



RIGHT
TRACK

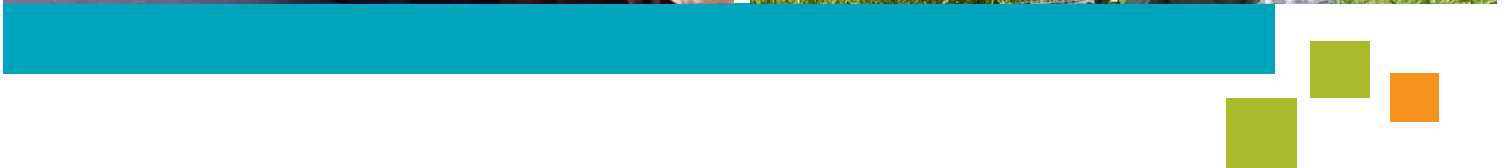
IMPACT REPORT

Saint Paul Youth Employment

20
24



SAINT PAUL
MINNESOTA



Program Overview & Goals

Right Track is Mayor Carter and the City of Saint Paul's youth employment initiative building the region's workforce, and supporting young people and their families now and in the future. Right Track addresses changing labor force demographics as well as education and employment disparities by connecting young people from cost-burdened households to internships, training them for personal and professional success, while supporting employers as they prepare for, recruit and mentor the next generation of diverse talent.

Mission:

Right Track's mission is to build Saint Paul's workforce by providing career-readiness opportunities and work experience for the young people of Saint Paul.

- Develop work readiness skills
- Explore potential Careers and their pathways
- Earn money and develop financial capability
- Expand professional network

1165 participants → 197 worksites → \$2,135,183 total wages & stipends earned



55%

of interns spoke two or more languages

10%

of interns identified as having a disability

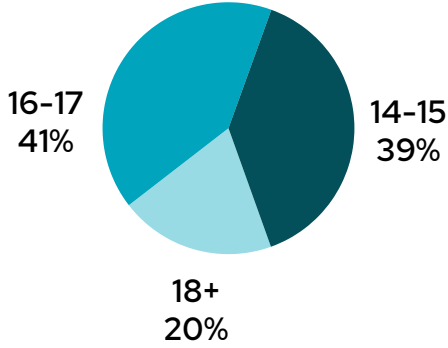
50%

of interns had at least one parent who was born outside the us

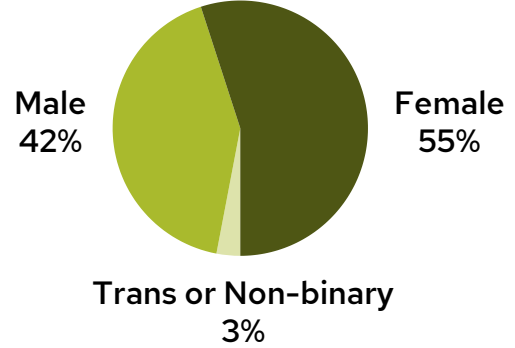
Demographics

School Year 2023-2024 & Summer 2024 Statistics

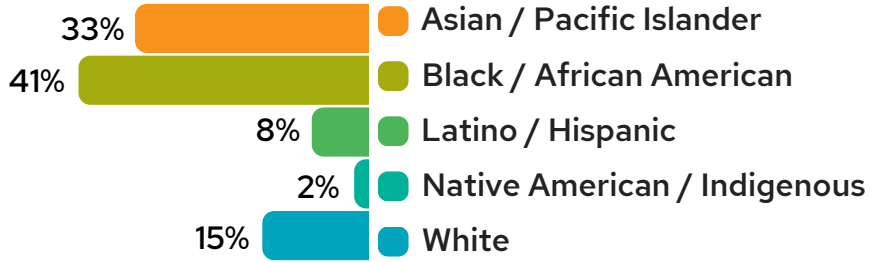
Participants by Age



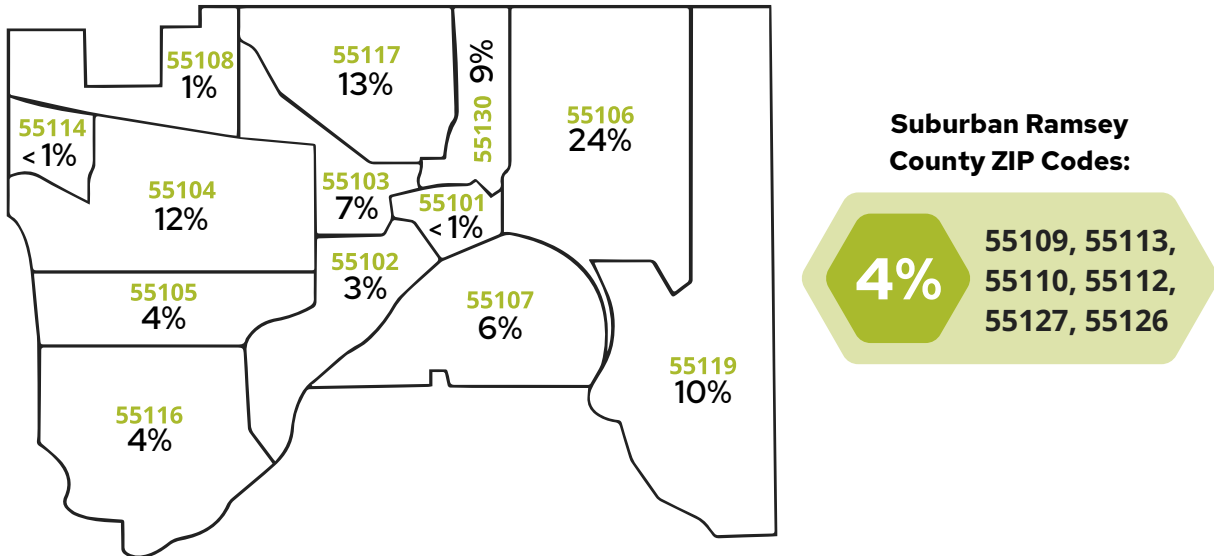
Participants by Gender



Participants by Race



Participants by ZIP Code



* 1% of participants moved out of Saint Paul after program enrollment

Program Outcomes

91%

of interns felt they learned something interesting or useful



81%

of supervisors said their intern brings energy and enthusiasm to work

88%

of interns said Right Track provided them an opportunity to explore their own interests

80%

of supervisors would recommend their intern to a colleague for a similar position

88%

of interns said their supervisor is an adult they trust

97%

of interns reported making at least one adult reference



87%

of interns reported that their wages from their internship is an important source of income for them and their family



93%

of interns reported that their supervisor treated them with respect





Training & Credit Recovery

Summer Training



Right Track enhanced its mandatory in-person training for YJ1 and YJ2 participants for the third consecutive year, now rebranded as “Rising Leaders in Saint Paul.” The revamped program offered hands-on learning in wealth justice, communication, identity, culture, teamwork, conflict resolution, networking, and career exploration, all using a Social Emotional Learning (SEL) lens. Interns completed 12 hours of training and over 50 community members, including elected officials, were invited to share career insights and advice.

Over 98% of interns reported feeling a safe and welcoming environment that included the opportunity to meet and talk with other interns who they may not have talked to otherwise. Additional tools were introduced to help make stronger connections to intern work sites and supervisors including a supervisor’s guide to training, a Rising Leaders Workbook, and a Wealth Justice Student Workbook.



Credit Recovery



For the third year, Right Track and Saint Paul Public Schools (SPPS) offered 9th-11th grade interns the chance to recover English and Social Studies credits through their internships. School Counselors identified eligible students, and SPPS teachers connected internships to course objectives. Right Track staff supported communication and course completion, resulting in 57 credits recovered in the Summer of 2024.



Summer Programs 2024



Youth Jobs 1 (YJ1)

Focuses on developing foundational employment readiness skills for youth ages 14-19 often engaging in their first jobs. Interns are typically matched with work experiences within libraries, recreation centers, small businesses, and local non-profits. Wages are primarily paid for by Right Track.

Youth Jobs 2 (YJ2)

The YJ2 Program focuses on targeted career pathway experiences, centered on independent and project-based work. Interns have previous work or volunteer experience. YJ2 internships are offered across industries including non-profit, government, small business, and corporate opportunities. Wages are primarily paid for by Employers.



EMS Academy

EMS Academy is a paid EMT certification program. Participants are paid for 240 hours of training over 10-14 weeks. Following graduation, participants may pursue on-the-job training through the BLS Non-Emergency Ambulance Service.

Intern Spotlight: Summer Lao

Summer began her journey with Right Track in 2019 and has engaged in internships for the past 5 summers. During her time in Right Track, Summer had multiple work experiences, allowing her to explore different career fields and gain insights into her strengths and interests. In the summer of 2024, she interned at the Minnesota Workers' Compensation Court of Appeals (WCCA), where she supported administrative tasks, processed appeals, and completed special projects. Her work involved managing records, organizing the office library, and updating the court's database.

This internship opened doors for Summer, leading to a full-time position as a Court Scheduler at the Office of Administrative Hearings (OAH). A colleague at WCCA recommended the role, and Summer successfully applied, using her experience and references from the internship to secure the job.

Summer credits Right Track for helping her build a professional network and gain career-readiness skills. She encourages others to take advantage of opportunities and recommends Right Track for its ability to provide real-world experience and valuable connections. Summer's success story showcases the impact of Right Track in helping young people grow and find their paths to success.



“Right Track did impact my career choice. With the diverse work environments that I have worked in, I have acquired new knowledge and skills. I am grateful to have joined Right Track as a participant over the years. The program has helped provide me career-readiness and gain self awareness about myself. I wouldn't be where I am today without the program and my summer internships.”

82%

of supervisors would hire their intern if they had a job opening

School Year Programs 2023-2024



School Year YJ1

The School Year YJ1 Program engages young people 14-19 in out-of-school-time internship experiences in partnership with libraries, parks, non-profits, and small businesses.

3M STEP Program

In Partnership with Saint Paul Public Schools (SPPS), 3M STEP (Science Training Encouragement Program) provides an immersive experience in STEM careers for high school juniors who attend SPPS. Through this program, students were able to explore STEM careers at 3M and conduct research alongside a 3M Scientist. The program has two phases - Phase 1 included paid trainings with Right Track & 3M Site visits (Spring) and Phase 2 included paid STEM internship experiences alongside 3M Hosts (Summer 2024).



SPPS Spring Internships

In Partnership with Saint Paul Public Schools, Right Track offered its 3rd year of the SPPS Spring Internship program for high school students! More than 200 interns were matched with internship experiences and over 500 applicants expressed interest. Matched interns were offered the opportunity to engage in paid spring internship experiences with employers across industries.

Employer & Supervisors of the Year:

These awards recognize exceptional supervisors and employers who go above and beyond to provide opportunities and meaningful experiences for Saint Paul Youth.

Employer of the Year:



Capitol Region
Watershed
District

“

Over the past two years, our staff has enjoyed introducing young people to local lakes, streams, and wetlands and the work we do each day to protect them. Their presence in the office has brought new ideas, energy, and enthusiasm. We are grateful for this recognition and look forward to continuing to expand the next generation's interest in water resources and environmental science.

”

Supervisors of the Year

YJ1 - Marney Lofgren, The Salvation Army Eastside Corps

YJ2 - Pam Sarne, Ever-Green Energy

City of Saint Paul - Edmundo Lijo, Saint Paul City Attorney's Office

Program Support

Right Track is a collaborative effort led by the City of Saint Paul Parks and Recreation Department. Right Track depends on partnerships from public, private and non-profit organizations to help recruit, train, and place young people in meaningful workforce readiness experiences.

A special thanks to our colleagues and partners from Ramsey County Workforce Solutions, Saint Paul Public Schools, and the City of Saint Paul's City Attorney's Office, Human Resources, Office of Financial Services, Office of Financial Empowerment, and Office of Technology and Communications for their continued support in addressing disparities in our community.

In addition to Right Track's program partners, we would like to thank the organizations who financially support Right Track:

- Blaze Credit Union
- City of Saint Paul
- City of Saint Paul Office of Financial Empowerment
- Cities for Financial Empowerment Fund
- Minnesota Department of Employment and Economic Development
- Saint Paul Foundation

2024 Program Partners

- A Pocket Full of Posies
- Accenture LLP
- American Indian Family Center
- Artsus
- Base Camp, Northern Star
- Big Wonder Child Care
- Blaze Credit Union
- Boys & Girls Clubs of the Twin Cities
- Capitol Region Watershed District
- Chicago Ave Fire Arts Center
- Children's Minnesota
- Churchill St. Restaurant

City of Saint Paul:

- Aquatics
- Attorney's Office
- Blooming Saint Paul
- CFPS Awakenings Program
- Emergency Management
- Golf
- Human Resources
- Human Rights & Equal Economic Opportunity
- Mayor's Office
- Office of Financial Empowerment
- Office of Financial Services
- Office of Neighborhood Safety
- Office of Technology and Communications
- Parks and Recreation
- Planning and Economic Development
- Police
- Public Works
- Safety and Inspections
- Saint Paul Public Library

City of Saint Paul, City Council:

- Ward 1 Office - Councilmember Anika Bowie
- Ward 2 Office - Councilmember Rebecca Noecker
- Ward 3 Office - Councilmember Saura Jost
- Ward 4 Office - Council President Mitra Jalali
- Ward 5 Office - Councilmember Hwa Jeong Kim
- Ward 6 Office - Councilmember Nelsie Yang
- Ward 7 Office - Councilmember Cheniqua Johnson



- CommonBond Communities
- Construction Careers Foundation
- Cookie Cart
- Cypher Side Dance School
- Dellwood Assisted Living and Memory Care
- Dog Days Inc.
- Ecolab
- Elpis Enterprises
- Elsa's House of Sleep
- EOR Inc.
- Ever-Green Energy, Inc.
- Family Values for Life



- Finishing Trades Institute of the Upper Midwest
- Flava Café
- Friends of the Mississippi River
- Frogtown Farm
- Frogtown Neighborhood Association
- Great River Greening
- GREATER MSP
- Hallie Q. Brown Community Center
- Hazel Park Congregational United Church of Christ
- Hazel Park Learning Center
- High School for Recording Arts
- HNTB Corporation
- House of Daskarone, LLC dba SPRAYFINGER
- Irreducible Grace Foundation
- ITS OUR NEIGHBORHOOD INC.
- Joy of the People
- Keystone Community Services
- Kimley-Horn and Associates
- Leap Pediatric and Adolescent Care
- Listen Up Youth Radio
- Love First Community Engagement
- M Health Fairview
- Minnesota Children's Museum

2024 Employers

State of Minnesota:

- Department of Administration-Facilities Management (Capitol Complex)
- Department of Management and Budget/Department of Administration, (MMCAP)
- Department of Transportation
- Minnesota Public Utilities Commission
- Minnesota Tool Library
- Minnesota Voice
- Minnesota Workers' Compensation Court of Appeals
- MN HBCU Alumni
- Neighborhood House
- Now. Make. Art.
- Our Redeemer Lutheran Church
- Rabata



Ramsey County:

- Aging & Disability Services
- Assistance & Support
- Attorney's Office
- Chief Clerk
- Communications & Public Relations
- Community Corrections

- Compliance & Ethics
- EGCI Administration Finance
- Emergency Communications Center
- Financial Assistance Services
- Human Resources
- Parks & Recreation - Soil & Water Conservation Division
- Parks & Recreation
- Property Management
- Public Health
- Service Centers
- Workforce Solutions
- Roseville Area Schools
- Saint Paul Port Authority

Saint Paul Public Schools:

- Adams Elementary School
- Agriculture Garden Project
- CDF Freedom Schools
- Community Education
- Facilities Department
- Frost Lake Elementary School
- Humboldt Admin Office
- JJ Hill Montessori
- Nutrition Services
- OCCR
- Youth Enrichment Programs
- Saint Paul Regional Water Services
- Saint Paul Urban Tennis
- Science Museum of Minnesota, Kitty Andersen Youth Science Center
- Scoopz Ice Cream La Cuchara
- Seiler Law
- Shakir Consulting Services
- Sol of the Cities
- Sounds of Hope, Ltd.
- Spark-Y: Youth Action Labs
- SPNN

- St. Paul Federation of Teachers
- St. Paul Saints Baseball Club
- STAR House
- The Canine Coach!
- The CREW Urban Youth Equestrians
- The Good Acre
- The JK Movement
- The Salvation Army St. Paul Eastside Corps
- The Sanneh Foundation
- The Summit-University Planning Council
- TopLine Financial Credit Union
- Tree Trust
- Twelve Plus Media
- Union Park District Council
- University of Minnesota - Renewable Energy Project
- Urban Boatbuilders
- Urban Roots
- Victoria Theater Arts Center
- Vivacity Tech PBC
- Warners' Stellian
- West Indies Soul Food
- West Side Farmers Market
- WFNU Frogtown Community Radio
- Wilder Research
- World Youth Connect
- Xcel Energy
- Yellowbird Coffee Bar
- YMCA:**
- Beacons Center
- Midway Early Childhood Center
- Young Dance
- Youth Leadership Initiative
- Youth Performance Company

Program Partner Spotlight:

“

It was a pleasure for me to work with Right Track during the 2024 summer internship program. As the Chief Judge of the Minnesota Workers' Compensation Court of Appeals, I have supervised and mentored interns from high school, university, and law school programs. In my experience, the Right Track program provides excellent support for the interns and the employer, is self-directed, and is engaged in active participation from beginning to end. I look forward to working with Right Track in the future to provide opportunities and to prepare our youth to step confidently forward into the world.

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Chief Judge Patricia J. Milun

Interested in becoming an employer partner?

Apply here: stpaul.gov/RTemployer

