



Emerge Community Development  
1101 West Broadway Ave North  
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## Creative Strategies – Engaging Youth thru Employment Pathways

- Today's examples that will be shared with you are creative examples of Youth Employment Experiences to engage youth in Work Based Learning Opportunities. Some of the programs and services that I will share with you today are workforce development strategies that we have put into practice to best serve North Minneapolis youth who are faced with multiple barriers to employment.

## Carving Out Valuable Work Experiences for Youth

- Creative work experiences can be both paid and unpaid opportunities for youth to gain valuable work readiness skills as well as think about their own future career goals and aspirations. By engaging youth in employment opportunities they are more likely too:
- Gain soft skills and career readiness
- Learn about careers of their interest in a workplace setting
- Establish work History

## Multiple Types of Work Experiences

- Apprenticeships
- Internships
- Summer Jobs
- Business Run Models
- Service Projects
- Volunteer Opportunities
- Part-time Temporary Work Experiences

## Creative Employment Strategies thru Emerge Youth Employment and Education Services

- StreetWerks – Old Summer Employment Model utilizing work crew models to teach and model basic work readiness skills.
- Year Round Youth Employment – WIOA focuses on work readiness, education & training and jobs.
- North 4 Project – work readiness and empowerment, internships and private sector placement.
- Summer Youth Employment – Work Readiness, Career Building and Internships
- Service Projects & Volunteerism.
- Project Based Employment Opportunities – a specifically funded project resulting in short term internships as an incentive.
- Pathways Project – Focus on post secondary education and training opportunities.

## Constantly Developing Relationships with New Employers While Maintaining Old Ones

Staff focus on:

Talking to both large and small business owners.

Attending community meetings and talking about what the program has to offer.

EmergeWorks – Social Enterprise that has connections to multiple employers and sell both the adult and youth participants when appropriate.

Former Program Youth – great salesmen & women.

## Successful Employment Pathway for Youth – Matching with the Right Employer

- Can't always be what the employers needs are but what are the needs of that youth.
- The right experiences up front motivates the youth from the start!
  - Is it “their right time” not yours?
  - What are their real career interests and skills?
  - Are they employment ready?

## Clearly Communicate Expectations!

- Youth
  - They know what is expected of them by the employer and by the program.
  - Conducting themselves in a professional manner.
  - Take responsibility for scheduled work and etc.
- Employer
  - Youth are assigned tasks that they can learn from.
  - See our supervisors as mentors and coaches'
  - Provide youth with feedback

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- Is it “their right time” not yours?
- What are “their” real career interests and skills?
- Are they employment ready?

## What Happens When It’s “Not” the Right Time?

- Show on going support. You maybe this persons only “cheerleader”!
- Stay connected, relationships are valuable.
- Suggest other resources that the youth might try or experiment with.
- Keep looking, the right opportunity may come along.

## Providing Ongoing Support to both Youth and Employer

- Maintaining communication
- Intentionally visit youth at their worksites
- Provide site supervisor trainings and workshops