

Program/Initiative Title: CentraCare StepUp Program
WDA Name: Stearns-Benton Employment & Training Council

Overview describing the innovative practice

This summer 2017, ten youth will receive an advanced work experience--CentraCare StepUp Program. These youth will be individuals who completed SBETC's CareerONE intensive summer employability skills camp the previous summer and returned as Youth Mentors this summer. After completing their team mentor assignment, the youth will be placed in a 40 hour work experience based on their identified career interests. As part of the process, they will update their resume, be interviewed, and selected by the department manager to complete the experience. These youth meet a variety of at-risk criteria.

Jobseeker impact (ie: benefits, outcomes for jobseekers)

Benefits to the youth jobseekers:

- Experience and exposure in the high demand and growing industry of healthcare
- Increased knowledge in a career pathway of their choice
- Enhanced resume
- Professional interview experience and practice
- Connections and networking with the largest healthcare employer in our region
- Exposure to and mentoring from positive role models

Employer/Community impact (ie: benefits, outcomes for non-jobseekers)

CentraCare StepUp benefits the employer (CentraCare):

- Increase an individual's work skills through training and mentoring the workforce
- Seen as a community partner
- Opportunity to hire the youth jobseeker when the work experience is completed
- Generate interest in the younger generation and recruit future employment candidates

Identification of those involved, including collaborators

Collaborators include SBETC and CentraCare.

Leveraging/alignment of outside resources

Resources include CentraCare and Minnesota Youth Program (MYP) funding.

Ideas for replication/lessons learned

An idea for replication includes expanding this program into other industries and collaborating with other companies. Another idea would be to expand this program in other youth programs that involve work experience components and consider adding StepUp components to expand work experience.