

Building a Movement

Round 1 Funded Project Brief 1/4

The Building a Movement fund will support promising strategies seeking to build the cross-sector connections, frameworks and relationships needed to scale career pathways across the state and create high-quality opportunities for students in Minnesota. Organizations (501c3 or 501c6), school districts, charter schools, or post-secondary partners may apply on their own or as part of a partnership for funding and technical assistance support. All projects should be aligned to the core components of Career Academies and focus on strengthening career pathways that include access to college credit in a high school sequence, rigorous and relevant coursework and related work experience. Funding is coupled with technical assistance (in partnership with the Minnesota Service Cooperatives and individual career pathways leaders).

The funded project briefs are provided below. Our goal is to inform you of the incredible work happening in our communities and inspire efforts that will scale career pathways across the state.

High Level Overview

- 11 Funded Partnerships
- **Focus Areas:** Dual Enrollment, Coursework, Employer Engagement, and General Development
- **Themes:** Youth Voice, General Development, Career & Technical Education (CTE), Continuing Education/Concurrent Enrollment, Employer Engagement, Convening/Events
- **Geographic Diversity:** Carlton, Crow Wing/Cass, Dakota, Hennepin, Ramsey, Sherburne, St. Louis, Steele, and statewide initiatives

Asian American Business Resilience Network

- **Selected primary focus of project:** Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy, Employer engagement and building work experiences
- **Program Focus:** Address disparity in accessing STEM education and IT workforce between White and Students of Color, more inclusive curriculum and approach to student learning in Tech, and deepening employer connections through a more inclusive and culturally relevant lens.
- **Proposal:**
 - Create and strengthen career pathway programs at MN Prep Academy and Skyline Math and Science Academy, based on Project TECH approach
 - Create a AABRN employer and business network to prepare partners with resources and processes to participate in career pathways

Central Minnesota Jobs and Training Services

- **Selected primary focus of project:** General career pathways development
- **Program Focus:** Address a crucial gap identified through extensive stakeholder engagement, including student feedback, community input, and collaboration with educational entities. The overarching goal is to ensure that CMJTS youth programs meet the needs and goals of the youth they serve. All partners will help with youth engagement to gather the youth's voice.
- **Proposal:**
 - Develop Comprehensive Training Materials for Youth Leaders
 - Conduct a Comprehensive Youth Needs Assessment
 - Establish a Youth Advisory Board

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Exploration High School

- **Selected primary focus of project:** Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy
- **Program Focus:** Exploration High School's Career and Industry program is expanding to include pathways in construction, culinary arts, civic engagement, and internships. This expansion is driven by student feedback and community input, emphasizing the need for real-world experience and certification opportunities. Our vision is to build sustainable career pathways providing robust, hands-on learning experiences.
- **Proposal:**
 - Establish Culinary Pathway
 - Comprehensive Strategic Plan
 - Increase Community Partnerships

Freshwater Education District

- **Selected primary focus of project:** Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy, Employer engagement and building work experiences, General career pathways development
- **Program Focus:** The Central Lakes Secondary Perkins Consortium consists of 22 central Minnesota high school CTE programs. In collaboration with our Region 5 service coop, most of our 22 schools have started the process of building and creating CTE pathways to assist students in building a plan for their students to create an individualized career path. A large part that is still missing from building the pathways is collaboration among teachers in the same content areas.
- **Proposal:**
 - Professional Development
 - Skill Acquisition
 - Networking

GPS Education Partners

- **Selected primary focus of project:** Dual enrollment-college credit in a high school sequence, post-secondary partnerships, Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy
- **Program Focus:** GPS Education Partners (GPS Ed) will organize a Human-Centered Design (HCD) event focused on improving work-based learning outcomes through active community engagement and collaboration. This event will gather feedback from stakeholders in order to create innovative work-based learning solutions. Participants will address critical design challenges such as increasing outcomes for diverse populations, designing high-quality career pathways, and building strong partnerships within the work-based learning ecosystem.
- **Proposal:**
 - Organize a Human-Centered Design convening focused on improving work-based learning outcomes
 - Stakeholders and other community members will learn about the benefits of human-centered design as it relates to work-based learning opportunities that benefit underrepresented populations.
 - Local cross-sector partnerships will be created that co-design solutions for collaborative success.

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Project Success

- **Selected primary focus of project:** General career pathways development
- **Program Focus:** Career and Technical Education (CTE) is crucial for engagement and accessing sustaining careers. Employers and Minneapolis Public Schools (MPS) leaders have recognized these issues, turning to Project Success (PS), with a 30-year track record of bridging opportunity gaps. Building on successful college and career readiness programs, PS has created "PS Ventures" - a career pathway initiative for high school students. The primary goal is to spark their interest in exploring and honing hands-on skills relevant to rewarding careers.
- **Proposal:**
 - Convening as part of an industry-related event or activity
 - Cost to convene students and professionals
 - Students working alongside industry professionals on project, building skills and deep professional connections

Reve Academy

- **Selected primary focus of project:** Dual enrollment-college credit in a high school sequence, post-secondary partnerships, rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy
- **Program Focus:** Reve Academy aims to expand school partnerships to ensure our programs support students in achieving required educational standards through business industry-aligned workshops, courses, and applied learning opportunities. In addition, we will embed teacher training around our programs so that school staff can learn about and launch student learning opportunities aligned to these business industry pathways. Our focus areas are human-centered design, entrepreneurship, Agile methodology, and business innovation. We also plan to use the technical assistance aid to enhance our workshop and learning content for teachers and students to access and use more easily.
- **Proposal:**
 - Design framework for successful CTE nonprofit to school partnership

Science Museum of Minnesota

- **Selected primary focus of project:** Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy, Employer Engagement
- **Program Focus:** Our project, Workforce Ecosystems For A Change will organize and convene a cross-sector intergenerational working group to build on SMM's Kitty Andersen Youth Science Center's (KAYSC) successful STEM Justice approach and set the foundation to develop a new framework for workforce development programming in out-of-school time settings that intersects positive youth development, social justice action, rigorous STEM learning, and the workforce development needs of the Twin Cities economy.
- **Proposal:**
 - Intentionally connect SMM's Center for Equity and Systems Change stakeholders
 - Ensure an immediate and tangible increase in opportunities
 - Shift deeply held habits of thoughts or mental models that are preventing workforce, K-12, government, social justice, and youth development leaders from aligning around goals and strategies

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UnCommon Construction

- **Selected primary focus of project:** Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy, Employer Engagement
- **Program Focus:** unCommon Construction (uCC) uses the construction build process to empower youth with the skills, network, experience, and resources to lead the workforce. Through our flagship earn-and-learn program, high school students develop soft and technical skills while completing residential construction projects that are then sold on the free market. We are seeking funding to develop and launch our Greater Twin Cities Industry Circle .The Industry Circle will bring together a group of construction industry leaders from the Minneapolis area, each of whom will commit to providing the following services to apprentices.
- **Proposal:**
 - Criteria for membership in the Greater Twin Cities Industry Circle is developed
 - Members of the Greater Twin Cities Industry Circle are established and confirmed
 - At least one engagement per engagement category (Engage, Mentor, Build, Hire) is planned

United Way of Northeastern Minnesota

- **Selected primary focus of project:** Dual enrollment-college credit in a high school sequence, post-secondary partnerships, Rigorous and relevant coursework- career and technical education, career exploration courses, alignment to local economy
- **Program Focus:** Rock Ridge Career Academies partner with local employers throughout the region, as well as with community foundations and other school entities, to ensure that students have a comprehensive understanding of careers available, skills needed, and pathways to their future success. The employer partners listed have a vested interest in the Career Academies as well as in the students themselves because they are in need of future employees. Industries involved include mining, engineering, car sales and repair, healthcare, metal fabrication, nonprofits, restaurants, and many others. Rock
- **Proposal:**
 - Rock Ridge Career Academies will develop additional partnerships and career pathways
 - Rock Ridge Career Academies staff will engage in planning sessions to strengthen and grow the career academies

Willow River Area Schools

- **Selected primary focus of project:** Employer engagement and building work experiences
- **Program Focus:** Moose Lake Community School, Willow River Area School, and Barnum Public Schools will fund a coordinator to work with our local business and industry partners to set up a mentoring program. This mentoring program will focus on juniors and seniors matching them with area employers and employees to help with student career exploration. Students will meet with their mentor approximately three times in a school year beginning in the fall of 2024. Approximately 150 students will participate in this proposed program by December 20, 2024. Moose Lake, Willow River, and Barnum Schools all plan to implement this mentorship program within our required personal finance courses.
- **Proposal:**
 - Build local workforce and create meaningful school to work connections
 - Create opportunities for students to interact directly with local industry to develop their career knowledge in a measurable manner

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High Level Overview

- 11 Funded Partnerships
- **Focus Areas:** Dual Enrollment, Coursework, Employer Engagement, and General Development
- **Themes:** Driving Meaningful Work Experiences, General Development, Career & Technical Education (CTE), Continuing Education/Concurrent Enrollment, Employer Engagement, Convenings/Events
- **Geographic Diversity:** Dakota, Hennepin, Ramsey, Itasca/Clearwater, Sherburne, Isanti, St. Louis

Achieve Twin Cities

- **Selected primary focus of project:** Coursework, Employer engagement/work experiences, General development
- **Program Focus:** Achieve Twin Cities respectfully requests \$10,000 in funding, technical assistance, and thought partnership to determine how we can 1) better integrate our school- based advising and community-based paid summer internship programming and 2) strategically align our work with existing programs and services from our district partners, employer partners and greater community. Our goal is to build career pathway programming that ensures students have opportunities to explore careers and connect these experiences to a postsecondary plan aligned with their goals and interests.
- **Proposal:**
 - Conducting a comprehensive Landscape Study to gather feedback on our programming and other existing Minneapolis-Saint Paul youth internship and career exposure, exploration, and readiness programming.
 - Analyzing Landscape Study to identify gaps in service and opportunities for Achieve to refine our work to meet students' career readiness needs and expectations, and that the skills and competencies students receive align with local workforce needs.
 - Designing a new Program Model outlining key activities and strategies, staffing structure, outputs, outcomes, and indicators and Implementation Plan that directly addresses students career readiness and local workforce needs.

Burnsville Chamber of Commerce

- **Selected primary focus of project:** Employer engagement
- **Program Focus:** Funding from the Building a Movement Grant would support a Pathways Work Experience Summit hosted by the Burnsville Chamber of Commerce Business Education Network. The purpose of this Summit is to ensure a sustainable paid work experience program for Burnsville High School students by gathering key stakeholders, researching successful programs, evaluating the 2024 Future Ready program and building a sustainable model for the future. Our high-level vision is to build a sustainable model for ongoing student work experiences to complement the Career Pathways at Burnsville High School.
- **Proposal:**
 - Provide the resources and support we need to convene this Summit
 - Compile the results and develop an ongoing, sustainable work experiences for students at Burnsville High School, to complement their Career Pathways curriculum and prepare them for successful careers in our community

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Central Minnesota Jobs and Training Services

- **Selected primary focus of project:** Employer engagement, general development
- **Program Focus:** CMJTS received feedback from youth through surveys indicating that they are unaware of the full range of employment opportunities available in our local area. This insight has highlighted the need to develop Employer Career Pathways to effectively connect with the existing Career and Technical Education (CTE) programs and school coursework. By doing so, we aim to facilitate a smoother transition for youth into meaningful employment within our local communities. The project is set to involve several key partners, including local businesses, educational institutions, and community organizations
- **Proposal:**
 - Develop 40 Employer Career Pathways graphics encompassing a diverse range of employers, ensuring representation from each industry sector aligned with the MDE career wheel
 - Disseminate these tools and resources to both employers and all local school districts
 - Long-term goal is to track the effectiveness and impact of the employer career pathway graphics on local

East Side Neighborhood Services, Inc

- **Selected primary focus of project:** Employer engagement/work experiences, General development
- **Program Focus:** East Side Neighborhood Services (ESNS) seeks funding for its Youth Employment Programs, which serve youth ages 14-24 affected by disparities. The program prepares them for sustainable employment through work readiness training, career exploration, and connections to community-minded employers who need skilled workers. Our programs are hosted at Menlo Park Academy, an alternative high school supported by ESNS and Minneapolis Public Schools. Many Menlo youth face challenges in accessing career pathways and professional networks, which limits their ability to set clear goals for education and careers.
- **Proposal:**
 - Expand our partnerships with employers, increase the number of internships available, and offer additional career pathway options. We aim to reduce the waiting list and serve more youth. Furthermore, technical assistance and funding will help establish long-term, sustainable pathways by developing lasting relationships with employers and ensuring ongoing career support for students, helping them achieve lasting financial independence

GPS Education Partners

- **Selected primary focus of project:** Employer engagement/work experiences; General development
- **Program Focus:** As part of our ongoing efforts to support schools in their expansion of high-quality work-based learning (WBL) programming, we have identified additional resources that are needed to successfully implement these initiatives. School needs differ significantly based on geographic location, student population, and other factors. As such, we have developed a WBL Capabilities Survey.
- **Proposal:**
 - Successfully prototype our WBL Capabilities Survey and will roll out our Strategy Toolkit by the end of this grant period

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ISD 6070 Itasca Area Schools

- **Selected primary focus of project:** dual enrollment, Coursework, Employer engagement/work experiences, General development
- **Program Focus:** The Next Career Pathways program is a dynamic initiative designed to provide 9th- to 12th-grade students in the Itasca County area with relevant and career-connected education and hands-on learning experiences. Developed by the Itasca Area Schools Collaborative (IASC), which includes seven regional school districts and Minnesota North College, the program offers eight distinct career pathways: business, computer science, construction, education, healthcare, manufacturing, natural resources/agriculture, and automotive. Each pathway aligns students' coursework with real-world career experiences like business tours, internships, and professional mentorships.
- **Proposal:**
 - Increase Student Participation in Career Pathways
 - Increase the Number of Employer Partnerships and Work-Based Learning Opportunities
 - Expand Access to Career Pathways for Underserved Students: Through targeted outreach, we will continue to find innovative ways to provide equitable career-related educational opportunities to Indigenous and low-income

Lakeville Chamber of Commerce

- **Selected primary focus of project:** Employer engagement/work experiences; General development
- **Program Focus:** The proposed strategies for enhancing participation in the Youth Skills Training (YST) program, creating a customizable Pathways model, and organizing a dedicated career exploration day are essential for fostering this connection.
- **Proposal:**
 - Strategy to increase participation in our current Youth Skills Training program
 - Creation of a customizable and shareable Pathways model using current curriculum offerings
 - Creation of a customized (by grade) career exploration day for freshmen, sophomores, and seniors on the day that the juniors take the ACT exam

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Minnesota North College

- **Selected primary focus of project:** Dual enrollment, Employer engagement/work experiences
- **Program Focus:** Minnesota North College (MNC) and its six campuses (merged in 2022) have a decades-long history of providing quality post-secondary technical education in northeastern Minnesota. Additionally, academic programming for emergency medical technician, certified nursing, practical nursing and associate's degree nursing have been supporting the region's healthcare workforce since 1963. MNC in collaboration with The True North Stars Consortium (TNSC) is dedicated to offering dual enrollment coursework to students through the federally-funded Carl Perkins Statute developed to enhance career and technical education programming across secondary and post-secondary institutions in partnership with local businesses and industries.
- **Proposal:**
 - Enhance existing partnerships and build new partnerships between MNC, Arrowhead regional K-12 schools, and local healthcare industry leaders through ongoing partnership meetings
 - Develop a detailed strategic plan and healthcare curriculum which outline industry workforce needs, objectives, activities, personnel, and financial and equipment resources available for immediate and long-term sustainability of healthcare concurrent enrollment programming
 - Determine an evaluation plan to assess initial and long-term impact of programming to meet regional workforce needs

Northeast Metro Intermediate School District #916

- **Selected primary focus of project:** Coursework, Employer engagement/work experiences, General development
- **Program Focus:** Northeast Metro 916 is one of four intermediate school districts in Minnesota, serving nearly 5,000 students through shared programming that includes career and technical education, special education services, area learning centers, and care & treatment. Through sharing resources, talent, and ideas, Northeast Metro 916 provides cost-effective, expert, and reliable services to 13 member school districts and the students and families we collectively support. NEM 916 aims to continuously improve and evolve in response to the changing needs of the students and families we serve. Through analysis of district level student data and feedback from families and students, we have identified three impactful ways we can best serve our students in their college and career pursuits, address changing industry workforce needs and trends, and position NEM 916 as a leader of career and college readiness in alternative education in Minnesota
- **Proposal:**
 - Enhance our Work Based Learning courses with relevant and rigorous curriculum aligned to industry needs, and increase local employer partner "learn and earn" opportunities for students.
 - Establish relationships with local industry partners, and invite guest speakers into our schools to inform, mentor, and connect with students who are pursuing their next steps pathways after high school graduation.
 - Establish and build upon cross-sectional career and college partners in order to host a 916 district wide Career and College Fair that engages over 200 students and 50 college and career partners in next steps exploration and networking opportunities for students.

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United Way of Central Minnesota

- **Selected primary focus of project:** General development
- **Program Focus:** Future 100: Empowering Students' Post-Graduation Journey is an innovative initiative launched by St. Cloud Area Schools designed to ensure every graduating senior has a clear and actionable plan for life after high school. By collaborating with community partners, we aim to create a supportive network that guides students through various post-graduation options, whether that be enrolling in local higher education institutions, entering the workforce, or joining the military.
- **Proposal:**
 - Establish or strengthen ongoing partnerships with local businesses and community-led organizations that provide internships, mentorship, and career exploration opportunities, ensuring that these partnerships specifically focus on supporting students from diverse backgrounds and those living in low socioeconomic conditions.

United Way of Northeastern Minnesota

- **Selected primary focus of project:** Dual enrollment; Coursework, Employer engagement/work experiences, General development
- **Program Focus:** Hibbing High School Career Academy (HHSCA) gives students an opportunity to explore a variety of career options by partnering with local employers, ensuring students have a comprehensive understanding of careers available, skills needed, and pathways to success. This grant will focus on the rebuilding of HHSCA's healthcare pathway. HHSCA will partner with Minnesota North College, Fairview, Essentia Health, Aspirus St. Luke's, potentially Lake Superior College's dental hygienist program, and University of Minnesota's school of dentistry as well as area healthcare and dental professionals to explain the skills and education required for related careers.
- **Proposal:**
 - Rebuild and reestablish its healthcare career pathway track, with a focus on careers in the dental health and nursing workforces
 - Hibbing High School Career Academy and administration staff will engage in planning sessions to strengthen and grow the career academy and rebuild the healthcare career pathway track