



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

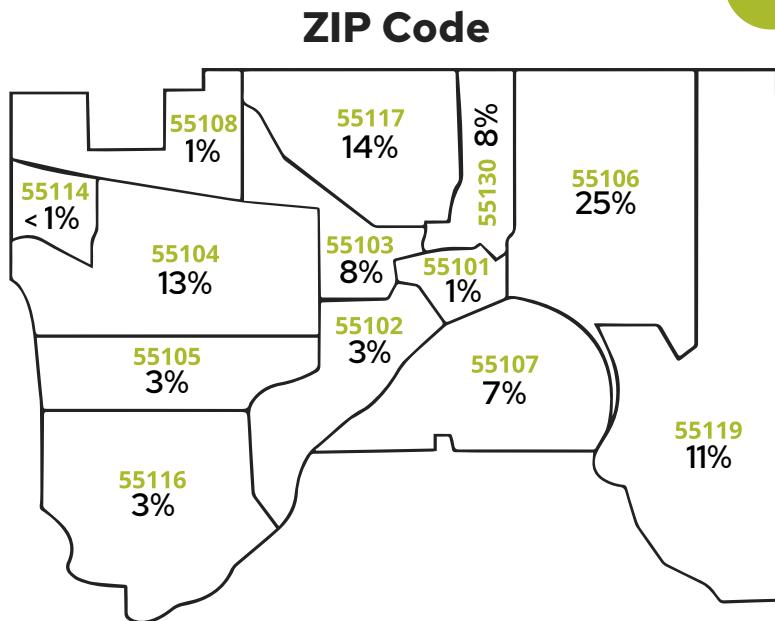


# Demographics

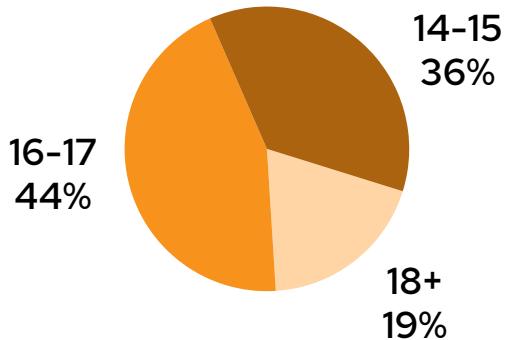
School Year 2024-2025 & Summer 2025 Statistics



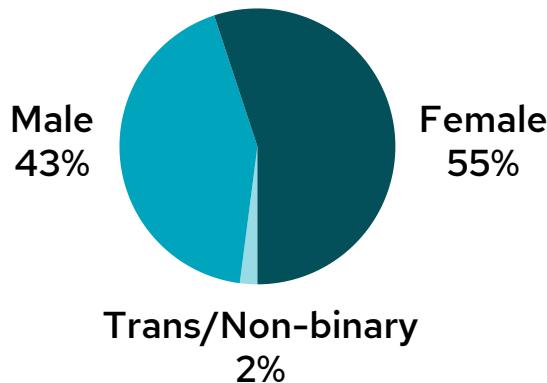
\* Roughly 2% of interns lived in Suburban Ramsey County or moved out of Saint Paul after enrollment



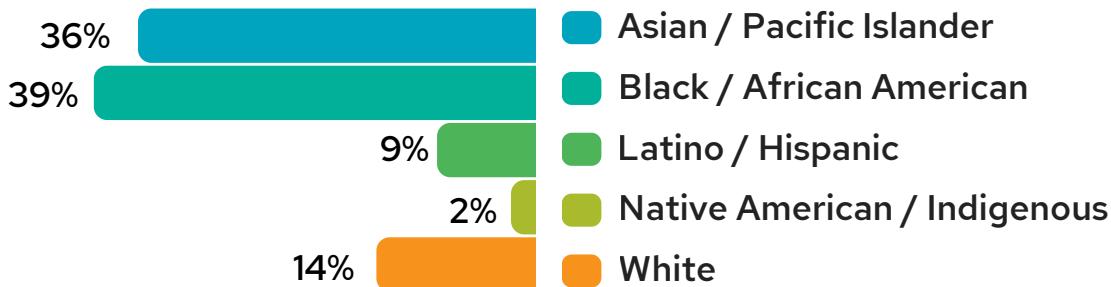
### Age



### 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

**85%**  
of supervisors said  
their intern identifies  
new and more  
effective ways to  
solve problems



**93%**  
of supervisors  
report that interns  
bring energy and  
enthusiasm to  
work

**98%**

of interns felt they  
learned something  
interesting or  
useful

**89%**

of interns said they  
gained a clearer idea for  
what they want to do, or  
not do, for a career

**97%**

of interns said  
they feel proud of  
the work they did

**95%**

of interns made at least  
one adult reference

**54%**

made three or  
more adult references



**98%**

of interns said their  
internship provided  
opportunities to interact  
with people they probably  
would not have met  
otherwise



**over  
99%**

of interns reported  
that their  
supervisor treated  
them with respect

# Alumni 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](http://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  
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 (HREO)  
- 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  
Dellwood Gardens  
Dog Days Inc  
East Side Learning Center  
Elpis Enterprises

Ever-Green Energy, Inc.  
Ezy Urgent Care Clinic  
Family Values For Life



Elite Repeat  
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' Stellian  
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**



[www.righttrack.stpaul.gov](http://www.righttrack.stpaul.gov)



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