



SFY 2025 YMCA of the North - Direct Appropriation

Final Report

12/8/2025

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

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Contents

- Introduction..... 4
- Program Overview..... 4
- Program Activities and Performance Metrics 4
- Participant Data..... 5
- Expenditure Data..... 7
- Success Stories..... 7

Introduction

The Minnesota State Legislature has appropriated \$300,000 each year in State Fiscal Year (SFY) 2024 and 2025 to YMCA of the North to provide career exploration, job training, and workforce development services for underserved youth and young adults. ([Minnesota Session Laws – 2023, Chapter 53, S.F. 3035 Article 20, Section 2, Subdivision 3\(ooo\)](#)). The enacted legislation permits the Department of Employment and Economic Development (DEED) to retain five percent of these funds for administration and monitoring, making the total grant amount available equal to \$285,000 per SFY.

Program Overview

The YMCA of the North's Career Pathways program leverages the YMCA's expertise in youth development to provide job skills and career readiness training, internship experiences, and professional development trainings to empower youth to succeed on a career journey. Participating youth are supported in developing workforce skills that get them started on a long-term career path journey, that may also include post-secondary education.

The programs target population is youth from families with low incomes and/or youth who identify as people of color, ages 14 to 24. The program focuses on serving young people who face barriers to employment and postsecondary education due to factors including systemic racism, poverty, housing instability, involvement in systems such as juvenile justice or foster care, and low literacy/limited English proficiency.

The YMCA of the North's Career Pathways program puts youth on a path towards a long-term career that fits their needs and interests, as well as employers' needs for a diverse workforce. Gaining internship, first job, or entry level experience with the YMCA, at one of the local branches or program sites, is a valuable work experience for youth. The internship opportunities develop transferable skills and competencies needed to prepare for in-demand, high growth job opportunities, including but not limited to retail sales, customer service, cashier/front desk, fitness/wellbeing careers, office clerks, and more.

Geographic areas served:

- Twin cities metro area
- Counties: Hennepin, Ramsey, Washington, Anoka and Dakota
- Cities: Minneapolis, St. Paul and surrounding suburbs

The YMCA of the North works with its internal network of YMCA branches and programs to place interns to gain experience in high-demand industries. The program also works within the YMCA network to provide wraparound support services to meet participant's basic needs for supplemental support for food, clothing/uniforms, hygiene items, transportation, etc.

Program Activities and Performance Metrics

The YMCA of the North works to address employment disparities and increase equitable outcomes for underrepresented youth via high-quality employment readiness services, workforce trainings, post-secondary and career exploration/planning and support services to put youth on a path towards in-demand, high growth employment and careers. The following are the key activities included in programing:

- Immersive job skills training
- Supervised 100-hour of intern work experience
- 20 hours of professional development
- Career Pathways professional development workshops addressing career/postsecondary options with a 21st frameworks
- Utilizing MHA labs curriculum, S.M.A.R.T and Gradify as resources to support participants in skill building, goalsetting and career exploration efforts

Contract Performance Data	Total Planned	Total Achieved
Number of youth served per year	60	56
% of youth respondents that agree or strongly agree that their...	-	-
Workforce and career readiness skills are developed	75%	90%
Foundation of future workforce success is developed	75%	85%
Confidence is built and understanding of individual strengths is developed	75%	85%
Goals related to education and/or careers are identified	75%	85%

Participant Data

The participant demographic, activity, and outcome data included in this report reflects the total from the start of the grant contract on July 1, 2024, through the end of SFY 2025 on June 30, 2025.

Total Participants Served: 56

Demographic Data: Gender	Total	Percentage
Female	37	66%
Male	19	34%
Other	0	0%
Prefer not to answer	0	0%

Demographic Data: Age	Total	Percentage
14 – 15	19	34%
16 – 17	12	21%
18 - 19	16	29%
20 - 21	8	14%
22 - 24	1	2%

Demographic Data: Ethnicity/Race	Total	Percentage
Hispanic/Latino	4	7%
American Indian or Alaska Native	1	2%
Asian/Pacific Islander	3	5%
Black or African American	39	70%
White	5	9%
Multi-race	5	9%
Other or Not Available	1	2%

Demographic Data: Education Level	Total	Percentage
8 th Grade and Under	0	0%
9 th to 12 th Grade	37	66%
High School graduate or equivalent	7	13%
Post-Secondary Education	12	21%

Program Services and Activities Data	Total	Percentage
Received Education or Job Training Activities	56	100%
Received Work Experience Activities	56	100%
Received Community Involvement and Leadership Development Activities	56	100%
Received Post-Secondary Exploration, Career Guidance and Planning Activities	56	100%
Received Mentoring Activities	56	100%
Received Support Services	17	30%

General Performance and Outcome Data	Total	Percentage
Attained Work Readiness Goals or Educational Goals	56	100%
Received Academic Credit or Service-Learning Credit	0	0%
Obtained High School Diploma, GED, Remained in School, Obtained a Certificate or Degree, or Dropout - Returned to School	15	27%
Entered Post-Secondary Education, Vocational/Occupational Skills Training, Apprenticeship, Military, Job Search or Employment	0	0%
Completed Program Objective	56	100%

Participant Satisfaction Data	Total	Percentage (of responses)
Number of participants rating experience as “Excellent”	6	11%
Number of participants rating experience as “Very Good”	7	13%
Number of participants rating experience as “Average”	3	5%
Number of participants rating experience as “Below Average”	0	0%
Number of participants rating experience as “Poor”	0	0%
Total Number of Surveys Completed	16	100%

Expenditure Data

The SFY 25 grant contract started on July 1, 2024, and ended on June 30, 2025. SFY 25 grant funds were fully expended by the end of June 2025. The cost category breakdown of expenditures is reported below.

Budget Category	Expenditures
Administration (up to 10% allowed)	\$ 25,649.99
Participant Wages and Fringe Benefits	\$ 94,350.01
Direct Services to Youth	\$ 150,000.00
Support Services	\$ 15,000.00
Total	\$285,000.00

Success Stories

F was looking to find an internship after high school. He wanted to gain experience and get his foot in the door in the IT field. F had been attending his local YMCA for many years and found his perfect next career step through the YMCA Career Pathways Program. The program provides YMCA internships and workforce skills to young people facing systemic barriers to employment. He applied and was selected for the YMCA IT internship position. Through the position he not only developed IT skills but refined his workplace communication and general workforce skills. His goal is to continue working in the IT field after he graduates college.