

City of Minneapolis

STEP-UP

Preparing Tomorrow's Workforce Today

2016 STEP-UP FINAL REPORT




Minneapolis
City of Lakes

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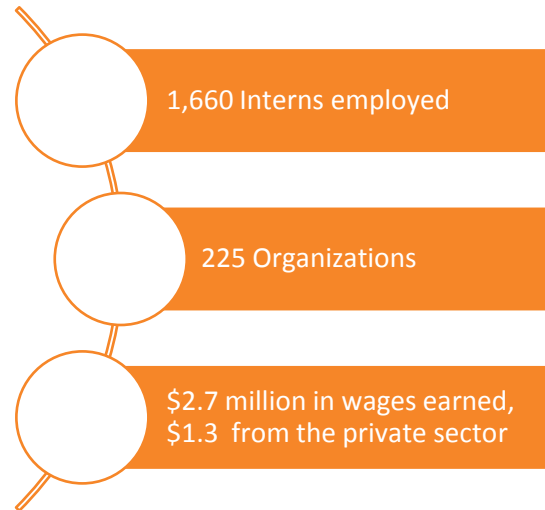
EXECUTIVE SUMMARY

In 2016, STEP-UP prepared over 2,000 Minneapolis youth – over 88% youth of color – with the skills needed to be successful in a job. Of those, 1,660 were matched with internships for the summer at one of 225 partner employers. The interns earned a combined \$2.7 million in wages, \$1.3 of which was paid directly by the private sector, allowing the City of Minneapolis to leverage those funds and connect an additional 501 young people to meaningful work in a thriving business community.

We know that ALL young people need opportunities to learn about and participate in the workforce to prepare for education and career success.

It is also true that that *our young people of color* have lower rates of employment as teens, lower graduation rates and lower rates of entering post-secondary education. A recent report by JP Morgan and Chase & Co. showed that a white male teen from an affluent family was five times more likely to have a job than a black male peer from a low-income family.

The work of the City of Minneapolis through the STEP-UP Youth Employment Program is to address employment and achievement disparities and invest in youth to develop their talents and prepare them for success. Our focus is on young people who are the most disconnected from the workforce, to ensure they have the opportunity to learn about careers, network with business professionals, understand what it takes to go to college, and develop the 21st Century Skills needed to be successful in our economy.



2016 AT A GLANCE





LEADERSHIP



Betsy Hodges, Mayor of Minneapolis

Mayor Hodges leads the charge to address the achievement gap that exists for youth of color in Minneapolis and recognizes STEP-UP as a key strategy in that work. She proposed additional funding for STEP-UP in the 2016 city budget and is behind the initiative to bring the STEP-UP model to other communities around Minnesota.

STEP-UP Co-chairs

R.T. Rybak, CEO and President, The Minneapolis Foundation

In his position as founder and co-chair, R.T. Rybak continues to champion the effort to inform businesses of the value of hiring motivated, diverse, and talented STEP-UP interns.

Richard Davis, Chairman and CEO of U.S. Bancorp

Richard Davis co-chair's STEP-UP with the Mayor. He has been involved in the program since its inception in 2004, providing guidance and support for the program in addition to hiring as many as 30 interns each summer.



PARTNERS

Partnership is critical to the success of STEP-UP. City of Minneapolis Employment and Training partnered with the following organizations to operate STEP-UP in 2016.

AchieveMpls leads STEP-UP Achieve, the private sector component of STEP-UP. The STEP-UP Achieve team recruits employers, prepares applicants for a successful internship, and supports employers and interns throughout the summer. In addition, AchieveMpls is responsible for youth recruitment in the schools, work readiness training for close to 3,000 youth, and the establishment and maintenance of the STEP-UP alumni network.

Minneapolis Park and Recreation Board operates the classroom training for STEP-UP Discover interns. Each intern participates in a 3 hour weekly class and has the opportunity to earn high school credit. Classes focus on making the connection between academics and work and include math, English, STEM and life skills curricula.

Minnesota WorkForce Centers (part of the Minnesota Department of Employment and Economic Development) manage many aspects of the STEP-UP Discover and STEP-UP Explore components including interviewing and matching youth with internships at participating nonprofit business. The WorkForce Center team also supports and monitors the employers and interns throughout the summer experience.

Project for Pride in Living (PPL) provides work readiness training for STEP-UP Discover interns, preparing youth for their summer work experience with 12 hours of classroom training. In addition, PPL offers a specialized healthcare training for STEP-UP Achieve interns who are matched with positions in healthcare.

*STEP-UP is a program of the City of Minneapolis
in partnership with AchieveMpls*



Other major partners include

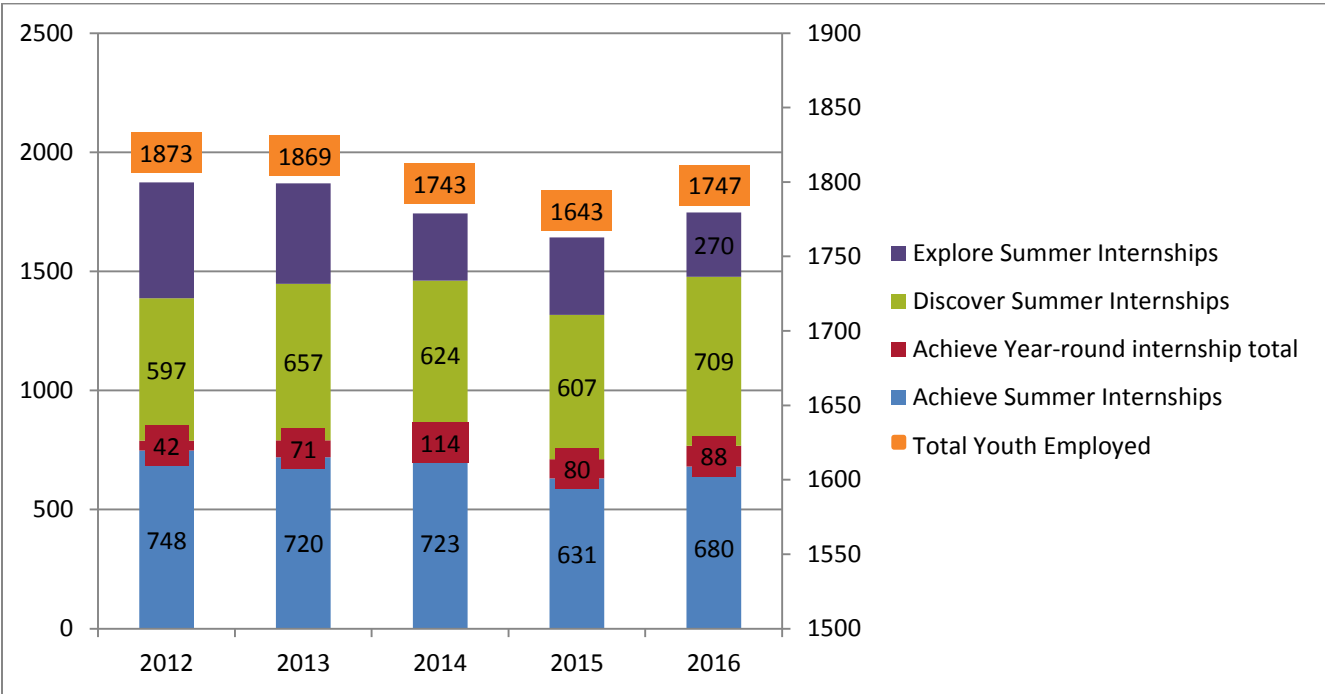


PROGRAM DESCRIPTION

STEP-UP is the City of Minneapolis employment program for youth ages 14-21. STEP-UP recruits, trains, and places youth with barriers to employment in jobs with a wide range of Twin Cities businesses, nonprofits and public agencies. The program helps interns explore diverse career interests, gain vital skills, make professional connections and prepare for meaningful careers. Whether it is a first job experience or a more skilled position, a STEP-UP internship helps young people explore careers and climb the ladder of professional development, ultimately resulting in a young person prepared to succeed in the workforce.

STEP-UP is divided into three components – STEP-UP Explore, STEP-UP Discover, and STEP-UP Achieve. A young person needing special supports or training may be matched with a position in STEP-UP Explore. Youth with little work experience may begin with a subsidized work experience in the nonprofit sector in STEP-UP Discover. As youth develop skills and more defined career goals, they may progress into a more skilled and competitive internship in STEP-UP Achieve.

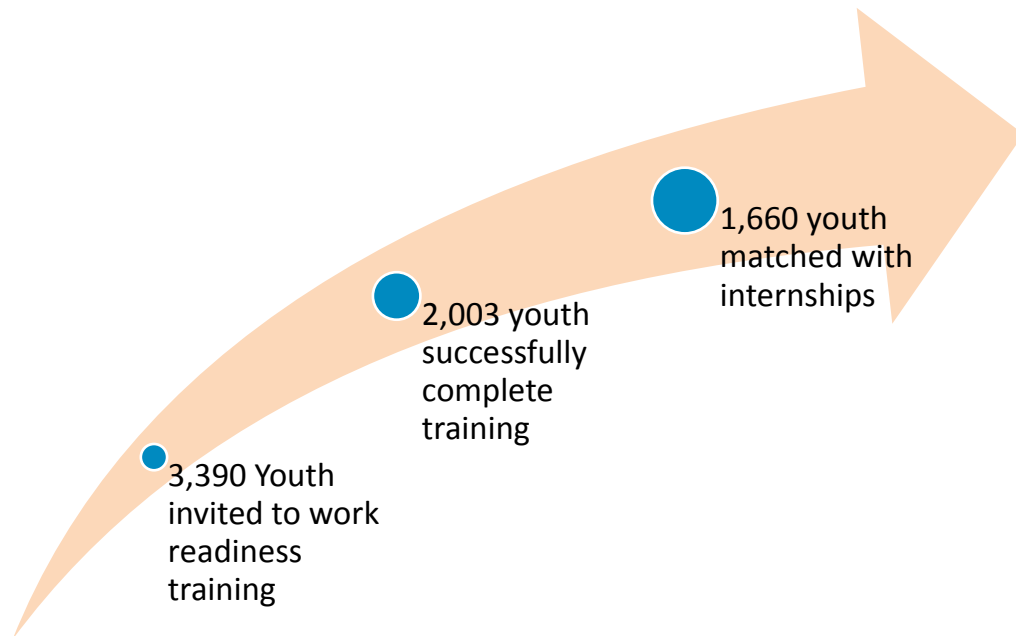
STEP-UP Interns Employed from 2012-2016



PROGRAM ELEMENTS

Youth Recruitment

The STEP-UP team reaches out to schools, community partners, and families to recruit young people into the summer program. Outreach typically begins in the late fall and goes through February. STEP-UP utilizes a fully online application process. More than 3,300 youth applied for the 2016 STEP-UP program.



Work Readiness Training

STEP-UP applicants are prepared for their internships through work readiness training. Youth are placed in training based on their age and level of work experience. The length, amount, and the provider of training will vary by component. Youth age 16 and above, some with some previous work experience, spend 5 hours in the classroom followed by a mock interview with a business professional.

15 year olds who are in high school attend 10 hours of classroom training along with a mock interview.

Our youngest youth, 14 year olds in middle school, spend 12 hours in the classroom, utilizing more hands-on activities and presentations in order to learn the most foundational work readiness skills.

The 271 youth participating in the STEP-UP Explore complete work readiness training as part of their on-the-job work experience throughout the summer.

STEP-UP invited 3,390 eligible applicants to classroom work readiness training in 2016. AchieveMpls offered work readiness training for approximately 2,771 STEP-UP youth, and Project for Pride in Living (PPL) offered training for 619 youth. This year, 2,003 youth successfully completed all required training and advanced to the pool of applicants ready for placement into internships.



Education and Specialized Trainings

STEP-UP interns had a variety of additional training opportunities to help them develop their academic, professional, and life skills. Each component of STEP-UP offers a developmentally appropriate set of enhancements, but all focus on training experiences that help youth reach their goals. Some training classes focus on career exposure, college preparation, finance, or entrepreneurship, while others teach basic academics, STEM curriculum, or health and nutrition.

Trainings offered in 2016 included:

Healthcare

- **152** youth were prepared for internships the healthcare field with a **specialized, 6-hour training** led by Project for Pride in Living and healthcare professionals. Interns heard from industry professionals, learned about HIPAA regulations, customer service specific to healthcare, and the variety of career paths available in the industry.
- **12** interns participated in Scrubs Camp, a week-long camp that gives interns the chance to participate in hands-on healthcare activities and learn about health-related careers while experiencing life on the Augsburg College campus.

STEM & IT Career Exposure and Training

- **44** interns participated in Vision and Venture Day. This day-long training equips students with the tools necessary to problem-solve real-world issues, develop a product that addresses these issues using technology, and be able to pitch their product. This training also highlighted information and skills that will better prepare youth for internships in the tech field and with emerging businesses. Students experience the day as an innovator & social entrepreneur.
- **14** interns received our IT Training Credential, completing a 21-hour class consisting of ten, 45-minute modules (each comprising both lectures and hands-on activities) based on Advance IT Minnesota's IT Exploration Curriculum and led by an IT instructor from MCTC. This new training and certification program introduced students to Scratch (multi-media) programming, Linux, Python, computer security, and IT careers and educational pathways.
- Excel is an essential skill for the workplace but generally not taught in our schools. **54** interns completed a series of online training modules to enhance their skill development Excel skills and prepare for more challenging positions down the road. Certification was available for advance youth that completed all modules during the course of the summer.
- A partnership with the **Silicon North Stars** program made it possible for **8** 14 year old interns to travel to Silicon Valley for a week long technology camp. The trip included meeting with internet and technology leaders from top companies, startups, and venture capital funds. The camp concluded with a design thinking challenge and demo day project in which the students competed in teams to create and pitch their own startup ideas to a crowd of tech professionals. Quarterly these youth, plus the youth from past years get together on a Saturdays to tour tech companies in the Twin Cities and continue to receive mentoring throughout high school.



Financial Literacy

- **39** STEP-UP Achieve interns expanded their financial knowledge at the annual U.S. Bank Financial Education Day event run by U.S. Bank trainers. Hosted at St. Thomas's Opus College of Business, interns learned about banking, budgeting, and credit to help oversee their personal finances. They came away from this event with increased insight into how to manage their STEP-UP earnings and plan for their future.

College Exposure and Preparation

- **105** STEP-UP Achieve interns attended Golden Gopher Day at the University of Minnesota campus to learn more about college and help them prepare for post-secondary education. Activities included a presentation about UMN, a panel discussion with current students, a motivational speaker, a campus tour, breakout sessions on specific colleges, and a chance to practice networking skills.

Business and Professional Skills

- Financial services company volunteers spend a day with 52 interns to talk about the wide range of careers available in financial services and the underlying skills that are essential to success. The event features a panel representing distinct areas of financial services, a seminar focused on business etiquette & customer service, and a speed career networking exercise with industry representatives.
- **10** interns interested in legal careers participated in the 5-day Summer Legal Institute, which is an immersion program at the University of Minnesota Law School organized by Just the Beginning - A Pipeline Organization (JTB-APO). Interns visit federal courts and law firms, meet with judges and practitioners, engage in mock trials and oral argument competitions, participate in networking etiquette, professional skills and financial literacy workshops and learn about a wide variety of legal careers and required education.



Academic Skills

- Over **600** STEP-UP Discover interns participated in a 3 hour weekly class during their internship led by Minneapolis Park and recreation Board. Classes tie academic skills learned in the classroom to their summer work experience and focus around personal and professional development. Classes integrate STEM, life skills, and financial literacy. Most interns are also able to earn academic credit for the classroom training paired with the on-the-job experience.

Outdoor Careers

- In partnership with Wilderness Inquiry, **6** interns participated in the Outdoor Careers Academy, learning about Leave No Trace principles, First Aid/CPR, workforce options, and earning an Outdoor Leadership credential
- A partnership with YouthCARE/Camp Sunrise offered STEP-UP Discover interns the chance to spend a week at a rustic camp. Many interns have never had a camping experience. This experience offers them an opportunity to participate in all the usual camp activities and introduces them to outdoor career opportunities. In addition, interns develop leadership skills and complete work projects to support the camp. Forty-one (41) interns spent a week at Camp Sunrise in the summer of 2016.

Supportive Services

Transportation: The cost of getting to work and training is often a barrier for youth from low-income families. STEP-UP partners with Metro Transit to provide transit cards for many interns to cover the cost of transportation during their internship.

Mentoring: The majority of STEP-UP interns had a mentor to help them make the most of their summer work experience. Most interns had a mentor and a supervisor to guide them through their internship. Mentors include co-workers in their department and supervisors from other departments in the company.

Program Evaluation

As part of a Social Innovation Fund (SIF) grant, the Center for Applied Research and Educational Improvement (CAREI) at University of Minnesota is working with the STEP-UP team to determine the impact that participating in STEP-UP has on students. The methodology includes propensity score matching, which takes a STEP-UP students and matches them to a similar student demographically and academically that did not participate in STEP-UP. Because the students are similar to one another, any future differences can be attributed to the STEP-UP intervention. Key indicators that will be evaluated include: attitude, 21st century skills, future orientation, school engagement, social capital, test scores, GPA, credit accumulation, behavior and attendance. If the SIF grant is extended, the study will be able to look at these both short term impact as well as evaluate students longitudinally.



STEP-UP ACHIEVE



Description

STEP-UP Achieve is directed by AchieveMpls, the nonprofit partner to the Minneapolis Public Schools. STEP-UP Achieve provided internships and training for STEP-UP applicants ages 16-21, evaluated through the application process as most prepared for a more challenging and independent work experience. AchieveMpls worked with employers to identify and provide job opportunities at their businesses, matching the most qualified interns with those positions.

In 2016, 1,740 applicants were selected for STEP-UP Achieve and invited to work readiness training. Of those, 905 (52%) successfully completed training and 680 youth were placed in paid internships.

Employers

In 2016, AchieveMpls recruited 148 employers to hire STEP-UP Achieve interns. Employer recruitment kicked-off in February 2016 with an employer appreciation breakfast sponsored by U.S. Bank. Over 230 current or potential supervisors attended the event and heard from STEP-UP founders Richard Davis and Mayor RT Rybak, STEP-UP Alumni, and STEP-UP Staff.

Fifty employers were new to STEP-UP this year. Participating businesses represented a mix of public, private, and nonprofit employers. STEP-UP Achieve focuses on recruiting meaningful and challenging employer-paid internships. Of the 680 STEP-UP Achieve interns in 2016, 501 were paid directly by employers. An additional 179 youth were placed in internships funded with support from the private sector.

The Twin Cities business community is increasingly recognizing the value of hiring STEP-UP Achieve's young, diverse and motivated interns. Private sector employers were led by US Bancorp, followed by Xcel Energy (see Table 1). While some larger businesses are able to hire several interns, smaller to medium size businesses that are able to hire one to 5 interns are also well-represented within STEP-UP Achieve.

Internships in the private sector offer STEP-UP Achieve youth a unique chance to learn about corporate or small business culture, build connections to business professionals and explore career pathways in greater depth.



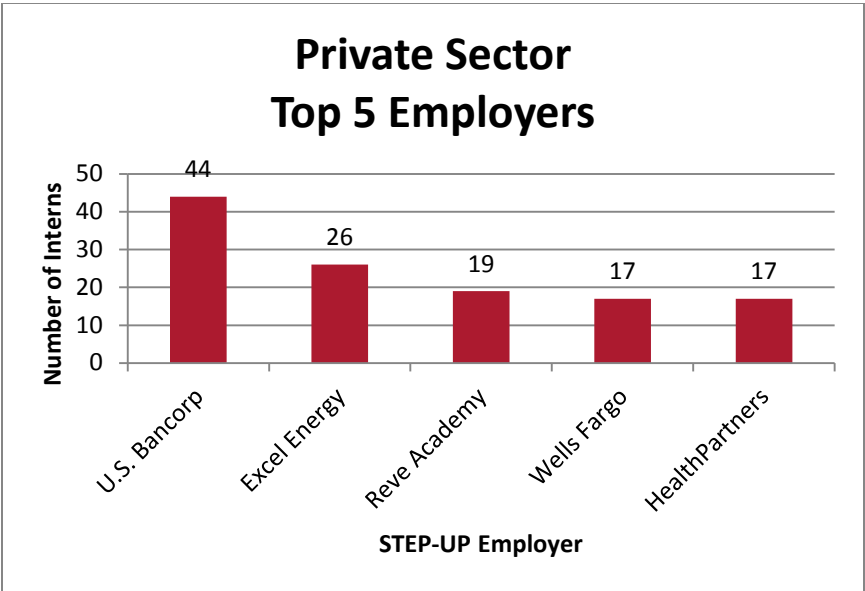


Table 1: Top Private Sector Employers

The banking industry led private sector employers again in 2016, with U.S. Bancorp and Wells Fargo hiring a total of 61 interns.

A full list of STEP-UP employers and the number of interns placed at each business is included in the appendix.

The public sector is a strong supporter of STEP-UP and is using the program as a way expose young people to careers in government and education. STEP-UP interns are particularly in demand because of their diversity, technical skills and ability to speak multiple languages.

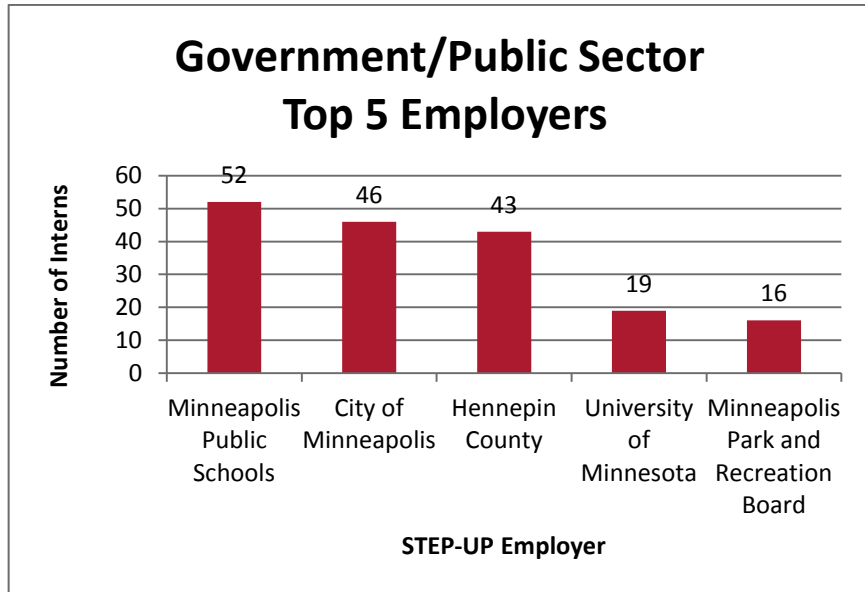


Table 2: Top Public Sector Employers
Minneapolis Public Schools and the City of Minneapolis led the public sector employers in 2016.



STEP-UP DISCOVER



Description

STEP-UP Discover, led by the City of Minneapolis and Minnesota Department of Employment and Economic Development (DEED), is the developmental component of STEP-UP. STEP-UP Discover prepares and matches young people in wage subsidized jobs in the nonprofit sector. Youth in STEP-UP Discover are often new to the workforce and looking to experience their first job. Youth complete work readiness training and then meet with a job counselor to be matched with a position in the nonprofit sector that suits their skills and interests, allowing youth to learn and practice basic employment skills and explore career interests in a supportive work environment.

This year, 1,650 STEP-UP applicants were invited to STEP-UP Discover work readiness training. Of those, 1091 (66%) successfully completed training and 709 youth were placed in paid internships.

In 2016 the number of maximum hours an intern could work per week dropped from 30 (27 at worksite and 3 in class) to 23 (20 hours at worksite and 3 in class). This allowed 100 more youth to have a work experience and earn a paycheck using the same funding for wages without significantly affecting the internship experience.

Employers

In 2016, 78 nonprofit employers provided internships for a total of 709 STEP-UP interns. Minneapolis Park and Recreation Board continues to be one of our largest host agencies with 147 interns in 2016. Nonprofit employers provided internships of 6-9 weeks for up to 23 hours per week. Interns were provided with supported, high-quality work experiences allowing them to learn more about the organizations active in their community. The STEP-UP Discover experience gave interns the opportunity to learn and practice employment skills as well as explore career interests and network with community leaders.

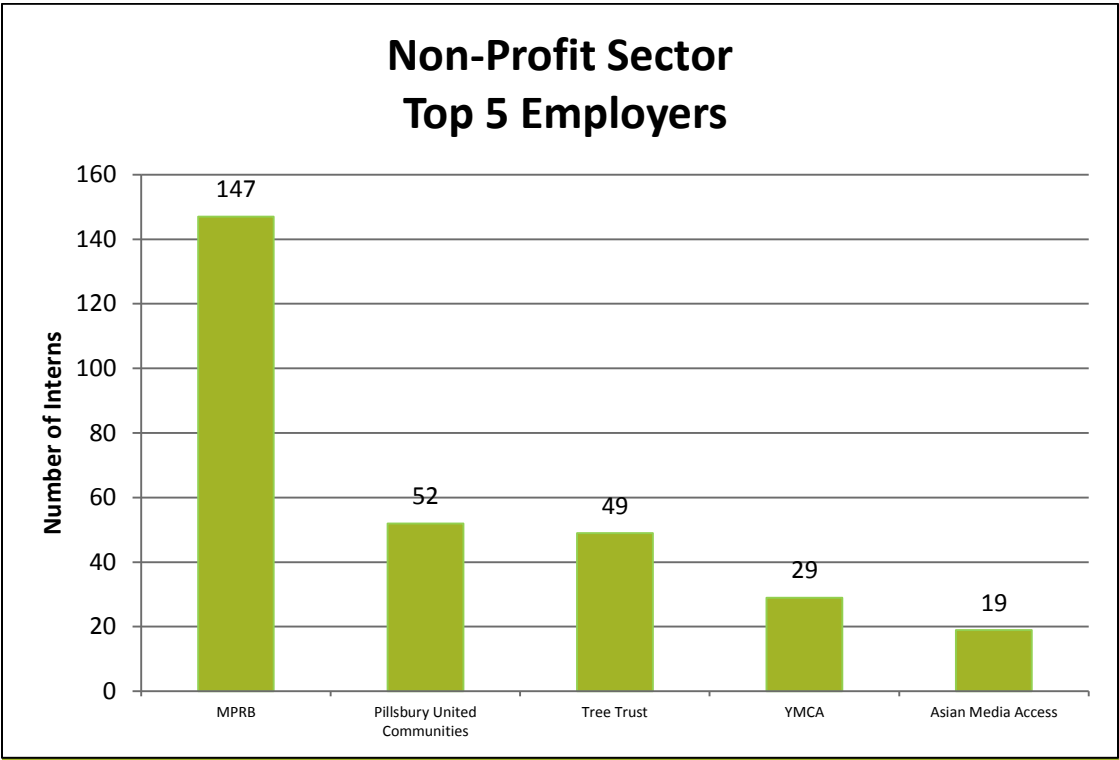


Table 3: Top Employers participating in STEP-UP Discover



STEP-UP EXPLORE



Description

STEP-UP Explore is the most flexible training experience within STEP-UP, offering partner organizations the opportunity to create meaningful work experiences that serve targeted populations of youth including those with special needs, limited English, teen parents, or other potential barriers to a successful employment experience.

In addition, STEP-UP Explore partners with programs that work with students year round can offer a supported work experience in the summer, including specific industry training. Examples include and YouthCare and the Minnesota Trades Academy program.

Work readiness and job search skill are offered at the partner level and is an integral part of the STEP-UP Explore training.

In 2016, 271 young people ages 14-21 were matched with jobs through these partnerships, reducing barriers to employment and providing work experiences that prepare them for the future workforce.

Employers

Seventeen (17) partners in the education and nonprofit sector partner with STEP-UP Explore to offer more supportive work experiences.

STEP-UP YOUTH PLACEMENT AND EARNINGS

6 Year History

STEP-UP – All STEP-UP Divisions

	2016	2015	2014	2013	2012	2011
TOTAL JOBS	1,660	1,564	1,629	1,798	1,833	1,950
Total Hours Worked	278,358	304,198	334,790	364,129	395,129	374,486
Total Earnings	2,714,933	\$2,630,622	\$2,728,154	\$2,840,459	\$3,186,346	\$2,924,608

STEP-UP ACHIEVE

	2016	2015	2014	2013	2012	2011
TOTAL JOBS	680	631	723	720	750	705
NUMBER OF EMPLOYERS	148	147	131	156	151	145
SUBSIDY FUNDS	\$171,726	180,400	\$187,000	\$230,000	\$177,000	\$176,000
NUMBER OF SUBSIDIES	179	159	187	229	176	175
Hourly Wage (avg)	\$9.89/hr.	\$9.34/hr.	\$8.56/hr	\$8.55/hr	\$8.79/hr	\$8.15/hr
Hours Worked per Week (avg)	25	24.7	26	26.80	30.62	29.74
Number of Weeks Worked (avg)	8	8	8.2	8.33	7.94	7.80
Total Earnings Per Intern (avg)	\$1,977	\$1,843	\$1,832	1,897	\$2,192	\$1,904
Total Hours Worked (approx.)	17,025	125,511	154,143	160,735	182,342	156,317
Total Earnings (approx.)	\$1,346,340	\$1,164,563	\$1,315,376	\$1,365,840	\$1,643,629	\$1,342,876



STEP-UP DISCOVER

	2016	2015	2014	2013	2012	2011
TOTAL JOBS	709	607	624	657	597	599
NUMBER OF EMPLOYERS	78	71	71	68	71	66
Hourly Wage	9.50*	\$9.00*	\$8.00*	\$7.25	\$7.25	\$7.25
Total Earnings Per Intern (avg.)	\$1,332**	\$1,816	\$1,812	\$1,598	\$1,421	\$1,763
Total Hours Worked	98,561	134,499	144,960	144,811	117,033	145,690
Total Earnings	\$944,886	\$1,102,895	\$1,130,688	\$1,049,886	\$848,494	\$1,056,258

*Minimum wage increase from \$7.25 per hour to \$8.00 per hour on August 1, 2014, to \$9.00 per hour on August 1, 2015 and to \$9.50 per hour on August 1, 2016.

**More interns worked fewer hours each in 2016, lowering the total amount earned.

STEP-UP EXPLORE

	2016	2015	2014	2013	2012	2011
TOTAL JOBS	271	326	282	371	496	676
NUMBER OF EMPLOYERS	17	18	18	17	18	21
Hourly Wage	\$9.50	\$9.00*	\$8.00*	\$7.25	\$7.25	\$7.25
Total Earnings Per Intern (avg.)	\$1,563	\$1,114	\$1,000	\$1,210	\$1,425	\$777
Total Hours Worked	43,597	44,288	36,165	58,583	95,754	72,479
Total Earnings (subsidy funds)	\$423,708	\$363,164	\$282,090	\$424,733	\$694,223	\$525,474

*Minimum wage increase from \$7.25 per hour to \$8.00 per hour on August 1, 2014, to \$9.00 per hour on August 1, 2015 and to \$9.50 per hour on August 1, 2016.



STEP-UP EMPLOYERS

Organization Name	Interns 2016	STEP-UP Division	Organization Name	Interns 2016	STEP-UP Division
Accenture	1	Achieve	CommonBond Communities - Seward Towers East and West	2	Discover
ACES	4	Achieve	CommonBond Communities New Village and Whittier	2	Discover
AchieveMpls	1	Discover	Community Bridge	14	Discover
Aeon	7	Discover	Community Involvement Programs	1	Discover
Allianz Life Insurance Co. of North America	1	Achieve	Confederation of Somali Community	1	Discover
American Chemical, Inc.	1	Achieve	Cookie Cart	9	Discover
American Composers Forum	1	Achieve	Cookie Cart	30	Explore
Antioch Ministries	2	Discover	courageous heARTS	1	Achieve
Appetite for Change	2	Achieve	CSM Corporation (The Depot Renaissance Minneapolis Hotel)	2	Achieve
Arneson & Geffen	1	Achieve	Cultural Wellness Center	9	Discover
ArtiCulture	9	Discover	Cultural Wellness Center - My Bike Project	6	Discover
Ascension Catholic School	9	Discover	Cushman & Wakefield/NorthMarq	1	Achieve
Asian Media Access	19	Achieve	Cycles for Change	4	Achieve
Asian Media Access	9	Discover	DEED/Minneapolis Workforce Center	6	Discover
Augustana Care Corporation	3	Achieve	Dream of Wild Health	2	Discover
Augustana Thomas T. Feeney Manor	4	Achieve	East Side Neighborhood Services	6	Discover
Baby's Space/Tatanka Academy	6	Discover	East Side Neighborhood Services	10	Explore
Bancroft Neighborhood Association	5	Discover	Ebenezer	4	Achieve
Banyan Community	5	Explore	Elpis Enterprises	2	Achieve
Bethel Evangelical Lutheran Church	2	Discover	Emerge Community Development	20	Explore
Better Business Bureau of Minnesota and North Dakota	1	Achieve	Faegre Baker Daniels	1	Achieve
Blue Cross and Blue Shield of Minnesota	1	Achieve	Fairview Health Services	11	Achieve
Boston Scientific	3	Achieve	Fashion With A Cause	5	Discover
Boys and Girls Clubs of the Twin Cities	13	Discover	Federal Reserve Bank of Minneapolis	1	Achieve
Breakthrough Twin Cities	2	Achieve	Felhaber, Larson, Fenlon & Vogt	1	Achieve
Breakthrough Twin Cities	2	Discover	First Congregational Church of MN, UCC	2	Discover
Bremer Bank	2	Achieve	Foley & Mansfield	1	Achieve
Briggs and Morgan	1	Achieve	Fred Wells Tennis & Education Center	1	Achieve
Campfire Minnesota	2	Achieve	Free Arts MN	1	Discover
Campus Kitchen at Augsburg College	2	Discover	General Mills	2	Achieve
CAPI USA	2	Discover	Generation Next	1	Achieve
Catholic Charities Northside Child Development Center	6	Discover	Gillette Children's Specialty Healthcare	4	Achieve
Centerpoint Energy	3	Achieve	Grandma's House Children's Center	1	Achieve
Children's Dental Services	11	Discover	Greater Minneapolis Council of Churches	4	Discover
Children's Minnesota	10	Achieve	Greater Twin Cities United Way	2	Achieve
City of Lakes Community Land Trust	1	Discover	Growth & Justice	1	Achieve
City of Minneapolis	46	Achieve	Harrison Neighborhood Association	4	Discover
Cleveland Neighborhood Association	9	Achieve	HealthPartners	17	Achieve
Cleveland Neighborhood Association	4	Discover	Heidrick & Struggles	1	Achieve
Clockwork Active Media Systems	1	Achieve	Hennepin County	43	Achieve
CLUES	2	Discover	Hennepin County Medical Center (HCMC)	10	Achieve
Coen + Partners	1	Achieve	HGA Architects and Engineers	1	Achieve

Organization Name	Interns 2016	STEP- UP Division	Organization Name	Interns 2016	STEP- UP Division
Hiawatha Academies	1	Achieve	Minneapolis Park and Recreation Board	16	Achieve
HIREd- Sabathani Office	1	Discover	Minneapolis Park and Recreation Board	147	Discover
Hmong American Farmers Association	1	Achieve	Minneapolis Park and Recreation Board	38	Explore
Hmong American Mutual Assistance Association	5	Discover	Minneapolis Police Activities League	6	Discover
Hope Community	5	Discover	Minneapolis Public Housing Authority	12	Achieve
Horwitz	2	Achieve	Minneapolis Public Housing Authority	1	Discover
Hospitality House Youth Development	6	Achieve	Minneapolis Public Schools	52	Achieve
Hubbard Broadcasting	1	Achieve	Minneapolis Regional Chamber of Commerce	1	Achieve
Indigenous Peoples Task Force	5	Discover	Minneapolis Urban League	4	Discover
Intermedia Arts	4	Discover	Minnesota Alliance With Youth	1	Discover
JACC - Jordan Area Community Council	6	Discover	Minnesota Children's Museum	3	Achieve
Juxtaposition Arts	18	Achieve	Minnesota Department of Corrections	2	Achieve
Kaleidoscope Place	14	Discover	Minnesota Department of Employment and Economic Development	6	Achieve
KBEM-FM Jazz 88	4	Achieve	Minnesota Department of Human Services	3	Achieve
KMOJ	2	Achieve	Minnesota Department of Labor & Industry	1	Achieve
Kwanzaa 21st Century Middle School Academy	7	Discover	Minnesota Department of Military Affairs	1	Achieve
Legal Rights Center, Inc	1	Achieve	Minnesota Department of Transportation (MnDOT)	8	Achieve
LEO A DALY	1	Achieve	Minnesota Fourth Judicial District - Hennepin County District Court	1	Achieve
Little Earth Residents Association	2	Discover	Minnesota Historical Society	1	Achieve
Loppet Foundation	6	Discover	Minnesota Housing Finance Agency	1	Achieve
Lutheran Social Service of Minnesota	3	Achieve	Minnesota Twins Baseball Club	2	Achieve
M. A. Mortenson Company	8	Achieve	Minnetonka Moccasin	2	Achieve
Mall of America	16	Achieve	MN Trades Academy	11	Explore
Management HQ	1	Achieve	MNIT Services	1	Achieve
Mashkiikii Gitigan	1	Discover	Multilingual Word	1	Achieve
Masjid An-Nur	4	Discover	Nice Ride MN	1	Achieve
Maslon Edelman Borman & Brand LLP	2	Achieve	Nilan Johnson Lewis	1	Achieve
McKinley Community	2	Discover	Northeast Minneapolis Farmers Market	2	Discover
McKinsey and Co., Inc.	1	Achieve	Northeast Minneapolis Tool Library	1	Discover
McKnight Foundation	1	Achieve	Ogletree Deakins	1	Achieve
MEDA - Metropolitan Economic Development Association	1	Discover	Olu's Center, LLC.	1	Achieve
Meet Minneapolis	1	Achieve	Olu's Home, Inc.	1	Achieve
Memorial Blood Centers	2	Achieve	Opportunity Partners	2	Achieve
Messiah Lutheran Church	5	Discover	Orman Guidance	1	Achieve
Metropolitan Airports Commission	4	Achieve	PadillaCRT	1	Achieve
Metropolitan Council	8	Achieve	Paladin Career & Technical High School	2	Achieve
Meyer & Njus, P.A.	1	Achieve	Pangea World Theater	2	Achieve
Migizi Communications	19	Achieve	Pathway Learning Center	3	Discover
Migizi Communications	12	Discover	Pillsbury United Communities	5	Achieve
Minneapolis Community Education	19	Discover	Pillsbury United Communities	52	Discover
Minneapolis Foundation	1	Achieve	Pillsbury United Communities	14	Explore



Organization Name	Interns 2016	STEP- UP Division	Organization Name	Interns 2016	STEP- UP Division
Piper Jaffray	1	Achieve	Thrivent Financial	9	Achieve
PPL - Project for Pride in Living	6	Discover	TJ Maxx	2	Achieve
Plymouth Christian Youth Center	5	Achieve	Transition Plus	22	Explore
Plymouth Christian Youth Center	6	Explore	Tree Trust	49	Discover
PRG, Inc.	1	Discover	Tunheim Partners	1	Achieve
PricewaterhouseCoopers LLP	1	Achieve	U.S. Bancorp	44	Achieve
Project Sweetie Pie	10	Discover	U.S. Congressman Keith Ellison	1	Achieve
Redeemer Center for Life	5	Achieve	U.S. District Court	1	Achieve
Redeemer Center for Life	15	Discover	UCare	8	Achieve
Redeemer Health and Rehab Center	5	Achieve	University of Minnesota	19	Achieve
			University of Minnesota TRIO Upward		
Rêve Academy	19	Achieve	Bound	28	Explore
Riverside Plaza Tenant Association	4	Discover	Upward Bound at MCTC	6	Explore
Robins Kaplan LLP	1	Achieve	Upward Bound Vision Quest	12	Explore
RSP Architects, Ltd.	1	Achieve	Urban Arts Academy	6	Achieve
Sabathani Community Center	12	Discover	Urban Arts Academy	4	Explore
Saint Therese	1	Achieve	Urban Strategies	10	Discover
Sanneh Foundation	5	Achieve	Urban Ventures - CityKid Foods	10	Discover
Sanneh Foundation	11	Discover	Urban Ventures- City Kid Farm	4	Achieve
Sartell Group	1	Achieve	Vocational Outreach Services	10	Explore
Science Museum of Minnesota	2	Achieve	Walker Art Center	1	Achieve
Select Source International	1	Achieve	Walker Methodist Health Center	1	Achieve
Showroom	3	Achieve	Wells Fargo	17	Achieve
Siemens	1	Achieve	West Bank Community Coalition	3	Discover
			West Broadway Business and Area		
Sit Investment Associates	1	Achieve	Coalition	2	Achieve
SMC Pros	2	Achieve	Wheel Fun Rentals	10	Achieve
Somali American Parent Association	8	Discover	Wilderness Inquiry	10	Achieve
Southside Community Health Services	1	Achieve	Wilderness Inquiry	2	Explore
Spark Youth	8	Discover	Xcel Energy	26	Achieve
Sssdude-Nutz	2	Achieve	YMCA	29	Discover
St. Paul's Lutheran Church	2	Discover	YMCA - Blaisdell	2	Achieve
St. Stephen's Human Services	1	Achieve	Youth Enterprise Foundation	4	Discover
Star Tribune	1	Achieve	Youth Farm and Market	18	Explore
SteppingStone Theatre for Youth					
Development	5	Achieve	Youth Farm and Market Project	6	Achieve
TCF National Bank Minnesota	4	Achieve	YouthCare	26	Discover
Temple Israel Early Childhood Center	2	Achieve	YouthCARE	1	Explore
Ten K Solar Inc	1	Achieve	YouthLink	5	Achieve
The Art Institutes International			YWCA of Minneapolis Abbott		
Minnesota	1	Achieve	Northwestern	2	Discover
The Art Shoppe	1	Achieve			
The Family Partnership	5	Discover			
The Family Partnership at Four					
Directions	3	Discover			
The People's Center Health Services	2	Achieve			
The Works Museum	2	Achieve			

