

Construction Career Pathways Initiative Annual Report

July 1, 2019 - June 30, 2020



Construction Careers Foundation

PREPARED BY:

thedatabank, gbc / Collectivity

PREPARED FOR:

MN Department of Employment and Economic Development
September, 2020

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Executive Summary

In 2017 Construction Careers Foundation (CCF) received legislative funding to launch the Construction Career Pathways Initiative (CCP)

The primary goal of the CCP Initiative is to provide year-round educational and experiential learning opportunities for Minnesota youth and young adults, especially females and individuals of color, as they consider, navigate, and prepare for careers in the construction industry.

To address the CCP initiative's overarching goals, the following objectives are continually in focus:

1. Enhance and grow an industry-wide marketing campaign targeted to youth and young adults focusing on the depth and breadth of careers within the construction industry;
2. Increase construction industry exposure activities for middle school and high school youth, parents, and counselors to reach a more diverse demographic and broader statewide audience;
3. Increase the number of high schools in Minnesota offering construction classes during the academic year that utilize a Multi-Craft curriculum, thereby exposing participants to a variety of construction trades;
4. Increase the number of summer internship opportunities;
5. Enhance activities to support graduating seniors/young adults in their efforts to obtain employment in the construction industry and increase the number of young adults employed in the construction industry that reflect Minnesota's diverse workforce.

Executive Summary - continued

CCP programs are intentionally designed to be experiential and hands-on so our youth participants can gain real life perspective on what a career in construction is like. During the majority of the program year, our broad range of programs from middle through high school continued as they always have, in-person. In March, COVID-19 hit.

“There’s no question that the changed conditions during the last third of the year required us to do things differently. Within a matter of weeks we had to shift programs that all had previously taken place in person to various virtual formats.”

Our programs are all highly reliant on our relationships with schools, teachers, parents, industry and labor representatives, and when the people central to our programming were suddenly thrust into crisis mode, and become more difficult to reach, we had to think differently about how we designed and delivered our programming.

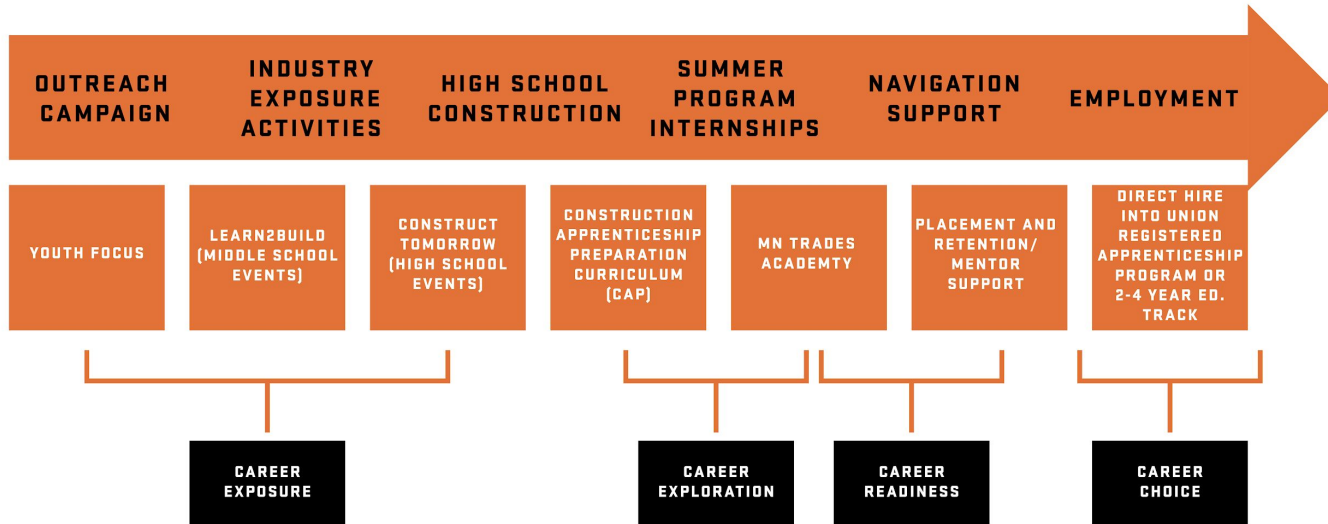
Our team came together quickly and formed an advisory group to consider all the options and ideate on approaches that could hold the most promise for continuing to deliver our programs with the least amount of disruption and the highest degree of impact.

Once we shifted programming to virtual settings and/or hybrid models, we learned that in this arrangement, in many cases it actually made it easier for some students to participate, and increased interaction. Having our programs become more accessible in this way became an advantage and not a hindrance.

Construction Career Pathways Framework

COMMITTED TO ENHANCING ACCESS TO CONSTRUCTION CAREER OPPORTUNITIES FOR THE YOUTH IN MINNESOTA

CONSTRUCTION CAREERS PATHWAY (CCP)- A CONSTRUCTION COMMUNITY AND CONSTRUCTION CAREERS FOUNDATION (CCF) INITIATIVE



The diagram above illustrates how the pathway integrates the full range of experience from middle school through employment, connects our work, and guides our activities .

REPORT HIGHLIGHTS

While one-third of the FY19-20 year was disrupted by COVID-19 and social uprising, CCP persisted and pivoted. Here are some highlights.

Program Area	In-Person School / Student Connections			
	FY19-20		FY17-20	
	# Schools	# Students	# Schools	# Students
Outreach	61	609	140	6936
Middle & High School Events	145	3621	448	14711
Construction Apprenticeship Preparation Programs	8	502	22	1314
Internships	46	63	112	572
Totals	260	4907	722	23533

HOT NEWS! CCP recently launched a new mobile app to reach more young people through their mobile phones. Promotion of the app begins when school restarts in Sept. 2020



OBJECTIVE 1 - Outreach & Marketing



In-person outreach and online marketing efforts have continued to increase our target audience penetration. Emphasis this past year has been on expanding content on the website, and making it easier for prospective candidates and their supporters to learn more about the industry through connection to CCP through all social channels.



KEY HIGHLIGHTS - Website

- Upgraded all career pages to include [20+ real stories](#) from MN construction workers sharing how they got their start, and why they chose a construction career
- Added more than [12 new student profiles](#) from real middle and high schoolers with their experiences with the Learn2Build and MN Trades Academy programs
 - *This content is critical as young people want to read stories and watch videos of people who look like them*
- Added a new page with teacher resources to download for classroom use
- Upgraded career pages with more details about construction apprenticeships, including links to trade unions, apprenticeship applications and practice aptitude tests

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OBJECTIVE 1 - continued

- The website attracted more than 15,000 unique visitors who conducted more than 21,000 website sessions
 - average visitor stayed on the website for nearly 3 minutes, which is excellent
 - bounce rate was only 18.95% (avg. is typically >70%), 20% of visitors were new, and 85% were from the metro, the balance from Greater Minnesota (big uptick in Duluth)
 - 16% were 18-24, a nearly 3% increase in that age group over last year
 - 31% were 25-34, 52% were male and 48% were FEMALE

KEY HIGHLIGHTS - Social Media

Continued to ramp up the frequency and quantity of content pushed through:

- Nearly daily content posts on Facebook, Twitter, Instagram and LinkedIn
- Traffic - through social media outreach, more than 24,000 individuals were served. At least 1,700 students in middle school and 1,700 high school students were reached through social media efforts
- Gender - on YouTube, Megan Ringwelski's story alone was viewed 189 times -- 58% of viewers were women. Sharlo Strickler's Tile Setting profile video has been viewed 156 times -- 55% of viewers were women
- Twitter – 345 tweets, 33 Followers and 301+ click engagements to a link (usually the CCP website)
- Instagram – 219 posts, with a total of 109 followers (+29 new followers over the year), average ~ 3 likes per post



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OBJECTIVE 1 - continued

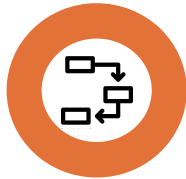
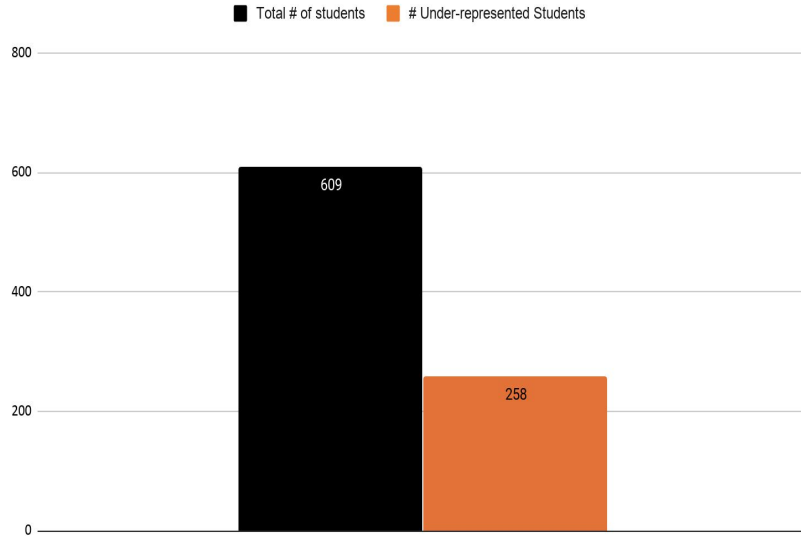
KEY HIGHLIGHTS - Social Media

- Facebook – 385+ posts, 10k+ reactions to daily posts, 273 fans, 17.1k estimated impressions from Facebook analytics
- LinkedIn – 318 posts, 37 followers, 105 engagements (likes, comments, shares), 87 direct clicks leading to ConstructionCareers.org website
- TikTok – created a TikTok account for CCP, seeking construction accounts to follow and share content
- YouTube - posted more than 30 videos of Minnesota construction workers sharing their stories about why they chose construction as a career, and videos addressing key issues, such as the cost of paying for a four-year college degree
- Mobile App - launched mobile app to reach more young people through their mobile phones. We will amp up promotion of the app when school restarts in Sept. 2020
- Educator Outreach - built a targeted email list of ~850 educator contacts throughout Minnesota to deliver monthly content about Construction Career Pathways to share with middle and high-school students. Distributed e-newsletters in May and June, and will continue on a monthly basis through the coming school year. This dovetails with the new downloadable materials
- Public Relations - developed news releases to communicate the CCP story, and continued outreach to Minnesota media, including the Star Tribune, Finance & Commerce, Construction Dive, and Teaching Today Minnesota

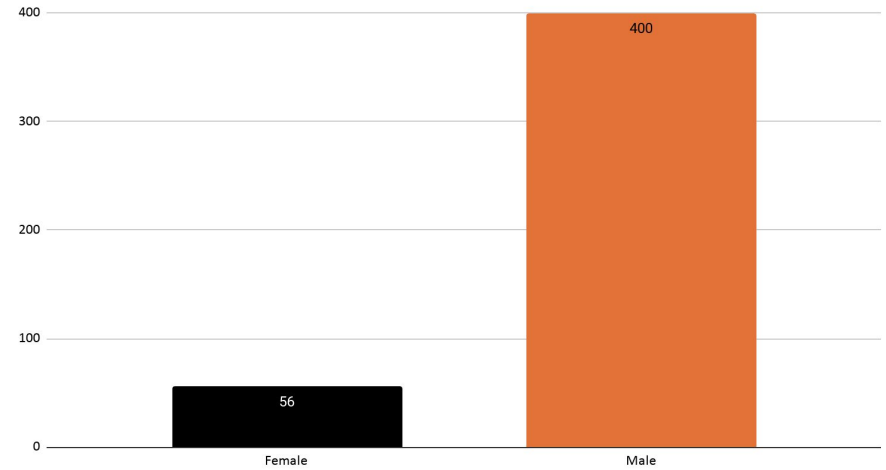


OBJECTIVE 1 - continued

2019-20 In-Person Outreach Attendee - Number



2019-20 In-Person Outreach Attendee - Gender



OBJECTIVE 2 - Middle & High School



There were a total of nine middle school events scheduled this year, up one from last year. Three were cancelled due to COVID-19, and one was pivoted to deliver projects to students at home. There were 10 events scheduled for high school Construct Tomorrow events, eight were completed, and two were cancelled due to COVID-19. In spite of the cancellations, **3621 students** from middle and high schools participated in CCP programs.



KEY HIGHLIGHTS - Middle School - **Learn2Build Program (L2B)**

- CCP conducted a total of five in person highly interactive learning events with **> 450+** students
- Students reported 80-90% satisfaction with the courses
- 50% reported that they would be interested in learning more about construction
- 15-30% reported that they could see themselves working with their hands and using tools to build things as a career
- All student participants were provided with their own personal protection equipment to keep (i.e. hard hats, safety glasses, assorted tools in a tool bag, lanyard, etc)
- All students were provided with custom L2B T-shirts, water bottles, posters, etc.
- In response to COVID-19 program shifts, students who signed up to receive a Do-it-Yourself (DIY) at home project received custom build kits delivered to their home by program leads to work on at home with online guidance

OBJECTIVE 2 - continued



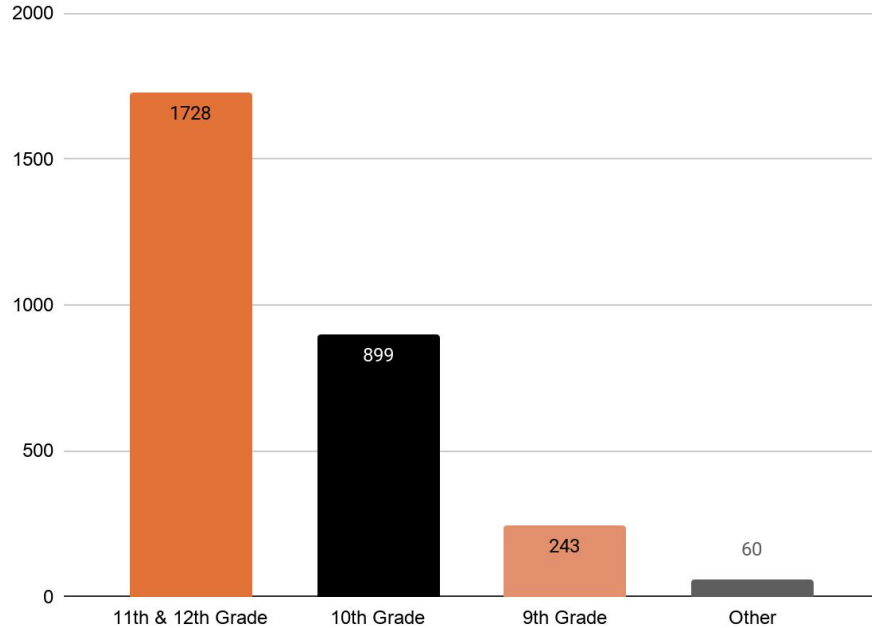
KEY HIGHLIGHTS - High School - **Construct Tomorrow (CT)**

- Construct Tomorrow conducted a total of eight in-person highly interactive learning events with **> 3,170+** students at locations across the state
- 2,658 student participants were from Greater MN schools (84%)
- Students completed **2,184 surveys** at the events stating construction career interests
- Typically as many as 18 different trades were represented at these high school career exploration events, all with live activities that gave students a real hands-on experience working with tradesmen and women
- All student participants were provided with personal protection equipment to use on site (i.e. hard hats, safety glasses, assorted tools, etc.)

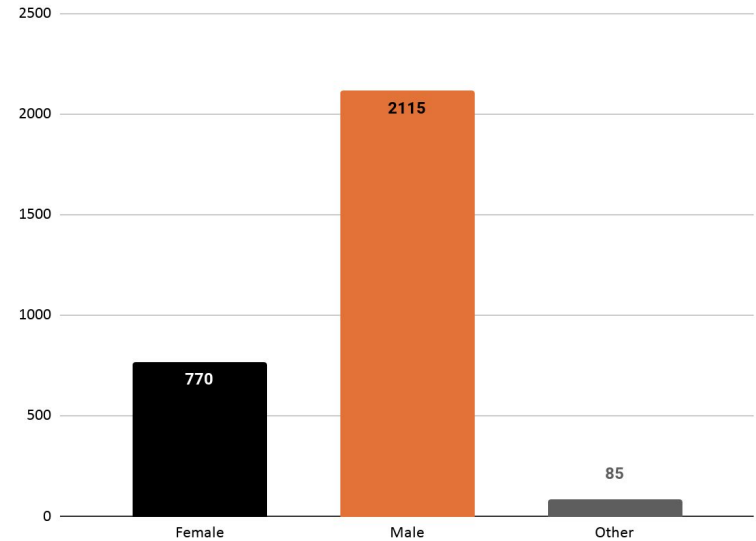
OBJECTIVE 2 - continued



2019-20 Middle, High School Events - Attendee Grades



2019-20 Middle, High School Events - Attendee Gender

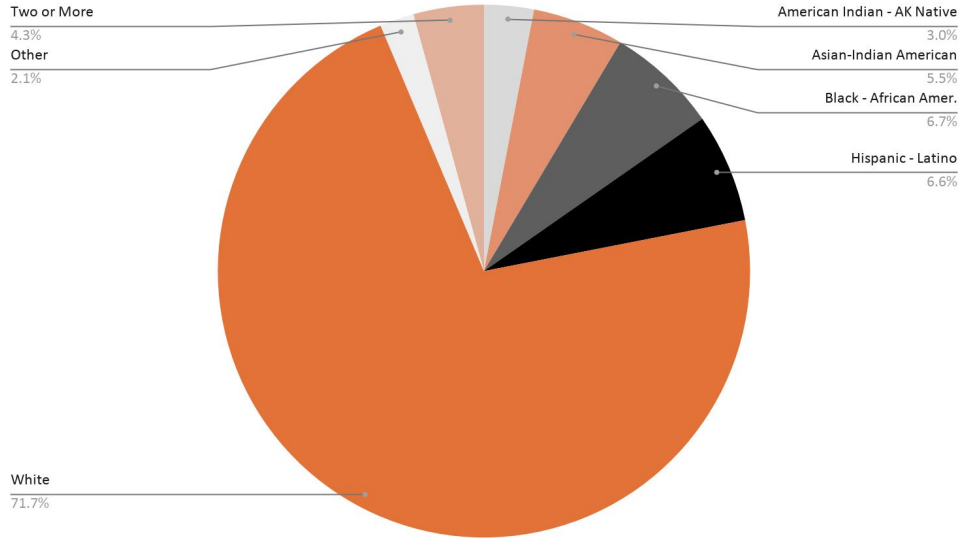


OBJECTIVE 2 - continued

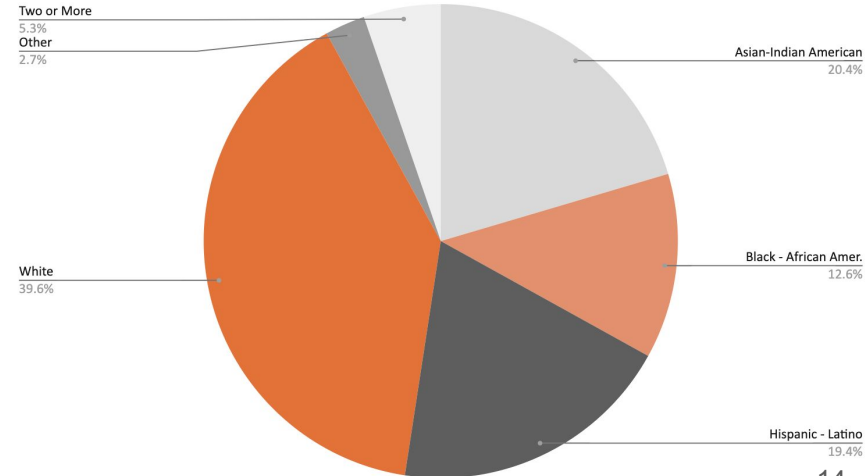
These graphs are composites from events held all across the state, reflecting a blended participation of diverse students of nearly 30%, and the metro area approached nearly 61%.



2019-20 High School Events - Attendee Race/Ethnicity - State



2019-20 High School Events - Attendee Race/Ethnicity - Metro



OBJECTIVE 3 - Academic year efforts



There were a total of eight high schools around the Twin Cities metro area that participated in the Construction Apprenticeship Preparation programs (CAP) / Multi-Craft Curriculum (MC3): Eagan, Bloomington Career & College Academy, Central High School, Humboldt, Roosevelt, White Bear-ALC, and White Bear-North Campus.

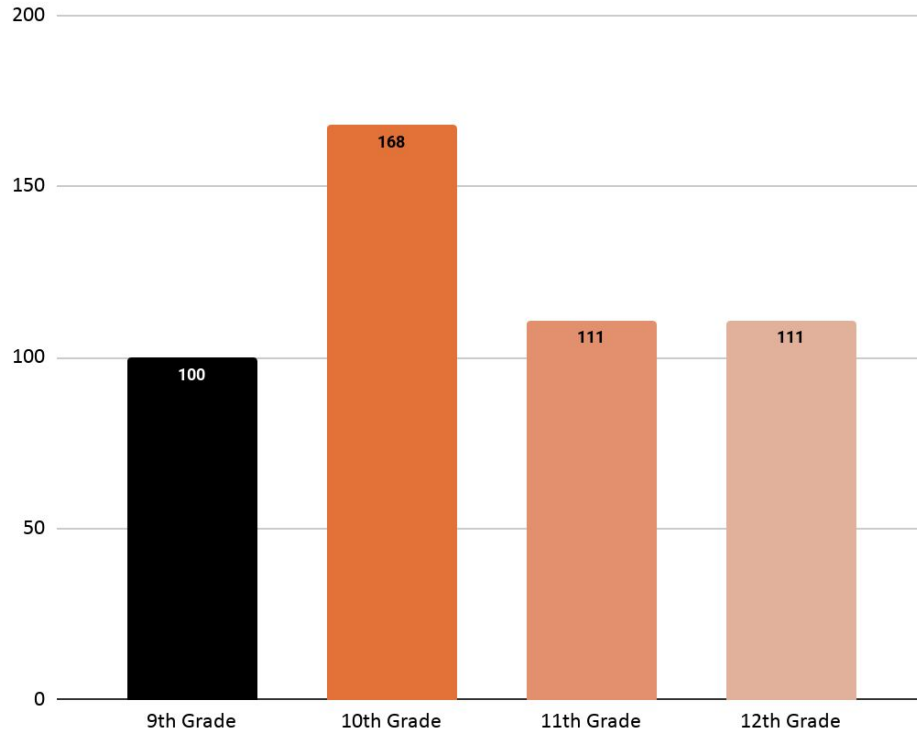


KEY HIGHLIGHTS - Construction Apprentice Preparation programs

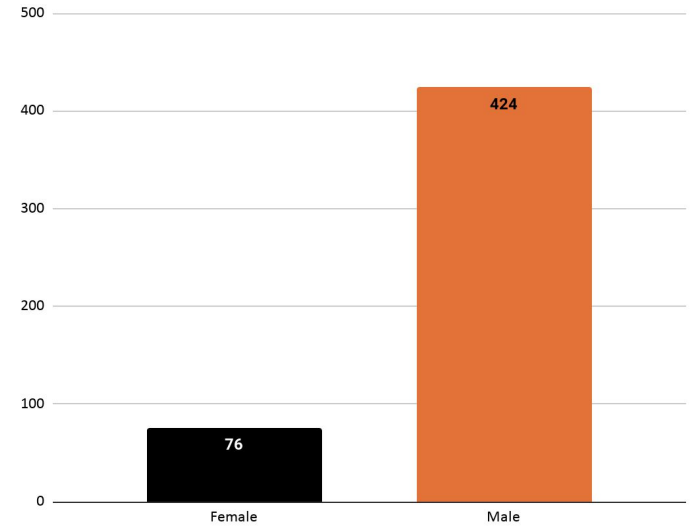
- A total of **502 students** participated in the various CAP courses taught at these eight high schools
- **15.2%** of student participants were female, and **56%** were students of color or indigenous, with black and hispanic students making up nearly **40%**
- There was a fairly even distribution in the number of students across all grades from 9th - 12 grade, with the highest number in the 10th grade at 168 students
- There was a broad array of course work subject matter from basic carpentry, welding, construction techniques, understanding and creating blueprints, and construction systems design

OBJECTIVE 3 - continued

2019-20 CAP/MC3 School Students - By Grade

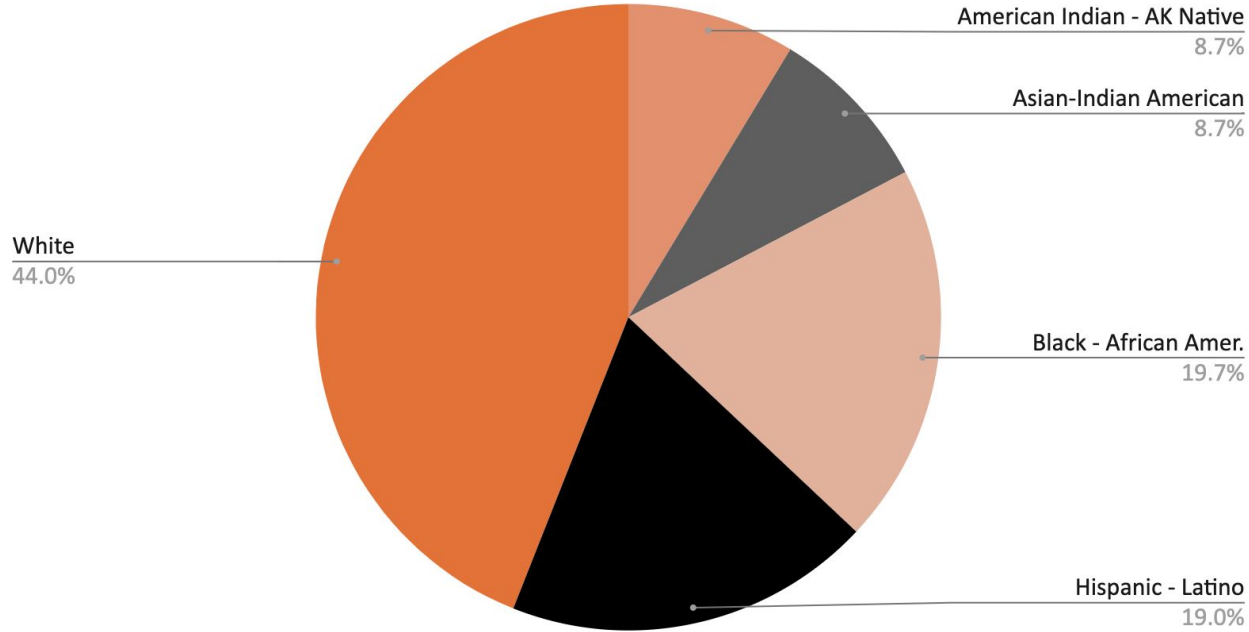


2019-20 CAP/ MC3 School Students - By Gender



OBJECTIVE 3 - continued

2019-2020 Academic Year MC3 Students - Race/Ethnicity



OBJECTIVE 4 - Summer Internship



The Minnesota Trades Academy (MTA) internship program is a cornerstone pillar in the career pathway approach. Recruiting for the program starts early in the school year with exposure events hosted at many schools around the greater metropolitan area.

KEY HIGHLIGHTS - MN Trades Academy Internship Program

- 36 high schools, and **609 students** participated in MTA exposure events at their schools where students ask questions about the program and learn about the benefits it offers and other various aspects of the program
- Interested students were provided with information to take with them to share with parents, and were encouraged to visit the website and sign up for more information
- Students who wanted to join the program enrolled with city internship programs like Step Up, RightTrack and ULead to begin the application and interviewing process
- In advance of the 2020 summer program **616 students** from 46 schools applied, 175 were interviewed, and **63 enrolled** in the program
- There are two tracks to account for age and experience level of the enrolled students. Many who take Track I come back the following year for Track II



OBJECTIVE 4 - continued

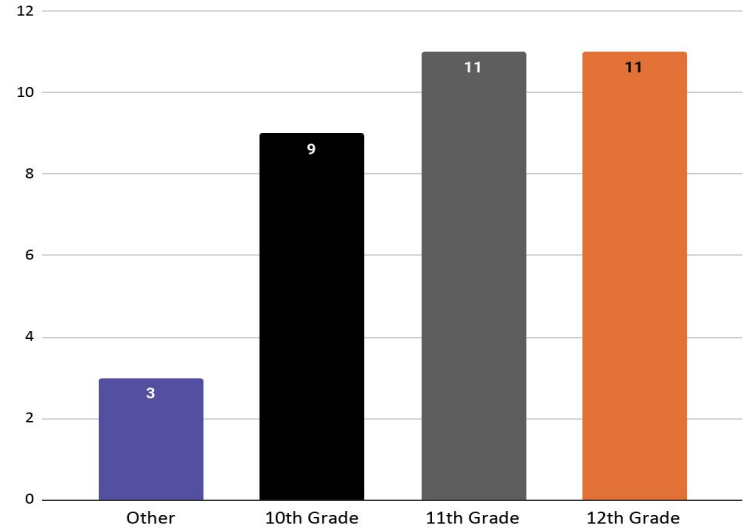


MTA continues to provide career navigation support to program participants.

KEY HIGHLIGHTS - Employment and Placement information

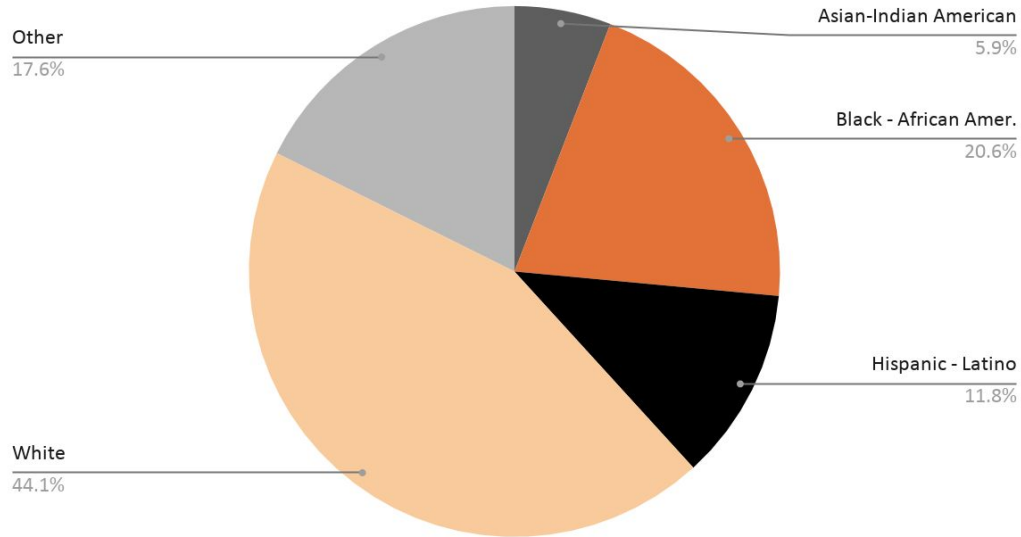
- Six completers of the 2019 MTA Summer Internship program were eligible for placement
- Of the six eligible Interns, four were placed
 - Two were placed as a Laborers
 - One was placed as an Interior Finisher
 - One was placed as a Carpenter
- Information on placements from the 2020 summer program will be shared in the next report

2019-20 MTA Summer Internship Participants - By Grade

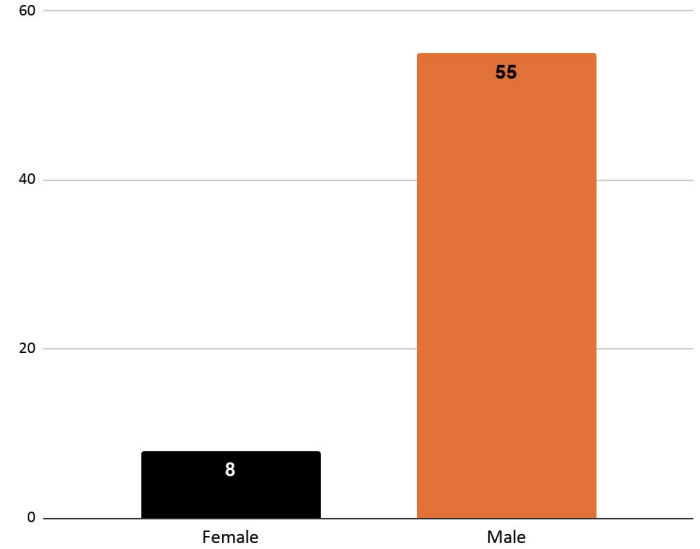


OBJECTIVE 4 - continued

2019-20 MTA Summer Internship Participants - Race/Ethnicity

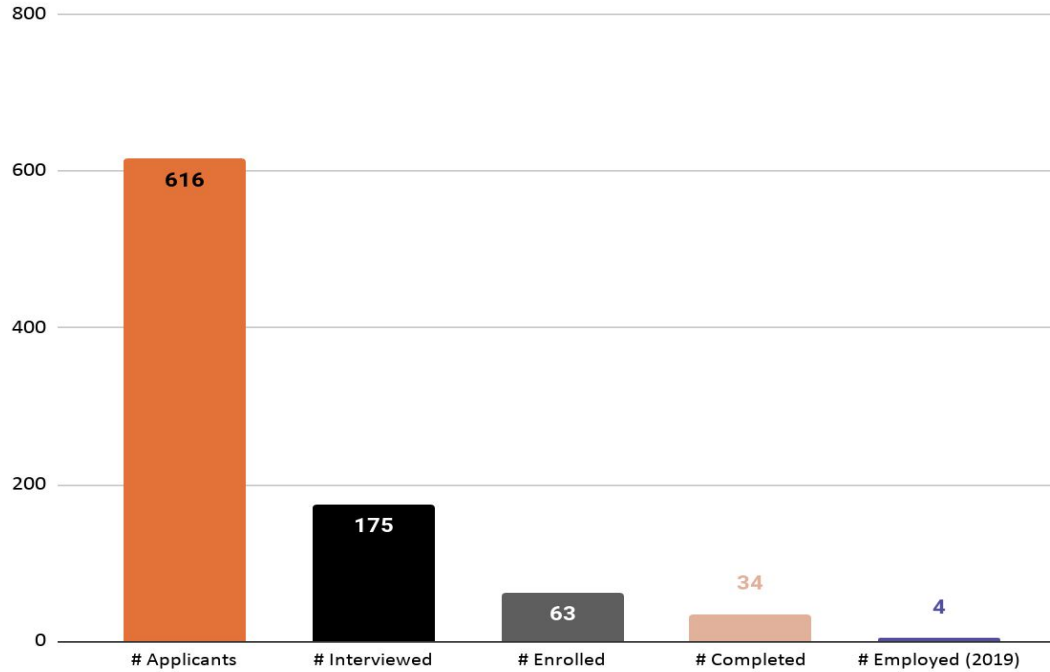


2019-20 Summer Internship Participants - Gender



OBJECTIVE 4 - continued

2019-2020 MTA Summer Internship Participants



OBJECTIVE 4 - continued

STUDENTS PARTICIPATING IN MN TRADES ACADEMY
SUMMER ACTIVITIES - 2020



OBJECTIVE 5 - Summary Data

CCP is thrilled we were able to interact in-person with nearly 5000 students from 260 schools across Minnesota throughout the majority of our program year in FY19-20. We are also humbled and proud of our team of program leaders for their creativity and resiliency in the face of unprecedented circumstances. CCP continues to **see the excitement and joy** in the eyes of our student participants who come to **envision a new future of what is possible** for them via a construction career.

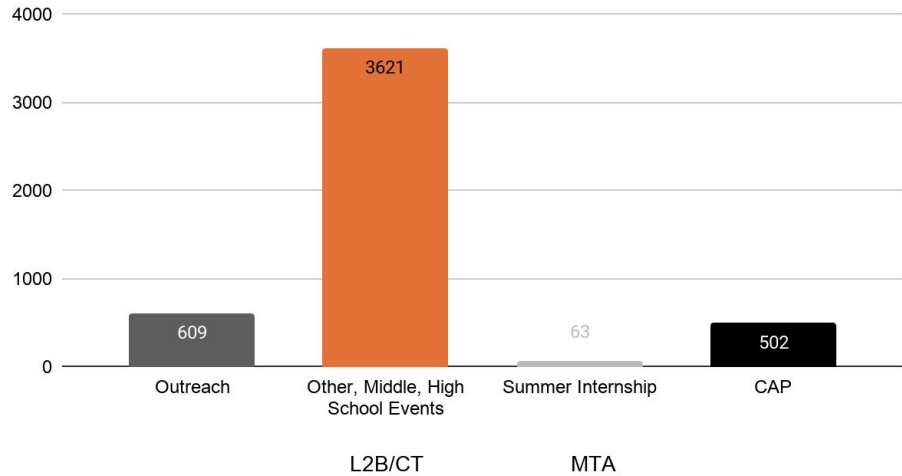
This past program year has challenged all of us. While COVID-19 and social unrest affected only one-third of the year, the massive disruption it caused in the spaces we work **required us to pivot quickly** in how we would deliver our typically hands-on programming remotely. Students and families were already reeling from transitions to online and distance learning in school, and parents were adjusting to work displacement, furloughs, and outright layoffs. Then teachers, **often our primary contacts**, were in the throws of a complete transformation in the way they did their work.

In spite of these dramatically different circumstances, our team came together and in short order found ways to **reorganize our program delivery mechanisms** to meet the needs of our stakeholders (students, teachers, schools, industry and labor representatives along with community leaders). Through increased collaboration and community-led decision-making, we were able to make a **successful transition to a fully virtual program environment**, and actually experienced increased interaction among our participants. The virtual delivery made our programs more accessible for many in traditionally marginalized communities (e.g. no transportation barriers, increased parent participation, etc.), which improved quality and increased our reach.

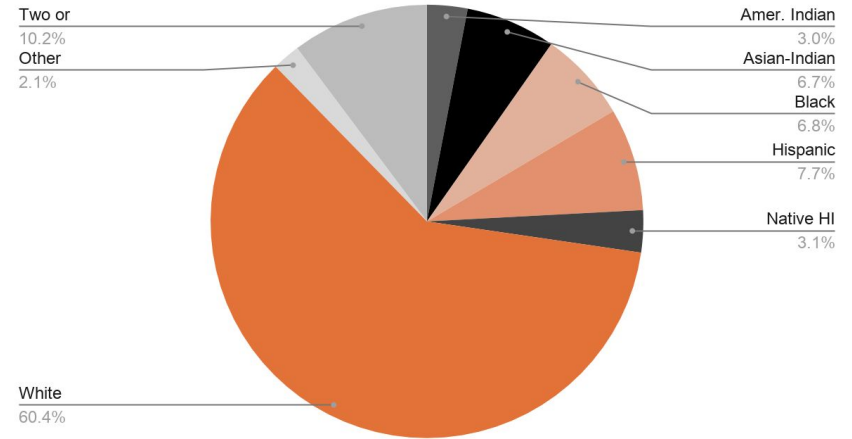


OBJECTIVE 5 - continued

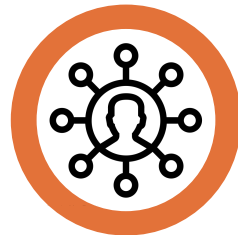
2019-20 CCP Activities - # of Student Participants



2019-20 CCP Activities - Race/Ethnicity Summary

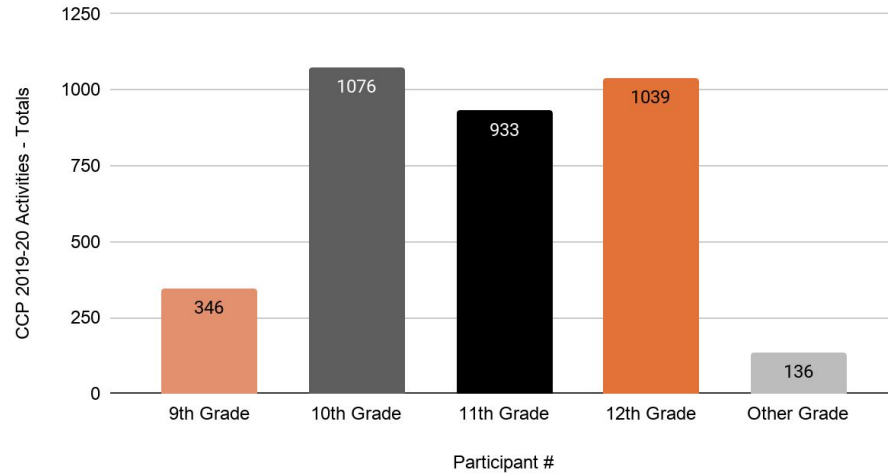


This graph is a composite from events held all across the state, reflecting a blended participation of diverse students of nearly 40%.

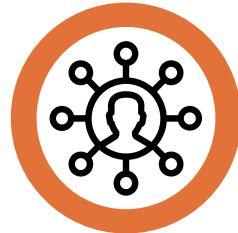
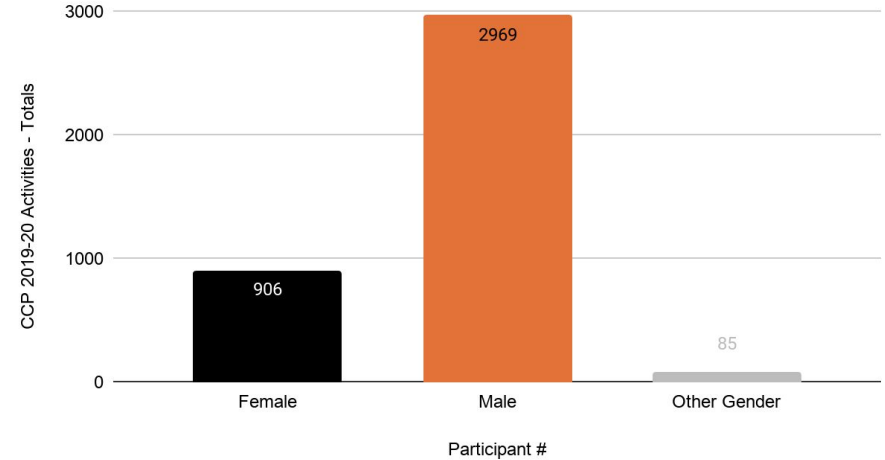


OBJECTIVE 5 - continued

2019-20 CCP Activities - By Grades



2019-20 CCP Activities - By Gender



FEATURED STORIES

INTERNSHIP ALLOWS MINNEAPOLIS HIGH SCHOOL STUDENT TO LEARN ABOUT HIS FUTURE IN MINNESOTA'S CONSTRUCTION TRADES

BY EMILY SWEENEY

Mohamud Ibrahim doesn't like sitting. He'd rather be outside playing soccer and scoring goals. Anything – *anything* – to stay active. To use his hands. To move his feet. So, to keep himself moving this summer, Ibrahim wanted to find hands-on work that would allow him to be outside.

That's why the Minneapolis **Roosevelt High School** 10th grader's **AVID (college preparation class)** teacher, recommended that he apply to the Minnesota Trades Academy (MTA), a paid summer construction internship experience for selected Twin Cities-area high school students.

The **Minnesota Trades Academy** offers two tracks for students to learn about the construction trades through hands-on experience. **Track I** is a six-week introduction to construction career opportunities. Youth who participate in **Track I** can move onto **Track II**, a nine-week trade specialization course, the following summer. The completion of both tracks can set a student up to launch a career in the construction industry, beginning with a registered apprenticeship with a Minnesota building trades union for those who are 18 and older and have earned their high school diploma or GED.

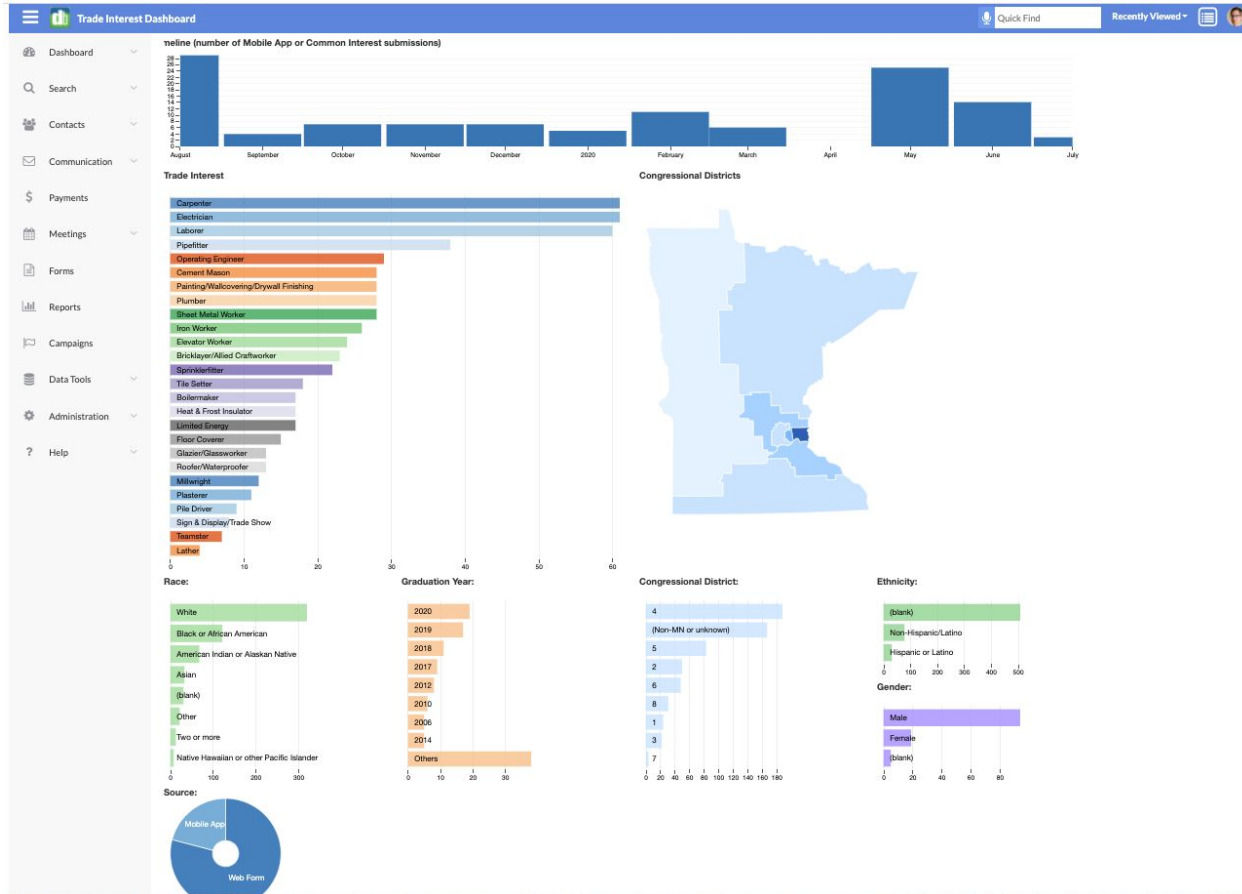
"I wanted to explore a new path – to see if I liked construction," said Ibrahim, describing what motivated him to apply for the MTA summer internship program. "And I've found out, through the Minnesota Trades Academy, that I do like it. On top of that, I'm making more friends."



39.4%

OF PARTICIPANTS WERE
FROM UNDERREPRESENTED
DEMOGRAPHICS

REPORT SUMMARY



NEW REPORTING DASHBOARD

Visit our new [interactive dashboard](#) representing a composite view of all the inquiries that have been received via our new website and mobile app **Common Interest Form**. Both were completed this year. Our social channel campaigns raise awareness and visibility to the programs, driving traffic to the website and mobile app. Parents, students, and teachers then respond and we automatically capture that information and it goes directly to our team members and into our database for follow-up.

APPENDIX A

Strategic Partners

Adolf & Peterson Construction	Gresser Companies	MN Asphalt Pavement Assoc.	St. Louis Park Public Schools
Apprenticeship Coordinators Association of MN (ACAM)	Irondale / Mounds View Schools	National Assn of Building Trades Unions	South Central MN Construction Trades
Bloomington Career Academy	JE DUNN Construction	New Ulm Schools	South St. Paul Schools
City of Minneapolis (STEP UP)	Junior Achievement of the Upper Midwest	OPUS Foundation	Veit & Company, Inc.
City of Saint Paul Facilities Department	Knutson Construction	PCL Construction	White Bear Lake Public Schools
City of Saint Paul (Right Track)	Kraus-Anderson Construction	Pocket Hercules	
City of Saint Paul (HREEO)	Mortenson	Ramsey County (U Lead)	
CliftonLarsonAllen (CLA)	McGough Construction	Roseville School District	
Construct Tomorrow	MN Department of Labor & Industry	Ryan Companies	
Databank/Collectivity	MN State Legislature	Saint Paul Building & Construction Trades Council	
Eagan High School	Minneapolis Building & Construction Trades Council	Saint Paul Police Department	
Fairmount Schools	Minneapolis Public Schools	Saint Paul Public Schools	
Go Fetsch Mechanical	Minneapolis YWCA	St. Paul Steel Supplies	
Greater Twin Cities United Way		St. Paul Workforce Development	

APPENDIX B

Participating Schools

AGAPE High School Aitkin High School ALC Virginia Alexandria Area High School Andover High School Anoka High School Apple Valley Arise Academy Armstrong High School Ashland High School Awater-Cosmos-Grove City Austin High School Bagley High School Barnum High School Becker High School Belle Plaine High School Bemidji High School Benton Stearns Voyagers Big Lake High School Bigfork High School Black Duck High School Blaine High School Bloomington Career and College Academy Blue Earth Area High School Bluesky Online Braham Area High School Brooklyn Center High School Burnsville High School Butterfield-Odin Public School Cloquet Area Alternative Program Cambridge Christian School	Cambridge Isanti High School Carlton High School Cass Lake-Bena High School Cathedral High School Central High School Century College Champlin Park High School Cherry High School Chino Hills Chisago Lakes High School Chisholm High School City Academy Clearbrook-Gonvick High School Cleveland High School Cloquet High School CLT Twin Lakes Columbia Heights High School Community Learning Center South Community of Peace Academy Como Park Senior High School Connections Academy Cook County High School Coon Rapids High School Cooper High School Creative Arts Secondary Cromwell Wright High School Cyber Village Academy Dakota Ridge School Dakota County ALS Dassel Transition Dassel-Cokato High School	Denfeld High School Duluth East High School & ALC Eagan High School Eagle Valley High School East Central Secondary East Grand Forks Senior High East Range Academy of Tech East Ridge High School Eastview High School Edgewood High School Eden Prairie High School Eden Valley/Watkins High School Edison High School Elk River High School Ely Memorial High School Esko High School Eveleth Gilbert Senior High School Fairmont High School Fairview Alternative High School Farmington High School Fertile-Beltrami Floodwood High School Foley High School Fond du Lac Ojibwe School Fond du Lac School Forest Lake High School Forest Oak Fosston High School Fridley ALC Fridley High School GAP School - St. Paul Gateway to College	Goodridge High School Goodwill Easter Seals Yb Gordon Parks High School Granada Huntley East Chain Grand Rapids High School Grantsburg High School Great River Greenway High School Crygla High School Hager Charter School Harbor City International School Harding Senior High School Harmony Learning Center Harrison Education Center Hastings High School Henry Senior High School Henry Sibley High School Hermantown High School Hibbing High School High School for Recording Arts High View High School Highland Park Middle Highland Park Senior High School Highview Alternative School Hill City High School Hinckley Finlayson High School Home School Hope Academy Hopkins High School Hubert H. Humphrey Job Corps Humboldt Senior High School	Hutchinson High School Indus High School Insight School of Minnesota Irondale High School Isle High School Ivan Sand High School Janesville - Waldorf - Pemberton Jefferson High School Jennings Community School John F. Kennedy High School John Marshall Johnson Senior High School Jordan High School Journeys Secondary School JWP High School Kato Public Charter school Lafayette High School Lake Crystal Wellcome Memorial Lake of the Woods Lake Superior College Lakeville South Lancaster High School Laura Jeffrey Academy Le Sueur-Henderson High School Leap High School Leka high school Life Transition Program Lincoln High School Lincoln International Lions Gate Academy Little Falls High School Madelia High School
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APPENDIX B - continued

Participating Schools

<p>Mankato Central High School Mankato East High School Mankato Loyola Catholic School Mankato West High School Maple River High School Marshall County Central High School Martin County West Jr./Sr High Mayo High School McGregor High School McKinley Area Learning Center/St Cloud Medford High School Mesabi East High School Milaca High School Minnesota New Country School Monticello High School Moose Lake High School Mora ALC Mora High School Mounds View High School Mountain Iron-Buhl High School Murray Middle School Career Day Nashwauk Keewatin High School Nay Ah Shing New Kolden Mcc New Prague High School New Ulm High School Next Step Transition Program Nickville High Nicollet Public Norman County East High School</p>	<p>North Branch Area High School North Community Career Fair North High School North St. Paul High School North Union Northwest Tech Center North Woods High School Northeast Range Northfield High School Northland Learning Center Northwest Passage High School Norwood Young America High School New Richland-Hartland-Ellendale-Geneva Oak Grove Middle School Oak Land Cooperative Center Ogilvie High School Olson Middle School Onamia School Open World Learning Community Osseo Senior High School Paladin Career & Tech HS- Blaine Park Center Senior High School Park High School Park Rapids Area High School Patrick Henry High School Pierz High School Pillager Area Charter School Pillager High School</p>	<p>Pine City High School Pine City Learning Center Pine City Vision Program Prator Public Princeton High School Proctor High School Red Lake County Central High School Red Lake Falls River Bend ALC Riverland Community College Riverside Academy Rocori High School Rogers High School Rogers Middle School Roosevelt High School Rosemount High School Roseville Adult Learning Center Roseville High School Royalton High School Rum River East High School Rush City High School Rutherford Elementary Saint Francis High School Saints Academy Sauk Rapids-Rice High School Seca (South Education Center Academy) Senior High School Silver Bay High School Simley High School Siren High School</p>	<p>Sleepy Eye Public Schools South High School South St. Paul High School Southwest High School Spring Lake Park High School St Clair High School St Cloud ALC St James High School St Louis Park High School St Michael-Albertville High School St Paul Central High School St Peter Middle/High School St. Francis High School St. Paul College Staples Motley High School Stephen-Argyle Central High School Stillwater High School Stillwater Transition Superior High School Swanville High School SWMetro Takoda Prep School Tartan High School Tassel Transitions TCU/IAM Advanced Training Program Technical High School/St Cloud Totino Grace High School Transition Plus High School Trek North Jr Sr High School Tri-City United High School</p>	<p>TRIO Wolf Creek Distance Learning Charter Two Harbors High School United South Central High School Valley View Middle School Vermillion Charter School Verndale Public School Virginia High School Vision School Voyageurs Expeditionary Waseca Area Learning Center Waseca High School Washburn High School Washington Technology High School Watertown-Mayer High School Waterville Elysian Morristown Wayzata High School Webster High School Wellstone International High School West High School White Bear Lake ALC White Bear Lake North Campus White Bear Lake South Campus William Kelley High School Willow River High School Win-E-Mac High School Woodbury High School Wrenshall High School Yellow Medicine East Zimmerman High School</p>
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APPENDIX C

Social Media Stats

The graphs to the right and on the following page are snapshots of Google Analytics from the [ConstructionCareers.org](https://www.constructioncareers.org) website that break down traffic demographics.

The number of sessions was down compared to FY18-19 because we had just ended a paid outreach campaign.

More importantly, the duration of each session was up dramatically, increasing 188.7% in the 1st half and 94.7% in the 2nd half of FY20. This tells us that more than half of visitors specifically sought out the site, and spent lots of time exploring the site. We expect our newsletter campaign in FY21 to drive additional new traffic.

USERS

15K

▼54.3%

SESSIONS

21K

▼51.2%

BOUNCE RATE

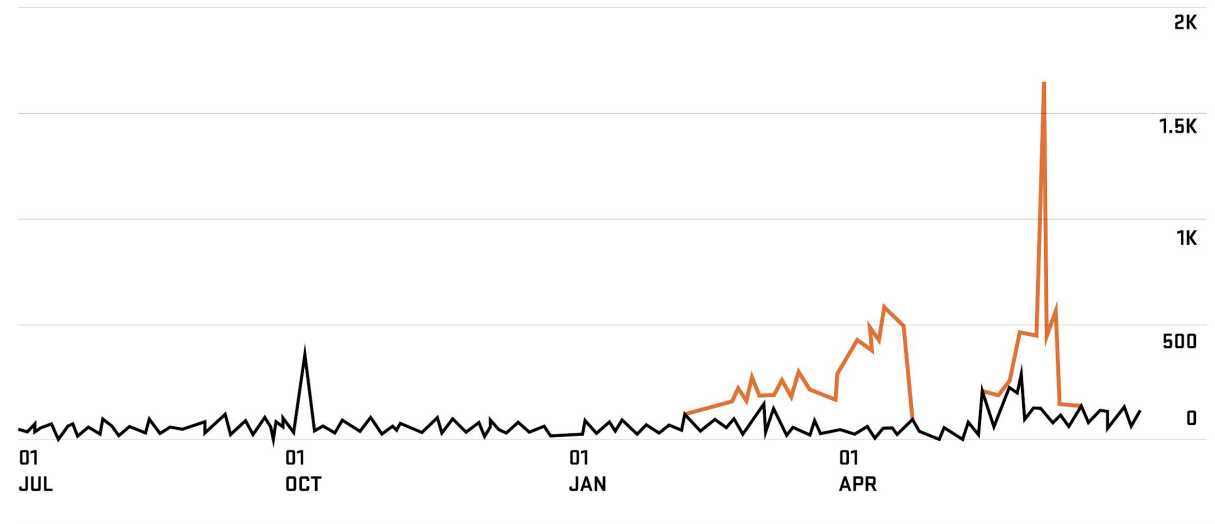
17.9%

▼62.8%

SESSION DURATION

2m51s

▲94.7%



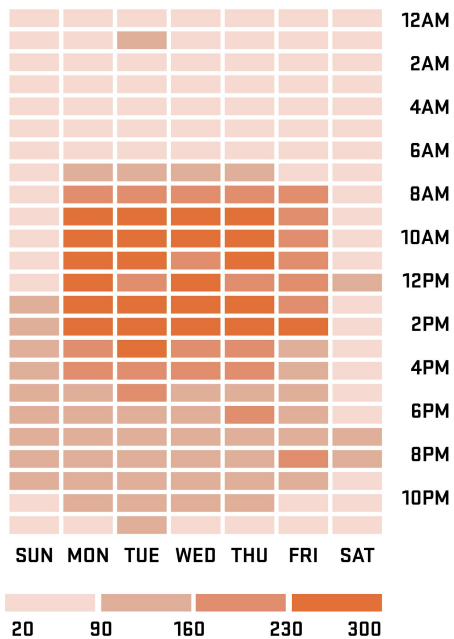
JUL 1, 2019-JUN 30, 2020

AUDIENCE OVERVIEW

APPENDIX C - continued

Social Media Stats

USERS BY TIME OF DAY



SESSIONS BY DEVICE



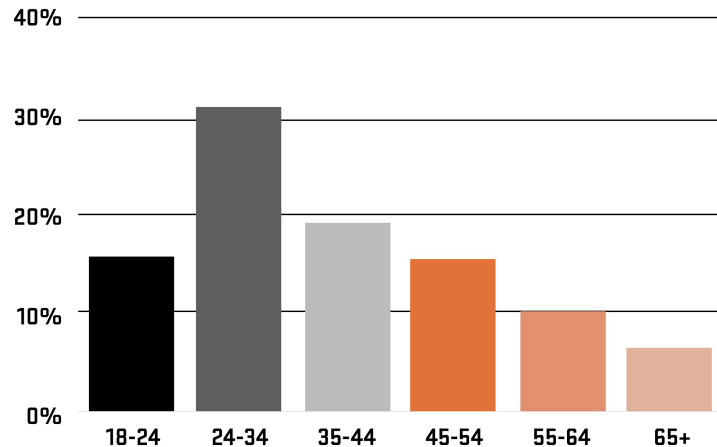
MOBILE
69.9%
 ▲788.3%

DESKTOP
23.6%
 ▲63.1%

TABLET
6.5%
 ▲543%

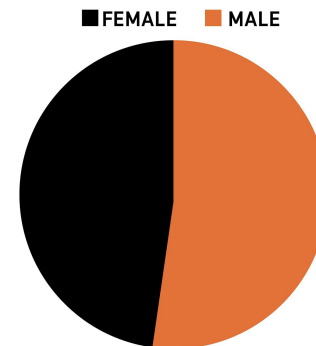
AGE

30.30% OF TOTAL USERS



GENDER

31.71% OF TOTAL USERS



APPENDIX D - PHOTOS

Links to more MTA Summer Activities

MTA - Community Project - Harrison

https://photos.google.com/share/AF1QipMnX5VCJiFTUMPtNePvNJ_YwKK0eb0IqOnkozcZCFoWvIwRh4tVQI_xnxVybD--q0g?key=OXhXUVhSTWNmMmswX2VWc0kza2xmVXgxWTNYbnFB

MTA - Trades Day 2020

https://photos.google.com/share/AF1QipNKmuXXyYEvCo8KrytD7GscLuQPM_Sgij7hQRtQcypEvb0FKVm19YR_ryZZ-UhbyDQ?key=V3d3bThJTXp0Q1dIN3Zoc1B2QzRsd2E4cVJuUGZR

MTA - DIY Planter Boxes

<https://photos.google.com/share/AF1QipM9XvRqalQex4V7mcQ8p6ojxFv4QdqmkMRTvFI8wrtdYDLViPGWiuHGh4JYGilq2Q?key=S2RzQ1BNcnN6UWo0QkIsMTILSGhiaFZXVEIHblpR>