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**REPORT ON
MINNESOTA YOUTHBUILD
PROGRAM**

**Minnesota Department of Jobs and Training
Community Based Services Division
St. Paul, Minnesota**

**January, 1994
In Accordance with
Minnesota Statutes 268.361 to 268.367**

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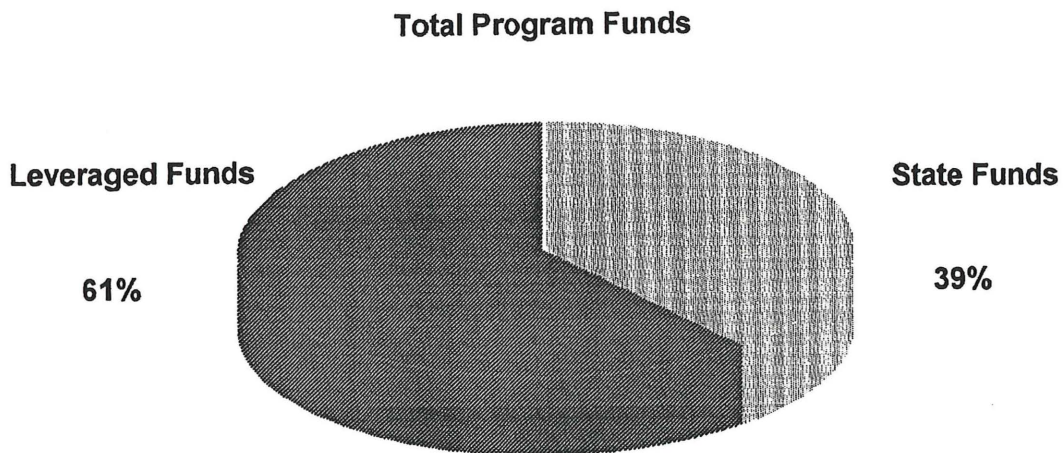
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The Minnesota YouthBuild Program demonstrates a commitment to Minnesota's high risk youth and their communities by helping young people to rebuild their neighborhoods and take charge of their lives. The program enables young people to gain useful job skills while working toward their high school diploma or GED, play a respected role in their community, and build the most essential commodity needed by their families and neighbors: safe, affordable housing.

Funding and Quality Standards

At the state level, the YouthBuild Program is an integral part of the employment and training programs in the Youth Unit/Community Based Services Division of the Minnesota Department of Jobs and Training. These programs are specifically designed to reduce unemployment and poverty in Minnesota. In 1993, the Legislature provided \$600,000 in YouthBuild funds to the Department of Jobs and Training which awarded grants to Bi-County CAP in Bemidji, The City, Inc. in Minneapolis, Carver-Scott Educational Cooperative in Chaska, Two or More, Inc. in Minneapolis, City Academy in St. Paul, and Rural Minnesota CEP, Inc. in Detroit Lakes.

The program demonstrates substantial leveraging of additional matching funds through its coordination with community organizations, local educational agencies and technical colleges, local trade unions, housing corporations, court services and law enforcement agencies, and drug treatment and prevention programs. Matching funds leveraged for the program totaled over \$950,000 in 1993 and are expected to total \$1.5 million in 1994-1995.



To ensure quality standards and compliance with state statutes and labor laws, representatives of the Department of Jobs and Training make annual site visits to monitor the programs and provide technical assistance.

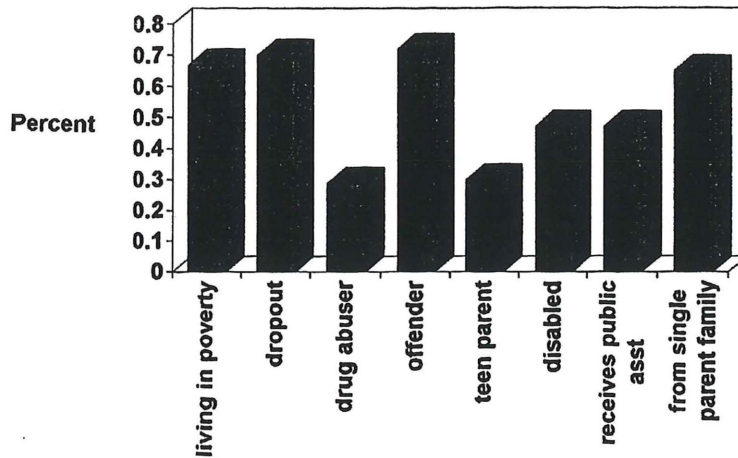
Community Service Focus

The Minnesota YouthBuild Program is an excellent model of youth community service. The program builds self esteem and leadership skills in high risk youth. Meaningful and necessary community service is accomplished through the rebuilding of neighborhoods and the acquisition of affordable housing for homeless, battered, and very low income families and individuals.

Crime Prevention Focus

The Minnesota YouthBuild program specifically targets youth involved with the criminal justice system and those involved with gangs, with over 70% of program participants previously involved with the criminal justice system or gang activity. Strict standards are required of youth as in Two or More's requirement obligating youth to refrain from all criminal activity and gang involvement, including drug use and alcohol abuse, while enrolled in the program. Two or More, Inc. also requires strict tenant screening and standards to reduce and eliminate drug dealing and criminal activity on all housing projects.

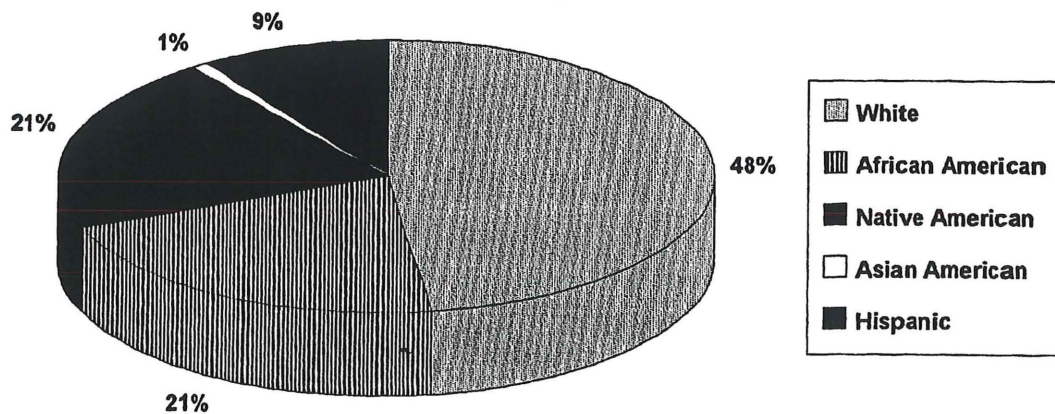
Participant Characteristics



Program Description

The Minnesota YouthBuild Program is expected to serve 500 young people over next two years and serve an additional 300 homeless, battered women and children, and very low income persons in need of affordable housing. All youth participants are 16 to 24, are economically disadvantaged or eligible for the High School Graduation Incentives Program, and have previously dropped out or are at risk of dropping out of school. Over half of the participants are youth of color. The estimated program cost is \$1,200 per participant.

Race or Ethnic Characteristics



Program Objectives

The objectives of the Minnesota YouthBuild Program are four-fold:

(1) Increase basic skills education of high risk youth:

- Improve academic performance, including math and reading
- Increase parental involvement in their children's education
- Improve school attendance
- Increase high school and GED graduation rates
- Increase enrollment of at-risk youth in post-secondary and vocational and technical institutions and apprenticeship training

(2) Increase the employability skills of high risk youth:

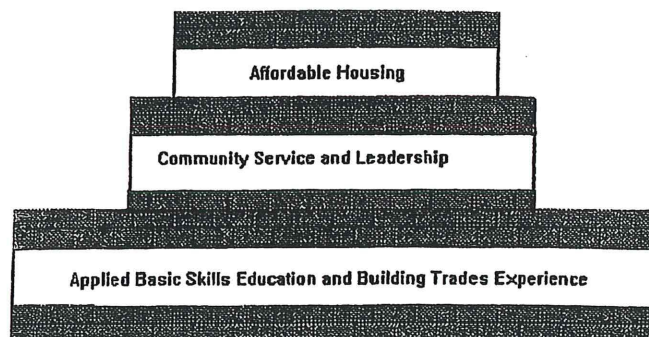
- Expose young persons the construction and building trades
- Increase job readiness and work maturity skills in youth
- Increase the numbers of young women in non-traditional employment
- Increase specialized job skills in construction and the building trades for hard to employ young persons
- Increase job placement for young persons in the building trades

(3) Increase affordable housing in Minnesota:

- Increase affordable housing for homeless and very low income families and individuals and battered women and children
- Rebuilding deteriorating communities and neighborhoods

(4) Provide leadership and community service opportunities for high risk youth:

- Develop self-esteem, respect, and personal empowerment of youth
- To enhance citizenship skills, decision making skills, problem solving, and negotiating skills of youth
- Develop peer and adult mentoring for youth
- Reduce juvenile crime, criminal activity by young adults, and unemployment by providing high risk youth with useful job skills and positive roles in the community



Program Outcomes

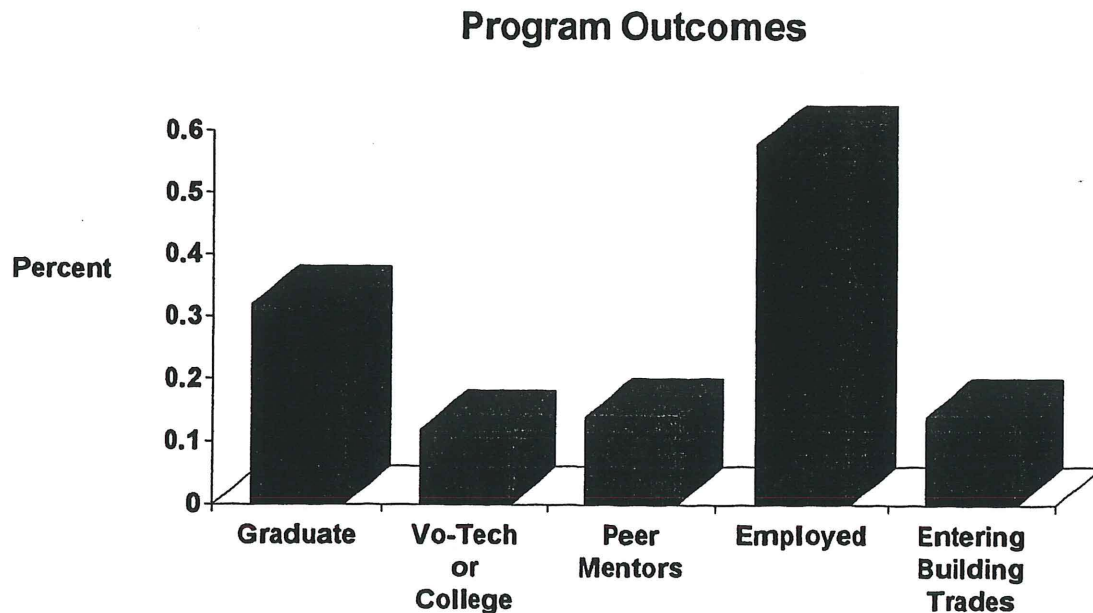
88% of YouthBuild participants returned to or remained in school.

100% received academic credit and 20% received vo-tech/building trades credit

Average attendance of 92% was achieved.

Of the 87 participants who successfully completed the program during 1993:

- 28 graduated from high school or completed their G.E.D. program
- Ten enrolled in a vocational technical school or college
- 2 became peer mentors for first time youth entering the program
- 50 entered employment
- Twelve entered the building trades profession



**BI-COUNTY COMMUNITY ACTION COUNCIL (BI-CAP)
BEMIDJI, MN**

Bi-CAP, Inc. is a private non-profit corporation serving the areas of Beltrami and Cass counties. Bi-County Community Action Program operates the Minnesota YouthBuild Program in collaboration with Rural Minnesota Concentrated Employment Program (Rural MN CEP), Cass Lake Area Learning Center, Bemidji Area Learning Center, and Bemidji School District. The project leveraged \$146,666 of private, public, and non-profit funds to match the \$146,666 grant it received from the Department of Jobs and Training. Bi-CAP operated the pilot phase of the YouthBuild Program from 1989-1991 which received the Minnesota Community Action Association's "Excellence Award".

EDUCATION

Each student spends approximately four hours each day in the classroom receiving individualized instruction. The curriculum includes English, Math, Science, Social Studies, Health/Physical Education, Independent Living Skills and World of Work Training. Academic credit is earned for every 120 hours of instruction or successful completion of individualized learning packages.

"If it wasn't for this program I wouldn't be in school. I would have quit. This program has made me realize my goals and that it's time to grow up and make my mark on the world." - Jeremy

"It's a good program for kids that have families with low incomes. It gives you a sense of self-esteem. It makes me feel like I can be more dependent on myself. I don't want to sit home and not work (but I wish working here would not take away from my foodstamps and AFDC)." - Angie

WORK EXPERIENCE

The work experience component is two tiered. Tier One allows young persons to earn academic credit through vocational or Technical College courses and through World of Work seminars emphasizing job readiness skills. Tier Two provides up to two elective credits for 14 hours a week of job training experience in the building trades industry. A certified vocational Construction Specialist Instructor supervises two crews of four youth each.

LEADERSHIP/SUPPORT SERVICES

Youth and their parents are represented on the Project Advisory Committee which reviews student's progress, evaluates program outcomes, and encourage continuing parental involvement. A self-sufficiency case manager meets with youth every week and assists them on their Individual Transition to Employment Plans. Each participant is allotted approximately \$150 to provide crisis intervention services, including child care, transportation, shelter, food, clothing, and medical services.

HOUSING

During 1993, a new Head Start Center in Bemidji was constructed including a playroom, three offices and a parent room. In addition, three units of transitional housing were rehabilitated to house three homeless families.

**THE CITY INC.,
MINNEAPOLIS, MN**

"Pride in the City" YouthBuild Program in Minneapolis is a collaborative effort between The City, Inc. and Project for Pride in Living, a non-profit housing developer. The City, Inc. is a non-profit social service agency located between two south central city neighborhoods, Phillips and Powderhorn. Funds of \$110,00 were leveraged in addition to the \$106,000 grant it received from the Department of Jobs and Training.

EDUCATION

Each student enrolled in The City School, an accredited Alternative Learning Center, spends a minimum of 5 hours each day in classroom instruction. Teacher-student ratios of 1:11 in addition to teacher aides allow for individualized instruction year round. The curriculum emphasizes basic skill acquisition in Math and English, problem solving, leadership, and a community building mission. Attendance averaged 94% in 1993.

"School is the only thing I've got going for me. I'm the only one in my family--even my ma's family--that will graduate." - Frank Big Bear

"I used to never come to school--now, I'm here everyday. The program made me look at school differently." - Raymond Russette

WORK EXPERIENCE

Under the supervision of a journeyman carpenter, participants spend 15 hours a week gaining specific construction skills training in rough carpentry, painting, sheet rocking, landscaping and observe first hand the work of plumbers, electricians, masons, sheet metalers and other building trades professionals. Training focuses on a basic understanding of carpentry skills as well as job readiness, job placement, and job keeping skills. Timeliness, following directions, working cooperatively and safely are also emphasized. Elective credit is earned for 80% attendance or better, gaining competency in building trades skills, and work related behaviors and attitudes.

LEADERSHIP/SUPPORT SERVICES

Leadership training and community service skills are incorporated into the class curriculum. All City School students have access to the on site services of assessment, case management, job placement, career counseling, individual and group therapy, legal advocacy, recreation and drop-in center programming, after care and day treatment programs, on-site day care and parenting services. Parental involvement is also stressed throughout the program including work site tours and program evaluation.

HOUSING

During 1993, Pride in the City students participated in the construction of two Habitat for Humanity homes in the Twin Cities. One home was donated to a family whose son worked on it's construction. In addition, participants worked on a halfway house for chemically dependent girls, a low income apartment complex, and a Whittier neighborhood drop-in center for homeless youth. By upgrading deteriorating housing stock in the inner city, Pride in the City specifically impacts the problems of crime and neighborhood blight.

**CARVER-SCOTT EDUCATIONAL COOPERATIVE
CHASKA, MN**

Carver-Scott Educational Cooperative operates the Minnesota YouthBuild Program in collaboration with Scott-Carver-Dakota Community Action Agency, and the Scott and Carver County JTPA. The project leveraged \$146,565 of private, public, and non-profit funds in addition to the \$146,666 grant it received from the Department of Jobs and Training. In 1990 and 1991, the Carver-Scott Education Cooperative was selected as a State Department of Education model for the development of applied skills curriculum and outcome based education.

EDUCATION

Each student spends approximately 30 hours each in pre-employment/job readiness workshops and pre-construction training. Through the use of peer tutors and teacher aides, a teacher-student ratio of 1:5 is maintained year round. The curriculum that emphasizes applied math and reading skills. Over a ten week period, participants averaged an 11% increase from pre- to post test scores on math skills applied to daily work situations.

WORK EXPERIENCE

A Construction Trades supervisor assisted by peer mentors provides specific construction skills training to youth on the work site. Each young person spends approximately 36 hours a week in work experience training which includes problem solving seminars, job readiness, job search, and job application. Punctuality, regular attendance, employer/employee relations, positive attitudes and behaviors and completion of tasks are emphasized. AFL-CIO speakers and tours of the Hennepin Vocational School/Building Trades program are repeated to new participants every quarter. Participants earn vocational credits which are accepted at Hennepin Technical College.

"The biggest thing we've learned is how to work together as a team. We have a lot of communication, so we're not blowing up over problems. There are few jobs for kids where you have to work together. You need to work together or it can't get done." - Allison and Heather

LEADERSHIP/SUPPORT SERVICES

The program utilizes peer leadership and support in both the education program and work site. Former participants who have completed their education and are either in jobs or post secondary education act as peer support group leaders. Case management is provided jointly by the project coordinator and JTPA youth worker who assist in developing an Individualized Success Plan which impacts the youths' home life, community, job, and post secondary education.

HOUSING

During 1993, participants completed new construction on a two unit battered women's house in the city of Jordan. Students were involved from start to finish on the project, enabling them to experience first hand all facets of housing construction. Their next project will involve the conversion of a abandoned convent into an education center for area youth.

TWO OR MORE, INC.
MINNEAPOLIS, MN

Two or More, Inc., a non profit agency serving African American youth in north Minneapolis, will operate their YouthBuild program in collaboration with the Northside Redevelopment Council/Legacy Management Corporation, the Plymouth Christian Youth Center, West Bank Community Development Corporation, Young Designers, and St. Thomas College. The project leveraged \$100,000 in matching funds in addition to the \$100,000 in grant funds from the Department of Jobs and Training. Two or More, Inc. plans to serve 32 African American youth in north Minneapolis who are involved with gangs, chemicals, the criminal justice system, and/or are failing or left school. African American youth typically dropout of school and are unemployed at triple the rate of their white counterparts, and constitute the majority of all arrests in Minneapolis.

EDUCATION

Students spend five hours a day in the classroom. A teacher-student ratio of 1:7 is maintained year round with bonuses for 100% attendance. Students work toward their high school diploma or G.E.D., while gaining applied math and reading skills, job readiness skills, and fulfilling their individualized career plans. The curriculum also emphasizes racial, civic, and cultural awareness. The University of St. Thomas provides business skills training and Young Designers, Inc. instructs youth on architectural components. Pre- and post tests are used to evaluate students' progress. In addition, attendance, adherence to work plans, occurrences of at risk behavior, and placement in unsubsidized jobs paying 150% of the \$7.50 training wage are evaluated.

WORK EXPERIENCE

A Construction Trades specialist provides 20 hours a week of specific construction skills training to participants on the work site. Specific skills include masonry, sheetrocking, painting, electrical theory and application, plumbing, framing, and rough carpentry skills. Participants also acquire knowledge on use of tools, measurements, safety principles, and teamwork. Half of the youth also participate in local internships.

LEADERSHIP/SUPPORT SERVICES

As members of the Youth Advisory Council, students make actual project decisions on disciplinary actions, hiring of staff, conflict resolution, recreational activities, project improvements and evaluation. Students are also required to participate in individual or group selected community service projects within the surrounding community. An outreach/case management worker conducts assessments and assist students with needed services such as child care, health care, chemical dependency treatment, and driver's training.

HOUSING

Two or More, Inc. plans to renovate 140 very low income housing units at the Plymouth Avenue Townhomes in north Minneapolis. Students will also design and construct a community center and playground. In addition, alleys will be eliminated to decrease drug trafficking and residents will have a voice in renovating and managing the Townhomes as members of the project's Board of Directors and resident council. All residents must meet stringent guidelines to reduce criminal activity currently associated with the Townhomes property.

**CITY ACADEMY HOMEWORKS
SAINT PAUL, MN**

City Academy, the nation's first charter school, operates their YouthBuild program in collaboration with Northern States Power Company (NSP) and the City of St. Paul Planning and Economic Development Agency, the East Side Community Development Corporation, Educare Associates, the Union Training Center of Minnesota, and Union Local 132. The project leveraged \$399,200 in private, public, and in-kind contributions in addition to the \$50,000 grant it received from the Department of Jobs and Training. City Academy serves 100% dropout youth who have left or been expelled from school. Among the 45 students currently enrolled at City Academy, 95% live in poverty, 95% have documented criminal records, a third are teen parents, and 95% are unemployed and live in families with chronic unemployment. Over 80% are youth of color.

EDUCATION

City Academy students spend 30 hours a week in the classroom with teacher-student ratios of 1:5. Internships with NSP, the city of St. Paul's planning, zoning, and building inspections departments, and community businesses provide students hands-on learning in the business world. The curriculum exposes students to all facets of the construction industry including how developers identify a need, research the market, select a site, negotiate with city agencies, secure financing, conduct mortgage banking underwriting, calculate loan to value ratios, conduct marketing processes and property management techniques. Pre- and post tests are given to evaluate student progress as well as tracking attendance, punctuality, and behaviors such as criminal activity, chemical abuse, and self esteem. In June of 1993, City Academy presented 17 young adults with their diplomas. Fifteen have confirmed plans for post-secondary education involving vocational and private colleges.

WORK EXPERIENCE

A Construction Trades specialist who is also a teacher at City Academy provides specific construction skills training to participants approximately 15 hours a week at the work site. Volunteer professionals assist youth in various aspects of the construction. In addition, volunteers from community organizations and businesses also serve as mentors to identify community resources available for youth and assist in job readiness skills.

LEADERSHIP/SUPPORT SERVICES

Youth are involved in the actual planning and implementation decisions and evaluation of the project including applying formally for donation of city-owned property, making public presentations to the city council, selecting a building for the project, interviewing and selecting architects and engineers for the project, creating a construction proforma, designing project drawings, developing fundraising strategies, and petitioning city offices to obtain site approval and control. Case management and counseling is provided by the City Academy psychologist who assists youth in personal, academic, and job areas.

HOUSING

Initial project plans are to renovate and construct two housing units along with a senior housing center. Students will design an open house and ceremony to gift the center over the eastside senior community. A second project involves the construction of a new site for the school to provide expanded classroom space and residential housing for about a dozen homeless youth enrolled at the City Academy.

RURAL MINNESOTA CEP, INC.
DETROIT LAKES, MN

Rural MN CEP, Inc. will operate the Minnesota YouthBuild program in collaboration with the Otter Tail-Wadena Community Action Council, West Central Minnesota Housing Partnership, Region IV Council on Domestic Violence, and Habitat for Humanity. The project has a commitment of \$50,000 in matching funds in addition to the \$50,000 grant from the Department of Jobs and Training. Rural MN CEP, Inc. plans to serve approximately 10 economically disadvantaged youth in the rural areas of Otter Tail and Wadena counties.

EDUCATION

Students will spend approximately half their day in the classroom pursuing their high school diploma or G.E.D., acquiring job readiness and job search skills, and developing an individualized career plan.

Pre- and post tests will determine the impact of academic and vocational training in student's skills levels. Attendance, adherence to work plans, and placement in unsubsidized jobs will be tracked and evaluated.

WORK EXPERIENCE

A Construction Trades specialist provides specific construction skills training to two crews of five youth. Each young person spends approximately half the each day in work experience training at the job site. Participants also acquire knowledge on use of tools, measurements, and safety principles.

LEADERSHIP/SUPPORT SERVICES

Participants will rotate as crew leaders, assist in planning recreational activities, and make presentations to local community groups. As members of the project advisory committee, selected participants will also assist in making project decisions and evaluating program outcomes.

A case management worker will conduct individual assessments, initiate progress meetings with students, and assist students with needed services such as child care, health care, housing, family or legal emergencies, and personal counseling.

HOUSING

Rural MN CEP, Inc. tentatively plans to renovate 1 or 2 units of housing for either low income or homeless individuals.

TOTAL PROGRAM PARTICIPANTS CHARACTERISTICS AND OUTCOMES

Total Participants for 1993	194
Gender (%)	
Male	86%
Female	14%
Age (%)	
16-17	72%
18-21	28%
Race/Ethnic (%)	
African American	21%
Native American	21%
Hispanic	9%
Asian American	1%
White	48%
Educational Status (%)	
Traditional School	8%
Alternative Learning Center/Charter School	92%
At-Risk Indicators (%)	
Young Offender/Ex-Offender	72%
Left School or Expelled	70%
Recovering Chemically Dependent	29%
Pregnant or Parenting Teen	30%
Mentally, Emotionally, Learning Disabled	47%
Foster Child	10%
From Single Parent Family	65%
Public Assistance Recipient	47%
Program Activity (%)	
Basic Education and Classroom Training	90%
Work Experience Training	100%
Job Readiness and Job Search Training	100%
Leadership Training	100%
Program Outcomes (%)	
Successfully Completed Program and its Objectives	90%
Received Building Trades or Vo-Tech Credit	20%
Completed Major Grade Level	54%
Completed High School or Obtained GED	22%
Enrolled in Post Secondary Institution or Vo-Tech	11%
Entered Employment	36%
Housing Outcomes	
Housing units completed to date	63
Total Number of Tenants housed	179
% Homeless Tenants housed	51%
% Battered Women and Families housed	20%
% Female Headed Households housed	40%
% Households of Color housed	72%
Average Income of Households housed	\$6,658

**FOR MORE INFORMATION ON THE
YOUTH EMPLOYMENT AND HOUSING PROGRAM CONTACT**

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