



**RIGHT
TRACK**

IMPACT REPORT

**20
25**

Saint Paul Youth Employment



**SAINT PAUL
MINNESOTA**



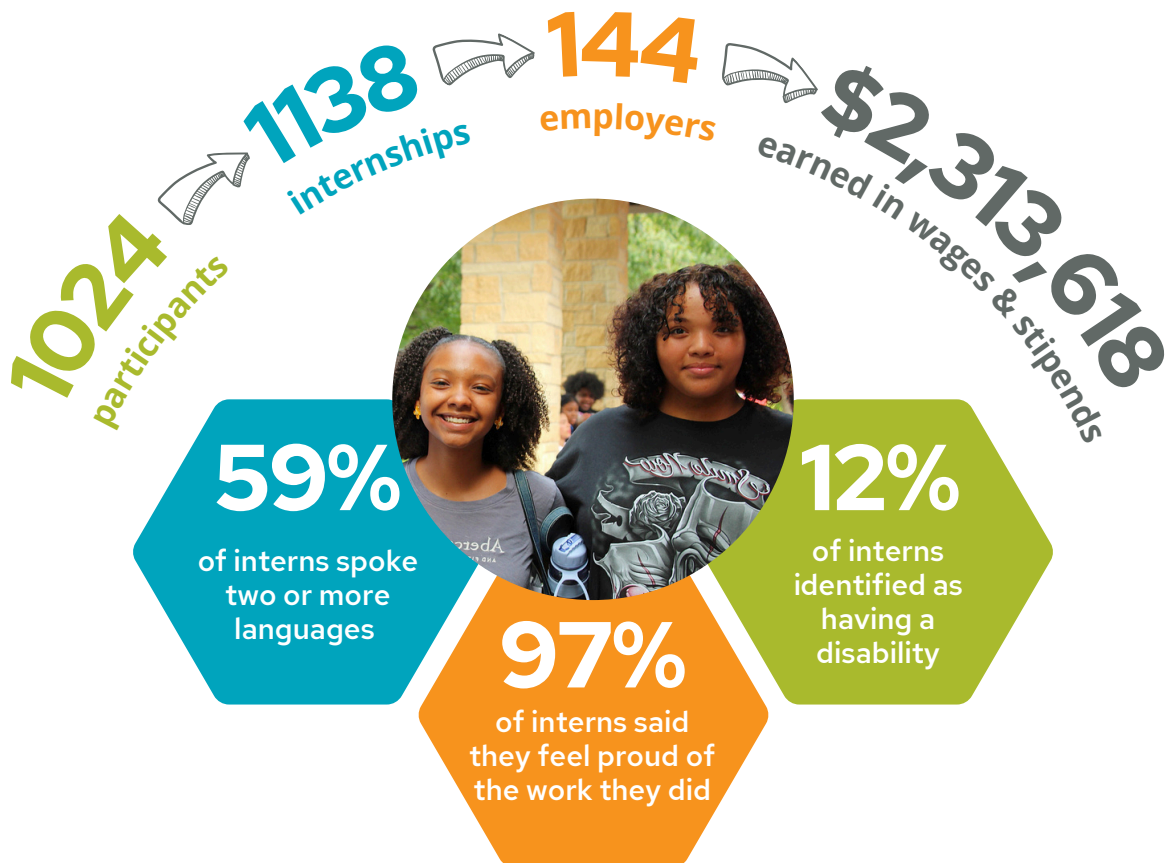
Program Overview & Goals

Right Track is the City of Saint Paul's youth employment initiative, building the region's workforce and supporting young people and their families now and in the future. Right Track addresses changing labor force demographics as well as education and employment disparities by connecting young people from cost-burdened households to internships, training them for personal and professional success, while supporting employers as they prepare for, recruit, and mentor the next generation of diverse talent.

Mission:

Right Track's mission is to build Saint Paul's workforce by providing career-readiness opportunities and work experience for the young people of Saint Paul.

- Develop work readiness skills
- Explore potential Careers and their pathways
- Earn money and develop financial capability
- Expand professional network



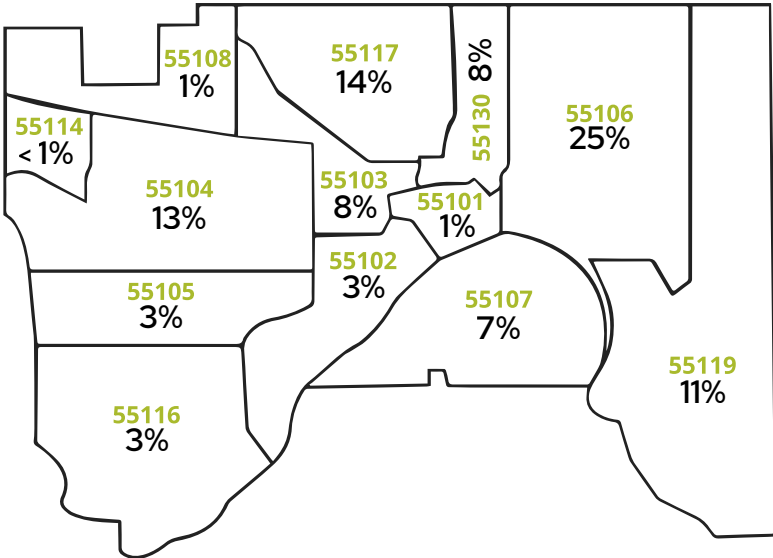
Demographics

School Year 2024-2025 & Summer 2025 Statistics

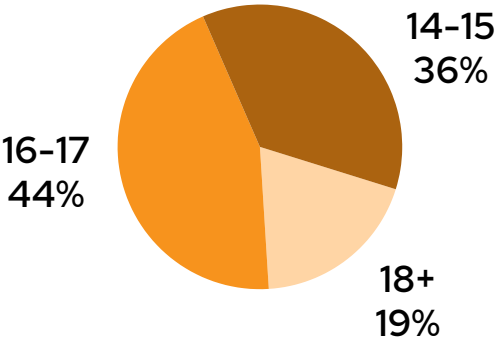


* Roughly 2% of interns lived in Suburban Ramsey County or moved out of Saint Paul after enrollment

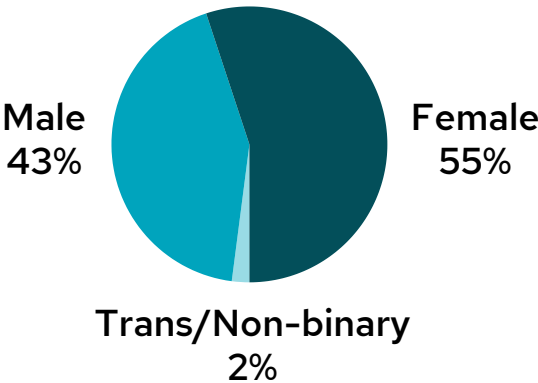
ZIP Code



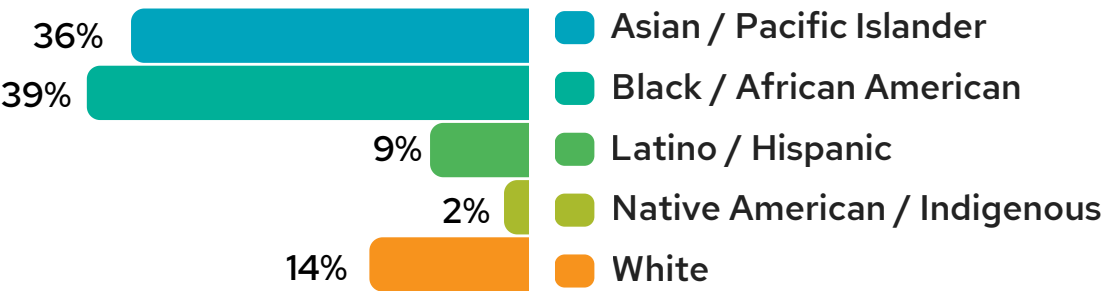
Age



Gender

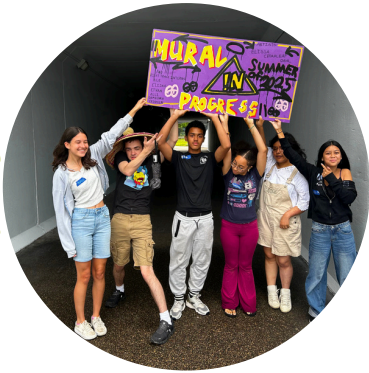


Race



Program Overview

Right Track offers four primary programs designed to provide Saint Paul youth and young adults with high-quality, meaningful internship and career pathway experiences. Each program is tailored to support participants at different stages of their professional journey.



YJ1 (Youth Jobs 1)

YJ1 focuses on building foundational employment readiness skills for youth ages 14–19, many of whom are entering the workforce for the first time. Interns gain hands-on experience in roles across libraries, recreation centers, small businesses, and local non-profits. Wages are primarily funded by Right Track, ensuring equitable access to these early work opportunities.

YJ2 (Youth Jobs 2)

The YJ2 program provides targeted career pathway internships that emphasize independent, project-based work. Designed for youth with prior work or volunteer experience, YJ2 connects participants to opportunities across a range of industries – including non-profit, government, small business, and corporate sectors. In this program, employers primarily fund intern wages, reinforcing shared investment in Saint Paul’s future workforce.



Right Track Scholars

Our newest initiative, Right Track Scholars offers college students ages 18–24 immersive experiences in public sector careers. In summer 2025, 27 Scholars completed 10-week, advanced-level internships with the City of Saint Paul and Ramsey County, gaining hands-on experience, professional development, and mentorship opportunities while contributing to meaningful projects.

Professional Development



For the fourth consecutive year, Right Track offered its mandatory in-person training, “Rising Leaders in Saint Paul,” for YJ1 and YJ2 participants. The enhanced program provided hands-on learning opportunities focused on wealth justice, communication, identity, culture, teamwork, conflict resolution, networking, and career exploration—all through a Social Emotional Learning (SEL) lens. Interns completed 12 hours of training, and over 80 community members, including elected officials, were invited to share their career experiences and insights.



Saint Paul Public Schools Partnership

Saint Paul Public Schools (SPPS) remains a key partner in expanding Right Track’s reach and opportunities for SPPS Students.

- **Credit Recovery:** In its fourth year, the Credit Recovery program allowed 9th–11th grade interns to earn English and Social Studies credits through their internships. SPPS counselors identified eligible students, and teachers aligned internship experiences with course objectives.
- **SPPS Spring Internships:** Now in its fourth year, the SPPS Spring Internship program connected high school students to meaningful career experiences across industries. 158 students were matched with internships, with (insert number) additional applicants expressing interest.
- **3M STEP (Science Training Encouragement Program):** provides an immersive experience in STEM careers for high school juniors who attend SPPS. Through this program, students were able to explore STEM careers at 3M and conduct research alongside a 3M Scientist.



Program Outcomes



Intern Spotlight: Priscilla Yang



“

One of the most important lessons I learned from my internship is the power of building connections. Every interaction—no matter how small—can open the door to new opportunities. My experience with Right Track taught me that professional relationships can be the bridge between where you are and where you aspire to be.

”

Priscilla began her journey with Right Track in the summer of 2022 as a Youth Jobs 2 (YJ2) intern with the City of Saint Paul's Department of Human Rights and Equal Economic Opportunity (HREEO). What started as a summer internship soon turned into a three-year experience that helped shape her career path in the public sector.

Through Right Track, Priscilla gained hands-on experience supporting civil rights and economic justice initiatives while also participating in weekly professional development sessions. She credits these workshops, which covered topics like financial literacy, soft skills, and workplace professionalism, as being instrumental in preparing her for her future career.

Her time as an intern opened doors to opportunities she hadn't previously considered and helped her build essential skills in communication, time management, and multitasking. The supportive environment and mentorship she found at HREEO inspired her to pursue a long-term career in public service.

In May 2025, Priscilla began her current role as a Contract Compliance Specialist with the City of Saint Paul's HREEO department. In this position, she reviews and processes applications and helps coordinate civil rights and economic justice programs, continuing the meaningful work she first experienced through Right Track.

Priscilla credits Right Track for helping her build confidence, expand her professional network, and discover a fulfilling career path in local government. She encourages other youth to take advantage of every opportunity the program offers, emphasizing that the skills and relationships gained can make a lasting impact well beyond the summer.

Partner Recognition

These awards recognize exceptional supervisors and employers who go above and beyond to provide opportunities and meaningful experiences for Saint Paul Youth.

Employer of the Year:

Minnesota Department of Administration-Facilities Management (Capitol Complex)



“

Hosting Right Track interns has been a rewarding experience, allowing us to gain valuable insights from their creativity, curiosity, and drive while allowing us to support the professional growth of emerging young leaders. We look forward to continuing our partnership with Right Track.

”

Chad Olson, *Plant Operations Manager*

Supervisors of the Year

Thao Vue, *City of Saint Paul Parks & Recreation (YJ1 Program)*

Cindy Helback, *Metropolitan Airport Commission (YJ2 Program)*

Stephen Smith, *Ramsey County Public Works (YJ2 Program)*

Program Support

Right Track is a collaborative initiative led by the City of Saint Paul Parks and Recreation Department. The program thrives through strong partnerships across the public, private, and nonprofit sectors – working together to recruit, train, and connect young people with meaningful workforce readiness experiences.

A special thanks to our colleagues and partners at Ramsey County Workforce Solutions, Saint Paul Public Schools, and various City of Saint Paul departments – including the City Attorney’s Office, Human Resources, Office of Financial Services, Office of Financial Empowerment, and Office of Technology and Communications – for their ongoing commitment to advancing equity and reducing disparities within our community.

We also thank the organizations that provide essential financial support to Right Track:

- Blaze Credit Union
- City of Saint Paul
- Cities for Financial Empowerment Fund
- Minnesota Department of Children, Youth, and Families
- Minnesota Department of Employment and Economic Development

The Benefits of Partnering with Right Track

By hosting Right Track interns ages 14–21, employers and funders help build a stronger, more equitable workforce for Saint Paul – while gaining meaningful benefits for their organizations.

Right Track provides job-ready youth who bring energy, creativity, and fresh perspectives to the workplace. Employers receive ongoing support, making it easy to offer valuable, real-world experiences that strengthen both interns and host sites.



Partners play a vital role in shaping the next generation of talent, demonstrating leadership in community impact, and advancing workforce inclusion. Together, we're creating pathways to opportunity – and investing in Saint Paul's future.

89%

of supervisors said they would hire their intern if they had a job opening, or would recommend their intern to a colleague

Interested in becoming an employer partner?

Apply at stpaul.gov/RTemployer

2025 Employer Partners

825 Arts

A Pocket Full of Posies

AbleNet Inc.

Accenture LLP

American Indian Family Center

Animal Humane Society

Arch Insurance

ARTS-US

Baber Auto Repair

Big Wonder Child Care

Blaze Credit Union

Boys & Girls Clubs of the Twin Cities

Cadenza Music

Capitol Region Watershed District

Chicago Ave Fire Arts Center (CAFAC)

Children's Minnesota

City of Saint Paul:

- Aquatics
- Attorney's Office
- Como Park Zoo and Conservatory
- Safety and Inspections
- Fire Department
- Human Rights & Equal Economic Opportunity
- Mayor's Office
- Office of Financial Empowerment
- Office of Financial Services
- Office of Technology and Communications
- Parks and Recreation
- CFPS Awakenings Program
- Recreation Centers
- Sprockets
- Planning and Economic Development
- Public Works
- Saint Paul Public Library
- Saint Paul Regional Water Services

City of Saint Paul, City Council:

- Ward 1 Office - Councilmember Anika Bowie
- Ward 7 Office - Councilmember Cheniqua Johnson

CommonBond Communities
Community Partners with Youth
ComMUSICation
Como Town
Living and Memory Care
Dog Days Inc
East Side Learning Center
Elite Repeat

Elpis Enterprises

Ever-Green Energy, Inc.

Ezy Urgent Care Clinic

Family Values For Life



Finishing Trades Institute of the Upper Midwest

Flava Cafe

Friends of the Mississippi River

Frogtown Farm

Generation Next

Great River Greening

Greater Twin Cities United Way

Hallie Q. Brown Community Center

Hazel Park Congregational United Church of Christ

High School for Recording Arts

Hmong Early Childhood Coalition

Honsa-Binder Printer Inc.

Indigenous Roots Culture Art Center

Interfaith Action of Greater Saint Paul

Irreducible Grace Foundation

It's Our Neighborhood Inc.

Keystone Community Services

Listen Up Youth Radio

Lyngblomsten Care Center



Marc Heu Patisserie Paris
Metropolitan Airports Commission
MIGIZI Communications
Minnesota Children's Museum

State of Minnesota:

- Department of Administration- Facilities Management (Capitol Complex)
- Department of Health
- Department of Transportation
- Minnesota Pollution Control Agency
- Minnesota Public Utilities Commission
- Minnesota Workers' Compensation Court of Appeals

Minnesota Tool Library
Minnesota Voice
My Digital Ladder
Neighborhood House
New Native Theatre
North East Seniors for Better Living
Rabata



Ramsey County:

- Assistance & Support
- Attorney's Office
- Communications & Public Relations
- Community Corrections
- Libraries
- Mental Health & Crisis Services
- Parks & Recreation
- Soil & Water Conservation Division
- Policy and Planning
- Property Management
- Public Health
- Public Works
- Service Centers
- Workforce Solutions

Rock What You Got Inc
Roots for the Home Team
Roseville Area Schools
Saint Paul Area Chamber of Commerce
Saint Paul Port Authority
Saint Paul Public Housing Agency

Saint Paul Public Schools:

- Agriculture Garden Project
- Alternative Education
- CDF Freedom Schools
- Creativity Center for Learning & Leadership (CCLL)
- Nutrition Services

Saint Paul Urban Tennis
Science Museum of Minnesota
Scoopz LaCuchara Ice Cream



SOL Of The Cities
Sounds of Hope, Ltd.
Spark-Y
SPNN
STAR House
Storehouse Grocers
The Canine Coach!
The JK Movement
The Salvation Army St. Paul
Eastside Corps
The Sanneh Foundation
The Urban Village
TopLine Financial Credit Union
Towers of Power
Transforming Generations
Tree Trust
TRIA Orthopedics
Union Park District Council
Urban Boatbuilders
Urban Roots
Visit Saint Paul
Vivacity Tech PBC
Warners' Stellan
West Indies Soul Food
West Side Farmers Market
World Youth Connect
Xcel Energy
YMCA - Beacons Center
Youth Leadership Initiative
Youth Performance Company
YWCA St Paul

Program Partner Spotlight:

“

Hosting an intern like Kaitlyn, who brought such curiosity, bravery, and dedication to her position, has been the highlight of my year. I believe in the importance of creating supportive, inclusive environments where young professionals can grow, explore their interests, and feel empowered. Kaitlyn brought an infectious energy and a bright smile every day, reminding me of the passion that drew me to a career in the Aviation industry.

”

At a time when our country faces growing division, I believe it's more important than ever to lead with kindness, compassion, and a commitment to uplifting one another. Supporting the next generation is essential to building stronger, more connected communities, and I'm honored to be part of a program that reflects those values.

Cindy Helback, *Metropolitan Airport Commission*

    **righttracksp**

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**SAINT PAUL
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