilders.



## BUILDING TRADES PARTNERSHIPS

Collaboration with registered apprenticeship and local contractors is a “win-win” for Youthbuild graduates and Minnesota’s union building trades; youth gain access to highly-paid construction employment and union contractors receive support in meeting their minority and female hiring goals. This year, APEX training was offered to an interested Youthbuilder who is now a union Drywall Taper apprentice at Mulcahy Nikolaus earning \$18.90 per hour.

*Youthbuilders and Local 322 Carpenters built 25 sheds for the Hmong American Farmer’s Association (below).*



## CONSTRUCTION EMPLOYMENT

About one hundred Youthbuild graduates have been placed in construction employment or degree program in the past five years with entry-level wages of \$16 per hour on average. Of these, fifty Youthbuild graduates have become registered apprentices with Local 1 Bricklayers, Local 322 Carpenters, Local 49 Operating Engineers, Local 82 Finishing Trades, Local 68 Floor Coverers, Local 563 Laborers, Local 96 Roofers, Local 61 Painters, Local 10 Sheet Metal Workers, and Local 34 Plumbers. Graduates are employed fulltime at the following companies:

Mortenson Construction, Flannery Construction; Kraemer North America, Mulcahy Nickolaus, PBS Sheet Metal, Frana Companies, Peterson Co., Majestic Flooring, Egan Co., Becker Brothers, Nordstrom LCC, Waterstone Construction, EZ Masonry, Northern Plains Mechanical, Trail King, Precision Plumbing, Radco Iron, K & M Concrete, Homes of Harmony, Chandler Roofing and Construction, OSI Environmental Services, Mehoe Construction, Advanced Design Contracting, Top Notch Construction, Larry Pratt Construction, Merit Construction, Fresh Paint, Sangwin Built, Anderson Windows, and Medallion Cabinetry, Darlington Construction, Pro Powder Coating, Larson Construction, Granite City Roofing, Gordon Construction, Robinson Plumbing and Heating, Bill Borg Construction, CTS Custom Homes, Handyman LCC.

## MANUFACTURING, HEALTHCARE, AND OTHER CAREER EMPLOYMENT

Youthbuild graduates have also entered careers in other well-paid occupations:

- ▶ CNC machinists, manufacturing and auto techs, die castors, auto mechanics; warehouse and production workers;
- ▶ Emergency medical technicians (EMTs), nursing assistants (C.N.A.s), community health workers;
- ▶ TRIO computer support staff, IT techs, business owners and managers, customer service reps, and bank officers;
- ▶ Military personnel in the U.S. Navy Airmen, Marines, Army and National Guard.

About 90% of youth who exit Youthbuild earn a high school diploma or GED and are placed in private sector employment, registered apprenticeship, post-secondary, advanced credentialed training, and/or the military.

## YOUTHBUILD RETURN ON INVESTMENT

By targeting low-income, at-risk youth for high-wage careers, Youthbuild’s Return-on-Investment (ROI) demonstrates significant costs savings to Minnesota taxpayers. Service to opportunity youth increases the program’s return on investment. Moreover, economic activity generated by wage-earning youth, the expansion of affordable housing, and the reduction in homelessness benefits Minnesota’s communities. Information on ROI can be found at: <http://mn.gov/deed/job-seekers/find-a-job/targeted-services/youth-employment/youthbuild.jsp>

## YOUTHBUILD LEVERAGES FEDERAL RESOURCES

State Youthbuild funding leverages federal YouthBuild dollars in Minnesota to serve the Bemidji area, the North side neighborhood in Minneapolis, and Eastside and Westside neighborhoods in St. Paul. Each biennium, DEED Youthbuild funding is used as required match to leverage approximately \$6 million in US Department of Labor (DOL) YouthBuild resources.

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Serving Itasca County

**COLLABORTIVE PARTNERSHIPS**

Itasca County Habitat for Humanity, Itasca County District 318 Alternative School, Northern Lights Charter School, Itasca County Restore and Habitat to Humanity, Northeast Minnesota Office of Job Training, Itasca County Probation and Juvenile Justice Departments, AEOA's Adult Education, Transitional Housing, Rutabaga Project, Growing Together, Itasca County Master Gardeners & University of Minnesota Extension Office, Advocates for Family Peace.

**BEST PRACTICES**

**Local Partnerships Combine Construction Training with Community Service**

Youthbuild worked on numerous Itasca County Habitat for Humanity projects in 2019. Projects included building a new house from the ground up and refurbishing former Habitat homes.

The Youthbuild crew laid flooring in a house owned by Advocates for Family Peace, a nonprofit which builds transitional supportive housing for woman and families of abuse.

Youthbuilders also helped to built a raised bed garden during the summer of 2019. A master gardener and University of Minnesota



**Youth Served At-a-Glance**

(July 1, 2018 – June 30, 2019)

Youth served:.....	19
Received industry recognized credential: .....	16
Obtained high school diploma/equivalency or continued school: .....	15
Youth from families receiving public assistance: .....	14
Youth offender: .....	10
Youth with disability: .....	10
Homeless youth:.....	7

**SUCCESS STORY: Dylan**



Dylan, a 20-year old male, came to Youthbuild as a high school dropout in April of 2019. He was homeless and living in a camper at a closed campground with his significant other and child. Dylan dropped out of high school in 2017 and was involved in the court system with multiple felonies hanging over his head. Since Dylan started with the Youthbuild program he has enrolled at the Area Learning Center through ISD 318 and obtained his high school diploma in August 2019. He has also earned his OSHA 10 and Adult CPR/AED & First Aid and is working on his NCCER certifications. Dylan graduated from chemical dependency treatment in July and attends Wellness Court weekly along with going to two Narcotics Anonymous (NA) meetings a week. Dylan and his family now have moved into housing that they can afford. Dylan's future goals are to start as an apprentice with a local labor union.



Extension staff met weekly with youth to teach them how to plant, harvest and cook the vegetables in the garden. Youth also learned the nutritional value of food they planted. *Itasca Life Options*, a work program for people with developmental disabilities, also joined the youth on the project.

The Youthbuild crew also built raised beds and a trellis for the Rutabaga Project at their community garden park in Virginia.

On June 21st of this year Youthbuild participants volunteered at “Day of Action” alongside the United Way and Itasca Habitat for Humanity partners. Youthbuild staff and a formerly homeless participant also attended “Homeless Day on the Hill” in St. Paul in March of 2019. Several Youthbuild participants, past and present, have experienced homelessness first hand.

### Industry-Recognized Credentials

Youth earned their OSHA-10 hard card, CPR/First Aid and various NCCER certifications. In addition, they received construction math, GED preparation and Northstar Digital Literacy certification through AEOA’s Adult Education Program.

### QUOTES

- > “Learning hands-on helped me graduate from high school and support my family.”  
- *YOUTHBUILD PARTICIPANT*
- > “Being given the opportunity to help out without being a bystander.” - *YOUTHBUILD PARTICIPANT*



*Advocates for Peace flooring project*

## SUCCESS STORY: Syndein

Syndein, a 23-year old female, came to Youthbuild in March 2019. She was home schooled and had moved away from home before finishing



her high school education. When Syndein moved away from home she got into an unhealthy relationship. She eventually left and came to Minnesota to live with family until she got on her feet. She was referred to the Youthbuild program through AEOA’s Adult Basic Education (ABE) program. Since starting Youthbuild she has received her OSHA 10, Adult CPR/AED and First Aid certifications. She has continued to work on her GED through AEOA’s ABE. Syndein has recently moved into her own apartment with the help of AEOA’s youth housing program. Her love for gardening has been very beneficial for the youth community garden project at AEOA. Syndein has proven to be a leader with the younger participants in the Youthbuild program by assisting the instructor with projects. Syndein also attended the Homeless Day on the Hill in St. Paul in March of 2019 with the Youthbuild staff.

*Since 1994, Arrowhead Youthbuild has constructed or rehabilitated over sixty (60) homes as affordable housing in addition to three Head Start Centers and two homeless residences in northeast Minnesota.*



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Serving Beltrami and Cass Counties



## Youth Served At-a-Glance

(July 1, 2018 – June 30, 2019)

Youth served:.....	84
Received industry recognized credential:.....	84
Obtained high school diploma/equivalency or continued school: .....	79
Youth families receiving public assistance: .....	31
Basic skills deficient: .....	57
Youth with disability: .....	25
Homeless youth:.....	28

## SUCCESS STORY: Jasmine

Jasmine entered the program with an unstable home life and had to move around between family members. By working closely and diligently with our Life Skills Specialist and other local agencies, Jasmine’s home life turned into a more stable situation. She completed NCCER, First Aid/CPR/AED training, acquired her driver’s license, and graduated from school. Jasmine was also the Youth Policy Committee Treasurer. Due to her determination, perfect attendance record, and performance in the program, she was promoted to an Intern position while being paid through the Rural MN CEP. Jasmine did a great job and her leadership was a great example to her Youthbuild peers. Jasmine has recently moved on from the program and is employed at Target until she is ready to attend college.



## COLLABORATIVE PARTNERSHIPS

Bemidji State University and Northwest Technical College, Red Lake Housing, Leech Lake Tribal College, Rural MN CEP, MN Green Communities, Evergreen Youth Services, The Salvation Army, Churches United, Boys and Girls Club, local courts and probation.

## BEST PRACTICES

### Community Service Learning and Problem-Based Learning

Each year, Youthbuilders give back to their community by volunteering at local area churches, The Salvation Army, Boys and Girls Club, Beltrami County Social Services, and the United Way. Participants also assess and perform repairs needed on transitional homes, in addition to construction of affordable housing. This gives them housing renovation and new construction skills.

### Career and Placement Support

Youthbuilders receive comprehensive support and guidance to obtain placement in career employment of their choice. With the help of staff, each Youthbuilder creates a resume, letter of intention, “thank you” letter, resignation letter, and completes a skills assessment. Services also include: research, tours, and exploration of apprenticeship, college, and high wage/in-demand careers; and assistance with interviews and applications to college, financial aid, and employment. They also get a chance to attend college and job fairs. Recent graduates





are now employed in construction, manufacturing, healthcare, and other fields.

### Life Skills and Barrier Resolution

A Life Skills Specialist mentors Youthbuilders and helps to resolve barriers as soon as youth enter the program. This starts with documenting and working towards achievable goals in housing, daycare, transportation, and acquiring a driver's permit/license. The Life Skills Specialist also teaches valuable independent living skills such as opening bank accounts, budgeting, cooking, cleaning, renter's rights and responsibilities, acquiring health and vehicle insurance, legal services, healthy relationships and family planning. Life skills training and removal of barriers significantly improves youths' success in the program and long-term self-sufficiency.

### QUOTES

- > "I can honestly say, without the support and resources at Youthbuild, I would not be where I am today. I appreciate everything they have done for me and what they continue to do for others. I will always speak highly of Youthbuild." - *YOUTHBUILD PARTICIPANT*
- > "It is such a vital, important program and the work you do is impressive and makes such a difference in young people's lives." - *BICAP BOARD MEMBER*
- > "I think it's a really good program. I enjoy how much they help with and all the different skills I learned there." - *YOUTHBUILD PARTICIPANT*

## SUCCESS STORY: Hunter

Hunter came into the program at the age of 17 with a willingness to work and excelled in hands-on work experience training. Trying to get him to focus on schoolwork proved to be more of a challenge for our teacher. While in the program, Hunter completed NCCER, First Aid/CPR/AED training, and acquired his driver's license. He started working part-time at a resort before he completed the program and then moved on to a job with a local contractor roofing houses. Currently he is working for an insulation contractor. Hunter started the program with 14.75 credits that he needed to earn. A year and a half later he is only 1.25 credits away from completing his school coursework for graduation and has presently been working on finishing up. He has admitted that he should have used his time in the program more wisely, but he deserves credit for his hard work and perseverance.



*Since 1989, BI-CAP Youthbuild has constructed and rehabilitated over 25 single-family homes, two Headstart facilities, and helps maintain 13 transitional housing properties.*



# CAREER SOLUTIONS

(Formerly Stearns-Benton Employment & Training Council)

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Serving Stearns and Benton Counties



## Youth Served At-a-Glance

(July 1, 2018 – June 30, 2019)

Youth served:.....	30
Obtained high school diploma or returned to school:.....	30
Received an industry recognized credential:.....	30
Youth from families who are economically disadvantaged: .....	29
Who are basic skills deficient: .....	18
With a limited English proficiency:.....	14

## COLLABORATIVE PARTNERSHIPS

District 742 InStep Transitions program, Tech and Apollo High Schools, Central Minnesota Habitat for Humanity, North Central States Regional Council of Carpenters, Grainger Company, St. Cloud Technical and Community College, EPIC, Quiet Oaks Hospice House and Respite Care, and St. Benedict's Senior Community.

## BEST PRACTICES

### Summer Program

Youthbuilders can earn a daily stipend for successfully completing the four-week summer program based on attendance, punctuality, cooperation, teamwork, work quality and work quantity. Youthbuilders participate in activities with Rick Rassier's *Teamwork Motivation Training* to learn the value of community, responsibility, cooperation and respect.

### Construction Certifications

Youthbuild students have an opportunity to earn their OSHA 10 and Level 1 or 2 of the Carpenters' International Training Fund's *Career Connections – One Trade, Many Careers* certification. During this past year, 80% of this year's Youthbuilders received their OSHA 10 certification. 12 participants received Level 1 certification and one participant received his Level 2 certification.



## SUCCESS STORY: Bashir

Bashir's interest in joining the Youthbuild program was based on his fascination with engineering and architecture. He would like to become an architect one day. Now in his 5th session of Youthbuild, Bashir believes the program is a fun and exciting way to learn more skills while also earning some money along the way. He said that Youthbuild has "helped me better my communication skills and my team working skills". Bashir obtained his OSHA 10 certificate and has successfully completing "Career Connections –One Trade, Many Careers" curriculum, earning a Level 1 certificate through the Carpenters International Training Fund; all the while maintaining good grades.



## QUOTES

- > “My time in Youthbuild was fun while learning and building new things.” – *YOUTH PARTICIPANT*
- > “Thank you for giving me the opportunity to work in Youthbuild because it truly has changed my life. It taught me respect and responsibility, the two most important things I need in the work field.”  
– *YOUTH PARTICIPANT*
- > “My favorite thing about Youthbuild was the working together as a team and trying to take down problems one at a time.” – *YOUTH PARTICIPANT*
- > “Thank you so much for your gift of time and talent to Quiet Oaks. We appreciate it so very much.”  
– *COMMUNITY MEMBER*

## SUCCESS STORY: Aaron

Aaron has been in Youthbuild for 3 sessions. He states that he joined Youthbuild because, “I really like to learn new things. I plan to continue in Youthbuild because it will prepare me for college and I really like all the people involved in Youthbuild”. Aaron has earned his OSHA 10 and his Level 1 certificate through the Carpenters International Training Fund by successfully completing its’ “*Career Connections – One Trade, Many Careers*” curriculum. Aaron plans to go to college when he graduates in 2020 but is still undecided on his career goal.



*Career Solutions Youthbuilders construct planters.*

*Since 2005, St. Cloud Youthbuild has constructed sheds, play houses, raised garden beds and more than 51 homes with Central Minnesota Habitat for Humanity for low-income families.*



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Serving Pine and Kanabec Counties



## CMJTS Youth Served At-a-Glance

(July 1, 2018 – June 30, 2019)

Youth served:.....	10
Obtained high school diploma/equivalency or continued school: .....	10
Obtained unsubsidized employment: .....	6
Received industry recognized credential:.....	5
Youth who are basic skills deficient: .....	9
Youth with disability: .....	4



## SUCCESS STORY: Jacob

While enrolled in Youthbuild in the summer of 2018, Jacob gained experience in the trades and improved work skills like time management, communication, teamwork, and leadership. Through Youthbuild, he worked with the ISD 728 Service Center crew in Elk River assisting the crew with several tasks while learning about landscaping, maintenance, construction, and the custodial arts. Jacob used the skills he learned in Youthbuild to land a customer service representative job which he worked part-time while completing his senior year.

After graduating from Ivan Sand Community High School in May of 2019, Jacob's passion for excellent service and technology helped him get promoted to a fulltime position with benefits at Target in the Tech/Electronics Department. Jacob is excited to go to work each day and enjoys learning about the electronic and technology products he is selling, building relationships with customers, and developing other skills that will help him work toward his career goal as a computer or software engineer.

Jacob said that the program helped him become more flexible and work diligently toward his goals. He also learned "to take more initiative to do the best work possible - because if you care about your work, you will like it more." This winter, Jacob hopes to put a \$500 scholarship he earned to good use at Anoka Technical College. Good luck, Jacob!

## COLLABORATIVE PARTNERSHIPS

Partnerships play a key role in the success of the Youthbuild program and the ability of youth to give back to their communities. CMJTS's collaborative partners include: Empower Learning Center, East Central Habitat for Humanity-A Brush with Kindness, A Place for You homeless shelter, Pine Technical and Community College, Construct Tomorrow, Mora HRA and IUOE Local 49 Training and Apprenticeship Center.

## BEST PRACTICES

### Encouraging Future

#### Innovation-Entrepreneurship Skills

Youthbuild participants built a cider press in 2019 which will be used for entrepreneurship training fundraising. This initiative provides youth with entrepreneurial skills and experience in the day-to-day operation of a small business located on the school campus, the Empower Apple Orchard. Youth will be introduced to the basic concepts associated with starting up and running a business. Participants will harvest the apples, and then produce and sell the apple cider. Proceeds will be donated to help low-income youth with fees required to participate in school-sponsored student activities.

#### Leadership Development

Youthbuild participants who are recognized as having the ability to lead and engage others are assigned a lead role which includes an increase in pay as well as the



opportunity to carry out leadership responsibilities. The youth leaders may engage in and set up group goals to develop general leadership behaviors. These include taking initiative, creative problem solving, demonstrating empowering behavior, timely daily attendance, and good faith effort toward participation in Youthbuild activities.

This year, leaders collaborated with the Youth Employment Specialist and Youthbuild instructor to plan and organize team building exercises, learning initiatives, community outreach and engagement events, and building projects.

### Industry Recognized Credentials

Youthbuild participants have opportunities to earn OSHA-10, CPR/First Aid, various NCCER certifications, Certified Nursing Assistant, and Customer Service and Sales certification through the National Retail Federation. In addition, they receive construction math instruction, with a heavy emphasis on fractions and geometry, as well as GED/high school diploma preparation.

### QUOTES

- > “The Youthbuild program has given me opportunities that I wouldn’t normally have and helped me work toward my education.” – *YOUTHBUILD PARTICIPANT*
- > “I’m glad I got school credit for Youthbuild and made new friends. I am really proud of the picnic tables and raised garden boxes I helped make.” – *YOUTHBUILD PARTICIPANT*
- > “It’s such an amazing experience to see youth give back to their community and help others who are in need.” – *COMMUNITY MEMBER*

## SUCCESS STORY:

### Lori

“Hello, my name is Lori and I am 23 years old. In the summer of 2017, I was struggling to get employed, with months of no success. The first time I walked into CMJTS’ CareerForce center in Mora, I felt welcomed.



The employment specialist, Katie, spent time getting to know me and my goals and continued to see me about once every two weeks. Katie found work experience for me at the Family Pathways Food Shelf in Sandstone. A second specialist, Tami, helped me get my high school diploma and join Youthbuild. She saw great potential in me from day one. In Youthbuild, I can improve my leadership and team building skills. Being able to give back to the community is a great feeling, and it’s even better when learning skills in the process. I even earned my customer service and sales credential from the National Retail Federation. I am so grateful to CMJTS and their staff. It can really make a huge difference! I will never be able to show my gratitude for what they have been able to do for me.



*Since 1996, CMJTS has constructed or rehabilitated over ten homes in central Minnesota and has taken the lead in combating homelessness through the construction of tiny homes.*



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Serving the of City of St. Paul - westside



**Youth Served At-a-Glance**

(July 1, 2018 – June 30, 2019)

Youth served:.....	93
Placed as registered apprentice in MN building trades:.....	10
Received industry recognized credential:.....	80
Obtained high school diploma or GED: .....	78
Recent immigrant with limited English proficiency:.....	86
Basic skills deficient:.....	93
Youth from families receiving public assistance: .....	46



**SUCCESS  
STORY:  
YENGLOR**

Yenglor, a Hmong immigrant refugee from Laos, began his path to success as a Youthbuild student at Change, Inc. (formerly

Guadalupe Alternative Programs) in St. Paul. While in Youthbuild, Yenglor earned his high school diploma, improved his English skills, and earned his Certified Nursing Assistance certification in the healthcare pathway. After graduating in 2018, he joined Northern Bedrock Preservation Corps in Duluth through the Americorps program. When he returns in January of 2020, Yenglor plans to enroll in college to pursue a career in a healthcare field and mentor new Youthbuild students so that he can tell them his story and push them to excel in the program like he did.

**COLLABORATIVE PARTNERSHIPS**

Painter’s and Allied Trades Union #82, Roofers and Waterproofers Union Local #96, Floor Covers Union Local #68, Serenity Care Facilities; Metro State, Century, St. Paul and Inver Hills Community colleges; YouthBuild USA/AmeriCorps, Red Cross, Argosy University, MN DNR, U.S. Green Building Council, Historic St. Paul, and the City of St. Paul Parks and Recreation.

**BEST PRACTICES**

**Registered Apprenticeship and Union Commercial Contractor Partnerships**

During their time in Youthbuild, participants tour Apprenticeship Training Centers and complete an employment readiness course which include job fairs, career workshops, Accuplacer practice testing and completion of an E-folio. Staff works with construction contractors, apprenticeship program staff and local businesses to place graduates in the building trades.

Since 2013, about fifty Change, Inc. (GAP) Youthbuild graduates have found employment in construction and construction related industries. Ten 2019 graduates have become registered apprentices in the building trades and are employed in Minnesota’s commercial construction industry with general contractors; two in brick and tile apprenticeships, four in roofing apprenticeships, and four in carpenter apprenticeships.

These are employment opportunities that pay a living wage, offer benefits, and allow young people to support themselves and their families. One recent Youthbuild graduate was placed with general contractor, Kraemer North America, earning \$28.50 per hour. He worked on the “High Bridge” project in St. Paul as a highway heavy construction worker in 2019.

**Industry-Recognized Credentials**

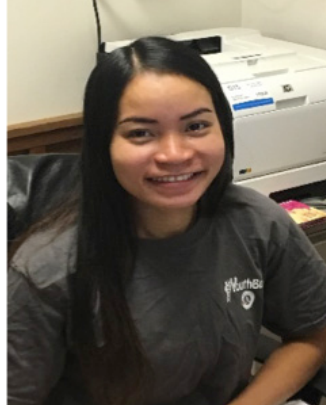
Youthbuilders receive certification in NCCER a nationally recognized construction curriculum, OSHA 10, C-TECH Low Voltage/Cable Wiring, Personal Care Attendant, Certified Nursing Assistant, Financial Literacy, First Aid/ CPR and Northstar Digital Literacy training.



## SUCCESS STORIES:

### WAH WAH and TA LAY

Wah Wah and Ta Lay are refugees from Burma. They spent most of their young lives in a refugee camp before coming to the United States. They both graduated from Guadalupe Alternative Programs (GAP) in St. Paul in 2014 and 2015 respectively. As Youthbuild students they learned the fundamentals and values needed to be successful adults and model employees.



Ta Lay graduated with an accounting degree from Century College in 2018 and joined the GAP team as a data specialist shortly after. Wah Wah continued her service as an Americorps member at the Karen Organization of Minnesota after her graduation. She was able to use the skills she learned there to become an integral part of the GAP administration team in 2018. The GAP family is very proud to be able to hire homegrown talent, and to continue to help in the development of these amazing young people.

## QUOTES

- > “Our partnership with GAP (Change, Inc.) has allowed us to hire Youthbuild graduates. These graduates have been well trained and have the skills needed to be successful.” - *PARTNER*
- > “GAP has given me the chance to learn many skills and get a better job than I had.” - *YOUTH PARTICIPANT*
- > “GAP is the right program for me. It has helped me in so many ways.” - *YOUTH PARTICIPANT*
- > “I’m very happy that I chose to come to GAP. I earned my diploma and got a good job” - *GRADUATE*



*Since 1995, Change Inc. (GAP) Youthbuild has constructed or rehabilitated over 25 homes.*



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Serving City of St. Paul - eastside



## Youth Served At-a-Glance

(July 1, 2018 – June 30, 2019)

Youth served:.....	55
Received industry recognized credential:.....	55
Obtained high school diploma/equivalency or continued school: .....	55
Placed in construction or manufacturing employment or related college degree program:.....	15
Youth from families receiving public assistance: .....	23
Youth who are basic skills deficient: .....	48
Previously dropped out of school: .....	55

## COLLABORATIVE PARTNERSHIPS

Dayton’s Bluff Neighborhood Housing Services, Apprenticeship Coordinators Association of Minnesota, CareerForce, Century College, St. Paul College, Eastside Neighborhood Development Corporation, East Metro OIC, City of St. Paul and HUD Section 3, and Carpenters Local #322.



## SUCCESS STORY: Isaiah

“When I started at City Academy, I just went to school to get it done and get out of there. But City Academy’s Youthbuild program changed me and the way I look at life. Staff taught me how to be good to people even if they are not good to you and also to never give up on

anybody. City Academy and Youthbuild brought my maturity to a higher level and helped me gain the confidence that, with hard work, everything will work out. I thank City Academy for the opportunity of Youthbuild. It has changed my life and brought me a new perspective. I’m a better person because of this opportunity.” Isaiah earned his high school diploma, Forklift, CPR, Lead Safety, OSHA 10 in Youthbuild and is now employed with Rainville Carlson Roofers.

## BEST PRACTICES

### Strong Housing and Registered Apprenticeship Partnerships

City Academy and Dayton’s Bluff Neighborhood Housing Services (Youthbuild’s state and federal housing partner) have collaborated with local union and construction contractors, City of St. Paul HUD Section 3 staff, and several Registered Apprenticeship Coordinators at local training facilities. In addition, City Academy hired a retired Local #322 Journeyman Carpenter to train and mentor Youthbuild participants to prepare them for construction employment and build soft skills. The result has been increased placement of low-income youth of color and young women of color in the construction industry and building trades registered apprenticeship.

Each year, participants tour Apprenticeship Training Centers to receive exposure to union apprenticeship opportunities. A partnership with Century College has prepared college-bound youth through Accuplacer practice testing, college-level coursework in high school and college credits and certifications at Century College’s Continuing Education Program.

### Multiple Industry-Recognized Credentials Lead to Good Jobs

In SFY 2019, all participants earned their Home Builder’s Institute Pre-Apprenticeship Training (PACT) credential and Lead Safety certification and 27 earned additional certification in forklift operations. All youth were trained in OSHA 10 and CPR. Six Youthbuild graduates became registered apprentices with PBS Sheet Metal, Mulcahy Nickolaus, Rainville Carlson, Olympic Companies, and Flannery Construction. Twelve participants also earned their Nursing Assistance certification (C.N.A.), 8 earned a Personal Care Attendant (PCA) certificate, and eleven enrolled in a college medical degree program. Five Youthbuild graduates enrolled in a college CNC Machining or manufacturing program and three were hired by local manufacturers.





## QUOTES

- > “I volunteered at the HAFA Farm [with Youthbuild] to build sheds. I am a retired member of Carpenters local 322. I worked with students from City Academy, cutting and assembling parts for roof trusses. I think it was good for the kids to interact with me, tradesmen and others with real jobs, working in the real world. I thought the experience was positive for both myself and the kids. Maybe there are some future tradesmen in that group.” – *37-YEAR MEMBER OF CARPENTERS LOCAL 322*
- > “Working with City Academy Youthbuild students it was easy to see the potential in them. The smiles they had at the end of the day looking at what they accomplished summed it up. I wish when I was in high school I would have had an opportunity to experience a hands on course like this. This program will open the eyes of many students to the opportunities in skilled trades.” – *EGAN COMPANY, JOURNEYMAN ELECTRICIAN AND FOREMAN*



“When I turned 18, I started full-time in the apprenticeship program,” says Johnathan. He appreciates the difference union membership makes. “Where else can I make nearly \$20 an hour at this age, get raises every six months and get benefits?” says Johnathan. “The journeymen are really understanding and I feel like I’m part of a family.” Johnathan says, “It really helped shape my future.” For him, learning about the apprenticeship program was the opportunity of a lifetime. It put him on track to a successful career.

## SUCCESS STORY: Evelyn

“I learned a lot while I was in City Academy. They helped me with my biggest struggle; to trust and talk to others. After I graduate, I am going straight to work! I am going to prove to people that women can do men’s jobs, and one day I’ll have my own painting company. I’m going to give it my all and make my parents and myself proud!” Evelyn earned her high school diploma, Forklift, CPR, Lead Safety, OSHA 10 in Youthbuild and is now enrolled in the Century College business degree program.



## SUCCESS STORY: Johnathan

In 2019, Johnathan earned his high school diploma, OSHA 10 and Home Builder’s Institute Pre-Apprenticeship Training certifications while completing Youthbuild construction training at City Academy. After graduation, he enrolled in Labor and Industry’s five-week APEX program in the Finishing Trades. Johnathan is now employed at Mulcahy Nikolaus as a union Drywall Taper apprentice earning \$18.90 per hour.

*Since 1993, City Academy Youthbuild has constructed or rehabilitated over 160 units of affordable housing, built 12 garages, 25 farming sheds, 14 community gardens, and three hives housing over 90,000 bees, and the new Youthbuild Training Facility, located on E. 7th Street. The facility is part of the Neighborhood Development Center and Dayton’s Bluff Neighborhood Housing Services small business incubator project to promote small businesses owned by people of color.*



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## Youth Served At-a-Glance (July 1, 2018 – June 30, 2019)

Youth served:.....	19
Received industry recognized credential:.....	10
Obtained high school diploma/equivalency or continued school: .....	19
Obtained high wage construction/building trades employment: .....	4
Youth with disability: .....	17

## SUCCESS STORY: Brandon

Brandon came to Youthbuild after dropping out of school and feeling the need to earn his GED. While enrolled in Adult Basic Education in Moorhead he joined RMCEP's Youthbuild program and also participated in the Herdina Academy for the Construction Trades, a Youthbuild partner program. While working on community building projects in the program, Brandon learned skills in several building trades specialties and networking in the construction industry. Brandon earned his GED in March of 2019 and is currently enrolled at the local technical college, with assistance from RMCEP WIOA programing, to earn an AAS degree in auto mechanics. Brandon has been a reliable worker who has shown unbelievable dedication to both his academics, work, and family throughout his time with Youthbuild.



## COLLABORATIVE PARTNERSHIPS

Lake Agassiz Habitat for Humanity, Home Builders Association, Herdina Academy for the Trades, Lakes and Prairies Community Action, M State-Moorhead, Adult Basic Education (ABE), Red River Area Learning Center and Youth Education Services, Moorhead High School, TRIO Program, Clay County Reentry Services Juvenile Justice Program, Lake Agassiz Regional Library, Clay County HRA and the City of Moorhead.

## BEST PRACTICES

### Fargo Home Builders Association and Herdina Academy Partnerships

Through collaboration with the Fargo Home Builders Association (FHBA) Youthbuilders trained in several skilled building trades through FHBA's Herdina Academy. During their two weeks in the program, youth interacted with local contractors learning a wide variety of construction techniques; from building a basement foundation to framing walls, installing windows and doors, and roofing. Upon completing the 80-hour Academy, Youthbuilders receive three college credits and scholarship opportunities to pursue a career in the building trades. A Youthbuild student participating in 2018 obtained a job through Herdina Academy and is now an apprentice electrician for a firm in Fargo.

### Minnesota State Technical College (M State) Trades Training

In partnership with the local technical college, RMCEP Youthbuild was able to establish an informational construction training curricula in areas not covered on Habitat for Humanity projects or that are contracted out in other locations. Youthbuilders completed four separate six-hour trainings on topics such as residential and commercial electrical systems, residential and commercial HVAC systems, plumbing systems, foundation, and concrete. The hands-on training was well received by the youth who performed several tasks to show their proficiency; testing concrete to determine its integrity and what that means for each type of concrete job; wiring thermostats and fireplaces in a lab; creating electrical circuits from blue print drawings; and practicing sheet metal work and soldering projects. Industry professionals or M State educators taught and supervised all trainings.



## Lake Agassiz Habitat for Humanity

Members of the Youthbuild crew took part in a home build through Habitat for Humanity, assisting with dry wall, siding, fascia, and soffit work. Youthbuild participants also completed the installation of all closet organization materials.

## Clay County HRA

The RMCEP Youthbuild crew has remodeled more than 30 units in the Moorhead area. The tasks have included painting, fixing holes in walls, installing vanities, texturing, basics electrical work, installing toilets, and replacing gutters and down spouts. The HRA allows the Youthbuild crew to make the necessary repairs (that do not require licensed workers to complete) in vacant units. Youthbuilders have also constructed planter boxes for the HRA's houses so the residents have a place to grow flowers and produce during the summer months.

## Construction-focused Community Service and Environment-focused Leadership Development

During the past year, Youthbuilders helped with a RMCEP event focused on providing job search assistance to new Americans and learned the value of community partnerships in home construction through their Habitat for Humanity home building experience. For the past two years, the RMCEP Youthbuild crew took part in the clean-up and restoration of the landscape around the Lake Agassiz Regional Library in Moorhead. The crew assisted in landscaping with environmental-friendly trees, shrubs, and grasses to positively impact the local ecosystem and learned the benefits that trees and other shrubs and grasses have to the environment and protection of building foundations. Finally, Youthbuilders donated a lot in a community garden and used the experience to learn how plants add to sustainability. Roughly three full grocery bags of garden produce was donated to Churches United for the Homeless, a local shelter, whose kitchen staff used the vegetables to prepare meals for homeless residents.

## QUOTES

➤ "Youthbuild students learn valuable skills that last a life time - not only the hands on skills, but soft skills that we all need - working with others, being on time and present every day, follow through, compassion for others." - *LICENSED SCHOOL COUNSELOR/DEAN OF STUDENTS*



## SUCCESS STORY: August

August came to the Youthbuild program struggling to complete school due to some truancy issues from previous years. Through Youthbuild, August was able to recover credits and graduate on time. With support from RMCEP staff and career assessments, August settled on welding as a career after high school.

After completing a 16-week welding course, August was hired by a local employer making \$21 an hour welding truck beds. While the work was difficult at first, he has since proven his worth to his employer. Now his work is easier and he is enjoying his job. Since becoming a welder, August has moved out of his family home and found his own place. Through his hard work in Youthbuild, welding school, and other RMCEP programs, August now has a great sense of accomplishment.

*Since 1995, RMCEP Youthbuild has built thirty (30) homes, two duplexes, and 23 homes as affordable housing in the cities of Moorhead and Perham.*



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Serving Scott and Carver Counties



## Youth Served At-a-Glance (July 1, 2018 – June 30, 2019)

Youth served:.....	20
Obtained high school diploma/equivalency or continued school: .....	18
Earned academic credit through Youthbuild:.....	18
Youth who are basic skills deficient:.....	9
Youth from families receiving public assistance: .....	5
Youth with disability: .....	7



## SUCCESS STORY: Brandon

“My name is Brandon. I am a student here at SW Metro. I have used my time in the summer Youthbuild Program to work on positive peer and adult interactions, time management and job skill development. I completed the Youthbuild summer program with greater than 95% attendance rate and contacting Brian [construction trainer] ahead of time letting him know I was going to be out. I started off slow and learned about the tools and OSHA. Youthbuild gave me a chance to learn the math I needed to build the shed and know how to do it right. I’m excited to apply for Youthbuild again for next school year. With the three credits I earned this summer I’ll be way closer to graduation and knowing what to expect after high school.

## COLLABORATIVE PARTNERSHIPS

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

## BEST PRACTICES

### Articulated Construction Curriculum and Credentials

SouthWest Metro’s construction standards curriculum is articulated with local postsecondary institutions so students can earn college credit for completing the high school program. A licensed vocational teacher provides instruction and OSHA 10 training and certification to youth using Career Connections, developed by the North Central States Regional Council of Carpenters, and DOL-recognized National Center for Construction Education and Research (NCCER) curriculum.

### Contextual Academic Curriculum

Academic standards are integrated into Youthbuild’s construction curriculum, making learning purposeful, meaningful and more engaging 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 in Youthbuild which offer additional academic credits to participants in the program. Last summer the program included a Technical Reading course providing another opportunity for students to earn academic credit.



## QUOTES

- > “Youthbuild was different than high school classes. I helped build a shed and picnic table. The [Youthbuild] math class helped me learn how to estimate material for the shed and how much it would cost to build it.” – *YOUTHBUILD PARTICIPANT*
- > “I didn’t miss a minute of class. I enjoyed going to school each day and learning at my own pace.” – *YOUTHBUILD PARTICIPANT*
- > “I’d tell my friends to try this program because it helps teach people new things and the benefits are AMAZING” – *YOUTHBUILD PARTICIPANT*
- > “The best part of Youthbuild was the teamwork with other co-workers” – *YOUTHBUILD PARTICIPANT*



*SouthWest Metro construction project*

## SUCCESS STORY: Cassi



“During my time in Youthbuild I learned how to feel comfortable and confident running different power tools. When we went to the Extreme Sandbox (Heavy Equipment Operators, Local #49 Training Center in Hinckley), I drove the back hoe. I like backhoes because I was able to run some of my Dad’s at home that he owns through his excavating company. In the future, I would love to run heavy machinery. I’ve filled out an application to the 49ers. I’m excited to learn how to run all the different equipment as an operator.”

*Since 1992, SouthWest Metro 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.*

*Last year, Youthbuild partnered with the SHIP Programs in Carver and Scott Counties to build several raised bed gardens at several schools and garden beds for Carver County Public Health and Human Services for registered day care programs. It also expanded the Backstretch Community Garden at the Shakopee Workforce Center.*

*In 2019, Youthbuilders remodeled a classroom at the main campus in Chaska by removing an old dark room from the photography classroom and creating storage space in its place. Youthbuilders also built four 8X12 sheds with all recycled materials; one was installed at the East Creek Family Center; one was for the SW Metro Educational Foundation; one for the Chaska fire station, and one was renovated at the Juvenile Alternative Facility.*



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### Youth Served At-a-Glance

(July 1, 2018 – June 30, 2019)

Youth served:.....	20
Received industry recognized credential:.....	20
Obtained high school diploma/equivalency or continued school: .....	19
Youth families receiving public assistance: .....	15
Basic skills deficient:.....	19
Youth with disability: .....	10



## SUCCESS STORY: Construction Plus

Tree Trust offered a construction plus option for the first time in the summer of 2019. Six students enrolled in the pilot cohort and all completed their training in entry-level tree care work and ground operations. They improved their community through tree planting and care in local parks and along trails. Students earned the Tree Care Industry Association Tree Care Apprenticeship Certificate.

## COLLABORATIVE PARTNERSHIPS

Twin Cities Habitat for Humanity, Career Pathways, District 287 West Education Center, Minneapolis Transition Plus, Minnesota Internship Center, Paladin Career and Technical High School, PYC Arts and Technology High School, and Volunteers of America High School.

## BEST PRACTICES

### Project-Based Learning

Tree Trust serves an area with high poverty and youth unemployment rates, as well as low high school graduation rates. This area is a federally designated “Promise Zone” in Minneapolis—locally known as North Minneapolis. Students participate in project-based learning where they develop critical thinking skills and improve their local community. Construction students learn carpentry while building affordable housing with construction partner, Twin Cities Habitat for Humanity. Construction Plus students learn tree care. They plant trees and provide tree care in public green spaces including parks and trails.

### Multi Industry-Recognized Credentials

Youthbuild construction students learn the skills of an entry-level carpenter and can earn a Home Builders Institute (HBI) Pre-Apprenticeship Certificate (PACT), a U.S. Department of Labor recognized pre-apprenticeship curricula. Tree Trust Construction Plus students learn the skills of an entry-level ground operations specialist and can earn a Tree Care Industry Association (TCIA) apprentice certificate, the initial industry-recognized certification of the TCIA Tree Care Academy. Youth can earn additional certifications including Forklift and Bobcat/Skid-Steer licenses.

### Leadership and Life Skills Development

Tree Trust’s motto is transforming lives and landscapes. Each student improves their community through building affordable housing or improving public parks and trails. Students spend six hours each training week in leadership and life skills. This includes independent living skills, career exploration, job hunting skills, teamwork, effort, positive attitude, and motivation.



## QUOTES FROM YOUTHBUILD STUDENTS

- > “Tree Trust has helped me be more independent. Also, they helped give me the opportunity to take care of the environment and my community.”
- > “Tree Trust opened different career paths and opportunities for me. They taught me responsibility and the rewards of being on time.”
- > “I really love the workspace. The people there made me feel comfortable. Everyone is respectful and willing to help you grow whether in the field or just anything in your life.”
- > “Tree Trust had helped me with resources. I know that I can always rely on the staff for support. Also, the experience was worth it and it doesn’t hurt to have the certification under my belt.”
- > “Working in the field is the best thing about this... I get experience what tree care is and that is what I loved most.”
- > “Youthbuild helped me stay out of trouble... [I] feel like I’m all grown up.”
- > “Youthbuild helped me to complete my adult goals—driver’s permit and school.”
- > “It’s setting me up for life.”



## SUCCESS STORY: T’zya

T’zya had a productive training year earning his Home Builders Institute PACT credential and driver’s permit while in Tree Trust Youthbuild. He felt he grew his occupational skills and improved his community. T’zya enjoyed working on affordable housing projects with our construction partner, Twin Cities Habitat for Humanity. He said, “I felt we learned a lot of good skills we could use for everyday life...I felt like a part of the community.”

T’zya continued to explore options after his Youthbuild training year. He applied for PSEO through his high school, Transition Plus, Minneapolis. T’zya also knew he liked working with his hands. He continued broadening his occupational skills by learning about landscaping at Tree Trust Young Adult Conservation Corps. He then enrolled in a culinary program and obtained a ServSafe certificate.



Tree Trust Youthbuild framing a house

*Since 2006, Tree Trust Youthbuild has rehabbed or constructed 65 single-family homes, 28 garages and four multi-unit apartments.*



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### Youth Served At-a-Glance

(July 1, 2018 – June 30, 2019)

Youth served:.....	46
Obtained high school diploma/equivalency or continued school: .....	46
Earned academic credit through Youthbuild:.....	46
Obtained unsubsidized employment: .....	22
Youth families receiving public assistance: .....	7
Youth with disability: .....	18

### COLLABORATIVE PARTNERSHIPS:

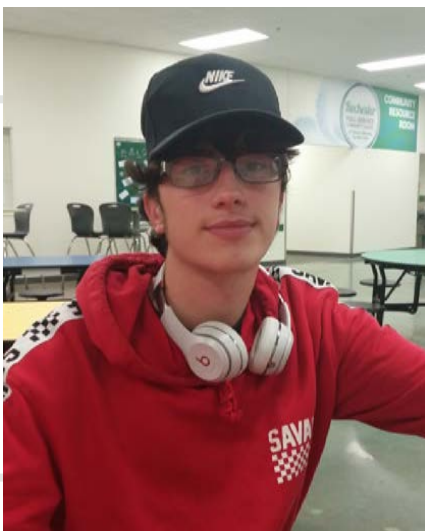
Rochester Alternative Learning Center, Habitat for Humanity, Rochester Academy for Independent Living, Habitat for Humanity ReStore, Rochester Area Construction Partnership, Minnesota State College – Rochester, Rochester Public Schools and CTECH (Career and Technical Education Center at Heintz).

### BEST PRACTICES

#### Fostering Responsibility and Teamwork

The Youthbuild program at the Rochester Alternative Learning Center has been well served by an environment where the participants take ownership and responsibility for their own tools and boots. Individual footwear and tools of the trade are issued to each student at the program’s start. Having their own equipment has created a sense of personal pride and fostered a culture of responsibility and the need to take care of things.

Working together on construction projects has helped cultivate a “team” atmosphere among youth in the program. While individual skills are vital for a youth’s future construction employment, it is equally important that they are develop team work skills to enable them to successfully participate in and complete group projects. Essential skills such as communication and solving disagreements with co-workers are emphasized by the Youthbuild construction trainer. The program’s reputation for teamwork has become one of its attractions for other students who are now requesting to be involved.



### SUCCESS STORY: Mustafa

Mustafa participated in the spring 2019 Youthbuild class at the Rochester Alternative Learning Center. He said that the class was “really fun” and was very grateful for the opportunity to learn a handful of new skills. His favorite part of Youthbuild class was being able to be “hands-on” – using tools, measuring, and building. Mustafa believes that Youthbuild gave him some great experiences and skills for his future.





## Entrepreneurial Activities

WDI's Youthbuild program teaches numerous skills related to entrepreneurship. Budgeting money, personal financial literacy, information on construction careers, labor market information and construction career pathways are among Youthbuild topics in the classroom. Moreover, the lead Youthbuild instructor's previous independent contractor experience has been beneficial for Youthbuild students who gain a real-world perspective from their instructor's knowledge and experiences.

## QUOTES

- > "The hands-on work and getting outside is a great way to learn about construction skills."  
- *YOUTHBUILD PARTICIPANT*
- > "The class made me understand what it would take to be a carpenter. The teacher knows what it's like to work in this field." - *YOUTHBUILD PARTICIPANT*
- > "The students gain knowledge and skills both individually and as a group. We try to simulate a work environment that will help them in the future."  
- *YOUTHBUILD INSTRUCTOR*

## SUCCESS STORY: Jeremiah

Jeremiah participated in the Spring 2019 Youthbuild program at the Rochester Alternative Learning Center. Looking back, he's very glad he took the class and would definitely recommend it to future students. He particularly liked the unique skills and experiences he wouldn't have otherwise had the opportunity to learn. "For example, it was really cool to learn how to patch holes in drywall and how to use different tools." After successfully completing Youthbuild, Jeremiah earned his high school diploma in June of 2019 and now works full time at Walmart. He plans to attend Rochester Community and Technical College for business management in the fall.



*Since 1997, Workforce Development Inc. has constructed or renovated about twenty houses in southeastern Minnesota.*



# MINNESOTA YOUTHBUILD PROGRAM DATA SUMMARY

(JULY 1, 2018 THROUGH JUNE 30, 2019)

COMBINED TOTALS		TOTALS	percent	AEOA	Bi-CAP	Career Solutions	CMJTS	Change, Inc. (GAP)	
1.SFY 2019 Participants		396		19	84	30	10	93	
Gender	2.a. Male	293	74%	16	60	28	8	49	
	2b. Female	103	26%	3	24	2	2	44	
Age	3a. 16 - 17 Years of Age	149	38%	5	20	26	4	6	
	3b. 18 - 19 Years of Age	123	31%	4	35	2	4	19	
	3c. 20 - 21 Years of Age	80	20%	8	21	2	0	38	
	3d. 22 - 24 Years of Age	44	11%	2	8	0	2	30	
Ethnicity / Race <small>*may be from 2 or more ethnic/racial groups</small>	4a. Hispanic/Latino	34	9%	0	2	3	1	4	
	4b. American Indian/Alaska Native	69	17%	1	60	0	1	0	
	4c. Southeast Asian	96	24%	0	0	1	0	68	
	4d. African and Somali Americans	79	20%	0	6	16	2	18	
	4e. White (not Hispanic)	117	30%	18	16	7	8	2	
4f. Other or Not Available	4	1%	0	0	3	0	1		
Education Level	5a. 9th Grade - 12th Grade (no diploma or GED at entry)	395	100%	19	84	30	9	93	
	5b. High School Graduate	0	0%	0	0	0		0	
	5c. Post-Secondary Education	0	0%	0	0	0	0	0	
Other Demographics	6. Not Employed at Enrollment	306	77%	16	74	26	4	69	
	7. Youth with a Disability	111	28%	10	25	10	4	2	
	8. Foster Youth	23	6%	1	19	0	0	0	
	9. Youth Offender	96	24%	10	56	2	1	0	
	10. Youth from Families Receiving Public Assistance	154	39%	14	31	6	2	46	
	11. Basic Skills Deficient Youth	277	70%	10	57	18	9	93	
	12. Pregnant or Parenting Youth	50	13%	5	21	0	2	11	
	13. Homeless or Runaway Youth	49	12%	7	28	0	2	0	
	14. Limited English Proficient Youth	117	30%	0	0	14	1	86	
	15. Previous High School Drop Out	238	60%	10	84	4	0	75	
	16. Economically Disadvantaged or Low Income Youth	318	80%	19	84	29	9	46	
	Program Activities	1. Received Education or Job Training Activities	378	95%	9	84	30	4	93
		2. Received Work Experience Activities	373	94%	9	84	30	4	93
		3. Received Community/Leadership Development Activities	369	93%	6	84	30	2	93
		4. Received Post-Secondary Exploration/Career Activities	365	92%	0	84	30	0	93
		5. Received Mentoring Activities	363	92%	9	72	30	1	93
6. Received Support Services		366	92%	7	84	30	1	93	
7. Received Follow Up Services		214	54%	6	42	8	6	93	
Education, Placement, Credential, Work Readiness Outcomes	1. Work Readiness or Educational Goals Obtained	358	90%	16	76	30	6	78	
	2. Earned a Diploma/GED or Continued in High School	366	92%	15	79	30	10	78	
	3. Occupational Credential and/or OSHA 10/Safety Certificate Earned	323	82%	16	84	30	5	80	
	4. Academic Credit Earned through Youthbuild (diploma programs only)	321	85%	2	84	29	1	78	
	5. Earned Diploma or GED	212	54%	8	44	11	4	77	
	6. Returned to or Continuing in High School	154	39%	7	35	19	6	1	
	7. Unable to Obtain Education Outcomes of Exiting Youth (Moved, Etc.)	18	6%	4	1	0	0	12	
	8. Dropped Out of High School after Enrolled	12	3%	0	4	0	0	3	
	9. Total Youth Exiting the Program	325	82%	12	72	11	6	93	
	10. Entered College or Credentialed Post-Secondary Program	48	15%	2	10	7	0	9	
	11. Entered Unsubsidized Employment	212	65%	11	55	11	6	55	
	12. Entered Unsubsidized Employment Wage	\$12.49		\$11.32	\$11.17	\$10.65	\$10.53	\$12.69	
	13. Entered Construction Employment or Registered Apprenticeship	32	10%	1	6	0	0	10	
	14. Hourly Wage @ Fulltime Apprenticeship or Construction Placement	\$16.88		\$15.00	\$14.02	-	-	\$18.00	
	15. Unable to Obtain Placement Outcomes of Exiting Youth (Moved, Etc.)	21	6%	4	5	0	1	0	
	16. Recidivism Rate of Offenders	6	6%	2	4	0	0	0	
Customery Satisfaction Survey	1. Participants Rating Youthbuild Excellent	71	36%	4	2	13	1	17	
	2. Participants Rating Youthbuild Very Good	96	49%	5	0	5	0	40	
	3. Participants Rating Youthbuild Average	26	13%	0	0	4	0	19	
	4. Participants Rating Youthbuild Below Average	3	1.5%	0	0	0	0	3	
	5. Participants Rating Youthbuild Poor	0	0%	0	0	0	0	0	
	6. Total Number of Surveys Completed	196	100%	9	2	22	1	79	
Housing Construction Outcomes	1. Residential Housing Units Constructed	49		2	2	6	1	1	
	2. Individuals Housed	39		3	4	26	NA	3	
	3. Garages and Other Structures Constructed	13		1	0	1	2	3	
	4. Greenhouses Constructed and/or Community Gardens Created	9		1	1	1	1	0	

# MINNESOTA YOUTHBUILD PROGRAM DATA SUMMARY

(JULY 1, 2018 THROUGH JUNE 30, 2019)

COMBINED TOTALS		TOTALS	percent	City Academy	RMCEP	SouthWest Metro	Tree Trust	WDI	
1.SFY 2019 Participants		396		55	19	20	20	46	
Gender	2.a. Male	293	74%	39	19	19	14	41	
	2b. Female	103	26%	16	0	1	6	5	
Age	3a. 16 - 17 Years of Age	149	38%	30	7	2	11	38	
	3b. 18 - 19 Years of Age	123	31%	22	10	15	6	6	
	3c. 20 - 21 Years of Age	80	20%	3	1	3	3	1	
	3d. 22- 24 Years of Age	44	11%	0	1	0	0	1	
Ethnicity/ Race <small>*may be from 2 or more ethnic/racial groups</small>	4a. Hispanic/Latino	34	9%	10	1	4	1	8	
	4b. American Indian/Alaska Native	69	17%	4	2	1	0	0	
	4c. Southeast Asian	96	24%	23	0	0	2	2	
	4d. African and Somali Americans	79	20%	14	3	0	16	4	
	4e. White (not Hispanic)	117	30%	4	13	15	2	32	
	4f. Other or Not Available	4	1%	0	0	0	0	0	
Education Level	5a. 9th Grade - 12th Grade (no diploma or GED at entry)	395	100%	55	19	20	20	46	
	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	306	77%	42	19	15	16	25	
	7. Youth with a Disability	111	28%	8	17	7	10	18	
	8. Foster Youth	23	6%	2	0	0	1	0	
	9. Youth Offender	96	24%	11	8	2	1	5	
	10. Youth from Families Receiving Public Assistance	154	39%	23	5	5	15	7	
	11. Basic Skills Deficient Youth	277	70%	48	5	9	19	8	
	12. Pregnant or Parenting Youth	50	13%	6	1	1	2	1	
	13. Homeless or Runaway Youth	49	12%	9	1	0	2	0	
	14. Limited English Proficient Youth	117	30%	14	0	0	0	2	
	15. Previous High School Drop Out	238	60%	55	NA	5	20	0	
	16. Economically Disadvantaged or Low Income Youth	318	80%	51	8	8	20	44	
	Program Activities	1. Received Education or Job Training Activities	378	95%	55	19	18	20	46
		2. Received Work Experience Activities	373	94%	55	14	18	20	46
		3. Received Community/Leadership Development Activities	369	93%	55	15	18	20	46
		4. Received Post-Secondary Exploration/Career Activities	365	92%	55	19	18	20	46
		5. Received Mentoring Activities	363	92%	55	19	18	20	46
6. Received Support Services		366	92%	55	12	18	20	46	
7. Received Follow Up Services		214	54%	0	16	6	14	23	
Education, Placement, Credential, Work Readiness Outcomes	1. Work Readiness or Educational Goals Obtained	358	90%	54	17	18	19	46	
	2. Earned a Diploma/GED or Continued in High School	366	92%	53	19	18	19	46	
	3. Occupational Credential and/or OSHA 10/Safety Certificate Earned	323	82%	55	10	15	21	0	
	4. Academic Credit Earned through Youthbuild (diploma programs only)	321	85%	55	8	18	NA	46	
	5. Earned Diploma or GED	212	54%	37	13	11	7	3	
	6. Returned to or Continuing in High School	154	39%	16	11	7	12	43	
	7. Unable to Obtain Education Outcomes of Exiting Youth (Moved, Etc.)	18	6%	2	0	0	0	0	
	8. Dropped Out of High School after Enrolled	12	3%	0	0	2	1	0	
	9. Total Youth Exiting the Program	325	82%	37	16	20	14	46	
	10. Entered College or Credentialed Post-Secondary Program	48	15%	16	1	0	2	1	
	11. Entered Unsubsidized Employment	212	65%	24	12	11	10	22	
	12. Entered Unsubsidized Employment Wage	\$12.49		\$14.08	\$15.06	\$18.33	\$12.92	\$10.52	
	13. Entered Construction Employment or Registered Apprenticeship	32	10%	6	4	4	1	0	
	14. Hourly Wage @ Fulltime Apprenticeship or Construction Placement	\$16.88		\$18.00	\$15.06	\$19.00	NA	NA	
	15. Unable to Obtain Placement Outcomes of Exiting Youth (Moved, Etc.)	21	6%	0	0	9	2	0	
	16. Recidivism Rate of Offenders	6	6%	0	0	0	0	0	
Customery Satisfaction Survey	1. Participants Rating Youthbuild Excellent	71	36%	18	NA	2	10	4	
	2. Participants Rating Youthbuild Very Good	96	49%	25	NA	12	6	3	
	3. Participants Rating Youthbuild Average	26	13%	0	NA	3	0	0	
	4. Participants Rating Youthbuild Below Average	3	1.5%	0	NA	0	0	0	
	5. Participants Rating Youthbuild Poor	0	0%	0	NA	0	0	0	
	6. Total Number of Surveys Completed	196	100%	43	NA	17	16	7	
Housing Construction Outcomes	1. Residential Housing Units Constructed	49		1	30	0	6	1	
	2. Individuals Housed	39		6	NA	0	NA	NA	
	3. Garages and Other Structures Constructed	13		4	NA	2	1	2	
	4. Greenhouses Constructed and/or Community Gardens Created	9		2	NA	3	0	chicken coop	



MINNESOTA YOUTHBUILD PROGRAM

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