



RIGHT TRACK

SAINT PAUL. YOUTH JOBS.

Help build a diverse talent pipeline of work-ready, skilled youth who will become our future workforce



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FUTURE WORKFORCE CHALLENGES

Saint Paul's workforce is changing. We will have fewer skilled workers to replace the retiring Baby Boomers. Future workers will need to be more efficient and innovative than ever before.

Disparities also threaten our competitive advantage. The Twin Cities have among the nation's highest racial gaps in employment.¹ In 2012, Saint Paul's teen unemployment rate was 32%, compared to 16% nationally. We need to take action today for a stronger workforce tomorrow.

YOUTH EMPLOYMENT MATTERS

The number one predictor of future success in the workforce is early exposure to work.²

Employing our young people is about more than a paycheck. Youth who work are more likely to return to school, hold a job in subsequent years, and earn more money over the course of their lives. They are also less likely to engage in crime and other high-risk behaviors. Hiring youth is an investment in our community and future economy.

Right Track is Saint Paul's pipeline for youth career development and building a diverse future workforce. *Right Track* brings together the City of Saint Paul, Saint Paul Public Schools, businesses, and community-based organizations to provide work readiness and employment opportunities for youth.

OVER>

Developing Saint Paul's Leaders.
Driving Saint Paul's Success.

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"Business, government, schools and communities must come together in new ways to get young people on the right track to future careers. The strength of our local economy depends upon their success." — Mayor Christopher B. Coleman

How businesses can help

The City of Saint Paul has a simple ask: *hire teens for summer employment.*

Partnering in the *Right Track* initiative allows Saint Paul businesses to:

- Gain access to the diverse talent pipeline of work-ready, skilled youth.
- Support Saint Paul's economic growth.
- Enhance your competitive advantage by having early access to an untapped talent pool.

The average cost of employing one *Right Track* intern for the summer is \$1,400 — a valuable investment in the future of a young person and in the future of the community's workforce.

Youth are screened and skills assessed to best match interns with employers. Interns are equipped to help with various projects such as:

- Project management support
- Data entry/management
- Field research
- Entry-level administrative tasks
- Database cleaning
- Event staffing
- Web-based research

Be part of building Saint Paul's future workforce.

For more information contact Catherine Penkert, *Right Track* Project Manager, at: Catherine.Penkert@stpaul.gov 651.266.6422



 @RightTrackSP

 RightTrackSP

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HOW IT WORKS

- The City of Saint Paul recruits youth from low-income households who are entering 11th or 12th grade and have successfully held at least one job.
- Employers identify paid summer internship opportunities.
- We match youth with employers based on interests, skills and needs.
- We provide training and support for youth throughout the summer, including orientation and weekly coaching sessions on basic computer proficiency and essential "soft" skills.
- Supervisors receive a useful skills assessment tool and help resolving any workplace issues that arise.

EMPLOYMENT DETAILS

- Companies provide employment for 6-10 weeks at 15-40 hours/week. The recommended length is 8 weeks, 20 hours/week.
- Positions must pay at least \$7.25/hour. An 8-week, 20 hour/week internship at \$7.50/hour equates to \$1,400 in wages and fringe.
- Internships must be located in Saint Paul or easily accessible via transit. Youth will be provided Metro Transit passes to get to and from work for the first month of employment.
- Employment must occur between June 16 and August 22, 2014.

RESULTS

- 95% of interns successfully completed an internship in the summer 2013 pilot program
- Youth worked over 5,000 hours for 14 Saint Paul employers
- Youth earned nearly \$50,000 in wages that went directly back into the local economy

Join us in the *Right Track* Initiative! You'll be in good company. Partners include:



¹Wilder Research, Minnesota Compass (2011). Employment (& Other) Disparities in the Twin Cities, slide 7. <http://www.rcwib.org/aboutus/BRC/Presentations/CompassForStPaulRamseyBRC-EmpDis.pdf>.

²Examiner.com article (2011). Why Minnesota Youth Face Higher Unemployment Rates.

<http://www.examiner.com/article/why-do-minnesota-youth-face-higher-unemployment-rates>.