Youthprise: East African Youth Economic Development Grant

Progress Report

1/15/2020
Minnesota Department of Employment and Economic Development
Employment and Training Programs Division

Office of Youth Development
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As requested by Minnesota Statute 3.197: This report cost approximately $522 to prepare, including staff time, printing and mailing expenses.

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

The Minnesota State Legislature appropriated funds during the 2019 Legislative Session to Youthprise, an intermediary youth grant organization. Funds for this East African Youth Economic Development Grant project were appropriated in Minnesota Laws 2019, Chapter 7, H.F.2, Article 1, Section 2, Subdivision 2(z). The appropriation provides $500,000 for State Fiscal year (SFY) 2020 and $500,000 for SFY 2021. The Department of Employment and Economic Development (DEED) is permitted to use five percent of the appropriation to administer the grant, making a total of $475,000 available each year to Youthprise.

These funds, appropriated to Youthprise, are to “give grants through a competitive process to community organizations to provide economic development services designed to enhance long-term economic self-sufficiency in communities with concentrated East African populations. Such communities include but are not limited to Faribault, Rochester, St. Cloud, Moorhead, and Willmar. To the extent possible, Youthprise must make at least 50 percent of these grants to organization serving communities outside the seven-county metropolitan areas, as defined in Minnesota Statutes, section 473.121, subdivision 2. This is one-time appropriation and is available until June 30, 2022.”

Youthprise released a Request for Proposals (RFP) on October 14, 2019. The RFP closed on November 20, 2019. Funding decisions were announced during the final week of December 2019.

Summary of Objectives

The purpose of the East African Youth Economic development Grant program is to reduce disparities and to address challenges facing East African youth, ages 16-24, in becoming economically and socially self-sufficient.

Specifically, the Youthprise RFP solicited responses from organizations “steeped in East African culture that address needs of East African youth regarding workforce development, family sustaining wages, career pathways, education development, entrepreneurship, and support services.” The RFP identified the following activities designed to give youth tools and skills leading to self-sufficiency:

- Career exploration and career planning;
- Work readiness training;
- Job training;
- Job placement;
- Mentoring;
- Internships and apprenticeships;
- Education and industry recognized credentialing; and
- Business development and entrepreneurship exploration

The RFP also described potential support services to address barriers youth face including:

- Transportation;
• Housing;
• Remedial education;
• Language; and
• Social Emotional Learning (SEL)

Eligible Organizations

Eligible applicants for the program included 501(c)(3) youth-focused community-based organizations or 501(c)(3) economic development organizations. Additionally, eligible organizations must have had a history of serving East African youth or communities, be based in Minnesota, and must not have a budget greater than $2 million.

Performance Measures

Demographics of youth participants including: age, gender, low-income status, disability status, language facility, and educational level are collected in addition to performance measures. The performance measures for the East African Youth Economic Development Grant Program are:

1. Decreasing barriers to East African youth employment
   • Number of youth obtaining internships, apprenticeships, or entering the military.
     ▪ Internships/apprenticeships in high-growth, in-demand occupations and industries
     ▪ Internships/apprenticeships with East African run businesses
   • Number of Youth obtaining jobs
     ▪ Jobs in high-growth, in-demand occupations and industries
     ▪ Jobs with East African run businesses
   • Number of Youth receiving support services
     ▪ Type of support services provided to participants
   • Number of East African youth receiving in-demand credentials
     ▪ Type of credentials obtained by participants
   • Number of East African youth participating in education activities
     ▪ Secondary, post-secondary, Adult Basic Education, GED preparation, and/or ESL classes
2. Increasing readiness of East African youth to create businesses
   • Number of new East African youth led businesses entering the community including a description of the type, product, and size
   • Number of new East African businesses with potential to hire youth
   • Number of East African youth participating in various educational and employment related trainings
3. Increasing the economic capacity of East African youth
   • Number of youth receiving youth wages from grantees including the average wage
   • Number of youth receiving family-sustaining wages including the percent above or below
• Number of youth retaining employment 90 days or longer
  ▪ Number of youth receiving wages increases during the period of time
  ▪ Number of youth being promoted during this period of time.

**Grant Selection Process**

Thirty-three (33) proposals were received by Youthprise in response to the RFP with 12 coming from Greater Minnesota. In keeping with its commitment to youth and community voice, Youthprise engaged in a two-stage review process. In the first stage of the grant selection process, community reviewer panels composed of youth, East African community members, and other stakeholders made recommendations for funding. In the second stage of the selection process, Youthprise and DEED staff reviewed the recommendations from the community review panels and made recommendations for grant awards based on financial capacity, programmatic capacity, and geographic balance. The List of selected grantees was sent to the Youthprise Board of Directors for final award decisions. The score sheets used in the selection process are included in the appendix to this progress report.

**Selected Grantees**

There were 17 grants awarded, 7 located in Greater Minnesota and 10 in the Metropolitan area.

<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Area Served</th>
<th>McKnight Amount</th>
<th>Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>African Community Services (activities in Greater Minnesota)</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$30,000</td>
</tr>
<tr>
<td>Afro American Development Association</td>
<td>Moorhead</td>
<td>$0</td>
<td>$120,000</td>
</tr>
<tr>
<td>Community Integration Center</td>
<td>Willmar</td>
<td>$0</td>
<td>$25,000</td>
</tr>
<tr>
<td>Northfield Healthy Community Initiative</td>
<td>Northfield</td>
<td>$0</td>
<td>$25,000</td>
</tr>
<tr>
<td>Somali Community Resettlement Services</td>
<td>Faribault</td>
<td>$0</td>
<td>$120,000</td>
</tr>
<tr>
<td>Organization</td>
<td>City</td>
<td>Amount Awarded</td>
<td>Total Awarded</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>-----------------</td>
<td>----------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Somali Rebuild Organization</td>
<td>Rochester</td>
<td>$0</td>
<td>$35,000</td>
</tr>
<tr>
<td>South Sudanese Foundation</td>
<td>Moorhead</td>
<td>$0</td>
<td>$20,000</td>
</tr>
<tr>
<td>Afro Economic Development Solutions</td>
<td>St. Paul</td>
<td>$0</td>
<td>$40,000</td>
</tr>
<tr>
<td>African Immigrants Community Services</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$20,000</td>
</tr>
<tr>
<td>BRAVE Foundation</td>
<td>St. Paul</td>
<td>$0</td>
<td>$30,000</td>
</tr>
<tr>
<td>Fortune Relief and youth Empowerment Organization</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$20,000</td>
</tr>
<tr>
<td>Islamic Civic Society of America</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$40,000</td>
</tr>
<tr>
<td>Ka Joog</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$120,000</td>
</tr>
<tr>
<td>New American Development Center</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$60,000</td>
</tr>
<tr>
<td>New Vision Foundation</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$120,000</td>
</tr>
<tr>
<td>Isuroon</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$20,000</td>
</tr>
<tr>
<td>Street Soccer Twin Cities</td>
<td>Minneapolis</td>
<td>$0</td>
<td>$10,000</td>
</tr>
<tr>
<td><strong>Total awarded</strong></td>
<td><strong>$0</strong></td>
<td><strong>$855,000</strong>*</td>
<td></td>
</tr>
</tbody>
</table>

*This amount reflects the 10% Youthprise is permitted to use to administer the grant.
Monitoring

Youthprise has formulated staff to monitor the implementation of the grant program including adherence to Youthprise rules and procedures and the collection of data to support the outcome measure outlined above. Youthprise will collect the data from each of the selected grantees and report to DEED’s Office of Youth Development on a quarterly basis.

DEED staff will monitor Youthprise and will ensure that it meets state rules and regulations as well as reporting overall grant performance.
Appendix – Grant Review Score Sheets

Grant Review Score Sheet (1st Stage Review)

Rate each application based on the review questions below according to the maximum score identified. If no score is warranted based on an applicant’s response to a question, a score of zero is acceptable. Add comments to justify your score and to refresh your memory during the grant review meeting.

<table>
<thead>
<tr>
<th>Review Questions</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Mission &amp; History</strong> – Does the applicant’s mission and history demonstrate that it serves youth 10 to 24? Are youth the sole focus or a significant focus of the applicant’s work? Does the applicant have a longstanding history of serving East African communities?</td>
<td>5</td>
</tr>
<tr>
<td>2. <strong>Target Population &amp; Experience with the Target Population</strong> – Does the applicant’s project serve East African youth? Are specific targeted East African groups identified? Does the applicant clearly describe its experience serving East African youth? Is applicant’s experience of satisfactory length, sufficient relevance, and does it demonstrate expertise in serving youth?</td>
<td>20</td>
</tr>
<tr>
<td>3. <strong>Economic Development Experience</strong> – Does the applicant have experience providing economic development programming? Is the applicant’s experience of satisfactory length, sufficient relevance, and does it demonstrate expertise in providing economic development programming?</td>
<td>15</td>
</tr>
<tr>
<td>4. <strong>Capacity</strong> – Does the applicant demonstrate it has the capacity to provide culturally and linguistically appropriate programming? Do key staff have</td>
<td>10</td>
</tr>
</tbody>
</table>
relevant qualifications, experience, and cultural knowledge? Does the applicant articulate a clear and realistic youth recruitment plan?

Comments:

5. **Economic Development Activities** – Does the applicant provide a clear, coherent, and time bound plan for providing economic development activities? Are activities sufficiently detailed and consistent with building skills that can lead to economic self-sufficiency? Does the applicant intend to provide youth wages?

<table>
<thead>
<tr>
<th></th>
<th>20</th>
</tr>
</thead>
</table>

Comments:

6. **Supportive Services Activities** – Does the applicant provide a clear and coherent plan for providing supportive services activities? Do the supportive services address the needs of the project’s targeted youth? Is it clear how youth will access these supportive services?

<table>
<thead>
<tr>
<th></th>
<th>15</th>
</tr>
</thead>
</table>

Comments:

7. **Goals, Objectives, Deliverables, and Evaluation** – Does the applicant clearly describe what success looks like in terms of goals, objectives, and deliverables related to youth? Does the applicant clearly describe what information they will collect and how they will measure this information to determine progress and success? Is there a clear evaluation timeline and a staff or contractor responsible for the evaluation activities?

<table>
<thead>
<tr>
<th></th>
<th>15</th>
</tr>
</thead>
</table>

Comments:

**Total Score:**
Grant Review Score Sheet (2nd Stage Review)

Applicant:     Reviewer:

Rate each application based on the review questions below according to the maximum score identified. If no score is warranted based on an applicant’s response to a question, a score of zero is acceptable. Add comments to Justify your score and to refresh your memory during the grant review meeting.

<table>
<thead>
<tr>
<th>Review Questions</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Budget</strong> – Is the budget clearly detailed, reasonable, and reflective of the activities described in the work plan?</td>
<td>10</td>
</tr>
<tr>
<td>Comments:</td>
<td></td>
</tr>
<tr>
<td>2. <strong>Financial Capacity</strong> – Does the applicant’s total organizational budget amount indicate they have experience managing the amount of funds they requested? Does the applicant’s financial statements indicate a financially healthy organization? Do financial statements indicate operating deficits or unrestricted net asset deficits?</td>
<td>20</td>
</tr>
<tr>
<td>Comments:</td>
<td></td>
</tr>
<tr>
<td>3. <strong>Organizational Capacity</strong> – Does the applicant have adequate staffing to provide proposed programming or a plan to add additional staff? Does the applicant’s history, experience, and capacity indicate sufficient organizational capacity to carry out the proposed project?</td>
<td>20</td>
</tr>
<tr>
<td>Comments:</td>
<td></td>
</tr>
</tbody>
</table>

**Total Score:**