

2013 STEP-UP FINAL REPORT



10/18/2013

Celebrating 10 Years

This summer, 1,798 Minneapolis youth were matched with paid internships at 232 local employers. Over the past 10 years, the City of Minneapolis STEP-UP program has matched nearly 18,000 young people with meaningful internships. STEP-UP is a nationally recognized public-private partnership that is preparing today's young people for tomorrow's workforce.

2013 STEP-UP Final Report

CELEBRATING 10 YEARS

EXECUTIVE SUMMARY

Engaging the diverse and talented young people in the local workforce is a key strategy in Minneapolis' effort to compete in the global economy and address the economic disparities that currently exist in our community. STEP-UP recruits youth least connected to the workforce, preparing them for work, introducing them to business and community leaders, and helping them gain marketable 21st century skills through a meaningful, paid summer internship at one of over 230 employers.

This summer, 1,798 Minneapolis young people were placed in paid summer internships through STEP-UP. Focusing on moving the needle to address disparities, 92% of STEP-UP interns were youth of color and 46% were from North Minneapolis. In addition, 87% were from low-income families, 35% were from immigrant families, 15% had a disability, 7% had limited English skills, 4% had been in the juvenile justice system, 3% were foster children, and 2% were teen parents.

A leading national model for youth employment, STEP-UP successfully pairs public and private sector dollars to offer a variety of internships – from entry level positions in the public sector supported with public funds, to more advance positions in the corporate community with wages paid by the employer. In 2013, STEP-UP interns earned a combined \$2.8 million in wages, of which \$1.1 was funded by private employers.

As STEP-UP marks 10 years and 18,000 interns matched with jobs, we celebrate the successes of our youth and recognize the invaluable contributions of our partners and leaders in making STEP-UP a national model for youth employment.

LEADERSHIP



R.T. Rybak, Mayor of Minneapolis

STEP-UP is a key component of the Minneapolis Promise to youth. As such, Mayor Rybak leads the effort to inform businesses of the value of hiring motivated, diverse, and talented STEP-UP interns. Mayor Rybak's leadership and support has made it possible to employ nearly 18,000 Minneapolis youth in STEP-UP since 2004.



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

Mr. 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

Several partners are critical to the success of STEP-UP. Using a community based model of service, the City of Minneapolis Employment and Training Program (METP) contracted with the following organizations to operate components of STEP-UP in 2013.

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 approximately 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 non-profit 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.

PROGRAM DESCRIPTION

STEP-UP is the City of Minneapolis summer jobs program for youth ages 14-21. STEP-UP recruits, trains and places mostly low-income youth 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.

STEP-UP Explore

Specialized work opportunities serving targeted populations or youth within existing programs.

- **Participants:** Targeted populations including recent immigrants, youth with special needs and youth in specialized school programs.
- **Work settings:** Non-profit organizations and schools.
- **Work readiness training:** Incorporated into the summer work experience.
- **Internship:** Wage subsidized positions, 6-9 weeks, 20-30 hours per week.

STEP-UP Discover

Foundational entry-level jobs with nonprofit organizations. STEP-UP Discover works to help interns develop skills and explore interests in preparation for future positions with STEP-UP Achieve.

- **Participants:** Youth ages 14-21 with limited work experience. The majority of participants are 14-15 years old.
- **Work setting:** Non-profit organizations.
- **Work readiness training:** 6-12 hours of pre-employment training provided by AchieveMpls and Project for Pride in Living.
- **Internship:** Wage subsidized positions 9 weeks, 20-30 hours per week. Internships are combined with weekly classes focusing on academic and life skills.

STEP-UP Achieve

Competitive, career-oriented jobs for youth seeking a professional experience with businesses, public agencies or nonprofits. Led by AchieveMpls.

- **Participants:** Youth ages 16-21 prepared for more challenging internships. Many interns are graduates of STEP-UP Discover.
- **Work settings:** Private sector businesses, public agencies and nonprofits.
- **Work readiness training:** 6 hours of classroom training provided by AchieveMpls and certified by the Minneapolis Regional Chamber of Commerce. Training includes a mock interview with a business professional.
- **Internship:** Principally employer-paid, 6-10 weeks, 20-40 hours per week.

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. In 2013, STEP-UP utilized a fully online application process that was well received by youth and partners alike. More than 4,300 young people heard about and applied for STEP-UP, a 20% increase in applicants over 2012.

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 varies by component. The most work ready youth spend 5 hours in the classroom followed by a mock interview with a business professional. Youth just entering the workforce spent 12 hours in the classroom, utilizing more hands-on activities and business speakers. The 371 youth participating in the STEP-UP Explore complete work readiness training as part of their on-the-job work experience.

STEP-UP invited 3,600 eligible applicants to classroom work readiness training in 2013. AchieveMpls offered work readiness training for approximately 3,000 STEP-UP youth, and Project for Pride in Living (PPL) offered training for 600 youth. 2,067 youth successfully completed all required training and advanced to the pool of applicants ready for placement into internships.

In 2013, changes were made to work readiness training to reduce class size, improve trainer quality, offer more engaging activities and better align the curriculum throughout the training groups. In 2012, classroom sized averaged 32 students; this year, the average classroom size was reduced to 27 students. This was accomplished even with training 200 more students this year.

The new training curriculum incorporated more interactive activities and a strong emphasis on helping students understand professional expectations in the workplace. In addition, older interns were scheduled to attend intake interviews for the first time, helping to get a clearer understanding of their personal and professional strengths as well as career interests. The intake interviews offer students a voice in shaping his or her summer experience.

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 trainings focus on college preparation, finance, or entrepreneurship, while others teach basic academics, STEM curriculum, or health and nutrition.

Trainings offered in 2013 included:

Google I.T./Entrepreneurship training: Google for Entrepreneurs partnered with STEP-UP Achieve for the second time to host an ‘Entrepreneur-in-Training’ day for 55 future STEP-UP interns. Students formed teams to solve real life challenges, coached by entrepreneurs from the CoCo collaboration space in downtown Minneapolis. Each team took the stage to present a five minute pitch of their concept and field questions from the judges. They tackled challenges ranging from addressing cyber-bullying to the high school dropout rate to obesity and health. The winning team, ConnectU, wanted to create a mentor network to help motivate students to stay in school. 100% of participants said they gained a greater knowledge about what they can do beyond their summer internship to prepare for career opportunities in technology and small business.



Financial Careers: The Federal Reserve hosted a seminar for 61 STEP-UP interns who expressed an interest in a finance job. Thirty volunteers from top Twin Cities financial services companies, including Allianz, Piper Jaffray, Thrivent, US Bank, Wells Fargo and Federal Reserve Bank helped students better understand the range of careers available in financial services and the underlying academic and social skills that are essential to success. The event featured a panel representing distinct areas of financial services, a soft skills seminar focused on communication skills and professional etiquette, and an opportunity for students to network with industry representatives.

Summer Legal Institute: Fourteen future STEP-UP legal interns participated in an intensive law immersion program held at the University of Minnesota Law School. Over the course of the five day program, they had the opportunity to 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, learn about the wide variety of legal careers and the education they need to get there, and learn how to apply for college and financial aid.



Outdoors/Recreation/Environment: STEP-UP partnered with the Minneapolis Park and Recreation Board, YouthCARE and Wilderness Inquiry to offer opportunities for STEP-UP interns to participate in camping experiences and learn more about careers in the outdoors and recreation industries.

The Minneapolis Park and Recreation Board offered a day-long, intensive experience for eleven interns that included shadowing Park and Rec professionals from a variety of fields – forestry, law enforcement, water safety aquatics, and more – to learn about their jobs, help with projects, and find

out how they can pursue careers in this field.

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. Sixty-seven (67) interns spent a week at Camp Sunrise in the summer of 2013.

The summer culminated with a camp-out at Fort Snelling. Twenty (20) interns participated in the event where they learned more about outdoor careers from local professionals including staff from Wilderness Inquiry.

Healthcare: 120 STEP-UP Achieve interns heading for internships in the healthcare field were prepared for their summer work experience with a specialized, 4-hour training led by Project for Pride in Living. Interns heard from industry professionals, learned about HIPAA regulations, customer service specific to healthcare, and the variety of career paths available in the industry.

Financial Literacy: US Bank led financial information sessions for 62 STEP-UP interns. Youth were able to choose from a session on basic banking and budgeting, more advanced training on establishing and managing credit, or a session that focused on investing and saving for the future.

Professional Development: – Social Innovation Funds allowed STEP-UP to offer a series of workshops to 67 STEP-UP Discover interns. The workshops focused on improving professional skills and preparing interns for advancement into STEP-UP Achieve in summer 2014. Workshops were 1.5 hours each week over the course of 5 weeks. Interns participated in engaging classroom sessions, learning about professional development and applying skills in the classroom. Each week, interns reported out on how they were able to integrate and demonstrate the skill learned at each of their worksites. Much of the training was hands-on and involved using real situations the interns experienced in their workplaces.

Workshop elements included:

- Communication skills: verbal and nonverbal messaging and body posture, phone etiquette and writing professional emails and letters.
- Problem solving
- Resolving conflict
- Giving and receiving constructive feedback
- Networking skills
- Interviewing skills
- Dressing for success

College Exposure and Preparation: STEP-UP Achieve interns were invited to the University of Minnesota for the sixth annual **University of Minnesota Golden Gopher Day**. The full-day session offered 125 interns meaningful activities designed to introduce them to the University of Minnesota and help them prepare for post-secondary education.

Academic Skills: Over 600 STEP-UP Discover interns participated in a 3-hour weekly class during their internship. Classes focus tying academic skills learned in the classroom to their summer work experience. In addition to math and English, interns also spend time on 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.

Supportive Services

Transportation: The cost of getting to work and training is often a barrier for youth in low-income families. In 2013, STEP-UP partnered with Metro Transit to provide bus cards for interns to cover the cost of transportation for the first month of work – typically until they receive their first paycheck. Part of the training process includes planning and budgeting for the cost associated with travel to work.

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 supervisors, mentors also included co-workers in their department and supervisors from other departments in the company.

Supporting English Language Learners: In partnership with the Otto Bremer Foundation, STEP-UP offered unique and tailored training experiences to a cohort of 12 Discover interns who were English Language Learners. The training focused on body language, eye contact, the business handshake, negotiations and college and career planning. 100% of the youth surveyed found the additional trainings worthwhile, that the trainings helped them improve their presentation skills and reinforced the importance of pursuing additional education post high-school. English language learners also received additional support in the work readiness training classroom, being paired with other youth that spoke the same language if necessary and supported by classroom assistants from their culture.

Program Evaluation

Each year, supervisors and interns are surveyed about their STEP-UP experience.

448 **supervisors** completed the survey. 90% said the work their intern did this summer made a valuable contribution to their workplace. 92% said that STEP-UP was a success at their business. 94% indicated that they would like to participate as a STEP-UP supervisor in the future.

627 **interns** completed the survey. 93% said STEP-UP prepared them to become a valuable part of the future workforce of Minneapolis. 96% said their job was a valuable learning experience. 90% responded that their job makes them want to continue their education. 98% would recommend STEP-UP to a friend or family member.

STEP-UP QUICK FACTS

Employment Data

Youth Employed:	1,798
Subsidized jobs:	1,307
Unsubsidized jobs:	491
Total wages earned:	\$2,840,459
Subsidized wages:	\$1,704,619
Employer paid wages:	\$1,135,840

**approximate*

Number of Employers: 232



A STEP-UP intern addresses the supporters and youth gathered at the Guthrie Theater for the 10 Year STEP-UP Celebration.

STEP-UP Demographics

Total Number of Youth **1798**

Job Outcome

<i>Successfully Completed</i>	1672	93%
<i>Quit</i>	75	4%
<i>Terminated for Cause</i>	51	3%

Last grade completed

7	8	0%
8	237	13%
9	412	23%
10	386	21%
11	367	20%
12	298	17%
12+	17	1%

Age

14	347	19%
15	385	21%
16	341	19%
17	317	18%
18	212	12%
19	91	5%
20	54	3%
21	19	1%

Need/Risk Factors

<i>ESL</i>	120	7%
<i>Disability</i>	269	15%
<i>Offender</i>	67	4%
<i>Teen Parent</i>	32	2%
<i>Foster Child</i>	47	3%
<i>Homeless</i>	24	1%
<i>Public Assistance</i>	248	14%
	807	45%

Zip Codes

<i>Outside of Minneapolis*</i>	51	3%
<i>Northeast</i>	94	5%
<i>Southeast</i>	26	1%
<i>South</i>	793	44%
<i>North</i>	834	46%

**youth moved after initial application*

Lunch Status

<i>Free Lunch Eligible</i>	1438	80%
<i>Reduced Lunch Eligible</i>	132	7%
	1570	87%

Immigrant Status

<i>Student born outside of U.S.</i>	313	17%
<i>Parent born outside of U.S.</i>	314	17%
	627	35%

Gender

<i>Female</i>	1032	57%
<i>Male</i>	766	43%

Race/Ethnicity

<i>African American</i>	1029	57%
<i>Asian</i>	264	15%
<i>Caucasian</i>	137	8%
<i>Hispanic</i>	186	10%
<i>Native American</i>	59	3%
<i>Multiple</i>	123	7%

Note: 92% youth of color

STEP-UP ACHIEVE

Youth Employed:	720
Subsidized:	229
Unsubsidized:	491
Number of employers:	156
Wages earned:	\$1,365,840
Subsidized:	\$ 230,000
Employer paid:	\$1,135,840*

**estimated*

A historical look at STEP-UP Achieve employment data can be found in Appendix B

Program 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.

2,037 applicants were selected for STEP-UP Achieve and invited to work readiness training. Of those, 1,053 (52%) successfully completed training and 720 youth were placed in paid internships.

Employers

In 2013, AchieveMpls recruited 156 employers to hire STEP-UP Achieve interns. Employer recruitment kicked-off in February 2013 with an employer appreciate 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.

In March, a second employer engagement event was hosted by Thrivent Financial for Lutherans. Mayor R.T. Rybak along with Minneapolis Chamber of Commerce President Todd Klingel spoke to more than 60 current or prospective supervisors to share their support for the STEP-UP program, and recognize the prospective supervisors for their decision to play a vital role in a young person's life.

Thirty-three employers were new to STEP-UP this year. Participating businesses represented a mix of public, private, and non-profit employers. STEP-UP Achieve focuses on recruiting meaningful and challenging employer-paid internships. Of the 720 STEP-UP Achieve interns in 2013, 491 were fully paid by their employers and 229 had their wages subsidized by funds raised by AchieveMpls.

The Twin Cities business community is increasingly recognizing the value of hiring STEP-UP Achieve's young, diverse and motivated interns. In 2013, the top private sector employers included Wells Fargo and US

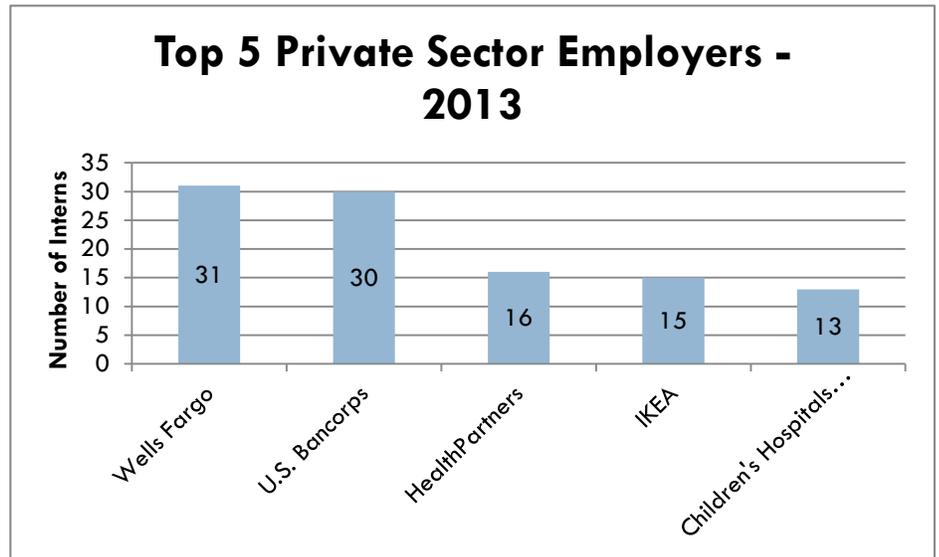
Bancorp, followed by HealthPartners (see Table 1). While some larger businesses are able to hire several interns, smaller to medium size businesses that are able to hire one to 5 interns are also well-represented within STEP-UP Achieve.

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 in 2013, with Wells Fargo and U.S. Bancorps hiring a total of 61 interns.

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



Public sector employers also hire STEP-UP interns at all levels. In 2013, Minneapolis Park and Recreation Board (see Table 2) integrated 207 interns into their organization to assist with summer programming needs and park maintenance. STEP-UP interns are particularly in demand because of their diversity, technical skills and ability to speak multiple languages.

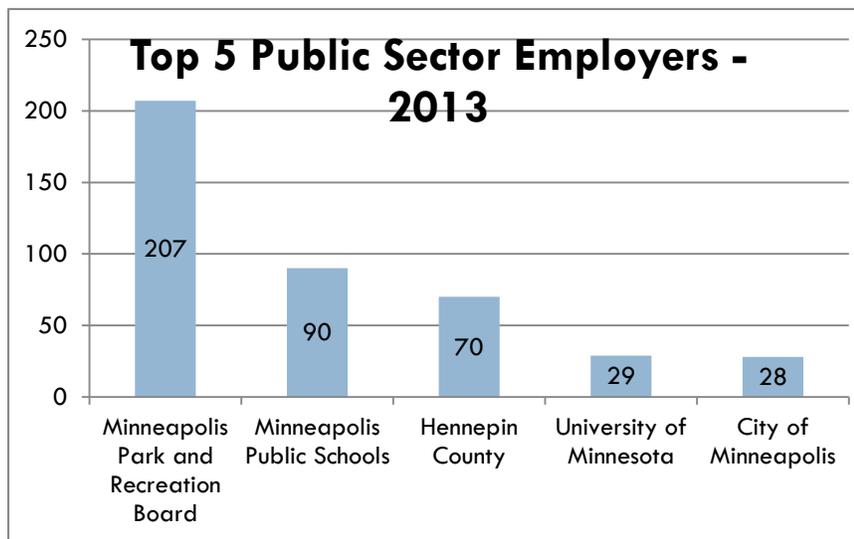


Table 2: Top Public Sector Employers

Educational institutions and government agencies, including Minneapolis Public Schools and the Hennepin County, employ STEP-UP interns to support their summer staffing needs.

Subsidized Employers

In 2013, STEP-UP Achieve utilized \$230,000 in wage subsidies to place 229 interns in nonprofit and public sector businesses. Positions receiving wage subsidies represented 32% of the total number of STEP-UP Achieve jobs. Wage subsidies were provided by the following: \$124,000 from The Pohlad Family Foundation; \$45,000 from Thrivent Financial for Lutherans; \$23,000 from MIGIZI Communications; \$20,000 from the City of Minneapolis; \$13,500 from General Mills; and \$4,500 from United Health Group.



Cookie Cart is a long-standing STEP-UP employer partner.



Interns at Reve Academy, a new STEP-UP employer.

STEP-UP DISCOVER

Youth Employed:	657
Number of employers:	68
Wages earned:	\$1,049,886
Wages per intern (avg.)	\$1,598
Hours worked	144,811
Hours per intern (avg.)	220

Program 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.

1,545 STEP-UP applicants were invited to STEP-UP Discover work readiness training in 2013. Of those, 1,040 (67%) successfully completed training and 597 youth were placed in paid internships. The number of youth completing STEP-UP Discover training increase by 5% in 2013.

Employers

In 2013, 68 non-profit employers provided internships for a total of 597 STEP-UP interns. Non-profit 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.

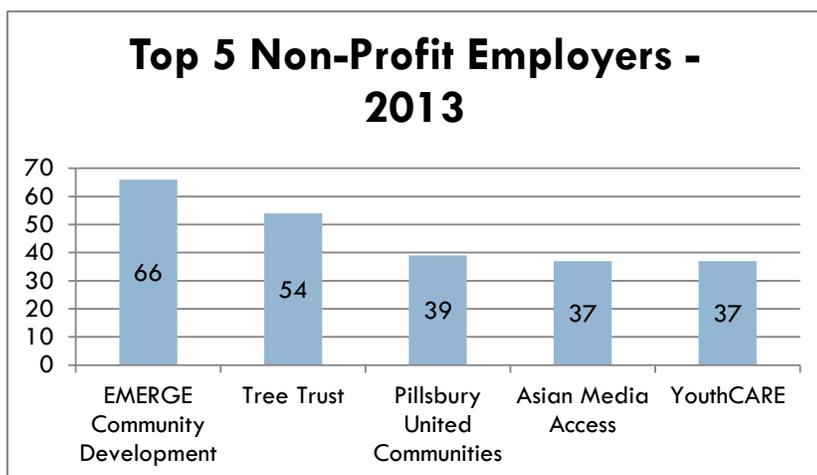


Table 3: Top Nonprofit Employers participating in STEP-UP

A complete list of STEP-UP Discover employers is located in Appendix C

STEP-UP EXPLORE

Youth Employed:	371
Wages earned:	\$424,733
Wages per intern (avg.)	\$1,210
Hours worked	58,583
Hours per intern (avg.)	166

Program Description

STEP-UP Explore is the most flexible training experience within STEP-UP, offering partner organizations the opportunity to create tailored and 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 and want to offer a supported work experience in the summer. Examples include charter schools and Upward Bound Programs.

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

In 2013, 351 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

Seventeen (17) partners in the education and nonprofit sector partner with STEP-UP Explore to offer more supportive work experiences.

A full list of STEP-UP Explore employers can be found in Appendix C.

STEP-UP Youth Placement and Earnings Data by Component

5 Year History

STEP-UP – All Components

	2013	2012	2011	2010	2009
TOTAL JOBS	1,798	1,833	1,950	2,312**	2,270**
Total Hours Worked (approx.)	364,129	395,129	374,486	246,962*	247,454*
Total Earnings (approx.)	\$2,840,459	\$3,186,346	\$2,924,608	1,933,828*	1,871,321*

*Total does not include STEP-UP Explore data

**Programming in 2009-10 included one-time Federal American Recovery and Reinvestment Act (ARRA) funding.

STEP-UP Achieve

	2013	2012	2011	2010	2009
TOTAL JOBS	720	750	705	642	656
NUMBER OF EMPLOYERS	156	151	145	135	140
SUBSIDY FUNDS	\$230,000	\$177,000	\$176,000	\$159,900	\$135,200
NUMBER OF SUBSIDIES	229	176	175	157	133
Hourly Wage (avg)	\$8.55/hr	\$8.79	\$8.15	\$8.15	\$8.36
Hours Worked per Week (avg)	26.80	30.62	29.74	22.70	26.00
Number of Weeks Worked (avg)	8.33	7.94	7.80	8.60	8.00
Total Earnings Per Intern (avg)	1,897	\$2,192	\$1,904	\$1,600	\$1,739
Total Hours Worked (approx.)	160,735	182,342	156,317	125,274	136,448
Total Earnings (approx.)	\$1,365,840	\$1,643,629	\$1,342,876	\$1,020,983	\$1,140,705

STEP-UP Discover

	2013	2012	2011	2010	2009
TOTAL JOBS	657	597	599	699	626
NUMBER OF EMPLOYERS	68	71	66	43	37
Hourly Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
Total Earnings Per Intern (avg.)	\$1,598	1,421	\$1,763	\$1,305	\$1,167
Total Hours Worked	144,811	117,033	145,690	121,688	111,006
Total Earnings (subsidy funds)	\$1,049,886	\$848,494	\$1,056,258	\$912,845	\$730,616

STEP-Explore*

	2013	2012	2011	2010	2009
TOTAL JOBS	371	496	676	971	988
NUMBER OF EMPLOYERS	17	18	21	44	45
Hourly Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
Total Earnings Per Intern (avg.)	\$1,210	\$1,425	\$777	*	*
Total Hours Worked	58,583	95,754	72,479	*	*
Total Earnings (subsidy funds)	\$424,733	\$694,223	\$525,474	*	*

*specific data by year not available prior to 2011

STEP-UP ACHIEVE EMPLOYERS

Company Name	Interns
Accenture	3
African American Family Services	1
Afro Eco	5
Allianz Life Insurance Co. of North America	6
American Chemical, Inc.	1
Appetite for Change	1
Asian Media Access	6
A-Sign and Screen Printing Co.	1
Augustana Care Corporation	2
Azul 7	1
Birchwood Care Home	2
BlueGreen Alliance	1
Boston Scientific	10
Briggs and Morgan, P.A.	1
Camp TEKO	2
Catholic Eldercare	2
Center for Energy and Environment	1
Centerpoint Energy	2
Children's Hospitals and Clinics	13
City of Minneapolis	28
Cleveland Neighborhood Association	2
Cross Connections	2
Dunwoody College of Technology	3
Ebenezer	2
El-Amin's Fish House	3
Fairview Health Services	11
Fallon Worldwide	1
Felhaber, Larson, Fenlon & Vogt	1
Gillette Children's Specialty Healthcare	6
Girl Scouts of Minnesota & Wisconsin River Valleys	1
Goodwill Easter Seals	1
Grand Aspirations	5
Gray Plant Mooty	1
Greater MSP	1
Guaranty Commercial Title, Inc	1
Hart Law Office, PLLC	1

Company Name	Interns
HealthPartners	16
Hennepin County	59
Hennepin County Medical Center	13
Hines	1
Horwitz NS/I	1
Hubbard Broadcasting	1
iDream.tv	2
IKEA	15
Illusion Theater	1
JAMF Software	2
Jefferson Lines	1
Juxtaposition Arts	23
KBEM-FM Jazz 88	3
KFAI, Fresh Air, Inc.	1
KMOJ	1
Kraus-Anderson Construction Company	1
Legal Rights Center, Inc	1
Leonard Street & Deinard	1
Lurie Besikof Lapidus & Co.	2
M A Mortenson Company	5
MacPhail Center for Music	1
McKinsey and Co., Inc.	1
Medtronic	1
Memorial Blood Centers	2
Mentoring Partnership of MN	1
Metropolitan Airports Commission	2
Metropolitan Council	10
Meyer & Njus, P.A.	2
MicroGrants	1
Migizi Communications	12
MinnCAN: The Minnesota Campaign for Achievement Now	1
Minneapolis Foundation	1
Minneapolis Park and Recreation Board	33
Minneapolis Public Schools	60
Minneapolis Regional Chamber of Commerce	1
Minneapolis Television Network	6

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Company Name	Interns
Minnesota Children's Museum	3
MN Department of Employment and Economic Development	4
MN Department of Higher Education	4
MN Department of Human Rights	1
MN Department of Human Services	6
Minnesota Department of Revenue	14
Minnesota Historical Society	1
Minnesota Housing Finance Agency	1
MN Timberwolves, MN Lynx	1
Minnesota Twins Baseball Club	2
Minnetonka Moccasin	1
Mixed Blood Theatre	1
Morsekode	1
Mount Olivet Lutheran Church	1
Multilingual Word	1
Neighborhood Health Source	1
Nemer Fieger	1
Nilan Johnson Lewis	1
Nina Hale, Inc	2
NorthMarq	1
Northside Res. Redevelopment Council	8
Olu's Home, Inc.	1
Open Arms Of MN	5
Outsell	2
Padilla Speer Beardsley Inc	1
Parasole Restaurant Holdings	7
Park Avenue Youth & Family Services	1
PCL Construction Services, Inc.	1
Piper Jaffray	1
Printing Industry of Minnesota, Inc.	1
Radisson Plaza - Minneapolis	1
Rainbow Treecare	1
Redeemer Health and Rehab Center	6
Reuter Walton Companies	2
Reve Academy	12
Robins, Kaplan, Miller & Ciresi, LLP	1
RSP Architects, Ltd.	1
Science Museum of Minnesota	5
Seward Co-op	1

Company Name	Interns
Simba Craftware	1
Sister's Need a Place	2
Smart Set	1
Sojourner Truth Academy	1
Southern MN Regional Legal Services	1
Southside Community Health Services	1
Star Tribune	2
State of MN - MN Management & Budget	2
SteppingStone Theatre	6
Stone's Throw Urban Farm	2
Target Corporation	5
TCF National Bank Minnesota	1
Teach For America - Twin Cities	1
Temple Israel Early Childhood Center	2
The Art Shoppe	1
The Bakken Museum	1
The Commons Hotel	1
The People's Center Medical Clinic	1
The Power of People Leadership Institute	1
Three Rivers Park District	2
Thrivent Financial for Lutherans	7
TJ Maxx	2
Tunheim Partners	1
TurtleKing Ventures LLC	2
Twin Cities Film Festival	1
Twin Cities Habitat for Humanity	1
Twin Cities Public Television	3
U.S. Bancorp	30
U.S. Congressman Keith Ellison	1
U.S. Fish and Wildlife Service	2
UCare	8
Unisys Corporation	2
University of Minnesota	29
University of St. Thomas	1
Walker Art Center	1
Walker Methodist Health Center	1
Wells Fargo	32
West Broadway Bus. and Area Coalition	2
Wilderness Inquiry	3

Company Name	Interns
Winthrop and Weinstine	1
WomenVenture	1
Xcel Energy	2

Company Name	Interns
YMCA (South Minneapolis)	2
Youth Farm and Market Project	6
YWCA	3

STEP-UP DISCOVER EMPLOYERS

Company Name	Interns
Achieve Mpls	1
Aeon	5
AfroEco Inc.	5
Appetite for Change	2
ArtiCulture	3
Asian Media Access	20
Baby's Space / Tatanka Academy	6
Bancroft Neighborhood Association	2
Bethel Evangelical Lutheran Church	2
Boys and Girls Clubs of the Twin Cities	12
CAPI USA (Centre for Asians and Pacific Islanders)	1
Catholic Charites - Northside Child Development Center	7
Children's Dental Services	5
Church of New Life Christian Ministires	4
Cleveland Neighborhood Association	2
CLUES (Comunidades Latinas Unidas en Servicio)	2
CommonBond Communities	2
Community Involvement Programs	4
Corcoran Neighborhood Organization	2
DEED/Minneapolis Workforce Center	7
East Side Neighborhood Services	10
El Colegio-Juventud Conectada - After School & Summer Program	8
Environmental Justice Advocates of Minnesota (EJAM)	6
Harrison Park	2
Hennepin County Library	14
High School for Recording Arts	12
HIRED	1
Hmong American Mutal Assistance Association Inc.	10
Hope Community	1
Indigenous Peoples Task Force	5
Intermedia Arts	6
Jordan Area Community Council (JACC)	3
Kaleidoscope Place	13
Kingfield & Fulton Farmers Markets	1

Company Name	Interns
Korean Service Center	2
Kwanzaa Community Church Freedom School Program	7
Lao Assistance Center for Minnesota	1
Little Earth Youth Development Center	4
Loaves & Fishes	6
Loppet Foundation	4
Lundstrum Center for the Performing Arts	2
Masjid An-Nur	3
Mentoring Peace Through Art	20
Messiah Lutheran Church	16
Metropolitan Economic Development Association (MEDA)	1
MIGIZI Communications, Inc.	21
Minneapolis Community Education	32
Minneapolis Park and Recreation Board	150
Minneapolis Police Department - Juvenile Division	19
Minneapolis Public Housing Authority	13
Neighborhood Involvement Program, Inc. (N.I.P.)	9
New Creation Baptist Church - The A.R.K. Summer Enrichment Program	4
North Community Youth and Teen Enrichment Center YMCA	6
Northeast Minneapolis Farmers Market	2
Phyllis Wheatley Community Center	6
Pillsbury United Communities	24
Project for Pride in Living	7
Redeemer Center for Life	6
Sabathani Community Center, Inc.	10
Segue Café	1
St. Anne's Place	1
The Family Partnership	8
Tree Trust	54
Urban Strategies, Inc.	5
Way to Grow	2
WE WIN Institute, Inc.	6
Young Dance	1
YWCA of Minneapolis	18

Bold denotes a new employer for 2013

STEP-UP EXPLORE EMPLOYERS

Company Name	Interns
Asian Media Access	11
Banyan Community	4
Cookie Cart	28
EMERGE	66
High School Upward Bound	14
Kulture Klub Collaborative	4
Minnesota Transitions Charter School	22
Minneapolis Park and Recreation Board	37
Plymouth Christian Youth Center	8
PUC - Brian Coyle Center	15
Transition Plus	27
University of Minnesota Upward Bound	41
Upward Bound Vision Quest	20
Urban Arts Academy	7
Vocational Outreach Services	9
Youth Farm and Market	21
YouthCARE	37

Bold denotes a new employer for 2013
