

YOUTH-Initiatives

Appendix A:

Statistical analysis obtained from 2000 Census information (City of Minneapolis, 2000).

Overall Employment Increased for Minneapolis residents by 7.2%

North Minneapolis Employment	2000 rate	Decrease or Increase
Hawthorne Neighborhood	60%	-4%
Jordan Neighborhood	64%	-.09%
Near North Neighborhood	57%	+3%
Willard Hay Neighborhood	65%	-2%

Overall Unemployment rate for Minneapolis residents was 5.8%

North Minneapolis unemployment	2000 rate	Decrease or Increase
Hawthorne Neighborhood	19.9%	+3%
Jordan Neighborhood	15%	+2%
Near North Neighborhood	16%	-5%
Willard Hay Neighborhood	9%	-2.3%

Overall Poverty for Minneapolis residents was 17%

North Minneapolis poverty	2000 rate
Hawthorne Neighborhood	41%
Jordan Neighborhood	29%
Near North Neighborhood	38%
Willard Hay Neighborhood	

Median Family Income for Minneapolis was \$47,974

The Metropolitan Medium Income was \$63,600

North Minneapolis Communities	2000 Family Income
Hawthorne Neighborhood	\$25,842
Jordan Neighborhood	\$30,488
Near North Neighborhood	\$23,908
Willard Hay Neighborhood	\$35,221

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Families below poverty level for Minneapolis was 12%

North Minneapolis Communities	% of Families below poverty	Decrease or Increase
Hawthorne Neighborhood	35%	Decrease
Jordan Neighborhood	25%	Increase
Near North Neighborhood	39%	- 4%
Willard Hay Neighborhood	20%	- 5%

Average House Value in Minneapolis - \$113,500

Hawthorne Neighborhood	\$63,800
Jordan Neighborhood	\$72,500
Near North Neighborhood	\$90,100
Willard Hay Neighborhood	\$79,500

Crime Statistics for January – March 2007²

	Total	Hom	Rape	Rob	Aslt	Burg	Theft	MVT	Arson
Minneapolis	5670	14	94	490	567	1231	2507	737	30
4th Precinct	1281	11	16	151	199	331	363	197	13

²² www.ci.minneapolis.mn.us/police/crime-statistics/ucr/2007/22007-03-31-Mar-UCR.pdf pg 3 & 11

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Appendix B: Survey about Minneapolis Initiatives

Thank you for participating in our survey. The purpose of this survey is to determine your knowledge and awareness of the *Close the Gap* and/or the new *Youth Violence Prevention* initiatives underway in Minneapolis. Please circle or mark the best answer for each question.

The Close the Gap Initiative

1. Have you heard or read about Minneapolis' *Close the Gap* employment initiative?

- a. Yes b. No c. Somewhat

If you answered yes to this question, do you know the goals of this initiative?

- a. Yes b. No c. I can't remember

2. Did you know that Minneapolis has an Employment Training Program?

- a. Yes b. No c. Really?

3. Are you presently employed?

- a. Yes i. Full time
b. No ii. Part time

4. Do you use a computer?

- a. Yes b. No c. Sometimes

5. Where do you access a computer? Circle all that apply.

- a. Work
b. School
c. Home
d. Library
e. No where

6. How many years of working experience do you have?

(Include full- time and part-time experience, internship, co-op, summer jobs, etc.)

- a. Six years or more
b. Four to less than 6 years
c. Two to less than 4 years
d. Less than 2 years
e. None

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Blue Print for Action - Youth Violence Prevention

1. Have you heard or read about the new Youth Violence Prevention initiative?
 - a. Yes
 - b. No
 - c. Unsure
2. Do you agree that youth violence is a problem in your community?
 - a. Yes
 - b. No
 - c. Unsure
3. Do you have children between the ages of 8 to 22?
 - a. Yes
 - b. No
 - c. Part time

3a. If you answered yes, do your children attend any after school or weekend sponsored activities?

 - i. Yes
 - ii. No
 - iii. Sometimes

3b. Who sponsors the programs they attend?

 - ii. School
 - iii. Park Board
 - iv. YMCA or YWCA
 - v. Other _____
4. Do you think there are sufficient group activities currently available for children, between the ages of 8 and 22?
 - a. Yes
 - b. No
 - c. Not enough
5. Do you think there are sufficient Park Board sponsored programs for youth?
 - a. Yes
 - b. No
 - c. Not enough
6. What are the biggest barriers to accessing and/or participating in youth-sponsored activities?
 - a. Money
 - b. Location
 - c. Hours of Operation
 - d. Not convenient
 - e. Boring activities
7. Did you know about the **Teen Job Fair** held on **January 5, 2008** at the downtown library?
 - a. Yes
 - b. No
8. Did you know that the University of Minnesota will offer a four year scholarship to families earning less than \$50,000 a year?
 - a. Yes
 - b. No

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Appendix C: Youth-Initiatives - Logic Model

Long-term outcomes	<ul style="list-style-type: none"> Retention of education, health care, social assistance and manufacturing industries in Minnesota. Increase the number of educated and skilled minority workers that are readily accessible to replace upcoming retirees. Increase wealth of minority individuals and families. Decrease intergenerational poverty of minority individuals and families. 		
Intermediate outcomes	<ul style="list-style-type: none"> Increase living-wage employment opportunities for minority individuals and families. Increase the pool of skilled minorities seeking and obtaining employment opportunities. Decrease minority high school drop-outs. Increase minority post-secondary school enrollment and graduation rates. Decrease participation in criminal activities and juvenile violence. 		
Short-term outcomes	<ul style="list-style-type: none"> Young minorities see education as a benefit to employment and long-term wealth generation. Decrease teen pregnancy amongst low income youth. Reduce truancy amongst junior & senior high school students. 	Parents endorse the value of youth internships, encourage their child to attend leadership training, and view education as a method to increase long-term wealth.	Continued partnership between public and private sector in providing youth internships, scholarships, mentors, and positive training opportunities and activities.
Outputs	<ul style="list-style-type: none"> Provide positive educational summer youth activities. Provide urban youth leadership training. Provide summer internship opportunities for urban youth. Provide more after-school activities for Minneapolis youth. 	<ul style="list-style-type: none"> 48 minority youth complete leadership training. 70 urban youth participating in the STEP-UP program Increase minority youth participation in the Youth Coordinating Board; More minority teens graduating from high school. 	<p>Additional scholarships are allocated for minority youth</p> <p>Increase Employer-sponsored internships for youth.</p> <p>More minority mentors are matched with urban minority youth as positive role models.</p>
Activities	<p>Youth leadership trainings and one-on-one mentors.</p> <p>Youth engagement in designing after-school activities.</p> <p>Provide easily accessible list of available employment and educational opportunities.</p> <p>Provide information on growing industry sectors with living-wage employment opportunities.</p>	<p>Financial contributions from participating organizations.</p> <p>Marketing and outreach to parents with youth about the various programs available.</p>	<p>Apply for and receive a grant from Staples Foundation for youth-oriented programming.</p> <p>Apply for and receive one-time grant funds from Wells-Fargo Community Funding Foundation for youth programs.</p>
Inputs	Non-profit youth organizations: Emerge-MN; PCYC; NorthWay Community Trust and faith-based organizations.	Participating employers offering youth internships; scholarships and foundation grants for youth.	Foundation grants, scholarships and employer participation in the STEP-UP program

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Appendix D:	<u>Youth Summer Programs</u>	<u>DEADLINE</u>
Macalester College		
	EXPAND YOUR MIND	21-Apr-08
WHO	7th - 12 grade "talented" students. Top 20% of their class	
WHAT	Hands-on academic opportunities for curiosity	
WHEN	June 16 - June 27 July 7 - July 18	
FEES	\$495 some scholarship money available	
CONTACT	mity@Macalester.edu	
Minnesota State Patrol		
	FREE	1-Jun-08
WHO	Ages: 16-19 Interest in Law Enforcement	
WHAT	1-week real-life law enforcement training camp	
WHEN	At Camp Ripley call 651-628-6971 for dates	
CONTACT	tracy.vogt@state.mn.us	
College of St. Catherine		
		2-May-08
WHO	Highschool Junior or Senior with 2.5 GPA Need letter of recommendation; grade report & a short essay	
WHAT	Experience College life, learn about academic expectations; learn how to write successful essays; explore career options; complete financial aid/college applications discover scholarship opportunities	
WHEN	June 16 - 21 July 7 - 12	
CONTACT	shvonnejohnson@stkate.edu	
Carleton College		
		2-Apr-08
WHO	Junior or Senior High School students	
WHAT	Writing program - limited scholarships available	
WHEN	July 6 - 24	
CONTACT	swp@carleton.edu	
University of St. Thomas		
		1-Jun-08
WHO	Students of Minneapolis schools	
WHAT	National Youth Sports Program mix of academic & athletic programs	
WHEN	June 23 - July 25 Monday - Friday (no holiday)	

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CONTACT	nysp@stthomas.edu		
<hr/>			
St Cloud State University			25-Apr-08
WHO	Finished 10th & 11th grade in 2007-08 A strong interest in science & technology		
WHAT	Focus on scientific research; exposure to career options provide role models & encourage mentor/mentee relationships		
WHEN	July 20 - August 8 , 2008 non-refundable Fee \$10.00		
CONTACT	robjohn@stcloudstate.edu		
<hr/>			
College of St. Catherine	Space is limited	14-Mar-08	9-May-08
WHO	Girls entering 10th to 12th grade interest in math, business, technology, languages, art		
WHAT	Hands-on, interactive camp combining business & technology; explore different careers while building an on-line shopping mall		
WHEN	July 12 - July 18 Scholarships available		
CONTACT	bsdorrian@stkate.edu	cwst@stkate.edu	
<hr/>			
University of Minnesota - IT Center & 3M Foundation			2-May-08
WHO	Students entering 10th-12 grade Interest in a career in engineering or physical science Need a brief essay, letter of recommendation & high school grades		
WHAT	Students work with small groups of University scientist, engineers Demonstrations, lectures, tours & lab experiences		
WHEN	July 7 - 11 July 14 - 18 Fees - \$95	July 21 - 25 July 28 to Aug 1 Scholarships available	GIRLS ONLY CO-ED
CONTACT	www.itcep.umn.edu/summenrich/career.php		
<hr/>			
Inventors' Club - Medtronic Foundation			
WHO	Youth ages 9 -18		Limited scholarships
WHAT	learn about inventions and strength problem-solving skills. Take-home invention in a workshop with science & engineering mentors		
WHEN	Saturdays April 19 - May 24		

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	Grades 4 - 6; 10:00 a.m. to noon	\$ 125/child
	Grades 7 - 12; 1:30 p.m. to 4:00 p.m	\$ 155/child
CONTACT	612.926-3878 x 219	
	University of St. Thomas	7-Apr-08
WHO	Girls - completed 6th grade	
WHAT	introduction to the world of technology/engineering One-week workshops	
WHEN	June 22 - 26 July 13 - 17 July 6 - 10 July 20 - 24	
CONTACT	jkkubal@stthomas.edu	
	Weisman Art Museum	14-Jun-08
WHO	High School 10 - 12 grade	
WHAT	week-long workshops; creating hands-on architectural models Working with college students to solve design challenges	
WHEN	August 4 - 8 Fees: \$150	
	Free tuition:	Mpls/St. Paul public school students
CONTACT	petka001@umn.edu	
	Concordia University - St. Paul	31-May-08
WHO	Youth	
WHAT	6-week program; build assets & skills for artistic appreciation & expression Workshops: photography, spoken word; painting; gardening; african drum; outdoor skills; poetry; storytelling; creative writing; african-based movement	
WHEN	June 17 - July 24; Monday - Friday; 8:30 a.m. to 4:00 p.m. Scholarship deadline: May 10, 2008 Fees: \$95/wk	
CONTACT	info@arts-us.org	
	Plymouth Youth Center	18-Jun-08
WHO	Youth can earn high school credits	
WHAT	Summer workshops in dance, spoken word, music production & theatre work with local hip hop, classical artists	

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to explore art as expression
WHEN Tuesdays through Thursdays
 12:45 to 2:45 p.m.
CONTACT kbutts@pcyc-mpls.org

College Introductory Summer Programs

DEADLINE

Carleton Liberal Arts Experience

1-Apr-08

WHO 50 High School Sophomores
WHAT 1-week all expenses paid (room, board, tuition)
WHEN July 12 through July 18
CONTACT clae@carleton.edu

St. Cloud State University

First-come first served

WHO 35 High School Graduates
WHAT Acclimate first year students
 provide in-depth academic assessments,
 take classes for credit
WHEN June 8 through July 10
CONTACT mss@stcloudstate.edu

**Future in Learning
 Law**

William Mitchell College of Law

15-May-08

WHO High School Graduates: minimum C+ in English & Social Studies
 Must write: 1-page summary
 why you want to join this program
WHAT Introduction in the study
 of law and law-related topics.
 Meet legal professionals;
 Prepare & participate in a mock trial
WHEN Monday - Friday 9 a.m. to 1 p.m.
 Fee: \$25
CONTACT beryl.rourke@wmitchell.edu

Institute for Multicultural Connections: Urban Teacher Education

unknown

WHO Junior or Senior High School Students
WHAT Information about careers in Urban Education
WHEN August 5 -6
CONTACT victor.cole@metrostate.edu

University of Morris, MN

1-Jul-08

WHO High School graduates or transfer students
WHAT FREE 4-credit umbrella course Math,

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English, Computer skills
WHEN 1st week of July
CONTACT fangdu@morris.umn.edu

St. Cloud State or St. John's University **15-Apr-08**

WHO High School Students grades 9-12
WHAT Hands-on information on starting
your own business, learn how to invest
making the most of your money,
buying your first car, paying for college
WHEN July 13-18
July 27-August 1
Fees \$125
CONTACT ahanson@bestprep.org

College of St. Catherine **15-Jul-08**

WHO Ages: 19-45 Max. 25 students
WHAT 3-day college preparation workshop for women
WHEN August 21, 22 and 25
CONTACT crcowens@stkate.edu

Dunwoody College of Technology **15-Apr-08**

WHO 9th grade to Seniors - High School
WHAT introduction to career opportunities in technical fields
\$600 stipend available based on attendance
WHEN varies
CONTACT 9th grade: mnelson@dunwoody.edu
10th grade: nabdullah@dunwoody.edu
11th grade: jburns@dunwoody.edu
12th grade: jmoore@dunwoody.edu

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Appendix E: College/Summer Internships Deadline
INROADS, Inc. **1-Apr-08**
WHO Anyone enrolled or accepted into a
 4-year College or University
 Interest in Business, Engineering,
 Computer Science or Medical Field
WHAT Paid Summer internships
WHEN 2-summer Internships with Fortune 1000 Companies
CONTACT 651-644-4406 www.inroads.org

University of Minnesota

WHO Freshman or Sophomore High School Students
 interest in Health Care field
WHAT Paid summer internship doing health care projects
 with faculty & student mentors
WHEN Summer Internship
CONTACT beck0652@umn.edu

Securian Financial Group

www.securian.com **11-Apr-08**
WHO High School or College students
WHAT Hands-on business experience in a corporate environment
 Paid full-time work @ \$11.10 to \$12.50/hour
WHEN Summer 2008
CONTACT stacey.raaf@securian.com

State Farm Insurance

1-Mar-08
WHO College Juniors & Seniors
WHAT Hands-on work experience in the insurance industry
 Paid full-time work @ \$15.00/hour
WHEN May 27 to August 1, 2008
CONTACT scott.nelson.g7gi@statefarm.com

University of Minnesota Duluth/Twin Cities **1-May-08**

UPWARD BOUND

WHO 9th & 10th Grade High School Students
 currently attending South, Roosevelt & Edison High School
 first-generation college students
WHAT 6-week residential summer program offering classes in English,
 math, science, second languages & leadership
 earn weekly stipends
WHEN June 16 to July 25
CONTACT lilli004@umn.edu www.d.umn.edu/~ubvq

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Minnesota Conservation Camps		25-Apr-08
WHO	Ages: 15 - 18	
WHAT	8-weeks of residential camp 5-hours educational & environmental activities each week receive a weekly living allowance working 35 hours a week	
WHEN	June 15 - August 9	
CONTACT	syp@conservationcorps.org	

Appendix F: SCHOLARSHIP INFORMATION

University of Minnesota - Founders Opportunity

Family household income < \$50,000/yr
 Qualify for a Pell grant
www.unpmn.org/programs/uom.htm

Horatio Alger Association Scholarship \$4,000

Family household income < \$50,000/yr
 GPA 2.0 or higher
www.horatioalger.org/scholarships

Page Education Foundation Scholarships

www.page-ed.org	DEADLINE	1- May
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Printing Industry of Minnesota

Scholarships/Internships	DEADLINE	15- Apr
GPA 3.0 or higher	\$1,000	

www.makeanimpression.info/find_a_future.php

Wallin Foundation Scholarship Program

Family household income < \$75,000/yr
www.wallinfoundation.org

www.scholarships.com www.fastweb.com

Brandy Murphy Scholarship	DEADLINE	30- Apr
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Submit a 1-page essay explaining how
 a high school course has influenced your life
www.brandyllynmurphy.com/scholarship

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Writers of the Future

designed to discover new & amateur writers
of science fiction/fantasy.

www.writersofthefuture.com

National Literature Scholarship

Rewards students for reading books with online
quizzes about details of each book

www.literature-scholarship.com

Criminal Justice Scholarship

Tests' students knowledge of
various law enforcement agencies

www.scholarshipnotes.com

Power of YOU	DEADLINE	1-Apr	Priority
		1-May	Final

Mpls or St. Paul Public High School Graduate

Get 2-years of college FREE

<http://www.minneapolis.edu/powerofyou/index.html>

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Appendix G:

Camp Counselor Positions **(Ages 18+)**

Organization: **Girl Scouts of Mn & Wisconsin River Valleys**

a variety of positions are available for high school
 more information available on their website
www.girlscoutsrv.org

Camps:

- Camp Elk River mshea@girlscoutsmpls.org
- Camp Greenwood mshea@girlscoutsmpls.org
- Camp Sanderson jmarnholtzj@girlscoutscv.org
- Camp Singing Hills camp@girlscoutsrv.org
- Camp Whispering Hills 800/845-0787

Summer Camps & Programs

Mad Science of Minnesota www.madsciencemn.org
 Ages 3 - 14
WHO interested in science also have a chess camp
WHAT How science affects our world
 partner with with Community Education & Park/Rec
 Must be interested in HAVING FUN!
WHEN www.madsciencemn.org Not determined yet
CONTACT 651.793.5721

Boulder Options Mentoring Program

WHO Ages 10 - 14
 must live in Minneapolis, Richfield, Robbinsdale,
 Golden Valley, St. Louis Park or Eastside St. Paul
WHAT One-year commitment, youth must be willing to run and bike.
 mentoring combines goal setting, athletic activities,
 learning support, case management, life skills,
 education, volunteerism, community support & parental involvement
WHEN begins when a youth is matched with a mentor
CONTACT www.boulderoptions.org
 click on 1st page to enter the site,
 scroll down to the bottom of the 2nd page & click on
 the link to refer a youth.

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**APPENDIX H:
Occupations in Demand in all Twin Cities Region and Minneapolis Growing Industries,
Spring 2007**

Occupational Code	Occupation Title	Current Demand Score	2004-2014 Projected Employment Growth (%)	Main Source of Training	10th Percentile Wage (4Q, 2006)	25th Percentile Wage (4Q, 2006)
172000	Engineers	9			\$24.58	\$29.35
172031	Biomedical Engineers		41.3	Bachelor's degree	\$20.71	\$25.50
172051	Civil Engineers		15.9	Bachelor's degree	\$22.33	\$26.31
172061	Computer Hardware Engineers		15.9	Bachelor's degree	\$26.98	\$32.50
172071	Electrical Engineers		15.2	Bachelor's degree	\$25.52	\$31.14
172072	Electronics Engineers, Except Computer		8.0	Bachelor's degree	\$22.30	\$30.43
172112	Industrial Engineers		22.7	Bachelor's degree	\$25.07	\$29.61
172141	Mechanical Engineers		12.7	Bachelor's degree	\$24.49	\$27.76
172199	Engineers, All Other		14.7	Bachelor's degree	\$30.16	\$37.09
291000	Health Diagnosing and Treating Practitioners	9			\$23.45	\$27.21
291041	Optometrists		19.4	First professional degree	\$32.68	\$41.41
291051	Pharmacists		23.3	First professional degree	\$39.51	\$43.43
291062	Family and General Practitioners		23.9	First professional degree	\$49.91	\$58.77
291069	Physicians and Surgeons, All Other		23.0	First professional degree	\$23.67	\$62.80
291111	Registered Nurses		27.5	Associate degree	\$23.85	\$26.67
291122	Occupational Therapists		21.6	Bachelor's degree	\$19.86	\$22.86
291123	Physical Therapists		20.7	Master's degree	\$18.05	\$24.53
291126	Respiratory Therapists		25.1	Associate degree	\$20.91	\$23.79
112000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	8			\$31.38	\$40.14
112021	Marketing Managers		18.6	Bachelor's or higher degree, plus work experience	\$34.95	\$42.63
112022	Sales Managers		18.1	Bachelor's or higher degree, plus work experience	\$29.26	\$39.45
112031	Public Relations Managers		15.9	Bachelor's or higher degree, plus work experience	\$29.88	\$35.40

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132000 Financial Specialists 8 \$18.37 \$21.73						
132011	Accountants and Auditors	18.8	Bachelor's degree	\$19.23	\$22.03	
132021	Appraisers and Assessors of Real Estate	24.4	Postsecondary vocational award	\$18.04	\$21.31	
132041	Credit Analysts	3.2	Bachelor's degree	\$18.76	\$21.77	
132051	Financial Analysts	16.5	Bachelor's degree	\$19.88	\$24.94	
132052	Personal Financial Advisors	18.0	Bachelor's degree	\$16.37	\$19.38	
132053	Insurance Underwriters	8.6	Bachelor's degree	\$18.79	\$22.00	
132072	Loan Officers	10.6	Bachelor's degree	\$15.29	\$19.43	
132099	Financial Specialists, All Other	16.7	Bachelor's degree	\$18.91	\$21.56	
272000 Entertainers and Performers, Sports and Related Workers 8 \$7.80 \$11.41						
292000 Health Technologists and Technicians 8 \$12.68 \$15.65						
292011	Medical and Clinical Laboratory Technologists	28.2	Bachelor's degree	\$15.50	\$19.69	
292012	Medical and Clinical Laboratory Technicians	29.0	Associate degree	\$13.02	\$15.35	
292021	Dental Hygienists	36.8	Associate degree	\$30.19	\$31.74	
292034	Radiologic Technologists and Technicians	27.5	Associate degree	\$17.39	\$21.39	
292041	Emergency Medical Technicians and Paramedics	27.1	Postsecondary vocational award	\$11.88	\$14.37	
292052	Pharmacy Technicians	28.5	Postsecondary vocational award	\$10.50	\$12.21	
292055	Surgical Technologists	29.2	Postsecondary vocational award	\$16.73	\$19.16	
292056	Veterinary Technologists and Technicians	27.5	Associate degree	\$8.23	\$11.58	
292061	Licensed Practical and Licensed Vocational Nurses	12.1	Postsecondary vocational award	\$15.55	\$17.21	
292071	Medical Records and Health Information Technicians	30.2	Associate degree	\$11.08	\$12.87	
292081	Opticians, Dispensing	13.7	Long-term on-the-job training	\$10.92	\$13.90	
119000 Other Management Occupations 7 \$19.24 \$27.10						
119021	Construction Managers	9.6	Bachelor's degree	\$28.73	\$34.57	
119031	Education Administrators, Preschool and Child Care Center/Program	15.5	Bachelor's or higher degree, plus work experience	\$15.08	\$16.55	
119032	Education Administrators, Elementary and Secondary School	5.0	Bachelor's or higher degree, plus work experience	NA	NA	

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119033	Education Administrators, Postsecondary	16.7	Bachelor's or higher degree, plus work experience	\$24.01	\$31.87
119041	Engineering Managers	15.5	Bachelor's or higher degree, plus work experience	\$37.45	\$43.63
119051	Food Service Managers	16.2	Postsecondary vocational award	\$13.95	\$16.93
119081	Lodging Managers	10.0	Postsecondary vocational award	\$12.89	\$16.79
119111	Medical and Health Services Managers	21.3	Bachelor's or higher degree, plus work experience	\$26.16	\$31.77
119141	Property, Real Estate, and Community Association Managers	22.4	Bachelor's degree	\$11.57	\$16.75
119151	Social and Community Service Managers	21.3	Bachelor's degree	\$19.65	\$22.78
119199	Managers, All Other	14.0	Work experience in a related occupation	\$29.43	\$36.88
151000	Computer Specialists	7		\$20.62	\$26.16
151021	Computer Programmers	-2.7	Bachelor's degree	\$21.96	\$26.73
151031	Computer Software Engineers, Applications	45.1	Bachelor's degree	\$25.68	\$31.22
151032	Computer Software Engineers, Systems Software	43.5	Bachelor's degree	\$26.73	\$32.22
151041	Computer Support Specialists	20.2	Associate degree	\$15.46	\$18.73
151051	Computer Systems Analysts	28.8	Bachelor's degree	\$23.49	\$27.82
151061	Database Administrators	35.1	Bachelor's degree	\$20.09	\$25.90
151071	Network and Computer Systems Administrators	33.9	Bachelor's degree	\$21.17	\$25.59
151081	Network Systems and Data Communications Analysts	51.6	Bachelor's degree	\$23.32	\$29.05
151099	Computer Specialists, All Other	19.5	Associate degree	\$20.09	\$24.32
171000	Architects, Surveyors, and Cartographers	7		\$19.54	\$24.09
171011	Architects, Except Landscape and Naval	20.7	Bachelor's degree	\$21.86	\$25.75
191000	Life Scientists	7		\$16.98	\$21.73
191042	Medical Scientists, Except Epidemiologists	35.9	Doctoral degree	\$16.00	\$18.35
193000	Social Scientists and Related Workers	7		\$19.40	\$23.86
193021	Market Research Analysts	17.9	Bachelor's degree	\$20.50	\$24.93
193031	Clinical, Counseling, and School Psychologists	21.3	Master's degree	\$18.13	\$22.56
212000	Religious Workers	7		\$7.28	\$14.80
251000	Postsecondary Teachers	7		\$13.46	\$18.22
251194	Vocational Education Teachers, Postsecondary	33.6	Varies	\$13.14	\$16.13

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251199	Postsecondary Teachers, All Other	22.3	Varies	NA	NA
311000	Nursing, Psychiatric, and Home Health Aides	7		\$9.84	\$11.17
311011	Home Health Aides	47.7	Short-term on-the-job training	\$9.51	\$10.33
311012	Nursing Aides, Orderlies, and Attendants	12.0	Short-term on-the-job training	\$10.59	\$12.01
319091	Dental Assistants	36.2	Postsecondary vocational award	\$15.41	\$18.09
393000	Entertainment Attendants and Related Workers	7		\$6.26	\$7.30
393091	Amusement and Recreation Attendants	20.5	Short-term on-the-job training	\$6.47	\$7.49
399000	Other Personal Care and Service Workers	7		\$7.94	\$9.42
399011	Child Care Workers	6.2	Short-term on-the-job training	\$7.20	\$7.84
399021	Personal and Home Care Aides	45.2	Short-term on-the-job training	\$9.02	\$9.64
399031	Fitness Trainers and Aerobics Instructors	17.3	Postsecondary vocational award	\$8.12	\$9.79
399032	Recreation Workers	16.7	Associate degree	\$7.47	\$8.81
412000	Retail Sales Workers	7		\$7.30	\$8.09
412011	Cashiers	0.6	Short-term on-the-job training	\$7.34	\$8.01
412021	Counter and Rental Clerks	18.3	Short-term on-the-job training	\$6.52	\$7.71
412022	Parts Salespersons	-9.7	Moderate-term on-the-job training	\$10.04	\$12.80
412031	Retail Salespersons	16.1	Short-term on-the-job training	\$7.31	\$8.14
413000	Sales Representatives, Services	7		\$15.65	\$19.84
413011	Advertising Sales Agents	10.7	Postsecondary vocational award	\$13.21	\$17.88
413021	Insurance Sales Agents	6.1	Bachelor's degree	\$18.66	\$21.06
413031	Securities, Commodities, and Financial Services Sales Agents	11.9	Bachelor's degree	\$16.76	\$21.46
413041	Travel Agents	-3.0	Postsecondary vocational award	\$12.30	\$14.22
413099	Sales Representatives, Services, All Other	17.2	Postsecondary vocational award	\$15.86	\$20.32
533000	Motor Vehicle Operators	7		\$9.19	\$11.92
533021	Bus Drivers, Transit and Intercity	19.1	Moderate-term on-the-job	\$13.56	\$16.38

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533022	Bus Drivers, School	6.5	training Short-term on-the-job training	\$11.92	\$12.87
533031	Driver/Sales Workers	20.3	Short-term on-the-job training	\$6.18	\$7.37
533032	Truck Drivers, Heavy and Tractor-Trailer	14.5	Moderate-term on-the-job training	\$14.58	\$17.06
533033	Truck Drivers, Light or Delivery Services	12.5	Short-term on-the-job training	\$9.61	\$11.06
533099	Motor Vehicle Operators, All Other	8.7	Short-term on-the-job training	\$7.20	\$7.84
113000	Operations Specialties Managers	6		\$29.76	\$37.00
113011	Administrative Services Managers	12.1	Bachelor's or higher degree, plus work experience	\$24.95	\$30.60
113021	Computer and Information Systems Managers	23.7	Bachelor's or higher degree, plus work experience	\$34.55	\$41.95
113031	Financial Managers	14.9	Bachelor's or higher degree, plus work experience	\$31.57	\$39.20
113049	Human Resources Managers, All Other	13.9	Bachelor's or higher degree, plus work experience	\$29.79	\$36.53
113051	Industrial Production Managers	2.7	Bachelor's degree	\$27.32	\$33.38
113071	Transportation, Storage, and Distribution Managers	12.5	Work experience in a related occupation	\$24.88	\$30.52
131000	Business Operations Specialists	6		\$16.53	\$20.25
131022	Wholesale and Retail Buyers, Except Farm Products	8.7	Bachelor's degree	\$18.08	\$21.03
131023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	7.3	Bachelor's degree	\$18.80	\$21.57
131031	Claims Adjusters, Examiners, and Investigators	16.2	Long-term on-the-job training	\$14.57	\$16.86
131041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	14.1	Long-term on-the-job training	\$19.85	\$23.35
131051	Cost Estimators	17.8	Postsecondary vocational award	\$19.37	\$23.32
131071	Employment, Recruitment, and Placement Specialists	28.5	Bachelor's degree	\$14.94	\$17.75
131072	Compensation, Benefits, and Job Analysis Specialists	19.0	Bachelor's degree	\$16.93	\$20.01
131073	Training and Development Specialists	18.1	Bachelor's degree	\$17.60	\$21.22

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131079	Human Resources, Training, and Labor Relations Specialists	24.1	Bachelor's degree	\$16.72	\$20.25
131111	Management Analysts	19.8	Bachelor's or higher degree, plus work experience	\$19.93	\$25.52
131121	Meeting and Convention Planners	20.5	Bachelor's degree	\$16.16	\$19.06
131199	Business Operations Specialists, All Other	27.6	Bachelor's degree	\$15.72	\$19.52
194000	Life, Physical, and Social Science Technicians	6		\$13.61	\$16.13
194091	Environmental Science and Protection Technicians, Including Health	22.4	Associate degree	\$14.55	\$16.00
271000	Art and Design Workers	6		\$11.74	\$15.54
271011	Art Directors	11.4	Bachelor's or higher degree, plus work experience	\$19.06	\$25.68
271024	Graphic Designers	15.7	Bachelor's degree	\$15.08	\$17.94
273000	Media and Communication Workers	6		\$13.59	\$18.21
273031	Public Relations Specialists	18.8	Bachelor's degree	\$14.98	\$18.94
273041	Editors	8.3	Bachelor's degree	\$15.69	\$18.56
339000	Other Protective Service Workers	6		\$9.12	\$10.32
339032	Security Guards	5.9	Short-term on-the-job training	\$9.32	\$10.27
339099	Protective Service Workers, All Other	9.6	Short-term on-the-job training	\$10.80	\$12.70
395000	Personal Appearance Workers	6		\$8.03	\$9.71
395011	Barbers	NA	Postsecondary vocational award	\$9.83	\$11.42
395012	Hairdressers, Hairstylists, and Cosmetologists	17.7	Postsecondary vocational award	\$9.43	\$10.76
395092	Manicurists and Pedicurists	NA	Postsecondary vocational award	\$7.01	\$7.85
395094	Skin Care Specialists	30.8	Postsecondary vocational award	\$9.19	\$10.24
411000	Supervisors, Sales Workers	6		\$11.85	\$15.20
411011	First-Line Supervisors/Managers of Retail Sales Workers	5.9	Work experience in a related occupation	\$10.67	\$13.28
411012	First-Line Supervisors/Managers of Non-Retail Sales Workers	4.7	Work experience in a related occupation	\$23.05	\$28.76
492000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	6		\$13.73	\$17.29

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492011	Computer, Automated Teller, and Office Machine Repairers	-1.6	Postsecondary vocational award	\$13.16	\$15.80
493000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	6		\$12.21	\$15.78
493031	Bus and Truck Mechanics and Diesel Engine Specialists	13.8	Postsecondary vocational award	\$15.19	\$18.05
493042	Mobile Heavy Equipment Mechanics, Except Engines	8.6	Postsecondary vocational award	\$17.30	\$20.19
514000	Metal Workers and Plastic Workers	6		\$11.76	\$14.62
514011	Computer-Controlled Machine Tool Operators, Metal and Plastic	0.3	Postsecondary vocational award	\$12.37	\$14.70
514022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	1.4	Moderate-term on-the-job training	\$13.27	\$14.85
514031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	-16.3	Moderate-term on-the-job training	\$10.34	\$12.48
514033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	-13.2	Moderate-term on-the-job training	\$11.92	\$14.04
514034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	-11.9	Moderate-term on-the-job training	\$14.34	\$15.72
514041	Machinists	3.3	Postsecondary vocational award	\$14.22	\$17.08
514072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	-10.2	Moderate-term on-the-job training	\$9.78	\$11.65
514081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	-0.3	Moderate-term on-the-job training	\$13.20	\$15.87
514111	Tool and Die Makers	-3.8	Postsecondary vocational award	\$17.03	\$20.19
514121	Welders, Cutters, Solderers, and Brazers	0.0	Postsecondary vocational award	\$13.91	\$16.40
514193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	0.8	Moderate-term on-the-job training	\$8.65	\$10.94
531000	Supervisors, Transportation and Material Moving Workers	6		\$15.30	\$19.02
531021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	8.6	Work experience in a related occupation	\$15.10	\$18.31

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531031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	15.9	Work experience in a related occupation	\$15.51	\$19.60
231000	Lawyers, Judges, and Related Workers	5		\$27.63	\$38.65
231011	Lawyers	13.4	First professional degree	\$27.46	\$38.79
254000	Librarians, Curators, and Archivists	5		\$14.67	\$17.79
414000	Sales Representatives, Wholesale and Manufacturing	5		\$15.62	\$20.92
414011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	14.4	Associate degree	\$22.33	\$27.13
414012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10.3	Postsecondary vocational award	\$14.82	\$19.76
419031	Sales Engineers	12.9	Bachelor's degree	\$24.49	\$29.10
419099	Sales and Related Workers, All Other	12.8	Moderate-term on-the-job training	\$8.90	\$13.82
111000	Top Executives	5		\$22.69	\$32.96
111021	General and Operations Managers	15.9	Bachelor's or higher degree, plus work experience	\$22.66	\$31.82
192000	Physical Scientists	5		\$19.44	\$23.92
211000	Counselors, Social Workers, and Other Community and Social Service Specialists	5		\$11.90	\$14.11
211012	Educational, Vocational, and School Counselors	14.9	Master's degree	\$12.23	\$15.25
211021	Child, Family, and School Social Workers	19.2	Bachelor's degree	\$14.12	\$17.28
211023	Mental Health and Substance Abuse Social Workers	28.0	Master's degree	\$14.19	\$17.01
232000	Legal Support Workers	5		\$15.63	\$18.61
232011	Paralegals and Legal Assistants	25.2	Associate degree	\$15.83	\$18.59
252000	Primary, Secondary, and Special Education School Teachers	5			
252041	Special Education Teachers, Preschool, Kindergarten	18.3	Bachelor's degree		
253000	Other Teachers and Instructors	5		\$11.41	\$15.45
253099	Teachers and Instructors, All Other	15.2	Bachelor's degree	\$13.44	\$16.74
472000	Construction Trades Workers	5		\$15.25	\$19.68
472021	Brickmasons and Blockmasons	15.3	Long-term on-the-job training	\$19.78	\$24.44
472061	Construction Laborers	4.3	Moderate-term on-the-job training	\$12.90	\$17.77
472073	Operating Engineers and Other Construction Equipment	14.3	Long-term on-the-job training	\$19.15	\$22.84
472152	Plumbers, Pipefitters, and Steamfitters	16.9	Long-term on-the-job training	\$18.18	\$23.15

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472211	Sheet Metal Workers	13.3	Long-term on-the-job training	\$15.53	\$19.67
474000	Other Construction and Related Workers	5		\$14.95	\$19.38
491000	Supervisors of Installation, Maintenance, and Repair Workers	5		\$18.18	\$22.61
491011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	11.0	Work experience in a related occupation	\$18.18	\$22.61
173000	Drafters, Engineering, and Mapping Technicians			\$17.43	\$20.25
173027	Mechanical Engineering Technicians	17.9	Associate degree	\$17.94	\$20.39
173029	Engineering Technicians, Exc. Drafters, All Other	14.7	Associate degree	\$18.80	\$21.51
333000	Law Enforcement Workers			\$17.52	\$20.57
333051	Police and Sheriff's Patrol Officers	19.9	Associate degree	\$20.55	\$23.79
499000	Other Installation, Maintenance, and Repair Occupations			\$12.46	\$15.81
499042	Maintenance and Repair Workers, General	13.8	Postsecondary vocational award	\$12.80	\$15.58

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Appendix I: Evaluation Plan Matrix

OUTCOMES	INDICATORS	DATA GATHERING METHOD(S)	SOURCE(S)	TIMEFRAME
<p>Long-term outcomes:</p> <ul style="list-style-type: none"> • Retention of education, health care, social assistance and manufacturing industries in Minnesota. • Increase educated and skilled minority workforce. • Increase wealth of minority individuals and families. • Decrease intergenerational poverty of minority individuals and families. 	<ul style="list-style-type: none"> • MN retains its diverse regional & local economic competitiveness. • Readily accessible labor pool for MN industries. • Decrease in the overall poverty levels for Hennepin County and Minneapolis. 	<ul style="list-style-type: none"> • Growth in MN industries. • Increased post-secondary graduation rates for minorities. • Increased technical school graduation rates for minorities. 	<ul style="list-style-type: none"> • MN Department of Employment & Economic Development. • State Department of Education. • State of Minnesota. • Hennepin County & Minneapolis 	<p>3 -5 years</p>
<p>Intermediate outcomes:</p> <ul style="list-style-type: none"> • Increase living-wage employment opportunities for minority individuals. • Increase the pool of skilled minorities seeking employment. • Increase minority post-secondary school enrollment and graduation rates. • Decrease high school drop-outs. • Decrease participation in criminal activities and juvenile violence. 	<ul style="list-style-type: none"> • Increased minority job training and employment rates. • Decrease minority unemployment rates. • Increase number of minorities earning a living-wage. • Increase inner-city high school graduation rates 	<ul style="list-style-type: none"> • Increased number of participants completing job training programs. • Minneapolis employment and unemployment rate. • Minneapolis high school graduation rates increase. • Decrease in juvenile criminal activity. 	<ul style="list-style-type: none"> • Minneapolis Employment & Training Program. • MN University College systems. • Minneapolis Public School System. • Minneapolis Juvenile Detention System 	<p>1-3 years</p>
<p>Short-term outcomes:</p> <ul style="list-style-type: none"> • Young minorities see education as a benefit to employment & long-term wealth generation. • Increase high school graduation rates. • Reduce truancy amongst junior & senior high school students. • Decrease teen pregnancy amongst low-income youth. 	<ul style="list-style-type: none"> • More participation in after-school and community activities. • Reduced high school truancy, suspensions and expulsions of minority students. • Increased Math, Science & English scores of inner-city students. 	<ul style="list-style-type: none"> • High school student attendance records. • Achievement scores for high school students. • Reduction in teen pregnancy. 	<ul style="list-style-type: none"> • Hennepin County Social Services. • Minneapolis Public School System 	<p>6 – 12 months.</p>

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