

# SFY 2012 - SFY 2013

## *Expanding Work Opportunities For Youth Through the Minnesota Youth Program*



Minnesota Department of Employment and  
Economic Development

December 13, 2013

## INTRODUCTION

This report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) for SFY 2012 and SFY 2013. There is a separate profile for each of Minnesota's 16 Workforce Service Areas (WSAs), highlighting success stories and best practices. Thanks to the Legislature's investment in MYP, Minnesota had the infrastructure in place to implement a statewide youth jobs program that is available in every county at a time when unemployment rates for youth in Minnesota were at 18 percent (and double that for youth of color).

**Who is served under MYP?** Customers are low-income and at-risk youth ages 14 to 21 who lack academic and "applied skills" considered critical for current and future workplace needs. MYP meets the needs of youth who are hands-on, applied learners. Detailed charts on the characteristics of the 6,278 youth served by MYP in SFY 2012-2013 and outcomes are included in charts at the end of this report.

**How does MYP prepare youth for the workforce?** Work readiness training is focused on employer-driven behaviors such as attendance, punctuality, teamwork, communication skills, and problem-solving, and is delivered in an interactive manner. MYP provides youth with hands-on opportunities to apply skills they learn in the classroom:

- **Early Assessment:** Skill assessment and interest determinations individualize the service and assist in career development.
- **Work- Based Learning Experiences:** A series of activities to learn about and try different career options can build the MYP participant's identity and prepare them for success.
- **Mentoring:** Mentoring opportunities are key to building confidence, workplace skills, and career awareness.
- **Decision Making and Daily Living:** Learning important time management skills and practice decision making can prepare youth for success in the workplace.
- **Interaction With Others:** Working with diverse groups of people and learning how to work together to reach goals are key to building leadership skills.
- **Positive Attitudes and Behaviors:** Teaching young people about the importance of attitude in the workforce, about being on time, and having the confidence to solve problems.
- **Credentials:** MYP participants can earn academic credit or other credentials, degrees and certificates for work-based learning.
- **Portfolios:** Can improve the youth's ability to communicate preparation and experience.

**What does the research say about work experience for teens?** Research has shown that the number one predictor of future success in the workforce is early exposure to work experience.

- Contextual learning improves student's grades, attendance and graduation rates.
- Young people who have an opportunity to gain work experience as teens are more likely to stay in school, avoid involvement in crime, gang behavior and drugs and unwanted pregnancies.
- Teen employment contributes to significantly higher wages as young adults enter their twenties.
- Teens in low-income families have the least access to jobs – especially jobs that combine part-time work and school.

**What is the Return on Investment (ROI) for the Minnesota Youth Program?** Each state dollar invested in MYP yields a return on investment of \$4.83 for the biennium (see page 41).

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For more information, see the WSA contact information on each profile or:

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### Website:

Minnesota Youth Program:  
<http://mn.gov/deed/programs-services/office-youth-development/youth-programs/youth-program.jsp>

### On the Cover:

**Left**, Rosalie completed work experience and training in the Aviation Maintenance Technology Program (AMT) at Northland Community and Technical College in Thief River Falls (photo courtesy of Northwest Private Industry Council/Inter-County Community Council). **Right**, Franklin completed work experience and obtained his high school diploma; he enlisted in the United States Navy (photo courtesy of Duluth Workforce Development/Y.E.S. Duluth).

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## Northwest Private Industry Council / Inter-County Community Council

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 Phone: (218) 683-5460  
 Website: [www.nwpic.net](http://www.nwpic.net)

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

### Success Story: Rosalie

Rosalie entered her third semester in the Aviation Maintenance Technology Program (AMT) at Northland Community and Technical College in Thief River Falls, Minnesota. Inter County Community Council Employment and Training Staff, Jennifer Person, spoke to students at the Aviation Campus about the Youth Program. Rosalie enrolled in the Youth Program in September of 2012.



Rosalie was determined to overcome the barriers in her life and join other members of her family in the aviation industry. Her uncle is a pilot for Southwest Airlines and her grandfather is a retired pilot and airframe/engine mechanic. Rosalie was the only female student in the AMT program. It was difficult at first because she was not taken very seriously by her classmates. Rosalie liked the hands-on experience while on campus and the time spent in the shop has been her favorite. The assistance provided through the Youth Program helped her to focus on her studies.

Rosalie graduated in May of 2013 with her diploma in AMT. She then took and passed the Federal Aviation Administration (FAA) General, Airframe and Powerplant Exam and the Oral and Practical Exam, both required by the FAA in order to work on airplanes. Youth funding helped support Rosalie with a classroom training scholarship, and provided assistance with tools and testing/license fees. After completing her education, Rosalie received a job offer from the Aviation Department at the University of North Dakota and is working there as an Aircraft Mechanic.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	86
No. Youth High School Dropouts.....	2
No. Youth Offenders .....	4
No. Youth on Public Assistance .....	31
No. Youth Pregnant or Parenting .....	3
No. Youth With a Disability.....	71
No. Foster Youth.....	4

### Examples of Jobs Offered Through Northwest Private Industry Council:

Building grounds and maintenance worker, school custodian, library assistant, food shelf assistant, nursing home activities aid, concessions worker, forestry worker, mechanics helper, childcare assistant, office assistant, kennel assistant, hardline/soft line associate, kitchen aid, teacher's aide/assistant, environmental services worker, grocery bagger, customer services representative, store clerk, retail assistant, bus cleaner, and after school childcare attendant.

### Unique opportunity to participate in career exploration and skill development:

The Northern Valley Career Expo is an interactive career exploration event developed through a collaboration of workforce, education and economic development agencies in Northwest Minnesota and Northeast North Dakota. The Expo exposes high school students to high-wage, in-demand occupations within the region. The Expo offers 20 different breakout sessions focused on careers most in demand. The sessions are facilitated by local industry leaders.

**Quotes From Youth:**

"This summer was a great experience. I did not know if I could do it, but I enjoyed being there, learned a lot about working with different people, met new friends, and everyone was really nice!"

"Attached is my certificate for completing the curriculum. Things are going very well for me; I'm really enjoying the job!"

**Quotes From Parents:**

"I am so excited that my daughter had the opportunity to get hands on employment experience which builds her self esteem, gives her real life work experience and gives her the opportunity to manage her own money. It is unrealistic to believe that my daughter will attend college so her only option to obtain self sufficiency is for her to receive hands on employment opportunities, which could not be possible without your program."

"Thanks so much for all your help. I am so grateful for this program. I appreciate you and the program so much."

**Quotes From Worksite Supervisors:**

"Bryce is AMAZING! He is always early, always has a smile and gets right to work. He does not hesitate to go above and beyond!"

"Seth is great! We are setting higher goals so he will continue to grow as an employee. He gained a lot of self confidence over the summer."

"Cody continues to work hard and is always willing to look for more work that has to be done."

"Ashley is a really strong worker and a positive asset to her crew. She is always upbeat and energetic. We are lucky to have her in the program."

**SFY 2013 Youth Served At-A-Glance  
(July 1, 2012 through June 30, 2013):**

Youth Served Under MYP .....	74
No. Youth High School Dropouts.....	2
No. Youth Offenders .....	3
No. Youth on Public Assistance .....	30
No. Youth Pregnant or Parenting .....	4
No. Youth With a Disability .....	61
No. Youth Homeless or Runaway .....	2
No. Foster Youth.....	2

**Unique or high quality work experience:**

The Computers for Our Community program provides a unique service-based work experience opportunity for youth participating in employment and training programs provided through Inter-County Community Council and the Northwest Private Industry Council. This program, which provides low-income families with a free computer and reduced cost internet access for a year, is staffed entirely by youth program participants working under the supervision of an adult worksite supervisor. Participating youth are responsible for screening and cleaning each computer that is delivered to make sure that all of the equipment is working. Youth are also actively involved in distributing computers to eligible families. Youth working at this site demonstrate and educate eligible families on how to set up their computer and answer basic questions about setting up, or operating the computer.

## Rural Minnesota CEP

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**Counties Served:** Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Lake of the Woods, Mahnommen, Morrison, Otter Tail, Pope, Stevens, Todd, Traverse, Wadena, Wilkin

### Success Story: Marissa

Marissa is focused on a communications degree with an emphasis in public relations. In the spring of 2013, she talked about her interest in public relations and possible work experience opportunities.



To give her exposure to that career area, a new work site was developed at the Minnesota Lakes Maritime Museum. The Director wanted help to develop new ideas for events and marketing. Marissa was a member of the office team and she also worked in the Visitor Center, welcoming customers, selling tickets, answering questions about the Museum. The Museum hosted several fund-raising events and Marissa assisted with the planning of the events and advertising via the newspaper, radio, web site, and emails to members of the Museum. Marissa learned to communicate effectively with everyone who entered the museum. Marissa became very proficient in the office with Excel and Word applications on the computer. When asked what she learned, she replied "time management." It's a very busy place and she had to prioritize tasks and meet deadlines for projects. She was able to practice her writing skills and demonstrate that she is very responsible, motivated and flexible to meet the needs of others. This experience solidified her decision of majoring in communications in college.

Marissa left the Minnesota Lakes Maritime Museum with an excellent evaluation of her work performance and a plea to return next summer.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	219
No. Youth High School Dropouts .....	17
No. Youth Offenders .....	18
No. Youth on Public Assistance .....	80
No. Youth Pregnant or Parenting .....	17
No. Youth With a Disability .....	108
No. Youth Homeless or Runaway .....	1
No. Foster Youth .....	11

### Examples of Jobs Offered Through Rural Minnesota CEP:

Clerical or office support, custodial, maintenance, computer entry, reception, medical office assistant, day camp assistant, small engine repair and maintenance, dog grooming, unit aide, activities assistant, optometry office assistant, resort helper, Humane Society assistant, showing exhibits at the local Science Center, restaurant work, Display-tour-museum assistant, retail assistant, heritage center assistant, dietary aide, stock person, receptionist, events coordinator, greenhouse assistant, landscape laborer, merchandiser, teacher's aide, car wash attendant, prep cook, kitchen help, and tutor.

### Quotes From Youth:

"It taught me the importance of communicating with co-workers. My time management has also improved."

"I think I'd like to go into mechanical drafting. This job helps me learn everyday skills and schedules."

"I'm glad to have this opportunity to learn about CNA work to decide if I want to take the class and become a CNA."

"It's been a good summer job and I am learning new skills from working in the library and learning how it is run."

### Success Story: Ricardo

Ricky applied for the Youth Program when he was 14 years old and in grade 9. He was interested in the Youth Program because he knew he wanted to go to college. He needed financial aid from Rural Minnesota Concentrated Employment Program (RMCEP).



Ricky learned the basic work skills while maturing on the job and communication skills. During the school year, he worked at the elementary school and the teachers were very supportive and appreciative of his efforts which strengthened his confidence.

As Ricky entered his junior and senior years at the high school, he talked more about his ambitions after graduation. He was an excellent student and his interests were concentrated in math and science. His supervisor and RMCEP created a new job description for him, working in the mechanical operations of the school facility. Ricky decided to major in Civil Engineering when he enrolled at North Dakota State University (NDSU). The last two summers, Ricky was offered internships in the Fargo area with engineering firms.

He graduated from NDSU May 10, 2013, and accepted a position in an engineering firm, doing what he dreamed about and worked hard for.

### SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	375
No. Youth High School Dropouts .....	24
No. Youth Offenders .....	40
No. Youth on Public Assistance .....	119
No. Youth Pregnant or Parenting .....	13
No. Youth With a Disability .....	182
No. Youth Homeless or Runaway .....	2
No. Foster Youth.....	34

### Quotes From Worksite Supervisors:

“Great opportunity for youth. They learn to be responsible, work with others and supervisors.”

“Wonderful program. Youth bring different skills and cultures to the worksite.”

“This is a good program, it teaches youth work skills and real life responsibility.”



## Northeast Minnesota Office of Job Training

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**Counties Served:** Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, St. Louis (except City of Duluth)

### Success Story: Tahnee

Tahnee embraced the opportunity to “learn and earn” money this past summer. Tahnee participated in Youth Work Experience through the Northeast Minnesota Office of Job Training. Tahnee worked at the Chisholm High School and the Hibbing Chamber of Commerce.



A staff member of the Chisholm School, described Tahnee as a “star.” “She is always willing to try new tasks and she is a very dedicated worker.” Tahnee’s went quickly and she loved to be busy. Tahnee’s main job duties included: greeting guests, assembling packets, computer operations, answering phones and other clerical duties. Tahnee had the rare opportunity to participate in a parade this summer in Hibbing. Tahnee’s abilities to problem-solve, work in a team and utilize her excellent organizational skills were put to the test on the day of the parade.

Tahnee’s enthusiasm for her work experience was noted as phenomenal and her site supervisors appreciated her positive attitude and work ethic. Tahnee was “amazed by the amount of work that goes on ‘behind the scenes’ at both of her worksites.” She had a strong appreciation for the hard work of the school and Chamber staff.

Tahnee has elected to participate in the Post-Secondary Enrollment Option and will attend Hibbing Community College for the next two years. Tahnee will graduate from high school and college at approximately the same time. This speaks to her drive, motivation and determination.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	192
No. Youth High School Dropouts.....	4
No. Youth Offenders .....	22
No. Youth on Public Assistance .....	68
No. Youth Pregnant or Parenting .....	15
No. Youth With a Disability.....	114
No. Foster Youth.....	14

### Example of Jobs Offered Through Northeast Minnesota Office of Job Training:

Custodial, groundskeeping, kitchen assistant, maintenance worker, office assistant, trainer’s helper, museum interpretative worker, and health care aide.

**TANF(MFIP)/MYP/WIA Partnerships:** Northeast Minnesota Office of Job Training (NEMOJT) leveraged funding to improve existing summer youth services for teen parents on MFIP.

- Special Summer Youth Program openers and Training Events brought local business professionals to share insights and counselors for career assessments and job seeking skills training. Topics included an emphasis on local labor market needs. Partnerships aligned schools, local Chamber of Commerce’s GED providers, post-secondary and technical education, Regional Economic Development and Regional Development Agencies to benefit youth.
- Navigating business culture, as a special outreach topic, was brought to regional high schools and reached Native American populations,
- Aligning summer youth programs with special industry driven training partnerships: Get into Energy Career Pathways (GIECP) and Minnesota State Energy Sector Partnership (NE MN Renewable Energy Project) were coupled to enhance training opportunities. In addition, youth moved into innovative and unique regional career based FastTRAC training programs in health care and clerical support.

## Success Story: Christopher

Young people in Aitkin County are helping businesses and learning important employment skills through the NE MN Office of Job Training youth employment program. The youth program is designed to help young people, ages 14-21, develop productive work skills, contribute to the business community and earn a paycheck. Summer jobs provide entry-level training in a variety of occupations at non-profit, educational, and other community-oriented worksites.

When you order from The Tuscany Room in Aitkin, more than likely your order will be delivered by Christopher, a senior at Aitkin High School. Christopher assists with food preparation, dishwashing, and customer service. He worked at the Tuscany Room this winter during school. His supervisor, Cathy, enjoys having Chris work at her restaurant and notes, "He is always happy and so pleasant to work with; he does so well outside of school in this environment." Christopher is interested in mechanics and wants to pursue additional training in this field after he graduates.



The Tuscany Room has been active with the youth employment program since it opened. Cathy and Connie, the worksite supervisors, took the time to get to know the youth and teach them skills that lead to successful careers. Youth who they mentored are now successful adults contributing to the community.

The success of this program wouldn't be possible without the continued dedication and commitment of businesses in the community. Every year supervisors are willing to mentor youth and teach them job skills. The connections that are made and the relationships that are built last a lifetime.

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	196
No. Youth High School Dropouts .....	7
No. Youth Offenders .....	19
No. Youth on Public Assistance .....	78
No. Youth Pregnant or Parenting .....	18
No. Youth With a Disability .....	112
No. Youth Homeless or Runaway .....	1
No. Foster Youth.....	16

### Quotes From Youth:

I gained people skills; I used to be incredibly shy and had a very hard time talking to strangers. Since I've started working, I feel much more confident."

"It helped me learn how a real job works. I learned how to work with both the patrons who come in and my co-workers. I learned how to use my time wisely."

"I gained a wide variety of skills from my work experience and recently accepted a job offer where I can put those skills to use."

### Quotes From Parent:

"My son was exposed to occupations and skills that have influenced his decision to attend secondary school. I cannot say enough great things about the program and positive results."

### Quotes From Worksite Supervisors:

"The benefit of having a kid from the school working in the school is like having a delegate from the student body. They help the other kids respect the school property."

"I really appreciated the work the students do for me. They learned to take direction, work together and they gained a sense of responsibility and accountability. They learned respect. They know they have to get along. They have to work it out. They always ask what they can do next."

## Duluth Workforce Development

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**Area Served:** City of Duluth

### Success Story: Franklin

Franklin came into the Y.E.S. Duluth program as a 17 year old high school student who was struggling in school and had no work experience. He completed a work experience through Y.E.S. Duluth and then graduated from high school the following year. He had two different jobs before enlisting in the United States Navy. After completion of his military service, he plans to go to Arizona State University to get a degree in Applied Science. Franklin talked about his success in his own words: "Before the program I was new to applying for jobs, filling out resumes and doing interviews. While in the program I learned all of this. I learned helpful tips for interviews. I decided to go into the military to create stepping stones for my future. Y.E.S. Duluth was one of my first steps. I am currently serving Active Duty in the United States Navy. I feel good about myself because I'm making people proud."



### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	163
No. Youth High School Dropouts .....	39
No. Youth Offenders .....	42
No. Youth on Public Assistance .....	99
No. Youth Pregnant or Parenting .....	20
No. Youth With a Disability .....	71
No. Youth Homeless or Runaway .....	22
No. Foster Youth .....	20

### Examples of Jobs Offered Through Duluth Workforce Development:

Daycare worker, office worker in a law office, library book shelver, cashier, kitchen helper, museum assistant, recreational assistants, animal shelter worker, office worker in at a veterinarian's office, physical therapy assistant, tire changer, street maintenance worker, hairdresser, clerk, bulk mailer, cashier, cook, crew leader, janitor, food prep assistant, activities assistant, park maintenance worker, urban farmer, dishwasher, house-keeping assistant, and youth worker.

### Quotes From Youth:

- "I liked the one-on-one help."
- "I liked that the program is very helpful. I feel it prepared me a lot for my job and felt very supportive."
- "I liked the people and how helpful they were. Also the bus passes and little things they do really mean the most."

### Quotes From Worksite Supervisors:

- "This kid is great, he wants to work and learn."
- "Without this program this recreation center would have to turn others away."
- "She is doing a very good job!!! I will hire her full time. Thanks."

## Success Story: Jasmine

Jasmine was a junior at Denfeld High School when she applied to Y.E.S. Duluth and started a summer work experience with Upward Bound. Y.E.S. Duluth partnered with Upward Bound on a number of occasions to help students with their preparation for post-secondary education. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from post-secondary institutions.

Jasmine returned to school in the fall and went on to receive her High School diploma. She continued with Y.E.S. Duluth and worked another summer at the Animal Shelter where she identified her interest in helping and caring for animals. While Jasmine was researching the job market for careers and training related to caring for animals, she became homeless. With the assistance of Y.E.S. Duluth and HRA staff, she was able to move into a subsidized housing unit. Now Jasmine needed a job to support herself, but with no specific training she was unable to find one. Y.E.S. Duluth helped her apply for her Certified Nursing Assistant training at Lake Superior College. She completed the training, got her Certificate and found a job doing Home Health Care for one of the local health care agencies. Jasmine worked hard and proved she is responsible and dependable. She found a job in Minneapolis where she is closer to her family and can now help her mother.



## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	135
No. Youth High School Dropouts .....	28
No. Youth Offenders .....	32
No. Youth on Public Assistance .....	89
No. Youth Pregnant or Parenting .....	13
No. Youth With a Disability .....	63
No. Youth Homeless or Runaway .....	22
No. Foster Youth.....	9

**CEOs in the Classroom:** Y.E.S. Duluth provides “CEOs in the Classroom” to local eighth graders. The presentations are a collaboration with the Duluth Area Chamber of Commerce, the Duluth School district, and Duluth Workforce Development staff. Business driven, the program emphasizes the value of education and how it relates to the world of work, how global competition affects us locally, and the importance of learning soft skills. It delivers a real world look at a household budget and, financially, what it takes to live on your own. This interactive program provides an opportunity for employers and students to learn more about each other in order to nurture a healthy workforce environment. This year, the goal is to bring the presentations to every 8th grade classroom in Duluth.

### Financial Literacy Training for Youth Participants:

Youth have the opportunity to participate in trainings at a local bank to learn about different aspects of financial literacy including how to open up a bank account, how interest accumulates, how to use credit cards wisely, credit reports and credit score, personal finance and planning, savings plans, and budgets. Financial literacy training was part of a two-week classroom experience this summer that youth engaged in before they received a work experience.

## Central Minnesota Jobs and Training Service

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**Counties Served:** Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, and Wright

### Success Story: Community Service Projects

During the 2012-2013 school year, the Central Minnesota Jobs and Training Services (CMJTS) developed a partnership between at-risk youth in Isanti County, Rum River South Education Program in Cambridge, and the Initiative Foundation in Little Falls, and formed a youth leadership group. The students named their group "RRS-Leadership for Change."

The students completed community service projects, including a food drive in which they raised 230 pounds of food for the Cambridge Food Pantry. They packaged food for Kids Against Hunger - enough to feed 648 people, created holiday cards and distributed them to residents at Gracepointe Crossing in Cambridge. They spent an afternoon cleaning up Vegsund Family County Park in Isanti County. In addition, youth in RRS-Leadership for Change completed CPR/first aid training.



Participants developed a better understanding of what it means to work as a team. They practiced leadership skills and learned the value of volunteer work. These skills and values will hopefully stay with them throughout their lives."

### Quotes from Youth:

"If I quit learning then I become outdated."

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	243
No. Youth High School Dropouts .....	3
No. Youth Offenders .....	28
No. Youth on Public Assistance .....	72
No. Youth Pregnant or Parenting .....	13
No. Youth With a Disability.....	184
No. Youth Homeless or Runaway.....	1
No. Foster Youth.....	21

### Examples of Jobs Offered Through Central Minnesota Jobs and Training Services:

Cafeteria dishwasher, horse barn stall cleaner, grounds maintenance assistant, shop maintenance assistant, inventory maintenance and shipping assistant, library assistant, receptionist, nursing home activities assistant, automotive, veterinary assistant, child care assistant, front desk greeter, thrift store helper, custodial assistant, cashier, county highway department sign crew helper, bakery assistant, IT assistant, food preparation and serving assistant.

### Promoting Health Care Opportunities and Linkages with Organizations Serving the Neediest Youth:

One county in Workforce Service Area 5 (WSA 5) has a social worker who specifically works with minor parents. The CMJTS youth employment specialist works closely with the social worker to provide services to young parents receiving MFIP. If youth express an interest in health care and/or nursing, they have an opportunity to complete a two-hour job shadow at a long-term care facility. If, after completing the job shadow, the minor parent wants to pursue a job as a certified nursing assistant (CNA), the employment specialist will assist them with career assessments and career counseling. If CNA remains a viable career interest, program funds pay the cost of tuition, books and test fees for CNA. The minor parent may also do a work experience in the health care field, either during or following CNA training. Many times, the minor parent is offered a job at the work experience site after they successfully complete the work experience and the training.

## Success Story: Elayna

Elayna enrolled in the Minnesota Youth Program in January of 2013. After Elayna did a job shadow in the bakery department at Coborn's, CMJTS placed her in a work experience there. Cooking and baking is Elayna's passion and one day she wants to own her own bakery.



During the work experience, Elayna learned how to decorate cakes, cookies, and cupcakes. She learned about the different types of bakery products, how to prepare supplies for the following day, take orders, help customers, and package everything from pastries to cakes to breads. She learned OSHA standards and other functions and cleaning duties performed on different shifts.

In June, Elayna graduated from high school. At nearly the same time, a permanent position in the bakery opened up. She applied, interviewed, and got the job. Elayna is now a Coborn's employee, working 24 hours a week, and loves her job.

### Quotes from Worksite Supervisors:

"As a service provider in the local area, the opportunity to help young adults gain valuable work skills that will follow them into the general workforce is both rewarding and beneficial to our organization. Working with the CMJTS youth program is truly rewarding. I enjoy watching the individuals learn new skills, gain self-confidence, and show pride in the work that they do. I look forward to a continued partnership with the program."

"Your programs help the youth get that step in the door to the real world. It also helps them develop a work ethic by being placed into these jobs and gives them a chance to learn what it takes to survive in the professional world. Plus it is so much fun for us (Family Pathways staff) to have the youth here to help and even open our eyes with suggestions from them on how to improve some of the things we do!"

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	248
No. Youth High School Dropouts.....	4
No. Youth Offenders .....	24
No. Youth on Public Assistance .....	72
No. Youth Pregnant or Parenting .....	14
No. Youth With a Disability .....	176
No. Youth Homeless or Runaway .....	3
No. Foster Youth.....	16

### Cooperative Projects with Other Youth Serving

**Agencies:** In Kandiyohi County, the CMJTS employment specialist is part of a Teen Parent Committee, which includes members from Willmar Public Schools Teen Parent Department, Kandiyohi County Public Health, Crisis Pregnancy, Goodwill/Easter Seals Minnesota GOALS Program, Lutheran Social Services Youth Programs, and Kandiyohi County Minor Parent Social Worker Program. Together, the collaboration facilitates youth forums twice a year. One forum focuses on teen job search and the other focuses on a topic pertinent to teens, such as dating violence.

### Unique Youth Leadership Development Strategies:

In the northern and central regions of WSA 5, CMJTS applied for and received Initiative Foundation funds to grow the CMJTS youth leadership groups. Leadership groups are small groups of at-risk youth who come together to learn leadership and communication skills via community service projects and to explore post-secondary education and careers. Five leadership groups were established. Youth chose their group identity/name and wrote their own mission statements. Each youth completed an average of 85 hours of community service. Projects included assembling food packets for Feed My Starving Children, conducting a local food drive, helping with activities at a long-term care facility, cleaning up parks, putting together care packages for the military, and collaborating with Students Against Drunk Driving chapters. Youth explored careers and labor market information using on-line tools available from ISEEK, MNCareers and DEED. Youth attended college and business tours. Leadership group activities included a training focus with opportunities for CPR/First Aid certification and the National Retail Federation Foundation's National Professional Certification in Customer Service, and team building, mentorship and financial literacy training.

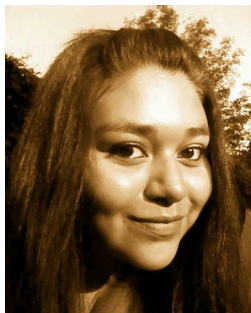
## Southwest Minnesota Private Industry Council

Juanita Lauritsen, Executive Director  
 607 West Main Street  
 Marshall, MN 56258  
 Phone: (507) 537-6987  
 Website: [www.swmnpsc.org](http://www.swmnpsc.org)

**Counties Served:** Big Stone, Chippewa, Cottonwood, Jackson, Lac Qui Parle, Lincoln, Lyon, Murray, Nobles, Pipestone, Redwood, Rock, Swift, Yellow Medicine

### Success Story: Tira

Tira moved to Minnesota from Michigan. Tira's Grandmother invited her to come to Marshall to live until she was able to graduate from high school. The conditions of Tira living with her Grandmother were that she attend school regularly, maintain passing grades, and get a job. Tira connected with the Southwest Minnesota Private Industry Council (PIC) to begin a job search and applied to participate in the PIC Youth Programs.



Tira obtained a work experience at Morningside Heights Long Term Care unit of Avera Marshall Regional Medical Center where she worked as a homemaker doing primarily housekeeping and dietary duties. After a year and a half, Tira and her counselor looked at her goals and decided a change in worksite would be good. Tira went to work for the Marshall Area YMCA's Child Watch department. Tira will graduate from Marshall East Campus Learning Alternatives in October of 2013 and has been accepted to Minnesota West Community and Technical College for the Pre-Nursing program. Tira earned academic credit from the work experience program to keep her on track for graduation. Tira has made great strides over the past years- going to school, working, and being successful.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	111
No. Youth Offenders .....	12
No. Youth on Public Assistance .....	26
No. Youth Pregnant or Parenting .....	6
No. Youth With a Disability .....	68
No. Youth Homeless or Runaway .....	3
No. Foster Youth .....	4

### Examples of Jobs Offered Through Southwest Minnesota Private Industry Council:

SW MN PIC provided a variety of jobs to youth such as janitorial, maintenance assistant, peer leader, horse care, barista, cashier, library page, customer service, housekeeping, bakery assistant, city crew worker, tire change assistant, computer repair, reception, veterinary office assistant, florist, day care assistant, certified nursing assistant, events support person, groundskeeper assistant, and administrative assistant.

**College Connector.** A five member team coordinated through the Southwest Minnesota Private Industry Council began a six month journey to becoming a College Connector Certified Site. The goal of ACCESS is to provide a program that will see more individuals in the region obtain training beyond high school to break the cycle of poverty.

The ACCESS Program includes of representatives from the Minnesota West Community and Technical College, SW/WC Service Cooperative, SW MN Private Industry Council, Upward Bound/Southwest Minnesota State University, and the Yellow Medicine County Integration Collaborative who are all passionate about one goal: "to encourage post high school, college attainment at any age."

**Youth-Led Focus Groups:** To increase decision making skills, eligible and motivated youth are invited to attend a Youth Focus Group as a part of the Youth Council that oversees regional youth programming. The purpose is to involve groups of youth in leadership, problem-solving and decision making activities related to the needs of the Southwest Minnesota Youth Council.

## Success Story: Dean

On April 1, 2013 Dean was officially hired by the Murray County Recycling Center. Dean had been doing work experiences off and on with the Recycling Center since 2010. He heard about the Southwest Minnesota Private Industry Council through his Special Education teacher at Murray County Central (MCC) in Slayton, Minnesota.



Dean was on the verge of dropping out of high-school on many occasions. He was faced with parenthood early, and other struggles crept up on Dean leading him into the juvenile justice system.

With the assistance of his Special Education teacher at MCC, Dean contacted the Southwest Private Industry Council to inquire about youth employment and training services. Dean was placed in a work experience activity leveraging Workforce Investment Act, Minnesota Youth Program and Department of Public Safety Juvenile Justice funds in order to provide quality services to Dean. After a few long years, Dean graduated with his high school diploma in 2012 and has accepted a full-time position with the Murray County Recycling Center in Slayton. Another plus for Dean is that he is no longer involved in the juvenile justice system. Dean explained that involvement with the PIC youth programs “helped me feel more confident” and he gained the necessary skills to obtain employment independently. Dean also gained the ability to communicate effectively which assists him to be a self-sufficient adult with increased employment potential.

**Job Skills Workshop:** The PIC offers a monthly workshop to help ex-offenders address areas crucial to securing a place in the community. Topics including housing, training to talk about their record constructively, assistance with resumes and online applications, and connecting them with education and job training to make them more competitive and desirable in the job market. Approximately 33 percent of released ex-offenders do not have a high school diploma or GED and this workshop helps them obtain their diploma or GED.

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	126
No. Youth High School Dropouts .....	4
No. Youth Offenders .....	13
No. Youth on Public Assistance .....	35
No. Youth Pregnant or Parenting .....	10
No. Youth With a Disability .....	78
No. Youth Homeless or Runaway .....	4
No. Foster Youth.....	5

### Quote From Youth:

“I really did learn a lot from my supervisor. She really got on me if I missed something, but am really happy she did, it showed she really cared.”

“I was able to get a good work ethic and an appreciation for other employees.”

“I learned a little bit more independence, improved skills, and how to keep things organized.”

### Quotes From Employers and Worksite Supervisors:

“The student helped strip the wax on the cafeteria floor, realized how much work is involved, seemed proud of how it looked when we were finished and made a comment to a friend, ‘Better not catch you throwing food in here anymore.’”

“Truly appreciate helping youth by allowing them to take the steps needed to make their dreams feel realistic”

“Youth develop a lot of people skills and work management skills.”



## South Central Workforce Council/Minnesota Valley Action Council

Diane Halvorson, Director  
 706 North Victory Drive  
 Mankato, MN 56001  
 Phone: (507) 345-2418  
 Website: [www.workforcecouncil.org](http://www.workforcecouncil.org)

**Counties Served:** Blue Earth, Brown, Faribault, Le Sueur, Martin, Nicollet, Sibley, Waseca, Watonwan

### Success Story: Abdulahi

Abdulahi is a 19 year old African American male who has completed his first year of post secondary education. Abdulahi has been actively job searching this summer with no success in attaining employment. He had a family member who was active in the Minnesota Valley Action Council (MVAC) Youth Program and decided to enroll.



He enrolled in the MYP Summer Program, attended workshops to build job search skills and financial skills. Abdulahi interviewed and was accepted at a MVAC worksite where he assists with recycling, maintenance, and custodial duties.

Abdulahi's supervisor states that he continues to perform at an exceptional level as demonstrated by his initiative, strong work ethic, and superior decision-making skills. He describes Abdulahi as self-motivated, honest, well-organized with a drive to complete tasks. Abdulahi is viewed by his supervisor as having ability to prioritize tasks, make solid decisions, accomplish high quality and quantity of work for the agency.

This supervisor has been advocating for Abdulahi; continuing to praise his work to superiors and encouraging them to consider creating a position within the company for this hard working young man once his work experience is complete. Abdulahi has returned to post-secondary school as a full time student and continues to benefit the worksite agency as he continues to demonstrate a high quality work ethic.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	160
No. Youth High School Dropouts .....	20
No. Youth Offenders .....	34
No. Youth On Public Assistance.....	94
No. Youth Pregnant or Parenting.....	30
No. Youth With Disability .....	68
No. Youth Homeless or Runaway.....	11
No. Foster Youth.....	24

### Examples of Jobs Offered Through South Central Workforce Council/Minnesota Valley Action Council:

MVAC youth participated in many areas of work experiences, including: activities assistant, child care assistant, computer programming, custodial, ground-keeper, intake interviewer, kitchen assistant, maintenance, office assistant, sales assistant, and sports writer assistant.

### Leveraged Additional Funding to target services to the neediest youth:

- Youth Intervention Program funded by the Minnesota Department of Public Safety, Office of Justice Programs serves youth in foster care or out-of-home placements by providing career and life skills curriculum to explore, identify and attain positive educational, career and life goals.
- Teen Parent Project funded by an MFIP Innovations Grant is a multi-county partnership with MFIP service providers that provides a single point of contact for teen parents on MFIP in the nine-county area. Teens meet with a mentor on a weekly basis and attend monthly workshops on financial literacy, nutrition, health and safety, self-esteem, housing, child well-being, connections to community resources.
- The "Dream It. Believe It. Achieve It." Program funded by the Minnesota Youth Competitive Grant targets services to youth from communities of color. In addition to providing work readiness activities and a work experience, this program engages youth and their families, provides cultural awareness to the community and positive role models for youth.

### Success Story: Abigail

Upon hearing about the Minnesota Youth Program (MYP), I got very excited as I had wanted a summer job for quite a while and this seemed like the perfect opportunity. I looked through my workplace options with my worker at MVAC, and settled on my top few options. A few weeks and phone calls later, I had an interview at Pathstone Adult Day Service and I got the job.



I must admit, my job at Pathstone was pretty easy and enjoyable. I definitely would recommend MYP and Pathstone to anyone who was interested in such a program. I had never worked with elderly people, so it was kind of nerve-wracking at first, but I soon got over that, and had a wonderful rest of my summer. I got to spend almost all my time with the clients: talking with them, helping out a bit with meals, and occasionally going on outings with clients and staff. I also did some office work for my supervisor. I formed some wonderful relationships with people there, and I hope to be able to return there for a visit soon.

If available, I will definitely try a job through MYP again next summer. I might try and get my same job at Pathstone, but I would also consider going somewhere else and "expand my horizons." It was a wonderful experience and I am very grateful for the opportunities for me to grow as a person. It was fun but also very meaningful – for both me and the clients as well.

#### Quotes From Youth:

"I want to stay here forever. It's an awesome place to work and I feel like they want me here."

"I know no one would have hired me with my background, but you helped me get someone to let me try."

### SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	188
No. Youth High School Dropouts .....	19
No. Youth Offenders .....	27
No. Youth on Public Assistance .....	119
No. Youth Pregnant or Parenting .....	29
No. Youth With a Disability .....	70
No. Youth Homeless or Runaway .....	16
No. Foster Youth.....	19

#### Quotes From Parents:

"My daughter is a new parent and I wasn't sure she would be able to keep juggling everything she needs to. But I have seen how you (MVAC staff) break things down with her and she can handle not only getting the job through you but how she is keeping it. I cannot be happier for my daughter."

#### Quotes From Worksite Supervisors:

"While the language barrier is an issue for understanding of what needs to be done, I show him the action and he runs with it. He does work and has pride in what he does. If he had his GED finished already we would hire him on."

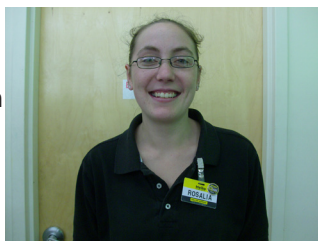
## Workforce Development, Inc. (Southeast Minnesota)

Randy Johnson, Director  
1302 - 7th Street N.W.  
Rochester, MN 55901  
Phone: (507) 292-5180  
Website: [www.workforcedevelopment.ws](http://www.workforcedevelopment.ws)

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

### Success Story: Rosalia

I came to Workforce Development, Inc. to help with funding to get back and forth to school. Also, I was having trouble finding a job. I got a Gold Certificate on the ACT National Career Readiness tests through Workforce Development, Inc.



I am shy and have a lot of anxiety with new experiences. The staff at Workforce Development were so patient and sincere. The Career Counselor helped me feel comfortable. She helped me create a resume and helped me figure out what kind of jobs were out there in the community that I would be successful at. I applied at multiple job locations and found one that I not only got hired at, but have also become very successful at. I went from a Sales Associate at Dollar General in Caledonia, MN to becoming the Store Manager within just over a year of working for the company. I plan on working for this company and keep moving up the ladder. One day, I plan on going to school for my Business Management Degree.

### Quotes From Youth:

"The best thing the Youth Program did for me was to provide me with valuable work experience in my chosen field so I could get the job I trained for and get off of public assistance. Now I know my children will have success because of this."

"I know no one would have hired me with my background, but you helped me get someone to let me try."

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	139
No. Youth High School Dropouts .....	45
No. Youth Offenders .....	50
No. Youth On Public Assistance.....	57
No. Youth Pregnant or Parenting.....	40
No. Youth With Disability .....	36
No. Youth Homeless or Runaway.....	4
No. Foster Youth.....	19

### Examples of Jobs Offered Through Workforce Development, Inc.:

Building or grounds maintenance workers, library aides, hospice worker, veterinary clinic helper, food bank helper, clothing closet workers, senior citizen center activities helper, Habitat Restore materials worker, tour guide, retail store clerks, stockers, humane society worker, preschool readers.



Taylor Practices for her Fork Lift Certification

### Quote from a Parent:

"Not every family has resources needed to accomplish their goals. The Youth Program makes many of those resources available to families so they can reach their goals and make a better life for their family."

### Quote from a Worksite Supervisor:

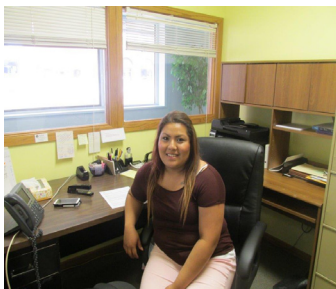
"We had planned a long list of projects for our youth workers for the summer, but we never anticipated what hard workers they would turn out to be or how diligently they would perform their tasks. By the end of summer we were scrambling to find additional projects for them to do."

### Success Story: Claribel

When I was 11 years old my parents split up and my dad had another child. My dad died when I was 15 years old.

I became pregnant at 18. This is when I was first introduced to the WorkForce Center.

During the time I wasn't in school I took classes at the WorkForce Center. They showed us how to make resumes, gave us job searching tips.



I took part in the Youth Program during the summer of 2011. My counselor placed me at Southern Minnesota Regional Legal Services (SMRLS). I started working 20 hours per week as a receptionist. The legal secretary delegated some of her work to me so I was doing more than answering the phones and greeting clients. I was able to work part-time and still go to school. After graduating I struggled to find a job. I returned to the WorkForce Center to use their computers for job search and pick up the weekly flyer with the new job postings. I went back a few times to update my resume.

I have to say the best thing the WorkForce Center did for me was provide me with VALUABLE work experience in a field I was looking to work in. I was contacted by the SMRLS regional leadership attorney to inform me that the legal secretary had retired and they were looking to fill the position. He encouraged me to apply. A few weeks later I had my interview and I was hired full-time. I can say without a doubt that if it wasn't for the WorkForce Center providing me with work experience, resume tips, interview tips, counseling, clothes for work/interviews, I wouldn't have been considered for the position.

It feels great to know that my hard work has paid off but I can say I wouldn't have gotten where I am if it weren't for programs like the WorkForce Center.

### SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	120
No. Youth High School Dropouts .....	35
No. Youth Offenders .....	36
No. Youth on Public Assistance .....	49
No. Youth Pregnant or Parenting .....	26
No. Youth With a Disability .....	34
No. Youth Homeless or Runaway .....	4

**Reality Bites** is a program of the Red Wing Youth Outreach and focuses on working with dropouts, youth at-risk of dropping out of school or youth who have been placed in an out of home placement or are homeless. This project also serves youth who are criminally involved with Goodhue or Wabasha County Corrections or Social Services. The twelve week program addresses barriers to employment such as housing, transportation, life skill development, work skill development, budgeting, decision making and emotional maturity."

**Scrubs Camp** is a one week residential career camp focused on Health Care Careers. Youth in their junior and senior years of high school have the opportunity to participate in an exciting week of career based activities that help them to prepare for the career decisions they need to make in the transition from school to post-secondary training and careers. The week includes a variety of activities at Winona State University including staying in student housing and having meals in the college dining hall.

## Hennepin County Community Works and Transit, Workforce Development Services

Ronald White, Director  
 MN WorkForce Center - Hennepin South  
 4220 West Old Shakopee Road, Suite 100  
 Bloomington, MN 55437  
 Phone: (952) 881-6577  
 Website: [mn.gov/deed/hennepinsouth](http://mn.gov/deed/hennepinsouth)

**County Served:** Hennepin (excluding the City of Minneapolis)

### Success Story: Christophe and Sherlie

Christophe, age 16, and Sherlie, age 19, have only lived in Minnesota for two years, but already have big smiles on their faces when they talk about school, their friends, and Tree Trust. Having moved here from Haiti less than a year after the devastating earthquake, the siblings – soon to be a sophomore and a senior in high school, respectively – are settling in and enjoying their new jobs at Tree Trust.

They are working on a staircase at Lone Lake Park in Minnetonka. Christophe likes learning how to properly use the new tools and equipment, and Sherlie enjoyed the challenge of the measurements and math required to properly construct the stairs. They describe their crew leader, Thomas, as very nice and really patient.



Sherlie shared with us what a “fortunate opportunity it was to do this as a first job” and talked about her struggles finding a job with no previous experience and with English as her second language. Christophe talked about how valuable the skills are that he’s learned this summer. From tangible skills like measuring, shoveling, and hammering nails to intangible skills like working as a team and meeting new friends, both siblings said they learned a lot from their summer in the Youth Conservation Corps. They also loved the bonus of receiving school credit – particularly helpful to them as transfer students.

When Sherlie graduates high school, she hopes to go on to medical school and become a doctor. Christophe hopes to become a pilot.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	449
No. Youth Offenders .....	39
No. Youth on Public Assistance .....	202
No. Youth Pregnant or Parenting .....	8
No. Youth With a Disability .....	243
No. Youth Homeless or Runaway .....	22
No. Foster Youth .....	3

### Examples of Jobs Offered Through Hennepin County:

Program assistant, health care adult activity assistant, building maintenance, office assistant, product demonstrator, custodial assistant, golf course maintenance assistant, landscape crew, gardener, child care activity assistant, and merchandiser.

### Opportunity for youth to earn academic credit:

Youth participants in Tree Trust’s Summer Youth Employment Program (SYEP) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro Alternative Learning Center.

### Financial Literacy training for youth participants

Youth have the opportunity to gain or enhance their financial literacy. The first lesson is a personal budget – youth develop a spreadsheet that exhibits their gross pay, taxes and other deductions and net pay. The youth decide how much of their total earnings they would like to save and how much they would like to spend. The second lesson demonstrates an estimated cost of the specific landscaping/construction project the crew is working on. Each youth develops a spreadsheet with the approximate cost of materials, tools and labor to illustrate just how much their project will cost.

### Unique or high quality work experiences in the private or public sector:

Through an Individual Employment Experience, youth age 16 and older may opt for a job in the private or public sector within their community. Committed partners are selected to mentor, provide industry training, and supervise youth referred to them by Tree Trust.

### Success Story: Samir

Samir loves soccer, hanging out with his friends, and his job at TJ Maxx. His job was arranged for this summer through Tree Trust’s Individual Employment Experiences, a component of the Summer Youth Employment Program. At TJ Maxx, he unloads trucks, processes the shipments, and helps in the warehouse.

He’ll be a senior in high school this year, and is looking forward to another year of varsity soccer. A friend told him about Tree Trust’s summer job opportunities and says that although “you guys do a lot of stuff beyond that, this was a good fit.” He enjoys the work, and has learned many valuable skills such as how to work well with other people, time management, and communication skills. He has “the best coworkers ever. We work hard and have a lot of fun.”



Samir is happy to be making money this summer, and to be able to support himself and his family. He said the skills he learned this summer can be transferred to his home, his community, and his soccer team. “I’ve learned how to become a great leader in my community.”

He has also found great value in his relationship with his “awesome, open-minded” Tree Trust case manager, saying he could call her anytime if he needed something. “She’s not just my coworker, she’s my friend.”

“Keep doing this program,” Samir concluded. “You help a lot of people.”

### SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	577
Completed Work Readiness Training .....	577
No. Youth High School Dropouts .....	5
No. Youth Offenders .....	39
No. Youth on Public Assistance .....	268
No. Youth Pregnant or Parenting .....	8
No. Youth With a Disability .....	347
No. Youth Homeless or Runaway .....	16
No. Foster Youth.....	4

#### Quotes From Youth:

“Tree Trust taught me how to have a positive attitude and how to push myself. It was a great experience and I would love to do it again.”

“The program boosted my confidence, now I’m more confident in my abilities. I worked at Tree Trust for two summers and the experience was amazing!”

#### Quotes From Parents:

“My son learned so much about what he was capable of. I was amazed and so pleased that he was up and ready to go in the morning. From day one I saw a change in his attitude. He was exhausted but so proud.”  
– Parent

“We have really loved the program. It gave my son a chance to attain some work experience. Today he was hired for his first adult job!”- Parent

## Carver County Community and Social Services

Rod Franks, Income Support Manager  
 602 East 4th Street  
 Chaska, MN 55404  
 Phone: (952) 361-1660  
 Website: [www.co.carver.mn.us](http://www.co.carver.mn.us)

**County Served:** Carver

### Success Story: Nathan

Nathan is a 14 year old student in 9th grade at Central High School in Norwood-Young America (NYA). Nathan was referred to the youth program by his special ed teacher because he is below grade level in math, reading and written language.

Nathan worked at Ridgeway Medical Center (RMC) in the Environmental Services department. He showed up every day with a positive attitude and a desire to learn. His supervisor commended him and said it is obvious to everyone that Nathan is serious about his job, and about learning how what he does affects other departments at the medical center. At Nathan's first evaluation, only 1 month into working, his supervisor reported that he had received 6 comments from nurses, surgery staff, volunteer staff and food service staff about how polite and kind Nathan is. He said, "Nathan has been the best youth worker they've had at their site to date."



Nathan said he enjoyed fixing up TVs that were to be recycled.

Nathan said he would definitely consider working at a medical center in the future, and he stated he would like to come back and work for RMC again. Due to the positive relationships he developed over the summer, the Vice President of Operations took him to lunch during his last week of employment to discuss his future career prospects. He has also been invited to work at RMC during the school year.

### SFY 2012 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	38
Completed Work Readiness Training.....	29
No. Youth Offenders .....	8
No. Youth on Public Assistance .....	13
No. Youth With a Disability .....	26
No. Foster Youth.....	2

### Examples of Jobs Offered Through Carver County Community and Social Services:

Construction, recreation assistant in nursing home setting, environmental services department at a local medical center, youth farmers, library assistants/shelvers, building and grounds maintenance, office assistant and light clerical.

### Partnership With Youthbuild at Southwest Educational Cooperative:

Carver County collaborates with Southwest Metro Educational Cooperative for Youthbuild, Three Rivers Park District (we place youth at the Gale Woods Farm and District #287 refers youth with disabilities and provides job coaches for the youth at their sites). Youthbuild provides the opportunity for youth to earn academic credit while they work.

## Success Story: Tyler

Tyler is an 18 year old senior at the Southwest Metro Educational Co-op. When he first started school at the co-op, one of his teachers told him about a class where he could get paid to attend and earn credits. He took advantage of the opportunity and was employed through Youthbuild in the summers of 2012 and 2013.



Tyler’s crew went to the nursing home located next to the school and worked on a picnic shelter. They also remodeled the school bathrooms. Tyler said his favorite part was the picnic shelter because it is amazing to watch what you are building come to life and see the final product when it is done. “It’s probably the best feeling you can get to see all the hard work you do turn into something nice.” Tyler enjoyed the Youthbuild program and said, “Thought the learning experience was the best thing ever and would consider doing this kind of work after graduation, because not only is it fun but the pay you can get from this kind of work is good.

Tyler said he learned a lot about carpentry while he was in the program and realized how easy something can be if you actually try and put effort into it. He has learned how to remodel houses, build things from scratch and to do it while being safe.

When Tyler graduates he has two plans in mind. One is going into the Marines or Army and the other one is getting a job in carpentry.

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	47
Completed Work Readiness Training .....	47
No. Youth Offenders .....	10
No. Youth on Public Assistance .....	16
No. Youth With a Disability .....	32
No. Youth Homeless or Runaway .....	1
No. Foster Youth.....	2

### Quotes From Youth:

“What I like best about my job is that I’m getting paid to go to school, it doesn’t get better than that!” – 18 year old

“I really enjoy the chance to be in a library. I never thought I would step into one again after I lost my eye sight, so this is a really great opportunity.” – 20 year old

“What I like best about this job is the work we did at Auburn Homes and Services. I feel good about helping the elderly.” – 19 year old



## Minneapolis Employment and Training Program

Deb Bahr-Helgen, Director  
 105 - 5th Avenue South  
 Suite 200  
 Minneapolis, MN 55401-2593  
 Phone: (612) 673-6226  
 Website: [www.minneapolismn.gov](http://www.minneapolismn.gov)

**Area Served:** City of Minneapolis

### Success Story: Ashley

On August 15, the City of Minneapolis STEP-UP program celebrated its tenth anniversary.

Fourteen year old first year STEP-UP intern, Ashley, bustled around the Guthrie Theatre to film the celebration from her own unique perspective, including a one-on-one interview with Mayor R.T. Rybak.



Ashley is self-taught in video recording and editing. It took her just over a week to produce the STEP-UP 10 Year Anniversary video, now her fourth video production.

"I had a great time making the video for STEP-UP and learned many new things about myself and the software during the process," said Ashley. "I would say after this internship, I have developed more patience. I still cannot believe I was able to finish this film so quickly!"

Ashley's supervisor this summer at Mentoring Peace Through Art remarked: "It was our pleasure to discover the multitude of talents hidden just under the surface of Ashley. When thrown into a leadership role, she didn't flinch. She struggled and excelled through every challenge. As we got to know Ashley she told us of her other interests, and when a call for a young videographer, she met that challenge."

Ashley's video will be used in future STEP-UP marketing efforts and program presentations.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	394
No. Youth Offenders .....	7
No. Youth on Public Assistance .....	196
No. Youth Pregnant or Parenting .....	6
No. Youth With a Disability .....	26
No. Foster Youth .....	3

### Examples of Jobs Offered Through Minneapolis Employment and Training Program:

STEP-UP partners with over 230 employer partners in the public, private and non-profit sectors. Interns have the opportunity to work in a wide variety of jobs that include internships in the arts, crime prevention, community outreach, education, recreation, childcare, health care, banking, retail, information technology, urban farming, food and nutrition, and outdoor maintenance.

### Quotes From Youth:

"(STEP-UP) helped me become a better leader. I feel like I can talk in front of people with more confidence. It's very enlightening." - Tech Intern at Intermedia Arts

"After working through STEP-UP, my work place actually offered me a job later in the future." - Teacher's Aide at Minneapolis Community Education

"My work environment was really amazing and the people I worked with treated me like an employee not like a "student." I had actual responsibilities!! - Program Assistant at Project for Pride in Living

### Quotes From Worksite Supervisors:

"I was really impressed with the responsiveness of you and your team throughout the summer as various things came up. We were able to hire more youth than in previous summers, so we were able to take in more elementary youth for the program AND our outcomes improved! Overall, it was a fantastic summer for the kids at Banyan and STEP-UP had a huge role in making that happen." - Program Director at Banyan Community

"My intern was a delight to work with. His skills were advanced and he contributed in many areas-we loved having him." - Supervisor at Project for Pride in Living.



**Sahra, Barista's Assistant at Segue Cafe**



**Yasmin, Library Worker (with supervisor) at Hennepin County Library - St. Louis Park**

**Recruitment and Retention of Special Populations:**

STEP-UP placed special emphasis on recruiting, supporting and training immigrant youth. Specific recruitment strategies included:

- Working closely with youth advocates and agencies that serve primarily immigrant populations;
- Translating the STEP-UP Frequently Asked Questions into Spanish, Hmong, and Somali; and
- Learning how to message to recruit youth who may be impacted by the Dream Act.

**SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):**

Youth Served Under MYP .....	521
No. Youth High School Dropouts .....	3
No. Youth Offenders .....	6
No. Youth on Public Assistance .....	230
No. Youth Pregnant or Parenting .....	8
No. Youth With a Disability .....	43
No. Youth Homeless or Runaway .....	7
No. Foster Youth.....	6

**Specialized Training:** Preparing interns for a successful work experience as well as offering enhanced training experiences throughout the summer is a critical element of STEP-UP.

In 2013, 256 interns participated in specialized training designed to prepare them for their specific work experience. The training included:

- Entrepreneurship and technology training presented by Google;
- Financial services training led by industry professionals; and
- Health care training led by Project for Pride in Living.

Additional specialized trainings were offered during the summer to enhance the work experience and provide interns with specific skills or industry exposure. 280 interns participated in these trainings, including:

- Camping and exposure to outdoor careers led by YouthCARE and Wilderness Inquiry;
- College exposure and preparation led by the University of Minnesota; and
- Networking, customer service, and professional development workshops with funding provided by Bremer Bank Foundation and the Social Innovation Fund.

**Focus on Financial Literacy:** Financial literacy is an increasingly important skill for young people. STEP-UP has embedded financial literacy training and exposure through the work experience and STEP-UP has several strategies in place to strengthen the financial skills of interns.

## Anoka County Job Training Center

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**County Served:** Anoka

### Success Story: Deserae

Deserae enrolled in Anoka County's Minnesota Youth Program when she was 14 years old and in foster care. Deserae had never had a job before and took full advantage of the opportunity to learn new job skills. Youth Program staff placed her at a middle school as a custodial assistant. Within Deserae's first month of work, her worksite supervisor contacted the Youth Program asking if there was any type of award given to students for great performance.



At the end of the summer, Youth Program staff met with Deserae offering her year round services and she was subsequently co-enrolled in WIA.

Deserae's next work experience at Twice Nice, a thrift shop operated by Anoka County Community Action Program. She quickly developed customer services skills and working knowledge of a busy retail store. Deserae continued to excel in her position at Twice Nice, and in her high school studies. Deserae graduated from Blaine High School, and was adopted by her foster family.

Her worksite supervisor stated: "Deserae has been a huge asset to Twice Nice. Once reserved, soft-spoken and completely unsure of herself and her surroundings (she) has now grown into a confident, self-assertive and strong young woman. Deserae is a strong leader in a very diverse environment. She is a true 'team player' with her knowledge of the business and working with over 200 volunteers, community service workers and other WorkForce participants. She tackles all projects wholeheartedly and her sense of loyalty and belief in our store has greatly contributed to the success that we have had so far."

Since her initial work experience placement at Twice Nice, Deserae was promoted and hired as a permanent staff member in the position of Thrift Store Technician where she continues to work. Her long term goal is to attend college and obtain employment with Animal Control.

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	107
No. Youth High School Dropouts.....	5
No. Youth Offenders .....	5
No. Youth on Public Assistance .....	49
No. Youth Pregnant or Parenting .....	9
No. Youth With a Disability .....	40
No. Foster Youth.....	14

### Examples of Jobs Offered Through Anoka County Job Training Center:

Cashier, home health aide, certified nursing assistant, housekeeper, outdoor maintenance worker, dietetic technician, dietary aide, LPN, hostess, landscaper, library assistant, sales associate, floor sales clerk, recreational therapy assistant, youth crew, food preparation, YMCA day camp assistant, hospital assistant, food shelves helper, city maintenance helper, city helper, retail clerk assistant, school assistant, building maintenance, custodian helpers, youth crew, and office assistant.

### Quotes From Youth on What Was the Best Part of Their Work Experience:

"Working with children."

"Excellent opportunity to gain new skills and earn a paycheck."

"It's not that easy to go to school and work, but I'm on track."

"You will get a job that will help you prepare for future employment."



***Deserae provides customer service at Twice Nice Thrift Store***

**Quotes From Worksite Supervisors:**

“Youth Workers at Head Start fit right into the classrooms and are treated as part of the staff. They are ready to help where needed and become very essential. The Youth Program gives them a chance to experience a work place and see if this is a job opportunity they might want to continue in the future. When a youth worker moves on to a new venture, it is like losing part of your family.”

**SFY 2013 Youth Served At-A-Glance  
(July 1, 2012 through June 30, 2013):**

Youth Served Under MYP .....	96
No. Youth High School Dropouts .....	3
No. Youth Offenders .....	6
No. Youth on Public Assistance .....	46
No. Youth Pregnant or Parenting .....	6
No. Youth With a Disability .....	36
No. Youth Homeless or Runaway .....	3
No. Foster Youth.....	15

**The WSA and Local Emma B. Howe YMCA** combine staff and resources to provide monthly life skills instruction to youth. The partnership has greatly enhanced the youth referrals between both agencies, and increased staff communication regarding community resources. During this past program year, Starting Block covered topics such as: Education Resources; Financial Literacy; Chemical Dependency; Street Law; Simply Good Eating; Healthy Relationships; Goal Setting; Stress Reduction. All topics were presented by agencies or businesses in the community at no expense to the program. Community agencies represented included: Employment Opportunity Center; Metro North ABE; American Payroll Association; MN Extension; MN Justice Foundation; Alexandra House; Anthony Lewis Center.

**The WSA’s Collaborative Partnership with Anoka-Hennepin School District #11:** The Future Leaders Program is a project that focuses on creating leadership and paid work experience opportunities for economically disadvantaged minority students. As a result of this partnership, the participating students developed work based skills within the context of an elementary classroom environment. One of the primary objectives of this project is to introduce minority students to teaching as a career pathway and to increase the number of minority teachers. The vocational counselor in tandem with District staff, support the students with their career planning and post-secondary decision making process to ensure students are able to make a successful transition to college. The Future Leaders Program has been in operation for four consecutive years, serving approximately 75 youth.

## Dakota-Scott Workforce Services

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**Counties Served:** *Dakota and Scott Counties*

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012): (combined)

Youth Served Under MYP.....	251
No. Youth High School Dropouts.....	2
No. Youth Offenders .....	15
No. Youth/Family On Public Assistance .....	67
No. Youth Pregnant or Parenting .....	5
No. Youth with Disabilities .....	208
No. Youth Homeless or Runaway .....	5
No. Foster Youth.....	9

## Examples of Jobs Offered Through Dakota-Scott Workforce Services:

Program assistant, health care adult activity assistant, building maintenance, office assistant, product demonstrator, custodial assistant, golf course maintenance assistance, landscaping, gardener, child care activity assistant, merchandiser, custodial/janitorial, retail, stocking, customer service, kitchen assistant, clerical, construction trades, rain garden construction, and park maintenance

### Success Story: Emmanuel

This was Emmanuel’s first summer working for Tree Trust, but he’s enjoyed it so much he’s hoping for many more. In addition to Tree Trust, Emmanuel also works part-time at McDonald’s, all while prepping to enter a new high school and play football. “I don’t like to get bored,” he says with a smile.

Emmanuel likes anything that involves being active and outdoors, which is what drew him to Tree Trust and why he prefers this job to McDonald’s. Emmanuel enjoys working with his other Youth Conservation Corps participants. “We’re building things, we have people to talk to, it’s a group project,” he mentions. He’s also learned a lot about the environment, and was excited to be spending time at the Dodge Nature Center this summer.



His interest in science, coupled with his mom’s insistence that he attend college, has resulted in Emmanuel’s dreams of obtaining a medical degree. “That’s my main priority right now,” he says. He likes to energize and encourage his fellow crew members when they’re down, and has taken on a leadership role with his crew despite being one of the younger members.

Emmanuel hopes to return to Tree Trust in future summers. “It was even better than what I expected.”

### Opportunity for Youth to Earn Academic Credit:

Youth participants in Tree Trust’s Youth Conservation Corps (YCC) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro ALC. Youth working in the up-to-nine week program are eligible to earn one credit for every 60 hours of work (up to two credits). The youth crew members complete word processing and spreadsheet lessons to further enrich understanding of their project and its impact on the community, their personal finances and the impact this job can have on their future employment. Youth working at an individual site can earn academic credit by completing a packet designed to develop their employment-readiness skills and strengthen the connection between school and the work place. Youth must complete the required number of hours and must receive satisfactory evaluations from their supervisor in order to earn the credit(s).

**Financial Literacy Training:** Youth develop a personal budget with their gross pay, taxes and other deductions, and net pay. The youth then decide how much of their total earnings they would like to save and how much they would like to spend. Participants also develop an understanding of the financial consequences of missing a day of work. The youth develop an estimated cost of the specific landscaping/construction project the crew is working on, with the approximate cost of materials, tools and labor.

## Success Story: Chloe

Chloe has been a participant of the Scott County Youth Program for the past two summers. The first summer she worked at the Scott County Extension office as an activity/office assistant. She assisted with the 4-H program and the county fair. That was her first summer job. She worked directly with the 4-H youth. The staff recognized her willingness to work with those that needed a little extra help to finish a project or needed words of encouragement to finish a relay. She was recognized in the Scott County Scene as a 'Youth in the Spotlight' (August/September 2012 edition).



Chloe wanted to do something different this summer so she interviewed at the new thrift store, Forever Grace, in Jordan. She wanted to learn about retail and customer service so that she could pursue other employment in her local community for an after school job. She attended to the customers coming in to make purchases as well as those who brought donations. She would sort, hang and organize the donated goods to be displayed in the store. She also learned the cash register and how to handle handling cash.

Before the end of the summer program, Chloe applied and got a job at the local auto parts store in her community. She is very excited – not only was she able to obtain the position herself but she will be making more than minimum wage.

### Quotes From Youth, Parent and Worksite Supervisor:

"The program boosted my confidence, now I'm more confident in my abilities. I worked at Tree Trust for two summers and the experience was amazing!" - Youth

"Tree Trust taught me how to have a positive attitude and how to push myself. It was a great experience and I would love to do it again." - Youth

"I was able to learn about the county and write about it. (I learned about myself this summer) that I enjoy writing." - Youth

"My son learned so much about what he was capable of. I was amazed and so pleased that he was up and ready to go in the morning. From day one I saw a change in his attitude. He was exhausted but so proud." - Parent

"Andrew is a great worker." - Worksite Supervisor

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	280
No. Youth Offenders .....	21
No. Youth on Public Assistance .....	114
No. Youth Pregnant or Parenting .....	3
No. Youth With a Disability .....	254
No. Youth Homeless or Runaway .....	6
No. Foster Youth .....	5

**Unique or High Quality Work Experiences:** Tree Trust has another dimension of the Summer Youth Employment Program and offers youth an Individual Employment Experiences. Youth age 16 and older may opt for a job position in the private or public sector with-in their community. Local business, referred to as host sites are recruited from within the community to provide quality work experience. Committed partners are selected to mentor, provide industry training and supervise youth referred to them by Tree Trust.

**New Options,** a day activity center for disabled adults in Scott County, served as a worksite for youth to work with this population as well as learning the employment possibilities in that field. The opportunity to interact with individuals with unique issues gives the youth work experience in learning their own strengths and career interests in health related careers including, certified nursing assistant, therapist, activities (therapeutic) assistance, care attendant, registered nurse, etc.

**The Rain Garden Project** is a 'green project' at the South West Metro Educational Cooperative that provided an excellent worksite for our Summer Youth Program. This project involved building a Rain Garden by landscaping a portion of ground near roof run-off or street run-off to channel rainwater into a garden that is especially designed to hold, filter and absorb it. The holding and filtering helps to reduce pollutants that occur in the rain or accumulate on the roof or the street. The holding and absorption can also prevent erosions and improve drainage away from buildings. The project gave the students a wonderful opportunity to gain work experience, team building skills, and the ability to see how their classroom learning is applied to real life employment. The students were able to earn high school credits while seeing how their hard work and planning worked to create an environmentally beneficial landscape project. The project really gave all the students a chance to see how their education can prepare them to improve the world and use their knowledge in their future employment.

## Ramsey County Workforce Solutions

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**County Served:** Ramsey

### Success Story: Shaundae

Shaundae came to the American Indian Family Center's (AIFC) YouthLEAD Program in February of 2012 as a senior in high school. With the support of his family and friends, Saint Paul's Indian Education Program, and the YouthLEAD Program Shaundae graduated from high school with honors. Shaundae credits his high school diploma to all of his supporters.



Shaundae has been actively involved in programs in the community. Shaundae has been a member of AIFC's Men and Father's program where he played on their summer softball team. Shaundae was also a main contributor to AIFC's Youth Language Revitalization Internship. For this internship, he worked with other youth to create and run an interactive website with information on Ojibwe and Lakota language and culture. Through these programs Shaundae positively contributed to his community as a youth leader and built confidence in his professional skills.

Shaundae worked with the YouthLEAD Counselor and used AIFC services to find employment. The YouthLEAD Counselor worked with Shaundae to create a professional resume and assisted with numerous job applications. A month into his job search Shaundae made the decision to serve his country and join the Minnesota National Guard. Shaundae recently left for Basic Training. He is not sure if he will make the military a life-long career. However, Shaundae explained that he is excited for his future and the opportunities that the military will provide. Shaundae recently exited from AIFC's YouthLEAD Program - he is one of their greatest success stories.

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	197
No. Youth High School Dropouts.....	44
No. Youth Offenders .....	64
No. Youth/Family On Public Assistance .....	97
No. Youth Pregnant or Parenting .....	29
No. Youth with Disabilities .....	62
No. Youth Homeless or Runaway .....	36
No. Foster Youth.....	23

### Examples of Jobs Offered Through Ramsey County Workforce Solutions:

Cashier, cooks, car wash maintenance/detailing, personal care attendant, life attendant, housekeeping, janitorial, crew leader, jump jam coach, customer service representative, and administrative and support staff.

**The American Indian Family Center YouthLEAD** Coordinator volunteered at a Second Harvest Food Drive held at the American Indian Magnet School (AIMS). This volunteer opportunity provided access to numerous at-risk families to spread the word about the YouthLEAD Program. In the fall, AIMS has monthly paw-wow celebrations. At each of these cultural events AIFC has a resource table to share information on all AIFC programs. AIFC's staff members regularly volunteer at these events to connect with current YouthLEAD enrollees and recruit new youth, especially highly at-risk, out-of-school youth—into the program.

**Lifetrack Resources YouthLEAD** program hosts a three week Customer Service Training to prepare youth for the workforce while transitioning into positions at local partner businesses. This year three YouthLEAD participants completed this program and have been placed in jobs. These youth are more prepared, more capable, and more confident in their skills and knowledge than they were prior to the course and this shows, not only to the YouthLEAD Counselor, but to the employers who hire them. In addition to their soft skills, youth also leave this class with 9.6 college credits at Century College and two certificates in Customer Service and Supervisory Skills.

## Success Story: Niya

Foster care. Homelessness. Apartment building condemned. Hunger. Identity stolen and messed up. Unplanned pregnancy. Niya hasn't had an easy life and giving up would have crossed the minds of many in similar circumstances -- but resiliency and an unbelievably positive attitude won out. Niya is now a role model to many including her daughter, her friends and family, her work crew and to her YouthLEAD counselor. She participated in many program activities such as work experience, resume writing/interviewing/job search and tutoring to improve her academic skills. She has a good job now but still looks ahead -- her long range goals include more school and maybe opening up her own restaurant or cupcake shop. Her path to success may have taken some detours but it's much sweeter because of it.



"I have had a few different jobs" -- I was a PCA for quite awhile and that helped me improve my people skills. My YouthLEAD counselor hooked me up with an interview and I got a job last year. I'm still working at the Metrodome and it's been great. I am a crew leader making a good wage. I am strong in what I do and I take pride in my job and in my crew. I have a great crew. I respect them and they do a great job. I like to start the shift explaining what we need to get done that day. If I see any of my crew struggling with something I work side by side with them and we do it together. Nobody stands alone -- we're a crew. "I can honestly say that YouthLEAD helped me transition to be me."

**Hmong American Partnership (HAP)** Making home visits for HAP's YouthLEAD program builds relationships and trust. This is crucial for the communities HAP works with; including the Hmong and other Southeast Asian communities. Home is a safe space for students and their families, and it is also the place where participants feel most comfortable to meet and discuss deeply personal matters with HAP counselors.

Additionally, home visits allow HAP staff members to better contextualize students' demeanor and attitudes, which is critical for at-risk students who are frequently truant at school and/or have difficulty socializing with other students. During home visits counselors can engage with the parents and/or other family members to have them become active participants in students' support system plans.

Home visits are convenient, as many of HAP's participants do not have reliable transportation. Home visits allow students to not miss appointments due to these transportation barriers, share the information and resources received with their families.

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	188
No. Youth High School Dropouts .....	58
No. Youth Offenders .....	70
No. Youth on Public Assistance .....	21
No. Youth Pregnant or Parenting .....	58
No. Youth With a Disability .....	58
No. Youth Homeless or Runaway .....	40
No. Foster Youth .....	21

### Quotes From Youth:

"I am so excited to use my new resume! It shows my skills, talents and what I've done in school --- it makes me look very impressive!"

"The program helped me learn what I am good at, and how that can be used in jobs I never thought about."

"I never thought college was a possibility for me, now I know it is."

"It really helped me to have a counselor and support after I started my job. Things like bus tokens and help figuring out childcare were really helpful."

"The YWCA YouthLEAD Program has helped me to become a good young man, stay on the right track and actually want to do something with myself."

"YouthLEAD connected me to Digital Connector, as well as connecting me to college campus visits. The program gave me something to do and really motivated me to do something with my life."

"With the support of YouthLEAD and the Indian Education Program I was able to graduate with honors."

"When you move to a new place you have to learn, not just the language, but a new culture. I think I can rise to that challenge. People like you encouraged me to keep working hard" -- YouthLEAD participant speaking about his transition from living in Haiti to the US and how his YouthLEAD Counselor had helped in the process.

### Quote From A Family Member:

"Thank you for all that you do to help [YouthLEAD Participant] through this next chapter in her life. We're really happy she has you to help her get all of this financial aid stuff figured out so she can start college on time and with her supplies."



## Washington County Workforce Center

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**County Served:** Washington

**Career Assessment and Exploration:** Youth have the opportunity to discover their interests, preferences and personal styles through the use of the Strong Interest Inventory assessment. Youth take the online assessment and then attend a workshop to discuss results. In the workshop, youth are provided a personalized report that illustrates how their interests and preferences link to various jobs, work setting and career fields. Careers of interest are then explored through the use of sites such as O\*Net and ISeek and through work experience placements.

### Opportunities for Youth to Earn Academic Credit:

**Credit:** Youth participants in Tree Trust’s Summer Youth Employment Program (SYEP) have the opportunity to earn elective academic credit during the course of their summer employment through a partnership with Northeast Metro ALC. Youth working during the eight-week program are eligible to earn one credit for every 60 hours of work (up to two credits). The youth participants complete word processing and spreadsheet lessons to further enrich their understanding of their project and its impact on the community, their personal finances, and the impact this job can have on their future employment. Youth must complete the required number of hours and must receive satisfactory evaluations from their supervisor in order to earn the credit(s).

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	83
No. Youth Offenders .....	9
No. Youth on Public Assistance .....	26
No. Youth Pregnant or Parenting .....	2
No. Youth With a Disability .....	70
No. Youth Homeless or Runaway .....	7

## Examples of Jobs Offered Through Washington County:

Office assistant, custodian, garden helper, child care aide, assembler, stocker, youth and teen program assistants, receptionists, landscapers, information technology interns, and library shelvers.

## Success Story: Zuma

Zuma entered the Washington County WorkForce Center Youth Program as a high school student and teen parent. She was looking for work to help support herself and her daughter. Zuma was placed in a customer service position at a thrift store. She worked after school and on weekends while attending school during the day. She was also able to earn school credit for her work hours.



A community bank was looking to offer a teller position to a local teenager. Zuma was referred due to her excellent work and school performance. Despite her lack of banking experience, Zuma impressed the community bank in her interview and was hired. She then achieved her high school diploma. After graduation, Zuma also achieved certifications in Nursing Assistant and Trained Medication Aide through funding provided by the Youth Program.

Her work experience and the additional certifications allowed Zuma to gain employment at a nursing home. She has continued working at the nursing home and the community bank. This fall, Zuma also enrolled in courses to earn her nursing degree. We can't wait to see what she does next!

## Success Story: Elena

Elena was referred to the Washington County Workforce Center Youth Program by her teacher at her Alternative Learning Center. She was a teen parent about to graduate from high school and was looking for work. During assessment, Elena indicated that she was interested in human services and working with children. A work experience was developed at Head Start where she could gain work skills in both areas.



Elena was an asset to the position in part due to her ability to speak English and Spanish. She was able to communicate effectively with the children and parents of the program. Elena was also able to interact with staff from the local school district in this position. The school district staff was impressed with her work and subsequently offered her a job as a Para-Professional with the school district.

Elena is enjoying her work with the school district and plans to pursue post-secondary training in education and human services.

**Community Partnerships:** Family Means, a community based program, provides after school and summer programming for children and teens in low income communities. The Youth Program provides wages for youth workers to work as program assistants. The collaboration allows older youth to serve as mentors. The result is that older youth increase their leadership and work readiness skills and younger youth have positive role models within their own community. Many younger youth have been overheard saying that they want to be a program assistant when they get older.

In 2013, Washington County added a collaboration to develop a community supported garden. Youth workers assisted with planting, weeding, watering and harvesting of produce. Community members paid a minimal fee to receive healthy food in a convenient manner. Youth were exposed to new foods and recipes for preparation were provided. Due to the success of the project, plans are being made to expand the garden next year.

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	82
No. Youth Offenders .....	11
No. Youth on Public Assistance .....	30
No. Youth Pregnant or Parenting .....	2
No. Youth With a Disability .....	71
No. Youth Homeless or Runaway .....	5
No. Foster Youth.....	5

### Quotes From Participants:

"The staff at the Washington County Workforce Center are very encouraging and helpful and if it wasn't for them, I would not be where I am today. Everyone is so patient, kind, and respectful. They work very hard to help the youth become responsible young adults with the highest independence possible. It feels like a second family. I am so blessed and thankful to be a part of this wonderful program. I look forward to keep reaching for my goals and helping others along the way."

"I came to the WorkForce Center looking for any kind of help after my mom didn't want me living with her anymore because I dropped out of high school. After about a month of exploring my options, I was offered an internship at the City of Stillwater which has been an amazing experience. Shortly after, I enrolled into a GED program, received my Diploma, enrolled into a college course to become a CNA, and moved back home."

"My experience this summer prepared me for future jobs by making me more independent, learning to balance time and manage money. My summer work experience was wonderful and I am glad that this program is provided; it's like being one step ahead."

### Quote From Parents:

"I am really proud of Matt and I want to thank the Youth Program for guiding him to bigger and better things."

"Meg has come really far since June and I couldn't be more thankful for the Youth Program. She is becoming a very responsible young woman and I am very proud."

### Quote From Worksite Supervisors:

"Tasha's performance has exceeded my expectations! She is very detailed, asks questions and manages her time very well. It is a pleasure having her work with us."

"Dena has really come out of her shell this summer. She has gone out of her way to create relationships with the kids in our program and has been a hard working employee."

## Stearns-Benton Employment and Training Council

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**Counties Served:** Benton and Stearns

### Success Story: Michaela

CareerONE is not only super fun, but you learn things that almost seem impossible. You learn skills you can take with you to every job. During the time I was in CareerONE, I felt like I became a more outgoing person. You learn the importance of teamwork and how working as a team gets you farther. In a job, everyone has to work together in order for the business to be successful. I never knew how to balance a checkbook or how expensive it is to run a home.

I graduated from CareerONE with a portfolio that included several certificates of achievement. How many teenagers can say that they have a decent looking resume?

I did get my driver's license and I got a job interview. I followed what I learned in CareerONE about appropriate wardrobe and skills to make the interview go smoother. I even brought my CareerONE portfolio to the interview. The managers interviewing me were quite impressed. The interview went really well and a couple days later I got a call saying I got the job. To this day, I am still working. I couldn't love a job more. I've noticed that if you take everything you learned from CareerONE and keep it all in your heart, you'll get the job.

I plan to go to college and follow my dream of being a veterinarian.



### Quotes From Youth Participants:

"CareerONE taught us a lot about how to handle a work place and how to treat others in the work place."

"I learned working hard is important and it is important to take pride in what you accomplish. Teamwork is a huge key and helps a lot."

### SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP.....	44
No. Youth On Public Assistance.....	23
No. Youth with Disability.....	16
Homeless or Runaway Youth.....	1
No. Foster Youth.....	3

### Examples of Jobs Offered Through Stearns-Benton Employment and Training Council:

Office assistants with post-secondary departments (admissions, registration, health careers, financial aid, campus card, library, and placement offices), landscaping, painting, staining, mulching, trail clean-up, sewing, and brush removal.

### Quotes From Parents:

"CareerONE is a wonderful program to have for teenagers to let them experience what the work world is like before they have to jump right in. It shows them responsibility which is wonderful because not all teenagers have to worry about that because they have parents who take care of everything concerning them. And the money that they receive at the end, they can be very proud of because they earned it ALL themselves."

"I love how he came home and told me about his day. The enthusiasm he had about what he was doing was wonderful. I think this program is great for any youth to experience. It gives them a wonderful opportunity for a head start on the next step in their lives."

### Quotes From Worksite Supervisor:

"The results of this year's CareerOne was phenomenal! The crew and crew leaders and all SBETC Staff are excellent and perfect example of professionalism. They give me great hope for our future. (& those who will take care of me when I retire and grow old!) I am so glad these young people have had this experience on our St. Cloud State Campus."

"Fun year! Great hard working kids. It was fun to see them grow and become a team over the weeks. They worked hard and never complained on how hard or dirty the job was."

## Success Story: Amber

I enrolled in WIA Youth Services through Stearns-Benton Employment & Training Council (SBETC), my career planners offered me aptitude, interest and skills assessments which helped give me college plans. They also provided me with referrals to community based organizations for help with housing. I accessed computer classes in preparation for college.

I was placed on a work experience where I was able to earn an income, and acquire new skills and abilities for future jobs. I learned to be independent.

I was accepted and enrolled at the St. Cloud Technical College (SCTC) for the Legal Administrative Program A.A.S. Because I was in foster care, I was considered an independent student. My career planner helped me apply for



an Education Training Voucher through the Minnesota Department of Human Services. My career planner coached me through the application process for the SCTC Foundation Scholarship and I was awarded scholarships. The youth program helped me tremendously with education training assistance and made my education experience affordable. I couldn't have graduated from school without their help. While in school they changed my work experience placement to St. Cloud Area Legal Services where I could apply more of the skills I was learning through school. I graduated from the St. Cloud Technical College with an Office Technology Assistant – Legal Emphasis Degree.

I moved to the Staples area and was offered a work experience placement with the Region 5 Development Commission. This helped me to become familiar with the area while supporting myself. I began applying for private sector jobs and I was hired as an Operator/Scheduler/Receptionist for Lakewood Health System.

Currently, I am working in an administrative assistant position for the Vice President of Support Services at Lakewood Health System. I thoroughly enjoy my job. We purchased our first home in July 2012. I have the professional skills to balance my career, and financial skills to assist in my career, as well as my personal home life. Through the services from WIA and my career planners support and encouragement, I am successful, have beaten the statistics and am in a great place in my journey.

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	66
No. Youth High School Dropouts .....	1
No. Youth Offenders .....	12
No. Youth on Public Assistance .....	42
No. Youth With a Disability .....	26
No. Youth Homeless or Runaway .....	1
No. Foster Youth .....	8

**Unique or High Quality Work Experiences:** Work experience is offered to youth on an individual basis. Youth's interests and career pathway drive the selection of the work site placement. Skills specific to the work site's job description are written into the work readiness skills summary. The work site supervisor assesses the youth's skill development and establishes training goals in the Supervisor Evaluation Worksheet. This work experience opportunity allows the student to work part time and develop a work history while attending postsecondary school. Upon achieving 95 percent competency of occupational skills a "Mastery of Skills Certificate" is issued.

**Financial Literacy Training for Youth:** Junior Achievement Finance Park® is provided to youth. Youth are able to develop money management skills, acquire personal finance knowledge, and prepare for financial decision-making simulation. The simulation allows the youth to assume family and income scenarios while incorporating the use of bank services; charitable contributions; purchase of housing, transportation, furnishings, food, health care, and other expenses. They also make investment decisions while working to balance their budgets.

**Career Exploration and Skill Development:** CareerONE participants explore careers using both written and online information. They learn about labor market information and postsecondary school opportunities, such as Tech Prep, Advanced Placement courses, and Discovery Academies. The ACT's National Career Readiness Certificate® (ACT NCRC) is a primary goal for all youth in preparing for career pathways. The youth participate in a WorkKeys® pre-assessment of three main skill areas: Reading for Information, Locating Information and Applied Math. Based on their pre-assessment scores, the youth continue to advance their skills through on-line learning modules with the KeyTrain® curriculum. At the conclusion of CareerONE, the youth complete post-tests and are able to earn Bronze, Silver, Gold or Platinum levels of the ACT's National Career Readiness Certificate® (ACT NCRC). The certificate is added to the youth's Job Search Portfolio.

## Winona County WorkForce Council

Mike Haney, Director  
 1250 Homer Road - Suite 200  
 Winona, MN 55987  
 Phone: (507) 453-2920  
 Website: [mn.gov/deed/winona](http://mn.gov/deed/winona)

**County Served:** Winona

### Success Story: Alex

Eighteen years old, with a learning disability, behind in credits and without any work history is a common story describing young adults referred to the Minnesota Youth Program at the Winona WorkForce Center. This is Alex's story. He didn't know what he wanted to do for a job. He started his work experience as a building janitor. After several months, Alex decided he really wasn't interested in janitorial work. When a stocking and re-purposing position came open at the Habitat ReStore, Alex asked to be moved. He gave notice at his first job and moved to the ReStore.



Alex loved this job. Tom, his manager, said, "I have seen Alex become more confident in his skills and take more initiative with his work."

After just a summer at the ReStore and attending a workshop developing a resume and answering interview questions, Alex applied for an electronics technician position and was hired. He now has a baby on the way and is still scheduled to graduate from High School in December.

### Quotes From Youth:

"As a Food Preparation Worker, I've learned to use knives, new ingredients and cook new dishes. I LOVE my job."

"I had fun working outside with the people I worked with and I found out that I like doing custodial work."

"I love my job. It is never a boring day. But no matter what, I still want to be my own boss!"

## SFY 2012 Youth Served At-A-Glance (July 1, 2011 through June 30, 2012):

Youth Served Under MYP .....	18
No. Youth Offenders .....	10
No. Youth on Public Assistance .....	10
No. Youth Pregnant or Parenting .....	1
No. Youth With a Disability .....	14
Homeless or Runaway Youth .....	4

### Examples of Jobs Offered Through Winona County WorkForce Council:

Janitor aide, retail stocker, office support, resident escort, activities assistant, caterer assistant, job coach, housekeeper, food preparation worker, building maintenance/painter, horticulture aide, childcare assistant, grounds maintenance, custodial aide, and production manager.

**Youth Staff Offered an Orientation** as part of the summer work experience program that covers information on Right to Know, completing a time sheet, accessing and reading a paystub and basic budgeting skills.

### Safety First

As part of the orientation, new youth workers now complete Safety Orientation on line at [www.winonayouthzone.com](http://www.winonayouthzone.com). Students go through the tutorial and complete the quiz at school or home with results sent to the office e-mail account. This ensures that everyone completes a safety orientation prior to starting work.

### Careers Camp

Using a baseball theme, the Careers Camp offered a glimpse into a variety of jobs. The location was at a local manufacturing business who donated space. All volunteer speakers offered hands-on activities in each session. At lunch students played Baseball Careers & Tools, a game using career baseball cards with labor market information and tool cards.

## Success Story: Katrina

Katrina applied for the Minnesota Youth Program right before graduating from high school. She didn't have a transition plan for work.

After evaluating her interests and abilities, Katrina, her mother and case worker agreed that a placement in a food service environment would be a nice transition in a job she likes and a likely place where Katrina could obtain a job after gaining some experience. WorkForce Center staff linked Katrina and her mother with Rehabilitation Services to help with further evaluation and special placement assistance.



Katrina loves her job at Steak Shop Catering where she helps prepare food for catering events, luncheons and vending machines. According to the company owner, "this work experience provides Katrina an opportunity to learn new skills and to become more independent." Soon, Katrina will be meeting with her Rehabilitation Services counselor to help with identifying other skills she needs to learn and identifying a career.

### Quotes From Employers:

"The work experience provides an opportunity to learn new skills and to become more independent. I also see these young workers as potential future employees. I am very happy with the program and plan to continue being a host site." -Daryl, Owner Steak Shop Catering

"The program provides real work experience for youth. They have a work schedule to adhere to, an authority figure to take direction from and hopefully learning good work ethic. - Tom, Manager Habitat ReStore

## SFY 2013 Youth Served At-A-Glance (July 1, 2012 through June 30, 2013):

Youth Served Under MYP .....	21
No. Youth Offenders.....	8
No. Youth on Public Assistance.....	10
No. Youth Pregnant or Parenting .....	1
No. Youth With a Disability.....	19
No. Youth Homeless or Runaway .....	4
No. Foster Youth.....	1

### Best Practices:

#### School Credit for Work Experience

During the school year, most youth in the work experience program also earn school credit. Site Supervisors complete evaluation forms on student progress on the job at least quarterly. Evaluation results correspond to a grade/credit for classes at high school or alternative school.

#### Nano Camp

Through a National Science Foundation Grant for Nano-technology, Minnesota State College Southeast Technical, RINTEK, Dakota County Technical College (DCTC) and the Winona Workforce Center created Nano Camp! Youth participate in a day-long event offering an overview of what Nano means, small group activity with nano-experiments and listening to DCTC students share how they came to be studying Nano.

## **APPENDICES**

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**MINNESOTA YOUTH PROGRAM**  
**RETURN ON INVESTMENT (ROI) INFORMATION**  
**State Fiscal Years 2012 and 2013 (July 1, 2011 to June 30, 2013)**

#	Characteristics	SFY2012	SFY2013	Biennium
1	Unduplicated Count Of MYP Enrollees	2,890	3,388	6,278
2	Total Number of MYP Termed	923	1,696	2,619
3	Total Number of MYP Terminees that Returned To School	567	1,162	1,729
4	Total Number Of MYP Terminees that Were Placed in Jobs	206	174	380
5	Average Wage at Placement for MYP Placements	\$8.91	\$9.08	\$9.00
6	Average Number of Hours Per Week Per MYP Placements	40	40	40
7	Total Number of MYP Placed in Part-Time/ Transition Jobs (Activities 91 & 92)	1,842	2,449	4,291
8	Average Wage at Transition for those MYP Placed in Activities 91 & 92	\$8.00	\$8.00	\$8.00
9	Average Number of Hours Per Week for MYP Transition Jobs (Activities 91 & 92)	40	40	40
10	Total MYP Expenses for the Program Year	\$673,750	\$673,750	\$1,347,500
11	Total Annual Wages Earned By MYP Participants	\$7,354,397	\$7,988,314	\$15,342,710
12	Total Government Taxes Paid (Estimated At 26.6%)	\$1,956,270	\$2,124,891	\$4,081,161
13	Estimated Welfare Savings on Placements (Average \$6,384)	\$1,315,104	\$1,110,816	\$2,425,920
14	Total Annual Return to Government	\$3,271,374	\$3,235,707	\$6,507,081
15	Positive Termination Rate	83.7%	78.8%	80.5%
16	Entered Employment Rate	57.9%	32.6%	42.7%
17	Return On Investment (ROI)	\$4.86	\$4.80	\$4.83

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**SFY 2013 MYP DATA SUMMARY**  
**(July 1, 2012 through June 30, 2013)**

**SFY 2013 Minnesota Youth Program (MYP) Preliminary Data Summary  
(July 1, 2012 through June 30, 2013)**

<b>COMBINED WSA TOTALS</b>		<b>TOTAL</b>	<b>PCT</b>	<b>WSA 1</b>	<b>WSA 2</b>	<b>WSA 3</b>	<b>WSA 4</b>	<b>WSA 5</b>	<b>WSA 6</b>	<b>WSA 7</b>	<b>WSA 8</b>
1. Total Participants Served		3,388		74	375	196	135	248	126	188	123
1a. Total Participants Exited		1,696		33	223	83	38	141	57	103	55
Gender	2a. Male	1,858	54.8%	40	224	112	70	131	73	100	57
	2b. Female	1,529	45.1%	34	151	84	65	116	53	88	66
Age	3a. 14 - 15	960	28.3%	27	111	18	13	52	27	6	10
	3b. 16 -17	1,303	38.5%	37	180	101	41	131	61	94	45
	3c. 18	453	13.4%	4	51	32	28	48	20	31	24
	3d. 19 - 21	672	19.8%	6	33	45	53	17	18	57	44
Ethnicity / Race	4a. Hispanic/Latino	256	7.6%	15	5	1	5	22	22	37	20
	4b. American Indian or Alaska Native	175	5.2%	3	50	17	15	6	3	3	3
	4c. Asian	206	6.1%	0	5	1	6	2	3	2	3
	4d. Black or African American	1,071	31.6%	3	20	4	41	8	11	66	25
	4e. White	2,069	61.1%	69	300	176	95	238	114	119	98
Education Level	5a. 8 <sup>th</sup> grade and under	484	14.3%	15	74	22	9	31	19	4	9
	5b. 9 <sup>th</sup> Grade – 12 <sup>th</sup> Grade	2,578	76.1%	54	272	132	101	212	92	145	81
	5c. High School graduate or equivalent	273	8.1%	4	24	33	16	5	12	35	28
	5d. Post-Secondary Education	53	1.6%	1	5	9	9	0	3	4	5
Other Demographics	6. Limited English Proficient	176	5.2%	2	4	2	7	4	11	32	6
	7. Youth From Families Receiving Public Assistance	1,454	42.9%	30	119	78	89	72	35	119	49
	8. Foster Youth	168	5.0%	2	34	16	9	16	5	19	0
	9. Youth with a Disability	1,662	49.1%	61	182	112	63	176	78	70	34
	10. High School Drop-Out	165	4.9%	2	20	7	28	4	4	19	35
	11. Youth Offender	377	11.1%	3	40	19	32	24	13	27	36
	12. Pregnant or Parenting Youth	176	5.2%	4	13	18	13	14	10	29	26
	13. Basic Skills Deficient	1,786	52.7%	17	204	106	82	213	52	143	84
	14. Homeless or Runaway Youth	137	4.0%	2	2	1	22	3	4	16	4
15. Not Employed at Program Enrollment	3,255	96.1%	71	353	187	129	232	118	180	101	
<b>PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE</b>											
1. Received Education/Job Training Activities		824	24.3%	20	1	36	44	131	6	73	73
2. Received Work Experience Activities		2,676	79.0%	66	294	110	58	147	74	155	18
3. Received Community Involvement and Leadership Development Activities		1,173	34.6%	0	0	1	0	115	0	88	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		1,034	30.5%	1	110	171	5	229	28	165	80
5. Received Mentoring Activities		1,507	44.5%	0	51	6	0	232	61	142	0
6. Received Support Services		484	14.3%	6	0	33	1	43	50	100	9
<b>INDICATORS OF PERFORMANCE (Based on Number of Exitors)</b>											
1. Attained Work Readiness or Education Goals in ISS		1,518	89.5%	26	206	68	32	130	45	80	39
2. Received Academic/Service Learning Credit		783	46.2%	15	19	45	7	72	19	6	30
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,438	84.8%	22	179	53	23	110	38	60	38
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		292	17.2%	13	30	54	24	29	28	28	36
<b>CUSTOMER SATISFACTION</b>											
1. Number of Participants Rating MYP Experience as "Excellent"		355	53.4%	4	18	110	20	11	42	10	4
2. Number of Participants Rating MYP Experience as "Very Good"		256	38.5%	4	31	75	9	12	20	8	23
3. Number of Participants Rating MYP Experience as "Average"		50	7.5%	2	6	11	0	3	11	4	2
4. Number of Participants Rating MYP Experience as "Below Average"		3	0.5%	0	1	0	0	1	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		1	0.2%	0	0	0	0	0	0	0	0
6. Total Number of Surveys Completed		665	100.0%	10	56	196	29	27	73	22	29

## SFY 2013 Minnesota Youth Program (MYP) Preliminary Data Summary (July 1, 2012 through June 30, 2013)

COMBINED WSA TOTALS		TOTAL	PCT	WSA 9H	WSA 9C	WSA 10	WSA 12	WSA 14D	WSA 14S	WSA 15	WSA 16	WSA 17	WSA 18
1. Total Participants Served		3,388		577	47	521	96	275	50	188	82	66	21
1a. Total Participants Exited		1,696		324	27	278	43	146	6	67	36	33	3
Gender	2a. Male	1,858	54.8%	337	36	216	44	192	37	101	49	27	12
	2b. Female	1,529	45.1%	240	11	305	52	83	13	87	33	39	9
Age	3a. 14 - 15	960	28.3%	168	22	342	22	66	9	0	20	47	0
	3b. 16 -17	1,303	38.5%	195	19	128	41	78	33	59	29	19	12
	3c. 18	453	13.4%	75	4	18	12	35	5	47	10	0	9
	3d. 19 - 21	672	19.8%	139	2	33	21	96	3	82	23	0	0
Ethnicity / Race	4a. Hispanic/Latino	256	7.6%	27	3	47	8	6	8	19	8	3	0
	4b. American Indian or Alaska Native	175	5.2%	5	2	40	4	1	2	17	3	1	0
	4c. Asian	206	6.1%	37	1	115	5	9	2	13	0	2	0
	4d. Black or African American	1,071	31.6%	272	5	335	49	60	11	119	14	27	1
	4e. White	2,069	61.1%	267	41	75	46	206	37	63	66	39	20
Education Level	5a. 8 <sup>th</sup> grade and under	484	14.3%	109	19	91	13	24	6	0	20	19	0
	5b. 9 <sup>th</sup> Grade – 12 <sup>th</sup> Grade	2,578	76.1%	447	28	397	71	248	43	129	59	47	20
	5c. High School graduate or equivalent	273	8.1%	18	0	29	12	2	0	54	0	0	1
	5d. Post-Secondary Education	53	1.6%	3	0	4	0	1	1	5	3	0	0
Other Demographics	6. Limited English Proficient	176	5.2%	48	0	22	0	13	0	2	4	18	1
	7. Youth From Families Receiving Public Assistance	1,454	42.9%	268	16	230	46	96	18	107	30	42	10
	8. Foster Youth	168	5.0%	4	2	6	15	5	0	21	5	8	1
	9. Youth with a Disability	1,662	49.1%	347	32	43	36	226	28	58	71	26	19
	10. High School Drop-Out	165	4.9%	5	0	3	3	0	0	35	0	0	0
	11. Youth Offender	377	11.1%	39	10	6	6	14	7	70	11	12	8
	12. Pregnant or Parenting Youth	176	5.2%	8	0	8	6	1	2	21	2	0	1
	13. Basic Skills Deficient	1,786	52.7%	377	14	8	73	139	20	128	57	48	21
	14. Homeless or Runaway Youth	137	4.0%	16	1	7	3	3	3	40	5	1	4
	15. Not Employed at Program Enrollment	3,255	96.1%	574	44	517	86	275	45	177	79	66	21
<b>PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE</b>													
1. Received Education/Job Training Activities		824	24.3%	0	0	262	64	0	30	36	35	0	13
2. Received Work Experience Activities		2,676	79.0%	577	47	513	76	274	45	61	80	66	15
3. Received Community Involvement and Leadership Development Activities		1,173	34.6%	574	0	1	20	273	0	1	35	65	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		1,034	30.5%	0	0	0	2	0	0	140	34	66	3
5. Received Mentoring Activities		1,507	44.5%	573	0	0	71	272	0	99	0	0	0
6. Received Support Services		484	14.3%	23	9	4	27	1	0	152	25	0	1
<b>INDICATORS OF PERFORMANCE (Based on Number of Exiters)</b>													
1. Attained Work Readiness or Education Goals in ISS		1,518	89.5%	309	17	276	28	137	6	51	35	30	3
2. Received Academic/Service Learning Credit		783	46.2%	203	8	216	20	72	6	7	35	0	3
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,438	84.8%	321	23	278	33	141	6	42	35	33	3
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		292	17.2%	1	0	0	10	0	0	35	0	1	3
<b>CUSTOMER SATISFACTION</b>													
1. Number of Participants Rating MYP Experience as "Excellent"		355	53.4%	17	2	0	12	7	22	64	0	12	0
2. Number of Participants Rating MYP Experience as "Very Good"		256	38.5%	19	6	0	2	8	7	12	0	15	5
3. Number of Participants Rating MYP Experience as "Average"		50	7.5%	1	0	0	0	3	3	1	0	3	0
4. Number of Participants Rating MYP Experience as "Below Average"		3	0.5%	0	0	0	0	0	0	1	0	0	0
5. Number of Participants Rating MYP Experience as "Poor"		1	0.2%	0	0	0	0	1	0	0	0	0	0
6. Total Number of Surveys Completed		665	100.0%	37	8	0	14	19	32	78	0	30	5



Minnesota Department of Employment and Economic Development  
Office of Youth Development