

**Minnesota Round 7 Youth DEI – Partners for Youth Career  
Pathways**

**PY 2017 Annual Report**

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## Executive Summary

The Office of Youth Development at the Minnesota Department of Employment and Economic Development (DEED) successfully secured a \$2.5 million youth-focused Disability Employment Initiative (DEI) grant in September 2016 from the U.S. Department of Labor. These Federal discretionary funds allowed Minnesota to increase service levels to youth with disabilities (ages 14-24), with an emphasis on youth of color, who receive services through the American Job Centers (AJC). The three Workforce Development Areas (WDAs) selected for this project were Rural Minnesota Concentrated Employment Programs (Rural CEP), Southwest Minnesota Private Industry Council (SWPIC), and Central Minnesota Jobs and Training Services (CMJTS). In addition, the PACER Center, a national parent and family training center which focuses on helping families with children and young adults with disabilities is under contract as the State-level technical assistance provider.

Minnesota identified **five** objectives for the Partners for Youth Career Pathways grant:

1. Strengthen partnerships and strategically align youth and adult career pathways systems to effectively serve youth with disabilities through multiple entry and exit points.
2. Build capacity of WDA staff to support at least 300 youth with disabilities to participate in career pathways system using the Guidepost for Success best practice framework and an Integrated Resource Team (IRT) approach.
3. Utilize innovative intergenerational approach to support successful outcomes for youth with disabilities participating in career pathways process system and programs.
4. Implement specific strategies to address the state's employment gap for culturally and racially diverse individuals.
5. Increase the state's number of employment networks (ENs) and the number of Social Security Disability beneficiaries participating in career pathways programs.

This report outlines Minnesota's progress in increasing service levels to youth with disabilities during the first year (PY 2017) of the DEI grant.

## Technical Assistance

Minnesota's Round 7 Youth DEI is unique in that there is a State-level technical assistance provider – The PACER Center. The PACER Center provides invaluable guidance to the three implementation sites. PACER assists Rural CEP, SWPIC, and CMJTS to inform parents and families about the services that are offered through the American Job Centers. The PACER Center developed a variety of materials that are used effectively by the three implementation sites. The materials are available statewide to the workforce system because they are also posted on PACER's website. PACER Center's Simon Technology Center developed a document titled: *The Path to Independence: Mobile Apps to Support Transition-age Youth*.<sup>1</sup> The document outlines numerous free and low-cost mobile apps that are available to support transition-age youth with disabilities.

The Simon Technology Center has also hosted a livestream training to parents and Workforce Center staff called, "Supporting Youth on the Pathway to Employment: How Assistive Technology Can Help" on June 8, 2017. This training is available on the PACER Center's website and can be found here: <https://livestream.com/pacercenter/events/7014345>. The Simon Technology Center has additional livestreams that can be utilized by the three implementation sites if needed.

The PACER Center has multiple publications in progress including a document about Individual Learning Plans (ILPs) and youth transition. The publication is *Guidepost*-informed and addresses specific ILP requirements in Minnesota. Moreover, it will provide examples of *Guidepost* activities that meet the requirements of ILPs in Minnesota. This document has been reviewed by the three DRCs, local youth counselors and State staff. It will be published in summer 2018.

In accordance with PACER's work plan, PACER Center staff worked with each implementation site to identify topics for future trainings and webinars.<sup>2</sup> These trainings and webinars include the following:

- ABCs of the IEP for Transition-age Students and their Parent
  - Participants learn how to use the IEP to support the transition to adulthood. In addition, participants learn how each required part of the IEP can be developed to meet the student's transition needs.
- Transition: Pathway to the Future – Using the IEP to Develop Transition Services
  - Participants at this workshop gain a broad understanding of how appropriate transition services support planning for life after high school, so that students can achieve their post-secondary goals.
- What Families Need to Know about Youth Career Pathways and WorkForce Centers
  - Families will learn about career planning options for in-school and out-of-school youth with disabilities, and where to find help launching youth on the path to employment.

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<sup>1</sup> The document can be found here: <http://www.pacer.org/transition/resource-library/publications/NPC-59.pdf>.

<sup>2</sup> For more information on upcoming livestreams and webinars follow: <http://www.pacer.org/workshops/>. Not all trainings listed are not part of Minnesota's Round 7 DEI grant. Many are relevant to the work being done by DRCs and Youth counselors and shared with the three implementation sites.

The State Lead, in partnership with the Minnesota Department of Education (MDE), developed the *Employment Resource Guide: Successfully Preparing Students with Disabilities for Competitive Integrated Employment*. This publication expanded upon a previous guide that focused on youth transitioning from secondary school to post-secondary school. The employment guide is *Guideposts*-based and provides guidance to youth and their families on topics such as: planning for the transition from school to employment, self-advocacy strategies, the family’s role in transition planning, disability disclosure, and child labor laws. In addition, there are workbook pages that empower youth to develop self-advocacy skills and to identify their employment goals. More specifically, there is a workbook page on tips for how a youth can lead their IEP meetings and advocate for their own needs. This resource guide has been shared with all of Minnesota’s WDAs, DEED VRS, and with local education agencies. Feedback from local staff who have utilized the guides find it useful and relevant and helpful for youth and their families. Also, in response to the feedback, DEED and MDE decided to create an additional document that included the workbook pages from the full resource guide. To view the complete *Employment Resource Guide*, follow: [https://mn.gov/deed/assets/employment-resource-guide\\_tcm1045-290595.pdf](https://mn.gov/deed/assets/employment-resource-guide_tcm1045-290595.pdf). To view just the workbook pages follow: [https://mn.gov/deed/assets/employment-resource-workbook\\_tcm1045-315677.pdf](https://mn.gov/deed/assets/employment-resource-workbook_tcm1045-315677.pdf).

## Guideposts for Success

One key element to Minnesota’s Round 7 DEI grant is that the *Guideposts for Success* are an integral part of service delivery (**objective 2**). The *Guideposts* allow the local staff to ensure that youth are receiving high-quality services that set the youth up for future, long-term success. In order to track and analyze the implementation of the *Guideposts*, DEED asked the three implementation sites to record the *Guidepost*-related activities that each DEI participant receives. The following data reflects how many youth have received services or participated in an activity that aligns with the *Guideposts*:

<b>Total Served Through 12/31/17 - 131</b>	<b>Number of Youth</b>	<b>Percent</b>
Guidepost 1 – School Based Preparatory Experiences	108	<b>82%</b>
Guidepost 2 – Career Prep & WBL Experiences	126	<b>96%</b>
Guidepost 3 – Youth Leadership	95	<b>72%</b>
Guidepost 4 – Connecting Activities	99	<b>75%</b>
Guidepost 5 – Family Involvement	91	<b>69%</b>

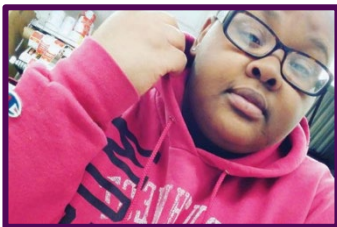
These numbers reflect the high quality of services that youth with disabilities are receiving through Partners for Youth Career Pathways project because many are participating in activities that align with all or nearly all *Guideposts*. There are a couple factors as to why “family involvement” related activities is the lowest recorded. One reason is that Minnesota and the federal partners placed an emphasis on serving out-of-school youth and those youth may not have a caring adult in their life. Another reason is due to the fact that some parents do not want their child to find work because of the fear that their child will lose benefits. So, some youth are more comfortable not including parents/family in IRT meetings when discussing employment and its effects on public assistance. While these are challenges that arise sparingly, Minnesota partnered with the PACER Center to educate parents/families on the importance of being involved in their young adult’s life and provide support as they transition into employment. In doing so, Minnesota is meeting its objective to utilize an intergenerational approach to

support successful outcomes for youth with disabilities (**objective 3**). For instance, the PACER Center is utilized by leveraging the experiences and expertise PACER’s team of multicultural parent/family advocates. All of these advocates are from communities of color that have a sizeable presence in Minnesota and they serve as intermediaries for parents/families who are navigating multiple government systems such as accessing mental health resources, navigating special education, and understanding the transition from secondary school to post-secondary opportunities or employment. Leveraging the expertise of the advocates supports Minnesota’s objective to address the state’s employment gap for culturally and racially diverse individuals (**objective 4**).

As previously mentioned, the PACER Center is contracted to develop materials that can be used by the Disability Resource Coordinators and Youth Counselors. One document developed by the PACER Center under Minnesota’s Round 3 youth-focused DEI grant is called the Individual Service Strategy (ISS) and Youth Action Plan. This document is *Guidepost*-informed and is utilized by local Youth Counselors when meeting and working with youth with disabilities. SWPIC further developed the document under the Round 7 Youth DEI grant. The DRC and other staff at SWPIC created a cross-walk in which the five *Guidepost* activities are aligned with the 14 Elements of WIOA and the 5 Pre-ETS activities. Minnesota identified this document as a model that has been shared with other WDAs and with technical assistance staff from U.S. DOL’s Office of Disability Employment Policy (ODEP). ODEP identified the ISS and Youth Action Plan document as a prime example of how local areas can implement the *Guidepost* strategies in service delivery to all youth, not just youth with disabilities. To view ISS/youth Action Plan document follow: [https://mn.gov/deed/assets/iss-plan\\_tcm1045-326826.pdf](https://mn.gov/deed/assets/iss-plan_tcm1045-326826.pdf).

#### ***Success Story: Paris – Southwest Minnesota Private Industry Council***

***Paris walked into the Minnesota WorkForce Center in Marshall, Minnesota, referred by the***



***special education department of her high school. Paris, was diagnosed with an emotional/behavioral disorder and graduated high school in the June of 2017. Her dream is to one day own a restaurant. Paris was placed in a job at a long-term care facility in the dietary department. The employer mentored and coached Paris, who worked with the cook and took food orders from the residents. After the trial period, Paris was hired***

***on full-time and she is also helping to train new employees. Paris has her own apartment and although she is working full-time, she also has a second job at a convenience store. Paris’ employer has said that she has grown in her position, and that the residents and the staff are very glad to have her there. Paris will be working toward an associate degree online; if that goes well, Paris may transfer to the culinology program at Southwest State University.***<sup>3</sup>

The PACER Center developed and piloted an in-service training on the *Guideposts for Success* at CMJTS in June 2017. With feedback from CMJTS, PACER conducted the same training in September 2017 for Rural CEP and SWPIC. These trainings helped local youth counselors understand how the *Guideposts* can be implemented during service delivery to ensure youth are receiving all necessary services in order to

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<sup>3</sup> Paris was featured in the PACER Center’s newsletter “PACESETTER”  
<http://www.pacer.org/newsletters/pacesetter/fall2017.pdf>

set them up for long-term success. A total of 37 staff attended the two sessions in September — 93% indicated that they expected to use information learned at the training and 60% stated that the training had improved their capacity to provide services that will help youth with disabilities achieve their education and employment goals.

PACER also hosted workshops for parents and families in coordination with the three implementation sites. The workshops covered the *Guideposts for Success* and empowered parents/families to better help their young adult succeed in school and in employment. Two of the workshops were held in local WorkForce Centers and the decision to do so was identified as a best practice by DEED. By hosting the workshops in the WorkForce Centers, parents/families came through the doors of the AJCs and familiarized themselves with the services provided at the AJCs, and also learned how they could utilize the resources in the future should they need them. This practice exemplifies Minnesota's efforts to utilize innovative intergenerational approaches to support successful outcomes for youth with disabilities (**objective 3**).

Minnesota has identified family involvement as an integral part for all youth, and especially for youth of color and their families. Minnesota will be working with DEED's Office of Equity and Economic Opportunity, the PACER Center, the National Disability Institute, and other WDAs in Minnesota to identify innovative ways to increase the involvement of family members in the service provision to DEI participants (**objective 3**).

## Integrated Resource Teams

Integrated Resources Teams are an integral part of Minnesota's DEI project (**objective 2**). The IRTs are youth-driven and are organized and facilitated by the DRC or youth counselor. This means that the youth has to want an IRT and be willing to participate in the IRT. CMJTS' Disability Resource Coordinator has trained youth counselors on the best methods to facilitate an IRT as well as stressing the importance of bringing together other service providers that is involved in the youth's life. Minnesota leveraged the experience and expertise of the DRC at CMJTS because she was the DRC for the Round 5 Adult-focused DEI project and she has served as a mentor to the two DRCs at Rural CEP and SWPIC. Through this mentorship, the two, new DRCs were able to quickly understand the importance of IRTs and learned strategies on how to best arrange and facilitate IRT meetings.

Typical service providers who are brought in to IRT meetings include county social workers or mental health workers, vocational rehabilitation counselors, and special education teachers. In addition to those individuals, Minnesota's implementation sites have included workplace supervisors, Youthbuild coordinators, mentors, and family members in IRT meetings.<sup>4</sup> DRCs and youth counselors have also joined Individualized Education Program (IEP) meetings for youth and have in turn utilized the IEP meeting as an IRT meeting. In doing so, the DRCs and Youth Counselors have been able to maximize coordination and minimize duplication of services and identify how each service provider can support the youth on achieving his/her IEP goals.

The following data shows the number of youth who received an IRT under the DEI project.

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<sup>4</sup> For more information about Youthbuild in Minnesota follow: <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/youthbuild.jsp>

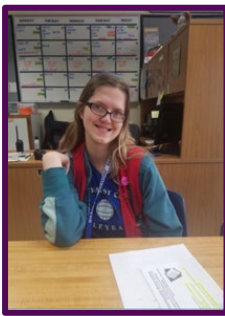
Total Served Through 12/31/17 – 131	Number of Youth	Percent
Participated in an IRT	52	40%

## Braiding Resources

Minnesota prides itself on aligning multiple funding streams in order to provide comprehensive wrap-around services to youth. Rural CEP has been a leader in the Youth DEI project for their efforts to increase co-enrollments in WIOA programs (**objective 1**). Out of the **48** participants served by Rural CEP, **40** have been co-enrolled in WIOA Youth or Adult.<sup>5</sup> This equates to **83%** of participants being co-enrolled in WIOA Youth or Adult. This braiding of resources has allowed Rural CEP to provide necessary services to youth while also maintaining expenditures for the DEI project. Minnesota will be leveraging the expertise in Rural CEP to recruit and retain WIOA eligible youth and identify strategies that can be utilized by the other DEI implementation sites and WDAs state-wide.

### *Success Story: Abigail – Rural Minnesota Concentrated Employment Programs*

*Abigail had trouble holding a job due to her disability and was unable to communicate needs appropriately. We got her enrolled into the WIOA and DEI, did some career assessments and placed her at a couple of different worksites that ultimately did not quite work out for her. We finally found a worksite with an after school care program for elementary kids. It was uncomfortable for her at first, but the staff were wonderful with coaching her and after a while she got into the routine and would show up and just do her job without being told. Abigail even trudged through the snow a mile from her house to work EVERYDAY in the winter just to make it to work because she enjoy her job so much. RMCEP assisted with behind the wheel training and she was finally able to obtain her license. When she found a car she could buy with her own money, RMCEP also assisted with some tires and repairs. Abigail now has a reliable car to get to work! Abigail was officially hired on with the after school care program and they are very excited to be able to keep her. She does very well with the kids and her interpersonal and communication skills with other staff, kids, and her supervisors have improved significantly.*



Another opportunity for co-enrollment includes the Pre-Employment Transition Services (Pre-ETS)<sup>6</sup> project that is co-managed by state-level Title IV (VRS) and Title I (Youth) programs. The State Lead was crucial in the development of the request for proposals and implementation of the Pre-ETS projects. In addition, the State Lead connected with the three Youth DEI sites to encourage them to apply and advise them on how the project would support the DEI and other core youth employment and training programs. This project is operating in two of the three DEI implementation sites (SWPIC and CMJTS). Pre-ETS is designed to serve students who are potentially eligible for VR services and are in grade 9 through age 21. This project allows SWPIC and CMJTS to provide Pre-ETS, such as: Job Exploration

<sup>5</sup> For information on WIOA Youth follow: <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/wioa-youth.jsp>

<sup>6</sup> <https://mn.gov/deed/programs-services/office-youth-development/special/pets/>



Counseling, Work-based Learning Experiences, Postsecondary Education Counseling, Workplace Readiness Training, and Instruction in Self-Advocacy. This project has allowed Title I providers to serve youth who are on the VR waitlist and help them attain necessary employment skills.

***Success Story: Trever – Southwest Minnesota Private Industry Council***

***Trever began meeting with SWPIC in 2016 and was a junior in high school. He met with SWPIC staff on a monthly basis through its outreach to schools project (state-funded Minnesota Youth Program). He started working with the janitorial staff at the high school in August 2016 through a work experience sponsored by SWPIC and with the help of the Pre-ETS grant. Trever completed a 16 credit welding certificate program offered through his high school by Minnesota West Community College and funded by the Disability Employment Initiative grant through SWPIC in November 2016. He graduated from high school in June 2017 and started a welding work experience in July 2017 at a local welding business. In January of 2018 Trever began full time, unsubsidized employment with the local welding business. Trever did apply for SSI shortly after he graduated high school and has a disability that would qualify him for disability income, but because of the additional training and employment support he received, Trever is now able to support himself through full-time employment.***

Minnesota also administers the Minnesota Youth Program (MYP).<sup>7</sup> The Minnesota Youth Program is a state-funded program that complements WIOA Youth and MYP is leveraged by the DEI sites to support job skills training and development of youth with disabilities. Oftentimes, the implementation sites will use MYP funding to support younger youth who are completing career exploration activities and job readiness trainings. Once specific goals have been achieved, the implementation sites utilize funding opportunities like DEI and WIOA to support more comprehensive and intensive services.

The following data demonstrates the number of DEI participants co-enrolled in WIOA and MYP.

<b>Total Served Through 12/31/17 – 131</b>	<b>Number of Youth</b>	<b>Percent</b>
Co-enrolled in WIOA Youth/Adult	50	<b>38%</b>
Co-enrolled in the Minnesota Youth Program	72	<b>55%</b>

While the three implementation sites have a variety of funding streams to leverage, Minnesota Round 7 Youth DEI grant is on pace to be fully expended by the grant end (March 31, 2020).

## **Employment Networks**

Minnesota identified increasing the state’s number of employment networks (ENs) and the number of Social Security Disability beneficiaries participating in career pathways programs as a key priority for the DEI grant (**objective 5**). CMJTS had already been established as an EN by the time Round 7 DEI grant was secured. This proved to be beneficial to the two other implementation sites that were not ENs because CMJTS was able to mentor and provide guidance to Rural CEP and SWPIC when navigating the process to become an EN. CMJTS was also a model EN site for Minnesota because of the work they had completed under the Round 5 Adult-focused DEI grant secured by Minnesota. Under this grant, CMJTS

<sup>7</sup> <https://mn.gov/deed/programs-services/office-youth-development/youth-programs/youth-program.jsp>

was able to establish a “Ticket Team.” This Ticket Team consisted of staff who were Certified Work Incentive Counselors (CWICs) and understood the nuances of benefits planning for individuals with disabilities. This best practice has been carried over by CMJTS into the Round 7 Youth DEI grant. The DRC and her Manager worked with youth counselors, who are now part of the Ticket Team, to provide high quality, comprehensive services to youth with disabilities.

Rural CEP and SWPIC began the process to become an Employment Network in July 2017, and with assistance from Kevin Nickerson from NDI, the two sites ultimately decided that the American Dream Employment Network (ADEN) was the best option.<sup>8</sup> The ADEN allows for less administrative burden on the WDA, and the process to become an EN under ADEN is expedited. In doing so, Rural CEP and SWPIC are now able to serve more ticket holders sooner than anticipated. This will significantly help Minnesota achieve its goal of increasing the number of tickets assigned to ENs involved with the Partners for Youth Career Pathways project by 75% (from 39 to 68). Minnesota has already achieved its goal to increase ticket revenue by 50% (from \$113,000 to \$170,000). Between CMJTS and Rural CEP alone, ticket revenue has generated a total of \$232,000. Minnesota fully expects this number to increase throughout the life of the grant especially once SWPIC begins assigning tickets to their EN.

## Partnerships and Collaboration

As previously mentioned, the PACER Center is contracted to provide technical assistance to the three DEI implementation sites. The PACER Center has become a close partner to the three implementation sites. Staff from the three implementation sites have familiarized themselves with the resources and services offered by PACER. In turn, this partnership helped to increase the capacity of Job Center staff to serve youth with disabilities.

The Disability Resource Coordinator for Rural CEP is active in six Community Transition Interagency Committees (CTICs). The partnerships are valuable to Rural CEP because they are able to reach teachers, administrators, and families and educate them about the services that are provided through Rural CEP. The CTICs worked with Rural CEP throughout PY 2017 to coordinate a variety of speakers to come to CTIC meetings. Rural CEP invited the PACER Center, a local law firm, and an individual from the Social Security Administration to speak at various CTIC meetings. The connection with the CTICs will continue throughout the life of the grant and will be sustained following the end of the DEI grant. Minnesota identified local participation in the CTICs as a best practice and will continue to encourage other WDAs to partner and collaborate with CTICs (**objective 1**).

SWPIC and CMJTS were both awarded Pre-Employment Transition Services (Pre-ETS)<sup>9</sup> grants through DEED Vocational Rehabilitation Services in July 2017. These grants allowed both CMJTS and SWPIC to partner more closely with VR counselors and increase the flow of referrals to/from Title I and Title IV agencies (**objective 1**). In addition to Pre-ETS, the local sites have partnered with VR counselors to provide services to youths with disabilities.

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<sup>8</sup> <https://americandreamen.org/>

<sup>9</sup> <https://mn.gov/deed/programs-services/office-youth-development/special/pets/>

***Success Story: Christina – Central Minnesota Jobs and Training Services***

***Christina was referred to Central Minnesota Jobs and Training Services' Youth Program through Vocational Rehabilitation Services. She was trained in administrative skills. Christina had completed a volunteer position through Vocational Rehabilitation Services however, they***



***were unable to place her into a permanent position. Christina's employment counselor teamed up with Vocational Rehabilitation Services to assist in finding a permanent placement for Christina. After spending some time with Christina, her counselor quickly realized that although her skill level was high for administrative work, her passion was not. Christina was however, very passionate about working with children. Christina received a placement at Kids Club Child Care through the Big Lake Schools for a three month work experience beginning May 1st, 2017 as a helper paying her \$9.50 per hour. When the work***

***experience was over the manager at Kids Club expressed her desire to keep Christina on as they felt she was a perfect fit for the position. Christina's manager said, "Christina is a huge asset to our program, the kids adore her!" Christina was hired on as a Kids Club Instructor at \$14.90 per hour on August 21st, 2017. Christina continues to excel in this position. When her counselor asked Christina how the job was going she said, "I love it, everything is going really great."***

Another example of how Minnesota is meeting its objective to strengthen partnerships, engage local businesses, and strategically align youth and adult career pathways is shown in SWPIC's area. SWPIC's collaboration with a local community college (MN West), ABE, an alternative learning center (Minnesota Valley Area Learning Center), and employers is demonstrated in their creation of a short-term welding program. This welding program was developed in direct response to labor market information and employer needs. The welding program also aligned with the education training plans of 13 customers. All 13 customers were students at the Minnesota Valley Area Learning Center and concurrently enrolled in the specialized welding program at MN West Community and Technical College - Granite Falls. Six of the 13 students in the welding program were enrolled in DEI and funds were used to support the cost of their tuition/training. In addition to the welding course, the students received instruction in technical reading and welding math, explored trades career pathways, and participated in tours of local businesses. The business tours allowed the students to learn first-hand what it would be like to work as a welder for the company. For instance, the students were introduced to a variety of welds and materials used and had the opportunity to review welding blueprints. Students earned 6 college credits and they gained technical skills needed to obtain employment in the high-demand field of welding. Several of the graduating students will finish school at the ALC, continue their education in welding at other post-secondary institutions, or begin career opportunities (**objective 1**).

The State Lead, has been active in creating partnerships with state agencies, community-based organizations, and youth-serving groups. State Services for the Blind (SSB) is an important partner at the state level. The SSB staff devoted to working with youth are great sounding board and resource for the DRCs and the SSB staff provided valuable input into how the youth counselors can work with SSB staff to support blind/visually impaired youth in achieving their education and employment goals. SSB also has a contract with the PACER Center, and the resources that have been developed under that grant has been

shared with the DEI project staff and local partners. A selection of those resources can be found here: <http://www.pacer.org/transition/news/edition/IP-2018-03-14.html>. In addition, the State Lead met with staff from Blind Inc. a service provider for SSB.<sup>10</sup> The State Lead was able to learn about the unique services that are offered through Blind Inc. This also allowed the State Lead talk about the services that are provided through the AJCs and how those services can support blind or visually impaired individuals.

## Performance Data

Minnesota intends to serve at least 300 youth with disabilities under the Round 7 DEI grant. As of December 31, 2017, a total of **131** youth with disabilities have been served. This number is higher than anticipated in the first year given the startup time for the three implementation sites.<sup>11</sup> Minnesota is on track to achieve its objective of serving at least 300 youth throughout the life of the grant (**objectives 2 and 4**). The cumulative data for the first year is included as an [appendix](#) to this report. See below for highlights of the first year:

<b>Total Served Through 12/31/17 – 131</b>	<b>Number of Youth</b>	<b>Percent</b>
Female Participants	46	<b>35%</b>
Youth of Color	35	<b>27%</b>
Basic Skills Deficient	61	<b>47%</b>
Youth from Families Receiving Public Assistance	24	<b>18%</b>
High School Drop-Out	12	<b>9%</b>
Foster Youth	10	<b>8%</b>
Youth receiving SSI or SSDI	11	<b>8%</b>
Youth Offenders	11	<b>8%</b>
Homeless/Runaway Youth	3	<b>2%</b>

<sup>10</sup> <https://www.blindinc.org/>

<sup>11</sup> The grant was awarded on October 1, 2016, but the Disability Resource Coordinators for SWPIC and Rural CEP did not start at their respective agencies until February 13, 2017.

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**Updated 4/9/2018**

# Appendix