

Minnesota Department of Employment and Economic Development (DEED)



Supporting Youth in Registered Apprenticeship

The Youthbuild Pre-Apprenticeship Model



DEED offers opportunities for disadvantaged youth to pursue careers in Minnesota's construction industry through a pre-apprenticeship model, primarily available through the Youthbuild program.

Pre-apprenticeship Training in Residential Housing Construction



- Youthbuild provides each participant, on average, with 500 hours of pre-apprenticeship construction training and work experience working on residential housing and small building projects over a 12-month period of program participation.

Basic Skills and Academic Support



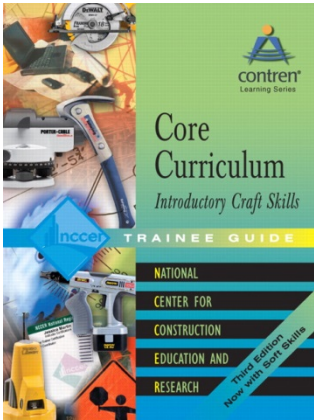
- For youth who have dropped out or experienced repeated failure in school, Youthbuild staff provide basic skills support and tutoring to obtain a high school diploma or GED.

OSHA 10 and Soft Skills Training



- Safety and work readiness skills are practiced and reinforced daily in the classroom and on the worksite. Soft skills emphasize on-time, every day attendance, safety, effective communication and cooperation, responsibility, and work ethic.

Industry-Recognized Certifications



- In addition, Youthbuild programs have strengthened their training and certification of participants to better prepare them for a successful career in registered apprenticeship and a union construction career.
- Several Youthbuild programs in Minnesota offer participants Home Builder Institute's PACT Pre-Apprenticeship training and certification and National Center for Construction Education and Research (NCCER) training and certification.
- Both of these credentials are nationally-recognized and recommended by the US Department of Labor.
- In addition, Youthbuild programs offer OSHA 10, Defensive Driving, EPA Lead Renovation, Forklift and Bobcat certifications.

Case Management and Counseling



- Youth receive intense case management and counseling to overcome the effects of poverty, juvenile delinquency, truancy, and a troubled family life as well as plan a future career path.

Wrap-Around Support Services and Life Skills Training



- Youth receive support to obtain a MN Driver's License, CPR and First Aid certification, and independent living skills in personal budgeting and finance, basic car maintenance, renting and owning a home, healthy lifestyles and relationships, and conflict resolution.

Mentoring



Construction trainers provide daily mentoring to youth on the worksite and in leadership activities.

Leadership and Citizenship Development



In 2014, Youthbuilders logged over 12,000 community service hours and have received local and national awards for their leadership and service.

Targeted Youth are At-Risk



- Youthbuild serves primarily low-income youth, ages 16-24, who have dropped out or experienced repeated failure in school.
- Seventy percent of participants are from communities of color; and
- 30% are young women.

Youthbuild Model is Built on Strong Partnerships



- Youthbuild programs partner with local housing, education, social services, and other non-profit agencies to provide work sites for construction training, a supportive academic environment, and support services to successfully transition youth into adulthood.

Partnerships with Registered Apprenticeship



- Youthbuild staff has developed partnerships with staff in the Office of Apprenticeship at the Department of Labor and Industry (DOLI) and Apprenticeship Coordinators Association of Minnesota (ACAM).
- This collaboration, along with state Youthbuild funding, helped St. Paul programs to leverage over \$1.5 million in federal Youthbuild funds, a highly competitive local application process;
- With the mutual goal of expanding registered apprenticeship and construction career opportunities for low-income youth from communities of color, young women, youth with disabilities, and other at-risk youth.
- Youthbuild career exploration includes workshops and tours at Registered Apprenticeship Training Centers, including: Bricklayers/Tile Setters Union Training Centers Local 1, Sheet Metal Workers Union #10, Glaziers and Glassworkers Union, Carpenters Local #87, Operating Engineers Local #49, Cement Masons Local #633, Statewide Limited Energy JATC, and Ironworkers Local # 512.)

Youthbuild Results



The Youthbuild model has consistently resulted in:

- Over 90% of participants obtaining a high school diploma or GED upon exit;
- Over 90% placed in employment, post-secondary education, military or apprenticeship upon exit;
- Approximately thirty percent of Youthbuilders pursue a construction career either through registered apprenticeship with a union contractor sponsor, non-union construction employment, or a construction degree at a post-secondary institution.
- With additional resources, Youthbuild programs hope to increase placements in registered apprenticeship and employment with union and private contractors.

Placement in Registered Apprenticeship



- Since 2011, Youthbuild graduates have slowly but consistently entered registered apprenticeship in Minnesota's Building Trades.
- The following are some Youthbuild graduates who successfully entered registered apprenticeship in Minnesota's building trades or entered construction employment:

DAVID came to Youthbuild to get his life back on track and find a permanent residence for his family. While in Youthbuild, he earned his GED, a State of MN Lead Safe Worker's license, OSHA 10 safety and first aid/CPR certifications, and a valid driver's license. He enrolled at Minneapolis Community and Technical College to pursue a degree in business management while he worked as a full-time Sales Associate and Lead Abatement Worker for Urban Homeworks in Minneapolis. While volunteering during a tornado recovery effort alongside Mortenson Construction leadership, David was sponsored into the Minneapolis Carpenters apprenticeship. (Tree Trust Youthbuild, Minneapolis)



OMER became a leader in Youthbuild and as a Cadet in The General Colin Powell Leadership Academy/Army Junior Reserve Officer Training Corps (JROTC). While in Youthbuild, he volunteered numerous hours, earned his high school diploma, and was hired by Delaware North Companies as a cashier during Twins' home games. After graduation, Omer was accepted as an apprentice into the Bricklayer's Union as a Stone/Tile Layer. (Tree Trust Youthbuild, Minneapolis)



ANDREW: “Youthbuild provided me with the skills I needed to get a construction job after graduation. I have learned framing, roofing, siding and demolition. I also earned my Lead Worker Certification, Forklift Certification, OSHA10 and CPR and First Aid. Youthbuild changed my life. The skills that I have learned will make me a better person and a better worker.” Andrew is currently employed as a plumber’s helper in the Twin Cities. (City Academy Youthbuild, St. Paul)



THOMAS: Five years ago Thomas had trouble getting to school every day because his home life was a grim struggle. It wasn't until he entered Youthbuild that he truly started to excel in school. His attendance improved, he completed his GED, received NCCER construction certification, and was able to graduate with his classmates. Thomas also received an AmeriCorps education award that he used toward a Bricklayer/Tiling pre-apprenticeship. Upon completion of the Bricklayer/Tiling program, Thomas has been gainfully employed full-time for the past two years. (Guadalupe Alternative Programs Youthbuild, St. Paul)



TRAVIS: You could call Travis a natural leader in need of some redirection. He came to Youthbuild certain he could accomplish anything asked of him but in his own way. While enrolled in Youthbuild, Travis completed Mental Toughness Training, OSHA 10, NCCER Basic Safety, Construction Math, Power Tool Institute Safety series, and Fork Lift Operation certification and began to take on a new leadership roles. After receiving his diploma this year, Travis was accepted into an IBEW apprenticeship in the electrical industry. (SE Workforce Development, Inc., Youthbuild Wabasha)



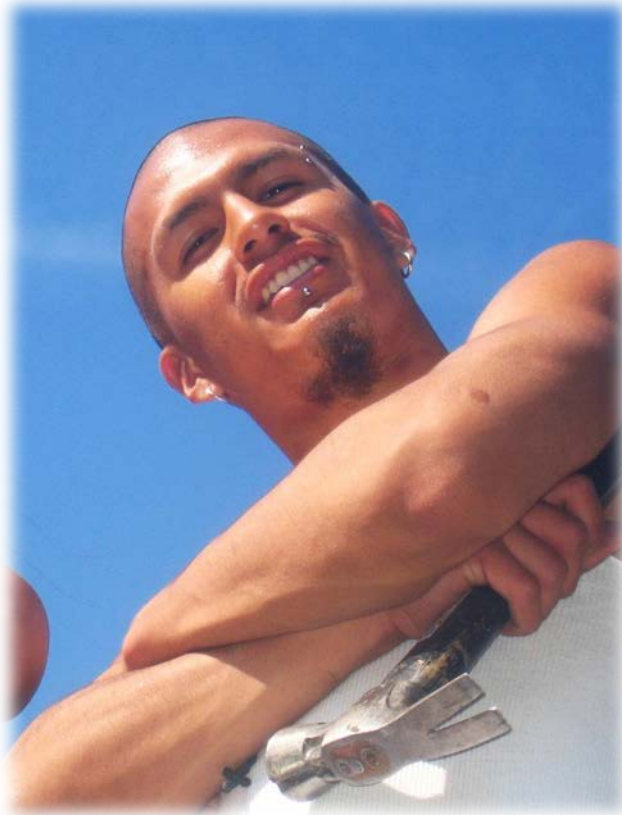
TODD: “Sometimes you do things that you regret later in life. I had dropped out of school and was robbing people to survive, and that led to my being in and out of jail. I was really grateful when AEOA Youthbuild staff gave me a chance to go in a better direction. I now have my GED and Lead Safety certificates, and am now planning for a Carpentry-Construction Contracting diploma at Mesabi Range Community and Technical College.” Youthbuild kept me out of jail and straight with my probation. Without it, I would not be where I am today, which is a much better place than I ever thought I could reach.” Currently Todd is an apprentice for the 49ers Operating Engineers. (Arrowhead Economic Opportunity Agency Youthbuild, Virginia)



TINA: While helping on the Habitat for Humanity Blitz Build, Tina said she found the job she plans to pursue after graduation. While watching a bricklayer work on a Habitat for Humanity House in Elk River, she decided she wanted to gain the training and certification needed to become a mason herself. “I thought it looked so cool” Jackson said. Tina has since graduated from ALC and has enrolled in the Brick/Mason Apprenticeship program. (Stearns-Benton Employment and Training Council Youthbuild, St. Cloud)



VINCENT: had failed 10th grade due to irregular attendance. With motivation to enroll in Youthbuild, Vincent worked hard and was promoted into 11th grade. Once in Youthbuild, Vincent accelerated his progress toward a diploma, learned construction skills necessary to get a job, and participated in the National Youth Leadership Conference in Washington D.C. Vincent graduated with his diploma, a job as a construction laborer, and Tiling/ Bricklaying and Low Voltage certifications. (Guadalupe Alternative Programs Youthbuild, St. Paul)



GAVAN: was a very successful Youthbuilder, graduating from high school and earning his HBI PACT certificate, CPR, forklift and bobcat certifications. He also participated in the advanced Youthbuild summer crew. Upon graduation, Gavan worked a seasonal landscaping job and as a finished carpenter at Habitat for Humanity. (Tree Trust Youthbuild, Minneapolis)



MILES: “It didn’t take me long to figure out that no one wants to hire someone who doesn’t have a high school diploma or GED. With the help of Youthbuild, I’ve earned my GED and learned about different types of construction and maintenance jobs. This program has provided me with all kinds of new skills. I now feel confident on housing construction projects and I can safely run tools needed for the work. I also have quite a list of certificates that I have completed while I’ve been in this program, including; OSHA 10, MSHA, First Aid/CPR, Green Power/Green Specialist and Defensive Driving.” Miles is currently working for Van House Construction in the quad-cities area. (Arrowhead Economic Opportunity Agency Youthbuild, Virginia)



JEREMY: While enrolled in Youthbuild Jeremy earned his high school diploma, HBI PACT certification, and forklift and bobcat certifications; and participated in Youthbuild's advanced summer crew. Now Jeremy is working for Urban Homeworks' concrete company UC2 (urban concrete company). His employer has mentioned his strong work ethic and great leadership skills. (Tree Trust Youthbuild, Minneapolis)



MIKE came to Youthbuild as a high school dropout with only a ninth grade education and a juvenile record. “Through the program I’ve earned my GED, gained carpentry experience, life skills, and certifications in Green Power Training, OSHA 10, Lead Safety, First-Aid, and National Center for Construction Research (NCCER) construction.” Mike is currently working as a Heavy Equipment Operator for Mesabi Nugget and attending Mesabi Range Community and Technical College for carpentry. (Arrowhead Economic Opportunity Agency Youthbuild, Virginia)



GENE: Gene is a bright, natural leader, always happy to help and eager to get his hands dirty. With the help of Youthbuild, Gene obtained his high school diploma and become certified in the National Center for Construction Research (NCCER) training curriculum and as a Wildfire Firefighter. The following dry season, Gene worked as a firefighter, putting out wild fires in Minnesota and surrounding states. Upon his return to the Bemidji area, Gene was hired as a Construction Laborer and also worked a second job as a maintenance worker; plowing snow, mowing lawns, and repairing transitional housing in the city of Bemidji. He also provided mentoring to new Youthbuild participants in the Bi-CAP Youthbuild program. Gene is currently permanently employed as a Heavy Equipment Operator for a local excavating company. (Bi-County CAP Youthbuild, Bemidji)



DAVID: David came to Youthbuild seeking purpose and a challenge to keep himself out of trouble with law enforcement. While in Youthbuild, he proved an intelligent, valuable, community-oriented leader. He also volunteered in the Salvation Army's Kettle Campaign, Operation Minnesota Nice, and Churches United. David completed NCCER certification and received his high school diploma. David is now a highway construction worker for the county. (Bi-County CAP Youthbuild, Bemidji)



BRANDON: “I participated in Youthbuild during my junior and senior years. Our Youthbuild instructor, Gary, was organized, motivated and knowledgeable. He did a great job working with a diverse group of kids and recognized each one for the value that they brought to the end result. I learned a lot about carpentry but I also learned work ethic, discipline, respect, being on time, team work, just to name a few. Working in Youthbuild gave me a sense of pride and confidence. I realized how very glad I am to have had the opportunity to work with Gary and learn from him as my mentor. I would highly recommend the Youthbuild Program. It is second to none and a great experience for anyone.” Brandon is now attending Hennepin Technical College for construction. (SouthWest Metro Educational Cooperative Youthbuild, Chaska)



JON started Youthbuild with a “chip” on his shoulder and such poor attendance he nearly dropped out of high school. After starting in Youthbuild, he discovered he had a great talent for construction and leadership. Jon graduated from high school and is now working fulltime for a local building contractor. (Guadalupe Alternative Programs Youthbuild, St. Paul)



DUSTIN: I had dropped out of school at age 16 while in the 10th grade. I was failing all but a couple of classes. The high school setting just didn't work for me. I began working fulltime, going from job to job and not staying anywhere. I was sick of the "day to day", trying to make ends meet. I decided to try Youthbuild at the Perham ALC. From the start, I was getting good grades and making progress. It also helped to make money while going to school so I didn't have to worry about a job after school. The progress I've made isn't just in Youthbuild, but with other people in the community who know I'm working with Youthbuild. The program has upped my ethics and value system. I've learned to rely upon myself to get things done. Youthbuild relates to so many facets of the community and really opens up opportunities. Currently Dustin is a foreman for a local construction company in the Perham. (Rural Minnesota CEP Youthbuild, Perham)



RICKY: “When I first came to Youthbuild, I was living in a tent, had no transportation, and I had just found out that I was going to be a father. I knew I had to do something with my life that would move me in a positive direction. Youthbuild enabled me to earn an income while I got valuable experience in several of the construction fields. The staff also helped link me with resources that I needed, including securing an apartment. I passed my GED tests and received my certificate, and now have my driver’s license. I also received a leadership award at the annual Youthbuild event. Youthbuild got me on my feet during a very scary part of my life.” Ricky is now a self-employed business owner and proud father in the Brainerd area. (Arrowhead Economic Opportunity Agency Youthbuild, Virginia)

