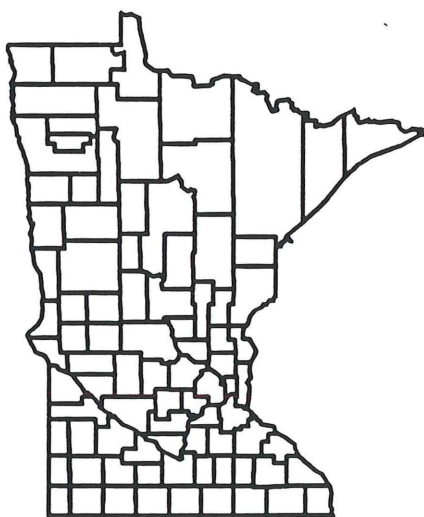


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MINNESOTA DEPARTMENT OF JOBS AND TRAINING
COMMUNITY-BASED SERVICES DIVISION

A REPORT ON THE 1991
YOUTH EMPLOYMENT AND HOUSING PROGRAM



JANUARY 1992

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Pursuant to Mn Stat 268.367

BACKGROUND

In 1989 the Legislature granted \$100,000 the first year and \$100,000 the second year for demonstration grants under the Youth Employment and Housing Program to eligible organizations as defined in Minnesota Statutes, section 268.361, subdivision 4: \$75,000 to be awarded each year for a grant to an eligible organization in the City of Bemidji and \$25,000 each year for a grant to an eligible organization in the City of Minneapolis.

The purpose of this program is to provide specialized education/training and work experience to targeted youth who have not been effectively served by the current education system. The programs are to include a work experience component with work projects that result in the rehabilitation or construction of residential units for the homeless.

"Targeted youth" means persons who are at least 16 years of age but not older than 21 years of age and are part of one of the following groups:

- (1) persons who are not attending any school and have not received a secondary school diploma or its equivalent; or
- (2) persons currently enrolled in a traditional or alternative school setting or a GED program and in the opinion of an official of the school, are in danger of dropping out.

The program design contains an education component which offers targeted youth the opportunity to enroll in a traditional, alternative, or GED educational program. All enrolled youth must work toward the completion of their high school diploma or literacy advancement.

The organizations participating in the Youth Employment and Housing Program in 1991 were The City, Inc. (Minneapolis) and Bi-County Community Action Council, Inc. (Bemidji).

THE CITY, INC.

The City, Inc. is a non-profit social service agency located between two inner-city Minneapolis neighborhoods, Phillips and Powderhorn, which provides a variety of services to inner-city adolescents and their families. The City, Inc. provides support and social services programs such as individual, group and family therapy, legal advocacy and recreational and drop-in center programming, after-care and day treatment programs, a group home for girls, on-site day care and parenting services and a variety of other community outreach efforts. The City, Inc. school offers educational programming to Minneapolis junior and senior high school students who have suffered repeated failure experiences.

The City, Inc., in partnership with Project for Pride in Living (PPL), developed a model program of youth employment and training titled, "Pride in the City", with the objectives of furthering the employment prospects of at-risk youth, and to provide affordable housing for low-income or homeless citizens.

"Pride in the City" renovates homes in the Phillips and Powderhorn neighborhoods. PPL acquires housing property and provides management of the developed property. PPL subcontracts with The City, Inc. to provide demolition/reconstruction of the property. The City school students provide labor under the supervision of a journeyman carpenter.

EDUCATION

Each participant is enrolled in The City School. The school is an accredited and comprehensive alternative high school program, focusing on basic skill acquisition with a problem-solving emphasis. The teacher/student ratio is 1:12 senior high and 1:10 junior high which allows for individualized educational planning necessary for helping students accustomed to failure overcome barriers to school success. Students are enrolled in classes for a minimum of 5 hours daily, earning Minneapolis Public School credit pursuant of a high school diploma.

WORK EXPERIENCE

Under the supervision of a journeyman carpenter, students gain both a basic understanding of physical structures and their functions as related to housing. They develop skills in working with tools and performing job functions related to the demolition/renovation of houses. The journeyman carpenter functions both as "teacher", introducing students to tools and their use, parts of the house and their function, how to read a blueprint, how to measure, how to apply mathematics, and job "supervisor", reinforcing critical job behaviors and attitudes such as being on time, following directions, working cooperatively, being prepared, and working safely.

JOB READINESS SKILLS

Students in "Pride in the City", while not necessarily training to become carpenters, are gaining valuable work experience that will prepare them to be successful in whatever career field they may choose. Learning to be on time, to be prepared, to follow directions, to work cooperatively, to work safely are processes that will enable students to be successful at any job. Additionally, for many students, the opportunity to observe and develop relationships with people who are successful at working and who take pride in a job well done is a motivating factor in these students.

The City, Inc: Program Outcomes (October 1990-July 1991)

17	Total participants	*	84% earned 2 academic credits in coursework as rated by teachers
18%	Female	*	83% earned 2 work experience credits as rated by the carpenter/supervisor
82%	Male		
65%	American Indian	*	71% earned one elective credit in job seeking/keeping course
17%	European American		
6%	African American		
6%	Asian	*	83% were employed within a month of completion of the jobseeking course
6%	Hispanic		

BI-COUNTY COMMUNITY ACTION COUNCIL, INC. (BI-CAP)

BI-CAP, INC. is a private non-profit corporation organized under the Minnesota Non-Profit Corporations Act. The area served by the agency comprises the counties of Beltrami and Cass. The board of directors consists of representatives from the public sector, low-income sector, and the private sector. BI-CAP was organized to plan, administer and carry out programs under the Economic Opportunity Act of 1964 and is instrumental in carrying out a synergistic approach in assisting the low-income citizens of Beltrami and Cass Counties in meeting their health, education, economic and self-esteem needs. The Youth Employment and Housing Program represents a collaborative effort on the part of Bi-County Community Action Programs, Cass Lake and Bemidji Area Learning Centers. Additionally, the project incorporates resources available through the Beltrami County Housing Authority and the Minnesota Housing Finance Agency.

EDUCATION

Specialized educational services are provided by the Cass Lake and Bemidji Area Learning Centers in social studies, english, math, science, health, independent living skills and world of work training. The student/teacher ratio of 1:5 is maintained with an aid or student teacher for every 2 teachers. Academic credits are earned through the successful completion of individualized learning activity packages. Enrollment/Selection criteria follows:

Secondary students between the ages of 16-21 who:

1. have dropped out of school, or
2. who may have been assessed as chemically dependent, or
3. were not likely to graduate from high school, or
4. need assistance in vocational and basic skills, or
5. could benefit from employment experiences, or
6. need assistance in transition from school to employment, or
7. are referred from an outside agency (e.g. human services, school system, or the judicial system).

The student's daily schedules are designed to meet the needs of the individual. Factors affecting the scheduling include: transportation, day care, number of courses enrolled, family matters, court matters.

WORK EXPERIENCE/JOB READINESS SKILLS

The work experience component is two tiered. Tier 1 provides students with three options to explore the world of work. This includes:

1. Enrollment in a traditional vocational class offered by a local school district. Examples include, but are not limited to, building trades, health occupations, and model offices.
2. Enrollment in an Area Technical College.
3. Participation in work experience seminars conducted by an assigned work experience coordinator at the Area Learning Centers.

All three options provide students the opportunity to receive academic credit for vocational studies.

The work experience seminars will focus on job readiness skills. Skills developed include, but are not limited to, personal skill assessment, job search, application preparation, and assistance in preparing for job interviews. Additionally, seminars explore the world of work. Students gain insight regarding the demands and rewards associated with various types of jobs.

Tier 2 provides on the job training experiences. These experiences are designed in such a fashion that the participants gain vocational skills training in an industry where there are expectations of job placement. Students receive up to two elective credits for their on the job work training experience.

Job development and work projects which the students participate in will directly result in the expansion of or improvement of residential units for the homeless or very low-income. Once a student is placed on the job, it is the responsibility of the work experience coordinator to monitor the student's work activities. Base pay for the students will be either the federal or state minimum wage-whichever is higher. Students will be employed 10 hours per week during the traditional school year and 25 hours per week during the summer months. To meet the social service needs of the enrollees, a self-sufficiency case manager will be available.

BI-CAP, INC: Program Outcomes (October 1990-July 1991)

15	Total Participants	*	15 youth were employed in part time jobs; all were high school dropouts
40%	Female	*	7 students earned credits for work experience
60%	Male	*	2 students completed a substance abuse program
40%	Native American	*	2 students received a GED and 4 a high school diploma
60%	White	*	2 youth entered private sector employment
		*	10 students completed the world of work curriculum
		*	5 houses/units were rehabilitated as a direct result of the work experience
		*	4 homeless families were placed and are participating in a self-sufficiency project

FOR ADDITIONAL INFORMATION REGARDING THE YOUTH EMPLOYMENT AND HOUSING PROGRAM, CONTACT:

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