

# Unique Work Experiences

Presented by South Central Workforce Council/MVAC

October 21, 2015

## Mankato Surgery Center

One of our first experiences with a more expanded version of a work experience was a young lady out of Watonwan County. She came to us with an interest in working in the medical field and displayed a strength in her critical work skills already. Through some career exploration, it was found she was very interested in the surgical portion of the medical field. The search for a worksite began and Mankato Surgery Center was contacted first due to its name including the word "Surgery". Hoping for at least a job shadow or lead on another facility for our youth, we were pleasantly presented with the opportunity to have a work experience here for our youth.

Not only did our youth gain skills beyond her expectations, she was offered employment while she finished her education towards her medical certification.

## Jerry's Auto Body

We were working with 19 year old male, who was attending South Central College for Auto Body. He was incredibly shy and barely said more than "yes" or "no" during the work readiness trainings. He called Jerry's Body Shop in Mankato and interviewed with the owner. She reported to us that she would never hire him based on his interview but wanted to give him a chance through our program.

This young man quickly changed all minds once he was hands on at the shop and given the chance to show his skills. His work experience turned into part-time unsubsidized employment and he is set to graduate this December with his Auto Body AAS degree.

## Kalina Dental Office

A young lady, new to the Mankato areas, was working on her dental assisting degree at South Central College wanted to gain a better understanding of dental clinics in the area. Staff made a few calls for dental offices in the area for possible job shadows or work experiences. The dental office was looking to tackle a large project of going paperless and thought of several ways they could have our youth complete a work experience; learn filing, make appointments, check in patients, scan documents for paperless system. Our youth reports learning a variety of tasks, getting mentoring for her career, and a great reference for her future job search.

During a recent conversation, this youth was hired on a small dental clinic to help with cleaning tools and equipment while she finishes the final two semesters of schooling. The office she was hired at is planning on offering her a hygienist position after she graduates.

### **River Valley Dental Office**

A participant out of Nicollet County is attending college and has dreams and abilities to run her own dental office. She does not yet have a driver's license and lives in a smaller town. Staff worked with this young lady to approach a dental office in her neighborhood to visit on a job shadow or work experience. The office staff we spoke to was not sure what they would have her do, but once the dentist interviewed her, she was offered a mentorship under the dentist. The dentist wanted to share all aspects of her dental office with our participant for the summer.

This participant helped with making and reminding of appointments, called patients after treatment for follow up care questions, helped with cleaning of tools, shadow the hygienists and the dentist. The participant reports the incredibly increased drive she has to go after her goal of her dental education.

### **Woodland Funeral & Crematory Services**

A young woman, once on program with MVAC as a high school student, came back to for possible additional guidance to finish her college education. During the initial meetings, we learned she is looking to get a degree in Mortuary Science. She reports being offered a position in her family's funeral home business, but her grandfather wanted her to get her degree first.

Like other examples, we sought out a place for this young woman to complete a job shadow or work experience. We quickly landed an interview for this youth at a local mortuary and they were excited to bring her in. While she has worked few hours, she is overcome with the level of experiences offered and has only secured for herself that she is heading in the right direction for her career. She is still at this location and has so far experienced customer service & psychology of wakes, funerals, burials, selection of services, embalming, and how to take care of yourself and behave in this field.

### **Javens Electrical (Association)**

A rural young man, with several work experiences under his belt with our program, was working with staff to explore his post-secondary options. SC WFC & MVAC had recently been working with unions for apprenticeship options and were trying to help this young man with the Electricians Union for unsubsidized employment. Earlier in the month, we connected with Javens Electrical that is an association versus union.

This option was offered to the young man and all parties agreed to complete work experience through MVAC. The young man was given opportunities to complete a variety of non-live wire activities and even was helping at the new middle school being built from ground up. This young man has now been hired on as an apprentice at Javens Electrical through unsubsidized employment and the company has requested to partner in the avenue again.

**\*\* Often the partnerships are successful because we have a participant showing an interest in a field and the business can feel the potential. \*\***

## Martin County / MVAC 2015 Summer Youth Internship Project

This project recruited, assessed, and matched youth with profit and non-profit paid internships. Youth gained valuable skills, learned about potential career opportunities, and gained employment in Martin County.

**The Project started with a \$50,000 budget.**

- **16 youth participated**
  - 7 male
  - 9 female
- **Age of Participants**
  - 4 were age 18
  - 7 were age 19-21
  - 4 were age 22-24
- **From** Welcome, Trimont, Truman, East Chain, Sherburn, and Fairmont
- **Educational background**
  - 12 were in post-secondary
  - 3 were HS graduates with 2 years post-secondary education option (college classes) taken simultaneously with HS courses
  - 1 was an HS grad
- **Worksite locations**
  - Avery-Weigh Tronix (marketing, and training videos – 2 placements)
  - 3M of Fairmont (3 placements - HR, chem. engineering, systems technician)
  - Torgerson Properties (TPI) – hospitality research intern)
  - Lakeview Methodist Health Care (HR/social services)
  - Fairmont Photo Press (reporter, editor, photographer)
  - Fairmont Community Education & Recreation (youth education/enrichment intern)
  - Ormsby State Bank (intro. to banking intern)
  - Martin County Historical Society (technology intern)
  - Fairmont Convention and Visitor's Bureau (marketing/tourism intern)
  - Heaven's Table Food Shelf (food shelf intern – office coordinator)
  - Bank Midwest Operations Center (financial services intern)
  - Admfg. (graphic design intern)
  - Center for Specialty Care (OT/PT intern)
- Youth worked an average of 241.5 hours for a total of 3662.5 hours
- \$38,262.76 was spent on the project
  - Youth's Paid Internships           \$38,262.76
  - MVAC Administration           \$ 1400.00
  - MVAC Staffing                   \$ 7000.00
  - Supplies & Recognition       \$ 664.00

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\$ 1037.24 balance

One intern from last year was hired this year for the summer.

Two interns will finish college after fall semester and both plan to return to Fairmont and pursue careers here.

One intern will continue to volunteer at her non-profit placement as she made a big impact on both the staff, volunteers and customers at her internship site.

## Highlights of the 2015 Martin County Summer Internship Program

Reported on September 15, 2015

- Six new worksites in the county were utilized.
- Interns were widely recognized as participants in this innovative program in the media.
- A training and gathering event was held at TPI's Holiday Inn on their patio. It was a beautiful summer evening for the participants to get job keeping and seeking strategies, cost of living information, and useful career websites. The students enjoyed socializing and networking with each other in a fun outdoor atmosphere!
- A recognition event was held with interns, supervisors, parents, siblings, the media, and local businesses in attendance and was a great success! All spoke of the benefit of the program to their organizations and businesses and the talent of the interns. Each intern presented a report or power point of their intern experience.
- Samples of several intern experiences are enclosed.

### Program Quotes

"It is important to bring interns back to Martin County. Internships are a wonderful opportunity to learn about careers and jobs in their career path with hands on experiences that are both beneficial to the site and the intern in the future. Internships are also an opportunity to engage young adult workers to the positive aspects of living in our community and return in the future as assets and leaders in our local area and County." – Worksite supervisor

"This internship experience has been more than I could ever have expected. I've gained real world experience within my major and my Supervisor's leadership throughout the summer has assisted me in further development in the areas of education, recreation, and communication. The many individuals I met were very interested in getting to know me and I appreciated all their advice and support immensely. I am certain that the connections I've made with these community leaders will benefit my future endeavors. My career goal is to come back to Fairmont after graduation in December, and gain employment as a teacher."

"I can't think of a better way to expose Martin County college students to the variety of opportunities that are available to them right here in Martin County. A great way for the students and businesses to make connections with each other. It was so easy – the intern came to me pre-screened and with great interest and a major in the field. It provided me someone from the County and eliminated the learning curve of getting acquainted with the area. Our intern produced seven You Tube videos to market Fairmont and Martin County and did an outstanding job!"

"A strong Internship program is important not only for the interns themselves, but also for the businesses. The business gets to find possible future employees. And the interns gain valuable skills."

"Through 8 weeks I went from not knowing what to do and always asking questions to being able to problem solve on my own. Communication was very difficult for me, but that has changed greatly through working with my co-workers and "Fierce Training." Being able to work here far exceeded my expectations. I got to attend employee meetings and I enjoyed learning what the bank leaders do as well. I had a really great time working here and would like to go to work for Bank Midwest after I graduate in December."

"Our intern made it a pleasure to come to work every day. He really did an excellent job, but more than that he brought fun to our workplace daily. He is a very productive and talented young man! We accomplished a lot in the 8 weeks that seemed to fly by!

"Having our intern at our clinic was very beneficial and made us more efficient. We are currently looking to hire someone to replace her in the clinic, as it was a good fit. The intern educated and interested in physical therapy so she was willing to learn and always interested in what we were doing."

"It was an excellent experience! The intern at the museum was very motivated and engaged, and she appreciated learning more about Martin County, as well as our setting. The fact that that our intern accomplished many things we wanted to do but were unable to because of our schedules was a real asset. In addition, her technology and graphic design skills enabled her to complete projects in a much quicker fashion than if we had to accomplish them ourselves. I would welcome the opportunity to work with an intern in the future!

"All of our interns did a fantastic job and accomplished way more than we expected. Some valuable lessons were learned about workplace safety and its critical importance. Additionally the dedicated focused work helped us to update important documents required by OSHA and the operations of a large manufacturing company."

"Working for a company like 3M was a great experience for me! Their company values are very similar to my own values. They value everyone as a part of the same team/family and put safety first. This has made me realize that my priority is to find a place of employment where their employees and the work they do for the company. I worked in a true business world experience, and felt very fortunate to have participated. I appreciate all the help from the program."

"Our intern was a true asset to our business this summer. She learned to jump right in. She was able to join meetings over SKYPE and shared her design knowledge from the very beginning. Her personality fit so well with our office and she showed us new skills in the area of design and so much more. She was excellent with numbers, Data, and spreadsheets also. She attended Chamber meetings and community events as a representative of our company. As a result of having such a hard working valuable intern, my business will be looking to hire a full and part time position."

"This internship program is very important for this community and for students in the area. By having this internship, I was able to learn many skills, not just work. If I were to try to get a position like this I would be expected to do the work of a college graduate, which is something I don't have the skills for yet. The internship has advanced me in more ways than can be described. I am a better artist, a more skilled worker, and a much more confident person when it comes to my personal skills. This program also shows young adults how great Martin County is. It showed me that there are jobs that I would love in this area and going far away is not necessary to fulfill my career goals."

"Our intern was very well liked by our Board, volunteers, and the people we serve. She was a great fit for us having worked in her Father's grocery store. Her computer skills kept our office well-coordinated and updated, her social skills were good to begin with and improved over the course of her internship. She did an amazing job of organizing food shipments and donations as well. We really appreciate all she did for us and plan to see her in the future."

"My internship was more than I could asked for. It opened my eyes to the need that people have for food and meals in Martin County. I worked in a very caring and cooperative setting and learned so much. I plan to come here and volunteer when I am home on College breaks."

"I would like to say that the MVAC program is a great learning experience for kids like me to have. I felt honored to be a part of it."

"Our intern greatly benefitted our facility. The talent, intelligence and willingness to do whatever asked helped us immensely. She was wonderful to work with!"

"I would like to incorporate working with the elderly into my career plan. A large part of why I like working in this setting was the fact that I was able to interact with the clients throughout the day. A huge thank you to all involved to explore this career in Martin County!"

## **“Dream It. Believe It. Achieve It.”**

The "Dream It. Believe It. Achieve It." Program is focused on serving youth ages 16-24 from communities of color to explore, identify and attain positive educational, career and life goals. About 51% were Black or African American, 44% were Hispanic, 3% were Asian and 2% were American Indian.

Youth received one-on-one career counseling and case management services from a youth counselor, developed a career plan and participated in the following activities:

- Work experience where youth worked 20 hours per week for 12 weeks.
- Workshops where youth received instruction on job search techniques, career exploration, labor market information including demand occupations, value of post-secondary education, entrepreneurial opportunities, goal setting connection to community resources, life skills training and financial fitness.
- Field trips to local business to gain hands on exposure to demand occupations in the region and colleges/universities to learn about post-secondary options.

The program also engages youth and their families, provides cultural awareness to the community and mentors for youth from communities of color through the following activities:



- Parents were invited to program enrollment meetings and group activities/workshops.
- Worksite supervisors participated in cultural diversity training.
- Youth and their families participate in an event featuring local motivational speakers from communities of color.

### Partners:

- African Family and Education Center
- Greater Mankato Diversity Council
- LA-MANO, Inc. - Latin American Multi-Ethnic Association for Networking and Opportunities
- Life-Work Planning Center
- IBEW Local 343
- MRCI WorkSource
- MN Council of Churches Refugee Services
- Mankato Area Adult Basic Education
- Minnesota Valley Action Council
- South Central College
- South Central Service Cooperative
- South Central WorkForce Council
- YWCA Mankato



Impact:

Youth participants reported that they would not have been able to get a job on their own without the help of the program. They said the program provided things that you don't learn in school like how to complete job applications, create resumes and practice interviewing. Youth participants reported that they improved their math skills, learned job skills and improved their personal skills at their work experience. In addition, youth with language barriers experienced significant growth in their development when they were able to practice the English language on a regular basis in the context of employment. As a result of their success at their work experience, several youth have been hired by their employer.

Often times the parents had some of the same needs at youth and benefited from participating in the annual event featuring local motivational speakers from communities of color. One parent of a youth participant that attended the event two years ago shared that the speakers inspired her to go back to school and she is expected to graduate from South Central College in May 2015. Another mother of a youth participant started college this August at the age of 47, later admitting she was inspired that night and wanted to show her kids that despite her life happenings, it is never too late to go after your dreams.

During the project, we heard from several employers that benefited from having a youth from communities of color at their worksite. One employer that mentored a youth with a language barrier explained that the youth gave him a new perspective because he had to articulate and explain tasks differently. That experience helped him make improvements to the company training for all new staff.

<b>“Dream It. Believe It. Achieve It.” Outcomes State Fiscal Year 2014-2015</b>	<b># of Youth</b>
<b>Total Youth Served</b>	<b>142</b>
<b>Participated in a Work Experience</b>	<b>93</b>
<b>Attained Work Readiness Skills</b>	<b>77 (83%)</b>
<b>Received Academic Credit</b>	<b>26</b>
<b>Graduated from High School</b>	<b>18</b>
<b>Attended Post-Secondary Education</b>	<b>32</b>
<b>Entered Unsubsidized Employment</b>	<b>28</b>

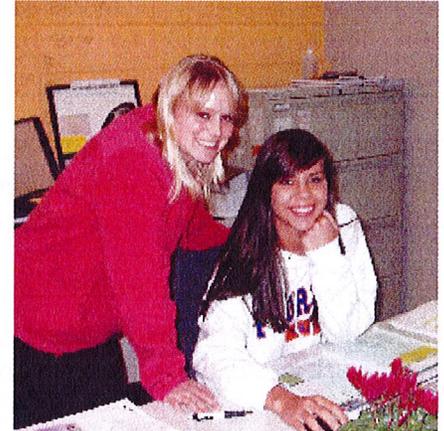
Success Story:

Rosa is currently a two sport athlete and a HS senior at TCU where she will graduate in May. Rosa's first work experience was at the local floral shop but Rosa's interest lay in health care. She later did another work experience at the local nursing home as an activities assistant where she is now a sub. Rosa is completing her second year at High STEP Science Academy where she did job shadowing at a clinic, nursing home and pharmacy. Upon the completion of this program she will be eligible to take the RNA/CNA exam. Rosa has applied to both MSU-Mankato and U of M-Minneapolis and was accepted at both schools. She received a letter from the U of M accepting her in to the freshman class nursing program which is the college she ultimately chose.

## Partners In Career Exploration

**South Central WorkForce Council**  
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The Partners in Career Exploration (PICE) program demonstrates how an effective partnership can address a local workforce challenge of connecting youth to demand occupations. Minnesota has one of the highest high school students to guidance counselor ratios in the country. Many school districts only employ counselors on a part-time basis. Counselors are spread thin with many responsibilities and are unable to give the time needed to meet with high school students to make post-secondary plans. PICE is a partnership between workforce development and education that places interns in local rural schools districts to provide one-on-one career exploration and career counseling assistance to high school students.



The interns are first year graduate students in the Student Counseling Program at Minnesota State University-Mankato. Prior to placing the interns at area high schools, they received training from the Mankato WorkForce Center staff, Minnesota State University-Mankato, South Central College, and our local labor market analyst who provides them with information on our labor market including high growth/demand occupations in the region. The training includes tours with local businesses so that interns have hands on exposure to demand occupations.

Once the interns have been trained, they are placed at local school districts to provide career exploration and career counseling assistance through one-on-one advising and classroom presentations. The intern meets with every high school junior and senior enabling them to reach students that are not proactive about their plans after high school and would otherwise go unnoticed and fall through the cracks. The interns also provide career exploration activities for younger grade levels so that they can begin to consider their plans after high school.

### Partners:

- St. Clair Public Schools
- St. Peter Public Schools
- Tri-City United Public Schools
- Waterville-Elysian-Morristown Public Schools
- Minnesota State University – Mankato
  - Education Talent Search
  - Student Counseling Department
- South Central College
  - Financial Aid Outreach
  - Service, Work & Learning Center
- Mankato WorkForce Center
  - Job Service
  - MN Valley Action Council
  - Regional Labor Market Analyst
- South Central Workforce Council

### Funding:

The MN Department of Employment & Economic Development allowed for up to 20% of Minnesota Youth Program funding available to each of Minnesota's Workforce Development Areas for Outreach to Schools activities, such as the Partners in Career Exploration Program.

\$4,800 Stipends for interns (\$150 per month)

\$1,200 Supplies (\$300 per school)

\$1,000 Travel (\$250 per school)

\$7,000 Total Funds

### Impact:

In the 2014-2015 school year, PICE impacted a total of 918 students including: 103 eighth graders, 196 ninth graders, 182 tenth graders, 215 eleventh graders, 222 twelfth graders.

- 296 students received assistance with career exploration tools
- 161 students received one-on-one or group career planning assistance
- 257 students received post-secondary information and assistance
- 127 students received job search, interviewing and resume assistance
- 53 students participated in business tours and job shadow experiences
- 199 students participate in job fairs and career fairs
- 68 students participated in field trips to the WorkForce Center

PICE not only benefits the students, it has been a positive experience for the parents, the school districts and the interns. The parents are appreciative of the one-on-one assistance that their teenagers receive with their career plans. It also gives parents a person to go to for assistance when there are questions about post-secondary planning such as admission requirements and financial aid applications.

The schools have benefited from PICE as the school counselors' responsibilities are spread so thin that they don't have the time needed to provide one-on-one career counseling. The interns have been able to assist counselors by providing quality services to reach more students.

Through participation in PICE, the interns confirmed their career choice as a school counselor while they gained hands-on experience at a high school. This experience has been beneficial to the interns in finding their second year internship and employment as they already have work experience in the field.

Business have also benefited from this partnership as youth are exposed to viable career options that are in demand industries that need to be filled with a talented and skilled workforce.

### Quotes:

*"Many students fall through the cracks because they do not have discipline issues, are not involved in extracurriculars or do not self advocate to make themselves known. The intern was able to reach many of these students by having time to meet with all of our juniors and seniors. She was able to give the students the information they need to make informed post-secondary choices."-Guidance Counselor*

*"It has been great to see the students learn from the intern. They get excited about their future after they see her and that is wonderful. Having the intern here gave the upper classmen more one on one attention (which they need). PICE also provided our school with some great career resources which we would not have been able to afford with our regular budget."-Guidance Counselor*

*"She helped me try and go down the right path and tried to help me learn different things about the career that I have chosen."-High School Senior*

*"There was a lot of new information that I could not have found on my own."-High School Junior*

*"I liked seeing the value of education and the reminders or heads up about what we need to know for our daughter's college education."-Parent*

*I liked learning about our school's website, MCIS, and information specific to Minnesota careers."-Parent*

*"I am very excited to be working with these schools-they seem to have plenty for me to do and even more for me to learn! I know this will be a great experience."-Intern*

*"PICE benefits students, parents, schools, interns and businesses. It is a win-win situation."-Assistant Director, South Central WorkForce Council*



**Saturday, October 3, 2015**  
**9:00 a.m. – 2:00 p.m.**



Each year the South Central Tour of Manufacturing Partnership presents the Tour of Manufacturing as part of Minnesota Manufacturers Week. The event is similar to a "Parade of Homes" - with community members able to stop by any participating manufacturer throughout the day to take a tour, learn about the business and what is manufactured, as well as the career opportunities available now and in the future.

**Participating Businesses:**

Corchran, Inc.  
MTU Onsite Energy Corporation  
Imperial Plastics  
D & K Powder Coating  
South Central College  
MICO, Incorporate  
Truck Bodies & Equipment International (TBEI)  
Quality Productions (a subsidiary of MRCI WorkSource)  
Alumacraft Boat Company  
Elkay Wood Products  
Kahler Automation Corporation

**Sponsored by:**



**Brought to you by:**

*City of Fairmont*  
*Eide Bailly*  
*Enterprise Minnesota*  
*Greater Mankato Growth*  
*MN Department of Employment and Economic Development*  
*New Ulm Area Chamber of Commerce*  
*South Central College*  
*South Central Workforce Council*  
*Waseca Area Chamber of Commerce*

More information about the event can be found on the website at [www.tourofmanufacturing.com](http://www.tourofmanufacturing.com)

You can also join the event on facebook, invite colleagues, and share the event in your newsfeed at <https://www.facebook.com/events/913755865380366/>

