

SFY 2025 Fortune Relief and Youth Empowerment Organization (FRAYEO)

Final Report

9/15/2026

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

Kay Tracy, Director
Office of Youth Development
(Phone) 651-259-7555
Kay.Tracy@state.mn.us

mn.gov/deed

Upon request, this material will be made available in an alternative format such as large print, Braille or audio recording. Printed on recycled paper.

Contents

Introduction....4

Summary of Goals and Objectives Presented in the Work Plan....4

Program Activities....4

Participant Data....5

Data: Demographic, Activity, and Outcome Data....5

Program Services and Activities Data....6

Performance and Outcome Measures....6

Expenditures....6

Success Stories....7

Introduction

The Minnesota State Legislature appropriated $250,000.00 to FRAYEO, Minnesota Community of African People with Disabilities, and Roots Connect (FRAYEO). The $250,000.00 in funds were split across the organizations. Therefore, $79,167.00 was provided to FRAYEO to carry out the appropriation's intent as stated in Minnesota Session Laws – 2023, Chapter 53, S.F.3035, Article 20, Section 2, Subdivision 3 (vvv) for State Fiscal Year (SFY) 2025. This was a two-time appropriation and funds were available until June 30, 2026. (Minnesota Department of Employment & Economic Development is permitted to retain up to 5% of the appropriation for administration and monitoring of the grant.)

The grant proceeds are intended to provide funding for workforce development activities for at-risk youth from low-income families and unengaged young adults experiencing disabilities, including:

1. Job readiness training for at-risk youth & young adults, including resume building, interview skills, and job search strategies;

2. On-the-job training opportunities with local businesses;

3. Support services such as transportation assistance and childcare to help youth & Young adults attend job training programs; and

4. Mentorship and networking opportunities to connect youth with professionals in the youth's desired fields.

Summary of Goals and Objectives Presented in the Work Plan

The Shaqodoon project is dedicated to enhancing employment opportunities for East African youth in the Twin Cities. The project aimed to serve 50 youth in comprehensive workforce development activities. The primary goal is to facilitate equitable access to meaningful employment with fair wages while enabling employers to tap into a skilled workforce for in-demand positions. This will be accomplished through the implementation of an Employment Development Program tailored specifically for East African youth in the Twin Cities. The program encompasses culturally tailored, community-centered outreach initiatives, along with comprehensive employment preparation, and work readiness training. By focusing on this vital aspect of workforce development, the Shaqodoon project aims to foster sustainable economic empowerment and contribute to the overall growth and prosperity of East African communities in Minnesota.

Program Activities

Described below are highlights of activities delivered during SFY 2026.

- Upon entering the Shaqodoon program, we begin by conducting an intake session with the participant, during which they complete the Shaqodoon Intake Form. In this session, together with the participant we review the key information such as the participant's education level, English fluency, transportation needs (whether they have access to a car or rely on public transportation), as well as their skills and any previous work experience they may have.

● Following the intake phase, we develop a practical, short-term strategy/plan with each participant aimed at helping them secure livable wage employment. Once this plan is in place, participants will begin job search and placement activities.

● Participants will meet with a Career Developer or Program Coordinator either one-on-one or in small groups. During these sessions, they will complete job applications, develop resumes, and connect with potential employers. Additionally, we host small job fairs at our office, where participants are invited to meet with local employers and explore job opportunities.

● Participants who walk in or complete employment readiness training will receive assistance in finding both full-time and part-time job opportunities. They will learn effective job search techniques and strategies. The Career Developer and Program Coordinator will also connect participants with the necessary support services to help them secure jobs that align with their skills and needs. For participants interested in starting their own enterprise, we provide guidance and connect them with resources to help them navigate the process of launching and managing their business.

● After job placements, a Career Developer will follow up with participants and continue providing them with support they need to retain their job.

Participant Data

The participant data for the SFY 2026 performance period is below.

Data: Demographic, Activity, and Outcome Data

Total Participants Served: 76

Gender	Total
Male	30
Female	46
Other	0
Prefer Not to Answer	0

Age	Total
14-15	0
16-17	3
18-19	6
20+	67

Race/Ethnicity	Total
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian/Pacific Islander	0
Black, African American, or African	76
White	0
Multiracial	0

Race/Ethnicity	Total
Other/Not disclosed	0

Education Level	Total
8th grade and under	0
9th Grade – 12th Grade	3
High School Graduate or equivalent	73
Post-Secondary Education	0

Program Services and Activities Data

Program Service or Activity	Total
Education or Job Training Activities	20
Work Experience Activities	0
Community Involvement and Leadership Development Activities	26
Post-Secondary Exploration, Career Guidance and Planning Activities	0
Mentoring Activities	26
Support Services	18

Performance and Outcome Measures

1. The Shaqodoon program helped participants apply for jobs.

2. 70% of participants found livable paying jobs.

3. Five (5) percent of participants learned how to start their own business.

Expenditures

The SFY 24 and SFY 25 grants were fully expended. Expenditures through June 30, 2026 were as follows:

Budget Category SFY 2024	SFY 2024 Budget	SFY 2024 Expenditures
Administration (up to 10% allowed)	$7,917.00	$7,917.00
Direct Services to Participants	$61,600.00	$61,600.00
Support Services	$2,000.00	$2,000.00
Contracted Services	$7,650.00	$7,650.00
Total	$79,167.00	$79,167.00

Budget Category SFY 2025	SFY 2025 Budget	SFY 2025 Expenditures
Administration (up to 10% allowed)	$7,917.00	$7,917.00
Direct Services to Participants	$61,600.00	$61,600.00
Support Services	$2,000.00	$2,000.00
Contracted Services	$7,650.00	$7,650.00
Total	$79,167.00	$79,167.00

Success Stories

Hamze

Hamze recently arrived in the United States and faced significant challenges finding employment due to limited digital literacy and computer skills. After enrolling in the Shaqodoon Program, he completed basic digital literacy and work readiness training, which improved his confidence and ability to apply for jobs online. Hamze is now employed full-time and earning a livable wage, allowing him to begin building financial stability.

Muhsen

Muhsen struggled to secure employment despite actively searching for work. Through career coaching, resume assistance, and employer connections provided by the Shaqodoon Program, he was successfully placed at CVS. Muhsen is now working and supporting himself and his family.

Galado

Galado lost her job after being impacted by the Metro Surge and experienced an extended period of unemployment. The Shaqodoon Program provided career coaching, job search assistance, and employer referrals that helped her re-enter the workforce. Galado is now employed full-time and earning a livable wage.

Farhiyo

Farhiyo came to Minnesota as an asylum seeker. After receiving her employment authorization, she remained unemployed for more than 15 weeks and struggled to pay her rent and other household expenses. Through the Shaqodoon Program, Farhiyo received employment support and was connected to a full-time job paying a livable wage. She is now financially independent and able to meet her housing and living expenses.

Jimale

Jimale, an at-risk young adult, faced challenges securing stable employment. After completing the Shaqodoon Program's work readiness training, resume preparation, and mock interviews, he was hired by Amazon. Jimale is now earning a livable wage and is able to support himself while continuing to build his career.

Sarah

Sarah experienced difficulty finding employment despite actively seeking work. Through individualized job placement assistance and employer partnerships, the Shaqodoon Program helped her secure employment with UPS. Sarah is now employed and has achieved greater financial stability.

These stories represent just a few of the many participants who successfully overcame employment barriers through the Shaqodoon Program.