

STEP-UP

Preparing Tomorrow's Workforce Today

2015 STEP-UP FINAL REPORT



Minneapolis
City of Lakes

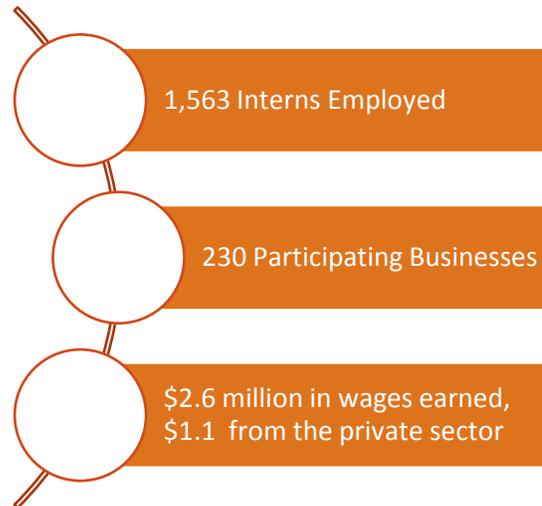
EXECUTIVE SUMMARY

In 2015, STEP-UP prepared nearly 2,000 Minneapolis youth – over 90% youth of color – with the skills needed to be successful in a job. Of those, 1,563 were matched with internships for the summer at one of 230 partner employers. The interns earned a combined \$2.6 million in wages, \$1.1 of which was paid directly by the private sector, allowing the City of Minneapolis to leverage those funds and connect an additional 550 young people to meaningful work in a thriving business community.

It's no secret that ALL young people need opportunities to learn about and participate in the workforce to prepare for education and career success.

It is also understood that that *our young people of color* have lower rates of employment as teens, lower graduation rates and lower rates of entering post-secondary education. A recent report by JP Morgan and Chase & Co. showed that a white male teen from an affluent family was five times more likely to have a job than a black male peer from a low-income family.

The work of STEP-UP and the City of Minneapolis is to address employment and achievement disparities and invest in youth to develop their talents and prepare them for success. Our focus is on young people of color and those most disconnected from the workforce, ensuring they have the opportunity to learn about careers, network with business professionals, understand what it takes to go to college, and develop the 21st Century Skills needed to be successful in our economy.



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City of Minneapolis

STEP-UP 2015

AT A GLANCE

STEP-UP IS THE CITY OF MINNEAPOLIS JOBS PROGRAM FOR YOUNG ADULTS AGES 14-21.

Each year STEP-UP **recruits, trains** and **places** more than 1,500 Minneapolis youth in great jobs with over 230 top Twin Cities businesses, public agencies and nonprofits.

youth employed in 2015: **1563**

1859
trained



\$1,164,563
private sector wage investment

\$2,630,622
total wages earned

employers in 2015: **230**

**6 employers hired Achieve and Discover interns*



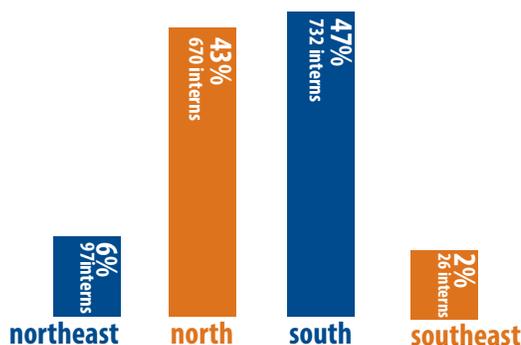
STEP-UP INTERNS EXPLORE DIVERSE CAREER INTERESTS, GAIN ON THE JOB SKILLS AND PREPARE FOR MEANINGFUL CAREERS.

Explore: Specialized work opportunities for youth from recent immigrant families, youth with special needs and those receiving additional support.

Discover: Entry-level jobs for youth with limited work experience.

Achieve: Career-oriented internships for older youth in private sector businesses, public agencies and nonprofits. This program is directed by AchieveMpls.

interns employed by city quadrants



interns employed by city ward in which they live

ward	1	2	3	4	5	6	7	8	9	10	11	12	13
interns employed	58	41	38	258	381	188	13	110	164	56	50	66	33
percent of all interns	4%	3%	2%	17%	25%	12%	1%	7%	11%	4%	3%	4%	2%

YOUTH 2015 DEMOGRAPHICS

As one of the country's premiere youth employment programs, **STEP-UP SERVES POPULATIONS THAT FACE SOME OF THE GREATEST BARRIERS TO EMPLOYMENT,**

particularly youth from low income families, youth of color, youth from immigrant families and youth with disabilities.

race

african and african-american



asian-american



caucasian



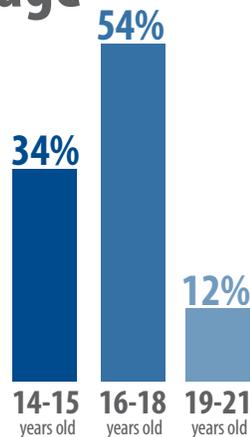
native american



hispanic



age



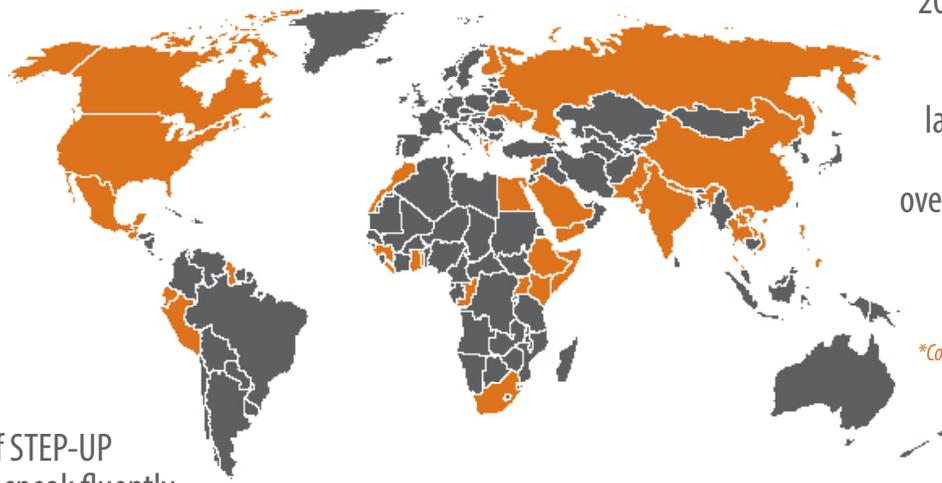
12% students with disabilities

41% students from immigrant families

90% students with free or reduced lunch

91% students of color

gender



2015's STEP-UP interns speak **38** unique languages and were born in over **40** different countries.

**Countries marked orange indicate intern's birth country*

30% of STEP-UP interns speak fluently in a language other than English.

STEP-UP is a program of the City of Minneapolis in partnership with



LEADERSHIP



Betsy Hodges, Mayor of Minneapolis

Mayor Hodges leads the charge to address the achievement gap that exists for youth of color in Minneapolis and recognizes STEP-UP as a key strategy in that work. She proposed additional funding for STEP-UP in the 2015 city budget and is behind the initiative to bring the STEP-UP model to other communities around Minnesota.

STEP-UP Co-chairs



R.T. Rybak, Executive Director of Generation Next

In his position as founder and co-chair, R.T. Rybak continues to champion the effort to inform businesses of the value of hiring motivated, diverse, and talented STEP-UP interns.



Richard Davis, Chairman, President and CEO of U.S. Bancorp

Richard Davis co-chair's STEP-UP with the Mayor. He has been involved in the program since its inception in 2004, providing guidance and support for the program in addition to hiring as many as 30 interns each summer.



PARTNERS

Partnership is critical to the success of STEP-UP. City of Minneapolis Employment and Training partnered with the following organizations to operate STEP-UP in 2015.

AchieveMpls leads STEP-UP Achieve, the private sector component of STEP-UP. The STEP-UP Achieve team recruits employers, prepares applicants for a successful internship, and supports employers and interns throughout the summer. In addition, AchieveMpls is responsible for youth recruitment in the schools, work readiness training for close to 3,000 youth, and the establishment and maintenance of the STEP-UP alumni network.

Minneapolis Park and Recreation Board operates the classroom training for STEP-UP Discover interns. Each intern participates in a 3 hour weekly class and has the opportunity to earn high school credit. Classes focus on making the connection between academics and work and include math, English, STEM and life skills curricula.

Minnesota WorkForce Centers (part of the Minnesota Department of Employment and Economic Development) manage many aspects of the STEP-UP Discover and STEP-UP Explore components including interviewing and matching youth with internships at participating nonprofit business. The WorkForce Center team also supports and monitors the employers and interns throughout the summer experience.

Project for Pride in Living (PPL) provides work readiness training for STEP-UP Discover interns, preparing youth for their summer work experience with 12 hours of classroom training. In addition, PPL offers a specialized healthcare training for STEP-UP Achieve interns who are matched with positions in healthcare.



In partnership with

achievempls



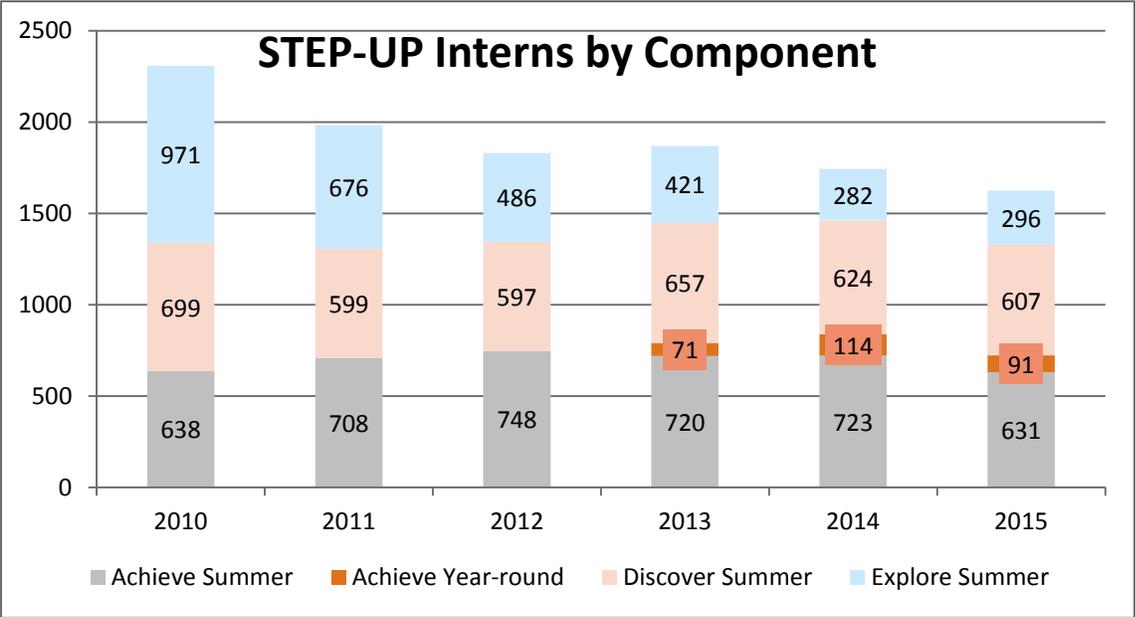
Project for Pride in Living



PROGRAM DESCRIPTION

STEP-UP is the City of Minneapolis employment program for youth ages 14-21. STEP-UP recruits, trains, and places youth from lower income families in jobs with a wide range of Twin Cities businesses, nonprofits and public agencies. The program helps interns explore diverse career interests, gain vital skills, make professional connections and prepare for meaningful careers. Whether it is a first job experience or a more skilled position, a STEP-UP internship helps young people explore careers and climb the ladder of professional development, ultimately resulting in a young person prepared to succeed in the workforce.

STEP-UP is divided into three components – STEP-UP Explore, STEP-UP Discover, and STEP-UP Achieve. A young person needing special supports or training may be matched with a position in STEP-UP Explore. Youth with little work experience may begin with a subsidized work experience in the nonprofit sector in STEP-UP Discover. As youth develop skills and more defined career goals, they may progress into a more skilled and competitive internship in STEP-UP Achieve.



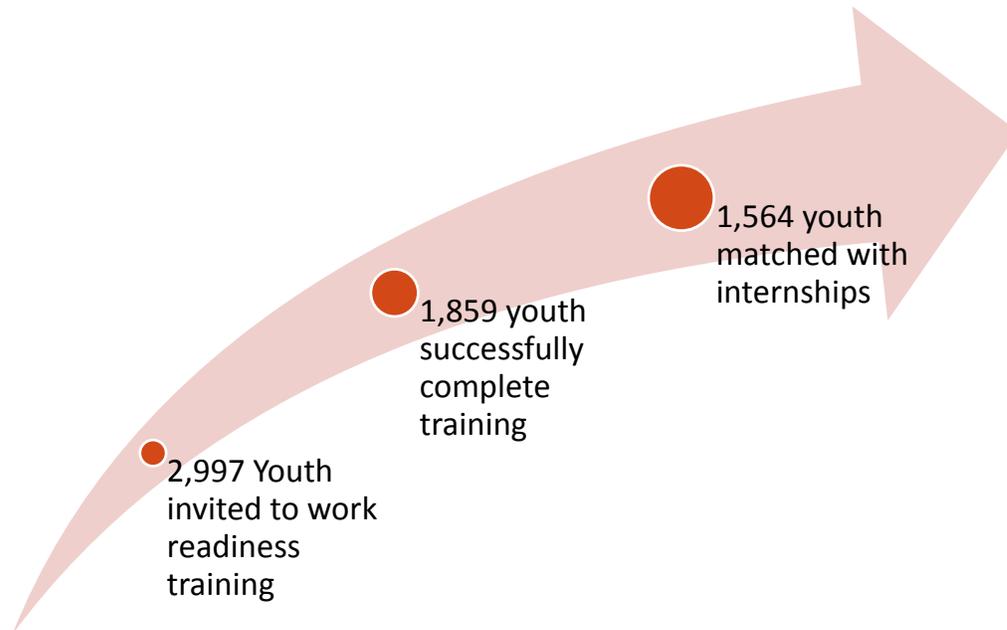
Note: Federal stimulus funds allowed for growth in internships in 2010.



PROGRAM ELEMENTS

Youth Recruitment

The STEP-UP team reaches out to schools, community partners, and families to recruit young people into the summer program. Outreach typically begins in the late fall. STEP-UP utilizes a fully online application process. More than 3,300 youth applied for the 2015 STEP-UP program.



Work Readiness Training

STEP-UP applicants are prepared for their internships through work readiness training. Youth are placed in training based on their age and level of work experience. The length, amount, and the provider of training will vary by component. The most work ready youth, mostly age 16 and above with some previous work experience, spend 5 hours in the classroom followed by a mock interview with a business professional.

Middle level youth attend 10 hours of classroom training along with a mock interview.

Our youngest youth, and those with no previous work experience, continue to spend 12 hours in the classroom, utilizing more hands-on activities and presentations by business professionals and older STEP-UP interns.

The 326 youth participating in the STEP-UP Explore complete work readiness training as part of their on-the-job work experience.

STEP-UP invited 2,997 eligible applicants to classroom work readiness training in 2015. AchieveMpls offered work readiness training for approximately 2,450 STEP-UP youth, and Project for Pride in Living



(PPL) offered training for 600 youth. This year, 1,859 youth successfully completed all required training and advanced to the pool of applicants ready for placement into internships.

Education and Specialized Trainings

STEP-UP interns had a variety of training opportunities to help them develop their academic, professional, and life skills. Each component of STEP-UP offers a developmentally appropriate set of enhancements, but all focus on training experiences that help youth reach their goals. Some training classes focus on career exposure, college preparation, finance, or entrepreneurship, while others teach basic academics, STEM curriculum, or health and nutrition.

Trainings offered in 2015 included:

Healthcare

- **118** youth were prepared for internships the healthcare field with a **specialized, 6-hour training** led by Project for Pride in Living and healthcare professionals. Interns heard from industry professionals, learned about HIPAA regulations, customer service specific to healthcare, and the variety of career paths available in the industry.
- **13** interns participated in Scrubs Camp, a week-long camp that gives interns the chance to participate in hands-on healthcare activities and learn about health-related careers while experiencing life on the Augsburg College campus.

Technical Career Exposure and Training

- **47** interns participated in a High Tech Innovation Day. This day-long training equips students with the tools necessary to problem-solve real-world issues, develop a product that addresses these issues using technology, and be able to pitch their product. This training also highlighted information and skills that will better prepare youth for internships in the tech field and with emerging businesses. Students experience the day as an innovator & social entrepreneur.
- **8** interns participated in the IT Tech Tour at *Be The Match*. This experience provided an opportunity for interns to get an inside look at an organization's IT department and see how they use technology to make the world a better place. Interns learned about the variety of careers within IT, heard employees' career journeys, and did an interactive brainstorming session about adapting *Be The Match's* website for mobile phone use.
- Excel is an essential skill for the workplace but generally not taught in our schools. **72** interns completed a series of online training modules to enhance their skill development Excel skills and prepare for more challenging positions down the road. Certification was available for advance youth that completed all modules during the course of the summer.
- A partnership with the **Silicon North Stars** program made it possible for **8** interns to travel to Silicon Valley for a week long technology camp. The trip included meeting with internet and technology leaders from top companies, startups, and venture capital funds. The youth



participated in an intensive series of lectures, tours, discussions, and group activities at companies throughout the area. The camp concluded with a group project in which the students competed in teams to create and pitch their own startup ideas to a crowd of tech professionals.

Financial Literacy

- **90** STEP-UP Achieve interns expanded their financial knowledge at the annual U.S. Bank Financial Education Day event run by U.S. Bank trainers. Hosted at St. Thomas's Opus College of Business, interns learned about banking, budgeting, and credit to help oversee their personal finances. They came away from this event with increased insight into how to manage their STEP-UP earnings and plan for their future.

College Exposure and Preparation

- **105** STEP-UP Achieve interns attended Golden Gopher Day at the University of Minnesota campus to learn more about college and help them prepare for post-secondary education. Activities included a presentation about UMN, a panel discussion with current students, a motivational speaker, a campus tour, breakout sessions on specific colleges, and a chance to practice networking skills.

Business and Professional Skills

- Financial services company volunteers spend a day with **33** interns to talk about the wide range of careers available in financial services and the underlying skills that are essential to success. The event features a panel representing distinct areas of financial services, a seminar focused on business etiquette & customer service, and a speed career networking exercise with industry representatives.
- **3** interns participated in Minnesota Business Venture (MBV), a residential summer camp for high school students to learn about leadership, financial literacy, and career options. Students work together as a "company" while gaining knowledge from numerous guest speakers and volunteers. Partnerships with BestPrep's host campuses, St. Cloud State University and St. John's University, allowed 3 interns to experience college life firsthand.
- **7** interns interested in legal careers participated in the 5-day Summer Legal Institute, which is an immersion program at the University of Minnesota Law School organized by Just the Beginning - A Pipeline Organization (JTB-APO). Interns visit federal courts and law firms, meet with judges and practitioners, engage in mock trials and oral argument competitions, participate in networking etiquette, professional skills and financial literacy workshops and learn about a wide variety of legal careers and required education.



Academic Skills

- Over **600** STEP-UP Discover interns participated in a 3 hour weekly class during their internship. Classes tie academic skills learned in the classroom to their summer work experience and focus around personal and professional development. Classes integrate STEM, life skills, and financial literacy. Most interns are also able to earn academic credit for the classroom training paired with the on-the-job experience.

Outdoor Careers

- A partnership with YouthCARE/Camp Sunrise offered STEP-UP Discover interns the chance to spend a week at a rustic camp. Many interns have never had a camping experience. This experience offers them an opportunity to participate in all the usual camp activities and introduces them to outdoor career opportunities. In addition, interns develop leadership skills and complete work projects to support the camp. Thirty-nine (**39**) interns spent a week at Camp Sunrise in the summer of 2015.

Supportive Services

Transportation: The cost of getting to work and training is often a barrier for youth from low-income families. STEP-UP partners with Metro Transit to provide bus cards for interns to cover the cost of transportation during their internship.

Mentoring: Over 80% of STEP-UP interns had a mentor to help them make the most of their summer work experience. While the overwhelming number of mentors were the supervisors, mentors also included co-workers in their department and supervisors from other departments in the company.

Program Evaluation

As part of a Social Innovation Fund (SIF) grant, the Center for Applied Research and Educational Improvement (CAREI) at University of Minnesota is working with the STEP-UP team to determine the impact that participating in STEP-UP has on students. The methodology includes propensity score matching, which takes a STEP-UP students and matches them to a similar student demographically and academically that did not participate in STEP-UP. Because the students are similar to one another, any future differences can be attributed to the STEP-UP intervention. Key indicators that will be evaluated include: attitude, 21st century skills, future orientation, school engagement, social capital, test scores, GPA, credit accumulation, behavior and attendance. If the SIF grant is extended, the study will be able to look at these both short term impact as well as evaluate students longitudinally.



STEP-UP ACHIEVE



Description

STEP-UP Achieve provided internships and training experiences for STEP-UP applicants, ages 16-21, evaluated through the application process as most prepared for a more challenging and independent work experience. AchieveMpls led this component of STEP-UP, working with employers to identify and provide job opportunities at their businesses, matching the most qualified interns with those positions.

In 2015, 1,555 applicants were selected for STEP-UP Achieve and invited to work readiness training. Of those, 897 (58%) successfully completed training and 631 youth were placed in paid internships.

Employers

In 2015, AchieveMpls recruited 147 employers to hire STEP-UP Achieve interns. Employer recruitment kicked-off in February 2015 with an employer appreciation breakfast sponsored by U.S. Bank. Over 230 current or potential supervisors attended the event and heard from STEP-UP founders Richard Davis and Mayor RT Rybak, STEP-UP Alumni, and STEP-UP Staff.

Thirty-four employers were new to STEP-UP this year. Participating businesses represented a mix of public, private, and nonprofit employers. STEP-UP Achieve focuses on recruiting meaningful and challenging employer-paid internships. Of the 631 STEP-UP Achieve interns in 2015, 472 were paid directly by employers. An additional 159 youth were placed in internships funded with support from the private sector.

The Twin Cities business community is increasingly recognizing the value of hiring STEP-UP Achieve's young, diverse and motivated interns. Private sector employers were led by US Bancorp, followed by HealthPartners (see Table 1). While some larger businesses are able to hire several interns, smaller to medium size businesses that are able to hire one to 5 interns are also well-represented within STEP-UP Achieve.



Internships in the private sector offer STEP-UP Achieve youth a unique chance to learn about corporate or small business culture, build connections to business professionals and explore career pathways in greater depth.

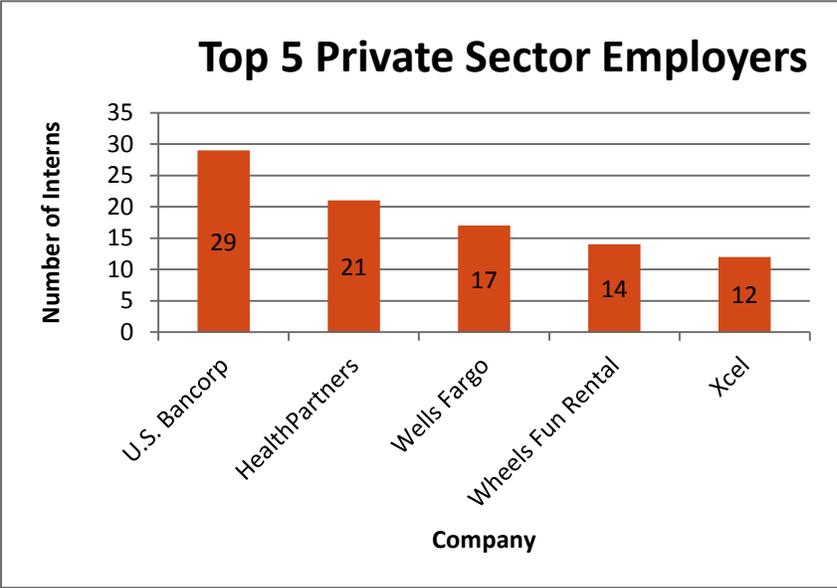


Table 1: Top Private Sector Employers

The banking industry led private sector employers again in 2014, with U.S. Bancorp and Wells Fargo hiring a total of 41 interns.

A full list of STEP-UP employers and the number of interns placed at each business is included in the appendix.

The public sector is a strong supporter of STEP-UP and is using the program as a way expose young people to careers in government and education. STEP-UP interns are particularly in demand because of their diversity, technical skills and ability to speak

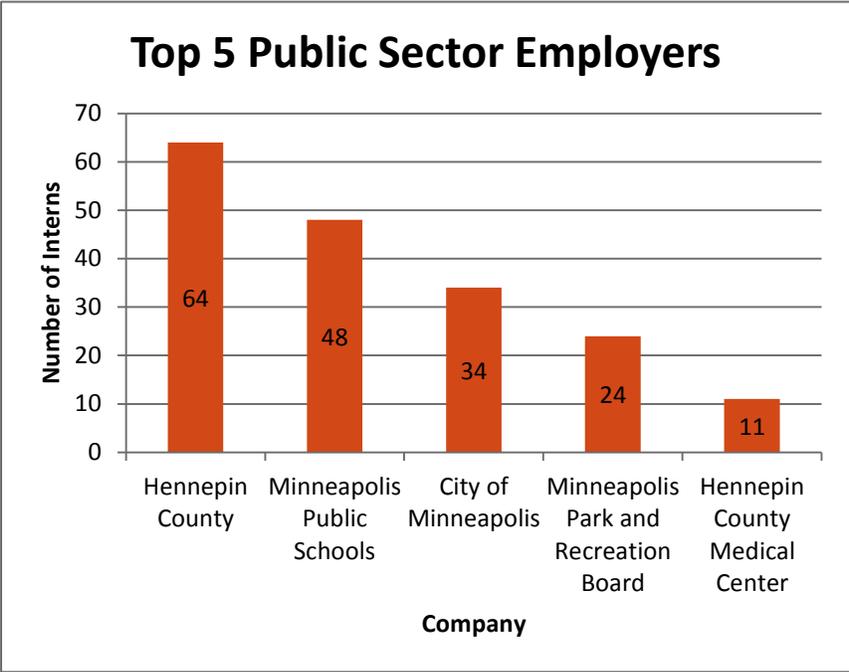


Table 2: Top Public Sector Employers

Hennepin County and Minneapolis Public schools have been the leading public sector employers for several years multiple languages.



STEP-UP DISCOVER



Description

STEP-UP Discover is the developmental component of STEP-UP, preparing and matching young people in wage subsidized jobs in the nonprofit sector. Youth in STEP-UP Discover are often new to the workforce and looking to experience their first job. Youth complete work readiness training and then meet with a job counselor to be matched with a position in the nonprofit sector that suits their skills and interests, allowing youth to learn and practice basic employment skills and explore career interests in a supportive work environment.

This year, 1,442 STEP-UP applicants were invited to STEP-UP Discover work readiness training. Of those, 962 (67%) successfully completed training and 607 youth were placed in paid internships.

Employers

In 2015, 71 nonprofit employers provided internships for a total of 607 STEP-UP interns. Nonprofit employers provided internships of 6-9 weeks for up to 27 hours per week. Interns were provided with supported, high-quality work experiences allowing them to learn more about the organizations active in their community. The STEP-UP experience gave interns the opportunity to learn and practice employment skills as well as explore career interests and network with community leaders.

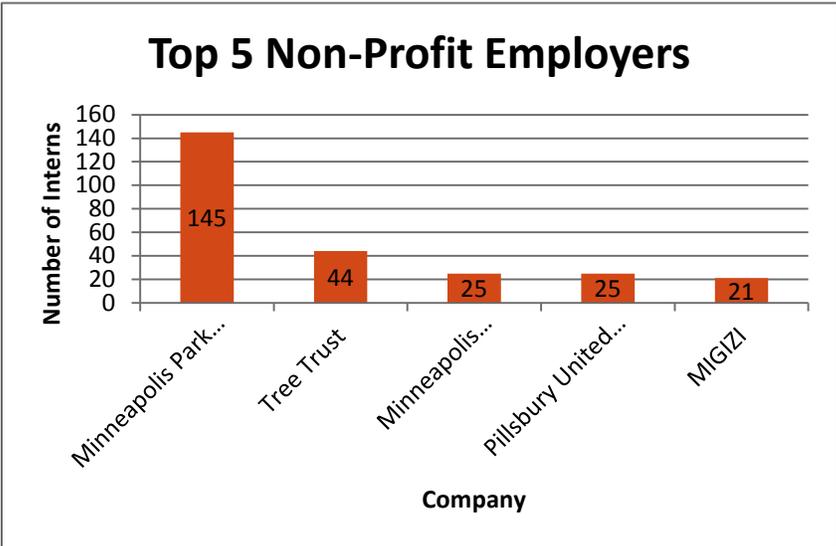


Table 3: Top Nonprofit Employers participating in STEP-UP



STEP-UP EXPLORE



Description

STEP-UP Explore is the most flexible training experience within STEP-UP, offering partner organizations the opportunity to create meaningful work experiences that serve targeted populations of youth including those with special needs, limited English, teen parents, or other potential barriers to a successful employment experience.

In addition, STEP-UP Explore partners with programs that work with students year round can offer a supported work experience in the summer, including specific industry training. Examples include and Upward Bound Programs and a new partnership with the Roosevelt High School Automotive Program.

Work readiness and job search is offered at the partner level and is an integral part of the STEP-UP Explore training.

In 2015, 326 young people ages 14-21 were matched with jobs through these partnerships, reducing barriers to employment and providing work experiences that prepare them for the future workforce.

Employers

Eighteen (18) partners in the education and nonprofit sector partner with STEP-UP Explore to offer more supportive work experiences.



STEP-UP YOUTH PLACEMENT AND EARNINGS

5 Year History

STEP-UP – All Components

	2015	2014	2013	2012	2011
TOTAL JOBS	1,564	1,629	1,798	1,833	1,950
Total Hours Worked	304,198	334,790	364,129	395,129	374,486
Total Earnings	\$2,630,622	\$2,728,154	\$2,840,459	\$3,186,346	\$2,924,608

STEP-UP Achieve

	2015	2014	2013	2012	2011
TOTAL JOBS	631	723	720	750	705
NUMBER OF EMPLOYERS	147	131	156	151	145
SUBSIDY FUNDS	180,400	\$187,000	\$230,000	\$177,000	\$176,000
NUMBER OF SUBSIDIES	159	187	229	176	175
Hourly Wage (avg)	\$9.34	\$8.56/hr	\$8.55/hr	\$8.79/hr	\$8.15/hr
Hours Worked per Week (avg)	24.7	26	26.80	30.62	29.74
Number of Weeks Worked (avg)	8.0	8.2	8.33	7.94	7.80
Total Earnings Per Intern (avg)	\$1,843	\$1,832	1,897	\$2,192	\$1,904
Total Hours Worked (approx.)	125,511	154,143	160,735	182,342	156,317
Total Earnings (approx.)	\$1,164,563	\$1,315,376	\$1,365,840	\$1,643,629	\$1,342,876



STEP-UP Discover

	2015	2014	2013	2012	2011
TOTAL JOBS	607	624	657	597	599
NUMBER OF EMPLOYERS	71	71	68	71	66
Hourly Wage	\$9.00*	\$8.00*	\$7.25	\$7.25	\$7.25
Total Earnings Per Intern (avg.)	\$1,816	\$1,812	\$1,598	\$1,421	\$1,763
Total Hours Worked	134,499	144,960	144,811	117,033	145,690
Total Earnings	\$1,102,895	\$1,130,688	\$1,049,886	\$848,494	\$1,056,258

*Minimum wage increase from \$7.25 per hour to \$8.00 per hour on August 1, 2014 and to \$9.00 per hour on August 1, 2015.

STEP-Explore

	2015	2014	2013	2012	2011
TOTAL JOBS	326	282	371	496	676
NUMBER OF EMPLOYERS	18	18	17	18	21
Hourly Wage	\$9.00*	\$8.00*	\$7.25	\$7.25	\$7.25
Total Earnings Per Intern (avg.)	\$1,114	\$1,000	\$1,210	\$1,425	\$777
Total Hours Worked	44,288	36,165	58,583	95,754	72,479
Total Earnings (subsidy funds)	\$363,164	\$282,090	\$424,733	\$694,223	\$525,474

*Minimum wage increase from \$7.25 per hour to \$8.00 per hour on August 1, 2014 and to \$9.00 per hour on August 1, 2015.



STEP-UP EMPLOYERS

Account Name	Summer 2015 Jobs	STEP-UP Division	Account Name	Summer 2015 Jobs	STEP-UP Division
Accenture	3	Achieve	City of Lakes Community Land Trust	1	Discover
AchieveMpls	1	Discover	City of Minneapolis	34	Achieve
Adolfson & Peterson Construction	1	Achieve	Cleveland Neighborhood Association	4	Achieve
Aeon	14	Discover	Cleveland Neighborhood Association	6	Discover
Afro-Eco	5	Discover	CLUES	2	Discover
Allianz Life Insurance Co. of North America	2	Achieve	CommonBond Communities - Seward Towers East and West	2	Discover
American Composers Forum	1	Achieve	Community Bridge	4	Discover
American Family Insurance	1	Achieve	Community Involvement Programs	3	Discover
American Swedish Institute	2	Achieve	Confederation of Somali Community	13	Discover
Appetite for Change	6	Achieve	Conflict Resolution Center	2	Discover
Arneson & Geffen	1	Achieve	Cookie Cart	30	Explore
ArtiCulture	4	Discover	courageous heARTS	1	Achieve
Asian Media Access	10	Achieve	Cushman & Wakefield and NorthMarq	1	Achieve
Asian Media Access	14	Discover	DEED/Minneapolis Workforce Center	7	Discover
Augustana Care Corporation	4	Achieve	East Side Neighborhood Services	9	Discover
Augustana Thomas T. Feeney	3	Achieve	East Side Neighborhood Services	10	Explore
Baby's Space/Tatanka Academy	6	Discover	Ebenezer	4	Achieve
Banyan Community	5	Explore	EDIT	1	Achieve
Bethel Evangelical Lutheran Church	2	Discover	Educators4Excellence	1	Achieve
Birchwood Care Home	2	Achieve	El Colegio-Juventud Conectada	4	Discover
BKV Group	1	Achieve	Elliot Park Neighborhood Inc.	1	Discover
Boston Scientific	10	Achieve	Elpis Enterprises	1	Achieve
Boys and Girls Clubs of the Twin Cities	14	Discover	Emerge Community Development	27	Explore
Bremer Bank	1	Achieve	Explore Minnesota	1	Achieve
Campus Kitchen at Augsburg College	1	Discover	Faegre Baker Daniels	1	Achieve
CAPI USA	2	Discover	Fairview Health Services	9	Achieve
Carlson, Caspers, Vandenburg, Lindquist & Schuman, P.A.	1	Achieve	Felhaber, Larson, Fenlon & Vogt	1	Achieve
Catholic Charities Northside Child Development Center	7	Discover	First Congregational Church of MN, UCC	1	Discover
Catholic Eldercare	1	Achieve	Foley & Mansfield	2	Achieve
Centerpoint Energy	2	Achieve	Fred Wells Tennis & Education Center	2	Achieve
Children's Defense Fund	10	Achieve	Generation Next	1	Achieve
Children's Dental Services	3	Discover	Gillette Children's Specialty Healthcare	7	Achieve
Children's Hospitals and Clinics	9	Achieve	Grassroots Solutions	1	Achieve
Church of New Life Christian Ministries	7	Discover	Greater Minneapolis Council of Churches	4	Discover

Account Name	Summer 2015 Jobs	STEP-UP Division	Account Name	Summer 2015 Jobs	STEP-UP Division
Greater Twin Cities United Way	1	Achieve	Lurie Besikof Lapidus & Co.	1	Achieve
Guaranty Commercial Title, Inc	1	Achieve	M. A. Mortenson Company	3	Achieve
Hart Law Office, PLLC	1	Achieve	Management HQ	1	Achieve
Hawthorne Neighborhood Council	1	Achieve	Mary Trondson- State Farm Insurance	1	Achieve
HealthPartners	21	Achieve	Mashkiikii Gitigan	2	Discover
Hennepin County	64	Achieve	Masjid An-Nur	3	Discover
Hennepin County Medical Center	11	Achieve	McKinsey and Co., Inc.	1	Achieve
Hiawatha Academies	2	Achieve	MEDA - Metropolitan Economic Development Association	1	Discover
High School for Recording Arts	4	Discover	Meet Minneapolis	1	Achieve
High School Upward Bound at MCTC	6	Explore	Memorial Blood Centers	2	Achieve
HIRED	2	Discover	Mentoring Peace Through Art	19	Discover
Hope Community	5	Discover	Messiah Lutheran Church	5	Discover
Hospitality House Youth Development	4	Achieve	Metropolitan Airports Commission	2	Achieve
Hubbard Broadcasting	1	Achieve	Metropolitan Council	8	Achieve
Hyatt Regency Minneapolis	1	Achieve	Meyer & Njus, P.A.	1	Achieve
Illusion Theater	1	Achieve	Migizi Communications	12	Achieve
Indigenous Peoples Task Force	5	Discover	Migizi Communications	21	Discover
InFaith Community Foundation	1	Achieve	MinnCAN: The Minnesota Campaign for Achievement Now	1	Achieve
Intermedia Arts	5	Discover	Minneapolis Community Education	25	Discover
Jabber Logic	1	Achieve	Minneapolis Foundation	1	Achieve
JACC - Jordan Area Community Council	3	Discover	Minneapolis Institute of Arts	1	Achieve
Julia Knight, Inc.	1	Achieve	Minneapolis Park and Recreation Board	24	Achieve
Juxtaposition Arts	18	Achieve	Minneapolis Park and Recreation Board	145	Discover
Kaleidoscope Place	9	Discover	Minneapolis Park and Recreation Board	38	Explore
KBEM-FM Jazz 88	6	Achieve	Minneapolis Police Activities League	5	Discover
KMOJ	2	Achieve	Minneapolis Public Housing Authority	14	Discover
Kraus-Anderson Construction Company	1	Achieve	Minneapolis Public Schools	48	Achieve
Lao Assistance Center	1	Discover	Minneapolis Regional Chamber of Commerce	1	Achieve
Legal Rights Center, Inc	1	Achieve	Minneapolis Television Network	2	Achieve
Life Changing Out Reach Programs & Services (LCorps)	3	Achieve	Minnesota Children's Museum	2	Achieve
Little Earth Residents Association	4	Discover	Minnesota Department of Employment and Economic Development	6	Achieve
Loppet Foundation	4	Discover	Minnesota Department of Human Rights	1	Achieve
Lundstrum Center for the Performing Arts	3	Discover	Minnesota Department of Human Services	1	Achieve

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Minnesota Department of Transportation	5	Achieve	Segue Café	2	Discover
Minnesota Historical Society	1	Achieve	Seward Co-op	2	Achieve
Minnesota Housing Finance Agency	1	Achieve	Showroom	5	Achieve
Minnesota Public Radio	1	Achieve	Siemens	2	Achieve
Minnesota Timberwolves, Minnesota Lynx	1	Achieve	Sisters Need a Place	2	Achieve
Minnesota Twins Baseball Club	1	Achieve	SMC Pros	1	Achieve
Minnetonka Moccasin	1	Achieve	Sojourner Truth Academy	1	Achieve
Multilingual Word	1	Achieve	Somali American Parent Association	2	Discover
Neighborhood Development Center	1	Achieve	Southside Community Health Services	1	Achieve
New Creation Baptist Church	4	Discover	Spark Youth	2	Discover
Nilan Johnson Lewis	1	Achieve	St. Paul's Lutheran Church	2	Discover
Ogletree Deakins	1	Achieve	St. Stephen's Human Services	1	Achieve
Olu's Home, Inc.	1	Achieve	Star Tribune	1	Achieve
Open Arms Of MN	2	Achieve	SteppingStone Theatre for Youth Development	7	Achieve
PadillaCRT	1	Achieve	Teach For America - Twin Cities	1	Achieve
Pathway Learning Center	5	Discover	Temple Israel Early Childhood Center	3	Achieve
Pillsbury United Communities	25	Discover	The Art Shoppe	1	Achieve
Pillsbury United Communities	14	Explore	The Family Partnership	3	Discover
Piper Jaffray	1	Achieve	The Family Partnership at Four Directions	6	Discover
Plymouth Christian Youth Center	5	Achieve	The No Words! Concept LLC	2	Achieve
Plymouth Christian Youth Center	6	Explore	The People's Center Medical Clinic	2	Achieve
PPL - Project for Pride in Living	8	Discover	The Power of People Leadership Institute	1	Achieve
Project Sweetie Pie	6	Achieve	The Works Museum	1	Achieve
Real Resources	3	Achieve	Thrivent Financial	8	Achieve
Redeemer Center for Life	3	Achieve	Transition Plus	23	Explore
Redeemer Center for Life	12	Discover	Tree Trust	44	Discover
Redeemer Health and Rehab Center	6	Achieve	Tunheim Partners	1	Achieve
Reve Academy	9	Achieve	Twin Cities Tutoring	2	Achieve
Riverside Plaza Tenant Association	2	Discover	Twin Cities Tutoring	2	Discover
Robins Kaplan LLP	1	Achieve	U.S. Bancorp	29	Achieve
Roosevelt High School Auto Program	11	Explore	U.S. Congressman Keith Ellison	1	Achieve
RSP Architects, Ltd.	2	Achieve	U.S. District Court	1	Achieve
Sabathani Community Center	12	Discover	UCare	11	Achieve
Science Museum of Minnesota	1	Achieve	UnderConstruction	11	Explore



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Universal Hospital Services	2	Achieve
University of Minnesota	9	Achieve
University of Minnesota Upward Bound	22	Explore
UPS	1	Achieve
Upward Bound Vision Quest	14	Explore
Urban Arts Academy	4	Achieve
Urban Arts Academy	4	Explore
Urban Strategies	10	Discover
Urban Ventures- City Kid Farm	1	Achieve
Vocational Outreach Services	11	Explore
Voice of Culture Drum and Dance	3	Achieve
Walker Art Center	1	Achieve
Walker Methodist Health Center	1	Achieve
Walling, Berg & Debele, P.A.	1	Achieve
Wells Fargo	17	Achieve
Wellspring Second Chance Center	2	Discover
West Bank Community Coalition	2	Discover
West Broadway Business and Area Coalition	1	Achieve
Wheel Fun Rentals	14	Achieve
Wilderness Inquiry	6	Achieve
Wilderness Inquiry	14	Explore
Winthrop & Weinstine	1	Achieve
Xcel Energy	12	Achieve
YMCA - Blaisdell	10	Discover
YMCA Downtown	2	Discover
YMCA Greater Twin Cities Beacon	7	Discover
Young Dance	1	Achieve
Youth Farm and Market	19	Explore
Youth Farm and Market Project	2	Achieve
YouthCARE	31	Explore

