



SAINT PAUL'S *RIGHT TRACK* INITIATIVE

*DEVELOPING SAINT PAUL'S LEADERS.
DRIVING SAINT PAUL'S SUCCESS.*

HELP BUILD A DIVERSE PIPELINE OF WORK-READY, SKILLED YOUTH WHO WILL BECOME THE BACKBONE OF SAINT PAUL'S FUTURE WORKFORCE.

FUTURE WORKFORCE CHALLENGES

Saint Paul's workforce is changing. We will have fewer skilled workers to replace the many jobs left open by the retiring Baby Boomers. Future workers will need to be more efficient and innovative than ever before.

Disparities also threaten our competitive advantage. The Twin Cities have among the nation's highest gaps in employment between white residents and residents of color.¹ In 2012, Saint Paul's teen unemployment rate was 32%, compared to the national average of 16%. We need to take action today for a stronger workforce tomorrow.

"Business, government, philanthropy and communities must come together to create opportunities to put young people back on track in a dynamic, advancing economy to ensure their success and to build a stronger workforce for the future."²

YOUTH EMPLOYMENT MATTERS

According to the Department of Employment and Economic Development (DEED), the number one predictor of future success in the workforce is early exposure to work experience.³

Employing our young people isn't only about providing a paycheck. It's about affecting a larger change, both in our youth and in our community. Youth who work are more likely to return to school, hold a job in subsequent years, and earn more money over the course of their lives. They are also less likely to engage in crime and other high-risk behaviors. Investing in today's youth is an investment in our community and future economy.

Right Track is Saint Paul's comprehensive approach to youth career development and building a diverse future workforce. *Right Track* brings together the City of Saint Paul, Saint Paul businesses, the Saint Paul Area Chamber of Commerce, the Saint Paul Port Authority, Saint Paul Public Schools and community-based organizations to provide work readiness and employment opportunities for youth.

OVER >



HOW BUSINESSES CAN HELP

The City of Saint Paul has a simple ask: hire teens for summer employment. It makes good business sense, supports the community's economic future and helps Saint Paul students get on the right track to a successful career.

Partnering in the *Right Track* initiative allows Saint Paul businesses to:

- Gain access to the diverse workforce pipeline of work-ready, skilled youth.
- Support Saint Paul's economic growth.
- Recruit the kinds of employees you're looking to hire.
- Enhance your competitive advantage by having early access to an untapped talent pool.

Be part of building Saint Paul's future workforce. The average cost of employing one *Right Track* intern for the summer is \$1,400 — a valuable investment in the future of a young person and in the future of the community's workforce.

Youth are screened and skills assessed to best match interns with the right employer. Interns are equipped to help with various projects such as:

- Project management support
- Data entry/management
- Field research
- Entry-level tasks
- Database cleaning
- Event staffing
- Web-based research

RESULTS

- 95% interns successfully completed an internship in the summer 2013 pilot program
- Youth worked over 5,000 hours for 14 Saint Paul employers
- Youth earned nearly \$50,000 in wages that went directly back into the local economy

HOW IT WORKS

- The City of Saint Paul solicits applications from youth from low-income households who are entering 11th or 12th grade and have successfully held at least one job.
- Employers identify paid summer internship opportunities.
- We match youth with employers based on interests, skills and needs.
- We provide ongoing training and support for both the youth and the supervisor throughout the summer. Youth participate in a *Right Track* orientation and weekly coaching sessions on basic computer proficiency and essential "soft" skills. Supervisors receive training on a skills assessment tool and help resolving any workplace issues that arise.

EMPLOYMENT DETAILS

- Companies provide employment for 6-10 weeks at 15-40 hours/week. The recommended length is 8 weeks, 20 hours/week.
- Positions must pay at least \$7.25/hour. An 8-week, 20 hour/week internship at \$7.50/hour equates to \$1,400 in wages and fringe.
- Internships must be located in Saint Paul or easily accessible via transit. Youth will be provided Metro Transit passes to get to and from work for the first month of employment.
- Employment must occur between June 16 and August 22, 2014.

For more information contact Catherine Penkert, *Right Track* Project Manager, at:

phone: 651.266.6422

email: Catherine.Penkert@stpaul.gov

website: www.stpaul.gov/RightTrack

Join us in the *Right Track* Initiative! You'll be in good company. *Right Track* Partners include:



¹Wilder Research, Minnesota Compass (2011). Employment (& Other) Disparities in the Twin Cities, slide 7. <http://www.rcwib.org/aboutus/BRC/Presentations/CompassForStPaulRamseyBRC-EmpDis.pdf>.

²Annie E. Casey Foundation Report (2013). Youth and Work: Restoring Teen and Young Adult Connections to Opportunity, Policy Report, p.2. <http://www.aecf.org/-/media/Pubs/Initiatives/KIDS%20COUNT/Y/youthandworkpolicyreport/kidscountyouthandwork.pdf>. ³Examiner.com article (2011). Why Minnesota Youth Face Higher Unemployment Rates. <http://www.examiner.com/article/why-do-minnesota-youth-face-higher-unemployment-rates>