City of Minneapolis

Summer Jobs Program

2009 Final Report

Minneapolis
City of Lakes

MINNESOTA WORKFORCE CENTER

achievempls

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Summary

In 2009, the City of Minneapolis STEP-UP Summer Jobs program offered opportunities for youth ages 14-21 to learn about and engage in the workforce. Over 3,200 youth applied for the STEP-UP program and 2,200 were invited to attend work readiness training. More than 1,400 youth completed the work readiness training course. Of those, 1,282 (92%) were interviewed and placed in jobs at one of 174 participating Minneapolis employers.

Of the 1,282 youth working with STEP-UP this summer, 523 (41%) were employer-paid, and 759 (59%), primarily those placed in the non-profit or public sector, had their wages subsidized with federal, state, local, or foundation funds. Combined, youth in the STEP-UP program earned an estimated 1.8 million dollars. On average, each STEP-UP intern worked 8.5 weeks and earned $1,459.

The STEP-UP program serves a wide range of Minneapolis youth. In 2009, 77% of youth placed in jobs youth were eligible for free or reduced school lunch, 11% self-reported that they had a disability, and 13% were English Language Learners (ELL). Eighty-two (82%) percent of youth placed in jobs were youth of color.

Purpose

STEP-UP is a City of Minneapolis employment program that recruits, trains and places Minneapolis youth between the ages of 14-21 in summer jobs with local employers. STEP-UP is a single program that has two employment tracks. Youth ages 14 and 15 are trained and placed in paid internships with non-profit employers. The wages for the 14 and 15 year-olds are subsidized by the Minneapolis Employment and Training Program (METP) using local, state and federal funds. Youth ages 16-21 are placed in paid internships with employers that include non-profit, government, and private businesses. In most cases, the wages of the older youth are paid directly by the employers. However, for approximately 20% of the 16-21 age group, wages are paid by STEP-UP using job subsidy funds.

History

STEP-UP, as it is branded, was first rolled-out in 2004, with 200 youth placed in internships with 50 employers. STEP-UP was designed to serve youth ages 16-21 and place them in unsubsidized jobs at Minneapolis businesses. At the time, the City also operated the Summer Youth Employment and Training Program (SYETP) that served youth ages 14-21 in subsidized jobs. Over the past few years, the two programs have merged under the name of STEP-UP to serve youth ages 14-21, offering both subsidized and unsubsidized employment opportunities.

Service Delivery

The City of Minneapolis Employment and Training Program administers STEP-UP and uses a community based model to operate the program. Services are delivered by contractors selected by the Minneapolis Youth Council and METP. AchieveMpls operates a portion of the program, primarily focusing on employer recruitment and job placement for the 16-21 year-old youth. In 2009, AchieveMpls also was contracted to recruit and provide work readiness training to all the STEP-UP youth ages 14-21. The Department of Employment and Economic Development is contracted to provide services for the 14-15 year-old group. This includes youth intake, job placement, work site monitoring and assisting with youth payroll. METP contracts with the

Minneapolis Park and Recreation Board to provide a weekly classroom training component for the 14 and 15 year-old STEP-UP interns. The Business Partners mentorship component which matches 14 and 15 year-old interns with 1:1 mentors, is also provided by AchieveMpls.

Leadership

STEP-UP benefits from an active and involved business community as well as strong leadership. STEP-UP is one component of Mayor R.T. Rybak's Minneapolis Promise to youth and he leads the effort to inform businesses of the value of hiring diverse and talented STEP-UP interns. Also key to the development and success of STEP-UP are the co-chairs, Richard Davis, Chairman, President and CEO of U.S. Bancorp, and Dr. Robert Jones, Senior Vice President for System Academic Administration. Both the University of Minnesota and US Bank have been leaders in hiring STEP-UP interns and encouraging other businesses to do the same. Richard Davis has been a tireless proponent of STEP-UP and has been involved in the program since it's inception in 2004.

2009 STEP-UP Employers

Employers of 16-21 Year-olds by Industry

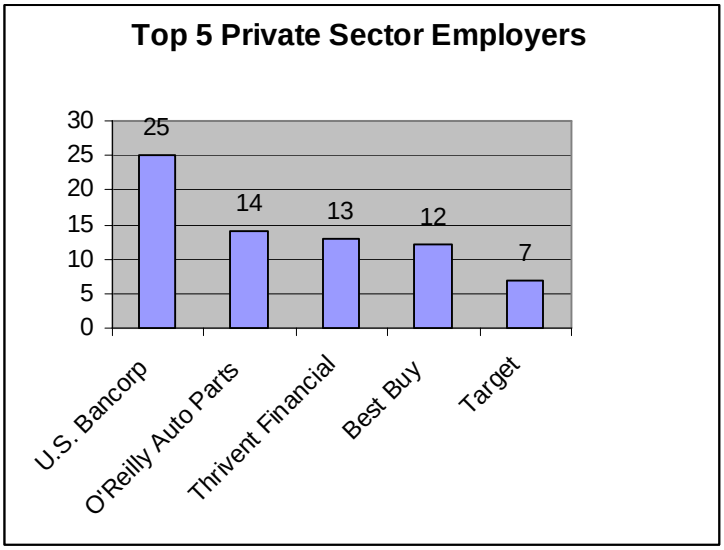
Industry	Employer	Number of Jobs	Industry Total
Agriculture, Food & Natural Resources			**17**
	Cargill	3	
	Cub Foods - Broadway	1	
	Do It Green! Minnesota	1	
	East Side Food Co-op	2	
	General Mills	3	
	Minnesota Conservation Corps	1	
	Summer of Solutions	3	
	The Minnesota Project	1	
	Urban Garden	1	
	Xcel Energy	1	
Architecture & Construction			**6**
	Bituminous Roadways	1	
	Castle Home Services	1	
	Kraus-Anderson Construction Company	1	
	M A Mortenson Company	3	
Arts, A/V Technology & Communication			**44**
	Asian Media Access	1	
	COMPAS	2	
	Hollywood Studio of Dance	1	
	Hubbard Broadcasting	1	
	Insight News Group	1	
	KBEM-FM Jazz 88	5	
	Key Professional Media	1	
	KFAI, Fresh Air, Inc.	3	
	KMOJ	2	

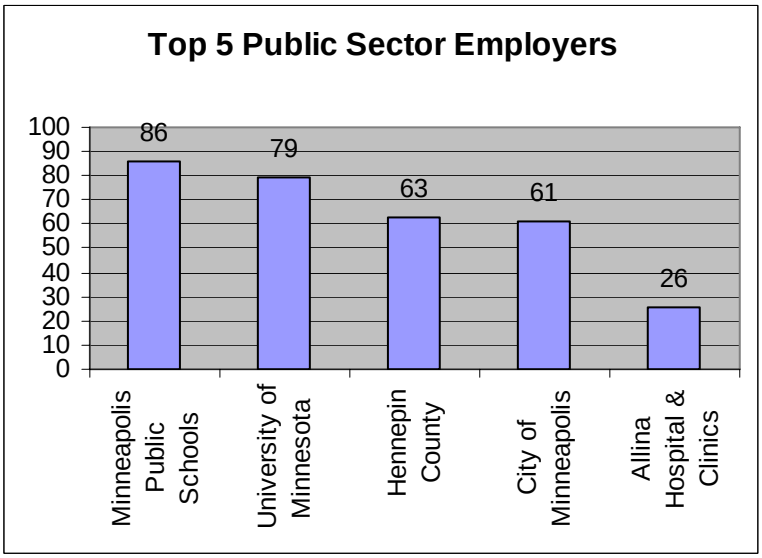
	MacPhail Center for Music	1	
	Migizi Communications	15	
	Minneapolis Institute of Arts	1	
	Minneapolis Television Network	2	
	Nemer Fieger	1	
	Northside Arts Collective	1	
	Padilla Speer Beardsley Inc	1	
	Tunheim Partners	1	
	Twin Cities Public Television	1	
	Walker Art Center	2	
	Weber Shandwick	1	
Business Management & Administration			**6**
	Hines	1	
	Labor Management Healthcare Coalition of the Upper Midwest	1	
	McKinsey and Co., Inc.	1	
	Northeast Minneapolis Chamber of Commerce	1	
	Printing Industry of Minnesota, Inc.	1	
	West Broadway Business and Area Coalition	1	
Education & Training			**175**
	Augsburg College	2	
	Dunwoody College of Technology	4	
	Minneapolis Public Schools	86	
	Saint Mary's University- TC Campus	1	
	Shiloh Temple International Ministries	1	
	St. Thomas University	1	
	University of Minnesota	79	
	William Mitchell College of Law	1	
Finance			**50**
	Ameriprise Financial	1	
	Associated Bank, N.A.	1	
	Faith in the City Personal Finance Center	2	
	Piper Jaffray	2	
	RBC Wealth Management	1	
	TCF National Bank Minnesota	1	
	Thrivent Financial for Lutherans	13	
	TPG Credit Management	1	
	U.S. Bancorp	25	
	Wells Fargo	3	
Government & Public Administration			**147**
	City of Minneapolis	61	
	Hennepin County	63	

	Metropolitan Council	1	
	Minneapolis Park and Recreation Board	21	
	U.S. Congressman Keith Ellison	1	
Health Science			**92**
	Allina Hospitals and Clinics	26	
	Augustana Care Corporation	1	
	Birchwood Care Home	1	
	Catholic Eldercare	1	
	Children's Hospitals and Clinics	11	
	Ebenezer	1	
	Ecumen	1	
	Fairview Health Services	6	
	Good Samaritan Society- University Specialty Center	1	
	HealthPartners	16	
	Hennepin County Medical Center	11	
	Medica	1	
	Medtronic	3	
	Memorial Blood Centers	2	
	Olu's Home, Inc.	1	
	Planned Parenthood	1	
	Prairie Lodge	1	
	Ucare	2	
	Universal Hospital Services	2	
	University of Minnesota Physicians	1	
	VA Medical Center	2	
Hospitality & Tourism			**9**
	El Amins Fish House	2	
	Meet Minneapolis	1	
	Minnesota Children's Museum	1	
	Minnesota State Fair	1	
	Minnesota Twins Baseball Club	2	
	The Bakken Museum	2	
Human Services			**39**
	American Red Cross - Twin Cities Chapter	1	
	Catalyst Community Partners	2	
	Central Area Neighborhood Development Organization	1	
	Girl Scouts of Minnesota & Wisconsin River Valleys	6	
	Goodwill Easter Seals	1	
	Greater Twin Cities United Way	2	
	J Cameron & Associates	1	
	Kaleidoscope Place	3	
	Lake Street Council	8	
	Mentoring Partnership of MN	2	
	Midtown Greenway Coalition	1	

	Minneapolis Foundation	1	
	Search Institute	1	
	Temple Israel	1	
	The Loft Literary Center	1	
	The McKnight Foundation	1	
	Twin Cities Habitat for Humanity	1	
	Wilderness Inquiry	2	
	WomenVenture	2	
	YWCA of Minneapolis	1	
Information Technology			**2**
	Azul 7	1	
	Net Anchor, Inc.	1	
Law, Public Safety & Security			**22**
	Battered Women's Legal Advocacy Project	1	
	Briggs and Morgan, P.A.	3	
	Central Minnesota Legal Services	1	
	Civil Action Group	1	
	Faegre & Benson LLP	1	
	Foley & Mansfield	2	
	Halleland, Lewis, Nilan & Johnson	1	
	Legal Rights Center, Inc	2	
	Minnesota Supreme Court	2	
	Oppenheimer Wolff & Donnelly, LLP	1	
	Restorative Justice Community Action, Inc.	1	
	Robins, Kaplan, Miller & Ciresi, LLP	1	
	Southern Minnesota Regional Legal Services	1	
	Sprenger + Lang	1	
	U.S. District Court	2	
	Volunteer Lawyers Network	1	
Manufacturing			**2**
	American Chemical, Inc.	1	
	International Union of Operating Engineers, Local #49	1	
Marketing, Sales & Services			**26**
	Best Buy	12	
	Macy's	4	
	Magers and Quinn Booksellers	1	
	Multilingual Word	1	
	Seward Co-op	1	
	Target Corporation	7	
Science, Technology, Engineering & Mathematics			**2**
	GEMS & GISE	2	

Transportation, Distribution & Logistics			17
	Jefferson Lines	1	
	O'Reilly Auto Parts	14	
	UPS	2	





Subsidized Jobs _____

100% of the work sites for 14-15 year-old interns are non-profits and receive wage subsidies. Federal, state and local funds in the amount of $730, 616 were used to provide the wage subsidies in 2009.

Employers of 14-15 Year-old interns receiving wage subsidies & Number Hired

Employer	Number of Jobs	Job Type
AchieveMpls	1	Administrative
Asian Media Access	11	Media/Technology
Big Brothers Big Sisters of the Greater Twin Cities	2	Administrative
Boys & Girls Club	15	Education
Center for Asians & Pacific Islanders (CAPI)	3	Administrative
Central Area Neighborhood Development Org. (CANDO)	1	Administrative
Children's Dental Servicees	5	Administrative
City of Lake Community Land Trust	1	Administrative
Citywide Education & Development Services	2	Education
COMPAS	3	Arts
Confederation of Somali Community in MN	2	Education
Cookie Cart	20	Food Service
East Side Neighborhood Services	6	Education
Hmong American Mutual Assistance Assoc. (HAMAA)	30	Administrative, Education
Hennepin County Libraries	8	Adminstrative
Indigenous Peoples Task Force	10	Arts
Kaleidoscope Place	9	Childcare
Minneapolis Community and Technical College – Upward Bound Program	19	Education
MIGIZI Communications, Inc.	24	Media/Technology
Minneapolis Park and Recreation – Teen Teamworks Program	73	Community Improvement
Minneapolis Public Housing	20	Administrative
Minneapolis Urban League	6	Administrative
Minnesota Transitions Charter School	25	Administrative, Technology
Minnesota Workforce Centers	4	Administrative
New Season's Community Development – Shiloh Temple	4	Education
Northside Child Development Center	7	Childcare
Park Avenue Foundation	4	Education
Phillips Community Television (PCTV)	9	Media/Technology
Plymouth Christian Youth Center	7	Education
Project for Pride in Living, Inc. (PPL)	34	Community Improvement
Pillsbury United Communities (PUC)	32	Education, Childcare
Sabathani Community Center, Inc.	11	Education
Tawfiq Islamic Center	5	Education
Transition Plus	56	Administrative
Tree Trust	51	Community Improvement
University of Minnesota Upward Bound	40	Education
University of Minnesota Vision Quest	19	Education
Under Construction	10	Construction
Vocational Outreach Services (VOS)	6	Administrative, Education
YouthCARE	22	Camp, Administrative
YWCA	9	Childcare
Total Youth	**626**	

Wage Subsidies for 16-21 Year-olds

In 2009, $135,200 in wage subsidies was used to place one-hundred thirty-three (133) 16-21 year-old interns at 50 non-profit and public sector employers. Positions receiving wage subsidies represented 20% of the total number of jobs. These jobs present an opportunity for employers who cannot afford to participate in the program to do so.

This total is compared to the 2008 wage subsidies of $73,779 which provided 68 jobs.
The increased subsidy funds this year had a great impact on the numbers of jobs available and the number of youth placed in summer jobs.

Employers of 16-21 Year-olds receiving wage subsidy

Company Name	Total Jobs	Amount	Funding Source
Allina Hospitals and Clinics	25	$25,000.00	*
Asian Media Access	1	$1,000.00	*
Augustana (Long Term Care)	1	$1,000.00	ERA
Birchwood (Long Term Care)	1	$1,000.00	ERA
Catholic Elder Care (Long Term Care)	1	$1,000.00	ERA
Central MN Legal Services	1	$1,000.00	*
Children's Hospital and Clinics	2	$3,000.00	*
Civil Action Group	1	$1,000.00	*
COMPAS	2	$2,000.00	*
Do It Green! Minnesota	1	$1,000.00	*
Ebenezer (Long Term Care)	1	$1,000.00	ERA
Faith in the City Personal Finance Center	2	$2,000.00	*
Good Samaritan Society (Long Term Care)	1	$1,000.00	*
Goodwill Easter Seals	1	$1,000.00	EZ
Greater Twin Cities United Way	2	$2,000.00	EZ
Hennepin County	18	$18,000.00	*
Hennepin County Medical Center	4	$4,000.00	*
Insight News	1	$1,000.00	*
Kaleidoscope Place	2	$2,000.00	*
KBEM-FM Jazz 88	4	$4,000.00	*
KMOJ	2	$2,000.00	*
Lake Street Council	8	$8,000.00	*
Legal Rights Center	2	$2,000.00	*
MacPhail Center for Music	1	$1,200.00	Ameriprise
Mentoring Partnership of MN	2	$2,000.00	*
Midtown Green	1	$1,000.00	*
Migizi Communications	15	$15,000.00	*
Minneapolis Institute of Arts	1	$1,200.00	Ameriprise
Minneapolis Television Network	2	$2,000.00	*
Minnesota Children's Museum	1	$1,000.00	*
MN Supreme Court	2	$2,000.00	*
Olu's Home, Inc.	1	$1,000.00	EZ
Planned Parenthood	1	$1,000.00	*
Prairie Lodge (Long Term Care)	1	$1,000.00	ERA
Red Cross	1	$1,000.00	EZ
Restorative Justice Community Action, Inc.	1	$1,000.00	*
Search Institute	1	$1,000.00	EZ
Southern MN Regional Legal Services	1	$1,000.00	*

Summer of Solutions	3	$3,000.00	*
The Loft Literary Center	1	$1,000.00	EZ
The Minnesota Project	1	$1,000.00	*
Twin Cities Habitat for Humanity	1	$1,200.00	Ameriprise
Twin Cities Public Television	1	$1,200.00	Ameriprise
U.S. Congressman Keith Ellison	1	$1,000.00	*
VA Medical Center	2	$2,000.00	*
Volunteer Lawyers Network	1	$1,000.00	*
Walker Art Center	2	$2,400.00	Ameriprise
Weber Shandwick	1	$1,000.00	*
William Mitchell	1	$1,000.00	*
WomenVenture	2	$2,000.00	EZ

**Intern wages at these employers were subsidized through a combination of the sources named below.*

Wage subsidy sources for 16-21 year-olds in 2009:

- Empowerment Zone: $50,000
- Ameriprise Financial: $7,200
- The Minneapolis Foundation: $3,000
- ERA (Economic Recovery Act): $6,000
- The Beverly Foundation: $11,000
- Thrivent Financial: 50,000
- 2008 Empowerment Zone Funds: $8,000

2009 Youth Placement and Earnings

Placement Data

	2009	2008*	2007	2006	2005	2004
Total Number of Jobs	1,282	588	632	514	309	202
Number of Employers	174	142	131	121	69	49
Job Subsidy Funds Raised (16-21)	$135,200	$73,779	$136,692	$51,000	$56,200	$24,000
Number of Subsidized Jobs (16-21)	133	68	87	38	27	13
Number of Subsidized Jobs (14-15)	626	644				

16-21 Year-old Intern Earnings

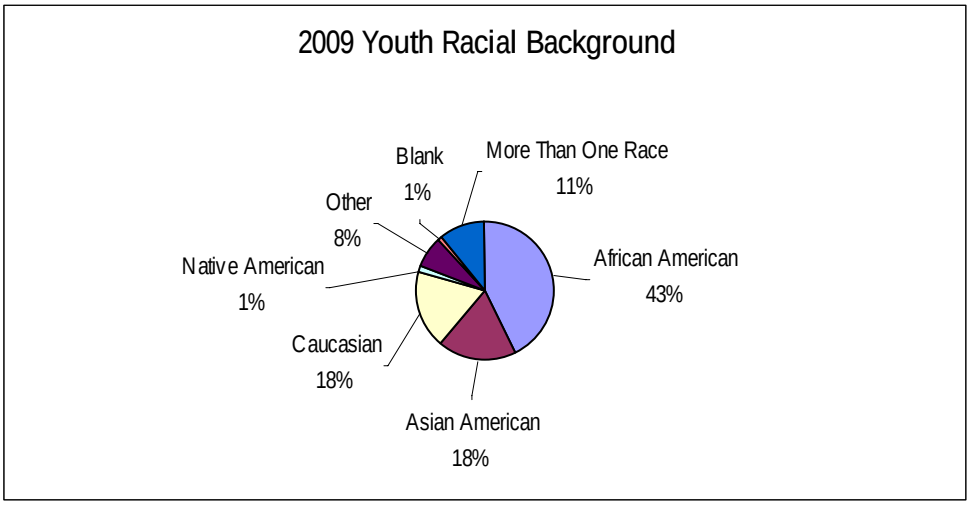
	2009	2008*	2007	2006	2005	2004
Hourly Wage (avg.)	$8.36	$8.34	$8.34	$8.35	$7.64	$7.40
Hours Worked per Week (avg.)	26	30	28	29.4	32	32
Number of Weeks Worked (avg.)	8	9	9	9.2	9.6	9
Total Earnings per Intern (avg.)	$1,739	$2,252	$2,095	$2,266	$2,382	$2,271
Total Hours Worked (approx.)	136,448	152,000	156,655	116,000	91,000	53,050
Total Earnings (approx.)	$1,140,705	$1,200,000	$1,302,952	$973,000	$698,000	$420,000

14-15 Year-old Intern Earnings	2009	2008*
Hourly Wage	$7.25	$6.55
Hours Worked per Week (avg.)	19.5	20
Number of Week Worked	9	9
Total Earnings per Intern (avg.)	$1,167	$1,098
Total Hours Worked	111,006	109,952
Total Earnings	$730,616	707,273

*The STEP-UP program merged to serve 14-21 year olds in 2008.

Youth Demographics (14-21 Year-olds)

Total Number of Youth		**1,282**	
Gender			
	Male	561	44%
	Female	721	56%
Race			
	African American	627	49%
	Asian American	245	19%
	Caucasian	302	24%
	Native American	62	5%
	Other	123	10%
	Blank	15	1%
Ethnicity	Hispanic	87	7%
	Not Hispanic	992	77%
	Blank	203	16%
Race & Ethnicity	Students of Color	1,045	82%
Income	Eligible for Free Lunch	894	69%
	Eligible for Reduced Lunch	99	8%



Primary Language* at Home (16-21 year-olds)

60% English
15% Hmong
13% Somali
4% Spanish
4% Oromo

English Language Learners (14-21year-olds): 13%

*Language data not available for 14-15 year-old interns

Schools

South	190	15%
Henry	166	13%
Southwest	116	9%
Edison	105	8%
Roosevelt	97	8%
Washburn	72	6%
North	62	5%
Transition Plus	50	4%
MN Transition	44	3%
Northeast Middle	18	1%
Cristo Rey	16	1%
Anwatin	14	1%
Sanford Middle	12	1%
Wellstone	13	1%
Broadway	12	1%
Ubah Medical	12	1%
Prestige	11	0.9%
Augsburg	9	0.7%
PYC	10	0.8%
Total	1,029	80%

Grade Level

Senior	354	28%
Junior	264	21%
Sophomore	230	18%
Freshman	254	20%
8th Grade	148	12%
7th Grade	4	0.3%
Total	1,254	98%

Youth Recruitment

STEP-UP staff began recruiting students in November 2008.
Recruitment included:

- Presentations made at the seven Minneapolis Public High Schools to engage a large number of students from every part of the city
- Outreach at Little Earth Housing Community to increase the participation of Native American youth
- Multiple presentations at Broadway High School to promote STEP-UP to the pregnant and parenting teens attending Broadway
- Contact with every MFAS (Minneapolis Federation of Alternative Schools) school to inform students of opportunities through STEP-UP

Changes in 2009 youth recruitment: As the awareness of STEP-UP grows in the schools, the need for a great number of presentations decreases. After January 1, 2009, one member of the STEP-UP team assumed responsibility for all youth recruitment allowing two other Program Associates to focus on the recruitment of employers.

For the 2009 program, the AchieveMpls STEP-UP team assumed responsibility for the recruitment of 14-15 year olds. This included outreach by mail to all K-8 and Minneapolis Public Middle Schools with at least one follow-up phone call. Information was also sent to local community based organizations, charter schools, and private schools.

The AchieveMpls Career and College Centers, located in each of the 7 public high schools, played a vital role in the collection of applications. Staff at these centers provided information and clear answers to youth and parent questions.

Work Readiness Training

Of the 3,200 youth that applied for STEP-UP in 2009, almost 69% or 2,200 were invited to attend work readiness training. Of those, over 1,400 successfully completed the work readiness course.

The work readiness course consists of three (3) two-hour classroom sessions designed to prepare youth for a successful work experience and give them the skills to launch their own job search. The 14-15 age group receives a curriculum geared specifically for youth that have had little or no work experience. Emphasis is placed on understanding employer expectations, professional communication, problem-solving, and basic interviewing skills.

The curriculum for the 16-21 age group is designed for youth with more experience and includes resume development, networking, career assessment and more advanced communication skills. The 16-21 work readiness training culminates in a mock interview with a business professional.

Employer Support

Employers participating in the STEP-UP program are monitored, trained, and supported throughout their experience. Staff from the Minneapolis Workforce Centers monitor and provide support to the 14-15 year-old interns and employers at the non-profit work sites. Staff from AchieveMpls monitor and support the 16-21 year-old employers and interns.

Employers receive weekly e-mails giving updates on STEP-UP events and providing timely tips and strategies to encourage a successful work experience for their intern(s).

Employer Engagement Strategies

A key innovation in 2009 was early engagement of existing employers. While in previous years, contact was not made until January or February, in 2009 collection of pledge forms began in the fall. This allowed for earlier contact with employers and more time to trouble-shoot potential loss. In January, engagement letters to new prospects were sent on behalf of Mayor Rybak. An additional letter went out specifically to green employers to promote participation in STEP-UP and grow the number of green jobs available.

In 2009, the Business Advisory Council was formed. Members included previous STEP-UP supervisors and coordinators committed to “doing more.” This group met three times. Expectations of council members were: participation in the development of key messages, attendance at STEP-UP events, and sharing of contacts. Council members, along with other

STEP-UP stakeholders, completed “Center of Influence” sheets that provided the STEP-UP team with contacts at potential employers.

Employer engagement included three events. Two information sessions took place at the AchieveMpls office. These informal events included remarks from previous STEP-UP interns and supervisors. Potential supervisors came to ask questions and make pledges. A “Get Connected” breakfast was held in March in a downtown location. This event included remarks from Mayor Rybak, endorsements from previous supervisors, and a more formal address from a previous STEP-UP intern.

Special Events

Two events were held to recognize the contributions of employers and interns to the STEP-UP program. A Kick-Off event was held at City Hall on June 15, and a Celebration took place at the Minneapolis Convention Center on August 5. Both events were emceed by Mayor Rybak, and included speakers from the Minneapolis business community as well at STEP-UP interns.

Golden Gopher Day, an event designed to introduce older interns to the University of Minnesota and college options, took place in July. Over 100 interns attended the event which included a campus tour, motivational speaker, and performances by two campus groups.

University of Minnesota Partnership

The University of Minnesota hired 79 STEP-UP interns in 2009, an increase from their record number of 75 in 2008. The University of Minnesota is invested in STEP-UP and sees their involvement as a platform to engage and recruit academically qualified and diverse students.

STEP-UP partnered with the University of Minnesota on a new initiative in 2009. The Junior Entrepreneurs of Minnesota (JEM) program was created and piloted, recruiting current STEP-UP youth to participate in a three-week classroom session led by professors from the Carlson School of Management. Twenty-three STEP-UP youth completed the training, which focused on business model development and culminating in student presentations of the business they created during the class. Following their classroom training, the youth then began a six-week internship on the University of Minnesota campus.

Education

Interns in the 14-15 age group are required to attend a classroom training each week to support and encourage their work experience and growth over the summer. In 2009, the Minneapolis Park and Recreation Board operated the class component of STEP-UP, holding classes at North High School and Richard Green Central School. Each youth attended class for 3 hours per week and youth entering 10th grade and above had the opportunity to earn academic credit for their participation. One hundred-sixty (160) youth earned academic credits this program year.

The 16-21 year-old interns are also offered training opportunities. U.S. Bank provided credit and finance workshops. The workshops focus on helping youth understand credit including what it is, how a credit score is created, the dangers of credit, and how to establish good credit.

Mentoring

STEP-UP youth, ages 14-15, are offered the opportunity to be paired with a mentor from the business community during their summer work experience. In 2009, 110 youth were paired with 1:1 mentors from businesses including Wells Fargo, Thrivent Financial Services, Best Buy, General Mills, and Phoenix University. Mentors meet face-to-face with their mentees, as well as connect over the phone or e-mail to support and guide the youth during their work experience.

Youth that are not paired with 1:1 mentors may participate in a Career or Shadow Day in which they visit a business and learn more about that career field. Informal mentoring between the summer supervisor is also supported and encouraged by program staff.

Program Evaluation

Supervisor Survey Highlights

- 97% agreed their intern made a valuable contribution to their workplace
- 98% felt STEP-UP was a success at their organization
- 97% would like to participate again next year

Supervisor Comments:

- (STEP-UP) is a wonderful fit for our organization. We love working with the STEP-UP Program!
- This was our first time hosting STEP-UP youth and it was a great experience. The youth were eager to work and learn new things. Everyone they worked with at our agency thought they did a wonderful job.

Youth Survey Highlights

- 97% felt their summer job was a valuable learning experience
- 97% agreed they made a valuable contribution to their workplace
- 96% agreed with the following statement: “STEP-UP has prepared me to become a valuable part of the future workforce of Minneapolis.”

Youth Comments:

- I feel confident in finishing high school and going to college right afterwards. Before I was skeptical about going to college but now I know I want to!
- It really helped me think about my interests and what kind of careers that I want for the future.