

SFY 2024 YMCA of the North - Direct Appropriation

Final Report

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Minnesota Department of Employment and Economic Development  
Employment and Training Programs Division

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## Introduction

The Minnesota State Legislature has appropriated $300,000 each year in State Fiscal Year (SFY) 2024 and 2025 to YMCA of the North to provide career exploration, job training, and workforce development services for underserved youth and young adults. ([Minnesota Session Laws – 2023, Chapter 53, S.F. 3035 Article 20, Section 2, Subdivision 3(ooo))](https://www.revisor.mn.gov/laws/2023/0/Session+Law/Chapter/53/). The enacted legislation permits the Department of Employment and Economic Development (DEED) to retain five percent of these funds for administration and monitoring, making the total grant amount available equal to $285,000.

## Program Overview

The YMCA of the North’s Career Pathways program leverages the YMCA’s expertise in youth development to provide job skills and career readiness training, internship experiences, and professional development trainings to empower youth to succeed on a career journey. Participating youth are supported in developing workforce skills that get them started on a long-term career path journey, that may also include post-secondary education.

The programs target population is youth from families with low incomes and/or youth who identify as people of color, ages 14 to 24. The program focuses on serving young people who face barriers to employment and postsecondary education due to factors including systemic racism, poverty, housing instability, involvement in systems such as juvenile justice or foster care, and low literacy/limited English proficiency.

The YMCA of the North’s Career Pathways program puts youth on a path towards a long-term career that fits their needs and interests, as well as employers' needs for a diverse workforce. Gaining internship, first job, or entry level experience with the YMCA, at one of the local branches or program sites, is a valuable work experience for youth. The internship opportunities develop transferable skills and competencies needed to prepare for in-demand, high growth job opportunities, including but not limited to retail sales, customer service, cashier/front desk, fitness/wellbeing careers, office clerks, and more.

Geographic areas served:

* Twin cities metro area
* Counties: Hennepin, Ramsey, Washington, Anoka and Dakota
* Cities: Minneapolis, St. Paul and surrounding suburbs

The YMCA of the North works with its internal network of YMCA branches and programs to place interns to gain experience in high-demand industries. The program also works within the YMCA network to provide wraparound support services to meet participant’s basic needs for supplemental support for food, clothing/uniforms, hygiene items, transportation, etc.

## Program Activities and Performance Metrics

The YMCA of the North works to address employment disparities and increase equitable outcomes for underrepresented youth via high-quality employment readiness services, workforce trainings, post-secondary and career exploration/planning and support services to put youth on a path towards in-demand, high growth employment and careers. The following are the key activities included in programing:

* Immersive job skills training
* Supervised 100-hour of intern work experience
* 20 hours of professional development
* Career Pathways professional development workshops addressing career/postsecondary options with a 21st frameworks
* Utilizing MHA labs curriculum, S.M.A.R.T and Gradify as resources to support participants in skill building, goalsetting and career exploration efforts

|  |  |  |
| --- | --- | --- |
| **Contract Performance Data** | **Total Planned** | **Total Achieved** |
| Number of youth served per year | 60 | 63 |
| % of youth respondents that agree or strongly agree that their… | - | - |
| Workforce and career readiness skills are developed | 75% | 85% |
| Foundation of future workforce success is developed | 75% | 90% |
| Confidence is built and understanding of individual strengths is developed | 75% | 85% |
| Goals related to education and/or careers are identified | 75% | 85% |
| Youth who have completed an internship will be rated ready to hire by their internship supervisor | 65% | 90% |

## Participant Data

The participant demographic, activity, and outcome data included in this report reflects the total from the start of the grant contract on July 1, 2023, through the end of SFY 2024 on June 30, 2024.

|  |  |  |  |
| --- | --- | --- | --- |
| **Demographic Data** | | **Total** | **Percentage** |
| Total Participants Served | | **63** | |
| **Gender** | Female | 30 | 48% |
| Male | 32 | 51% |
| Other | 0 | 0% |
| Prefer not to answer | 1 | 1% |
| **Age** | 14 – 15 | 20 | 32% |
| 16 – 17 | 17 | 27% |
| 18 - 19 | 11 | 17% |
| 20 - 21 | 11 | 17% |
| 22 - 24 | 4 | 6% |
| **Ethnicity /Race** | Hispanic/Latino | 9 | 14% |
| American Indian or Alaska Native | 0 | 0% |
| Asian/Pacific Islander | 6 | 10% |
| Black or African American | 32 | 51% |
| White | 14 | 22% |
| Multi-race | 7 | 11% |
| Other or Not Available | 4 | 6% |
| **Education Level** | 8th Grade and Under | 0 | 0% |
| 9th to 12th Grade | 41 | 65% |
| High School graduate or equivalent | 10 | 16% |
| Post-Secondary Education | 12 | 19% |
| **Other Demographics** | Limited English Proficient | 3 | 5% |
| Receiving Public Assistance | 7 | 11% |
| Foster Youth (or aged out of foster care) | 0 | 0% |
| With a Disability | 2 | 3% |
| HS Dropout | 0 | 0% |
| Offender (previous criminal/juvenile justice involvement) | 0 | 0% |
| Pregnant or Parenting | 0 | 0% |
| Basic Skills Deficient | 0 | 0% |
| Homeless or Runaway | 0 | 0% |
| Not Employed at Program Enrollment | 0 | 0% |
| Veteran | 0 | 0% |
| Economically Disadvantaged | 0 | 0% |
| **Program Services and Activities Data** | | **Total** | **Percentage** |
| Received Education or Job Training Activities | | 63 | 100% |
| Received Work Experience Activities | | 63 | 100% |
| Received Community Involvement and Leadership Development Activities | | 63 | 100% |
| Received Post-Secondary Exploration, Career Guidance and Planning Activities | | 63 | 100% |
| Received Mentoring Activities | | 63 | 100% |
| Received Support Services | | 24 | 38% |
| **General Performance and Outcome Data** | | **Total** | **Percentage** |
| Attained Work Readiness Goals or Educational Goals | | 60 | 95% |
| Received Academic Credit or Service-Learning Credit | | 1 | 2% |
| Obtained High School Diploma, GED, Remained in School, Obtained a Certificate or Degree, or Dropout - Returned to School | | 51 | 81% |
| Entered Post-Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, Military, Job Search or Employment | | 4 | 6% |
| Completed Program Objective | | 50 | 79% |
| **Participant Satisfaction Data** | | **Total** | **Percentage  (of responses)** |
| Number of participants rating experience as “Excellent” | | 8 | 40% |
| Number of participants rating experience as “Very Good” | | 11 | 55% |
| Number of participants rating experience as “Average” | | 0 | 0% |
| Number of participants rating experience as “Below Average” | | 0 | 0% |
| Number of participants rating experience as “Poor” | | 1 | 5% |
| Total Number of Surveys Completed | | 20 | 100% |

## Expenditure Data

The SFY 24 grant contract started on July 1, 2023 and ended on June 30, 2024. SFY 24 grant funds were fully expended by the end of June 2024. The cost category breakdown of expenditures is reported below.

|  |  |
| --- | --- |
| Budget Category | Expenditures |
| Administration (up to 10% allowed) | $ 27,607.17 |
| Participant Wages and Fringe Benefits | $ 89,550.82 |
| Direct Services to Youth | $ 149,000.00 |
| Support Services | $ 18,842.01 |
| **Total** | **$285,000.00** |

## Success Stories

F was looking to find an internship after high school. He wanted to gain experience and get his foot in the door in the IT field. F had been attending his local YMCA for many years and found his perfect next career step through the YMCA Career Pathways Program. The program provides YMCA internships and workforce skills to young people facing systemic barriers to employment. He applied and was selected for the YMCA IT internship position. Through the position he not only developed IT skills but refined his workplace communication and general workforce skills. His goal is to continue working in the IT field after he graduates college.