

# Attachment 2 - Youth support ideas

## Green Partners youth green jobs and youth support ideas

Hennepin County is interested in youth green jobs programming that reduces disparities for youth and supports youth in moving along effective pathways to achieve employment in green jobs. After conducting extensive research on youth programming and soliciting input from Hennepin County youth, individuals from the Environmental Education Network, Green Partners grantees, and other stakeholders, Hennepin County has compiled this list of practices that organizations utilize to support youth during their green jobs training and educational experiences.

### Operational support to reduce disparities

Organizations can provide support for youth workers through operational practices. Many of the strategies listed in this section address disparities related to employment, income, education, health, housing, transportation, and justice.

- Income/compensation for their time
- Opportunities for advancement
- Opportunities for pay increases
- Paid time off
- Flexible schedule
- Free programming
- Transportation support
- Meals or food support
- Health insurance
- Health and wellbeing support
- Childcare
- Culturally competency training for supervisors and staff
- Mentorship from professionals or community elders
- Peer networking opportunities

### Green job pathways

Organizations can provide pathways for youth to achieve more exposure, experience, and opportunities to be hired in green jobs. A variety of pathways exist for youth to learn about and become qualified for green jobs, including those listed below.

- Education and exposure to green jobs pathways
  - Activities may include: Exposure to green jobs, environmental education, classroom lessons, degree programs, presentations from professionals in the field, field trips, job shadowing, youth-led research, academic credit, academic advising support, scholarships
- Leadership skills development pathway
  - Activities may include: Professional development support, including things like facilitation, project management, work planning, and financial management training, and public speaking, organizing, civic engagement, and advocacy experiences
- Job training and job skills pathway

- Activities may include: Paid internships, apprenticeships, short-term jobs, skills training, on-the-job training, field opportunities, customer service experience, certification, including officially recognized certificates and other certificate programs that are relevant to green jobs.
- Career development and job seeking support pathway
  - Activities may include: Resume building, mock interviews, career exploration, job search skills, job placement support, job boards, business etiquette, communications skills, guaranteed internship or full-time job after training, youth-family liaison, professional head shots
- Network building pathway
  - Activities may include: Relationship building with community leaders, alumni program, networking support, and mentorship by professionals in the field or community elders, especially Black, Indigenous, and other adults of color. Connections to educational institutions, businesses, organizations, government agencies to connect participants to the next step in the pathway toward employment in a green job.