



"You are Saint Paul, and when you build yourself for the future, you're also building our city's future."

- Mayor Melvin Carter



**RIGHT
TRACK**

SAINT PAUL YOUTH EMPLOYMENT

2018 IMPACT

Program Structure

- /// Youth are placed with over 100 different organizations throughout Saint Paul for their summer employment
- /// Work readiness training that focuses on building professional and interpersonal skills
- /// Open to Saint Paul residents 14-24 years old that meet income guidelines or have a barrier to employment
- /// Youth receive up to 11 weeks of paid work and educational experience
- /// Summer Program runs from mid-June to mid-August

Program Goals for Saint Paul Youth



PREPARE YOUTH FOR THE
WORKING WORLD



EXPLORE CAREER INTERESTS
AND GAIN STRONG WORK
HABITS AND SKILLS



PROVIDE SUPPLEMENTAL
INCOME



History of the City of Saint Paul's Right Track program

2003

Youth Employment Programs in Saint Paul go back decades. The recent history of the Right Track Youth Employment Program started in 2003 under the leadership of Mayor Randy Kelly. It was focused on the downtown area and occasionally referred to as the "Clean Streets" Program.

2004

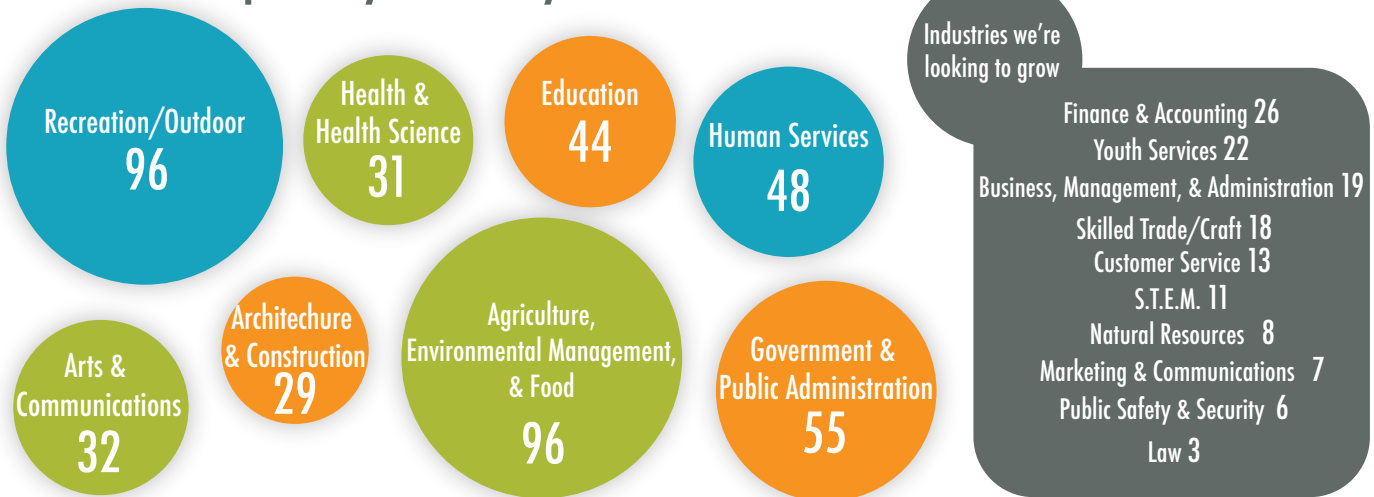
Leadership for the program shifted to the Parks and Recreation Department in 2004 and became the Youth Job Corps.

Facts and Stats

Top four reasons youth were excited to join Right Track:

1. Make money over the summer
2. To gain real world work experience
3. To improve communication and personal skills
4. Build confidence

Number of jobs by industry

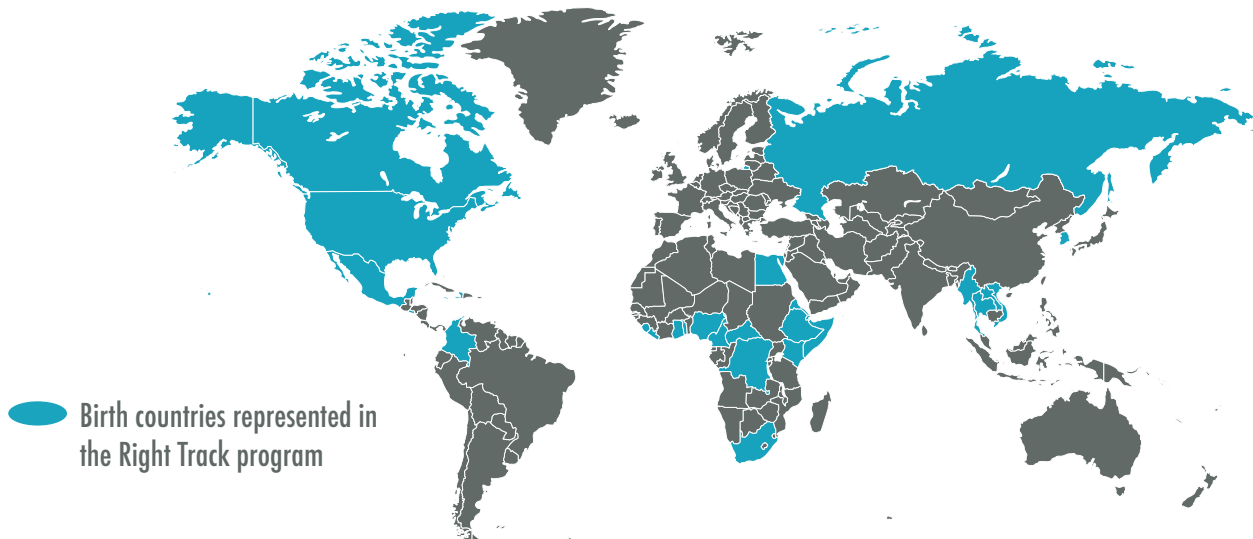


829
youth matched with a job

135
different worksites

\$1,220,340

earned in wages over the summer



2004

Although employment for youth 14-21 included libraries, recreation centers and assignments at local non-profit organizations, there was still a heavy emphasis on downtown, with 40 Youth Job Corps (YJC) workers tending to downtown gardens and street medians. With its focus on providing employment opportunities for under-resourced youth, 324 young people were hired in 2004 as part of the YJC Program. Funding for these subsidized-wage jobs was primarily provided by the Minnesota Department Employment and Economic Development (MN DEED).

Youth Jobs01



Right Track Youth Jobs 01 provides internships in parks, libraries and non-profits. YJ01 is most often a first work experience for program participants.

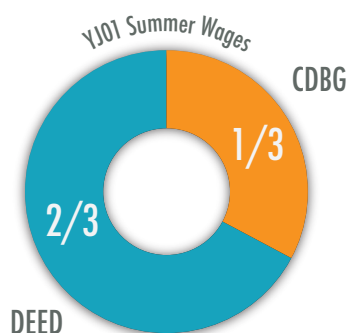


92.1 % of YJ01 youth completed their summer internships

The YJ01 program partners with **40** organizations that have **90** worksites throughout the city. This large partner network has helped us to provide employment to youth within, or near their neighborhoods. These internships are subsidized by the Minnesota Department of Employment and Economic Development (DEED), the city's General Fund and by Community Development Block grant funds.



Funding Sources



The wages for these positions are funded by the Community Development Block Grant (CDBG) through the City of Saint Paul's Department of Planning and Economic Development, and by the Minnesota Department of Employment and Economic Development (DEED)

2005

Job coaches were added to the program as additional youth support in 2005.

2006-2012

Over the years, options have been added for youth interested in becoming EMTs (EMS Academy) and vehicle mechanics.

Youth Jobs02

This year, each YJ02 intern participated in 12 hours of career readiness and computer skills training to further prepare them for the workforce. They had 28 different classes to choose from that varied in skill level and interest, so they could select the classes best suited for them.



211 youth had internships with **95** different partner organizations

91.9% of YJ02 interns completed their internship

90.6% of supervisors would recommend their Right Track intern to a colleague for a similar position

YJ02 youth earned **278** Northstar Digital Literacy Certificates

Funding Sources

Employer partners pay for all the YJ02 summer wages.

Right Track received \$7,000 from the St. Paul Area Chamber of Commerce for wage scholarships.



2013

In 2013, the program launched a new initiative adding employer-paid professional internships, requiring that the young person have previous job experience or come highly recommended from a school program leader, counselor or coach. Rebranded Right Track, the program kept the subsidized wage, entry-level/first job experience (YJ1) for youth just entering the workforce and added YJ2 as the employer paid internship with 21 placements through 14 employer partners during the pilot summer.

Youth Enrollment Breakdown



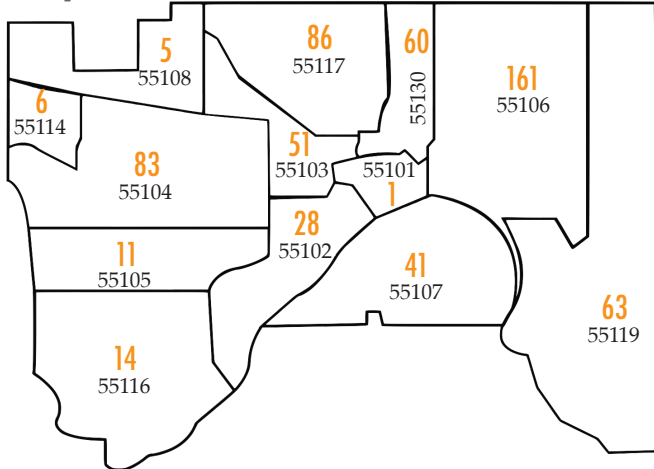
60% of youth were from female-headed households



Over **90%** of youth participants receive free or reduced lunch

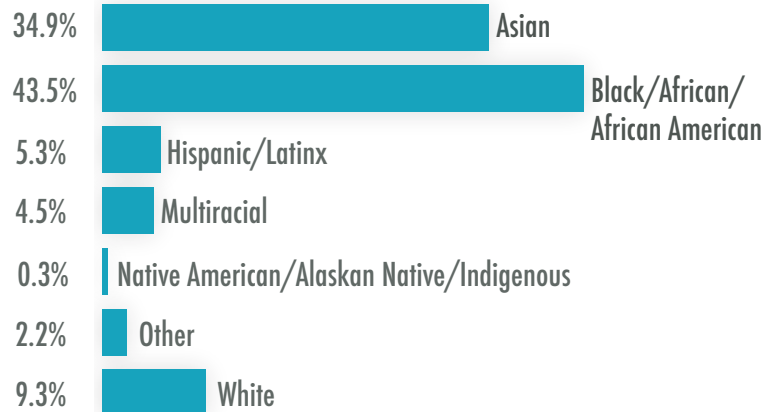
9.9% of interns reported having a disability. Right Track encourages participation by persons with disabilities

Zip Code

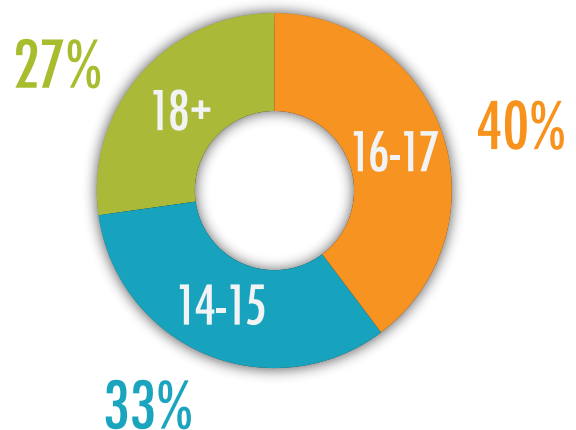


352 industry recognized certificates were earned by youth employees over the summer including NorthStar Digital Literacy, First Aid, CPR, OSHA 10, and EduCare Training

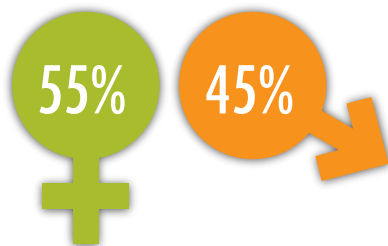
Race



Age



Reported Gender



2014

By 2014, Right Track was already an established program, had a new logo, continued to develop its brand recognition and employer paid internships grew to 90. These first two summers, youth interested in YJ2 jobs interviewed during the annual Youth Jobs Expo.

2015

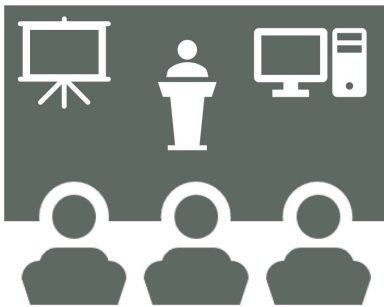
By 2015, as interest from both youth and employers continued to grow, separate interview dates were set aside for youth seeking YJ2 jobs. Employer partners and City staff helped conduct the interviews, hosted at a local college. 2015 marked the first year that more than 100 youth were placed in employer-paid YJ2 jobs.

Work Readiness Training

- More than 700 YJ01 youth received pre-employment training which included resume building, and interviewing skills.
- YJ01 youth also attend Payroll Packet sessions to walk them through the process for payroll (filling out a W-4, providing I-9 documents)
- YJ02 attend 12 hours of training during the summer program



YJ02 Trainings included:



Microsoft Word Level 1
Microsoft Word Level 2
Microsoft Excel Level 1
Microsoft Excel Level 2
Microsoft Excel Level 3
Microsoft PowerPoint Level 1
Microsoft PowerPoint Level 2
Calendar and Outlook
Professional Emailing

Team Building
Problem Solving
Earning, Employment, Income
Public Speaking
Budgeting
Alphabetic indexing & Filing
Survey Monkey
Savings
Time Management

Interviewing Skills
Conflict Resolution
Credit /Debt
Resume & Cover Letter
Consumer Protection
LinkedIn - Professional Brand
Social Media Awareness
How to find a Job
Professional Networking

Financial Literacy Training



Curriculum provided by Junior Achievement is used for our YJ02 financial literacy training. Training topics included: Saving, Credit and Debt, Consumer Protection, and Budgeting.



For our YJ01 interns, nearly **1/3** of our interns signed up for direct deposit.



2/3 of our YJ01 interns were issued USBank Focus cards. The Focus card allows youth to setup direct deposit without a regular bank account, providing easy access the money they earn.

2018

During the summer of 2018, over 400 youth were hired in subsidized-wage YJ1 jobs and 211 were hired in employer-paid YJ2 jobs. More than 300 industry-recognized credentials were issued to Right Track participants including: North Star Digital Literacy Certificates, OHSA 10 Certificates, Emergency Medical Technician certification, CPR and First Aid certificates. Some 30 additional participants attended Outdoor Leadership, EducCare for health professionals and Concussion Awareness training. We will continue to count on MN DEED to support the YJ1 job placements and will work with our local corporate community to increase the number of YJ2 internships available to our community's youth.

Partners



Right Track will introduce new program leadership in 2019 as Kathy Korum retires after nearly 43 years of service to the City of Saint Paul, the last six with the Right Track program.

Contact Us: <http://righttrack.stpaul.gov>

 RightTrackSP
 @RightTrackSP

Looking Forward...

Young people are ready to contribute and make a difference in their families and in their neighborhoods. If you already one of our partners, thanks for your continued support of our community's future leaders. If you are interested in becoming a partner, there are multiple ways for you to be involved in supporting this work and building our Saint Paul's future workforce.

