

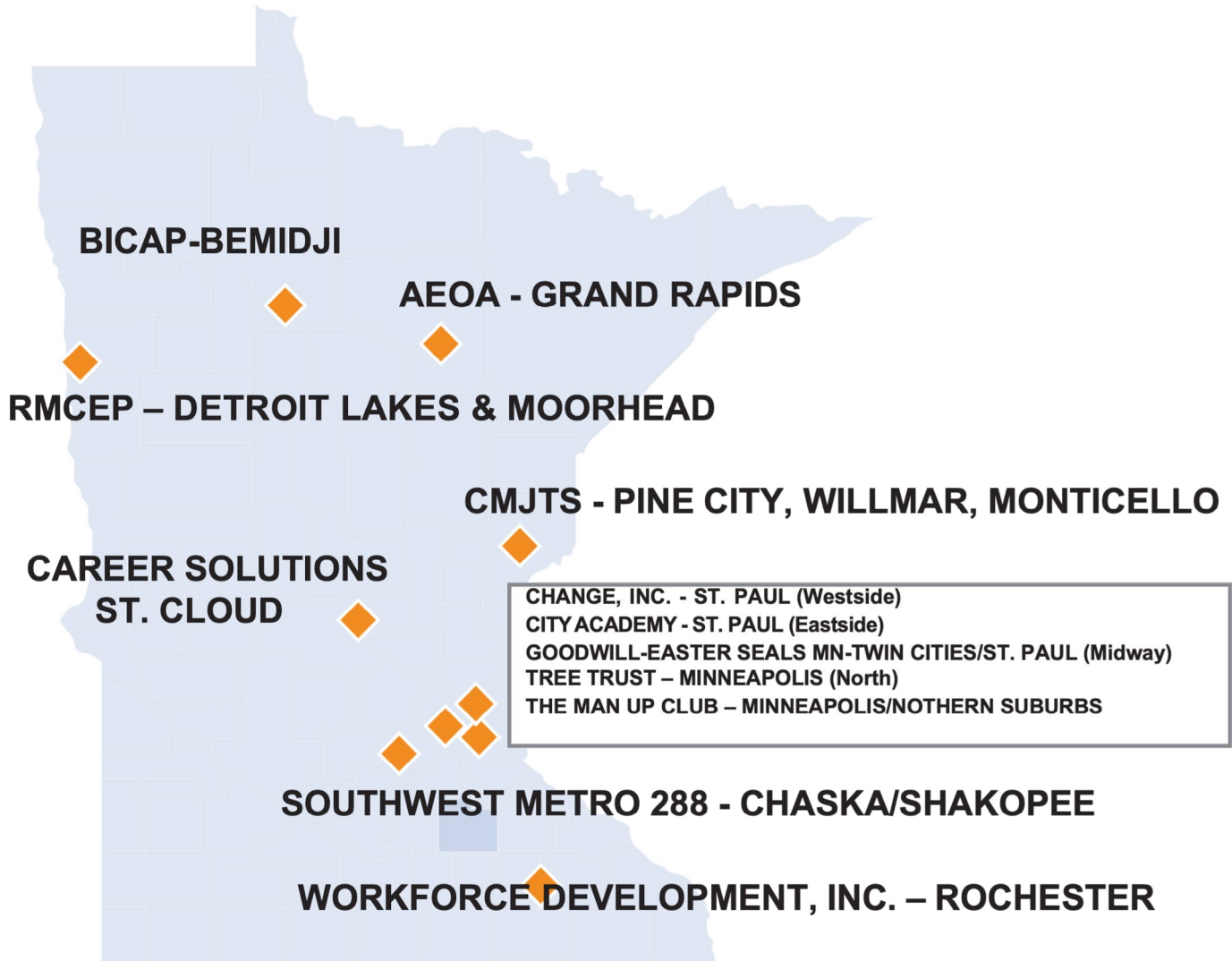
MINNESOTA YOUTHBUILD PROGRAM

PREPARING AT-RISK YOUTH
FOR A PRODUCTIVE FUTURE





MINNESOTA YOUTHBUILD PROGRAM LOCATIONS



MINNESOTA

YOUTHBUILD PROGRAM

SFY2024 Annual Report

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FUNDING

In SFY 2024, \$2,093,000 in state funds served 609 at-risk youth in 14 Minnesota Youthbuild programs in the state. Forty-six (46) units of affordable housing, 36 storage sheds and other structures were constructed benefitting low-income communities. Youthbuild was first authorized in statute by the Minnesota Legislature in 1989, (M.S. 116L.361 – 116L.366).

The 2023 MN Legislature appropriated \$2,093,000 each year to expand existing programs and to add new programs and service areas. DEED conducted a competitive RFP funding process this past summer and community reviewers recommended four new projects for funding. These include Goodwill-Easter Seals Minnesota, Riverside Plaza Tenants Association, and The Man Up Club serving youth primarily from Minneapolis, St. Paul, and the northern suburbs. Workforce Development, Inc. also received a grant to serve youth primarily from the cities of Faribault and Northfield in Rice County.

OPPORTUNITY YOUTH

Youthbuild targets low-income youth who are at-risk of or have dropped out of high school and are experiencing a disability, basic skills deficiency, involvement with the justice system, aging out of foster care, homelessness, teen parenting, and/or limited English ability. Three quarters of youth were from BIPOC communities, and the majority of youth had two or more significant barriers in addition to being low income and at-risk for not completing high school.

PRE-APPRENTICESHIP TRAINING

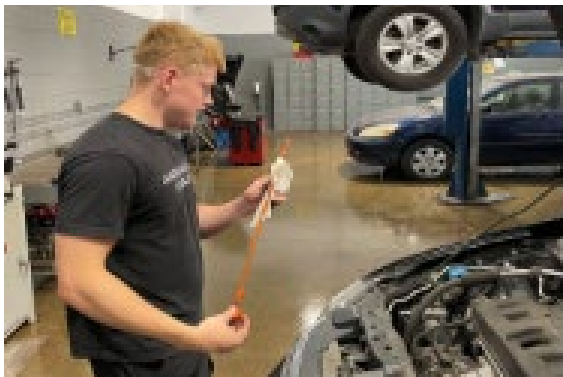
Youthbuild offers high demand/high wage career pathways through:

- ▶ Approximately 500 hours of basic carpentry training while building affordable housing or other structures benefitting the community; OSHA 10/30, S/P2, and First Aid/CPR certification.
- ▶ Industry-recognized credentials: DOL-recognized Multi-Core Craft Curriculum (MC3), Home Builders Institute (HBI), National Center for Construction Education and Research (NCCER), Forklift Operator, Tree Care Industry Association (TCIA), Auto Repair, CNC Machining, Welding, Mental Health, Personal Care (PCA) and Nursing Assistant (CNA) credentials.
- ▶ Career exploration, guidance, mentoring, case management, and support services.
- ▶ Contextual basic skills, construction math, North Central States Regional Council of Carpenters (NCSRCC) *Career Connections*, post-secondary credit in CareerONE/TWO construction curricula.
- ▶ Work readiness skills emphasizing work ethic, safety, and daily on-time attendance, leadership, community service, independent living skills, entrepreneurial and financial literacy skills.

INNOVATION

Construction Plus: Youthbuild programs offers career pathways in addition to construction, including mental health and healthcare, arborist tree care, auto mechanics, welding, and manufacturing.

Host Big Ideas USA Mobile Trades Lab: Several Youthbuild programs hosted Big Ideas USA mobile trades lab in their service area this past year. Big Ideas uses a fully immersive virtual reality system which offers youth exploration of a variety of trades in an interactive, virtual reality setting. Through augmented simulators youth interactively explored welding, industrial painting, and CAT excavator trades and, using TRANSFRVR, an Oculus-based career exploration tool, explored over 20 trades, including HVAC, plumbing, warehouse crane operations, and auto mechanics.





COMMUNITY SERVICE CONSTRUCTION PROJECTS

Projects included a tiny house, a playhouse for the Eastside YMCA Childcare Center, a Mobile Farmer's Market, new food shelf storage.



BUILDING TRADES PARTNERSHIPS, REGISTERED APPRENTICESHIP, AND CONSTRUCTION JOBS

Youthbuild's collaboration with registered apprenticeship and local contractors is a "win-win" for Youthbuild graduates and Minnesota's union building trades; youth gain access to highly paid construction employment and union contractors meet their minority and female hiring goals. In the past five years, about 85 Youthbuild graduates have been placed in construction employment with entry-level wages averaging about \$23 per hour.

YOUTHBUILD LEVERAGES FEDERAL RESOURCES

During the past biennium, state funds leveraged \$6 million in federal YouthBuild funds and one-half million in WIOA Governor's Reserve funds to serve youth in the Bemidji area, Itasca County, Minneapolis, Rice County, and St. Paul.

YOUTHBUILD RETURN ON INVESTMENT

By targeting low-income, at-risk youth for vocational training in high-wage careers, Youthbuild's Return-on-Investment (ROI) demonstrates significant taxpayer costs savings. Youthbuild also benefits Minnesota communities by expanding affordable housing, reducing youth crime, homelessness, and public assistance dependency. Information on Youthbuild's ROI can be found at: mn.gov/deed/programs-services/office-youth-development/youth-programs/youthbuild.jsp

ARROWHEAD ECONOMIC OPPORTUNITY AGENCY (AEOA)

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Serving Itasca County



Youth Served At-a-Glance

Youth Served:	14
Industry Recognized Credential Earned:	14
Youth from Families Receiving Public Assistance:	10
Placed in Construction or Manufacturing Employment ...	3



Photos, beginning above right: Youthbuilders help low-income residents repair a deck, install a window frame, and stain a large wooden fence.

COLLABORTIVE PARTNERSHIPS

Itasca County Habitat for Humanity and Restore, District 318 – Area Learning Center, Northern Lights Charter School, Northeast Minnesota Office of Job Training (JET), Northern MN Builders Association (NMBA), County Probation and Juvenile Justice Departments, AEOA’s Adult Education and Transitional Housing.

BEST PRACTICES

Construction, Career Pathways, and Support Services:

AEOA YouthBuild offers youth vocational skills in construction while working to earn their diploma or GED. Youthbuild Advisors provide instruction in construction theory, work readiness, and hands-on project-based learning opportunities which parallel community worksite tasks. YouthBuilders build and restore Habitat homes for low-income families. Youth also work closely with the YouthBuild Case Manager to resolve barriers, explore careers, gain job placement and independent living skills, such as budgeting, cooking, cleaning, rights and responsibilities in renting, legal services, healthy relationships, opening a bank account and employment skills.



Leadership Development and Community Service Focus:

YouthBuilders volunteer on local community projects and also United Way’s Annual Day of Action projects. Volunteer work offers youth a sense of community and social responsibility, encouraging them to develop empathy, a deeper understanding of societal issues, and valuable life skills such as teamwork, communication, and problem-solving. It also promotes exploration of their various interests, passions, and a potential career path and increases their sense of purpose, accomplishment, and mental well-being. Overall, AEOA Youthbuild volunteering contributes positively to society and plays a crucial role in the personal growth and development of the youth volunteers themselves.





Industry-Recognized Certifications Youth Earned: NCCER, OSHA 10, CPR/1st Aid.

PARTICIPANT QUOTE:

- > “I didn’t know what my place was in the world. I found a place at YouthBuild.”
- > “Building for the community helps me build myself.”
- > “It’s a great place to start if you plan on going into a trade.”



SUCCESS STORY: Kaden

Kaden came to Youthbuild as a high school junior experiencing academic struggles. In YouthBuild, he exhibited natural leadership abilities, strong motivation, reliability, and always willing to assist the construction managers and his peers. He was also a role model for other Youthbuilders through his patience, upbeat attitude, and eagerness to learn. A year after joining YouthBuild, Kaden graduated high school early and completed OSHA 10 and 1st Aid/CPR/AED certifications and his driver’s license. He also completed a welding course and earned his NCCER (National Education for Construction Education and Research) credential. Kaden plans to shadow an electrician to learn about the trade and the possibility of an electrician apprenticeship.



AEOA workshop building

Since 1994, Arrowhead Youthbuild has constructed or rehabilitated over 85 affordable homes, three Head Start Centers, one project for Domestic Abuse, four homeless residences, 16 raised garden beds and one Youthbuild Workshop in Northeast Minnesota.



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Serving Beltrami and Cass Counties



Youth Served At-a-Glance

Youth Served:	51
Youth Families Receiving Public Assistance:	44
Basic Skill Deficient:	51
Youth Offender:	22
Received Industry Recognized Credential:	48



Photos at top left: Participants, Natoria and Brenda, and Intern, Olivia, nail shingles on the Gould Avenue house project. Bottom left: Youthbuild participants clean up trash along four miles of a local highway for the Adopt A Highway program. (pictured: Valerie (staff) Alaina, Neylee, Olivia, Richard, Kiana, and Gabby)

COLLABORATIVE PARTNERSHIPS

Cass Lake-Bena School District, Rural MN CEP, Bemidji State University, Northwest Technical College, Leech Lake Tribal College, Red Lake Housing, MN Green Communities, Evergreen Youth and Family Services, The Salvation Army, Churches United, Boys and Girls Club, local courts, human services, probation and other community partners.

BEST PRACTICES

YouthBuild Advisor Support

Bi-CAP YouthBuild advisors mentor participants during orientation to resolve housing, childcare, transportation, and other barriers and meet weekly with each youth to discuss goals and progress. They guide and support youth as they complete aptitude/interest assessments, research high wage/in-demand careers, create a resume, and learn hands-on skills through an employability skills and placement curriculum. Advisors also teach youth valuable independent living skills such as: opening bank accounts, budgeting, cooking, cleaning, renter's rights and responsibilities, acquiring health and vehicle insurance, legal services, healthy relationships, family planning and more and provide guidance on tours of colleges and job fairs in the Bemidji area. This wraparound staff support, instruction, and guidance leads to high number of YouthBuild graduates who are employed in construction, manufacturing, and healthcare.

Industry-Recognized Occupational Credentials and Diploma/GED: YouthBuilders receive certification in NCCER (National Center for Construction Education and Research), OSHA 10/30, First Aid/CPR, Certified Nursing Assistant, or other certifications of their choice. Participants receive school credit toward graduation for all activities through Cass Lake-Bena School District's Alternative Learning Center.

QUOTES FROM YOUTHBUILD PARTICIPANTS AND BOARD MEMBER:

- *"YouthBuild has changed my life for the better in so many ways. I've graduated, gotten my driver's license, made friends, gained confidence, valuable life skills, and a work ethic that will last my entire life. I shudder to think about what I would have done without this program."*
- *"Great program! Life changing! Staff go above and beyond to help individuals succeed. Thank you all for everything!"*



- *“This program was incredible! It gave me a chance at living a better life and I thank every staff and student that stood beside me.”*
- *“It is such a vital, important program and the work you do is impressive and makes such a difference in young people’s lives.” -BICAP Board Member*
- *“I can honestly say, without the support and resources at YouthBuild, I would not be where I am today. I appreciate everything they have done for me and what they continue to do for others. I will always speak highly of YouthBuild.”*



SUCCESS STORY: **Dion**

Dion traveled from an hour away, each day, to attend the Youthbuild program. During his time, he earned his NCCER Certification and finished his credits to receive his diploma. He was then ready to move on and found work with beekeeping supply manufacturer, Mann Lake LTD. While working his job there, he decided he wanted to earn his Wildfire Firefighter certification. With help from the program, Dion was able to get certified through the Leech Lake Band of Ojibwe. He is now employed as a Wildfire Firefighter through Leech Lake DNR.

SUCCESS STORY: **Keyshawn**

While enrolled in Youthbuild, Keyshawn earned his diploma, NCCER credential, and OSHA 10 certifications in both Automotive and Construction. After graduating, he was employed at Home Depot and, after a few months, he decided to enroll at Bemidji State University.



Since 1989, BI-CAP Youthbuild has constructed and rehabilitated over 26 single-family homes, two Headstart facilities, helped maintain 11 transitional housing properties, and assisted in the construction of a 22 unit subdivision in the community of Blackduck.



Tammy Biery – Executive Director

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Serving Stearns and Benton Counties



Youth Served At-a-Glance

Youth Served:	47
From Families who are Economically Disadvantaged...	45
Youth with a Basic Skills Deficiency/ Low Skill Attainment:	27
Received an Industry Recognized Credential or college credit:	47



COLLABORATIVE PARTNERSHIPS

CentraCare, Bernick's, YES Network, Roto Chopper, Louis Industries, Johnson Construction, Felling Trailer, Mortenson Construction, St. Cloud YMCA, Central Minnesota Habitat for Humanity, North Central States Regional Council of Carpenters, Minneapolis St. Cloud Pipefitters Local Union 539, St. Cloud Technical & Community College, and St. Cloud State University.

BEST PRACTICES

CareerONE and CareerTWO Programs Offer Post-Secondary Credits and Certifications:

Youthbuild participants are exposed to high-growth, in-demand occupations through a career exploration curriculum and post-secondary education and training courses which offer college credit. Youth in the CareerONE Construction/Manufacturing track earned 2 college credits, OSHA 10 certification, trained on CADD software and 3D printers, and built two sheds with trusses during the session. In CareerTWO, these participants complete an "Introduction to Construction" course at St. Cloud Technical & Community College and work two days a week building affordable housing and a storage shed for Habitat for Humanity. Participants also had the opportunity to earn their OSHA 30 certificate and tour Union Training Centers for the Carpenters and Pipefitters.

Youth in the CareerONE Health Care track earned 2.5 college credits by completing post-secondary courses in Certified Nursing Assistant Prep (HCCC or Health Core Curriculum) and CPR/First Aid. They also gained employability skills in Youth@Work - Talking Safety and Money Smart curriculum during the session. In CareerTWO Healthcare, participants earned four college credits from St. Cloud Technical College for completing the HCCC #2 course, gained advanced skills and clinical experience, and were able to take the CNA exam. Sixteen participants passed the exam and are now Certified Nursing Assistants.

A Public Safety career pathway was added to the Youthbuild Program this past year to train youth in different aspects of Criminal Justice "Introduction to Criminal Justice". Students earned a one-credit waiver towards the Criminal Justice Program at Alexandria Technical & Community College and had the opportunity to tour the St. Cloud Fire Department, Alexandria Police Department, and the public safety program facilities at Alexandria Technical & Community College.



QUOTES FROM YOUTHBUILDERS

- *“I learned ways to be more of a team player and hope to help my teammates the best I can.”*
- *“I was able to develop better attentiveness by actually wanting to be engaged rather than feeling like i have to be engaged.”*
- *“I learned how to take direction quickly and concisely to get the job done effectively as well as efficiently.”*
- *“CareerONE staff recognized that mental health was an important area of focus for participants and invited us to provide awareness through education about mental wellness and resiliency. The youth were interested and engaged throughout the presentation and discussion, and it was clear that they were excited to learn. Many of the students asked curious questions and related their own experiences. This program encourages students to expand their knowledge and explore career opportunities. It is clear this is effective, as several students approached us after the presentation with questions and curiosity about careers in the mental health field.”*
– SUMMER H. COLEMAN, MSW, LICSW | SUICIDE PREVENTION COORDINATOR



SUCCESS STORY: **Sumaya**

“Being able to go on this journey with my team has been nothing but fun. I’ve never been a person who likes to talk to people. I never liked crowds but being able to grow with my team has been nothing but fun for me. I’ve grown much more in my social skills, confidence, and my communication skills. I can’t help but thank all of the instructors who were always able to witness a bit of their lives and make me fall in love with medicine again. Thanks to this program, I will get to be a part of CareerTWO where I’ll continue on my journey with health and have the chance to get my Certified Nursing Assistant license. I can finally hop onto the road of success I’ve always felt so far from. If you’re ever thinking of joining CareerONE—stop thinking and give it a shot. I wouldn’t trade my experiences with all of the people on my team for anything, and honestly, no number of summers filled with playing video games could replace how much I felt myself improve with my mentor, friends, and colleagues. Thank you for making me fall in love with medicine again!”

SUCCESS STORY: **Aaliyah**

“My experience at CareerONE was full of opportunity to the point that I am interested in joining next year (in CareerTWO). CareerONE specializes in providing work experience and other hands-on experiences in construction and manufacturing. Youth that are looking for experience and practice in a job setting would find CareerONE to be a perfect fit. You can gain so much by being in CareerONE; a stipend of \$1,020, college credits, certifications, a resume, and interview skills. CareerONE is worth it for anyone who qualifies and is ready to work.”



Since 2005, St. Cloud Youthbuild has constructed sheds, playhouses, raised garden beds and more than 60 homes with Central Minnesota Habitat for Humanity for low-income families. This year’s builds include: a home in St. Joseph, MN for a household of five people; a storage shed donated to Habitat for Humanity, and garden planters donated to local non-profits.



CENTRAL MINNESOTA JOBS AND TRAINING SERVICES (CMJTS)

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*Serving Pine, Kanabec, Wright,
and Kandiyohi counties*



Youth Served At-a-Glance

Youth Served:	36
Youth with a Basic Skills Deficiency:	28
Youth with a Disability	22
Received Community Involvement or Leadership Development Activities:	36
Received Education, Employment Preparation, or Skills Training Activities:	36

*Photos below: Youthbuilder, Connor, working on
the mobile food pantry and receiving a needed
laptop for school and employment goals.*



COLLABORATIVE PARTNERSHIPS

Legacy2Inspire, Monticello Turning Point ALC, Big Lake Connections, Buffalo School District-Phoenix ALP, Wright Technical Center, Ridgewater College, Central Minnesota-East Adult Basic Education, Minneapolis Building and Construction Trades Council, Local 633 JATC Training Center, Minneapolis Electrical JATC, IBEW Local Union 292, IUOE Local 49, North Central States Regional Council of Carpenters, Monticello Help Center and local businesses/community agencies.

BEST PRACTICES

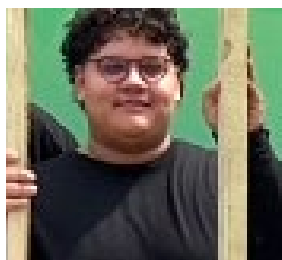
Legacy2Inspire:

One innovative partnership that has expanded this past year to all our “opportunity youth” is our work with Legacy2Inspire, a nonprofit that focuses on teaching youth construction and metal working skills via a mobile lab that creates a unique way to connect with youth. Legacy2Inspire is an organization built with a heart of mentorship-first. They fundamentally believe that all youth deserve people in their lives advocating for them to find a productive and fulfilled life. This aligns fully with CMJTS’ mission. Legacy2Inspire notes: “When youth and mentors come together and work side-by-side it creates a unique environment for learning, growth, and transformation. Shared experiences have an extraordinary power to unlock the potential in youth and foster personal growth. With the mobile workshop, we build relationships through the shared experience of building together.” Legacy2Inspires model is built around three core components: **Connect, Build Trust, and Mentor.**



QUOTES FROM YOUTHBUILD PARTICIPANTS

- *“Legacy2Inspire is great, they are outgoing and inviting people who want what’s best for the people they work with. They teach a basic understanding of home repair, basic construction/ carpentry, and how to use power tools properly and safely.”*
- *“I love how I get to help people every day and give them food and keeps me into a routine. It gives me more experience about the work field. And I feel Youthbuild can help a lot of people. Come to school to have a chance to get themselves out to the workforce and try other things they might not even know that they might like.”*
- *“I like the interactions from the staff and instructors. It gives me the opportunity to learn in a different environment outside of school.”*
- *“Youthbuild was a good experience, I liked getting to learn new things and it was nice to see different options I could possibly do in the future for jobs, it was a fun learning experience.”*



SUCCESS STORY: Dilan

“My name is Dilan, (19 years old and attends Wright Academy ALC). I am a hands-on learner and struggled with classroom work where I was given assignments with little interaction, which made me fall far behind in credits and consider dropping out of school, as I didn’t see a graduation date. Jodi at CMJTS kept me on track and would keep offering alternatives for me to continue my schooling. I have been successful in the smaller classroom setting with teacher’s following up consistently to complete the homework.”

Dilan advanced his academic, vocational, and safety skills and learned how to use a variety of tools and practice welding. He also earned much needed school credits through Youthbuild’s project-based, on-hands learning which made school fun and flexible. He and Jodi are now looking at different schools and opportunities for future employment.

“I really enjoyed (our Youthbuild building) project! After I graduate, I plan to work full time as a commercial driver or heavy equipment operator. After completing the Trades Camp, I knew that I wanted a hands-on career.” The Trades Camp (view a video about the CMJTS Exploration camp here: youtu.be/0jugEMsJadk) allowed Dilan to try out careers in automotive, welding, electrical, and construction via hands-on stations. “It was a great experience learning more tools, being able to try things that I have never done before, and earn credit towards graduation, it was the best summer school ever.

I started working at Polaris in Monticello in January 2024 making \$19.40 an hour and am currently working 36 during the summer and 24 during the school year. I am doing engine assembly where I work with engine blocks and put in plugs to seals in them to hold liquids and air.

I would suggest CMJTS Youthbuild for individuals who are struggling to finish high school, and it has helped me with lots of resources and keeping me on track towards my goals. Jodi has been supportive and encouraging to help me with my career path. CMJTS does a lot for me and especially given me support, opportunities, and information to assist with my education.”



Since 1996, CMJTS has constructed or rehabilitated over twelve homes in central Minnesota and has taken the lead in combating homelessness and hunger through the construction of tiny homes and mobile farmers markets (photo, left).



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Serving City of St. Paul - eastside



Youth Served At-a-Glance

Youth Served:	107
Homeless or Runaway Youth:	24
Exited and Earned Diploma:	74
Enrolled in Post-Secondary Education or Training:	60
Entered Registered Apprenticeship:	3
- 2 (Finishing Trades), 1 (Pipefitters)	



Photos above right: City Academy students were visited by MDE Representative Lisa Hoogheem. During her visit, participants introduced her to the beehives and gardens and she also learned about the robotics, construction, and boat building programs.

COLLABORATIVE PARTNERSHIPS

Dayton's Bluff Neighborhood Housing Services, Twin Cities Habitat for Humanity, Century and St. Paul Colleges, Apprenticeship Coordinators Association of MN, Carpenters Local #322, North St. Paul Workforce Center, Eastside Neighborhood Development Corporation, East Metro OIC, City of St. Paul, HUD Section 3, and St. Paul Building and Construction Trades Council.

BEST PRACTICES

Youthbuild Model Integrated into the High School Results in Education/Career Success

City Academy integrates occupational training, health and safety, career planning and exploration, personal finance, community leadership, work experience, and work preparation into its high school curriculum and activities. The charter school serves youth who have dropped out and have significant barriers to education and employment success. Despite barriers, participants consistently complete Youthbuild with a high school diploma and two or more industry-recognized credentials, typically in Residential Construction (RCA), Welding, Certified Nursing, Mental Health, Forklift Operations, and OSHA 10 safety. All youth earn their CPR/First Aid certification and may earn their driver's permit or license. In 2024, 100% of participants exited with a diploma; 81% enrolled in college or earned college credit and 50% were employed. Three entered a union apprenticeship or pre-apprenticeship training program.

Youthbuild's Unique Opportunities in Landscaping and Gardening, Urban Agriculture, and Beekeeping. Students also have the opportunity to enroll or participate in First Robotics, Small Engine Repair, CAD Design, Solar Boat construction, and Outward-Bound wilderness camping. Finally, the U of MN offers participants dual enrollment and college credit in Algebra, Statistics, Education, Writing, Climate Change Solutions, Family & Society, and Public Speaking courses.

Partnerships: City Academy and primary housing partner, Dayton's Bluff Neighborhood Housing Services (DBNHS), collaborate with union and construction contractors, and City of St. Paul HUD Section 3 staff to offer youth construction careers and provide the building trades with a diverse and skilled labor force.



QUOTES

- *“Working with the students from City Academy was a pleasure. Their drive to learn and the enthusiasm they put into the work they did was a joy to experience while on site with them.”*
– **BRYN CHAMBERS, HABITAT FOR HUMANITY**
- *“The students at City Academy are wonderful. They express their needs and desires; they are bright individuals that advocate for themselves and are not afraid to share their opinions to staff and folks they work with. I have enjoyed visiting, working, and getting to know them. I look forward to our continued partnership”*
– **CESARIO VELASCO, CONSERVATION CORPS, PROGRAM MANAGER**
- *“City Academy has been helpful with everything from classes to paperwork, applications, and job placements. They never judged me for not wanting to go to college and gave me everything to get me started, from boots to a job.”*
– **TORI, CITY ACADEMY GRADUATE 2010, NOW EARNS \$30 PER HOUR AS A SHEET METAL WORKER AT CARLISLE COMPANY IN BLAINE**

SUCCESS STORIES: **Reese**

Reese, a City Academy 2024 graduate, has been accepted into the Finishing Trades Institute training program this spring. He is excited to get started and find employment in the trades. He earned his CPR, OSHA10, Welding, and Forklift Operator's Safety Certifications.



SUCCESS STORIES: **Cody**

Cody started working for AW Painting in Shakopee and is part of the Finishing Trades Union. In addition to his driver's license, at City Academy he earned his OSHA10, Lead Remediation Certificate, CPR, Forklift Operator's Safety Training Certificate, and high school diploma.



Since 1993, City Academy Youthbuild has constructed or rehabilitated over 180 units of affordable housing, one tiny house, twelve garages, 25 farming sheds, one playhouse, three solar boats, 14 community gardens, two raised garden beds, and three hives housing over 90,000 bees. The new Youthbuild Training Facility, located on E. 7th Street near Arcade, is part of the Neighborhood Development Center (NDC) and Dayton's Bluff Neighborhood Housing Services small business incubator project to promote BIPOC-owned small businesses. This year they built two homes in St. Paul and one home in Roseville.



GOODWILL-EASTER SEALS MINNESOTA (GESMN)

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Serving the Twin Cities Metro Area



Youth Served At-a-Glance

Youth Served:	24
Students who Earned an Industry Recognized Certificate or Credential:	24
Number of Volunteer Hours Completed by Students:	445
Youth who Identify as Hispanic or People of Color:	23
Youth disconnected from school for two or more years at entry:	12



COLLABORATIVE PARTNERSHIPS

Twin Cities Habitat for Humanity, Hubbs Center, Penn Foster, Hennepin and Ramsey County Probation, CareerForce Centers, SafeZone Youth Drop-In Center, YouthLink, YMCA, Catholic Charities, Lutheran Social Services, Carpenter’s Union, Electrical Association, Twin City Framers, Service Restoration, Van Meter, Lube Tech, and Turbo Tims.

BEST PRACTICES

Building Futures on a Foundation of Student Choice and Voice:

GESMN YouthBuild offers students choices in their academic learning, hands-on skill training, and career and leadership development skills at our 20,000 square foot training facility located in St. Paul. Thanks to our onsite GED instructor and strong partnership with Penn Foster, students have the choice to pursue their high school diploma or GED. This year, we launched our Construction Plus program, offering students the opportunity to pursue hands-on training in construction and automotive pathways. Finally, through leadership and career readiness classes, students are exposed to a diverse field of industry opportunities to help them identify and set their future career goals.

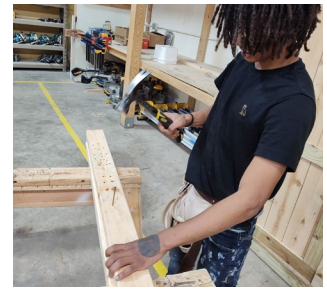
QUOTES FROM YOUTHBUILD PARTICIPANTS:

- *“I enrolled in YouthBuild in an effort to get my education and build more life skills to be able to help me in my future, to be able to be the first of my siblings to get my high school diploma and to start and graduate college.”*
- *“I have never seen such a professional and caring community before being in YouthBuild. I was able to explore different paths and was encouraged to not only achieve my goals but [coached on] what steps to take.”*
- *“Three years ago, to now, it’s night and day. I started off homeless, no car and no real future career that I could rely on. Now, I have my own place, am more stable and paying all my bills. I have a kid on the way and because of the skills I learned at Goodwill, I can take care of him. I can give him the opportunities that I didn’t have. I can give him the love, support and everything he needs to get through life.”*



SUCCESS STORIES: **Amante**

“Perseverance is one skill I use every day, every hour, every minute.” Amante lived up to his statement as he maintained the highest attendance in his class, obtained multiple industry-specific certificates and credentials, and earned his GED—all before the age of 18. “I know my struggle and embrace my triumph using my past to only prepare me for my future.” When asked to reflect on YouthBuild, Amante said, “It was an amazing experience and great opportunity to learn a lot.”



Photos, (left) YouthBuild students celebrating their peers who earned their GEDs! (right) YouthBuild students built a shed for a local youth empowerment and food justice non-profit, Urban Roots.

Since 2016, GESMN YouthBuild (both state and federal funds) has constructed or rehabilitated over thirty (30) affordable homes in partnership with Twin Cities Habitat for Humanity. They have also constructed and donated a number of garden sheds and bookshelves to local schools.



RIVERSIDE PLAZA TENANTS ASSOCIATION (RPTA)

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Serving Minneapolis



Youth Served At-a-Glance

Youth Served:	16 (100% BIPOC)
Youth Disconnected from School for Two or More Years:	85%
Homeless or Runaway:	6
Placed in Employment:	4



Photos, above, show Youthbuild instructor demonstrates how to work with and install piping systems in a basement; and students in the classroom focusing on small group problem solving.

COLLABORATIVE PARTNERSHIPS

Twin Cities Habitat for Humanity, Reliance Recovery Center, LLC, Community Education – Mounds View Public Schools, Hennepin County Jails, CareerForce Centers, Lincoln High School.

BEST PRACTICES

Hands-On Construction Training:

RPTA Youthbuild provides youth construction skills training while they earn their diploma or GED. RPTA Youthbuild participants have focused on work readiness soft skills, safety skills, career exploration and practical construction knowledge during the initial months of RPTA's first year of programming.

Students actively engage in small class discussions and coursework that encourage them to collaborate, think critically, problem-solve, and explore different perspectives. One-on-one guidance and collaborative brainstorming and teamwork foster a deep understanding of the academic and construction materials. This approach builds youth confidence, resilience, communication skills, and a supportive community where everyone is motivated to succeed.

Construction trainers and classroom instructors guide students in mastering measurement techniques, with a focus on construction, carpentry, and design. Students are taught how to use a tape measure with an emphasis on the critical importance of precision, attention to detail, and problem-solving in every project. Students learn to take accurate measurements across a variety of materials, understand different units of measurement, and apply these skills to real-world scenarios. Hands-on practice is a key component, enabling students to develop confidence in handling projects of all sizes. Through exercises that mimic real construction tasks, such as cutting lumber, aligning structures, or installing fixtures, students understand how even the smallest measurement errors can affect the final outcome. They also learn to troubleshoot common challenges, such as adjusting measurements for irregular surfaces or accommodating material expansion and contraction. By the end of the training, students are equipped to ensure that every cut, alignment, and installation is precise, resulting in a professional-quality finish. This foundation in accurate measurement not only enhances their technical skills but also prepares them for a successful career in any field that demands high standards of craftsmanship.



QUOTES FROM YOUTHBUILD PARTICIPANTS:

- *“The hands-on experience has been incredible! I’ve learned so much more than in a classroom alone, and I feel confident in my skills to work safely and efficiently on a real job site.”*
- *“Construction training taught me not only practical skills but also how to work as part of a team. I now understand the importance of each role and how our efforts come together to create something lasting.”*

SUCCESS STORY:

Several students have been hired part-time while progressing in high school and Youthbuild training. One participant was recently hired as a cook and server at a Minneapolis restaurant, Spicy Fetta; one secured a job at Urban Air Adventure Park, and two are now employed full-time as security officers at American Security, earning \$18 per hour.



Destiny and Kyla working on class work with instructor.

In their first few months of programming, RPTA Youthbuild lost six youth in its initial cohort due to the sudden closure of their recovery house. Now homeless, the youth relapsed and returned to the streets and two were hospitalized after being shot. RPTA Youthbuild pivoted by recruiting a second cohort of 10 youth who are now in classroom and hands-on training. They will soon continue their training at the affordable housing site.



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Serving Clay and Becker County



Youth Served At-a-Glance

Youth Served:.....	47
Youth with a Disability:.....	25
Youth Earning a SP/2 Safety Certificate:.....	40



COLLABORATIVE PARTNERSHIPS

Detroit Lakes ALC, City of Detroit Lakes, Many Point Scout Camp, Moorhead Public Schools and ALC, Clay County HRA, West Central Regional Juvenile Center (WCRJC), Moorhead Adult Basic Education, M-State, Herdina Construction Trades Camp, Big Ideas, Be More Colorful.

BEST PRACTICES

Herdina Construction Trades Camp - Moorhead

Youthbuilders get hands-on experience and classroom instruction in a variety of specialty occupations within the residential and commercial construction industry during Herdina Academy’s 2-week construction trades camp each June. Participants work side by side with contractors and industry professionals to learn the various occupations, tools, safety requirements and skills required in the construction trades. This year, students built a two-room bathroom/shed and did lab work learning about concrete and masonry, electrical, window and door installation, flooring, HVAC, and plumbing.

Moorhead Youthbuild Summary:

RMCEP-Moorhead Youthbuild participants earned S/ P2 safety certification, National Career Readiness Credential (one received platinum and gold scores) and completed Herdina Academy for Construction Trades. They renovated twelve Clay County HRA townhome housing units, completing drywall repair, textured wall painting, door and window trim replacement, signage and posts placement throughout the complex, landscaping, plumbing repair, and basic electrical work. Youth also planned and constructed a 12’ X 14’ storage shed for the HRA, presenting their plans of a construction bid agreement and cost proposal limits to HRA and RMCEP staff. During construction, students conducted land preparation, leveling of the building block foundation, construction of the floor, framing and siding of the building and roofing. Moorhead participants also toured M State-Moorhead, Lynnes Welding school, Weisgram Fabrication, Case IH, and Muscatell Autobody, attended job fairs, and completed resumes, cover letters, MCIS and MN Works career assessments, and Mockingbird training (a set of strength-based intervention and positive learning environment strategies made available through the DEED Youthbuild Coalition). Five students recently earned their diploma, four are employed, and two are enrolled at Lynnes School of Welding.



Detroit Lakes Youthbuild Summary:

RMCEP-Detroit Lakes Youthbuild participants earned their S/P2 safety certification and built a 6x8 shed for Community Action Agency MAHUBE-OTWA. They determined the shed's specifications, developed building plans, and ordered lumber year materials. Participants also built picnic tables and benches, did landscaping, tree removal, and park building maintenance for the City of Detroit Lakes and the Many Point Boy Scout Camp and earned school credit for Youthbuild training through the Detroit Lakes ALC. This year, three students earned their diploma and are now employed.

PARTICIPANT QUOTES AND COMMENTS:

Students attending the two-week Herdina Construction Camp describe it as intense and very positive. They were exposed to multiple aspects of construction, completed hands-on construction activities. The camp helped them identify career areas of interest, particularly areas they were not previously aware of.



SUCCESS STORY: **Landan**

Landan enrolled in Youthbuild in August of 2023 to earn his diploma, due to attendance and behavioral issues in traditional high school. He was interested in welding, auto mechanics and construction as careers. Landan quickly demonstrated commitment to learning on the worksite and became a crew leader, mentoring younger crew members, sharing his story of change, and role modeling a positive attitude and ability to take on new challenges. This past year, Landan took welding classes and started a part time job at a fabrication business in town. With his diploma, Youthbuild experience, and welding skills Landan was hired as a full-time welder this year. Landan will be missed but we are excited for his future.



SUCCESS STORIES: **Keelin**

During his time in Youthbuild, Keelin earned his diploma, S/P2 Construction Safety, and National Career Readiness credentials, completed the Herdina Construction Training Academy, and his driver's permit (and soon, his license). He is currently on a three-month internship with the Cass County Housing Authority and continuing with Youthbuild to continue his training in construction skills as he searches for full-time employment in the construction field.

Since 1995, RMCEP Youthbuild has built homes, two duplexes, rehabilitated 62 apartments for low-income renters and 53 homes as affordable housing in the cities of Moorhead and Perham.



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Serving Scott and Carver Counties



Youth Served At-a-Glance

Youth Served:	12
Youth with Disability:	10
Youth Receiving Public Assistance:	9
Obtained high school diploma and Enrolled in Post-Secondary:	1

COLLABORATIVE PARTNERSHIPS

Hennepin Technical College, Scott and Carver County Housing Authorities and CareerForce Centers, and local school districts.

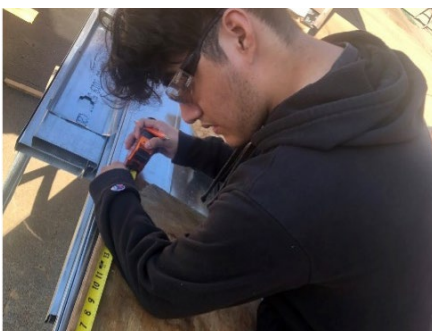
BEST PRACTICES

Greater Depth of Hands-On Learning:

With lower student numbers, the Youthbuild crew examined several training components in greater detail, including Personal Protection Equipment (PPE), the Career Connections curriculum, and OSHA 10 and CPR/AED/First Aid certifications. Youth also were allowed greater independence and voice and choice in the types of projects they engaged in. SouthWest Metro Youthbuild offered specialized career offerings and technical educational pathways for our learners, including a short basic electrical 120v/220v wiring lab and on-site Construction Material Management. Students also had the opportunity to gain STEM skills through digital hardware repair and Information Technology training.

QUOTES

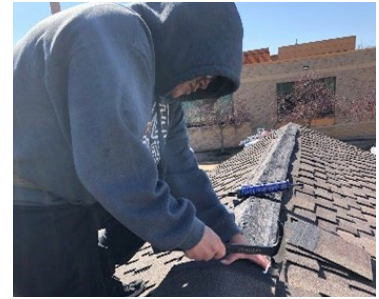
- *"I am using my understanding of construction from my Youthbuild experience, and I am a team leader in my fall class."*





SUCCESS STORIES: Dylan

"I joined Summer Youthbuild because I had missed some credits two years ago. I enjoyed coming to work and being able to still have most of my day to do things. We covered a lot of different topics over the summer with a focus on learning new skills and being able to perform them safely, I now have my OSHA-10 and First Aid CPR Certifications and know how to frame a building, maintenance lawn care tools and recognize more efficient ways to work. I'll graduate on time and will get to working on my own business."



Since 1992, Youthbuilders have constructed or renovated 35 affordable housing units; four units of a Juvenile Alternative facility and child care center; and number buildings, sheds, picnic tables, community gardens, and other building projects for local parks, social service agencies, family and senior centers (Auburn Manor and East Creek), the Chaska Fire Station, MN DNR and Cedar Lake Farm, local public and alternative schools, and hospitals. Additional project included Planter Loops, field desks, and baseball cut outs for the school's team, pictured below.



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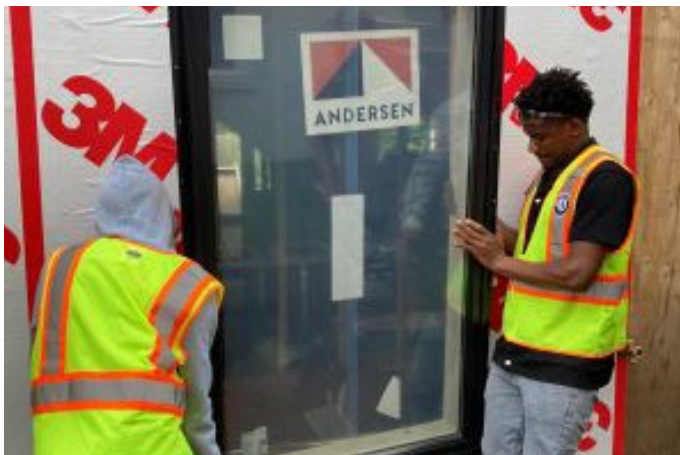
Website: thechangeinc.org/gap-school

Serving the of City of St. Paul



Youth Served At-a-Glance

Youth Served:	109
Recent Immigrant with Limited English Proficiency:	71
Youth from Families Receiving Public Assistance	99
Received Industry Recognized Occupational Credential and/or Diploma.....	50



Youthbuilders, Claudia, Assani, and Eh Tha, constructing a new affordable home in the Twin Cities.

COLLABORATIVE PARTNERSHIPS

Painter's and Allied Trades Union #82, Roofers and Waterproofers Union Local #96, YouthBuild USA/AmeriCorps, Floor Covers Union Local #68, U.S. Green Building Council, St. Paul Parks and Recreation, Dayton's Bluff Housing Services, MSR Design, Intek Plastics, Metro State University, Shalom Community Alliance, and The Gardens at Episcopal Homes.

BEST PRACTICES

Affordable Housing Projects

Youthbuild participants continue to exceed expectations on construction the four single-family homes being built on a nearly one-acre vacant lot purchased by Change Inc. in 2016. The first home in St. Paul was sold as affordable housing by a Change Inc. Youthbuild alum who is now a realtor. The house earned Platinum LEED status and received the Malcolm Lewis IMPACT Award from the U.S. Green Building Council (USGBC). As part of the award, USBGC made a \$10,000 donation to support Change Inc.'s YouthBuild program to continue improving lives and homes into the future. Throughout the past year, the crew's work has focused on building a second house in St. Paul which was also designed to be Leadership in Energy and Environmental Design (LEED) certification eligible. The four houses in St. Paul will provide hundreds of students with skills in green building design principles, job preparation, and construction training that will build a skilled workforce.

Occupational Industry-Recognized Credentials and Safety Certification:

Change Inc. Youthbuild participants earn credentials in MC3 construction curriculum or as Nursing Assistants, as well as certification or measurable skills gains in OSHA 10, First Aid/CPR, Personal Care Attendance, Financial Literacy, and Northstar Digital Literacy training.



QUOTES FROM YOUTHBUILD PARTICIPANTS

- *“My life has changed so much since I joined Youthbuild. Today I make more than \$40/hour as a Journeyman in the union, and I own my own home. I owe all my success to the Youthbuild program and I hope you will support them with increased funding for other young people like me.” – AUNG, 2015 YOUTHBUILD GRADUATE SPEAKING AT AN OPEN HOUSE AT A RECENTLY COMPLETED ST. PAUL HOME*
- *“[Youthbuild] opens a lot of doors for a lot of opportunities. I didn’t want to be in debt for 20 years after I go to school.” – TYSON, 2024 YOUTHBUILD GRADUATE*



SUCCESS STORIES: **Tyson**

After finishing his school credits in January of 2024, Tyson chose to stay on with the YouthBuild Construction Pathway program and work solely on the house construction site for the school day to finish his AmeriCorps service-learning hours. During this time from January to April, he became a site leader and supported the construction staff. He often led groups of students on tasks at the site. During this period, he also went on to complete solar panel installation training and was the first student to pass the test at that site. Tyson became a model YouthBuild member and student and truly embodied the spirit of service here at our program. Today he is working with Plumbers Local 34 and plans to become an apprentice in the fall.



SUCCESS STORIES: **Lumona**

After moving to the United States in 2022, Lumona joined the Healthcare Pathway and immediately set his sights on acquiring his Personal Care Assistant certification and Certified Nursing Assistant certification, as well as finding a job to help support his family. He also wanted to get his driver’s license so he could get himself to work on his own. He has accomplished all this and more. *“YouthBuild means a lot for me,”* Lumona says. *“I didn’t have a beginning when I arrived in America, but they helped me to build a good foundation. They helped me find a job, get my driver’s license, and pass my CNA certification. I am now waiting to start college this fall. YouthBuild does a good job of supporting and pushing youth towards a better future.”*

Since 1995, The Change Inc.’s YouthBuild program has constructed or rehabbed over 25 homes and placed 20 Youthbuild graduates as registered apprentices in Minnesota’s union building trades over the past eight years.



THE MAN UP CLUB

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Serving City of Minneapolis



Youth Served At-a-Glance

Youth Served:	13
Economically Disadvantaged or Low Income BIPOC Youth:	13
Earned Industry Recognized OSHA 10 and OSHA 30:	9
Obtained Employment Averaging \$19.27/hour:	11



COLLABORATIVE PARTNERSHIPS

EDEN Resources, Kraus-Anderson Construction, Ryan Companies, Twin Cities Habitat for Humanity, Minneapolis Public Schools Career and Technical Education.

BEST PRACTICES

Local Partnerships to Build Northside Neighborhoods

The Man Up Club Youthbuild crew (known as Youthbuild-Emerging Constructors or YBEC), worked with a commercial and residential flooring subcontractor to install more than 15,000 square feet of laminated vinyl tile plank in more than a dozen affordable homes and apartment units on Minneapolis' Northside this past spring. The work was a full-time, accelerated, temporary-seasonal endeavor which tested the will and skill of Youthbuild crew.

Working alongside skilled tradespersons and their crew leader, participants learned the importance of showing up consistently early each day and doing quality work. As one crew member stated, "There are no short cuts, you must do the work properly, or you'll have to re-do it".

All YBEC crew members earned their OSHA-10 certificates this past spring. Youthbuilders learned and earned while working on Public Housing in Minneapolis, a Habitat for Humanity home in St. Paul, as well as the design-build of picnic tables, donated to a local organization in need.

QUOTES FROM YOUTHBUILD PARTICIPANTS

- "I am very thankful for the (Youthbuild-EC) opportunity, I have learned so much."
- "I had no idea that construction is so straight-forward, I can do it."
- "I am ready to go into the trades now; what more do I have to do?"
- "I am proud of myself for applying the skills learned in Youthbuild-EC to earn a certificate I can use."

Photo, left: Samira with Leader, Chris (left); Youthbuilders, Jamario, Qassin, Zach with Leader, Ms. K, Leader (right)

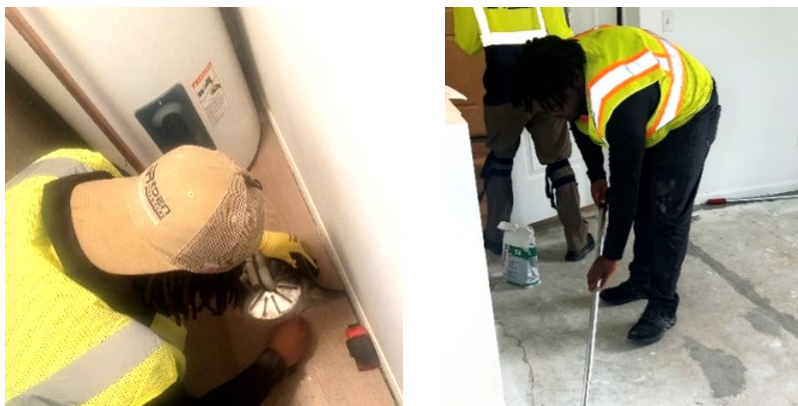


SUCCESS STORY:

During the summer and fall of 2024, 100% of YBED participants earned their OSHA 10 and completed the construction of an affordable home on the northside of Minneapolis.



Photo, left: Youthbuild-EC crew members building picnic tables in the workshop.



Photos, left: Youthbuilders, Damani, and Jamario, install flooring in Minneapolis public housing

In 2024, The Man Up Club Youthbuild participants have rehabbed or constructed four single family homes and installed 15,000 square feet of vinyl flooring to vacant Public Housing apartments in Minneapolis, a Habitat for Humanity home in St. Paul, as well as the design-build of picnic tables, donated to a local organization in need.



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Serving City of Minneapolis



Youth Served At-a-Glance

Youth Served:	71
Youth with a Basic Skills Deficiency:	71
Youth with a Disability:	34



Photo above: Youthbuilders dress for upcoming interviews.

COLLABORATIVE PARTNERSHIPS

Twin Cities Habitat for Humanity, Three Rivers Park District, Minneapolis and Saint Paul Parks and Rec, District #287, Minnesota Internship Center, Paladin Career and Technical School, PYC Arts and Technology, Transition Plus Minneapolis, Volunteers of America, Rainbow Tree Care, North Central Regional Carpenters Union, Urban Boat Builders, Bachman’s, Career Pathways Public Charter High School, Ace Hardware, Woodbury and Minneapolis Public Works, Menards, and the City of Roseville.

BEST PRACTICES

Project-Based Learning: Minneapolis youth gain long-term self-sufficiency through Tree Trust YouthBuild’s hands-on occupational training in construction and tree care. They learn entry-level carpentry skills while building affordable housing with Twin Cities Habitat for Humanity, practice critical thinking and problem-solving, learn to identify and care for trees, and plant trees in public green spaces. Participants can earn industry-recognized credentials through Home Builders Institute Pre-Apprenticeship Certificate Training (HBI PACT) and the Tree Care Industry Association (TCIA) Introduction to Arboriculture Safety Certificate.

Leadership and Life Skills Development: Alongside technical skills, youth learn leadership and life skills that set them up for success in any career path. This training includes extensive career and educational exploration, setting SMART (specific, measurable, achievable, realistic, and timely) goals, studying banking and budgeting, writing a resume, and practicing interview skills. Each student was provided a professional interview outfit to prepare them for Tree Trust’s Spring Employer Partner Fair as well as future job searches.



QUOTES FROM PARTICIPANTS ON HOW YOUTHBUILD IMPACTED THEIR LIFE

- *“I feel like I can build an apartment complex with my bare hands” – PARTICIPANT*
- *“[My favorite part was] working with my hands and learning all of the different skills and techniques that the amazing trainers have” – PARTICIPANT*
- *“Tree Trust is aligned with what authentic learning and giving back to the community should look like. The students grow so much as part of the program.” – SCHOOL PARTNER*
- *“The most positive aspect is how much the students mature from the start of the program to the end. Such a transformation!” – SCHOOL PARTNER*

SUCCESS STORY:

Five 2024 Tree Trust YouthBuild students enrolled in the Finishing Trades Institute of the Upper Midwest (FTUM) Finishing Trades Academy where they will learn hands-on about commercial and industrial painting, drywall finishing, glazing, and glasswork. They will also work toward earning their diploma at Tree Trust’s partner school Paladin Career and Technical High School. FTUM’s competitive program accepts about twenty-five high school seniors from the metro area. That means the five Tree Trust YouthBuild students will make up twenty percent of the Finishing Trades Academy participants!



Photos above: Youthbuilders work on various construction projects in the workshop.

Since 2006, Tree Trust Youthbuild participants have rehabbed or constructed 95 single-family homes, 28 garages, three sheds, and four multi-unit apartments.



WORKFORCE DEVELOPMENT, INC. (WDI) - RICE COUNTY

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Serving the Rice County (Faribault & Northfield)



Youth Served At-a-Glance

Youth Served:	21
Youth with a Basic Skills Deficiency:	10
Placed in Employment:	5 (one military)
Enrolled in a Post-Secondary Education or Training Program:.....	2



COLLABORATIVE PARTNERSHIPS:

Faribault and Northfield Alternative Learning Centers (ALC), Habitat for Humanity, Healthy Community Initiative (HCI), South Central College

BEST PRACTICES

Basic Skills and the Work Environment

A top priority is making sure Youthbuild students begin the program by developing a solid foundation of basic carpentry skills, safety, and workplace expectations. At the beginning of each semester, instructors are diligent about teaching this base before any hands-on building takes place. Students are taught carpentry skills at a basic level to assure understanding of the necessary entry-level requirements. They learn how to use tools, knowledge of safety rules, and mastering basic measuring. Essential work skills and habits are developed from the outset, including promptness, proper work attire, positive attitude and communication with both co-workers and supervisors. Establishing knowledge and confidence in these areas early in the process allows for a much smoother transition into hands-on work so that Youthbuild students hit the ground running once an actual project begins.

Pride in the project and learning multiple facets:

With relatively small cohorts and building projects, Youthbuild instructors are able to foster a strong atmosphere of work ownership from the students. There is a clear sense of being part of a team, and instructors ensure students are meticulous and precise. A lack of professionalism, whether technical or behavioral, can have a negative effect on the entire project. Students are aware of this and take pride in doing things the right way because they are responsible the work being done. While students certainly possess strengths in various skills, learning all aspects in a construction project is emphasized. For example, if a student has strong roofing skills and perhaps even professional experience, they are required to learn other responsibilities such as installing a door or window. Experienced students are also encouraged to share their knowledge with other participants, which also contributes to the team environment.

Photos, left: Youthbuilders demonstrate safety equipment used during a project and show off the affordable house they helped to build in Rice County.



QUOTES

- *“I am proud of the commitment my student has made through Youthbuild, it is fun to see them implementing the things they have learned in the classroom. They notice things at home and solve the problems on their own!” – PARENT OF A YOUTHBUILD PARTICIPANT*
- *“I started the Carpentry program at the local community college because of what I learned in Youthbuild.” – YOUTHBUILD PARTICIPANT*
- *“It has been great to see the students gain skills and build positive relationships with each other and our impact has been greater in the community.” – YOUTHBUILD INSTRUCTOR*
- *“I gave a reference to a local construction company for one of the Youthbuild participants because I saw his work ethic on one of the houses we worked on together.” – PARTNER ORGANIZATION*

SUCCESS STORY: Mason

Mason joined the Youthbuild program as a high school senior encouraged by his school counselor and a teacher. Although he was interested being a truck driver, his previous work experience had been mostly farming and manufacturing, and he knew little about the pathways in construction. Since enrolling in Youthbuild, Mason has been grateful for the opportunity which led to his career.

Through Youthbuild, Mason has gained hands-on experience with tools, safety protocols, and construction basics. He’s learned basic construction skills, developed essential skills, and connected with peers who share his interests. Mason was also exposed to different careers in the construction and building trades industry. Now that he has graduated high school, he is currently working full-time in construction as a framer.



Since 1997, Workforce Development Inc. has constructed or renovated about 20 houses in southeastern Minnesota, supported other non-profits in the community with ADA accessibility construction.



**Megan Horton –
Youth Services Director**

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Website: workforcedevelopmentinc.org

Serving the city of Rochester and surrounding area



Youth Served At-a-Glance

Youth Served:	41
Obtained a diploma or continuing high school:	41
Placed in Employment:	10
Youth with a Basic Skills Deficiency:	34
Youth with a Disability:	16



COLLABORATIVE PARTNERSHIPS:

Faribault and Northfield Alternative Learning Centers (ALC), Habitat for Humanity, Healthy Community Initiative (HCI), South Central College

BEST PRACTICES

Basic Skills and the Work Environment

One of the priorities in educating Youthbuild students is making sure they start the program by creating a solid foundation of basic carpentry skills, safety, and workplace expectations. Instructors are diligent about teaching this base before any hands-on building takes place. Essential work skills and habits are developed from the outset, including promptness, proper work attire, positive attitude and communication with both co-workers and supervisors. Establishing knowledge and confidence in these areas early in the process allows Youthbuild students to hit the ground running once an actual project begins.

At the beginning of each semester, students are taught carpentry skills at a basic level to assure understanding of the necessary entry-level requirements. Learning how to use tools, gaining knowledge of safety rules, and mastering basic measuring are examples of what is emphasized. Having these in place makes for a much smoother transition into hands-on work.

Pride in the project and learning multiple facets:

With relatively small cohorts and building projects, Youthbuild instructors are able to foster a strong atmosphere of work ownership in students. There is a clear sense of being part of a team, and instructors ensure students are meticulous and precise. A lack of professionalism, whether technical or behavioral, can have a negative effect on the entire project. Students are aware of this and take pride in doing things the right way because they are responsible for the work being done. They also learn all aspects in a construction project. For example, if a student has strong roofing skills and perhaps even professional experience, they are required to learn other responsibilities such as installing a door or window. Experienced students are also encouraged to share their knowledge with other participants, which also contributes to the team environment.

Photos, left: Youthbuilders practice basic construction skills in the classroom and proudly display to the large shed they built with their instructor, Tom Martelle.



QUOTES

- *“I’m proud of myself for actually taking my future seriously and taking steps to reaching a certain goal!” – YOUTHBUILD PARTICIPANT*
- *“Through Youthbuild I was able to work with wood, machinery, and gain knowledge about construction. I also learned that I like construction and the trades.” – YOUTHBUILD PARTICIPANT*
- *“We have been fortunate to have some really great crews. I’m confident our students will go into the professional world with solid basic skills.” – YOUTHBUILD INSTRUCTOR*
- *“It has been great to see the students gain skills and build positive relationships with each other and our impact has been greater in the community.” – YOUTHBUILD INSTRUCTOR*

SUCCESS STORY: **Aiden**

Aiden joined the Youthbuild program as a high school senior encouraged by his school counselor and a teacher. Although he was interested in the trades, his previous work experience had been mostly in retail and as a camp counselor, and he knew little about the pathways in construction. Since enrolling in Youthbuild, Aiden has been deeply grateful for the experience, sharing, “If it wasn’t for Youthbuild, I wouldn’t have learned about all the opportunities in the construction field.”

Through Youthbuild, Aiden has gained hands-on experience with tools, safety protocols, and construction basics. He’s built a shed, developed essential skills, and connected with peers who share his interests. Now entering his senior year, Aiden is actively exploring career options in construction. He plans to apply to a local exterior installation company once he turns 18, with hopes of building a lasting career in the field after graduating this spring.



Since 1997, Workforce Development Inc. has constructed or renovated about 20 houses in southeastern Minnesota, supported other non-profits in the community with ADA accessibility construction.



MINNESOTA YOUTHBUILD PROGRAM DATA SUMMARY

(JULY 1, 2023 THROUGH JUNE 30, 2024)

COMBINED TOTALS		TOTALS	%	AEOA	Bi-CAP	Career Solutions	Change Inc.	City Academy	CMJTS	Goodwill Easter Seals of MN	
1.SFY 2024 Participants (in training or 12-month follow-up)		609	100%	14	51	47	109	107	36	24	
Gender	2a. Male	379	62%	12	26	17	59	64	23	15	
	2b. Female	227	37%	2	25	30	50	43	13	8	
	2c. Non-binary	3	0%	0	0	0	0	0	0	1	
Age	3a. 16 - 17 Years of Age	313	51%	9	8	44	25	57	20	7	
	3b. 18 - 19 Years of Age	154	25%	2	13	1	17	44	15	7	
	3c. 20 - 21 Years of Age	69	11%	0	15	0	29	7	1	2	
	3d. 22- 24 Years of Age	58	10%	2	5	0	37	0	0	8	
Ethnicity / Race	4a. Hispanic/Latino	93	15%	2	1	6	19	11	8	2	
	4b. American Indian/Alaska Native	71	12%	4	44	0	2	4	2	0	
	4c. South and Southeast Asian	86	14%	0	0	1	44	30	4	1	
	4d. Black and African American	196	32%	0	0	30	35	51	3	13	
	4e. White (not Hispanic)	140	23%	8	6	8	5	11	21	1	
	4f. Two or More Races or Other/Prefer Not to Answer	50	8%	0	0	3	4	0	3	7	
Education Level	5a. 9th Grade - 12th Grade	603	99%	14	51	47	109	107	36	24	
	5b. High School Graduate	6	1%	0	0	0	0	0	0	0	
	5c. Post-Secondary Education	0	0%	0	0	0	0	0	0	0	
Other Demographics	6. Not Employed at Enrollment	398	65%	14	51	14	49	99	2	14	
	7. Youth with a Disability	192	32%	4	11	18	8	19	22	12	
	8. Foster Youth	56	9%	0	19	2	1	24	0	3	
	9. Youth Offender	90	15%	2	22	0	10	25	1	14	
	10. Youth from Families Receiving Public Assistance	306	50%	10	44	45	99	70	0	4	
	11. Pregnant or Parenting Youth	53	9%	5	18	0	8	11	0	6	
	12. Basic Skills Deficient or Academically Delayed Youth	462	76%	9	51	27	71	107	28	11	
	13. Homeless or Runaway Youth	78	13%	1	12	12	6	24	0	8	
	14. Limited English Proficient Youth	94	15%	0	0	9	71	7	1	0	
	15. Economically Disadvantaged or Low Income Youth	463	81%	12	50	47	99	104	NA	23	
	Program Activities	1. Received Education or Job Training Activities	540	89%	14	51	16	109	107	36	24
		2. Received Work Based Learning or Work Experience Activities	485	80%	14	51	16	59	107	36	10
		3. Received Community/Leadership Development Activities	510	84%	14	51	16	109	107	36	24
		4. Received Post-Secondary Exploration/Career Activities	541	89%	14	51	16	109	107	36	24
		5. Received Mentoring Activities	562	92%	14	51	16	109	107	36	24
6. Received Support Services		319	52%	14	51	16	109	14	2	19	
Education, Placement, Credential, Work Readiness Outcomes	1. Work Readiness or Educational Goal Obtained	530	87%	14	51	47	70	107	32	24	
	2. Academic Credit Earned through Youthbuild	434	71%	14	51	47	100	107	NA	0	
	3. Earned a Diploma, GED, or Continuing High School	536	91%	14	50	47	86	105	36	24	
	4. Earned Occupational Credentials, OSHA 10/Safety Certificates	449	74%	14	48	47	66	103	7	24	
	5. Participants Who Exited Program	304	50%	4	42	0	65	74	18	4	
	6. Earned Diploma or GED at Exit	239	79%	4	28	35	30	74	18	4	
	7. Employment Placement (FT or PT)	254	84%	4	33	7	65	37	26	24	
	8. College, Military or Credentialed Career Training Placement	157	52%	0	9	47	12	60	4	0	
	9. Hourly Wage @ Employment Placement (FT & PT)	238	\$17.45	\$15.50	\$17.44	\$16.50	\$18.59	\$18.38	\$15.74	\$16.13	
	10. Registered Apprenticeship, Construction, Landscaping, or Family-Sustaining Wages	18	6%	1	2	0	9	3	0	1	
	11. Hourly Wage @ Fulltime Construction/Similar High Wage Skilled Placement	184	\$22.19	\$18.00	\$22.00	-	\$21.37	\$22.50	-	\$20.00	
	12. Unable to Obtain Education Outcomes (Moved, Etc.)	21	3%	3	5	0	0	2	0	0	
	13. Unable to Obtain Placement Outcomes (Moved, Etc.)	13	4%	3	3	0	0	2	0	0	
Customer Satisfaction Survey	1. Participants Rating Youthbuild Excellent	163	63%	3	28	9	16	52	5	9	
	2. Participants Rating Youthbuild Very Good	77	30%	3	3	1	34	4	3	3	
	3. Participants Rating Youthbuild Average	15	6%	1	1	2	6	0	0	0	
	4. Participants Rating Youthbuild Below Average	4	2%	0	0	1	2	0	0	0	
	5. Participants Rating Youthbuild Poor	0	0%	0	0	0	0	0	0	0	
	6. Total Number of Surveys Completed	259	100%	7	32	13	58	56	8	12	
Housing Construction Outcomes	1. Residential Housing Units Constructed or Renovated	46		5	2	3	1	3	0	4	
	2. Garages and Other Structures Constructed	36		1	2	1	1	2	4	0	
	3. Community Service Projects Constructed			5 homes in Grand Rapids & Bovey, workshop, homeless shelter picnic table	10 garden facilities	3 Habitat houses (housing 16 Minnesotans), storage shed	1 garden facility	2 Habitat houses, Tiny House, bike racks, childcare center playhouse	portable food pantry, park chairs, food shelves, furniture		

MINNESOTA YOUTHBUILD PROGRAM DATA SUMMARY

(JULY 1, 2023 THROUGH JUNE 30, 2024)

COMBINED TOTALS		TOTALS	%	Riverside Plaza Tenants Association	RMCEP	SouthWest Metro	The Man Up Club	Tree Trust	WDI Rochester	WDI Rice County	
1.SFY 2024 Participants (in training or 12-month follow-up)		609	100%	16	47	12	13	71	41	21	
Gender	2a. Male	379	62%	13	29	9	10	54	32	16	
	2b. Female	227	37%	3	18	3	2	17	8	5	
	2c. Non-binary	3	0%	0	0	0	1	0	1	0	
Age	3a. 16 - 17 Years of Age	313	51%	1	32	8	5	45	38	14	
	3b. 18 - 19 Years of Age	154	25%	3	15	3	4	20	3	7	
	3c. 20 - 21 Years of Age	69	11%	5	0	1	3	6	0	0	
	3d. 22- 24 Years of Age	58	10%	5	0	0	1	0	0	0	
Ethnicity / Race	4a. Hispanic/Latino	93	15%	1	3	4	0	12	15	9	
	4b. American Indian/Alaska Native	71	12%	1	6	0	0	6	2	0	
	4c. South and Southeast Asian	86	14%	0	1	0	0	3	1	1	
	4d. Black and African American	196	32%	12	3	2	13	29	4	1	
	4e. White (not Hispanic)	140	23%	1	33	4	0	13	24	5	
	4f. Two or More Races or Other/Prefer Not to Answer	50	8%	2	0	2	0	14	10	5	
Education Level	5a. 9th Grade - 12th Grade	603	99%	16	47	12	7	71	41	21	
	5b. High School Graduate	6	1%	0	0	0	6	0	0	0	
	5c. Post-Secondary Education	0	0%	0	0	0	0	0	0	0	
Other Demographics	6. Not Employed at Enrollment	398	65%	10	34	2	4	61	22	22	
	7. Youth with a Disability	192	32%	7	25	10	0	34	16	6	
	8. Foster Youth	56	9%	0	3	0	0	3	1	0	
	9. Youth Offender	90	15%	0	2	3	1	8	1	1	
	10. Youth from Families Receiving Public Assistance	306	50%	0	8	9	2	4	3	11	
	11. Pregnant or Parenting Youth	53	9%	0	0	0	2	1	1	1	
	12. Basic Skills Deficient or Academically Delayed Youth	462	76%	2	29	7	5	71	34	10	
	13. Homeless or Runaway Youth	78	13%	6	1	1	0	2	3	2	
	14. Limited English Proficient Youth	94	15%	1	0	1	0	1	1	2	
	15. Economically Disadvantaged or Low Income Youth	463	81%	5	17	9	13	63	10	11	
	Program Activities	1. Received Education or Job Training Activities	540	89%	7	26	12	5	71	41	21
		2. Received Work Based Learning or Work Experience Activities	485	80%	0	44	12	3	71	41	21
		3. Received Community/Leadership Development Activities	510	84%	7	14	12	2	71	41	6
		4. Received Post-Secondary Exploration/Career Activities	541	89%	10	26	12	3	71	41	21
		5. Received Mentoring Activities	562	92%	10	45	12	5	71	41	21
6. Received Support Services		319	52%	0	10	12	3	38	10	21	
Education, Placement, Credential, Work Readiness Outcomes	1. Work Readiness or Educational Goal Obtained	530	87%	4	39	12	9	59	41	21	
	2. Academic Credit Earned through Youthbuild	434	71%	0	2	12	1	38	41	21	
	3. Earned a Diploma, GED, or Continuing High School	536	91%	2	47	12	13	38	41	21	
	4. Earned Occupational Credentials, OSHA 10/Safety Certificates	449	74%	0	40	10	9	63	12	6	
	5. Participants Who Exited Program	304	50%	9	26	3	2	38	17	2	
	6. Earned Diploma or GED at Exit	239	79%	2	18	3	1	3	17	2	
	7. Employment Placement (FT or PT)	254	84%	4	17	4	11	8	10	4	
	8. College, Military or Credentialed Career Training Placement	157	52%	8	2	5	3	3	2	2	
	9. Hourly Wage @ Employment Placement (FT & PT)	238	\$17.45	\$16.50	\$16.00	\$17.75	\$19.27	\$15.07	\$18.70	\$16.66	
	10. Registered Apprenticeship, Construction, Landscaping, or Family-Sustaining Wages	18	6%	0	0	1	1	1	0	0	
	11. Hourly Wage @ Fulltime Construction/Similar High Wage Skilled Placement	184	\$22.19	-	-	\$23.00	\$35.00	\$22.00	-	-	
	12. Unable to Obtain Education Outcomes (Moved, Etc.)	21	3%	7	2	0	0	2	0	0	
	13. Unable to Obtain Placement Outcomes (Moved, Etc.)	13	4%	7	2	0	0	2	0	0	
Customer Satisfaction Survey	1. Participants Rating Youthbuild Excellent	163	63%	0	NA	4	1	14	22	NA	
	2. Participants Rating Youthbuild Very Good	77	30%	3	NA	5	4	8	6	NA	
	3. Participants Rating Youthbuild Average	15	6%	2	NA	0	0	0	3	NA	
	4. Participants Rating Youthbuild Below Average	4	2%	0	NA	0	0	0	1	NA	
	5. Participants Rating Youthbuild Poor	0	0%	0	NA	0	0	0	-	NA	
	6. Total Number of Surveys Completed	259	100%	5	NA	9	5	22	32	NA	
Housing Construction Outcomes	1. Residential Housing Units Constructed or Renovated	46		0	3	0	16	7	0	2	
	2. Garages and Other Structures Constructed	36		0	2	3	16	0	2	2	
	3. Community Service Projects Constructed				Rehab 3 apartment units in Moorhead, rebuilt two sheds for nonprofits	2 garden facilities		4 garden facilities constructed	10 garden facilities	10 garden facilities	



mn EMPLOYMENT AND
ECONOMIC DEVELOPMENT

MINNESOTA YOUTHBUILD PROGRAM

Great Northern Building

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