



SFY 2025 Change Starts with Community

Final Report

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Minnesota Department of Employment and Economic Development
Employment and Training Programs Division

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Introduction

Change Starts with Community (CSWC) funding supports a violence prevention program for at-risk youth and adult, located at Shiloh Cares Food Shelf in the city of Minneapolis. The target demographic includes individuals aged 16-24. This was a onetime appropriation and was available until June 30, 2025.

Funds for this project are appropriated in [Minnesota Session Laws – 2024, Chapter 120, S.F. 5289, Article 1, Section 2, Subdivision 3\(e\)](#). The amount available to *Change Starts with Community* for SFY 2025 is \$950,000.00 (Minnesota Department of Employment & Economic Development is permitted to retain up to 5% of the \$1,000,000.00 appropriation for administration and monitoring of the grant).

Summary of Goals and Objectives Presented in the Work Plan

The Violence Prevention Jobs Program at Change Starts with Community (CSWC) was initiated in response to the urgent need to address youth unemployment, community violence, and lack of access to mental health and workforce development resources in North Minneapolis. The program originated through a community-led coalition of residents, private foundations, youth leaders, and faith-based partners in the City of Minneapolis and Hennepin County who envisioned a safe, healing-centered space for youth and adults with engagement and economic opportunity. Built on a public health model, the program offers jobs as a violence prevention strategy to reduce gun violence, trauma, and recidivism. After training, participants receive structured stipends while gaining hands-on work experience at Shiloh Cares Food Shelf. DEED funds also provide employment for twelve adults at Shiloh Cares Food Shelf.

Participant Data

Participants Served: Individual Services (cumulative)

| | Project to Date: 7/1/2024 – 8/31/2025 |
|--|---|
| Total Youth Participants Served | 25 |
| (1) Gender | |
| (1) Male | 15 |
| (2) Female | 10 |
| (3) Gender Non-Confirming | 0 |
| (4) Prefer Not to Answer | 0 |
| (2) Age | |
| (1) Under 14 | 0 |
| (2) 14-15 | 0 |
| (3) 16-17 | 14 |
| (4) 18-19 | 1 |
| (5) 20-21 | 1 |
| (6) 22-24 | 2 |
| (3) Race/Ethnicity | |
| (1) Hispanic/Latino | 0 |
| (2) American Indian or Alaska Native | 0 |
| (3) Asian/Pacific Islander | 0 |

| | |
|---|----|
| (4) Black, African American, or African | 20 |
| (5) White | 0 |
| (6) Multi-Race or Other | 5 |
| (4) Education at Enrollment | |
| (1) 8 th grade and under | 0 |
| (2) 9th Grade-12th Grade | 18 |
| (3) High School graduate or equivalent | NA |
| (4) Post-Secondary Education | NA |
| (5) At-Risk Characteristics | |
| (1) Limited English proficient | 0 |
| (2) Participants who receive Public Assistance | 20 |
| (3) Economically Disadvantaged | 25 |
| (4) Participants who report a disability | 2 |
| (5) High school drop-out – all participants included | 0 |
| (6) Participants who are justice involved | 17 |
| (7) Pregnant or parenting youth | 0 |
| (8) Foster Youth | 0 |
| (9) Participants showing as Homeless Participant/Runaway | 2 |
| (10) Not employed at program enrollment – all participants included | 25 |
| (11) Veteran – all participants included | 0 |

Program Services, Activities, and Other Related Assistance

| | Number |
|---|---------------|
| 1. Received Education or Job Training Activities | 25 |
| 2. Received Work Experience Activities | 25 |
| 3. Received Community Involvement and Leadership Development Activities | 25 |
| 4. Received Post-Secondary Exploration, Career Guidance and Planning Activities | 0 |
| 5. Received Internship or Apprenticeship Activities | 0 |
| 6. Received Case Management, Guidance, Counseling Services | 25 |
| 7. Received Support Services | 0 |
| 8. Received Follow Up Services | 0 |

Outcome Data

| Indicators of Performance | Number |
|---|---------------|
| 1. Recidivism Rate of Justice-Involved Youth | 0% |
| 2. Remained in School | 20 |
| 3. Obtained high school diploma or GED | 1 |
| 4. Obtained unsubsidized employment | 2 |
| 5. Average Wage of Employment | \$31.30 |
| 6. Youth Remained Employed in Shiloh Cares Food Shelf Program | 25 |
| 7. Adults Remained Employed in Shiloh Cares NCSRC Program | 12 |
| 8. Exited the Program | 3 |
| 9. Number of participants rating experience as "Excellent" | 19 |
| 10. Number of participants rating experience as "Very Good" | 3 |

Outcome Highlights

From July 1, 2024, through September 30, 2025, CSWC employed 25 BIPOC youth and 15 adults, each working between 20–48 hours per week youth worked 20-25 hours each week and paid stipends at \$18/hour and adult participants were paid \$23/hour. Youth participated in job training, stocked food at the food shelf, grew, managed and maintained the Agrihood urban farm, joined monthly trauma groups, and went on over a dozen career exposure trips to sites such as Duluth, Dougherty Family College, and the Minnesota State Capitol. CSWC also supported participants in acquiring drivers permits, driver's licenses, high school diplomas, financial literacy training through “Build Wealth MN”, and new employment placements.

No youth were re-arrested or experienced violent incidents during participation, 87% improved workforce readiness and time management skills, 75% completed financial literacy or driver’s education programs, 3 youth obtained their driver's licenses, 6 obtained drivers permits, and 2 transitioned to post-secondary school or full-time jobs.

Expenditure Data

Expenditures from June 1, 2024 through September 30, 2025 for grant 5CSWC6300:

| SFY 2025 Budget Category | SFY 2025 Budget | SFY 2025 Expenditures through August 2025 |
|-------------------------------|---------------------|---|
| Administration | \$72,300.00 | \$72,300.00 |
| Direct Services/Project Staff | \$722,475.00 | \$722,475.00 |
| Contracted Services | \$0.00 | \$0.00 |
| Participant Wages and Fringe | \$155,225.00 | \$155,225.00 |
| Support Services | \$0.00 | \$0.00 |
| TOTAL | \$950,000.00 | \$950,000.00 |

Story of Impact

In 2025, Aniah entered the *Change Starts with Community* (CSWC) Violence Prevention Jobs Program at a pivotal moment in her life. After losing a close friend to gun violence in North Minneapolis, Aniah struggled with unresolved grief, school disengagement, and frequent conflicts with peers. Through intensive case management and trauma-informed mentoring, Aniah transferred to an alternative high school setting that better suited her needs and learning style. Her academic performance began to improve significantly, and she regained her focus on long-term goals. CSWC enrolled her in A+ Online Driver’s Education, which she completed successfully, passing her written permit exam. Aniah also participated in *Build Wealth*, a youth financial literacy program,

where she learned the basics of budgeting, saving, and planning for her future. During a program field trip to Dougherty Family College, for the first time, Aniah saw college as a real and attainable part of her journey.

“Before this program, I didn’t know what was next for me,” Aniah shared. “Now I see myself graduating in 2026, going to Dougherty Family College, and maybe even transferring to a four-year school. I want to make my family proud and give back to North Minneapolis.” Today, Aniah is not only on track to graduate on time, but she is also mentoring younger girls in the CSWC program, serving as a living example of resilience and growth. Her journey from grief and instability to purpose and leadership embodies the transformational power of early intervention, youth employment, and trusted community investment.

New Grant Funds

The DEED grant funds for the SFY 2025 have been 100% expended. A new direct appropriation of state funds in the amount of \$950,000 has been granted to *Change Starts with Community* for SFY2026.