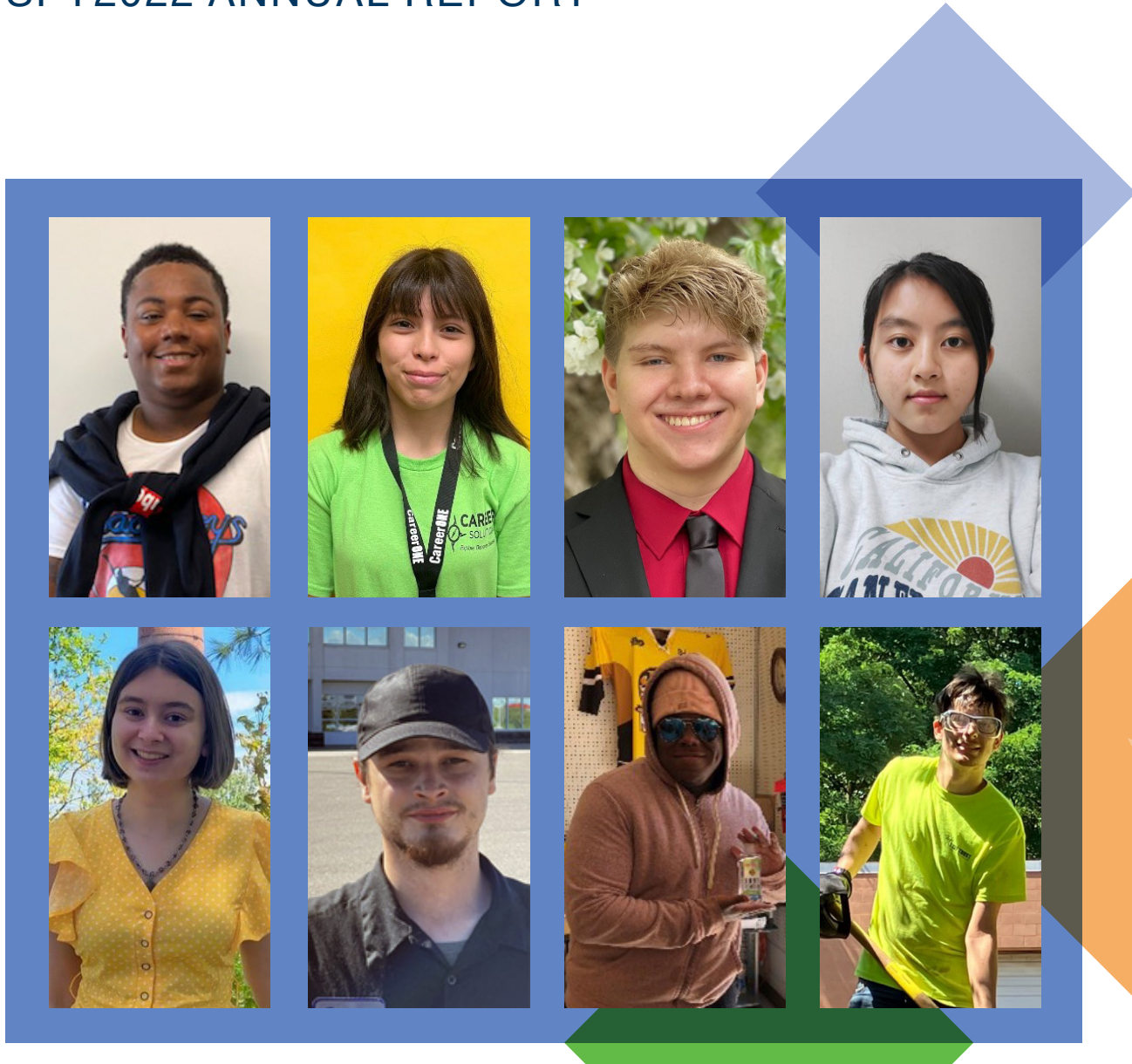


MINNESOTA YOUTH PROGRAM

SFY2022 ANNUAL REPORT



This 2022 Annual Report provides an overview of youth employment and training activities funded under the Minnesota Youth Program (MYP) in SFY2022.

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Minnesota Youth Program Annual Report SFY2022

WHO IS SERVED BY THE MINNESOTA YOUTH PROGRAM?

During State Fiscal Year 2022 (SFY2022), 3,278 youth were served through the work experience component of the Minnesota Youth Program (MYP) and an additional 19,975 youth were served through the Outreach to Schools/Career Advisor component of MYP: 60% are youth of color, 46% are youth with disabilities and 62% are youth from families on public assistance. Customers are at-risk, low-income youth ages 14 to 24 who lack academic and “applied skills” considered critical for current and future workplace requirements. MYP meets the needs of youth who are hands-on, applied learners. MYP provides safe and healthy worksites and sets high expectations for growth and learning. Detailed information on youth served under MYP in SFY2022 and outcomes are included in charts at the end of this report.

HOW DOES MYP PREPARE YOUTH FOR THE WORKFORCE?

Comprehensive services include:

Early Assessment: Skill assessment and interest determinations individualize the service, assist in career development.

Work-Based Learning: Job opportunities in public and private sectors introduce youth to career pathways.

Mentoring: Builds workplace skills, career awareness and confidence.

Financial Literacy: Budgeting and independent living skills developed.

Leadership Skills: Opportunity to work with diverse groups and engage in community service.

Employer Engagement: Employers evaluate work readiness skills of youth in pre and post assessments on the worksite.

Support Services: Transportation, clothing, tools, child care, housing/rental assistance, and school-related financial assistance are available to support participants in work experience.

Credentials/Academic Credit: Youth can earn academic credit, service learning credit or industry-recognized credentials, degrees and certificates.

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:

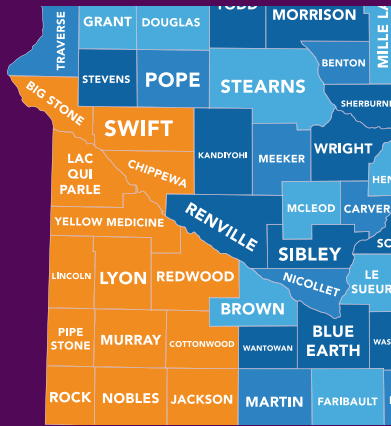
- Contextual learning improves student’s grades, attendance and graduation rates
- Young people who have an opportunity to gain work experience as teens are more likely to stay in school, avoid criminal involvement, gang behavior, drugs and unplanned pregnancies
- Teen employment contributes to significantly 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 (MYP)?

Each state dollar invested in MYP yielded a return on investment of \$9.29 for SFY 2022. See ROI chart at the end of this report.

HOW ARE MINNESOTA YOUTH PROGRAM SERVICES PROVIDED?

In SFY 2022, services were provided by 18 grantees throughout the state, see listing of these grantees on the following pages.



Southwest Minnesota

Southwest Minnesota Private Industry Council (PIC)

Carrie Bendix, Executive Director

607 West Main Street, Marshall, MN 56258

Phone: 507-476-4053

swmnpic.org

Counties served: Big Stone, Chippewa, Cottonwood, Jackson, Lac Qui Parle, Lincoln, Murray, Nobles, Pipestone, Redwood, Rock, Swift, and Yellow Medicine.

OVERVIEW

The Southwest Minnesota Private Industry Council (PIC) works to build tomorrow's workforce through partnerships with a shared focus on training and leadership. We are a private, nonprofit organization that offers customized training and employment services for individuals and businesses in a 14-county area of Southwest Minnesota. We facilitate services through three CareerForce locations in Marshall, Montevideo, and Worthington. For 37 years, the PIC has helped build a skilled and qualified workforce.

Our youth and young adult division works with employers and educators to assist students and their families with career exploration, career preparation, and skills training that align with the needs of local employers. Providing youth and young adults with opportunities to experience "real-life" workplaces and employees outside of training is important for their career preparation and for building a pipeline of future skilled workers in Southwest Minnesota. Services include career awareness and exploration activities, career preparation, career pathways training, post-secondary scholarships, transition and career advisory services, work-based learning opportunities, and support services.

PIC leverages other resources, such as the Workforce Innovation and Opportunity Act (WIOA), the Minnesota Youth Workforce Development Competitive Grant Program (Youth at Work), Youth Intervention Funds, and local funding from foundations, partners, and counties to complement and maximize services for youth. Co-enrolling individuals allows for efficiencies with financial resources and expanded services for participants.

SERVING YOUTH UNDER-REPRESENTED IN THE WORKFORCE

The Southwest Minnesota State University (SMSU) Office of Cultural Diversity and Admissions, Southwest West Central Service Cooperative, Southwest Adult Basic Education, Minnesota West Community and Technical College, and the Southwest Minnesota Private Industry Council jointly hosted a Major Madness event at SMSU in Marshall. During the event, English Language Learner students learned about professional and academic opportunities after high school.

Students discovered what training options are available and how they can prepare for a range of career paths. They heard from a group of area BIPOC professionals who shared their experiences and advice with the students and focused on how they can develop in their careers. Additionally, students heard from their peers in college who talked to them about Admissions, Financial Aid, and their college/work experiences. Evaluations of the event demonstrated it was successful and meaningful for both students and the teachers. The partnership plans to make this an annual event and expand from one to two locations of the region: Marshall and Worthington.

COLLABORATIVE PARTNERS

Southwest Minnesota State University Office of Cultural Diversity and Admissions, Southwest West Central Service Cooperative, Southwest Adult Basic Education, Minnesota West Community and Technical College, local high schools and Area Learning Centers, local employers, and community leaders.

BEST PRACTICES

The Southwest Minnesota Private Industry Council provides youth with a variety of work-based learning opportunities in coordination with career assessment and career exploration services. All young people need to develop career success skills before they are ready to succeed in unsubsidized employment. They may also lack the experience necessary to secure employment. PIC youth employment specialists work with the youth to assess their career interests, strengths and needs. Then they work to address any barriers by continuing to provide experiential and work-based learning opportunities with a focus on paid internships/work experience opportunities. This experience provides participants the opportunity to gain the skills and experience necessary to find success in the workplace. Youth also have opportunities to tour businesses and college programs, hear from employers about different occupations, participate in career exploration events, job shadow an employer, and practice their interviewing skills. Youth are placed into entry level paid work experiences based on their interests and needs. This gives students an opportunity to learn basic skills and competencies for success in employment such as:

- Learning about and meeting employer expectations while gaining transferable skills.
- Allowing youth to try out different jobs to help determine what they like and dislike.
- Helping youth build work-readiness skills to prepare them for a future career.
- Providing youth exposure to work, careers, and a social network that will improve their employment prospects.

In addition to all the great benefits for youth, work-based learning supports a broader pipeline of workers by connecting businesses to a pool of underrepresented populations that they may otherwise have difficulty engaging. It really is a win-win for all those involved.

CUSTOMER COMMENTS

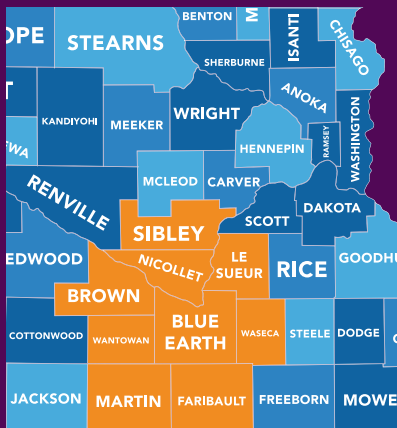
- “During my work experience I got to work with great people, learned responsibility, and made money.”
– *YOUTH PARTICIPANT*
- “Participation in this program gave our student the opportunity to learn and practice skills that will enable them to be successful in the work environment. Understanding what employers are expecting of them is crucial to their success.” – *EMPLOYER*
- “Our youth worker learned many skills during the year that are essential in the work setting, such as timeliness, quality of work produced, profit margin, importance of staying on task, following directives, and the importance of communication.” – *EMPLOYER*
- “I learned valuable communication skills with the work experience with lots of different kinds of people who hold various positions in a nursing home setting and with residents.” – *YOUTH PARTICIPANT*

SUCCESS STORY: **Evan**

Evan was attending Benson High School when he was referred by his Special Education Teacher to the Southwest Minnesota Private Industry Council (PIC). Evan found it difficult to relate and interact with others. In February, 2019 Evan became involved in the PIC’s work experience program at Benson High School as a janitor where he cleaned, removed garbage, moved furniture, and waxed floors. Evan graduated from Benson High School and continued his education at Ridgewater



College in the Occupational Skills Program. The PIC was able to support him by purchasing his college textbooks. Evan was required to find a work experience while attending the Occupational Skills Program and showed interest in working with computers, tablets, and phones. The PIC provided a paid work experience at CRP (Cell Phone Repair) in Willmar where Evan repaired broken screens on phones and tablets, fixed computers, changed parts, and fixed software and hardware. Evan has gained communication skills, time management skills, and interpersonal skills. Evan graduated in May, 2022 from Ridgewater College in the Occupational Skills Program. CRP (Cell Phone Repair) officially hired Evan as a Technician. Evan is very happy.



South Central Minnesota

South Central Workforce Council/ Minnesota Valley Action Council

Heather Gleason, Executive Director

706 North Victory Drive Mankato, MN 56001

Phone: (507) 345-2418

workforcecouncil.org

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

OVERVIEW

MVAC provides comprehensive services that prepare youth for the world of work including: career exploration/planning, labor market information on demand occupations, job seeking and keeping skills, financial literacy and work experience opportunities. Based on assessment results, youth are placed in worksites that fit their career interests and whenever possible at private sector sites where there is a greater opportunity for youth to get hired. Financial fitness training requires youth to open a savings account to direct deposit the paycheck and workshops teach them about money management, saving money and building assets.

South Central leveraged additional funding to complement and maximize services to target populations including youth from communities of color, youth transitioning out of the foster care system, youth with disabilities, teen parents and youth in public assistance households as well as career services to high school students. Funding sources include Workforce Innovation and Opportunity Act (WIOA), Youth At Work Competitive Grant, Youth Intervention Program Grant, TANF Youth Grant, Rural Career Counseling Coordinator and funding from local partners to support career exploration events.

BEST PRACTICES/SERVING BIPOC YOUTH

The “Dream It. Believe It. Achieve It.” Program funded by the Youth At Work Competitive Grant targets services to BIPOC youth. With input from youth participants, parents and representatives from agencies that serve communities of color, key strategies have been successful in reaching BIPOC youth. Because we recognize the strong family connection for BIPOC youth, parents are invited to participate in the initial meetings for program enrollment as well as the group activities. To increase cultural awareness in the community, worksite supervisors participate in cultural awareness training. An annual social justice event is planned based on youth input. The program provides positive role models from the BIPOC community that have overcome adversity to demonstrate that it is possible to achieve their dreams. This program was recognized as a best practice by the Minnesota Association of Workforce Boards.

VIRTUAL SERVICES

Traditional methods of providing career exploration, career counseling and work readiness services were pivoted to virtual services during the pandemic. In a post pandemic world, we continue to use virtual and in person contact methods to best assist the youth. One example of virtual services being offered is Get Started, a virtual four-week course providing training in the importance of effective workplace communication, budgeting, the impacts of health and wellness on employment and local community resources that are available. Youth received a \$50 stipend for each week of completed assignments, earning up to \$200 over the four-week course. In addition to the topics covered, youth are learning technology skills, dependability, time management skills and building self-confidence through the Get Started course.

Skills for Success provides classroom presentations to high school students on a variety of topics including: career assessments, career planning & exploration, labor market information, job search, work readiness skills, post-secondary planning and financial literacy. In addition to in person presentations, the Skills for Success video series was developed and offered to local school districts featuring three videos on Skills, Interviewing and Maintaining Employment.

CAREER EVENTS

Area high school students participated in a variety of virtual career exploration events featuring demand occupations in key industries in our area. Over 800 students from 15 area high schools participated in the 2021 **Hybrid Tour of Manufacturing** which offered live virtual manufacturing tours, video tours, in person tours, electronic Tour of Manufacturing magazine and additional resources to educate students on the opportunities in manufacturing. About 730 students from 25 area high schools attended the **Construct Tomorrow** event which is an interactive career fair that provides hands on experiences in each of the construction trades to expose students to union apprenticeship opportunities. The **South Central Construction Trades Boot Camp** offers students an opportunity to further explore construction trades through a two week interactive camp with hands-on learning activities each day. Fifty-eight students participated in a three-day **SCRUBS Camp** which offered an opportunity for students to explore health science professions through hands on activities. This event was featured in a documentary titled “Ready for the Future: Career Preparation in Rural Communities” <https://www.tpt.org/ready-for-the-future/>. The documentary was a partnership between Regional Educational Laboratory Midwest at the American Institutes for Research and Twin Cities PBS.

PARTNERS IN CAREER EXPLORATION (PICE)

PICE is a partnership between workforce development and education that places interns in local rural schools districts to provide one-on-one career exploration and career counseling assistance to high school students. The interns are first year graduate students in the Student Counseling Program at Minnesota State University-Mankato. Interns receive training about CareerForce partners and their services along with labor market information on high growth/demand occupations in the region.

The interns meet with every high school junior and senior enabling them to reach students that are not proactive about their plans after high school and would otherwise go unnoticed and fall through the cracks. The interns also provide career exploration activities for younger grade levels so that they can begin to consider their plans after high school. This program was recognized as a best practice by the Minnesota Association of Workforce Boards.

KNOW BEFORE YOU GO LABOR MARKET INFOGRAPHICS

South Central and Southwest Minnesota identified a great need to provide labor market information to students, parents and school counselors to create awareness of career opportunities in high-growth, in-demand occupations. The launch of the labor market and social media campaign “Know Before You Go” shares infographics on education and wage range by education level, annual tuition increases, cost of a degree, and demand jobs in the region. Industry specific infographics are available in healthcare, manufacturing, information technology, agriculture, transportation, construction, business and education. The infographics feature a variety of occupations in each industry and compare education, important qualities, job description, employment opportunities, work environment and career paths at every education level. The infographics are also available in Spanish. A monthly Career Corner newsletter highlights the infographics and demand industries which is shared with schools districts.

COLLABORATIVE PARTNERS

- Local School Districts
- Minnesota State University-Mankato
 - ▶ Education Talent Search
 - ▶ Student Counseling Department
- South Central College
 - ▶ Financial Aid Outreach
 - ▶ Secondary Relations
- South Central Service Cooperative
- CareerForce Location Partnering Agencies
 - ▶ Job Service
 - ▶ Vocational Rehabilitation Services
 - ▶ Minnesota Valley Action Council
 - ▶ Regional Labor Market Analyst

CUSTOMER COMMENTS

- The Young Adult Program taught me what adult things I need to do, such as cashing checks, banking information, the works. – *YOUTH PARTICIPANT*
- The program has given me opportunities I don't think anyone else would have given me. I love this program and I can't wait to get my GED. – *YOUTH PARTICIPANT*
- It taught me how a good work ethic impacts one down the road for future employment – *YOUTH PARTICIPANT*
- The knowledge of how important being able to assess your own skills are when working and searching for a job was beneficial for students.” – *TEACHER THROUGH OUTREACH TO SCHOOLS*
- I learned about more of my own skills and about how to introduce myself to future employers. – *HIGH SCHOOL STUDENT THROUGH OUTREACH TO SCHOOLS*

SUCCESS STORY: Malik

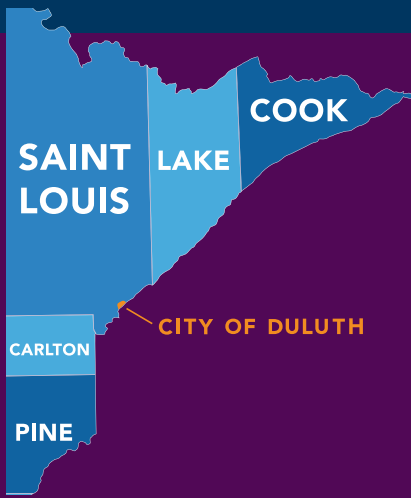
Malik was connected to MVAC in 2019 through his teacher. Malik had missed most of his 9th and 10th grade years, and he ended up leaving school at the age of 18. Malik's goals for himself included recovering academic credits and graduating high school at some point.

Malik completed a work experience at a local hunger relief organization until just weeks before the pandemic's onset. By the end of his work experience, his supervisors noted that he'd grown quite a bit and had stepped into a mentoring role himself as he taught other youth how to do their job tasks.

Malik reconnected with MVAC in October of 2021 as he continued to pursue his high school diploma. After exploring various employment options, Malik requested he work at the food shelf again. While working at the food shelf, Malik also completed the virtual work readiness course which covered topics such as communicating, budgeting, health and wellness, and community exploration. Early on in Malik's work experience, his supervisors noted how much he had grown both personally and professionally since his initial work experience. Staff noted that Malik is great at taking direction, showing up early for his shifts, taking initiative, and communicating openly. Malik has also excelled at the customer service component of his job and brings a positive, upbeat energy to the team.

As of March 2022, Malik had recovered the necessary credits to obtain his high school diploma and is finishing his work experience with the food shelf as he works on the next steps of his life.





City of Duluth

Duluth Workforce Development

Elena Foshay, Director
402 West 1st Street, Duluth, MN 55802
Phone: (218) 730-5241
www.duluthmn.gov/yesduluth
Area served: City of Duluth

OVERVIEW

Duluth Workforce Development provides services to in-school and out-of-school youth through the YES Duluth program. YES Duluth serves youth and young adults who experience barriers to achieving their goals in employment and/or education through a wide array of employment and education support services. YES Duluth's program elements include career pathways assessment and education, work readiness training, soft skills training, work experience, job skills training, financial literacy training, and other program elements as appropriate to the individual.

Support and guidance for individuals working toward their GED, high school diploma, post-secondary education and short-term training is available to participants. CareerForce in Duluth partners with Duluth Adult Education (DAE) to provide tutoring support to help participants with study skill development, basic skills training, and GED preparation.

YES Duluth works in close partnership with area youth providers and strengthening our referral network has proven to better reach and better serve our at-risk youth and young adults. In addition, we leverage resources through co-enrollment in grants and programs whenever necessary to best meet our participants' service needs.

BEST PRACTICES

As a best practice, YES Duluth works in close partnership with youth serving agencies throughout our community to ensure access to the program elements necessary for support in achieving individualized education and employment goals. Through the Opportunity Youth of Duluth collaboration, we leverage the strengths and resources provided through our partner agencies to make connections, provide stability, connect with resources and pave the way for individual skill building as youth begin their career path.

YES Duluth counselors work one-on-one with youth to assist in the development of their individual employment and education plan. In the early stages of enrollment, we incorporate guidance and counseling in career planning, job seeking, confidence and self-management, handling conflict and employability skills. YES Duluth counselors are currently utilizing activities and assessments from Career EdVentures, Skills to Pay the

Bills, Holland Career Interest Surveys and the CAREERwise Education resource as tools for individuals to identify personal strengths, explore possible career pathways and plan for obtaining stackable credentials in post-secondary education. We are also integrating online work readiness assessment and training programs, Conover Company and Virtual Job Shadow, into our available resources.

Using DEED data tools and CAREERwise Education statistics, YES Duluth staff maintain an "LMI Snapshot" which is distributed to youth participants. The Snapshot illustrates current and local LMI data including growing careers, jobs with the most openings in the area and LMI "fun facts." Presenting this information to youth initiates discussions and informs decision making regarding how the youth's goals and interests fit into our region's current labor market picture.

To develop our participants' skills in financial literacy, we provide a variety of training opportunities and support to youth based on the age, experience and needs of the individual youth. Financial literacy toolkits YES Duluth staff utilize include CFPB's Your Money, Your Goals toolkit and NEFE's High School Financial Planning Program. We also continue to maintain outreach and referrals with community partners that teach financial literacy, including DAE, Community Action Duluth (CAD), and Lutheran Social Services (LSS).

COLLABORATIVE PARTNERS

Duluth Workforce Development's YES Duluth program maintains a strong referral network that effectively refers and connects youth with the program. This core network includes local youth-serving organizations such as ISD 709 Counselors, Life House, Vocational Rehabilitation Services, SOAR Career Solutions, YWCA, Valley Youth Center, Family Freedom Center, and Minnesota Family Investment Program (MFIP) Counselors. YES Duluth staff meet regularly with area partners to effectively refer youth to appropriate services and to communicate regarding eligibility, program elements, support services and incentives to aid in outreach.

YES Duluth staff continually diversify and engage our pool of employers that provide work experiences and experiential learning opportunities to our participants. When establishing relationships with local businesses, we strive for a balance

of LMI based employer connections and person-centered employment options. To better serve our youth and our community, YES Duluth is currently working with our local workforce board's Emerging Workforce Committee to expand our employer base and to explore new options to facilitate engagement between youth and community employers. Part of this work includes utilizing tools and resources from the Diversity and Inclusion Employer Action Guide, <https://duluthmn.gov/media/12991/di-employer-action-guide-final.pdf>, while developing or renewing worksites.

YES Duluth utilizes Minnesota Youth Program funding to leverage and enhance services offered through WIOA Title I Youth and MFIP, among others. Youth are co-enrolled in multiple grants whenever possible.

SERVING YOUTH UNDER-REPRESENTED IN THE WORKFORCE

YES Duluth staff are continually building relationships and extending into the community in partnership with area organizations to connect with youth in greatest need of support. Current connections and projects are forming with Men as Peacemakers, Healthy Alliances Matter for All, Family Freedom Center, CAD, The Human Development Center, Safe Haven Shelter and Resource Center, LSS, and additional ISD 709 staff.

The Opportunity Youth of Duluth is a collaboration between YES Duluth, SOAR Career Solutions, Life House, and DAE to provide the strongest possible support system to the hardest-to-serve youth. This initiative gives under-served and under-represented youth an opportunity to fulfill areas of need including housing, employment and education, mental health services and chemical dependency treatment.

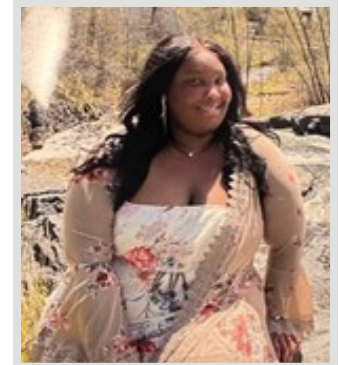
There are multiple planned events throughout the year where YES Duluth collaborates with partners to engage a diverse group of young people, including youth of color and those with disabilities. Events include Construct Tomorrow, Duluth Back to School Event, Northland Career Fair, Touring of Manufacturing, Discover Healthcare, Pathways to Careers, and job fairs and mock interviewing events with ISD 709, leading individuals to success in obtaining scholarships and employment.

OUTREACH TO SCHOOLS

YES Duluth staff are embedded at the Career Centers located at the East and Denfeld High Schools, and at Harbor City International Charter. One key priority of this effort is to engage with and serve minority populations and students with disabilities. To reach more students of color and augment partnership with the Career Centers, YES Duluth staff are strengthening relationships with school integration specialists, truancy action program staff, Check and Connect staff and the Special Education departments. Activities complement the work of school guidance counselors and part-time career center staff and provide greater opportunities for students to:

SUCCESS STORY: Danae

Danae enrolled in the Minnesota Youth Program with YES Duluth in November 2020. She was at risk of dropping out due to her struggles with distance learning and overall isolation. Through regular home visits by her YES Duluth case manager, she was encouraged to stay engaged with online classes through Spring of 2021. During this time, she also earned her driver's permit and participated in a paid work experience through YES Duluth.



Once school re-opened in September 2021, she was committed to 'upping her game' with attendance and classroom assignments. She would regularly access tutoring support in the afterschool program and even achieved honor roll for one of the quarters! During the Spring of 2022, with the encouragement of her school guidance counselor and her YES Duluth case manager, she completed several scholarship applications and the FAFSA, and was awarded THREE scholarships which will help cover her tuition and fees at Northwood Technical College in Superior, WI. She is proud of her achievements and looking forward to college in Fall 2022!

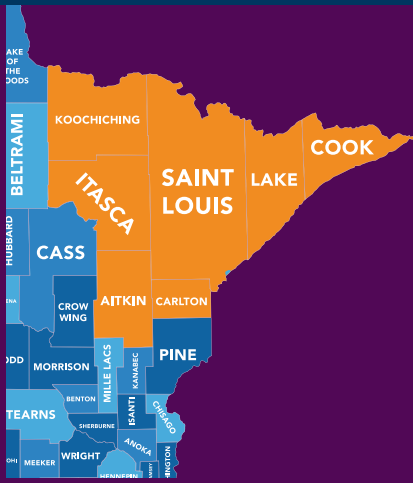
- Identify and explore areas of career interest;
- Gain exposure to different occupations through tours and other opportunities;
- Gain work experience and internship opportunities that help prepare students for future work;
- Receive individualized assistance with development of a plan that puts them on track for success in work and life.

Embedded job counselors work to engage with in-school youth as they move into out-of-school status. At that juncture we strive to engage youth in education, employment and other program elements before they disconnect from the school system.

YES Duluth has collaborated with the Denfeld Community School Collaborative to serve more students and families at a deeper level. YES Duluth is able to engage families in conversations about scholarships, financial aid, post-secondary training, and overall services offered through CareerForce and the community at large.

CUSTOMER COMMENTS

- The best part of their experience: "Getting to meet and work with new people, gaining job experience."
– YOUTH PARTICIPANT
- "Everyone is so kind and helpful." – YOUTH PARTICIPANT



Northeast Minnesota

Northeast Minnesota Office of Job Training (NEMOJT)

Marie Domiano, Executive Director
 820 North 9th Street – Suite 240
 P.O. Box 1028, Virginia, MN 55792
 Phone: (218) 748-2200
nemojt.org

Area served: Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, and St. Louis (except City of Duluth)

OVERVIEW

Career EdVenture, powered by JET, is the Outreach to Schools (OTS) service that provides free career planning and guidance services to local school districts using the expertise that resides in the local CareerForce system and the partnerships our system has developed. Career EdVenture offers a menu of services from which school districts can select resources for their students. With COVID-19 and subsequent return to in-person learning WDA-3/JET-Northeast Minnesota Office of Job Training adapted quickly and efficiently to accommodate new learning environments and challenges.

Services are divided into two categories: services for individuals (one-on-one career guidance, career assessment, postsecondary planning, resume development, personalized job search strategy, and transitioning from high school) and services for groups/classes (business culture, financial literacy, business and industry speakers and tours, postsecondary planning, career interest and values assessments, and more). Services are used to educate and assist enrolled 'at risk' participants in our youth programs. In some cases, resources are delivered by request to unique groups such as special education students, Alternative Learning Centers, or groups traditionally underserved in our region.

Coordinating MYP OTS and WIOA Youth programming with partner agencies such as VRS and Pre-ETS is a comprehensive effort by JET to reach all students in a school district often with blended activities from various resources. An integration of service delivery allows JET to serve virtually any students and parents in a school district regardless of needs and abilities. The coordination of services across the broad spectrum of a student population as an OTS activity builds enrollments for established WIOA & MYP programming while providing similar Career EdVenture OTS information at a pace that is mindful of accommodating all student's needs. JET supports access to programming and events by administering a regional Career Exploration (CEX) fund supported by Iron Range Rehabilitation Resources Board to serve communities in the taconite relief area with financial supports to offset transportation costs and substitute teacher costs. This allows schools to participate in career enhancing events and site tours in northeast Minnesota. JET staff also collaborate with area Perkin's coordinators for similar funds for schools outside of the taconite relief area.

Through its programming, JET has assisted with the challenges faced by current employers finding workers and meeting needs in health care as post-COVID Minnesota meets the demand

of replacing those that have left health care employment. JET coordinated a CNA training, in conjunction with Fond du Lac TCC, to assist youth towards career pathways in health care careers. Across the entire JET service area health care training is supported and highlighted as a high wage and demand career.

All services are geared to help students understand the opportunities available to them in the world of work. Our postsecondary planning workshop helps identify programs that lead to jobs in high demand careers using research that includes labor market information on high-demand, high-pay jobs, and career pathways. Representatives from high demand industries provide classroom presentations, offering insight into career opportunities from a local perspective. Financial literacy workshops are offered in partnership with the Arrowhead Economic Opportunity Agency. JET has included financial planning for post-secondary education, to minimize or eliminate student debt.

We have a 2-part Career Exploration series that helps students identify and explore high growth industries and in-demand occupations, as well as how to explore corresponding training programs. We have created worksheets, titled 'Jobs – What Do They Pay?', 'Myth Buster Career Planning' quiz, and 'Where Would I Go To...' a worksheet to help students determine where to find reputable sources of information on in-demand occupations. JET staff also teach self-advocacy skills, helping youth gain a voice to speak up for themselves, aid in decision making, understand their rights, and identify how and where to receive help.

JET youth counselors market this menu to school personnel who then select the services best suited to their student population. We meet with students one-on-one and have regular office hours at many schools so students can conveniently schedule appointments. The need to provide services to local school districts as an OTS activity arose from the low counselor to student ratios in Minnesota especially in the area of career guidance. The Youth Program Quality Assessment (YPQA) is a tool used to assess the effectiveness of our youth programming. YPQA relies on youth evaluations for meaningful outcomes and provides youth with tools such as reflection for self-evaluation and to receive feedback about the overall effectiveness of JET's efforts when providing OTS services. Adding to JET's counselor expertise and expanding the awareness of Career EdVenture/MYP OTS, CareerForce partners, JET is participating with CareerForce partners, regional educators, businesses and community-based organizations to become Employer Champions to demonstrate

and advocate for underserved and BIPOC populations for employer hiring and services engagement. Many working with the Employer Champions initiative are MYP partnering agencies and educators.

BEST PRACTICES AND HIGHLIGHTS

Spring 2022 – International Falls 9th grade class (approximately 75 students) received a six-part series of career exploration workshops that included an interest assessment, career cluster assessment, personality assessment, career exploration with virtual job shadow videos, a budgeting exercise, labor market information, and post-secondary exploration options.

JET OTS services, either directly or indirectly, impacted approximately 3500 students in Northeast Minnesota through coordinated efforts with IRRR Career Exploration services provided to assist regional schools allowing additional assistance for financially strapped school districts to attend regional career events with transportation and extra staffing costs. Some of these services included mock interview days, career exploration and workshops.

218Trades continues to be a key part of MYP Outreach to Schools.

April 2022 – JET youth counselors partnered to host the annual Duluth Construct Tomorrow event where over 700 students participated.

March 2022 – We hosted “Chart your Future” Day at Carlton HS where 45 seniors had the opportunity to experience a panel with local employers/leaders who interviewed and provided feedback to students. In order to prepare, Laura Nilsen presented a resume workshop during senior English classes and followed up with a 2-hour presentation to review resumes, discuss interview etiquette, and appropriate dress code.

March and June 2022 – Cloquet JET office partnered with FDLTCC to offer fast-track hybrid Nursing Assistant course and NATO testing paid by JET to increase the number of CNAs in our region. We partnered with the CRT program at the college to offer the course to individuals who many not be eligible for college courses or could not dedicate the 16 weeks. The combined class enrollment was 20 students, who all passed the course, over 80% have accepted jobs in the field, and 50% are enrolled in college to pursue RN degrees.

COLLABORATIVE PARTNERS

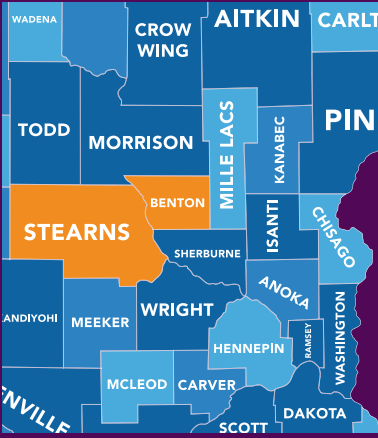
JET counselors continue to have an on-campus presence at most regional technical and community colleges. JET staff can be found at Fond du Lac TCC, Mesabi Range TCC, Rainy River Community College, Hibbing Technical College, Lake Superior College, and Itasca Community College. Local high school students gain the benefits of JET staff housed on local campuses to provide a bridge from secondary to post-secondary education. Aligning services with DWP/ MFIP participants, also an area of JET programming, is providing opportunities to engage those most in need. A multi-disciplinary approach to youth services has brought staff from other community-based organizations to the CareerForce sites and provided recruitment opportunities and services to youth. Often campus tours are supported by CEX resources coordinated by JET as an outreach to schools activity.

SUCCESS STORY: Cadie

While presenting to a high school class regarding ISY and MYP funding opportunities, a back and forth started about “what do you want to do.” Cadie spoke up and said – I want to be in movies. The counselor responded: “as it happens, I might be able to make that happen...” Cadie is on a work experience at her school with one of her instructors, she is glad to be getting paid during the school day. Last spring we found out that a Christmas movie was filming in Duluth so after getting permission and making a few contacts we went on set. That day she met with set design, production assistant, electrical (grip), wardrobe, spent time with the executive producer, met with the board operation, art department, and she was a background actor in the show! As filming went on, the team contacted her to come to additional filming to work with the PA and Art Department. Later in June, Cadie was accepted into a Production Assistant workshop on scholarship. With the Upper Midwest Film Office and the Catalyst Story Institute, Cadie will be attending their weeklong conference in Duluth. This school year, the school and the film organizations are working on a unique WEX which will include her normal experience at the school but also being involved in movie making opportunities in NE MN!

Career EdVenture included several events that engaged larger groups throughout northeast Minnesota. The overarching goal is to inform about high demand and high pay careers, especially in the crafts and trades. The region has a projected shortfall of workers entering the trades and a high demand due to numerous regional construction projects expected to occur well into the next decade. JET is an integral part in the delivery of 218Trades information, designed to assist students and parents to careers in the crafts and trades. Construct Tomorrow is an ongoing event in the northern and southern region of JET’s service area. Construct Tomorrow is a hands-on event for high school students to introduce them to the skilled trades in tandem with the JET regional initiative 218Trades. More than 300 students from regional high schools attended the Apprenticeships Fair. Participants included 14 different trade unions along with regional technical schools. Each year several hundred students from 25 high schools and learning centers attend. Career EdVenture activities across the region involve field trips to CareerForce locations as well as sharing resources, especially during COVID-19, to promote virtual CareerForce services. A Minnesotaworks.net and CareerForce training and registration activity was built into youth activities.

Program year 21-22 had the return to in-person events as well as programming and service delivered virtually. With the increase of virtual job interviews, staff developed new curriculum and instructional videos to address the challenges and help students prepare. As the educational and work landscape continues to evolve post-COVID, JET will support the technology needs of students. A value of Career EdVenture that goes above and beyond our normal career offerings is the sense of community JET counselors bring to those in isolated and changing learning environments.



Stearns-Benton Counties

Career Solutions (Formerly Stearns-Benton Employment and Training Council (SBETC))

Tammy Biery, Director
 1542 Northway Drive, St. Cloud, MN 56303
 Phone: (320) 308-5702
mn.gov/deed/stcloud
 Area served: Benton and Stearns

OVERVIEW

Career Solutions offers CareerONE, a summer youth employability skills training opportunity utilizing Minnesota Youth Program (MYP) funding. CareerONE provides training in employability skills to include team building and SCANSkill activities, safety training, financial literacy, community work projects, resume writing, job application preparation, interviewing practice, and career exploration.

BEST PRACTICES

CareerONE is a unique, contextual learning experience which has demonstrated success since 2000. Each year, Career Solutions seeks to improve on the model and continue to deliver an elite opportunity for youth. During the summer of 2022, CareerONE had an 95% completion rate. Of those who completed, 75% received employability skills and 99% received safety certificates.

Youth participate in teams of 8-10 led by an adult team leader and a youth assistant leader. The youth assistant leader is a previous CareerONE graduate. The youth leader prepares and delivers the SCANSkill activities to their assigned team and assists the team leader with lesson preparations.

Components of CareerONE consist of career exploration; team building at YMCA such as wall climbing; MoneySmart FDIC curriculum; SCANSkill activities; Youth@Work Talking Safety curriculum; community service projects; employability skills training; reflection and journaling. CareerONE is 20 days in length and operates during June and July.

The Money Smart curriculum is aligned with Minnesota State Standards; applying credit to the youth's transcript is possible. The youth participate in the KeyTrain assessment and use the online KeyTrain curriculum to help increase their math and reading skills. Youth work toward demonstrating skills in: attendance, punctuality, and dress code; teamwork, cooperation, and safety; work quality and work quantity. Area organizations provide work projects which are completed by the teams.

The youth receive a portfolio containing the certificates they have earned. The certificates that may be obtained include Career Solutions Employability Skills Certificate by

demonstrating competencies in: Attendance; Punctuality and Dress Code; Safety; Cooperation and Teamwork; Work Quality and Work Quantity. Other certificates that can be earned include: a Career Solutions Safety Certificate by demonstrating the ability to be 100% safe and injury free; A Youth at Work Talking Safety Certificate of Completion; a FDIC Money Smart Certificate of Completion. Other portfolio items include a resume, master application and career plan.

For the fifth year we held the HealthCare Track where students could obtain three college credits by taking a CPR/First Aid Class and course #1 of the Health Care Core Curriculum class. For the fourth year we held the Manufacturing and Construction Track where students learned about construction, masonry, 3D printing, and workplace safety. The construction and Manufacturing Students earned their OSHA 10 and two college credits. This was the first year of the Early Childhood Education track. This track focuses on human development, behavior management, inclusive learning environments, relationship building, and professional behavior. Students will compete a Family & Community Relations course and earn three college credits for completing.

COLLABORATIVE PARTNERS

CentraCare, United Way of Central Minnesota, and other local sponsors partner with CareerONE providing additional funding and work-based learning projects. The CentraCare staff and CEO also participated in career information sessions instructing participants about professions in the health care system. CentraCare employees also provided mock interviews for our students through their virtual interviewing program that they use called "HireVue."

Career Solutions collaborates with area county human services, school districts, juvenile corrections and youth serving agencies in the recruitment of youth and families for CareerONE. Work projects are coordinated with area non-profit organizations to give students work experiences to add to their resumes. A local university and a local bus company assist in the delivery of classrooms, computer labs, transportation, etc.

STRATEGY FOR SERVING YOUTH OF COLOR

In the summer of 2022, CareerONE's population consisted of 64% youth of color. The greater St. Cloud area is a diverse mix of youth of color. Because of this diversity, Career Solutions' partnerships with local schools and youth serving agencies ensures that youth of color are being served. Career Solutions attempts to ensure an equal representation of each ethnicity, age, gender, geography, ability to benefit, etc. This allows us to develop teams that expose youth to a variety of experiences and challenge their comfort zone. Applications are processed in order of receipt and due to the high demand for this service we consistently have a waiting list.

OUTREACH TO SCHOOLS

From 7/1/2021-6/30/22, Career Solutions OTS provided 650 students with a positive career planning experience. We were able to provide services in person to 5 area schools and were able to assist others with virtual interview and career planning classes. The school districts we were able to serve were very appreciative of the assistance provided to the students with their career planning needs, which assures compliance with the World's Best Workforce legislation requirements.

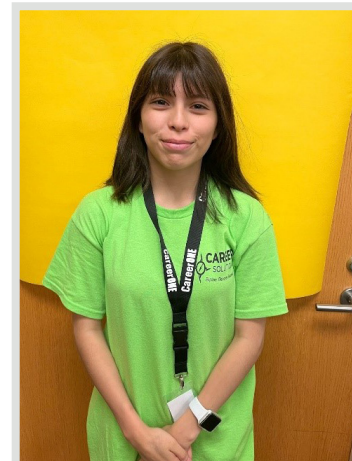
CUSTOMER COMMENTS

- "I learned how fill out resumes and applications, work better with a team, get a feel for how a real job works, and how to be financially smart." – *YOUTH PARTICIPANT*
- "One of the best parts about CareerOne was having the best team I could have worked with. The staff and the students were all so gracious and kind, giving me the chance to grow and learn. Also helping me learn that constructive criticism isn't a bad thing it helps me grow." – *STUDENT, ST. CLOUD AREA CAREERONE*
- "I now have more experience with working with coworkers and teams and also a sense of what I want to do in my life, in the sense of things like college and future career paths of mine." – *STUDENT, ST. CLOUD AREA CAREERONE*

SUCCESS STORY:

Gabriella

"Hi, my name is Gabriella. My experience in CareerONE has been very good and I found out about this because my teacher for the Reading Learning class I take at school. She told me I would be great in this, and I should take this opportunity. She was right because I struggle at math and reading so I am glad I was able to take this opportunity when I could because if not, I do not think I would be motivated to learn these skills myself.



This summer I was in a track; we are learning about Early Childhood Educational Development (ECED). We are learning about children's needs and how to be able to communicate with a child better. ECED helps parents who are dealing with kids' birth-5 with problems they have or concerns they have for their child. One thing we learned is about trauma and how it can be possibly passed on from generation to generation. Trauma can be a response to a child-like fight, flight, fawn, and freeze. Although I could go on, I would rather not spoil it for people who want to learn about this next year if they want to take this course.

CareerONE has helped me grow this summer. Before CareerONE I wasn't very open, and I was really quiet. I only really talked to my friends and was not very extroverted like my other friends. This experience gave me a boost of confidence and a sense of freedom. I am quiet some days and would rather be alone and other days I will be really outgoing, trying to help my team even though I talk very quietly. I hope by the end I can learn to talk in front of people more loudly instead of being quiet all the time and keeping to myself."



Central Minnesota

Central Minnesota Jobs and Training Services, Inc.

Barbara Chafee, Youth Program Manager

406 East 7th Street, P.O. Box 720

Monticello, MN 55362

Phone: 320-364-0321

cmjts.org

Area served: Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, and Wright

OVERVIEW

Central Minnesota Jobs and Training Services, Inc. (CMJTS) is a private, non-profit organization that provides leadership in building a skilled workforce—workers who can do the jobs of today and learn the jobs of tomorrow. Through career counseling, job training, and strong business relationships, CMJTS helps prepare young adults for career pathways and the world of work that leads to meaningful employment. With 13 offices across mostly rural areas, our goal is to assist youth to overcome barriers to employment and economic disparities. Through an individualized approach, these services include work-based learning opportunities, career exploration and job search assistance/guidance, and provision of labor market information, including information on high-opportunity careers, career success skills development activities, financial literacy training, dropout recovery services, occupational skills training, and entrepreneur development.

CMJTS leverages MYP funds through co-enrollments with the Youth at Work Opportunity Grant Program, TANF Youth Innovation Project, Workforce Innovation and Opportunity Act (WIOA), Youthbuild, Pre-Employment Transition Services (Pre-ETS), Support Service Grant, and other competitive grants to deliver effective wraparound services and to provide youth with additional opportunities for career advancement.

BEST PRACTICES

Leadership Development

Helping our area youth develop into leaders is critical to the future of Central Minnesota's workforce and communities. CMJTS provides leadership opportunities to youth through its LEAD (Learn, Empower, Achieve, Discover) program. Youth gain leadership skills utilizing a developed curriculum, which touches upon the development of group rules/culture, self-awareness, leadership, community service, goal setting, taking initiative, time management, coping skills, conflict resolution, and constructive feedback. During this program youth also take part in a group-identified, service-learning project, to give back within their communities and inspire others.

Operation Exploration (OE) Camps

Youth from diverse communities are provided the opportunity to challenge themselves, gain knowledge, enhance skills, and strengthen communities through six innovative 2-week hands-on career exploration camps. This initiative targeted youth with disabilities, youth of color, and/or homeless youth that are economically disadvantaged and/or at-risk. OE

offered a unique opportunity for youth to learn about exciting, high-demand, well-paying careers in their area through hands-on career pathway projects, business presentations/tours, development of career success skills, and classroom instruction. The focus was on in-demand career pathways such as healthcare, trades, automotive, manufacturing, agriculture, or other sectors in which labor market indicators show a need for skilled workers. During camp, participants had the opportunity to explore industry sectors through hands-on learning. Participants received coaching and guidance toward general career development. This opportunity truly gave youth the ability to “try on” careers while making decisions about their future! After Operation Exploration camp, based on individual needs, youth participated in a work-based learning experience, service-learning project, and/or credentialed training. <https://clipchamp.com/watch/XR7Plz0cvZ9>

Youth with Disabilities

CMJTS has years of experience working with youth with disabilities. In 2022, 63% of participants served identified as having a disability. Recruiting is accomplished through targeted outreach to partner organizations that work directly with this population. Serving youth with disabilities and helping them become successful is essential to CMJTS's mission. Efforts are enhanced through a partnership with Vocational Rehabilitation Services (VRS). CMJTS is a limited-use vendor (LUV) to provide Pre-Employment Transition Services to youth with disabilities, ages 14-21, who are potentially eligible for VRS services. This provides an opportunity for youth to explore career and training options, gain work skills, and learn how to be successful after high school, including post-secondary education and/or competitive employment.

CMJTS continues to focus on three key approaches: implementing the Guidepost to Success, incorporating Integrated Resource Teams, and increasing services to Ticket to Work beneficiaries. In addition, CMJTS recognizes the challenge youth face understanding their social security disability benefits, therefore, CMJTS has certified work incentive counselors to assist youth in transition in navigating the impact employment will have on their social security benefits.

Serving Youth of Color

Operation Exploration targeted initiative. CMJTS hosted a week-long interactive camp for our Indigenous youth in the Mille Lacs Band Ojibwe Ge-Niigaanizijig program. Youth were provided hands-on experiences to gain exposure to careers in the construction trades and learned about union apprenticeship training opportunities. Youth engaged in hands-on learning



activities in the following trades: carpenters, cement masons, electricians, bricklayers, and operating engineers.

PathFinders (Finding Your Right Path) – A partnership with the MNyou Youth Garden in Willmar provides exposure and career exploration in agricultural careers to youth of color in Kandiyohi and McLeod counties. This project helps reduce food insecurities for low-income families by allowing youth to work in the gardens and greenhouse. During their time in the program, youth are taught how to grow, manage, and sell a wide variety of vegetables. The overall goal is to empower minority youth through education, work experience, and exposure to local entrepreneurs.

INTERCULTURAL COMPETENCE

CMJTS managers and Human Resource Director completed the IDI Qualifying Seminar, an interactive online training in which participants are trained and licensed to use the Intercultural Development Inventory (IDI). All CMJTS staff, LWDA board members, and the youth committee will complete the inventory to assess and increase intercultural competence. Then, using their personal IDI profile results, an individualized IDI Plan is created to establish a baseline and deliver resources for personal development. In addition, stakeholders will put in place an overall agency plan. The continued goal will be to offer the Intercultural Development Inventory as a resource to local businesses and organizations.

OUTREACH TO SCHOOLS

CMJTS is currently partnering with more than 68 organizations and/or schools throughout its 11-county region to provide career counseling services to youth and their families in areas such as labor market information, industries in demand, planning for post-secondary school/employment, career exploration and assessments, scheduled tours of CareerForce centers, colleges, and businesses, connections to community resources, and career success skills preparation.

In addition, staff are connected to the local Perkins Consortium and other local agencies/businesses to partner regularly on in-demand career pathways activities, including Construct Tomorrow, IGNITE, SCRUBS camps, and participation in EPIC. These career exploration events provide high school students with hands-on, interactive activities to better understand what it is like to do work associated with their career fields of interest. This past year, CMJTS served 1,803 youth and 328 families through OTS efforts.

COLLABORATIVE PARTNERS

Partnerships play a key role in the success of CMJTS' MYP program. Partners included local secondary schools and alternative learning centers, colleges/training vendors, county human/social service and public health agencies, court services/probation offices, private businesses, Department of Employment and Economic Development (DEED) Vocational Rehabilitation Services (VRS), CareerForce partners, Adult Basic Education, Big Ideas USA, Perkins consortiums, Mille Lacs Band Ojibwe Ge-Niigaanizijig, Minneapolis Building and Construction Trades Council, Local 633 JATC Training Center, Minneapolis Electrical JATC, IBEW Local Union 292, IUOE Local 49, North Central States Regional Council of Carpenters, Fair Contracting Foundation of Minnesota, community action agencies and other community-based organizations.

COMMENTS

- “Thank you from the bottom of our hearts. I can’t imagine the efforts to make this Operation Exploration camp happen. You have changed the lives of so many kids. Our son enjoyed and learned so much. Thank you.” – *YOUTH PARTICIPANT PARENT*
- “Through the program, I gained a sense of confidence I didn’t have in myself before. To some this may be minor, but to me it made the difference in my success.” – *YOUTH PARTICIPANT*
- “I heard about CMJTS from a friend who knew it could help me when I was going through a tough time. My Youth employment specialist has helped me a lot with school. I was able to complete the CNA class, and now am waiting to take the test to earn my certificate. I also have the joy of surrounding myself with people who are always helping me with school and giving me advice on how to do my job better, and that support is very special.” – *YOUTH PARTICIPANT*
- “As a business owner, I was excited to give a youth in his community an opportunity to learn work skills and build skills to make them successful in their future employment.” – *RURAL BUSINESS OWNER*

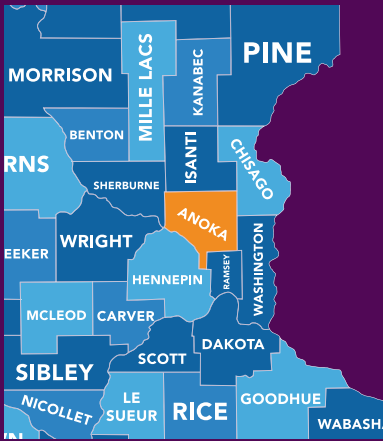
SUCCESS STORY: Kaleb

My name is Kaleb. I am 18 years old from Spicer, MN. I heard about CMJTS during Welcome Day at Ridgewater College. At that time, I was working on finishing my high school diploma requirements by taking PSEO classes and doing some high school classes through homeschooling. Now that I'm a high school graduate and a traditional college student, I am double majoring in liberal arts and pre-nursing.



My plan is to complete LPN courses, then go for my RN and BSN. After obtaining my BSN I plan on minor in medical administration. My tentative plan is to have my LPN courses completed by May 2024. I currently work as a CNA at Bethesda at \$16.00 an hour, which would not have been possible without the tremendous help that I received from CMJTS. They helped by paying for the CNA training and the test and even scrubs for class and work purposes. They also help me when I need fuel to get to and from school and work. I appreciate all the help that I have received through the Youth Program as I couldn't afford to do some of this on my own.

They have also helped me learn to prioritize my time as I'm a very active and involved teen in my community and college. At Ridgewater College, not only am I a student, I'm also on Student Senate serving as vice president, a college ambassador, Fine Arts Club member, assist with Diversity Equity and Inclusion (DEI), president of the Gay-Straight Alliance/Pride Respect Individuality Support Movement (G.S.A./P.R.I.S.M.) Club. I also participate in the Lunch Buddy program that the college has where we connect with youngsters in grades K-5. During this time, we get to know each other with weekly activities, learn from each other, and make priceless friendships. The staff at Ridgewater College along with CMJTS have continued to encourage me and I am grateful for all their support.



Anoka County

Anoka County Job Training Center

Nicole Swanson, Director
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 Blaine, MN 55434
 Phone: (763) 324-2300
anokacounty.us/JTC
 Area served: Anoka County

OVERVIEW

Anoka County Job Training Center’s Empowers program, provides year-round services to eligible youth in Anoka County ages 14-24, utilizing funds through both the Workforce Innovation and Opportunity Act (WIOA) and the Minnesota Youth Program (MYP). Young adults served include those from economically disadvantaged families and/or public assistance recipients, are not in school, experiencing homelessness, aging out of foster care, high school dropouts, and unemployed and underemployed young people without postsecondary training. A variety of career services are provided including assessments and goal setting, assistance with completing high school and/or obtaining an in-demand industry recognized credential, vocational counseling, postsecondary planning, work experience/internships, financial literacy, job search and/or job placement assistance.

Many of the youth in our Empowers program are co-enrolled leveraging MYP funding. Through the braiding of funding, youth enrolled in MYP may be served through other funding such as Youth at Work, federal financial aid resources, Workforce Innovation and Opportunity Act (WIOA), and Pathways to Prosperity to assist in paying for things such as credentialed training after high school completion and local Anoka County Community Action Funds to assist with support services such as transportation.

BEST PRACTICES

Empowers has adapted to a hybrid service delivery model. The past two years have taught our entire staff how to provide excellent services virtually and in person. We continue to promote career pathways through a well-rounded network of providers and partnerships, for example:

- **Getting Connected Virtually:** An online inquiry system is utilized giving interested youth the chance to connect with our counseling team (dubbed the Admissions or A Team) to learn more about how to book an appointment for an individual basic career service or be used to provide information on programs or other community resource referrals.
- **Safe and Meaningful Work Experiences:** Youth work with their employment counselors to identify interests and possible work sites that allow the youth to build skills, manage transportation issues and other

responsibilities such as schoolwork. The Empowers team uses their network to make connections at various sites and to develop new sites to assist youth in meeting their goals. We take extra care to ensure safe sites and follow the guidance of the County and the worksites for safe in person work experiences.

- **Financial Education:** Youth are often new to financial matters when starting a paid work experience. Our team has created tip sheets and organized them by topic on our website so that youth can access the information 365/24/7. In the past, we sent the information via email, but emails can get lost or deleted. This resource can be used by new, existing, and past participants. We also promoted this content under our Earn & Learn Program for virtual learning.
- **Internships:** Youth with some work experience and a well-defined pathway are offered an internship. The internships are hosted by a variety of local employers and align with a specific pathway. The internships are typically 3 months in length, offer a higher wage and boost their skill sets and exposure to more aspects of the pathway or overall business model.

OUTREACH TO SCHOOLS/CAREER ADVISOR COMPONENT

Empowers allocates a percentage of MYP funds to provide Outreach to Schools (OTS). The activities complement the work of existing school counselors and provide young people career exploration and career guidance, college information and current labor market information with an emphasis on high demand occupations. Examples of OTS activities include:

- Facilitating virtual or in person workshops at schools covering topics including planning for post-secondary training, accessing financial aid, selecting an appropriate program, goal setting and navigating business culture.
- Providing opportunities to interact with local business through virtual or in person tours, business and industry speaker panels, job shadowing, and mentoring. This past year coordinated manufacturing tours and coordinated multiple employers to speak to classes in various schools throughout the county.



- Facilitating weekly On-Site and/or Virtual Hiring Events for our local employers including Health Care and the Trades,
- Providing information on services provided by CareerForce in Blaine and partners in our one stop location.
- Attending multiple activities at local high schools including Job Fairs, Career Spotlight Explore Activities, Career Exploration Fairs, Industry Roundtable Events.
- Offering in-person hours at Hope4Youth (Drop-in Center for youth experiencing homelessness) and weekly in-person services and meetings with staff at Hope Place – a transitional housing facility for youth experiencing homelessness.
- Group and individual counseling, including instruction and presentations of DEED Data Tools that provide labor market information and education opportunities of high growth and in-demand occupations.

- Partnering with Vocational Rehabilitation through our Pre-ETS programing has increased our overall outreach to young people with disabilities.
- Of the 180 youth that were served through MYP during the last program year, 53% were youth of color.
- This program year, of the 180 youth served in MYP, 55% of them had a disability.

CUSTOMER COMMENTS

- “The staff provided me the help I needed to get ahead in life. Since enrolled, I accomplished my AAS degree, bought a car and a house and got a job in my field of study. My overall experience with Anoka County was excellent.” – *JEFFREY, YOUTH PARTICIPANT*
- “My caseworker was most helpful! Since enrolled, I got a full-time job!” – *SABRIE, YOUTH PARTICIPANT*
- “Everything was helpful. I received good feedback on stuff and knowing who I am as a person since I was enrolled.” – *ELISE, YOUTH PARTICIPANT*

COLLABORATIVE PARTNERS

The current partnership network includes Anoka County Economic Assistance and Social Services Departments, the YMCA, Perkins-Oakland Consortium, local high schools and educational learning centers, Hope4Youth (the local youth homeless drop-in center) and Hope Place (transitional housing for homeless youth), Metro North Adult Basic Education (ABE), the Minnesota Family Investment and Diversionary Work Programs, Supplemental Nutrition Assistance Program, Anoka Technical College (ATC), Anoka Ramsey Community College (ARCC), Job Corps and VRS.

Additionally, Empowers staff maintain regular communication with representatives from the Anoka County Social Services Department’s Foster Care Unit, Juvenile Corrections, Stepping Stone Emergency Shelter, local secondary schools in an ongoing effort to recruit young people for the program. Staff also work closely with the CareerForce on-site TRIO Student Support Services/Academic Advisor. The Standing Youth Committee has members from many of these agencies to ensure strong communications and linkages are maintained to serve young adults.

SERVING YOUTH OF COLOR

There are many ongoing and targeted efforts to connect with Youth from communities of color and youth with disabilities such as:

- Outreach to teen parents and youth of color in more high schools, alternative schools and community partners that predominately serve youth of color. This includes partnerships with the YMCA, Hope4Youth and the Anoka-Hennepin Teen Parent program and Job Corp.
- Partnering with Minneapolis Urban League (MUL) to provide access to a counselor/advocate that specializes in culturally specific services to African American and/or Native American individuals receiving MFIP.

SUCCESS STORIES: Ben & Carter

The Empowers Youth program started a new worksite partnership with North Metro TV. The cable station developed and approved

two positions for youth to work as Studio Assistants. In this job they assist the studio manager with various duties including light equipment and facility maintenance, cleaning, filing, document scanning, and data transfers of video to film, photographs, and slides. They also assist with television program production such as camera operation and editing. In recent months they have produced their own special series in which they test out snack food items and give feedback and ratings in categories they developed. They also work on cameras and prompters for other shows that air on the station.

Ben, 22, is enrolled in our Youth at Work program and Minnesota Youth Program. He is going to school for Video Production at Hennepin Technical College. He also has his own private YouTube Channel where he showcases skills learned at his work experience such as creating slideshows and producing video content for others. Carter, 20, is enrolled in our Pre-Employment Transitions Services partnership with Vocational Rehabilitation Services. He is currently taking generals at Anoka Ramsey Community College. He is working on his short-term goal to get some experience working behind the scenes at a radio or TV station. His long-term goal is to someday work in sports broadcasting.





City of Minneapolis

Minneapolis Employment and Training

Deb Bahr-Helgen, Director

505 4th Avenue South, #320

Minneapolis, MN 55415

Phone: (612) 673-6226

minneapolismn.gov

Area served: City of Minneapolis

OVERVIEW

Step Up prepares today's youth for tomorrow's careers by recruiting, preparing, and placing nearly young people (ages 14-21) in paid work and training experiences. This year, 1,166 young people worked with over 80 employers from small businesses and Fortune 500 companies, to public agencies and nonprofits. As one of the nation's leading youth employment programs, Step Up leverages a collective of 200 partners spanning 15 industries and multiple sectors. It's a backbone of support that unites businesses, schools, community based organizations, and the city together in a common goal: to build and strengthen our future economy and the talented youth who will power it.

Step Up supports historically underrepresented youth in Minneapolis who are ready to navigate the professional world. The program helps organizations diversify their workforce and build a base of young skilled workers for the entire region. Step Up has provided over 29,000 internships since 2003, building a competitive talent pipeline and supporting a stronger economy along.

Building a highly skilled and diverse workforce starts with programs like Step Up supporting youth people with access to quality education, training and work experiences. 89 percent of Step Up interns are people of color, and 46 percent come from immigrant families who bring a wealth of language and cultural diversity to the workforce and community.

BEST PRACTICES

Work Readiness All Step Up interns complete work readiness training in the spring which prepares them to have a successful work experience in a professional setting. Building from the 2020 experience of providing a hybrid of remote and in-person training, 2022 shifted to a fully online training model using the BrightSpace platform with curriculum developed and adapted to be engaging and yet allow for students to train safely. Over 2,300 youth were invited to training, and 1,400 successfully completed, a similar percentage to previous years' programming. The ability for youth to train from their home was, in some cases, a more convenient option than for them to have to find transportation to get to a community training location.

Career Pathways Exposure and Industry Specific Trainings Step Up works to provide interested interns with industry specific exposure to career options, trainings, and internships in a variety of fields, including: STEM, Healthcare, Financial and Legal, and Outdoor Careers.

Career Exploration Program The Online Career Exploration Program (CEP) is a five-week program offering a second type of paid career experience for participants. Youth can choose this option outright or opt in if they are not matched with a traditional internship experience. CEP allowed youth virtually explore career options in a virtual way, gain skills, and earn academic credit. Participants could earn up to \$600 for completion of the program. This summer was the second year in operation and was launched on a different online platform called BrightSpace. 437 young people opted for and completed the CEP training to earn a stipend this program year.

COLLABORATIVE PARTNERS

Step Up is a collective of partners—a backbone of support that joins the City, nonprofits, businesses, corporations, schools and students, and their families together in a common goal: to prepare today's youth for tomorrow's careers and build a strong regional economy. Directed by the City of Minneapolis, Step Up wouldn't be possible without the support of several important community partners. AchieveMpls, Project for Pride in Living and CareerForce Minneapolis all partner and support the work of Step Up.

SERVING UNDERREPRESENTED YOUTH

Step Up extensively recruits youth in all the large high schools in Minneapolis. Our team also recruits in several charter and alternative schools in order to reach more underrepresented youth. Additionally, our staff does robust outreach to community-based partners and Parks to share resources to help youth apply to our program.

FEEDBACK FROM EMPLOYERS AND INTERNS

Feedback from employers and supervisors is essential to Step Up as we continue to innovate and improve the program to better serve our youth and community. This year, even with the challenges of many internships being remote or hybrid, 85% of supervisors still reported that their Step Up intern made a valuable contribution to their workplace, and 83% said the intern referred to their company was a good match for the position.

In addition to satisfaction with the program and the matches made at their businesses, supervisors were asked about what they most enjoyed about their participation with Step Up. Most supervisors said being able to witness and influence the growth and development of their intern through the experience was most valuable.

- 95% (up from 93% last program year) of Step Up Interns agreed or strongly agreed with the statement, “My summer job was a valuable learning experience.”
- 93% (up from 91% last program year) of Step Up Interns agreed or strongly agreed with the statement, “I feel like I made a valuable contribution to the organization I worked for.”
- 78% of Step Up interns reported that because of their engagement with Step Up, “I am hopeful about my future.”

Supervisor comments:

- “It was a joy getting to know our intern and seeing him grow in role and hone his skills!”
- “I enjoyed making a difference in Najma's life and setting her up for future success!”
- “Being able to help a young person realize their potential and love watching them grow throughout the internship.”
- “Hopefully was able to share some insights into the world of work and make my intern understand some tools she needs to develop to be successful in work and college.”

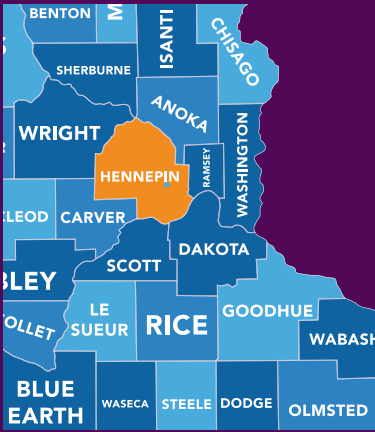
Intern comments:

- “It gave me experience for the career I want to pursue.”
- “It taught me patience. It also helped figure out that teaching isn't in my future.”
- “I learned more about Architecture as a whole and about other jobs in the architect field.”
- “I got money, I had something to do, I met new people, and learned about working in a school.”

SUCCESS STORY: Seveyon and Senyah

At the Step Up 20th Year Celebration, we invited interns to reflect on their summer experience with the program. Twins Seveyon and Senyah stepped on stage to share about their internships at Minneapolis Community Education through Step Up. reflecting on their summer experience. The siblings were matched with positions with the same employer, but at different school sites. They did similar work as classroom assistants supporting elementary age students and enjoyed comparing notes about their work days in the evenings. For Seveyon, this was his first experience with Step Up and he said he learned a lot, including strategies for managing student behavior and creating a positive learning environment. His sister Senyah was in her second year at Step Up. She drew some knowing chuckles from the audience when said that while she appreciated both experiences, she learned one important thing, “I know that I will keep learning and growing and my future careers will not be in teaching.” Success comes in many forms and helping young people test out different types of work to help inform their future is one of the most important things Step Up offers.





Hennepin County

Hennepin-Carver Workforce Development Area

Erik Aamo, Director

Hennepin-Carver Workforce Development Board

A-400 Government Center | 300 South Sixth Street

Minneapolis, MN 55487

Phone: 763-258-3002

hennepin.us

Area served: Hennepin (excluding the City of Minneapolis)

OVERVIEW

The Hennepin County Summer Youth Employment and Training Program funded through the Minnesota Youth Program (MYP) offers critical work experience opportunities to low income and at-risk suburban youth ages 14 to 24. The goal is to invest in young people who are the most likely to face threats to long-term economic success and connect them with experiences at a critical period in their lives. This past year brought numerous challenges through the pandemic and social unrest that made recruitment of participants and investment from employers more challenging than ever. Through this time, our summer youth program was there to address the needs of participants and the diversity of challenges they face by integrating social and emotional learning, work readiness training, community engagement, career pathway exposure, immediate earnings from structured well-supervised work, and opportunities to earn academic credit or service-learning credit. The work done by our providers addresses racial disparities in employment and income and opens up new opportunities to a new generation of skilled workers in a wide range of industries.

Hennepin County selected Tree Trust and BrookLynk as MYP providers to ensure that youth receive early exposure to experiential employment for the greatest predictor of future success in the workplace.

Tree Trust – provides paid, hands-on work opportunities for youth ages 14-21 who face barriers to employment. Tree Trust’s Summer Youth Employment Program (SYEP) runs for nine weeks each summer from June – August, providing entry level work experience and employment skills training with a supportive team. Participants work either on a Youth Conservation Corps (YCC) crew or in an individual internship with a local Tree Trust employer partner. In 2022, 15 youth worked on YCC crews and one was placed in an individual internship in Hennepin County.

Youth Conservation Corps Crews – The YCC crews worked on a variety of outdoor environmental projects, simultaneously beautifying community green spaces, practicing teamwork, and learning invaluable workplace skills. In 2022, two Hennepin County crews completed projects at Westwood Hills Nature Center in St. Louis Park and at Gro-Tonka Park in Minnetonka. Youth honed technical skills in landscaping and outdoor construction as they practiced the proper use of hand tools, identified and removed invasive plant species, observed jobsite safety and correct use of personal protective equipment,

and mastered construction math. The Westwood Hills Nature Center crew modified a boardwalk to improve pedestrian safety, and worked to improve a drainage bed. At Gro-Tonka Park, the youth crew installed a timber staircase, expanded a retaining wall, and completed several projects to preserve natural resources.

Through these outdoor activities and with the support of Tree Trust job coaches, crew participants developed transferrable workplace skills, such as writing a resume, understanding workplace expectations, effective communication skills, and handling a paycheck. At the end-of-program celebration, the YCC participants shared their accomplishments with family, friends, and other supporters. Crew leaders recounted how crews melded as a team, as well as recognizing individuals for their mastery of technical skills, encouragement to teammates, problem-solving, and growth in interacting with others.

Individual Site Internships – In addition to the outdoor worksites, Tree Trust has a wide network of employer partners who provide local internships for youth in a variety of fields. In 2022, one youth from Hennepin County worked as a Production Assistant with Arc Value Village in New Hope. This internship provided one-on-one mentoring and valuable instruction in transferrable and technical workplace skills, setting this participant up for success in future employment.

BrookLynk – provides work readiness training and paid work experiences to youth and young adults who live or attend school in Brooklyn Park, Brooklyn Center, or surrounding suburbs and face barriers to employment. They delivered a hybrid program model in 2021 providing in-person and online training and employment opportunities as a continued response to limitations of COVID-19.

During the 2021 program year Get Ready!, BrookLynk’s annual work readiness training program, was delivered exclusively online with 312 youth successfully completing the program. In summer 2021 BrookLynk matched 96 youth to paid internships and delivered a 6-week paid online training series with 14 youth successfully completing the program.

BrookLynk also maintained a network of employer partners who pledged 100 summer internships, identified 60 supervisors to support interns during the summer internship program, and volunteered time at BrookLynk events such as virtual mock interviews and alumni workshops. Despite the pandemics of COVID-19 and systemic racism the 2021 program year proved successful for BrookLynk with more than 400 youth engaged across BrookLynk programs, more than \$250,000 in employer



paid internship wages, and now 50 alumni that have landed part time, full time, and seasonal employment with BrookLynk's network of employers.

BEST PRACTICES

Program Design – Many young people in Hennepin County face barriers to employment and self-sufficiency. These barriers may result from systemic or generational poverty, systemic racism, lack of effective education, uncertain childcare, homelessness, transportation obstacles, chemical dependency, justice involvement, or mental health concerns. Understanding the needs of youth living within the suburban metro area, the Hennepin County MYP program offers two approaches to work experience.

By offering hands-on employment training, Tree Trust provides an opportunity for young people to develop practical life skills in a safe, supportive context. The projects provide an alternative learning option for youth who may struggle in traditional classroom settings. At the end of this year's programming, multiple parents/guardians commented on the positive effects they had seen in their youth. Crew leaders nominated youth for certificates from Governor Walz to recognize their outstanding growth in leadership, skill attainment, and teamwork.

In the new program year, Ka Joog Nonprofit Organization will be added to Suburban Hennepin County's roster of MYP providers, bringing their cultural understanding of East African youth. They also bring relationships with schools and programming that provides training and internships in technology-based industries.

Employer Engagement and Supervisor Training –

Recognizing the incredible contribution and perspective of the youth who participate enhances the internship experience. BrookLynk provides supervisor training that focuses on mentoring youth, cultural competencies and implicit bias training. Employers for BrookLynk commit to paying 100% of the youth wages and demonstrate a proven commitment to the community and workforce development.

Certifications and Academic Credit – Tree Trust's Summer Youth Employment Program participants can earn a Tree Trust Certificate to track their professional development and use as a building block for future career advancement. This certificate is modeled on industry-recognized credentials, and includes modules in Worksite Safety, Employability, Tool Identification, and Environmental Stewardship. Youth also have the ability to earn high school credit through Northeast Metro Area Learning Center for their participation in SYEP. In SFY 2022, 13 Hennepin County youth achieved Tree Trust certificates and 13 received academic credits.

Community Collaboration – Tree Trust recognizes the strengths that individuals and organizations contribute to transforming lives and landscapes in our community. They have well-established partnerships with like-minded organizations throughout the Twin Cities to provide SYEP participants with the best possible resources. In Hennepin County, these partnerships include: Karen Organization of Minnesota, Interfaith Outreach & Community Partners, Bridge for Youth, 180 Degrees, CAPI USA, Minneapolis Community & Technical College, BlueSky Online School, Robbinsdale Armstrong

High School, Robbinsdale Virtual Academy, Richfield High School, John F. Kennedy High School, Jefferson High School, SouthWest Metro Intermediate District 288, and Transitional Education Service Alternative Program. Tree Trust collaborates with these partners for program referrals, participant support services, internships, and employment opportunities.

SERVING UNDERREPRESENTED YOUTH

Recruitment focused on areas of racial and/economic disparity. At Tree Trust, relationships were fostered with educational partners, libraries, youth outreach centers, and culturally specific organizations to engage underrepresented youth. Crew leaders received diversity, equity, and inclusion training to enhance the knowledge and awareness of staff to create safe environments. 50% were from communities of color, 55% were youth with an identified disability, and 66% were on an individual employment plan.

LEADERSHIP OPPORTUNITIES

Returning SYEP participants are eligible to apply for an Assistant Crew Leader position. These youth act as role models for their peers while developing leadership and supervisory skills. In 2022, one youth from Hennepin County served in this role, supporting the Tree Trust staff with the supervision of eight youth crew members.

CUSTOMER COMMENTS

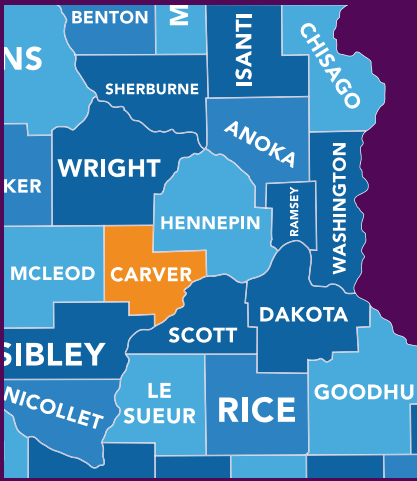
- *"Tree Trust changed me in a good way, I now know how to use basic tools I didn't know how to use in the first place. What I learned will help me in the near future."*
– YOUTH PARTICIPANT
- *"Tree Trust has taught me how to work with different types of people."* – YOUTH PARTICIPANT
- *"Tree Trust has given me labor skills and real-life skills for future job opportunities."* – YOUTH PARTICIPANT

SUCCESS STORY:

Abby

Abby – YCC, Assistant Crew Leader: During her first year with Tree Trust two summers ago, Abby felt nervous and unsure of herself. She was confused about what to do and how to find her place within her crew. As time went on that summer and the next, and she spent more time getting to know those around her, Abby found it easier to be open and vulnerable with fellow Crew Members. This new attitude inspired her teammates to share, and it slowly started to shift the culture of the worksite environment. As her confidence grew, she found herself wanting to take on new challenges and push herself even farther. This summer (2021) she pursued and was assigned the position of Assistant Crew Leader through which she was able to encourage others to grow in their own journeys and practice a new skill of delegating responsibility.





Carver County

Carver County Health & Human Services

Kate Probert Fagundes, Income Support Manager

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co.carver.mn.us

Area served: Carver

OVERVIEW

Carver County Health & Human Services serves youth ages 14-24 utilizing funds from both the Workforce Innovation and Opportunity Act (WIOA) and the Minnesota Youth Program (MYP).

The Summer Youth Program offered by Carver County is a 10-week work experience allowing students to test their interests, gain work experience, and earn a paycheck. Throughout the program they are evaluated twice to help them know where they are exceling and where they could use improvement for when they enter the unsubsidized workforce.

Youth were introduced to career exploration by completing O-Net's mynextmove.org assessment. This assessment is based other theory of John Holland. The website provides a job interest report based on their assessment results, so youth have this information immediately before starting their work experience. The intention of using this assessment is to get the youth thinking about future career opportunities, and the training and education that may be needed to support their field of interest.

Pre-employment soft skills training was offered both in-person and virtually and our Financial Literacy class was hosted in-person by the University of Minnesota. The Pre-Employment webinar provided the youth the opportunity to learn about essential "soft skills" that are necessary to be successful in the workplace, including this work experience. One of our goals is to offer youth skills that they can use in everyday life. We also offered a Financial Literacy two-hour class as part of the summer youth program as youth begin to earn a paycheck.

Youth are encouraged to connect with CareerForce in Chaska to receive guidance from an Employment Counselor on building or enhancing a resume, pointers on interviewing, and/or assistance with job search and accessing training and support services.

BEST PRACTICES/COLLABORATIVE PARTNERS

Carver County collaborates with Southwest Metro Co-op for Youth Build. Chaska Heights Senior Living, Chanhassen Library, Chaska Library, Chaska Community Center, Country Inn & Suites, Carver County Historical Society, Victoria Rose Floral and Gifts, Trending Upward Thrift Shoppe, SJB Masonry, and CareerForce Chaska participated in the SYP this year providing a genuine work experience and the worksite supervisors exhibited patience and created a supportive environment, while coaching and teaching youth skills needed to demonstrate appropriate work behavior, providing information about accountability, and offering valuable feedback during evaluations to help prepare youth for future employment and life. The Youth Build work site also provides the opportunity for youth to earn academic credit while they learn valuable skills in the carpentry trade.

Carver County braids MYP funding with WIOA youth funding and all participants were co-enrolled, if eligible, into both programs to maximize resources available to them.

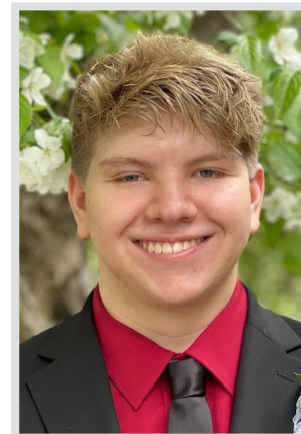


SERVING YOUTH OF COLOR AND YOUTH WITH DISABILITIES

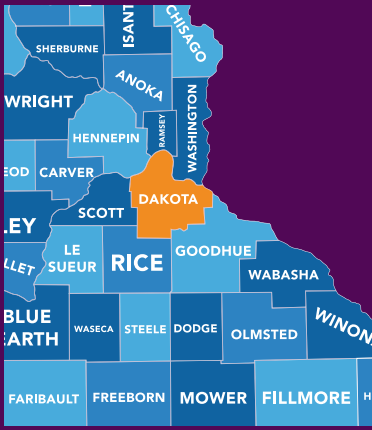
Carver County's goal is to recruit as many eligible youth as possible each year. We enrolled 16 youth, all 16 are traditionally under-represented in the workforce due to their race or disability. Demographically, all 16 experience a disability and are low-income while 4 are youth of color. Carver County is focusing on system integration to ensure that services have deep impacts on the lives of youth. School counselors, teachers, vocational rehabilitation counselors, DEED staff, Health and Human Service case managers, and corrections identify the Summer Youth Program as a valuable opportunity for providing necessary skills for the youth.

All the partners are committed to providing support and program enhancements to ensure the success of the youth participants. Carver County is focusing on providing services to all individuals with equity and cultural considerations in mind. If deemed ineligible for our programming, Carver County makes every effort to offer them additional resources and referrals to ensure their success.

SUCCESS STORY: Diego



*Diego, age 17, was referred to the Summer Youth Employment Program by the Work Coordinator of the Eastern Carver County School District. He was interested in YouthBuild for the summer and met their qualifications for placement. This opportunity allowed him to practice the soft skills necessary to obtain full-time employment in the community. This was Diego's first year in the Summer Youth Employment Program, and he completed every day with the YouthBuild program with incredible reviews from his supervisor. Due to his perfect attendance he was rewarded with an additional stipend from the YouthBuild program in addition to his wage through the Summer Youth Program. Diego completed the Career Cluster Interest profile where manufacturing, science, technology, engineering, and mathematics were his highest match. The O*Net Interest Profiler revealed high scores in Investigative, Realistic, and Artistic. He indicated that these results made sense to him based on his interests.*



Dakota County

Dakota-Scott Workforce Services

Mark Jacobs, Director

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West St. Paul, MN 55118

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careerforcemn.com/partner/dakota-scott-workforce-development-board-0

Area served: Dakota and Scott Counties

OVERVIEW

Tree Trust’s Career Pathways programming offers unique paid training opportunities for young people of all skill levels and abilities in the skilled trades and green industry as a way to enter sustainable, meaningful careers while avoiding educational debt. Their Summer Youth Employment Program (SYEP) is a nine week, entry-level program for participants ages 14-21. Participants work on an outdoor Youth Conservation Corps (YCC) crew to learn practical skills while making our community a greener, healthier place to live by completing landscaping and construction projects.

Youth Conservation Corps Crews

In 2022, 36 youth from Dakota County worked on YCC crews. With the support of their crew leaders, field coordinators, and job coaches, the YCC youth learned good communication skills, how to offer and receive constructive feedback, and the importance of consistently showing up for work. They honed essential skills for the green industry and skilled trades, including the proper use of hand tools, jobsite safety, using personal protective equipment, construction math, and following directions to complete a plan.

In Apple Valley, YCC crews planted native perennials and worked on landscaping at Cobblestone Park. Another crew used construction math and building skills to construct benches for community use at local schools. In Lakeville, crews performed field drainage maintenance, leveled ground, and constructed a timber retaining wall behind King Park’s ball field dugouts and backstop to create a safe, comfortable space for spectators to watch games. Further north in Dakota County, a West St. Paul crew installed fencing and removed buckthorn – an invasive species – at Dodge Nature Center. At North Valley Park in Inver Grove Heights, a crew installed disc golf baskets, constructed benches, and installed wood mulch, creating an inviting space for community members to relax and play sports.

With the completion of each project, the crews had the satisfaction of seeing firsthand how they had transformed local green spaces for the community to enjoy. They shared the results of their summer work with family, friends, funders, and other supporters at an end-of-summer celebration in August. Crew leaders displayed before and after photos of the project worksites, detailing various challenges that the crew

members had overcome together, sharing their successes, and recognizing by name each participant who had a perfect attendance record for the summer.

BEST PRACTICES

Building Life Skills

Through SYEP, youth have the opportunity to develop basic life skills that provide a solid foundation for future employment and success in any career. Participants belong to a supportive team at Tree Trust that provides mentoring in setting and pursuing goals, learning financial literacy, creating a resume, and interacting well with others. Following the program this year, several parents/guardians commented on the growth they saw in their youth and how the supportive, structured environment of the Summer Youth Employment Program had allowed youth of all backgrounds and abilities to flourish.

Certification

Summer Youth Employment Program participants can earn a Tree Trust Certificate which includes modules in Worksite Safety, Employability, Tool Identification, and Environmental Stewardship. Youth learn to identify workplace hazards and set up safe zones at worksites, to collaborate on a team, to handle a paycheck, and to identify and use over 30 different tools. Additionally, they study the benefits of trees and green spaces for the environment and human health. The Tree Trust Certificates track professional development and serve as building blocks for further career advancement. In SFY 2022, 29 Dakota County participants (80%) achieved these certificates.

Earning Academic Credit

Not only do SYEP participants earn an income while learning workforce skills over the summer, but they can also receive academic credit for the program. Tree Trust has a relationship with Northeast Metro Area Learning Center to award high school academic credit to participants for their work experience. In SFY 2022, 29 Dakota County youth (80%) received academic credits for their participation in SYEP.



SUCCESS STORY: **Bradley**

Bradley was a Youth Conservation Corps crew participant at both King Park in Lakeville and Cobblestone Park in Apple Valley. This was Bradley's first year in the Summer Youth Employment Program, and he showed tremendous growth as a worker and team member over the course of the nine-week program.

At the beginning of the summer, the landscaping and construction tools were new to Bradley. He was tentative in using the various tools, but was eager and willing to try new things. As he worked on landscaping maintenance projects and did the hard work of constructing the King Park timber retaining wall, his skill with the tools and his confidence in his abilities grew exponentially. The supportive environment of SYEP also allowed Bradley's innate skills as a problem solver to shine. By the end of the summer, Tree Trust staff had noticed significant growth in Bradley's self-confidence. He no longer waited for his crew leader to assign him a task. Instead, Bradley proactively volunteered for jobs that he wanted to do and then skillfully carried them out, regardless of how dirty or difficult they were.

Bradley also gained valuable real-world experience in working with other people. His crew experienced some interpersonal conflict that affected Bradley's ability to work. With the support of Tree Trust staff, however, Bradley learned how to advocate for himself and navigate difficult interactions with coworkers. He persevered through these challenging situations and showed clear growth in his ability to communicate well and respond professionally to workplace conflict. Bradley matured into a reliable crew member and team player, and the life skills he gained through SYEP will benefit him in any career he pursues.

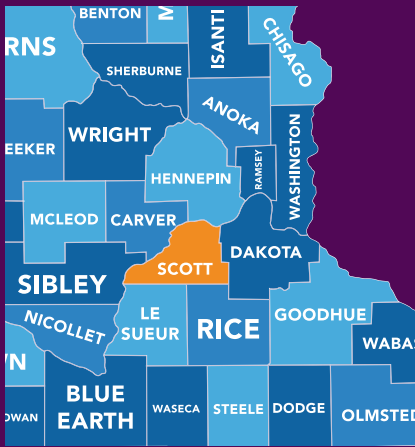


COLLABORATIVE PARTNERS

Tree Trust has well-established partnerships with an extensive network of local organizations, including schools, private foundations, social services, government entities, and businesses. Our Dakota County partners include DEED Vocational Rehabilitation Services, Dakota County Technical College, 360 Communities, BEST Transition, Hastings High School, Lakeville South High School, Farmington High School, Apple Valley High School, Burnsville High School, and Dakota Ridge High School. Tree Trust collaborates with these community partners for program referrals, participant support services, internships, and employment opportunities.

CUSTOMER COMMENTS

- “Tree Trust made me feel more responsible and aware. I am more comfortable to speak to others.”
- “I have had a lot more to do, and I work with people much better.”
- “I feel like there are people at Tree Trust I can depend on when I need help.”
- “I learned how to be a leader.”



Scott County

Scott County Employment and Training

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Government Center West

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<https://www.scottcountymn.gov/475/Employment-Training>

Scott County

OVERVIEW

Scott County Minnesota Youth Program youth participated in the summer program, with several participating year-round for career counseling, training, work experience, or job placement. Scott County utilizes a portion of the Minnesota Youth Program (MYP) funding to assist youth that need credit recovery; especially high school seniors needing credits to get their high school diploma. Other youth are enrolled to assist them in meeting their education, training, and work experience goals. MYP youth in post-secondary education programs include auto mechanic, registered nurse, barber, and CDL.

BEST PRACTICE

Scott County has collaborated with SouthWest Metro Intermediate District 288 (formerly Carver Scott Educational Cooperative) for the past 20+ years in credit recovery programs including YouthBuild, Makerspace and Rain Garden. Many youths have acquired credits to maintain grade level or to complete their high school diploma requirements during these summer activities. Students also gain skills in leadership, financial literacy, social/civics, OSHA 10, carpentry/landscaping skills and community awareness. The YouthBuild students also complete certification for CPR and First aid.

COLLABORATIVE PARTNERS

- SouthWest Metro Intermediate District 288 – YouthBuild, Makerspace, and Rain Garden credit recovery and work experience programs.
- Public, non-profit, and private sector employers – work experience programs
- Local secondary and alternative schools – referrals and worksites
- CAP Agency – referrals and worksites
- Scott County – referrals and worksites
- CareerForce location partners – referrals and worksite development
- Training vendors/agencies – education and training

Scott County Employment and Training administers many programs including the Minnesota Youth Program (MYP), Workforce Innovation and Opportunity Act (WIOA) Youth and Minnesota Family Investment Program (MFIP) Employment Services. Counselors do case reviews and internal referrals to youth programs. Youth are co-enrolled into other programs to help them achieve their goals. Scott County Employment and Training also collaborates with local youth serving agencies to serve targeted populations.

State, federal, and local resources leveraged by MYP funds: County funds, WIOA Youth Program funds, WIOA Adult funds, TANF Consolidated Fund, YouthBuild funds and local school funds.

SERVING YOUTH OF COLOR

Scott County staff recruited program applications from schools, previous enrollees and youth serving organizations. Program participants come from a wide variety of backgrounds, race, ethnicity, income levels, poverty groups, and abilities/disabilities.

CUSTOMER COMMENTS

- *"I so grateful for the opportunity to show someone that I can work." – YOUTH PARTICIPANT*
- *"I have gained many new skills that I will use for the rest of my life." – YOUTH PARTICIPANT*
- *"The program was a big help financially and my counselor always gave me the support I needed when times were tough." – YOUTH PARTICIPANT*
- *"I really enjoy getting the chance to help young people achieve their goals. It is so fun to see them learn that they can succeed." – SUPERVISOR*



SUCCESS STORY: **Jordan**

Jordan applied to the Scott County MYP program seeking help obtaining his goal of becoming a Barber. Since he graduated high school, Jordan worked several hard labor positions, and it was taking a toll on his body. He was recently diagnosed with a medical condition and was in need of finding a new line of work.

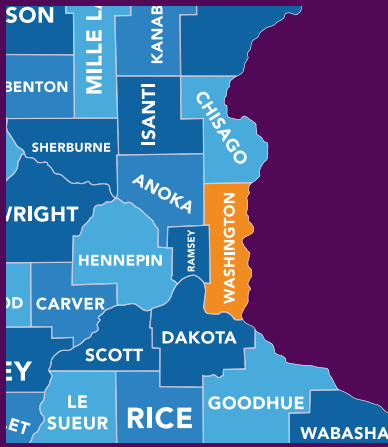
Jordan had always wanted to be a Barber. His current barber had served as his mentor and was someone that he always looked up to and confided in. He wanted to someday do the same for someone else. He really wanted to find a job he enjoyed. He really enjoys the “art” aspect of doing hair for people. The most rewarding part for him would be to “really just help make people feel good about themselves.”

Jordan knew that, with limited financial aid available for this type of training, he would not be able to do it on his own. He sought out Scott County’s MYP program for help. His counselor was able to help him get the financial help he needed and was able to start training.

Jordan completed his training and recently passed his licensing exam. He was even offered a full-time position at a local barbershop where he will be able to make approximately \$30 per hour after wages and tips.

Jordan recently contacted his MYP counselor to let her know that he was very grateful, and he “would not be where he is today with the help of the MYP program.” He is very happy and plans to move out of his mother’s house and into his own place very soon.





Washington County

Washington County CareerForce

Rick Roy, Workforce & Veterans Services Division Manager

Woodbury Service Center

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Phone: (651) 275-8650

mn.gov/deed/woodbury

Area served: Washington

OVERVIEW

Washington County provides a mix of direct and contracted work experience and career pathway activities to eligible youth. Washington County contracted with Tree Trust to provide paid, hands-on work training experience during the summer of 2022. Tree Trust's Summer Youth Employment Program (SYEP) offers career pathways training for youth ages 14-21, with a focus on youth who face barriers to employment or education. Over the course of nine weeks from June – August, SYEP participants learn both technical job skills and transferrable life skills in a supportive, safe team environment. In SFY 2022, twenty-two Washington County youth worked on Youth Conservation Corps (YCC) crews doing outdoor landscaping and construction projects.

BEST PRACTICES

Work Readiness Tree Trust's Summer Youth Employment Program provides an entry-level work experience for green industry and skilled trade careers, such as landscaping and outdoor construction. Youth participants learn construction math, how to follow a work plan, how to identify and remove invasive species, how to identify and properly use over 30 different hand tools, and the best ways to implement worksite safety procedures. One youth this summer recounted excitedly that he had already applied these skills outside the jobsite by helping his father with a home improvement project. In addition to these trade-specific work skills, Tree Trust staff support youth in learning life skills such as teamwork, how to receive and provide constructive feedback, good communication skills, and basic financial literacy to set them up for success in any career path they choose. If youth decide to continue in a green industry or skilled trade pathway following program completion, Tree Trust connects them to local employer partners.

Youth Conservation Corps Crew In SFY 2022, Tree Trust employed twenty-two Washington County youth on Youth Conservation Corps crews. These crews worked on projects in Stillwater and Cottage Grove. In Stillwater, the crews constructed a timber staircase at the city hall, digging out trees and roots, leveling ground, and measuring and cutting lumber to create a sturdy, beautiful staircase for community use. In Cottage Grove, crews installed a new timber staircase and conducted natural resource projects to improve a local trail system. Together, these youth had the satisfaction of seeing

jobs well done that will benefit their communities for years to come. At the end-of-year celebration in August, Tree Trust staff, family, friends, and other supporters gathered with the SYEP crews to celebrate the summer's accomplishments. The crews radiated pride in their work and an increased level of confidence in their abilities to complete tasks, work on a team, and relate interpersonally.

SERVING YOUTH WITH DISABILITIES

Tree Trust's Summer Youth Employment Program focuses on serving youth who face barriers to employment or education. These barriers often result from many factors, including poverty, lack of effective education, homelessness, racism, or disabilities. Tree Trust partners with these promising young people to overcome opportunity gaps and develop skills for long-term self-sufficiency and economic success. The SYEP staff completes Equity and Diversity, Autism Spectrum Disorder (ASD) and Fetal Alcohol Spectrum Disorder (FASD), Motivational Interviewing, and De-escalation Training to best support participants from diverse backgrounds in reaching their full potential.

At the final program celebration, it was evident that participants flourished in this supportive environment. Crew members of all abilities and backgrounds cheered unreservedly for themselves and their teammates as they accepted awards and showed family and friends the transformation process of worksites in before and after photos.

COLLABORATIVE PARTNERS

Tree Trust recognizes the value that each individual and organization contributes to making its vision of a thriving workforce living on a healthy planet into a reality, and is honored to partner with Washington County municipalities, park districts, businesses, and schools – including Mahtomedi High School, Stillwater High School, Woodbury High School, and Park High School – for the Summer Youth Employment Program. These partners collaborate with Tree Trust to identify and recruit eligible program participants, provide necessary support services or resources beyond the scope of what Tree Trust offers, supply project sites, or offer encouragement and job opportunities to program graduates.

CUSTOMER COMMENTS

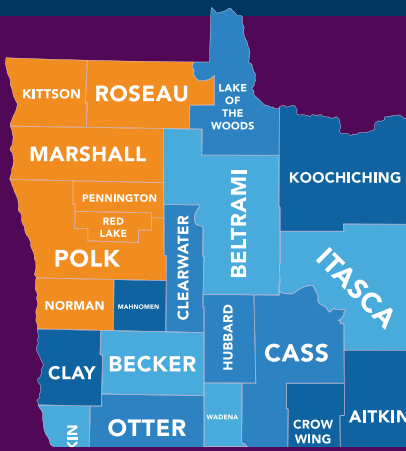
- “It taught me good skills and it was nice getting paid for my first time.” – *YOUTH PARTICIPANT*
- “I’ve gotten stronger, and I’ve gotten to know how to build a staircase. The best part about my experience was meeting new people.” – *YOUTH PARTICIPANT*

SUCCESS STORY: **Alex**

Alex has worked with Tree Trust in both summer 2021 and 2022. In this most recent summer program he took on the leadership role as an Assistant Crew Leader. This allowed him to practice and grow in his leadership ability. His experience and capacity to coach others while bonding with the crew members is amazing. He taught crew members the physical skills (how to hold a mattock, level lumber, and use a drill) while also explaining the reason why they were using that technique. He helped them see the bigger picture. He also assisted with teaching lessons. He taught on invasive species and repeatedly identified them around the worksite. Alex is both a fantastic worker and leader. His expertise and mentorship contributed to a successful completion of the timber staircase project that his crew was working on this summer.



Alex (R) is pictured with fellow crew member Konstantin (L).



Northwest Minnesota

Northwest Minnesota Inter County Community Council (ICCC)

Catherine Johnson, Executive Director

207 Main Street, P.O. Box 189, Oklee, MN 56742

Phone: (218) 796-5144

intercountycc.org

Area served: Kittson, Marshall, Norman, Pennington, Polk, Red Lake, and Roseau

OVERVIEW

In WDA 1, Inter-County Community Council (ICCC) provides youth programs year-round for at-risk youth ages 14-24. ICCC works with education providers, social service agencies, probation officers, family services, and foster care to identify youth who are at risk. ICCC connects youth who have significant barriers to activities and/or employment opportunities that assist with reducing barriers to employment. ICCC focuses on assisting youth participants with developing and maintaining job and soft skills in order to be successful in the workforce or a higher education program. ICCC Case Managers review in-demand occupations and provide youth participants with assessment tools to identify the best career choice based on their individual interests. ICCC provides services through paid work experiences and additional training if needed. This includes, but isn't limited to, GED, high school diploma, post-secondary education or occupational certifications. ICCC Employment Case Managers work closely with each youth participant on an individual level to ensure continued success in school, worksites, and the program. ICCC's goal is for each youth participant to feel valued and employable in the future. These services are provided through the use of the Minnesota Youth Program grant funds received directly, and Workforce Innovation and Opportunity Act funds from the Northwest Private Industry Council. All activities receive the input and support of our local boards.

BEST PRACTICES

Success in the MYP program has been with the coordination of the Employment Case Managers and all partners involved in the youth participants current situation. The Employment Case Managers work to develop relationships with each youth participant based on individual needs, and takes time to understand each youth participant's situation in order to provide guidance and resources to reduce barriers to employment. The Employment Case Managers are compassionate and strive to create open lines of communication, whether it is visiting the youth at a worksite and encouraging them to continue doing a good job or being there when things become tough. ICCC's goal is for each youth participant to be successful. In rural Minnesota, placing youth in work sites that align with their interests can be difficult. To overcome this, ICCC Case Managers take the time to develop

and maintain relationships with local employers to ensure youth participants receive the best worksite experiences possible. Employment Case Managers provide mentoring to each youth participant at their worksite to ensure they receive the necessary job skills and soft skills to be successful in the future. Local school districts and education providers have been very helpful in sending referrals for students whom they feel can benefit from the programs. This referral system has been very successful for youth who didn't know about the programs and needed additional resources and skill building.

COLLABORATIVE PARTNERS

Various agencies collaborate with ICCC to help youth participants achieve personal success. Building these relationships has been a critical part in the MYP program remaining successful. Partners in this collaboration include local schools, social services, Vocational Rehabilitation Services, public health agencies, courts, probation offices, non-profits, local city organizations, and private businesses.

SERVING YOUTH OF COLOR

ICCC is looking to expand services that will focus on serving diverse populations. ICCC is working with various organizations in East Grand Forks to provide resources to New Americans. ICCC is attending forums, school meetings and social service meetings to provide information about our programs that can be shared with New Americans. With the increase in open jobs and the amount of people retiring, ICCC feels it is vital to build our workforce up to meet the demands of employers. New Americans will need to be integrated into our workforce to help sustain the communities and labor forces. ICCC is working to ensure New Americans have the opportunity to gain work skills and knowledge to grow and become successful in the current job market.

OUTREACH TO SCHOOLS

ICCC works with local schools, area learning centers and adult basic education facilities to focus on career exploration for students. ICCC utilizes funding through MYP to provide presentations and one-on-one services to students for career exploration. During the presentations, students receive information about occupations in demand, cost of tuition for post-secondary training, cost of living, and the importance

of job skills. With one-on-one services, students can explore occupations further and obtain additional information about specific occupations. The one-on-one session can also be used to help develop resumes, fill out job applications, learn interviewing skills and ask any other questions they may have. Students are given the opportunity to take assessments and discover what their strengths and interests are. From there Case Managers can explain what further training is required to be successful in jobs aligned with those interests.

CUSTOMER COMMENTS

- “I was able to gain additional skills and do something I enjoy.” – *PARTICIPANT*
- “The youth have learned some great skills for the future.” – *WORKSITE SUPERVISOR*

SUCCESS STORY: Aaron

Aaron had tried to find employment on his own, applying at many of the typical places in northern Minnesota, a gas station, and the local Dairy Queen. He could not make it past the interview portion and struggled to secure employment. Aaron's educational support teacher referred him to Inter-County Community Council to see if a work experience would help Aaron overcome whatever barrier he was facing. Aaron's work experience was with a local veterinarian's office. During his work experience, he received



guided practice with interview skills and tips to help him secure his own employment. He also got so much more. Aaron was able to gain hands-on experience in the work of a veterinary technician, a career he was interested in. Aaron is now attending Vermillion Community College for the Vet Tech program. Because of his work experience, he was immediately admitted to the major, has found mentors at home to assist him while attending post-secondary training, and a base of knowledge to scaffold his learning onto. He knows that his two and a half years of training will lead him to a career that is in-demand, pays well, and most importantly, will bring him a career he will enjoy.

Rural Minnesota

Rural Minnesota Concentrated Employment Program (RMCEP)

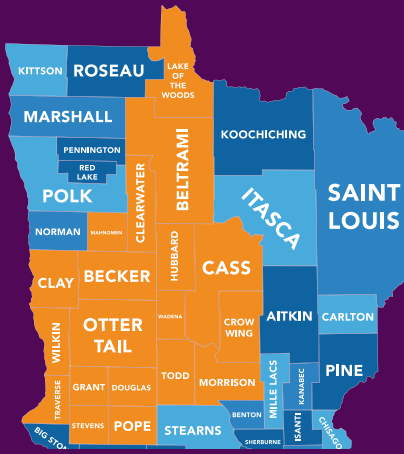
Vicki Leaderbrand, Executive Director

803 Roosevelt Avenue, P.O. Box 1108, Detroit Lakes, MN 56502

Phone: (218) 846-7400

rmcep.com

Area served: Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Lake of the Woods, Mahanomen, Morrison, Otter Tail, Pop, Stevens, Todd, Traverse, Wadena, and Wilkin



OVERVIEW

Rural Minnesota Concentrated Employment Programs (RMCEP) for youth focus on assessment and career exploration, job seeking, work experience, school funding and support services. Working with participants, we focus on their career pathway interests for employment and/or training and when possible, find a worksite that fits within their career interest. A great example is the successful work experience placement with a local taxidermist who offered to be a worksite for a youth who had an interest in that field. With rural communities, there can be limitations, but we still provide work experience, soft skills and work ethic. Serving rural communities can bring challenges but we see it as a way to educate the communities about services RMCEP can provide to individuals.

RMCEP braids funding as needed between MYP, WIOA youth funds, Youthbuild, TANF Youth, Youth at Work as well as Outreach to School funds to provide seamless services to a wide array of youth. RMCEP is a non-profit serving 19 counties. With eight offices across mostly rural counties, one that employs a mobile office concept, and one in a county considered a more “urban” area bordering North Dakota, we are prepared to respond to our communities with broad, diverse brushstrokes. Youth programs serve participants ages 14-24 through person-centered assessments, comprehensive services to build and enhance work skills, and steady guidance to identify and leverage a career pathway unique to each youth.

BEST PRACTICES

Youth Coordinators use a variety of platforms to meet youth where they are which is key for successful communication. This meant either in person or virtually. They have learned to adapt to whatever platform participants feel comfortable with. One team even used their Facebook page to advertise the Youth programs we run and did client testimonial videos which were posted to the page also.

Youth Coordinators focus on what is needed to help youth be successful, listening for understanding, deciding on a solid path, and decision making. A focus on employment skills, career exploration through work experience, job shadows, career assessments and interest profiles, labor market information, referral, and support in locating and accessing connecting social services such as housing and transportation are all included in plan development and delivery. Employer engagement and support in mentor relationships are also cultivated. In general, best practices are providing access to information on career pathways, support in academics,

training, work experience, and wraparound support services that provide an obtainable path to credentials in demand in the local labor market.

Part of our outreach to schools funding is focused on providing information on job fairs which have employers who hire youth under 18. To promote youth attendance and interaction, we assist schools in the cost of bussing students to the job fairs. We also bring in trade unions and encourage employers to bring hands-on opportunities for attendees. The Big Ideas trailer, with virtual hands-on activities in about 30 different careers, is also part of the job fairs when possible. Each local Youth Services Coordinator helps connect youth to employers at the fairs and promotes the youth programs available through RMCEP.

COLLABORATIVE PARTNERS

This past year, staff at RMCEP focused on outreach to communities to develop relationships with entities and businesses that were new to working with us. Each of our locations held a job fair which resulted in referrals from individuals and businesses that attended. RMCEP Youth Coordinators have strong partnerships with their local schools, VRS, probation/juvenile justice, school IEP managers, foster care, and business worksites. Of significance are our worksites, which provide a setting for youth to “try out” an occupation, learn employability skills, and grow from social exchanges. With these partnerships we are then able to serve the same population to collaborate services as well as obtain and give referrals. We serve youth in MFIP families, youth on waivers, and youth involved in foster care or juvenile justice programs. Local partners in our communities run the gamut from schools and ALCs, ABE, mental health providers, crisis centers, Youth Centers for homeless or at-risk populations, and Youth Ministry.

SERVING BIPOC AND UNDERREPRESENTED YOUTH

RMCEP employs resources and speakers on inclusion and diversity in our professional development opportunities to build staff cultural competencies. We serve an area with three American Indian tribal nations and the border city of Moorhead which has been the home for many immigrants in the area. This past year, RMCEP served 314 youth. Of those, 10.8% were American Indian, 8.5% were Black/African, 63% had a disability, 4.1% were involved in the justice system, 2.8% were in foster care, 2.5% were homeless and 42% were female. Age ranges for the youth served were ages 14-15 = 13.6%, 16-17 = 27.5%, 18-21 = 52.25% and 22-24 = 6.1%. Of those youth



served, 58.7% were in school. Youth with a disability represent the fastest growing underserved population which may require more complex or lengthy partnering to make sure all aspects of interventions and supports are available to the participant.

OUTREACH TO SCHOOLS

RMCEP has a history of collaboration with our school districts. Our Youth Coordinators work with school Guidance Counselors, Principals, and Teachers on a continual basis. Youth Coordinators are recruited as classroom speakers, participate in career fairs, contribute through Community Transition Inter-Agency Committees, and as members at IEP meetings. Using MCIS allows us to share assessments and career exploration activities with schools. Each spring our Coordinators notify school staff of the MYP summer program.

MYP funds can be leveraged to extend the program beyond summer to throughout the school year. Eligible MYP participants are considered for enrollment into RMCEP's other programs, WIOA Youth Programs, Youthbuild, and TANF Innovations, so continued services and supports can be provided through blending and braiding program funds to ensure seamless services.

RMCEP works with 3 school districts to provide a Career Advisor menu of services. Career Advisors work individually with students to determine appropriate career goals and develop plans to reach those goals.

Participants who left secondary schooling prior to achieving a diploma are connected to Adult Basic Education to complete a GED, and some drop-out students thrive at ALCs rather than traditional high school settings. We also connect students to TRIO/Accessibility Services, Financial Aid, and Career Services on post-secondary campuses who want to pursue further career pathways related training.

CUSTOMER COMMENTS

- "I want to say THANK YOU for all your help. I seriously appreciate everything you've done to help me, and I can't thank you enough. I don't know where I'd be if it wasn't for you helping me." - *OSY PARTICIPANT THAT WAS NEW TO THE AREA AND STRUGGLING WITH BASIC NEEDS. PROVIDED SUPPORT SERVICES, ASSESSMENT, AND JOB SEARCH ASSISTANCE.*
- "This program is a great way for me to try out what having a job looks like, without it, I may not be successful in a job. I don't know what to do when it comes to having a job, this way I can learn before having a "real" job." - *MYP YOUTH*
- A voicemail was received thanking RMCEP for taking the time to identify a good fit worksite for his youth. Parent went on to say how appreciative his family was that we dedicated to matching them so well and how great the worksite supervisors were. This father stated he felt the boys were getting the proper mentorship they needed. - *PARTICIPANT PARENT*
- "Her communication and interaction increase each week. Gaining some confidence." - *WORKSITE SUPERVISOR*

SUCCESS STORY: Brandon

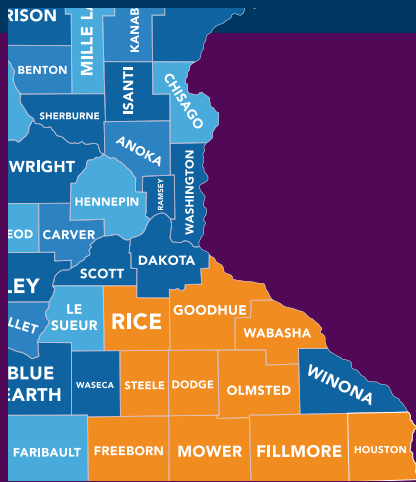
Brandon had dropped out of school and wanted to become a mechanic but was not sure how he would make that happen. He received a presentation on programs and completed an application for services. He was 21 years old, living with his father, did not have a high school diploma or GED, no driver's license and lacked work readiness skills as he had never had a job.



Brandon was more of a hands-on learner and worked with Youthbuild to gain work readiness skills and school credit. For additional support, Brandon was enrolled in the WIOA Out-of-School and Minnesota Youth programs also. While working with Youthbuild, Brandon continued his GED and obtained his GED.

After completing his GED, Brandon's focus shifted to his long-range goal of becoming a mechanic. Since Brandon was the first member of his family to attend post-secondary education, he had many questions and concerns about the process of applying for school admission and financial aid. Although Brandon's family was supportive of his decision to pursue a degree in the Auto Tech program, they were unable to provide him with much assistance or direction with the application processes. RMCEP assisted Brandon with completing his FAFSA as well as his application to M-State. As his classes were getting close to starting, he was nervous about paying for the tools necessary for the program and with school starting. Brandon's job counselor offered to go over to M-State with him to meet the head of the Auto Tech program as well as the financial aid staff to help assuage his fears. Brandon later stated that those meetings in person were very beneficial to him. RMCEP was able to assist him in getting the needed tools as well as transportation. Brandon was very hesitant to try new things or venture out of his comfort zone. As a result, he needed encouragement to continue to pursue his driver's license which he obtained.

Brandon successfully completed the Auto Tech program at M-State in August 2021. Prior to his completion, it was discovered that there was an issue with his last course. Due to a late grade, the registrar's office had not officially accepted it. His job counselor contacted M-State, per Brandon's consent, and worked through the issue so his transcripts reflected his graduation. Brandon stated he was very appreciative of those efforts as he likely would have just let it go since he had already begun employment. He was proud of himself as the first person in his family to complete post-secondary education. Brandon took employment as a Lube Tech at Luther Faily Ford in Fargo, ND. He works 40 hours per week. Brandon is hoping to be able to gain work experience that he can use to apply for his dream job of an in-house mechanic for Dirt Dynamics fleet vehicles.



Southeast Minnesota

Southeast Minnesota Workforce Development Inc.

Jinny Rietmann, Director

2070 College View Rd E, Rochester, MN 55904

Phone: (507) 292-5152

workforcedevelopmentinc.org

Area served: Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, and Wabasha

OVERVIEW

Workforce Development, Inc. is a private, nonprofit organization providing employment and training services to youth and young adults in the 10 counties of Southeastern Minnesota. These services include extensive career counseling, work skills development, career pathways programming, preparation for employment, and hands-on work experiences. Assessments and plan development are completed with individuals involved with the programs to identify interests, aptitudes and education and work goals. Work experiences and career pathways are developed based on these interests and skills. Employers provide mentoring, worksite supervision, and cultural competency training to help youth while they are learning on the job. Counselors, youth and young adults, parents, other youth-serving community organizations and employers work together to ensure a successful work experience and career pathway. Educational goals of completing high school, obtaining a GED or pursuing post-secondary education are also included within an Individual Service Strategy for each youth, and these education goals are braided in their career pathways programming.

BEST PRACTICES

Career Pathways opportunities are the heart of WDI's youth and young adult programming. Several Career Pathways training programs are currently available through WDI, focused on the key sectors in the region including Construction/Trades, Manufacturing, Public Sector jobs, and Manufacturing. One example is our Construction/Trades program where individuals receive 4-8 weeks of training and are often moved directly into a union apprenticeship program. WDI seeks applicants from underserved populations for these programs, including people of color, women and those previously incarcerated.

"Bridges to the Future," is a collaboration between Faribault, Red Wing, and Northfield, including the MN Correctional Facility-Red Wing, and is partially funded through the Youthprise/Social Innovation Fund. This initiative offers career pathways approaches for youth ages 14-24 in those three cities who are in foster care, involved in the juvenile justice system, homeless, or are disconnected from school and work. The primary focus is high school completion with dual enrollment options through partnerships with area higher education institutions and postsecondary training in career clusters that have clear pathways to higher degrees.

WDI also utilizes a multi-tiered career pathways and work readiness program called Emerging Leaders, which collaborates with other community organizations to offer mentoring, independent living skills, while also offering inter-generational work readiness training, career pathways training, and work experience. This program offers opportunities for youth and young adults to gain credentials and real-life work experience.

WDI has been involved with various experiential learning programs throughout Southeast Minnesota. In Houston and Fillmore counties, we have a multi-school/employer collaboration where seven school districts have developed work-based learning opportunities that mirror one another to offer similar ways to connect for employers. In Mower and Freeborn counties a dedicated Southeast Asian Outreach Specialist helps youth ages 18 and older with career navigation, college supports and a variety of employer connections.

WDI also offers scholarship opportunities to program enrollees who choose to further their education at the post-secondary level. For the fall semester of 2022, four youth who completed the scholarship application requirements were chosen to receive tuition assistance. These youth are entering a variety of fields of study.

The Youthbuild program is a partnership with Rochester Alternative Learning Center, through which 10 youth per semester earn school credit and a work experience learning the basic skills of carpentry and construction. Their skills are put to use building structures (such as equipment sheds) for local schools and community agencies. Students are co-enrolled in other WDI programming to provide additional support. This year WDI was able to expand the Youthbuild program to Rice county.

COLLABORATIVE PARTNERS

In our youth programming, we find the most success when we collaborate with several agencies and partners. A few of the strong partnerships are those within education: high school principals, counselors and teachers, adult basic education, and community college systems. Those within various nonprofit and government agencies are also strong partners: social workers, mental health providers, YMCA, probation officers, and youth workers within organizations such as the Empowerment Center,

Vocational Rehabilitation Services, Community Corrections, United Way, Homeless Coalitions, Somalia Rebuild, Red Wing Youth Outreach, the Rochester Link program and the Rochester Boys and Girls Club. We greatly value the input and participation of youth in all aspects of programming as well. Some of the most important partners are employers, providing real-life work experiences and funding for our career pathways programming, including key stakeholders such as Mayo Clinic, Habitat ReStore and local trades union partners.

We use a wide variety of funding streams to help support our programs. All of these are vital to help WDI maintain consistent programming. Our MYP funds are often braided into co-enrollments with other programs to better serve our youth, and these programs benefit by receiving additional leverage of these funds. Adult Career Pathways, Youth Support Services, Career Pathways Pilot Program (CP3), Youth Intervention Program, TANF, Youthbuild and Pre-ETS are examples of this. Without the availability of co-enrollment with our multiple funding sources, opportunities for youth would be greatly diminished. Being able to diversify our services allows our youth staff to implement more thorough programming, thus providing more benefit to our youth.

SERVING YOUTH OF COLOR

Through the development of our Emerging Leaders program, we have advanced in developing partnerships and coming together with our community organizations to develop a collaborative youth programming model for Southeast Minnesota. WDI currently employs multiple individuals who provide targeted outreach and programming to underrepresented individuals in their specific communities. We continue to make gains in tackling equity in employment for youth of color. Approximately 13% of Southeast Minnesota residents are members of Black, Indigenous and People of Color communities.

OUTREACH TO SCHOOLS

Career Planners work closely with schools, providing information to administrators, teachers and students on the services available through youth programming, and we use the Career EdVenture curriculum to provide schools with easy access to a variety of topics and services. We have regular hours at the various schools throughout the 43 districts in our region. Working with school counselors and reaching students through class presentations allows students easy access to employment and education opportunities. Our Youth Career Planners also give group presentations at career-focused school events. Topics include career assessments, teaching essential employment skills, job search techniques, resume writing, interview skills and financial literacy.

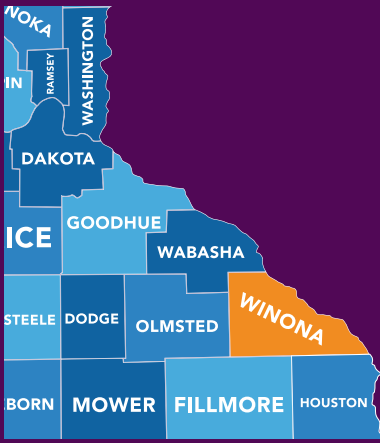
CUSTOMER COMMENTS

- I'm proud of myself for taking my future seriously and taking steps to reaching a certain goal. The staff helped me realize I could do it. – *YOUTH PARTICIPANT*
- They never gave up on me and I appreciate that and everything they do to help me do better in life. – *YOUTH PARTICIPANT*
- I feel as the path of my personal future has become much clearer by the things I reviewed and considered with the help of WDI. – *YOUTH PARTICIPANT*

SUCCESS STORY: Joelle

Joelle was diagnosed with Autism and PTSD at a young age and was told throughout her childhood and adolescence that she would never be able to go to college. Joelle is a very determined individual and didn't let the words of others hold her back! She enrolled at RCTC with the help of her WDI Career Planner and is finishing up her collegiate coursework this fall semester. Joelle received services through the Minnesota Youth Program and the WIOA In-School Youth program. Joelle stated, "I'm pretty sure that my dreams would not be able to come true without y'all!"





Winona County

Winona County WorkForce Council

Dawn Lubahn, Youth Program Manager

1250 Homer Road – Suite 200

Winona, MN 55987

Phone: (507) 205-6066

careerforcemn.com/winona

Area served: Winona

OVERVIEW

The Winona County Youth and Young Adult programs serve youth ages 16-24 with barriers to employment. Youth earn academic credit and a paycheck, while building confidence, gaining essential employment skills, and specific work-related skills throughout the duration of the program. The youth program offers hope and provides clarity to participants and their families regarding the transition from secondary education to post-secondary education and/or entering the workforce.

The program provides local businesses with employees. CareerForce staff work closely with school staff and employers to ensure youth are fully engaged in work experience and youth have an opportunity to transition to competitive employment at the end of the program. Many employers enjoy the opportunity to mentor and train youth and to observe the personal growth that happens over the school year.

BEST PRACTICES

Work Experience is offered at all the school districts located in Winona County along with the Winona Alternative Learning Center, and the Hiawatha Valley Education District Alternative Learning Center located at Minnesota State College Southeast. CareerForce staff work closely with the high school work-based learning coordinators to identify and enroll students in the Minnesota Youth Program. Youth are assigned a work site within the community, or the school district, and they work 4 days per week. Prior to reporting to the work site youth complete interest assessments, review child labor laws and work site responsibilities, and complete basic safety training. Youth spend one day per week in the classroom learning about managing money, practicing professional communication, completing mock interviews, creating a resume and cover letter, and practicing other skills that will help prepare them to enter the workforce.

Youth Work Skills Challenge is a day where students of all abilities from throughout southeast Minnesota come together to learn and compete against each other in real-world work scenarios such as applications, resumes and interviews. Students listen to speakers, receive resources, and engage with agencies focused on life skills and/or opportunities for growth in careers.

A major component of the program is placing youth in worksites throughout the community. However, because the program serves youth with a variety of barriers many youths are enrolled in the program for multiple years. A young person may initially be placed at a work site within the school district with more supervision and as work skills are gained, they will transition into a community-based position. Before sending youth into the community to work, staff ensure they are job ready. Indications of this include promptness in returning phone calls, follow-through with assignments and timeliness in appointments at the CareerForce Center, and professional presentation at their school worksite. Youth gain a deeper appreciation of work, through the actual experience of having to be at work on time, follow a supervisor's instructions, get along with coworkers and other work-related soft skills gained on the job. Staff work to provide worksites that are easily accessible to the youth, including youth in the cities of Winona County and in rural areas.

Youth staff work with students in three school districts and two alternative learning centers throughout the school year. Collaborating with high school instructors is essential to the success of the program and CareerForce staff complement the work that is being done within the schools.

OUTREACH TO SCHOOLS

Outreach to Schools (OTS) Activities in Winona County complement the work of existing school counselors and provide youth and families with career exploration, college information and current labor market information. Examples of Outreach to Schools activities that have been implemented include (but are not limited to):

- Providing information to individuals and groups regarding occupations and industries in demand and with the highest growth throughout the region using current labor market information, which may include providing opportunities for students to directly experience occupations through job shadowing, mentoring and business tours.
- Providing workshops to classes on planning for post-secondary training, including accessing financial aid and selecting an appropriate program, as well as other career planning topics such as goal setting and navigating business culture.



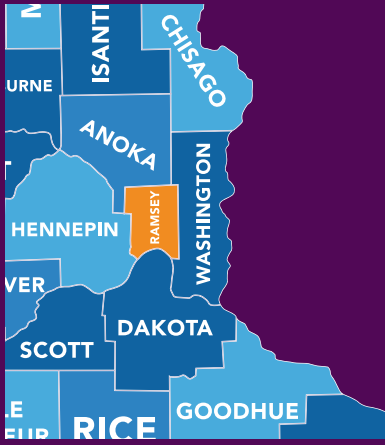
- Tours of the Winona CareerForce Center and information about the resources available at the Winona CareerForce Center and how to access and utilize the resources.
- Connections to community and private sector resources through a local career fair offered in the fall and spring, career events, and tours of businesses in strategic industries.
- Group and individual sessions including instruction and presentations on O*Net, labor market information and strategic industries and in-demand occupations.
- Individualized career development activities including career exploration and career assessments, resume preparation, mock interviews, and job search assistance.

COLLABORATIVE PARTNERS

The Winona Youth and Young Adult Program partners with and utilizes community resources provided by organizations such as Winona County Social Services, the Winona School District Academic Success Coordinators, the Southeast Service Coop Career Navigators, and SEMCIL to coordinate services for area youth. We synchronize our efforts with Vocational Rehabilitation Services and counselors with the MFIP programs to maximize positive outcomes. Youth program staff coordinate recruitment efforts with Minnesota State College Southeast and Winona State University to ensure youth are aware of careers and corresponding training in area with high demand living wage occupations.

CUSTOMER COMMENTS

- “We enjoy having the youth help at the Center. We feel that we are helping them learn new skills, which will help them in the future.” — *SUPERVISOR*
- “Working at the Resource Center taught me how to be organized and neat. It was fun to help the clients.” — *YOUTH PARTICIPANT*



Ramsey County

Ramsey County Workforce Solutions

Ling Becker, Director

160 E Kellogg Blvd

Saint Paul, MN 55101

Phone: (651) 266-9890

www.ramseycounty.us/youngadultemploymentprogram

Area served: Saint Paul & Ramsey County

OVERVIEW

In 2021-2022, Ramsey County Workforce Solutions (WFS) delivered Minnesota Youth Program Employment and Training Supports to young people ages 14-24 through three community-based vendor organizations; Hmong American Partnership, Hired, and YWCA St. Paul. WFS provides oversight and extensive technical assistance to ensure that policy is being followed, but more importantly that the needs of young people are being met. Services are guided by Ramsey County's vision of "A vibrant community where all are valued and thrive."

BEST PRACTICES

The services that are delivered include individualized, year-round comprehensive guidance and supports. MYP provides many youths and young adults with work experiences, internships and other entry employment opportunities. Additionally, through the use of support services, MYP allows youth, who may otherwise have barriers to employment, such as lack of transportation, to successfully complete a work experience and engage in professional development activities.

With the onset of the coronavirus pandemic in March 2020, Workforce Solutions and the partners readjusted the service model to ensure youth and young adults continued to get employment and training services, safely. First, counseling and case management activities were transitioned to phone and virtual service delivery. Additionally, more training, financial literacy, professional development, and other programming was made available virtually to youth participants. Ramsey County and vendor partners continued to work with local businesses and organizations to provide safe internship opportunities for youth and young adults either virtually or in-persons.

COLLABORATIVE PARTNERS

Many community and state partners have contributed to the success of Ramsey County Youth and Young Adult Employment Programs. Case management and other program elements were delivered through WFS's three vendor partners, Hired, Hmong American Partnership and YWCA St Paul. Educational partners include but are not limited to Saint Paul Public Schools, Roseville Area Schools, St. Paul School District Career Connect, Saint Paul College, Century College,

City Academy, and Change Inc. Additionally, many employer partners aided in the development and support of youth participants, including ISD 622, High School for Recording Arts, Ramsey County Libraries, Minnesota Trades Academy, The Sanneh Foundation, Solid Ground, Cookie Cart, Bridgemakers, World Youth Connect and many more.

SERVING YOUTH OF COLOR

As the most racially & ethnically diverse county in Minnesota, Ramsey County WFS and partners use county and state data, to strategically plan and deliver youth services to neighborhoods and communities who have historically been under-served by the workforce system. The WFS Youth and Young Adult Employment Program serves a majority youth and young adults of color. Through direct MYP services (individualized guidance counseling and supports), WFS served 81% youth who identified as a race other than "white alone", and 9% youth who identified their ethnicity as "Hispanic or Latin(x)". Ramsey County has historically partnered with culturally specific organizations, including Hmong American Partnership and YWCA St Paul to provide appropriate services to young people of color, to ensure that their specific cultural and community needs are met.



SUCCESS STORY: **Nari**

Nari will be a high school senior at the Community School of Excellence in the fall and has been in the Hmong American Partnership (HAP) Minnesota Youth Program (MYP) for nearly a year. Last summer, Nari completed an MYP internship where she worked at the 21st Century Community Learning Center (21st CCLC) to prepare activities and kits for students doing remote summer programming. 21st CCLC is a program in partnership with HAP and the Community School of Excellence that provides out of school time activities to students, families, and community members. After she successfully completed her summer internship, Nari became her high school's Student Body President. Even though she was busy, Nari remained steadfast in her desire to do the Certified Nursing Assistant (CNA) training and become a CNA.

After several months of trying to find the time in her schedule to complete the CNA course, Nari was able to start classes through Saint Paul College near the end of May. She has been working hard to complete the course, and she started her clinicals this week. Meanwhile, Nari made such a great impression during her internship last summer, that she was asked to interview and intern for the 21st CCLC again this summer. This summer, 21st CCLC was excited, willing, and able to provide a paid work experience for Nari, no longer subsidized by MYP. In this position, Nari is using her organizational skills to prepare more summer programming materials, but she is also a lead intern. This experience allows Nari to exercise her leadership skills and take on more responsibilities all while working with students in the summer program at the 21st CCLC.

SFY 2022 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY (JULY 1, 2021 THROUGH JUNE 30, 2022)

COMBINED WDA TOTALS		TOTAL	PCT	WDA 1	WDA 2	WDA 3	WDA 4	WDA 5	WDA 6	WDA 7	WDA 8	WDA 9H
1. Total Participants Served		3,278		61	297	168	83	251	67	261	325	248
1a. Total Participants Exited		1,703		28	135	66	37	62	32	130	109	195
Gender	2a. Male	1,626	49.6%	30	176	74	38	118	37	124	164	121
	2b. Female	1,639	50.0%	31	121	94	43	133	30	136	161	127
	2c. Did Not Self-Identify	13	0.4%	0	0	0	2	0	0	1	0	0
Age	3a. 14 - 15	1,001	30.5%	14	98	14	15	48	18	57	28	25
	3b. 16 -17	1,160	35.4%	37	107	69	27	90	28	108	118	108
	3c. 18	459	14.0%	8	48	42	9	39	15	39	66	41
	3d. 19 - 21	480	14.6%	2	33	32	19	52	6	42	72	61
	3e. 22 - 24	178	5.4%	0	11	11	13	22	0	15	41	13
Ethnicity / Race	4a. Hispanic/Latino	405	12.4%	8	16	4	9	39	24	62	75	17
	4b. American Indian or Alaska Native	115	3.5%	2	33	8	11	17	3	3	1	1
	4c. Asian or Pacific Islander	210	6.4%	0	1	1	0	11	2	3	16	32
	4d. Black or African American	1,036	31.6%	6	17	4	16	13	3	33	46	177
	4e. White	1,527	46.6%	42	242	147	31	180	45	201	235	21
	4f. Multi Race	199	6.1%	6	4	8	23	12	1	14	21	5
Education Level	5a. Grades K-12 (No Diploma/GED)	2,672	81.5%	60	250	98	68	199	63	219	230	149
	5b. High School graduate or equivalent	483	14.7%	0	41	57	10	37	3	38	74	74
	5c. Post-Secondary Education	122	3.7%	1	6	13	5	15	1	4	20	25
Other Demographics	6. Limited English Proficient	257	7.8%	14	4	0	1	21	2	9	19	11
	7. Youth From Families Receiving Public Assistance	2,022	61.7%	49	141	102	50	118	22	157	153	124
	8. Foster Youth	144	4.4%	7	9	11	20	17	2	12	9	11
	9. Youth with a Disability	1,515	46.2%	43	196	101	46	151	34	155	194	38
	10. High School Drop-Out	156	4.8%	0	20	9	17	29	1	24	36	5
	11. Offender	163	5.0%	5	13	9	9	17	0	31	30	8
	12. Pregnant or Parenting Youth	179	5.5%	3	9	15	8	20	1	25	55	7
	13. Basic Skills Deficient	921	28.1%	31	257	67	24	187	9	17	13	97
	14. Homeless or Runaway Youth	127	3.9%	2	3	7	14	16	0	10	15	7
	15. Not Employed at Program Enrollment	2,760	84.2%	57	253	96	72	171	49	222	229	220
PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE												
1. Received Education/ Job Training Activities		1,589	48.5%	43	32	143	44	129	28	203	261	5
2. Received Work Experience Activities		1,524	46.5%	44	194	97	50	91	36	160	146	44
3. Received Community Involvement and Leadership Development Activities		458	14.0%	0	12	0	3	2	3	10	4	31
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		1,541	47.0%	57	44	160	7	222	6	140	325	31
5. Received Mentoring Activities		282	8.6%	0	46	35	0	0	11	169	2	19
6. Received Support Services		312	9.5%	4	0	12	19	22	9	68	40	0
INDICATORS OF PERFORMANCE (Based on Number Served)												
1. Attained Work Readiness or Education Goals in ISS		1,574	92.4%	28	135	66	30	62	32	130	109	190
2. Received Academic/Service Learning Credit		1,107	65.0%	28	0	42	17	86	32	36	88	90
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,404	82.4%	10	69	22	16	32	32	97	73	165
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		353	20.7%	10	43	51	11	29	12	47	72	1
CUSTOMER SATISFACTION												
1. Number of Participants Rating MYP Experience as "Excellent"		109	33.5%		17		17	15	3		19	
2. Number of Participants Rating MYP Experience as "Very Good"		149	45.8%		26		5	7	7		42	
3. Number of Participants Rating MYP Experience as "Average"		61	18.8%		9		1	1	3		17	
4. Number of Participants Rating MYP Experience as "Below Average"		5	1.5%		1		0	0	0		1	
5. Number of Participants Rating MYP Experience as "Poor"		1	0.3%		1		0	0	0		0	
6. Total Number of Surveys Completed		325		0	54	0	23	23	13	0	79	0

SFY 2022 MINNESOTA YOUTH PROGRAM (MYP) DATA SUMMARY (JULY 1, 2021 THROUGH JUNE 30, 2022)

COMBINED WDA TOTALS		TOTAL	PCT	WDA 9C	WDA 10	WDA 12	WDA 14D	WDA 14S	WDA 15	WDA 16	WDA 17	WDA 18
1. Total Participants Served		3,278		17	575	187	91	14	256	47	279	51
1a. Total Participants Exited		1,703		10	396	98	53	9	132	22	139	50
Gender	2a. Male	1,626	49.6%	12	220	109	65	10	131	33	132	32
	2b. Female	1,639	50.0%	5	349	77	26	4	124	14	145	19
	2c. Did Not Self-Identify	13	0.4%	0	6	1	0	0	1	0	2	0
Age	3a. 14 - 15	1,001	30.5%	0	322	29	36	0	50	15	232	0
	3b. 16 -17	1,160	35.4%	9	179	47	34	2	99	18	45	35
	3c. 18	459	14.0%	5	39	45	7	0	33	7	2	14
	3d. 19 - 21	480	14.6%	2	35	45	13	5	52	7	0	2
	3e. 22 - 24	178	5.4%	1	0	21	1	7	22	0	0	0
Ethnicity / Race	4a. Hispanic/Latino	405	12.4%	3	57	22	6	1	24	11	26	1
	4b. American Indian or Alaska Native	115	3.5%	0	15	2	12	0	3	3	1	0
	4c. Asian or Pacific Islander	210	6.4%	0	28	4	4	1	102	2	2	1
	4d. Black or African American	1,036	31.6%	2	374	52	19	5	91	4	166	8
	4e. White	1,527	46.6%	12	45	92	48	7	30	31	79	39
	4f. Multi Race	199	6.1%	0	56	15	1	1	18	0	11	3
Education Level	5a. Grades K-12 (No Diploma/GED)	2,672	81.5%	16	530	141	88	5	181	46	279	50
	5b. High School graduate or equivalent	483	14.7%	1	45	34	3	5	59	1	0	1
	5c. Post-Secondary Education	122	3.7%	0	0	12	0	4	16	0	0	0
Other Demographics	6. Limited English Proficient	257	7.8%	0	70	7	2	1	45	2	49	0
	7. Youth From Families Receiving Public Assistance	2,022	61.7%	9	527	60	44	6	182	18	228	32
	8. Foster Youth	144	4.4%	1	18	5	8	0	5	0	5	4
	9. Youth with a Disability	1,515	46.2%	16	136	103	73	6	54	32	88	49
	10. High School Drop-Out	156	4.8%	0	0	7	0	0	7	0	1	0
	11. Offender	163	5.0%	0	5	11	6	3	12	2	1	1
	12. Pregnant or Parenting Youth	179	5.5%	1	14	11	0	2	7	0	0	1
	13. Basic Skills Deficient	921	28.1%	8	3	17	38	4	54	18	70	7
	14. Homeless or Runaway Youth	127	3.9%	0	12	21	1	0	16	0	3	0
	15. Not Employed at Program Enrollment	2,760	84.2%	15	575	146	88	9	192	44	279	43
	PROGRAM SERVICES, ACTIVITIES, AND OTHER RELATED ASSISTANCE											
1. Received Education/ Job Training Activities		1,589	48.5%	4	0	186	59	13	109	23	276	31
2. Received Work Experience Activities		1,524	46.5%	4	272	105	70	5	124	39	0	43
3. Received Community Involvement and Leadership Development Activities		458	14.0%	0	0	1	69	0	13	34	276	0
4. Received Post-Secondary Exploration, Career Guidance and Planning Activities		1,541	47.0%	12	2	185	60	14	224	24	0	28
5. Received Mentoring Activities		282	8.6%	0	0	0	0	0	0	0	0	0
6. Received Support Services		312	9.5%	1	0	24	0	10	102	0	0	1
INDICATORS OF PERFORMANCE (Based on Number Served)												
1. Attained Work Readiness or Education Goals in ISS		1,574	92.4%	4	342	68	74	8	87	22	139	48
2. Received Academic/Service Learning Credit		1,107	65.0%	2	334	25	58	7	61	22	139	40
3. Obtained High School Diploma, GED, or Remained in School, Obtained a Certificate or Degree, or Drop-out-Returned to School		1,404	82.4%	4	396	61	42	6	63	19	251	46
4. Entered Post Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, or Military or Entered Employment		353	20.7%	0	0	49	0	8	17	0	0	3
CUSTOMER SATISFACTION												
1. Number of Participants Rating MYP Experience as "Excellent"		109	33.5%			6					32	
2. Number of Participants Rating MYP Experience as "Very Good"		149	45.8%			4					58	
3. Number of Participants Rating MYP Experience as "Average"		61	18.8%			0					30	
4. Number of Participants Rating MYP Experience as "Below Average"		5	1.5%			0					3	
5. Number of Participants Rating MYP Experience as "Poor"		1	0.3%			0					0	
6. Total Number of Surveys Completed		325		0	0	10	0	0	0	0	123	0

Minnesota Youth Program - Return on Investment Information

STATE FISCAL YEARS 2019 & 2020 (JULY 1, 2021 THROUGH JUNE 30, 2022)

Minnesota Youth Program (SFY '21)	WDA DATA
A. Unduplicated Count of MYP Enrollees	2,684
B. Total number of MYP termed	1,176
C. Total number of MYP terminees that returned to school	1,079
D. Total number of MYP terminees that were placed in jobs	349
E. Average wage at placement for MYP placements	\$13.98
F. Average number of hours per week for MYP placements	33
G. Total number of MYP placed in work experience	1,511
H. Average wage for those MYP placed in work experience	\$10.00
I. Average number of hours per week for MYP work experience	35
J. Total MYP expenses for the program year	\$577,125
K. Total Annual Wages Earned by MYP Participants	\$11,545,498
L. Total Government Taxes Paid (est at 26.6%)	\$3,071,103
M. Est. Welfare Savings on Placements (Avg. \$6835)	\$2,385,415
N. Total Annual Return to Government	\$5,456,518
O. Positive Termination Rate	91.8%
P. Entered Employment Rate	29.7%
Q. Return on Investment	\$9.45
Minnesota Youth Program (SFY '22)	WDA DATA
A. Unduplicated Count of MYP Enrollees	3,278
B. Total number of MYP termed	1,703
C. Total number of MYP terminees that returned to school	1,055
D. Total number of MYP terminees that were placed in jobs	329
E. Average wage at placement for MYP placements	\$15.54
F. Average number of hours per week for MYP placements	30
G. Total number of MYP placed in work experience	1,525
H. Average wage for those MYP placed in work experience	\$10.00
I. Average number of hours per week for MYP work experience	35
J. Total MYP expenses for the program year	\$577,125
K. Total Annual Wages Earned by MYP Participants	\$11,178,250
L. Total Government Taxes Paid (est at 26.6%)	\$2,973,414
M. Est. Welfare Savings on Placements (Avg. \$7,259)	\$2,388,211
N. Total Annual Return to Government	\$5,361,625
O. Positive Termination Rate	81.3%
P. Entered Employment Rate	50.8%
Q. Return on Investment	\$9.29
Minnesota Youth Program (SFY '21 & '22)	WDA DATA
A. Unduplicated Count of MYP Enrollees	5,962
B. Total number of MYP termed	2,879
C. Total number of MYP terminees that returned to school	2,134
D. Total number of MYP terminees that were placed in jobs	678
E. Average wage at placement for MYP placements	\$14.76
F. Average number of hours per week for MYP placements	31.5
G. Total number of MYP placed in work experience	3,036
H. Average wage for those MYP placed in work experience	\$10.00
I. Average number of hours per week for MYP work experience	35.0
J. Total MYP expenses for the biennium	\$1,154,250
K. Total Annual Wages Earned by MYP Participants	\$22,723,748
L. Total Government Taxes Paid (est at 26.6%)	\$6,044,517
M. Est. Welfare Savings on Placements (Avg. \$6384)	\$4,773,626
N. Total Annual Return to Government	\$10,818,143
K. Positive Termination Rate	97.7%
L. Entered Employment Rate	91.0%
M. Return on Investment	\$9.37

MINNESOTA YOUTH PROGRAM

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