



GRAND

TEENWORKS PROGRAM REPORT 2015

A program for developing the world's best workforce.

Itasca Area, Minnesota

Sessions:

July 6th – 17th

August 3rd – 14th

August 17th – 28th

Submitted by: Maven Perspectives LLC

Maven
PERSPECTIVES^{LLC}

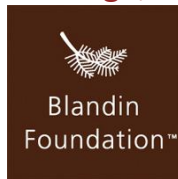
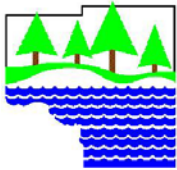
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GRAND TeenWORKs 2015 Executive Summary

2015 marked the sixth year of the GRAND TeenWORKs program in the greater Itasca County Area in Minnesota. Building on the past strengths of the program, additional funding partners including the Blandin Foundation, Enbridge, and Minnesota Diversified Industries (MDI) hopped on board to offer three summer cohorts (instead of one), Itasca County increased their contribution, and the program was linked to the Itasca Area Student Success Initiative's Youth Voice Survey. Also new this year, Itasca Area School Collaborative (IASC) endorsed the program as a way to offer important "soft skills" to teens complementing academic learning in local schools. This resulted in reaching a new record number of teens completing the GRAND TeenWORKs program. In addition, a cohort is currently being piloted during the school year in the Deer River Schools. A separate report will be created at the conclusion of the program in December 2015.

The ten-day program is based on the intent to provide youth with the skills and understanding to move into the workforce, to teach them how to be effective workers and to enhance their life skills. GRAND TeenWORKs' primary focus was to assist and educate them about successful life choices that will lead them to greater self-sufficiency and better prepare them for the future. The guiding principles used to frame the program components were derived from the Successful Worker Job Description which was developed in 2010 by greater Itasca County area employers. Maven Perspectives LLC, a program design and development company, was contracted to deliver the program.

This year's solicitation efforts resulted in 22 applicants. All were chosen to participate in the program. These teens were entering 8th, 9th, 10th and 11th grade in the fall of 2015. There were 11 females and 11 males. Of those 22 teens, 13 were considered low income. 21 teens completed the entire program earning a Certificate of Completion and only 1 teen earned a Certificate of Participation. Earning a Certificate of Completion, allows the teen to be eligible for high school credit, at the discretion of their individual schools. The program curriculum is an integrated model with five strands: working, learning, connecting, leading, and choosing. These intertwined strands are critical to what is essential and developmentally appropriate for students to know and be able to do with education, job skills, and career development training. A number of studies have been conducted on work/life skill programs for teenagers, with most finding that teens who participate in such learning programs often increase their school attendance, decrease their number of suspensions, and grow in their level of engagement in school. This methodology contributed to the design of the GRAND TeenWORKs program.

Teens were motivated to take responsibility for their development and acquisition of knowledge throughout this high quality out-of-school program and its many activities. Each teen developed a resume and cover letter, created a business card, constructed a Google Doc presentation about what they experienced and learned throughout the program and how they will use this new knowledge moving forward, produced an elevator speech, created a five-year plan as a road map for the next five years, and practiced the competencies of job search skills. Teens built their social capital and acquired a sound awareness of the community while making meaningful connections with many community leaders. They learned interviewing skills and what comprises appropriate job behavior. With an emphasis on preparing for a job interview, teens were trained on an effective handshake, dressing appropriately, speaking clearly, and being prepared with knowledge of the company. They were able to apply their knowledge in a real-world situation as they interviewed with many local business professionals in a session of practice interviews. Teens who met the 70 hour participation requirement qualified for a course Certificate of Completion. Each teen was encouraged to share their portfolio with their school guidance counselors and principals. This will prove helpful in discussions they will have over the coming years regarding their future plans.

GRAND TeenWORKs participant evaluations revealed that teens increased their skills and knowledge in decision making, problem solving, communication, public speaking, understanding and the qualities of good leadership, team building, social networking, creating a resume and cover letter, interpersonal communication and understanding how making healthy choices affects your future. They learned the importance of punctuality, productivity, and professional courtesy, as well as the guiding principles for doing one's best and how to make a good first impression. They made the connection between being prepared for school and work and that it is their responsibility to do so. Presenters and guest speakers helped the teens discover their skills and values as they talked autobiographically about how they live out their values in their different work settings. They completed an ethics/choices inventory, and were guided through activities and lessons that helped to examine personal values and identify individual strengths and unique gifts. The teens expressed that they felt accepted for who they are and could move forward in their learning. They felt supported inside the program by all Maven staff and felt supported outside of the program by community leaders who extended job shadowing opportunities or if needed, just a person to talk to and get help. Career assessments and research were completed and each participant's strengths helped guide them to look into fields where their strengths can be utilized.

As a result of attending GRAND TeenWORKs, teens commented on things that will be important for their experiences in the future:

"To get into a good career field."

"Knowing how to pay for college and apply for scholarships."

"How to create a resume, complete a job application."

"LIFE."

"Job interviewing, connecting with people, overall everyday life."

"I plan on using my skills to get a high paying job."

"To be able to get a job I can support myself and family with."

"Having a good handshake and making eye contact; I think these will be very helpful in the future."

"Know that my online reputation is important and I need to be careful with what I put online"

"To get a job."

"Professional skills are a huge part of being a successful employee or business owner."

"Making mistakes is ok, learn from them and move on."

"I know now that I can job shadow many people in our communities."

"I have the possibility of doing a nursing internship when I am in the 11th grade."

"Being a leader in my school is something that I am going to be this year."

"I know what my strengths are and how to build my future on these."

"It has open my eyes to all the possibilities I never knew existed."

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For more information, photo's and quotes,
go to www.facebook.com/grandteenworks

GRAND TeenWORKs Overview

- Dates and Time:
 - July 6th – 17th, August 3rd – 14th, August 17th – 28th, 2015
 - Monday – Friday
 - 9:00 a.m. – 4:00 p.m.

- Training Locations:
 - Grand Rapids Area Chamber of Commerce
 - Grand Rapids Public Library
 - ISD 318 Administration Building
 - Itasca Community College
 - Itasca County Courthouse
 - Timberlake Lodge Hotel
 - US Bank
 - Majestic Pines Senior Living
 - City of Grand Rapids
 - Maven Perspectives LLC
 - Edward Jones
 - Brewed Awakenings
 - UPM - Blandin Paper Company
 - Essentia - Blandin Health Center
 - North Bank Center
 - Goodwill Industries

- Activities:
 - ACCUPLACER® Math and Reading Assessment
 - Clifton StrengthsFinder® 2.0
 - Speed practice interview session, Timberlake Lodge Hotel
 - Formal dining session, Timberlake Lodge Hotel
 - Purchase of professional attire, Goodwill Industries
 - Workforce Development Committee meeting
 - Google Docs presentations
 - Elevator Speech
 - Five Year Plan – future road map
 - Employer speakers and tours – scholarships, going to college, using the library, decision making, being professional, smart finances, resumes, job applications, and cover letters

- Applications received:
 - 22

- Participants:
 - 22 students, from Grand Rapids, Greenway Schools, Nashwauk-Keewatin, Northern Lights Community School, and Home Schools

- o 11 female, 11 males
- o 2 eighth graders, 10 freshmen, 9 sophomores, and 1 junior
- o Those meeting the participation requirements were eligible to receive either a one-half or one academic school credit (at the discretion of each high school)
- o 19 teens had a cell phone and 2 did not
- o All teens were proficient at texting
- o All teens participated in extracurricular school activities
- o Computer proficiency of the group were overall high, but varied some
- o All teens had one or more social media accounts (Facebook, Instagram, Snapchat, Twitter)
- o Most teens participated in some type of volunteer work during the past year
- o Career aspirations of the group varied from nurse to engineer to physical therapist or lawyer
- o Teens readily gave feedback and shared information about their experiences in the program

“TeenWORKs is so much fun; I have met so many community and business leaders who care about my future. Awesome!”

GRAND TeenWORKs Teen

- Group Dynamics:

- o Group bonding gained momentum as the days progressed.
- o Several consistent teen leaders emerged during the course of the two weeks. However, every participant took a lead role during at least one or more of the many exercises and activities.

GRAND TeenWORKs Presenters/Guest Visitors/Staff/Vendors

- **Bud Stone**
Grand Rapids Area Chamber of Commerce
Attitude – yours
Building social capital
- **Paula Frings**
Maven Perspectives LLC
Being professional, communication, appropriate dress, eye contact, and hand shaking
- **Bart Johnson & Mike Raich**
Itasca Community College
Education and your success in life
- **Annette Delich**
Itasca Community College
Dining in a business meeting
- **Ann Vidovic**
Itasca Community College
Math and Reading ACCUPLACER® Test
Results Interpretation
- **Trent Janezich & Mike Knapp**
Advanced Minnesota
Educational and career opportunities in NE Minnesota
- **Rachel St. John**
US Bank
Banking services, smart money decisions, credit, where does your money go?
- **Amy Dettmer**
Grand Rapids Area Library
Using the library for job search
- **Michelle Graber & Shani Simmens**
Express Employment Professionals
Completing online job applications effectively
- **Tom Windorski**
Essentia Health – Deer River
Resumes and cover letter do's and don'ts
- **Trish Klein**
Itasca County Administrator
County Government 101
- **Terry Snyder**
Itasca County Commissioner
Impact of risky choices on future employment
- **Jessica Wolf and Staff**
Majestic Pines Senior Living
Assisted living facilities, operations, duties, and expectations for employment
- **Timberlake Lodge Hotel**
Proper dining etiquette, tour, and business ownership

- Becky Haase, Enbridge
- Jessica Wolf, Majestic Pines
- Janie Capouch, Majestic Pines
- Nikkole Tellez, Evergreen Terrace
- Steve Wilson, Rapids Garage Door
- NiCole Barker, Mississippi Diamond Jewelers
- Tom Windorski, Essentia Health - Deer River
- Paula Frings, Maven Perspectives LLC

The Maven Perspectives LLC Team

www.mavenperspectives.com

- Jessica Knutson and Paula Frings Logistical, administrative, and coordination
- Taya Chandler and Janeen “Bobbie” Kleffman Maven Perspectives LLC Interns
- Jim Scherping Trainer

GRAND TeenWORKs Program Impact Strands

GRAND TeenWORKs focused on the impact strands of: working, learning, connecting, leading, and choosing.

Working

- Learn how to find, prepare for, and secure a job
- Learn the skills and values that employers look for in employees
- Properly complete job applications online and in paper form
- Develop an effective resume and cover letter
- Create a strengths based elevator speech
- Develop and practice interviewing skills
- Dissect the communication process and practice necessary skills of communication
- Explore career interests
- Set education and career goals and learn how to obtain them
- Create a presentation containing a five year plan for educational and career success
- Understand proper dining etiquette for business meetings
- Practice public presentations

Learning

- Identify academic skill levels
- Gain literacy and math skills
- Create a plan toward post-secondary education or training
- Access education or training opportunities
- Connect education to one's future success
- Value individuality and diversity
- Having a great attitude will make you a better employee
- Learn proper professional skills – attire, handshaking, poise
- Scholarships that are available
- Learn your unique strengths and how to tell others about them

Connecting

- Understand how to work effectively with different people
- Practice networking with employers
- Learn to be a workplace team player
- Learn how you are connected to the community and the world
- Meet 20 – 30 business and community leaders

Leading

- Develop and implement leadership skills
- Develop a sense of purpose and understanding of taking responsibility for one's future
- Explore and discuss volunteer opportunities within communities and schools

Choosing

- Learn how to make good choices that affect your life personally, academically, and professionally
- Understand how drug/alcohol use, criminal behavior, and credit rating affect future employment
- Learn and practice the process of personal finance
- Learn and practice appropriate social media use
- Understand that one's future employment depends on choices made now
- Understand the importance of a consistent personal brand

Perspectives & Viewpoints	Skills	Products
Success awareness	Strength based interviewing	5 year education and career success plan
Sense of community belonging	Proper job application completion	Resume
Hopefulness	Dining etiquette during meetings and interviews	Google Docs Presentation of plan and Grand TeenWORKS Journey
Relating school to employment and education/training beyond high school	Leadership	Community and employer contacts
Risk taking can affect one's future: crime, drugs, alcohol	Community resourcefulness	Personalized business cards
Strength of being part of a team, family, group in success	Positive work ethics including: appropriate dress, timeliness, team problem solving, positivity in the workplace, workplace rules, safety	Professional work and interviewing attire
What employers look for in great employees	Utilizing and capitalizing on strengths as a mechanism for resilience, grit, learning, planning for the future	Certificate of Completion for 70 hours of engaged work (or Participation if not meeting full requirements)
The power of positive attitude	Confidence	Scholarship awareness
Healthy living, focus, determination, asking questions helps one thrive	Being comfortable on a college campus, in community, and in business meeting	Journal
Helping others, helps oneself: volunteering	Building social capital and networking	T-shirt, water bottle, healthy snacks, and lunches
Holding oneself accountable for decisions	Google Docs and public presentations	

GRAND TeenWORKs Impact Outcomes

Working

- Teens learned the necessary steps to prepare for a job interview.
- Teens learned the competencies of job search skills by developing a personal business card and understanding when and how to share them.
- Teens developed and practiced interviewing skills in a classroom setting.
- Teens learned the competencies of job interviewing by participating in speed practice interviews with local employers.
- Teens drafted and rehearsed their strengths based “Elevator Speech.” An Elevator Speech constitutes approximately 15-30 seconds of selling your skills and strengths to someone else.
- Teens created a Google Doc presentation about what they learned and experienced throughout the program.
- Just as in the real work world, teens were held accountable for showing up on time each day, signing in and out each day, holding each other accountable for the quality of the program and each person’s behavior, and staying fully engaged throughout the program.
- Teens developed competencies in communication, being a team player and identifying and working with different personality types. They actively participated in group and partner exercises with each other and staff. Through follow-up discussion and reflection, activities focused on how developing and effectively using these skills can benefit them in both their professional and personal relationships.
- Teens explored a variety of career options through guest speaker presentations. In regard to working, people, and our lives; *“What you put in, will determine what you get out.”*
- Teens attended the Professional Development Training to learn about appropriate dress, proper hand shaking and eye contact, when to use the cell phone, and the elements of building social capital. Teens were required to utilize these skills throughout the duration of the program.
- Teens set educational and career goals to help direct and guide their future plans.
- Teens created a five year plan in which their educational and career goals were embedded. This action plan laid out a distinct path for their future. Teens and their parents are in a partnership for the future success of the teens and as such, will guide the teens through their journey.
- Each teen was given business card holders and a binder to house their journal, resumes, certificates, and employer business cards

Teen Elevator Speech

One of my strengths is self-assurance, meaning that I’m confident. I can handle any task. Another strength of mine is positivity, meaning that I look on the bright side of things.

- GRAND TeenWORKs Teen

Learning

- Teens took the ACCUPLACER® (MnSCU college entrance assessment) in the areas of math and reading. Individually each teen had their results explained to them in detail and were able to see their level of competency and were encouraged to take appropriate action with their school to continue to improve these necessary skills. This allowed each teen to understand their current level of learning and how these skills could relate to specific careers.
- Teens learned about Post-Secondary Educational Opportunities (PSEO) at Itasca Community College.
- Teens learned about the five community colleges in the Arrowhead region.
- Teens learned about scholarships, grants and financial aid opportunities for post-secondary education or training; including how to apply for them.
- Teens took the Clifton StrengthsFinder® 2.0 and were able to interpret their results as to what careers their strengths best lend themselves.
- Teens made the connection between education beyond high school and achieving a higher level of success in the working world. They clearly understood that they need to graduate high school first and that a college education and training puts them into the driver's seat of life.
- Throughout the program, the teens developed an appreciation for law enforcement and how the community cares about their success.
- Google Docs was used throughout the program. Interestingly, only two students knew how to use Google Docs at the beginning. By the end of the two week program all participants were proficient in the use of this technology.
- Teens learned about job openings in the region.

Connecting

- Teens developed connections with many of the presenters and obtained contact information (business cards) from all of them as a foundation upon which to build future relationships with professional adults in the community.
- Teens participated in program exercises and activities to gain a basic understanding of stereotyping and prejudice and what it means to accept and value individuality and diversity.
- Throughout the program, teens were consistently provided opportunities to work cooperatively with others through daily group/partner exercises and activities.
- Teens learned how to navigate the community through business visits utilizing the Grand Rapids Area Chamber of Conference Member Information Center at Depot Commons, the electronic library, and through building social capital.
- Teens participated in a formal meeting setting with employers and Itasca County officials about student success. It provided opportunities for the teens to practice and teach others their elevator speeches and provide valuable input about what they need for successful futures.

“TeenWORKs has opened my eyes, to recognize and appreciate how great our communities are and how many opportunities there are.”

- GRAND TeenWORKs Teen

- Teens made the connection between a healthy balance of work and personal life. Enjoying the arts or a hobby, being physically active, and making the choice to live healthy are very important and were emphasized by many community leaders.

Leading

- Through lessons taught and active discussions that followed, teens learned about the meaning of leadership, qualities of leadership, and different perspectives of leadership. They also learned how to recognize qualities of their own and others' role models, mentors, heroes, or leaders; what they value in the people they look up to.
- After the first day, all teens took the initiative to properly shake hands and introduce themselves to every professional they encountered for the duration of the program.
- Throughout the program the teens developed a sense of belonging and a deep understanding that they are in direct control of their futures and that the responsibility for who they are and what they do is theirs.
- Teens discovered many ways to volunteer in their communities to help make the community a better place. Many stated in their program evaluation, that volunteering is something that they plan to do.

“Being a leader means to be able to step-up, take on new responsibilities, and do a good job.”

- GRAND TeenWORKs Teen

Choosing

- Teens took an active part in exercises regarding decision-making, problem solving, and self-awareness. They learned ways to effectively develop and use these skills in work and life settings. They developed skills to live, work, and thrive in an ever changing world.
- Teens learned that education is a choice. To keep up with technology and advance one's skills are important to stable and meaningful employment.
- Teens completed an *Ethical Choices Inventory* to understand their personal code of ethics and how to use it as a guideline for making tough or unclear decisions.
- Teens discovered banking tools such as a checking and saving accounts, loans, and investing.
- Teens created a personal budget and learned the importance of creating a relationship with their bank.
- Teens discovered how drug and alcohol use, criminal behavior, and credit rating affects their future employment and careers.
- Teens learned the dangers of inappropriate social media use on websites such as Facebook and Twitter. Creating and maintaining a positive online and in-person reputation is essential.
- Teens learned about appropriate professional attire and were able to purchase items for interviewing and business engagements.

“I know that the world is run by those who show-up. I am definitely going to show-up.”

- GRAND TeenWORKs Teen

Recommendations for Future GRAND TeenWORKs Programs

Recruitment

- Continue to begin recruitment in the first part of the year to allow families time to plan for teen attendance.
- Continue to get into the IASC schools and inform principals, counselors, and teachers.
- Continue to send invitation letter to income eligible families with potential teen applicants in partnership with Itasca County Health and Human Services.
- Continue to have prior participants talk about and spread the word about the quality and benefits of participating in the program.
- Use the GRAND TeenWORKs Facebook page to get the word out about GRAND TeenWORKs.
- Continue to use a “sandwich board” to advertise at community events.
- Continue to use radio and newspaper advertising.
- Continue to put up flyers at area businesses.
- Do not conduct a cohort during the last two weeks of August; sports, family trips, and end of summer make it difficult to recruit participants.

Logistics

- Base the program out of one location. It provides for materials storage and a routine start to each day.
- Ensure daily access to the internet to create a presentation, cover letter, resume, follow-up letter, and completion of the five year plan.
- Resume segment: Continue to schedule one-on-one time with each teen (one to two hours) to develop their resume. Have three resume templates available that the students can choose from. Have more than one person available when working on resumes; especially the final draft.
- Computers: Issue a laptop for each participant’s use during the course of the program. If possible get laptops and a printer at the home base location. This would eliminate the need to use outside computer labs.
- Continue to use Goodwill Industries for shopping for appropriate interview attire. May need to go to the Salvation Army as well, as the clothing selection may not be adequate to supply more cohorts.

Curriculum

- Enlist outcomes consistent with the World’s Best Workforce Legislation to ensure that GRAND TeenWORKs is aligned with expectations for college and career success.
- Continue to add and incorporate additional business visits to deepen teen learning via hands-on real work experiences.
- Add guest presentations about volunteer work, community involvement, and leadership to help teens understand the value of volunteering and community leadership opportunities.
- Increase opportunities for developing mentoring relationships with business professionals (after the conclusion of the program to strengthen professional competencies, help make teens more comfortable interacting with people in business, and help teens practice skills learned within the program.
- Business Wardrobe: Continue the outing to Goodwill Industries and Salvation Army to secure appropriate professional attire. This was a huge success and was a great teaching opportunity as well.
- Add creating scan able cover letters and resumes using keywords and phrases.

Other Program Recommendations

- Plan and implement an alumni event that coincides with GRAND TeenWORKs summer dates, including partnering with United Way's, "Day of Action".
- Continue to get the word out to area business, to have any employee able and willing to donate professional attire to Goodwill or Salvation Army, to increase the supply of clothes for the teens.
- Continue to use Google Docs; participants will need to know how to use this technology.
- Based on the evaluations; have a separate GRAND TeenWORKs session for teens who are more motivated and higher performing.
- Continue to have a variety of lunch options and healthy snacks.
- More time to work with teens one-on-one, having two trainers per session.
- Add more in-depth ways to search for job openings.
- Increase the time to go into more details about budgeting.
- Work with area schools to host GRAND TeenWORKs during the school year.
- Consider adding a follow-up program for 11th and 12th grade teens to update plans, resumes, and applications for jobs.

Notable Quotes from the Teens

"Realizing how much our community cares about the younger generations and how many connections in the community I now have."

"The door to a lot of things is open; I just have to walk through it."

"I highly, highly, highly recommend TeenWorks to anyone!"

"It is a great opportunity, if you get the chance, TAKE THE CLASS!"

"If you do not take this class, your future may be more confusing and harder than it has to be."

"This is a great program to learn things they don't teach in high school."

"I now know Bud Stone!"

"People want to help us, but we have to ask for the help."

"Our communities do a lot more than I expected."

"There are a lot of people behind the scenes that make our communities run."

"TeenWORKs is a GREAT program."

"TeenWORKs has opened my eyes to see how responsible I am for my future."

"Very helpful, fun, and informative."

"Our community is so much more than I ever thought it was."

"This program has transformed me into a future solid worker."

"I got a behind the scenes view of the working world and I understand it better."

"I feel more confident in who I am and what I can bring to the table for an employer."

"I will use what I learned about writing a resume and interviewing to get my dream job."

"I learned that little things like a firm handshake and eye contact mean a lot."

"Putting yourself out there and pushing beyond your comfort level."

"Being able to show others the way, to step-up to do something when others won't."

"If the door of opportunity is opened just a little, don't be afraid to push it open."

"Don't be afraid to take a risk, you may regret not doing so."

"A leader leads by example, not by being bossy."

"Helping others find out what they can do."

"Someone that can take control and handle the responsibility."

"I plan on using my new skills to get a high paying job."

"Everything I learned will be very helpful in the future."

"I know now that college scholarships are within my reach."

"A leader is someone who sets examples and helps people succeed."

“Being a leader means you must take action, be a risk-taker, be caring and kind, and must be able to work and communicate well with others.”

“Stepping up to the plate and going above and beyond.”

“Employers want someone they can trust and rely on.”

“Knowing my strengths and learning interview skills.”

“Interviewing, dining etiquette, and how much our community cares.”

“I have a really good elevator speech.”

“I can create a cover letter and resume that will get noticed.”

“Learning is earning.”

“I am more comfortable in speaking in-front of people.”

“Resumes, cover letters, and interviewing.”

“I am more confident about my interviewing skills.”

“The two weeks went by too fast.”

“An opportunity to learn about my future.”

“Professional skills are needed.”

“To plan and get ahead in the future.”

“Contacts within our communities and opportunities to learn about the world of work.”

“College is something that is no longer optional for me, I must go.”

“I call my counselor and switched into more rigorous class for the upcoming school year.”

“A program that transforms teens into solid workers.”

“I have the skills to write a cover letter, resume, and prepare for an interview.”

“I will use my five year plan to guide my future.”

“I can now walk up to anyone and have a conversation.”

“I can answer, “tell me about yourself”, in a clear and concise manner.”

“If I want something, it will not be given to me, I need to earn it.”

Quotes from the Business Community

"The transformation the teens go through from the first day until the last is remarkable!" – Bud Stone

"Another great group of TeenWORKs teens." – Amy Dettmer

"These teens ask so many great questions, they are well on their way." – Tom Windorski

"These teens have a better handshake than many adults." – Trish Harren

"I am always so impressed by how well the teens interview." – Rachel St. John

"I don't know what you did with my kid, but they are changed for the better! Thank you!" – TeenWORKs Teen Parent

*"A very professional and engaged group of teens."
– Jessica Wolf*

*"I can see some great entrepreneurs in the making in this group of teens."
– Shannon Benolken*

GRAND TeenWORKs 2015 SUCCESS Meeting

1:00 – 2:00 p.m.
Timberlake Lodge Hotel
Grand Rapids, MN

Present: 22 GRAND TeenWORKs teens, Paula Frings, Jim Scherping, Taya Chandler, Jessica Knutson, Bud Stone, Rochelle VanDenHuevel, , Terri Friesen, Jaci David, Kyle Erickson, Trish Harren, Matt Grose, Rachel St. John, Diane Meyer, Trent Janezich, DeAnna Winge, Kim Geislinger, Heather Lovedahl, Janeen “Bobbie” Kleffman, Jeanne an, Jeanne Eglinton

Introductions: Teens delivered their “elevator speeches”, as did the adults.

AHAs: Teens named their biggest “AHA” moments of GRAND TeenWORKs 2015...the things they learned that they did not know prior to GRAND TeenWORKs. Most mentioned creating a cover letter, a resume, and proper interviewing attire, interviewing, or feeling more connected to their communities, adults care about our well-being and our future, how much work one has to put in before even getting a job,

Definition of Success: Set a goal that challenges you + hard work = success = feeling happy.

Teens and adults shared examples of when they felt successful and how it felt to feel success. Ex: “Success is to work as hard as I can and achieved something I never thought I could. Knowing I gave 100%, no matter what the outcome was. Going out for a sport and making it to State in it. Taking a risk and stretching myself to try new things. To become better than I was yesterday.”

Top things that successful people in your organization have in common:

People who enjoy what they do, attitude attitude attitude, teamwork, the ability to listen and learn, being able to own and learn from mistakes, resilience, grit, being able to reflect on one’s work and make it better, to improve your place of work, to leave your work place better than when you arrived, to be trustworthy and trusting of others to do a good job, being solution based, to have an open-mind to new ideas and ways to solve problems, to have a view of their job that it is their responsibility, being able to cultivate relationships, never saying “that’s not my job”, be the person who always wants to know more and take on new responsibilities, have dedication to your work and co-workers, be a person of high ethics, have a solid moral compass that guides you in all you do, create a positive work environment, be willing to step-up and take on new responsibilities, do more than is expected of you

How GRAND TeenWORKs 2015 teens view success:

- ❖ Continuing with their education and training beyond high school
- ❖ Becoming a Physical Therapist
- ❖ To get my Computer Science degree and design technology that helps people
- ❖ To get a degree in Architecture and design wonderful buildings
- ❖ To become an English teacher
- ❖ To become a nurse

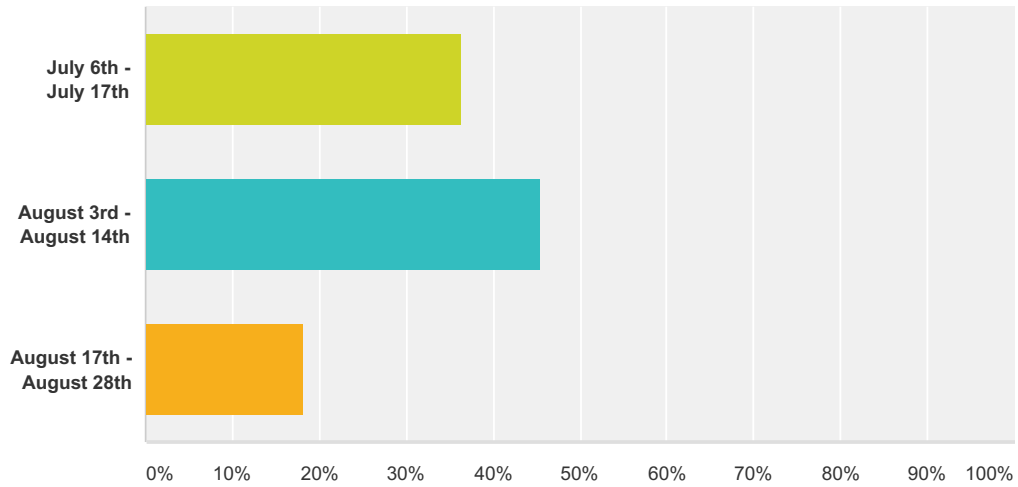
Final words of wisdom:

- ❖ Skills can be taught, but “will” can’t
- ❖ Be outgoing and want to learn more and do more
- ❖ Don’t be afraid to make mistakes, but learn from them

- ❖ Have a sense of purpose in your work
- ❖ Learn to listen to people, they often solve their own problems while talking
- ❖ Be open-minded and don't be scared to approach a problem from a new angle
- ❖ Your work is a reflection of who you are
- ❖ Always leave people better than you found them
- ❖ Strive to be better every day and learn something new
- ❖ Keep things simple, don't make life harder than it has to be
- ❖ Hard work will always get recognized, always
- ❖ Be a person of integrity
- ❖ Failure is part of learning, keep on taking risks

Q1 What TeenWORKs session were you in?

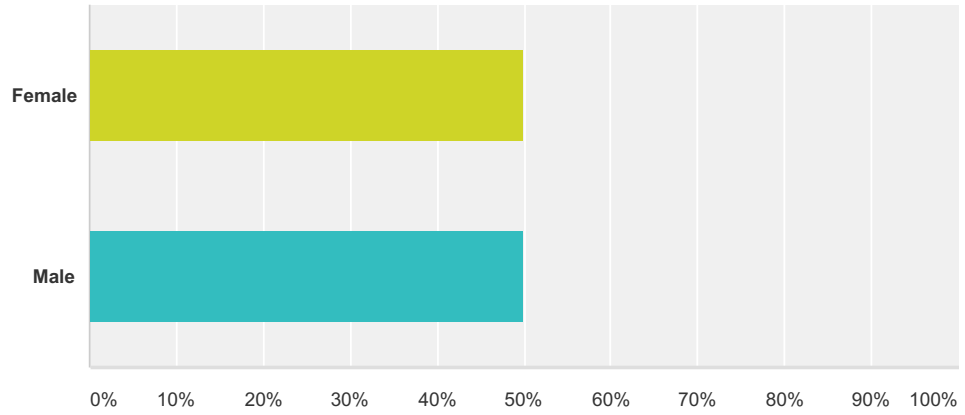
Answered: 22 Skipped: 0



Answer Choices	Responses
July 6th - July 17th	36.36% 8
August 3rd - August 14th	45.45% 10
August 17th - August 28th	18.18% 4
Total	22

Q2 Gender

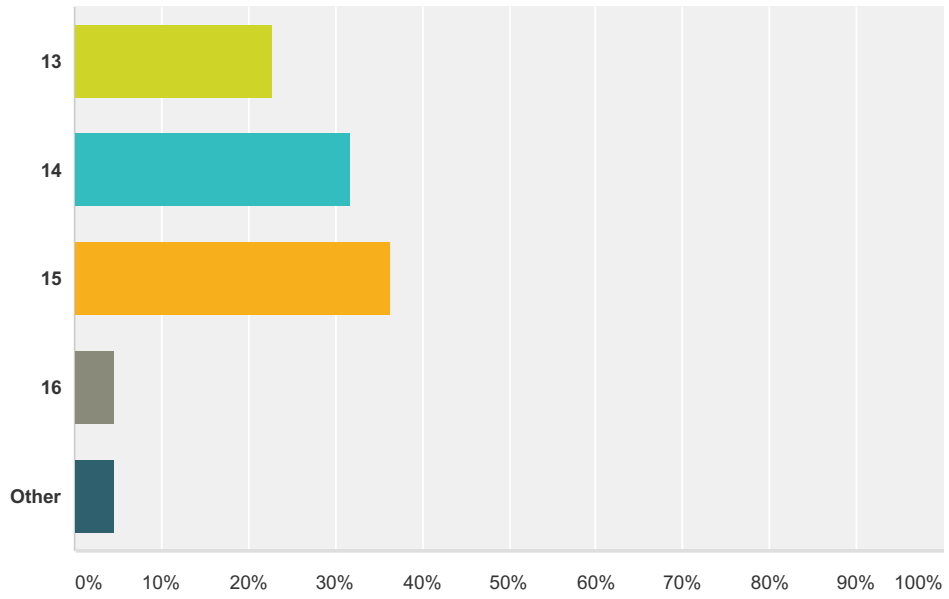
Answered: 22 Skipped: 0



Answer Choices	Responses
Female	50.00% 11
Male	50.00% 11
Total	22

Q3 Age

Answered: 22 Skipped: 0



Answer Choices	Responses	
13	22.73%	5
14	31.82%	7
15	36.36%	8
16	4.55%	1
Other	4.55%	1
Total		22

GRAND TeenWORKs Teen Questionnaire 2015

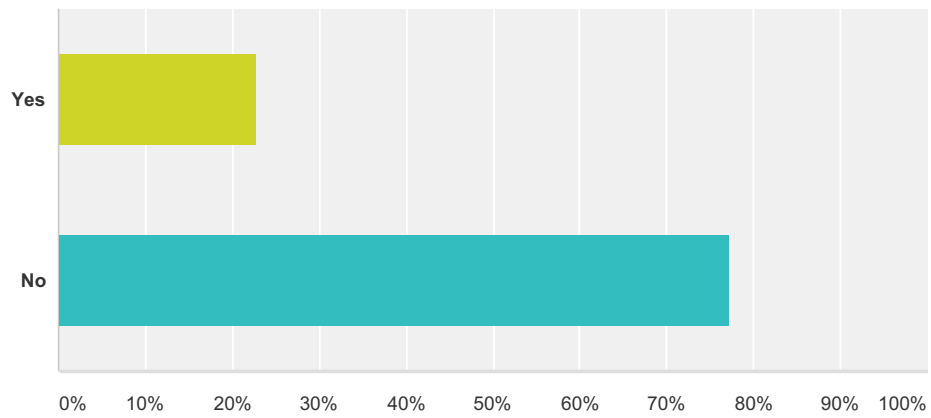
Q4 What school will you go to in September 2015?

Answered: 22 Skipped: 0

#	Responses	Date
1	Grand Rapids High School	8/17/2015 2:00 PM
2	RJEMS	8/17/2015 1:44 PM
3	greenway high school	8/17/2015 1:43 PM
4	R.J.E.M.S.	8/17/2015 1:41 PM
5	Northern Lights Community School	8/3/2015 2:16 PM
6	grand rapids high school	8/3/2015 2:11 PM
7	Grand Rapids High School	8/3/2015 2:08 PM
8	Grand Rapids High School	8/3/2015 2:08 PM
9	RJEMS	8/3/2015 2:07 PM
10	Grand Rapids high	8/3/2015 2:07 PM
11	GRHS	8/3/2015 2:07 PM
12	Grand Rapids High School	8/3/2015 2:06 PM
13	Greenway High School	8/3/2015 2:05 PM
14	Grand Rapids High School	8/3/2015 2:03 PM
15	Nashwauk-Keewatin High School	7/17/2015 9:22 AM
16	Greenway High School	7/17/2015 9:17 AM
17	RJEMS	7/17/2015 9:10 AM
18	homeschool	7/17/2015 9:04 AM
19	Homeschool	7/17/2015 9:02 AM
20	rjems	7/17/2015 8:59 AM
21	Greenway	7/17/2015 8:57 AM
22	greenway high school	7/17/2015 8:55 AM

Q5 Are you moving from a middle school to a high school this year?

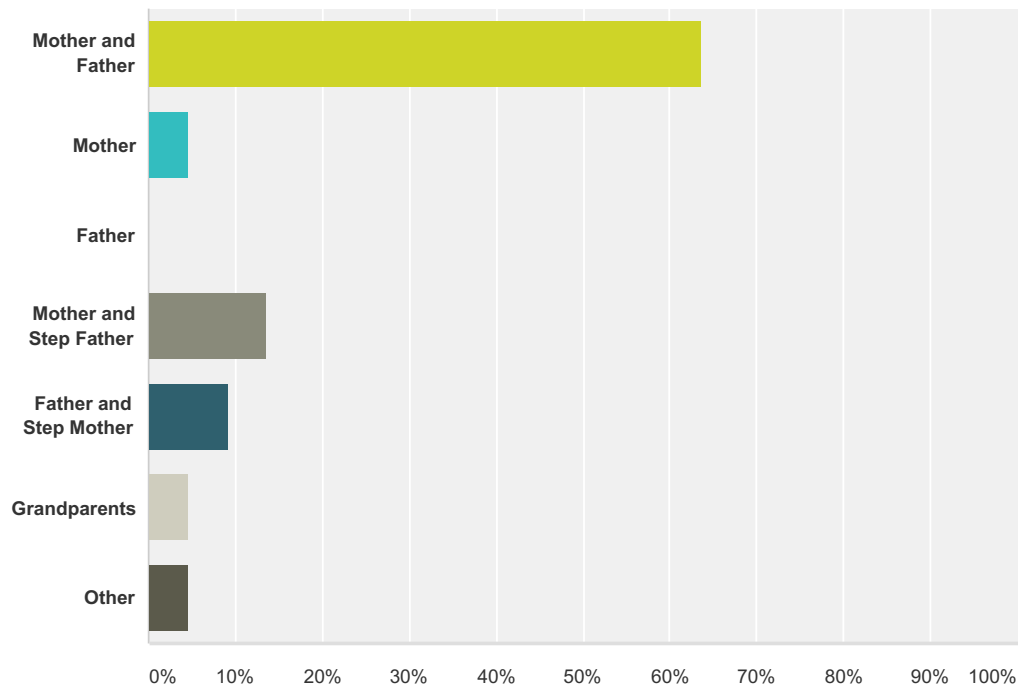
Answered: 22 Skipped: 0



Answer Choices	Responses	
Yes	22.73%	5
No	77.27%	17
Total		22

Q6 Who do you live with during the school year?

Answered: 22 Skipped: 0

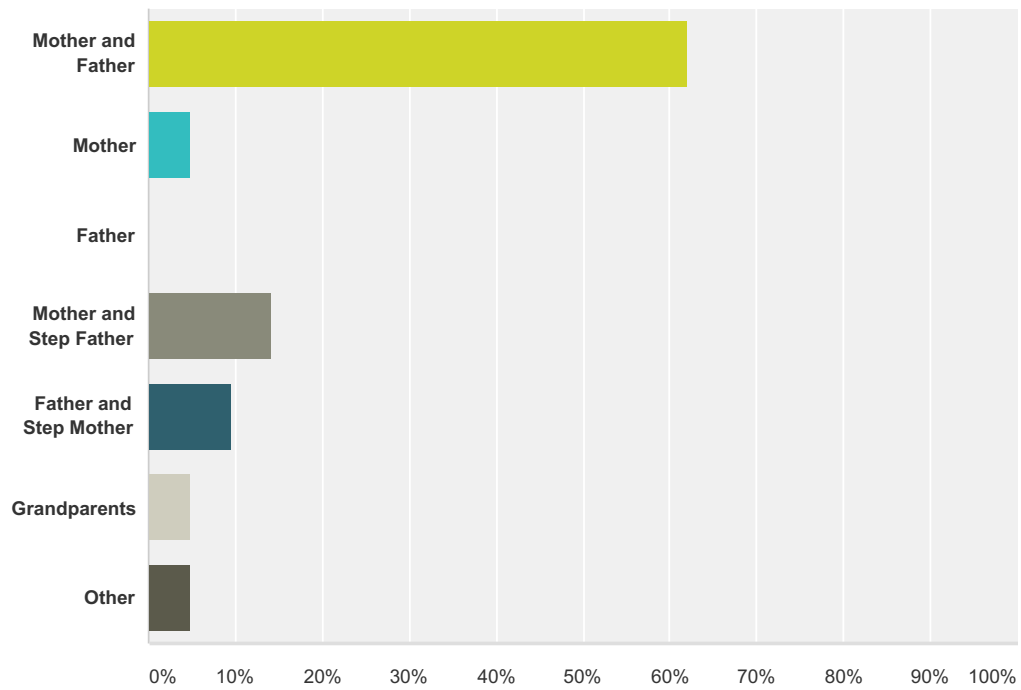


Answer Choices	Responses
Mother and Father	63.64% 14
Mother	4.55% 1
Father	0.00% 0
Mother and Step Father	13.64% 3
Father and Step Mother	9.09% 2
Grandparents	4.55% 1
Other	4.55% 1
Total	22

#	Other (please specify)	Date
1	mother and her boyfreind	8/3/2015 2:16 PM

Q7 Who do you live with during the summer?

Answered: 21 Skipped: 1

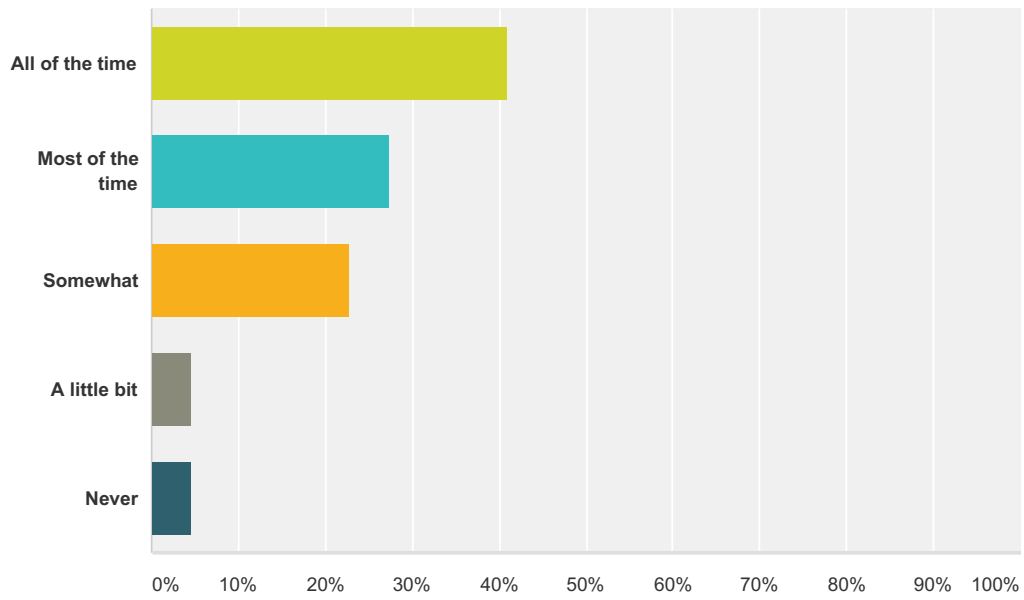


Answer Choices	Responses
Mother and Father	61.90% 13
Mother	4.76% 1
Father	0.00% 0
Mother and Step Father	14.29% 3
Father and Step Mother	9.52% 2
Grandparents	4.76% 1
Other	4.76% 1
Total	21

#	Other (please specify)	Date
1	mother and her boyfreind	8/3/2015 2:16 PM

Q8 How involved are your parents with your school and homework?

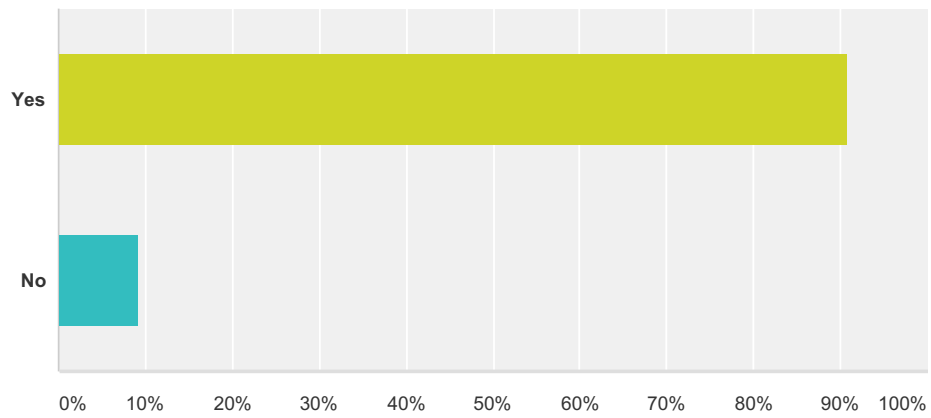
Answered: 22 Skipped: 0



Answer Choices	Responses	Count
All of the time	40.91%	9
Most of the time	27.27%	6
Somewhat	22.73%	5
A little bit	4.55%	1
Never	4.55%	1
Total		22

Q9 Do they attend Parent/Teacher Conferences during the school year?

Answered: 22 Skipped: 0



Answer Choices	Responses	
Yes	90.91%	20
No	9.09%	2
Total		22

Q10 What do you like to do in your spare time?

Answered: 22 Skipped: 0

#	Responses	Date
1	Read, Write, and play video games	8/17/2015 2:00 PM
2	I like to read or build cool things out of old parts	8/17/2015 1:44 PM
3	listen to music, plays games on my phone, play xbox	8/17/2015 1:43 PM
4	Bike ski swim	8/17/2015 1:41 PM
5	ride dirtbike	8/3/2015 2:16 PM
6	play video games or riding my bike	8/3/2015 2:11 PM
7	Basketball, Tennis, Being on the lake, and hanging with friends	8/3/2015 2:08 PM
8	sportssoccer, basketball and hangout with friends	8/3/2015 2:08 PM
9	Play video games and Football	8/3/2015 2:07 PM
10	play videogames	8/3/2015 2:07 PM
11	Sports	8/3/2015 2:07 PM
12	hang out with friends and play sports	8/3/2015 2:06 PM
13	go biking, hang out with friends, and just have fun	8/3/2015 2:05 PM
14	volunteer, and be outside	8/3/2015 2:03 PM
15	Excercise	7/17/2015 9:22 AM
16	I like to read.	7/17/2015 9:17 AM
17	sports	7/17/2015 9:10 AM
18	volunteering beekeeping	7/17/2015 9:04 AM
19	Reading, Writing, Music	7/17/2015 9:02 AM
20	sports	7/17/2015 8:59 AM
21	Play basketball, figure skating, camp, swim, fish	7/17/2015 8:57 AM
22	reading and family activies	7/17/2015 8:55 AM

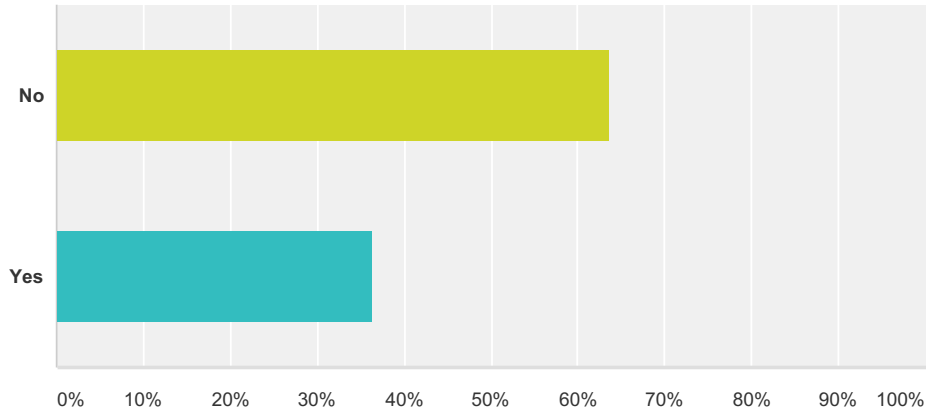
Q11 What other programs do you participate in during the summer and school year?

Answered: 21 Skipped: 1

#	Responses	Date
1	Upward Bound, Wind STEP, and Ross' school program	8/17/2015 2:00 PM
2	Archery,Basketball,Lego robotics	8/17/2015 1:44 PM
3	working with my mentor	8/17/2015 1:43 PM
4	Youth Church Groups	8/17/2015 1:41 PM
5	track/crosscountry	8/3/2015 2:16 PM
6	youth group at my church	8/3/2015 2:11 PM
7	Sports	8/3/2015 2:08 PM
8	sports	8/3/2015 2:08 PM
9	Band	8/3/2015 2:07 PM
10	youthgroup for church	8/3/2015 2:07 PM
11	sports	8/3/2015 2:07 PM
12	sports	8/3/2015 2:06 PM
13	upward bound	8/3/2015 2:05 PM
14	key club, Business Professionals of America, Student Council, International Club, Band	8/3/2015 2:03 PM
15	None	7/17/2015 9:22 AM
16	Choir and Yearbook Club	7/17/2015 9:17 AM
17	volleyball	7/17/2015 9:10 AM
18	Teen Advisory Board, Anime Club	7/17/2015 9:02 AM
19	awannas	7/17/2015 8:59 AM
20	symphonic band,	7/17/2015 8:57 AM
21	hockey cheerleading, skatting, cross country running	7/17/2015 8:55 AM

Q12 Do you work?

Answered: 22 Skipped: 0

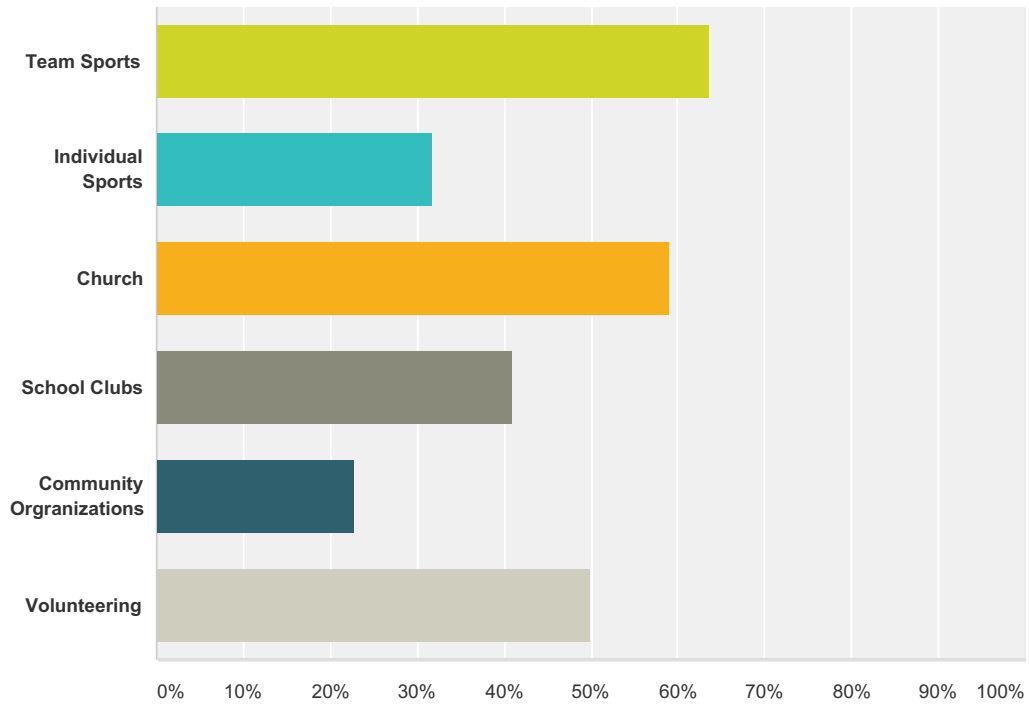


Answer Choices	Responses
No	63.64% 14
Yes	36.36% 8
Total	22

#	If Yes (please specify where)	Date
1	Family company dont gte paid	8/17/2015 1:41 PM
2	Sammys pizza and restaurant	8/3/2015 2:11 PM
3	Vanity Cleaners	8/3/2015 2:06 PM
4	Burger King	8/3/2015 2:05 PM
5	Grand Rapids Speedway	7/17/2015 9:22 AM
6	I babysit.	7/17/2015 9:17 AM
7	lawncare	7/17/2015 9:04 AM
8	lawn and grounds maintenance	7/17/2015 8:59 AM

Q13 Please select all you participate in.

Answered: 22 Skipped: 0



Answer Choices	Responses
Team Sports	63.64% 14
Individual Sports	31.82% 7
Church	59.09% 13
School Clubs	40.91% 9
Community Organizations	22.73% 5
Volunteering	50.00% 11
Total Respondents: 22	

#	Other (please specify)	Date
	There are no responses.	

**Q14 What are your plans after high school?
(Attend a university? Attend a community college? Attend a technical college? Military? Work? Other? Please pick one and specify.)**

Answered: 22 Skipped: 0

#	Responses	Date
1	Have a job. Then get into a college or University.	8/17/2015 2:00 PM
2	Attend a technical collage	8/17/2015 1:44 PM
3	bsu to learn about how computers work and how to install new softwares	8/17/2015 1:43 PM
4	College	8/17/2015 1:41 PM
5	i plan on attending a technical college and i'am intrested in joining the military	8/3/2015 2:16 PM
6	military	8/3/2015 2:11 PM
7	Attend a University	8/3/2015 2:08 PM
8	Attend a University	8/3/2015 2:08 PM
9	I would like to earn a degree in photography or computer science im not sure about which college	8/3/2015 2:07 PM
10	Attend a community college	8/3/2015 2:07 PM
11	Attend a university and maybe go to a community college. Work that im considering is PT	8/3/2015 2:07 PM
12	Attend a university and pursue a career in the medical field	8/3/2015 2:06 PM
13	college and university work find a place to stay	8/3/2015 2:05 PM
14	Attend a University	8/3/2015 2:03 PM
15	Attend a University	7/17/2015 9:22 AM
16	I want to graduate from high school, go to ICC for two years, then go on to a bigger and better college to pursue my dream of becoming a lawyer.	7/17/2015 9:17 AM
17	university of minnesota	7/17/2015 9:10 AM
18	attend a four year university	7/17/2015 9:04 AM
19	Attend a four year college	7/17/2015 9:02 AM
20	college	7/17/2015 8:59 AM
21	Attend a Community College and University	7/17/2015 8:57 AM
22	icc then a four year college	7/17/2015 8:55 AM

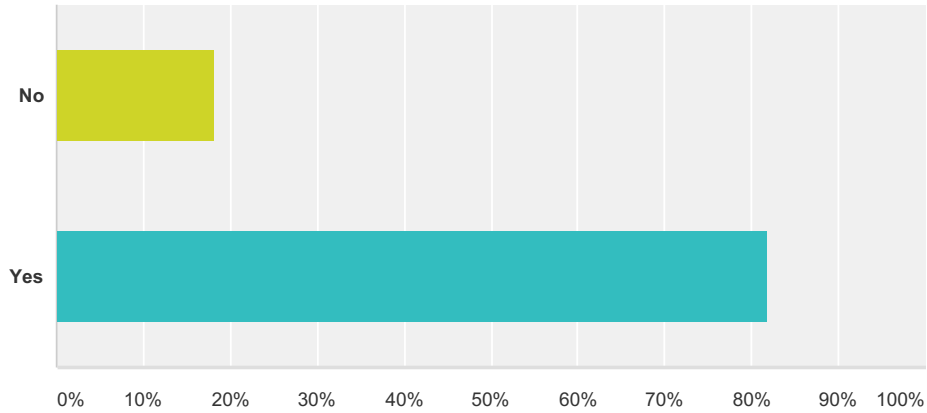
Q15 What occupations are you interested in and why?

Answered: 22 Skipped: 0

#	Responses	Date
1	Reading, writing, english, and video games	8/17/2015 2:00 PM
2	electrical enginner	8/17/2015 1:44 PM
3	computer tech to know how to install a software	8/17/2015 1:43 PM
4	Lawyer	8/17/2015 1:41 PM
5	mechanic	8/3/2015 2:16 PM
6	warfare engineer	8/3/2015 2:11 PM
7	Orthodontist becuae, braces interest me	8/3/2015 2:08 PM
8	Baby nurse because, I like taking care of babies	8/3/2015 2:08 PM
9	I like making short movies with my friend and taking pictures	8/3/2015 2:07 PM
10	a teather	8/3/2015 2:07 PM
11	PT and helping people.	8/3/2015 2:07 PM
12	nursing and pharmaceuticals	8/3/2015 2:06 PM
13	teaching and anime creator	8/3/2015 2:05 PM
14	Hospital Administration-I enjoy the medical field and like business, Marketing-I enjoy being creative and again business	8/3/2015 2:03 PM
15	Architecture and Carpentry	7/17/2015 9:22 AM
16	I want to work at a nursing home when I am still in high school, because I have always loved old people and have been able to connect with them well.	7/17/2015 9:17 AM
17	surgeon it sounds fun	7/17/2015 9:10 AM
18	cooking	7/17/2015 9:04 AM
19	Baker/Barista	7/17/2015 9:02 AM
20	doctor	7/17/2015 8:59 AM
21	Pediatric Nurse,	7/17/2015 8:57 AM
22	management or finance possibly pedriatric nurse	7/17/2015 8:55 AM

Q16 Do you watch television?

Answered: 22 Skipped: 0

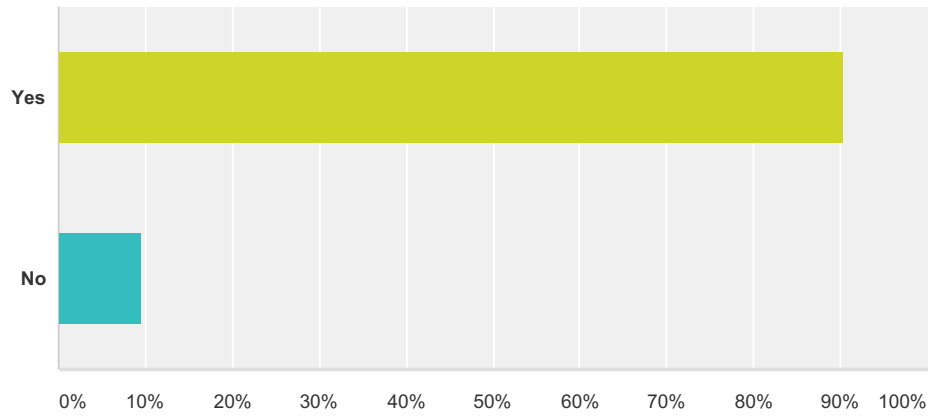


Answer Choices	Responses	Count
No	18.18%	4
Yes	81.82%	18
Total		22

#	If yes, what shows? How many hours per week on average?	Date
1	10-12	8/17/2015 1:44 PM
2	hunting 2 hours	8/17/2015 1:43 PM
3	10	8/17/2015 1:41 PM
4	king of the hill, on the spot. 20 hours	8/3/2015 2:16 PM
5	history channel and a couple hours	8/3/2015 2:11 PM
6	TLC, 7 hours	8/3/2015 2:08 PM
7	Abc family series, 9 hours	8/3/2015 2:08 PM
8	I watch the walking dead and only about 4-5 hours a week with other shows	8/3/2015 2:07 PM
9	TLC and maybe 5 hours	8/3/2015 2:07 PM
10	Dramas and less than 5	8/3/2015 2:06 PM
11	pawn stars and counting cars 5 hours	8/3/2015 2:05 PM
12	4hours	8/3/2015 2:03 PM
13	I watch movies on LMN and shows and documentaries on MTV and other channels. I probably spend about 21 hours a week watching TV.	7/17/2015 9:17 AM
14	Lost, Doctor Who, Game of Thrones- not very many	7/17/2015 9:02 AM
15	18	7/17/2015 8:59 AM
16	Once Upon a Time, Catfish, 5 hours per week	7/17/2015 8:57 AM
17	probably 5 per week	7/17/2015 8:55 AM

Q17 Do you have a cell phone?

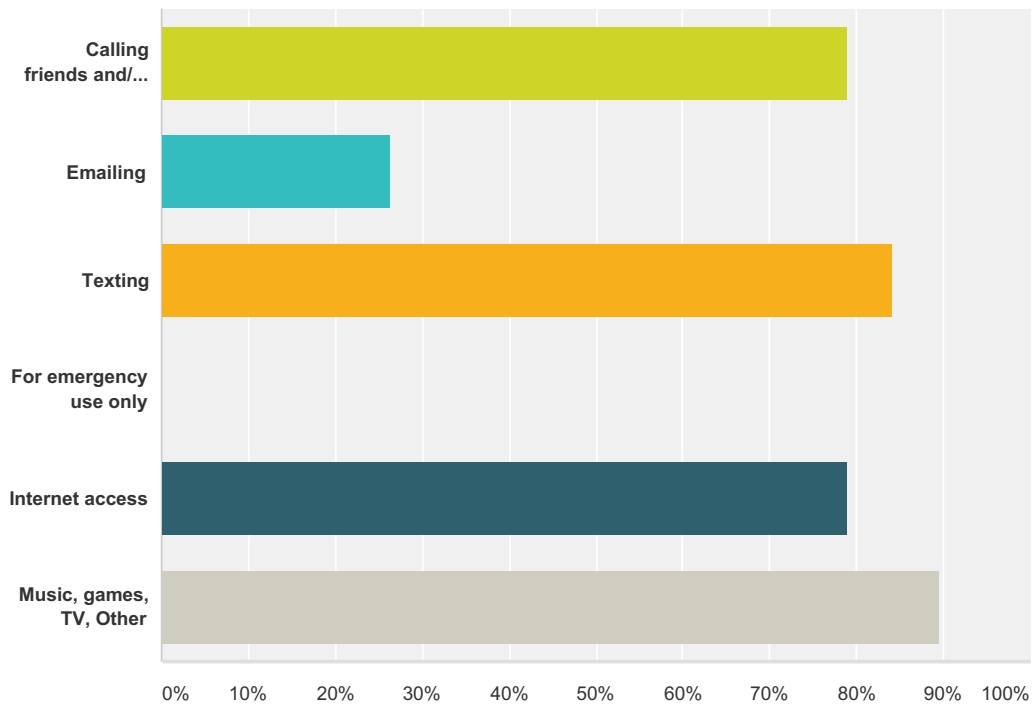
Answered: 21 Skipped: 1



Answer Choices	Responses
Yes	90.48% 19
No	9.52% 2
Total	21

Q18 If yes, what do you use your cell phone for?

Answered: 19 Skipped: 3

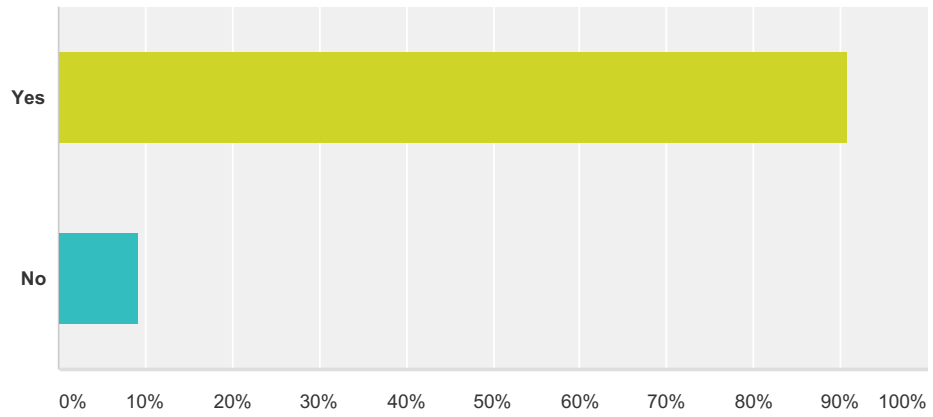


Answer Choices	Responses	
Calling friends and/or family	78.95%	15
Emailing	26.32%	5
Texting	84.21%	16
For emergency use only	0.00%	0
Internet access	78.95%	15
Music, games, TV, Other	89.47%	17
Total Respondents: 19		

#	Other (please specify)	Date
1	it is broke	8/3/2015 2:16 PM

Q19 Do you have a computer at home?

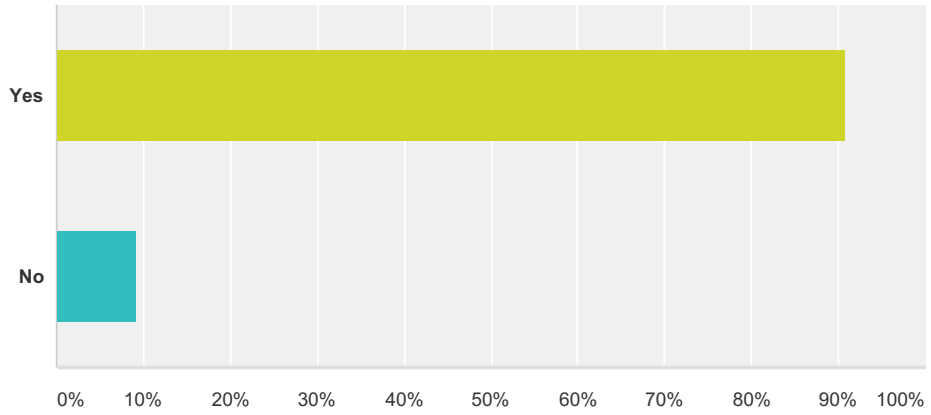
Answered: 22 Skipped: 0



Answer Choices	Responses
Yes	90.91% 20
No	9.09% 2
Total	22

Q20 Do you have internet access at home?

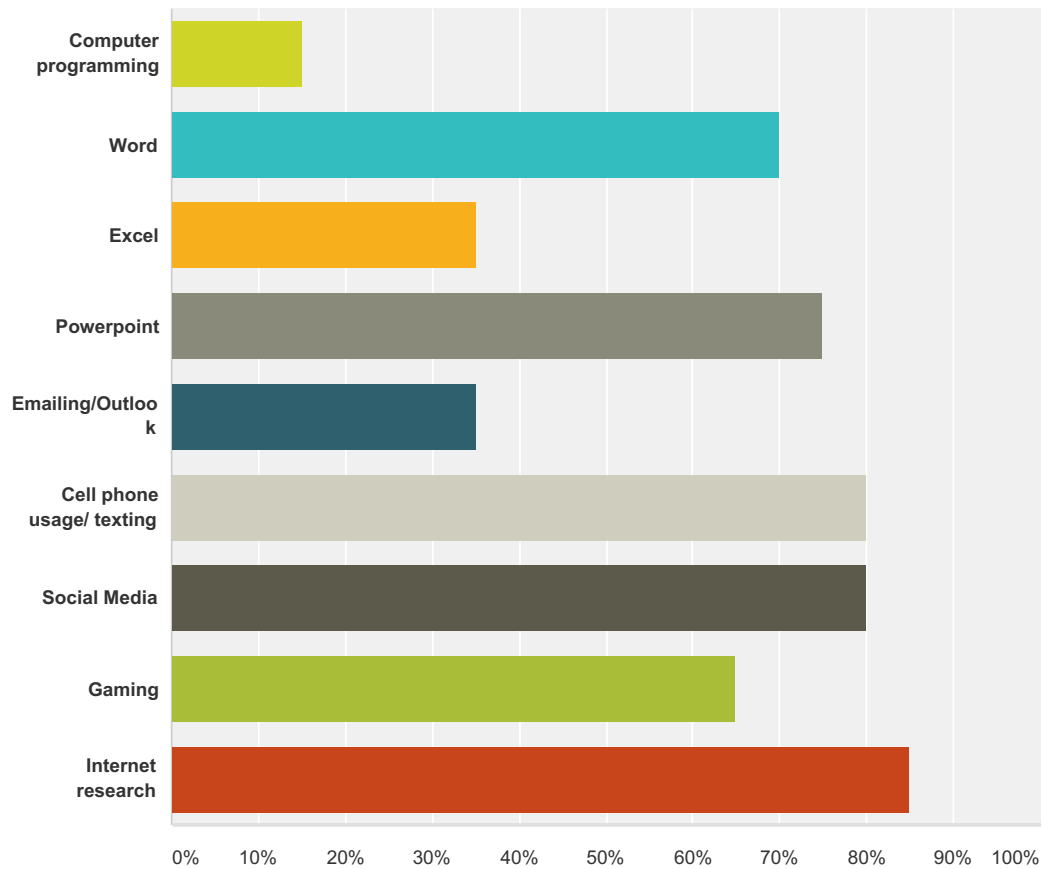
Answered: 22 Skipped: 0



Answer Choices	Responses
Yes	90.91% 20
No	9.09% 2
Total	22

Q21 If yes, select all that you are good at.

Answered: 20 Skipped: 2

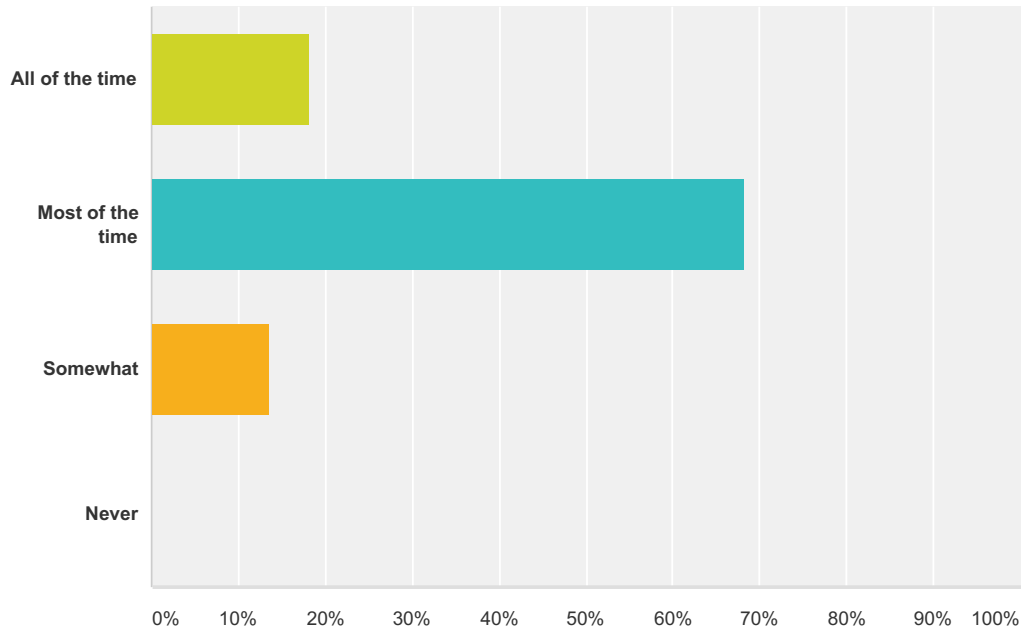


Answer Choices	Responses
Computer programming	15.00% 3
Word	70.00% 14
Excel	35.00% 7
Powerpoint	75.00% 15
Emailing/Outlook	35.00% 7
Cell phone usage/ texting	80.00% 16
Social Media	80.00% 16
Gaming	65.00% 13
Internet research	85.00% 17
Total Respondents: 20	

#	Other technology	Date
1	Fixing Computers, Ipods Radios etc and also Developing Websites and Video games	8/3/2015 2:07 PM
2	xbox 360 and ps3	8/3/2015 2:05 PM

Q22 How often are you happy?

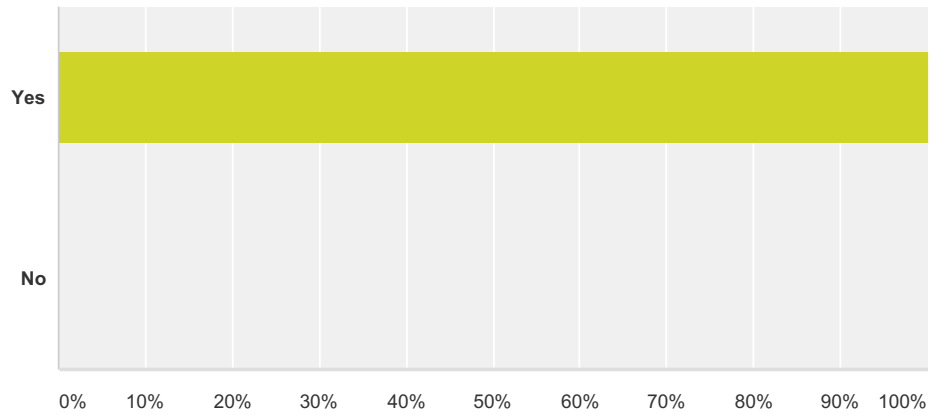
Answered: 22 Skipped: 0



Answer Choices	Responses
All of the time	18.18% 4
Most of the time	68.18% 15
Somewhat	13.64% 3
Never	0.00% 0
Total	22

Q23 Are you hopeful about your future?

Answered: 22 Skipped: 0

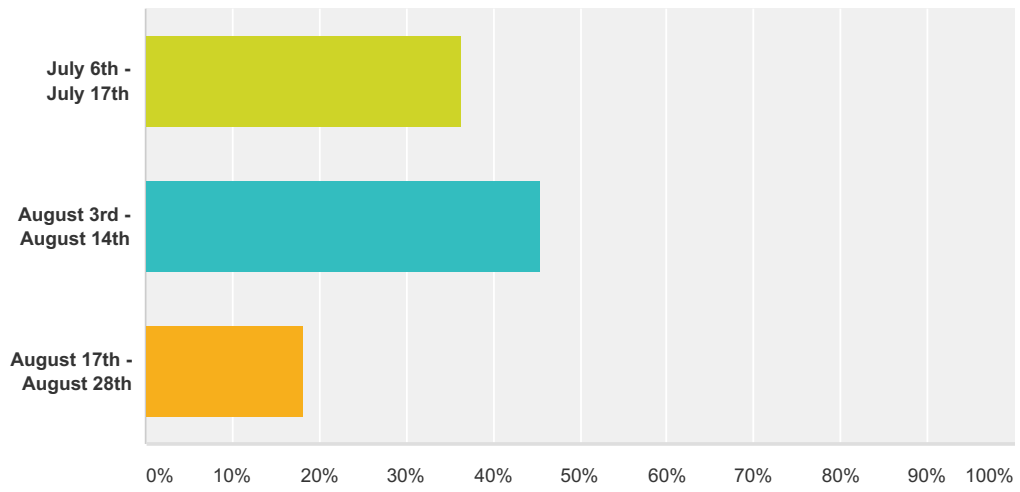


Answer Choices	Responses
Yes	100.00% 22
No	0.00% 0
Total	22

#	If your answer was no, why are you not hopeful?	Date
	There are no responses.	

Q1 Which TeenWORKs session were you in?

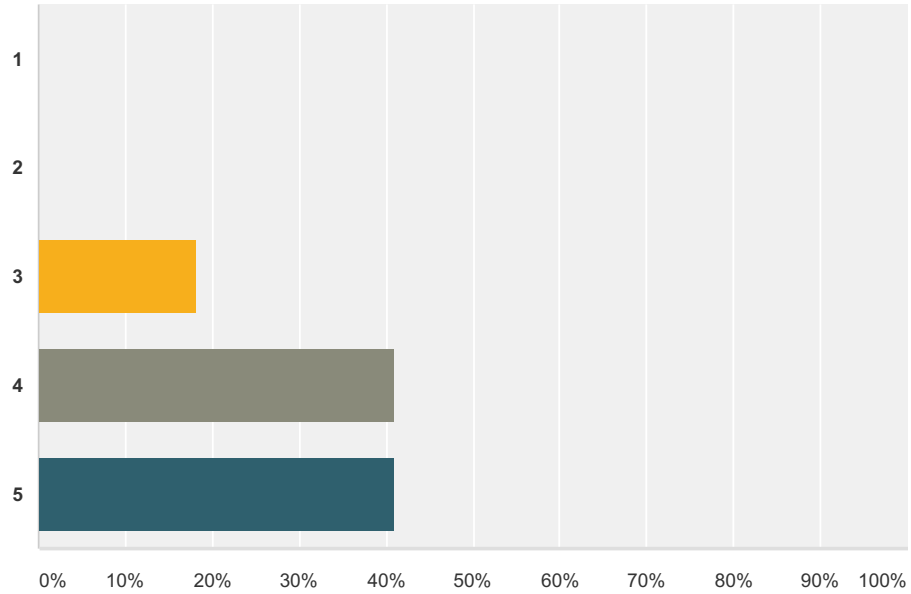
Answered: 22 Skipped: 0



Answer Choices	Responses
July 6th - July 17th	36.36% 8
August 3rd - August 14th	45.45% 10
August 17th - August 28th	18.18% 4
Total	22

Q2 Please select the number the best represents your overall experience with the TeenWORKs Program: (1= Very Dissatisfied, 3=Satisfied, 5=Very Satisfied)

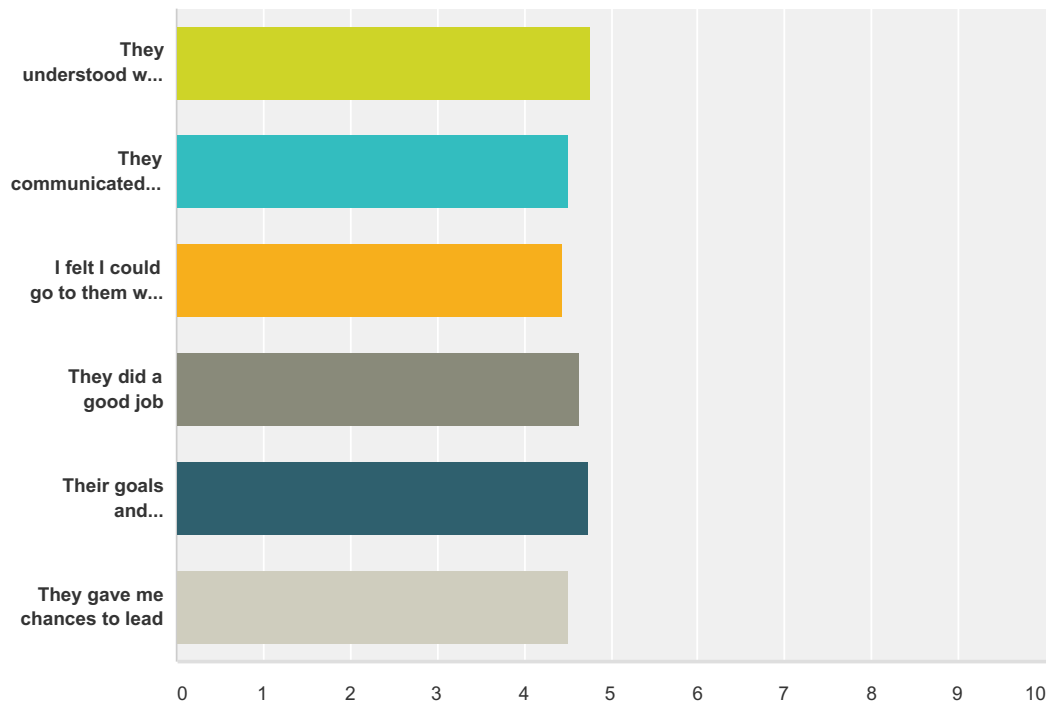
Answered: 22 Skipped: 0



Answer Choices	Responses
1	0.00% 0
2	0.00% 0
3	18.18% 4
4	40.91% 9
5	40.91% 9
Total	22

Q3 On a scale of 1 (lowest) to 5 (highest), rate the program trainers:

Answered: 22 Skipped: 0



	1	2	3	4	5	Total	Weighted Average
They understood what they taught	0.00% 0	0.00% 0	4.55% 1	13.64% 3	81.82% 18	22	4.77
They communicated clearly	0.00% 0	0.00% 0	4.55% 1	40.91% 9	54.55% 12	22	4.50
I felt I could go to them with questions and problems	0.00% 0	0.00% 0	13.64% 3	27.27% 6	59.09% 13	22	4.45
They did a good job	0.00% 0	0.00% 0	9.09% 2	18.18% 4	72.73% 16	22	4.64
Their goals and expectations were clear	0.00% 0	0.00% 0	4.55% 1	18.18% 4	77.27% 17	22	4.73
They gave me chances to lead	0.00% 0	4.55% 1	9.09% 2	18.18% 4	68.18% 15	22	4.50

Q4 Is there anything else you'd like to say about the trainers?

Answered: 19 Skipped: 3

#	Responses	Date
1	very professional	8/28/2015 10:45 AM
2	they were nice they tried to answer questions we might had	8/28/2015 10:30 AM
3	they were nice	8/28/2015 10:20 AM
4	nice people	8/28/2015 10:18 AM
5	Overall I enjoyed them but sometimes I felt that he would push his views, morals, and overall day to day living on us.	8/14/2015 10:01 AM
6	their were very freindly and helped me when i fell behind	8/14/2015 9:53 AM
7	He is very nice and friendly	8/14/2015 9:49 AM
8	He was very kind and nice and understanding	8/14/2015 9:46 AM
9	There were very friendly, I liked how there was a guy and a girl	8/14/2015 9:44 AM
10	He was a great!	8/14/2015 9:43 AM
11	they were nice	8/14/2015 9:40 AM
12	they were nice	8/14/2015 9:36 AM
13	they were friendly	8/14/2015 9:33 AM
14	They were very patient with us.	7/17/2015 10:04 AM
15	they are cool	7/17/2015 9:46 AM
16	jim and taya where awesome	7/17/2015 9:44 AM
17	They were very helpful if you needed help.	7/17/2015 9:34 AM
18	there amazing	7/17/2015 9:33 AM
19	They were very friendly.	7/17/2015 9:30 AM

GRAND TeenWORKS Program Evaluations 2015

Q5 What GRAND TeenWORKS activities did you like the most? Why?

Answered: 22 Skipped: 0

#	Responses	Date
1	interviews	8/28/2015 10:45 AM
2	about colleges and how much they cost	8/28/2015 10:30 AM
3	The one where we had to make the presentation	8/28/2015 10:20 AM
4	group activities. fun	8/28/2015 10:18 AM
5	Meeting new people in the community, networking, and connecting, because it made me feel important in our community. I also enjoyed taking the accuplacer because it made me realize how smart I actually am.	8/14/2015 10:01 AM
6	the speed interviews, it was fun and after you did it you could look back and say "cool i just had my first expirance in an interview	8/14/2015 9:53 AM
7	When you had to work with a partner and hold hands to complete tasks, i liked it because it was fun and something different.	8/14/2015 9:49 AM
8	The interviews at the timberlake	8/14/2015 9:46 AM
9	The interviewing process because the people were very nice and it was a great experience	8/14/2015 9:44 AM
10	The interviews at the timber lake. Because they taught us what a real one would be like.	8/14/2015 9:43 AM
11	speed interview	8/14/2015 9:40 AM
12	I liked going around to diffrent buisnesses	8/14/2015 9:40 AM
13	going to the coffee shop	8/14/2015 9:36 AM
14	computer work. It was just fun to me	8/14/2015 9:33 AM
15	I liked the TimberLake Lodge day the most, because my grandma was there and I got to read my elevator speech in front of her. She said I did a really good job.	7/17/2015 10:04 AM
16	going to brewed awakenings	7/17/2015 9:46 AM
17	interviews	7/17/2015 9:44 AM
18	I liked walking around to all of the places and meeting the new people	7/17/2015 9:34 AM
19	coffee shop i love coffee	7/17/2015 9:33 AM
20	Making the resume.	7/17/2015 9:30 AM
21	i liked it when we did the team work activites	7/17/2015 9:30 AM
22	Going to Brewed Awakenings	7/17/2015 9:21 AM

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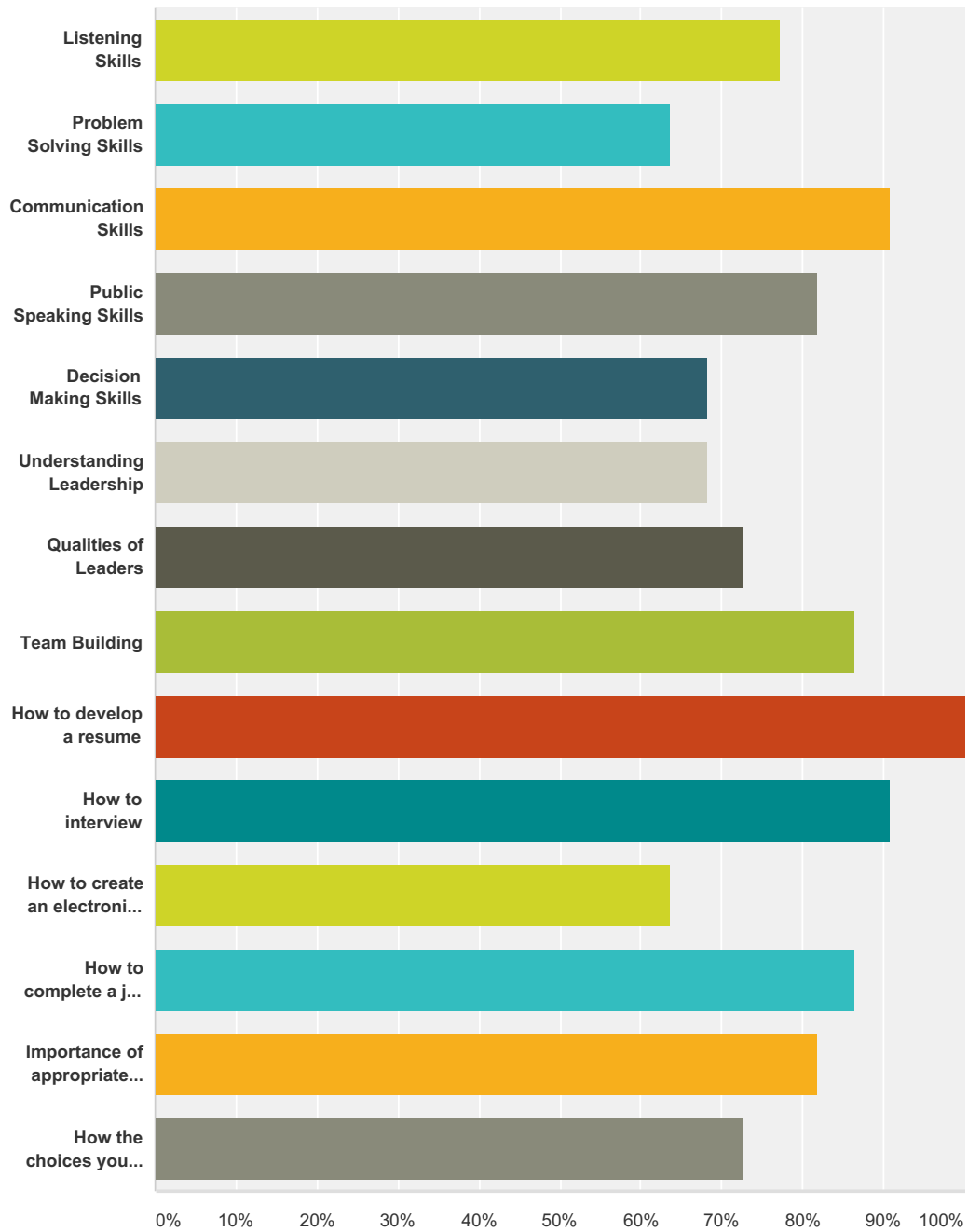
Q6 What GRAND TeenWORKS activities did you like the least? Why?

Answered: 20 Skipped: 2

#	Responses	Date
1	typing the resume	8/28/2015 10:45 AM
2	the presentation it was a really tough	8/28/2015 10:30 AM
3	the work sheets	8/28/2015 10:20 AM
4	computer work because i dont like sitting	8/28/2015 10:18 AM
5	Not really an activity but when people in the TeenWORKS program would be disrespectful, rude, and immature. It really just made the group look like the typical teenager stereotypes which was disappointing. But I thought the curriculum and topics were done very well, and very professionally.	8/14/2015 10:01 AM
6	work prioritiser. i did't under stand it.	8/14/2015 9:53 AM
7	The success meeting at the end of the day because it was sorta boring and long	8/14/2015 9:49 AM
8	The library	8/14/2015 9:46 AM
9	The 5 year plan after the interviews it felt like it should be the end of the program	8/14/2015 9:44 AM
10	The meeting at the end, I thought there could have been more adults there.	8/14/2015 9:43 AM
11	the walking	8/14/2015 9:40 AM
12	sitting and working	8/14/2015 9:36 AM
13	Doing the resume that was hard	8/14/2015 9:33 AM
14	I didn't like the day we had to go to Goodwill, because I don't like shopping for clothing. It frustrates me, because I am very picky.	7/17/2015 10:04 AM
15	going to the city hall	7/17/2015 9:46 AM
16	typeing	7/17/2015 9:44 AM
17	I liked everything	7/17/2015 9:34 AM
18	paper company it was boring	7/17/2015 9:33 AM
19	Making the powerpoint.	7/17/2015 9:30 AM
20	i liked them allllll	7/17/2015 9:30 AM

Q7 I increased my skills or knowledge the most in (check all that apply):

Answered: 22 Skipped: 0



Answer Choices	Responses
Listening Skills	77.27% 17
Problem Solving Skills	63.64% 14
Communication Skills	90.91% 20
Public Speaking Skills	81.82% 18

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Decision Making Skills	68.18%	15
Understanding Leadership	68.18%	15
Qualities of Leaders	72.73%	16
Team Building	86.36%	19
How to develop a resume	100.00%	22
How to interview	90.91%	20
How to create an electronic portfolio	63.64%	14
How to complete a job application	86.36%	19
Importance of appropriate social media	81.82%	18
How the choices you make now affect your future	72.73%	16
Total Respondents: 22		

#	Other Skill(s)	Date
1	none	8/28/2015 10:20 AM
2	no	8/14/2015 9:33 AM
3	importance of helping other	7/17/2015 9:44 AM

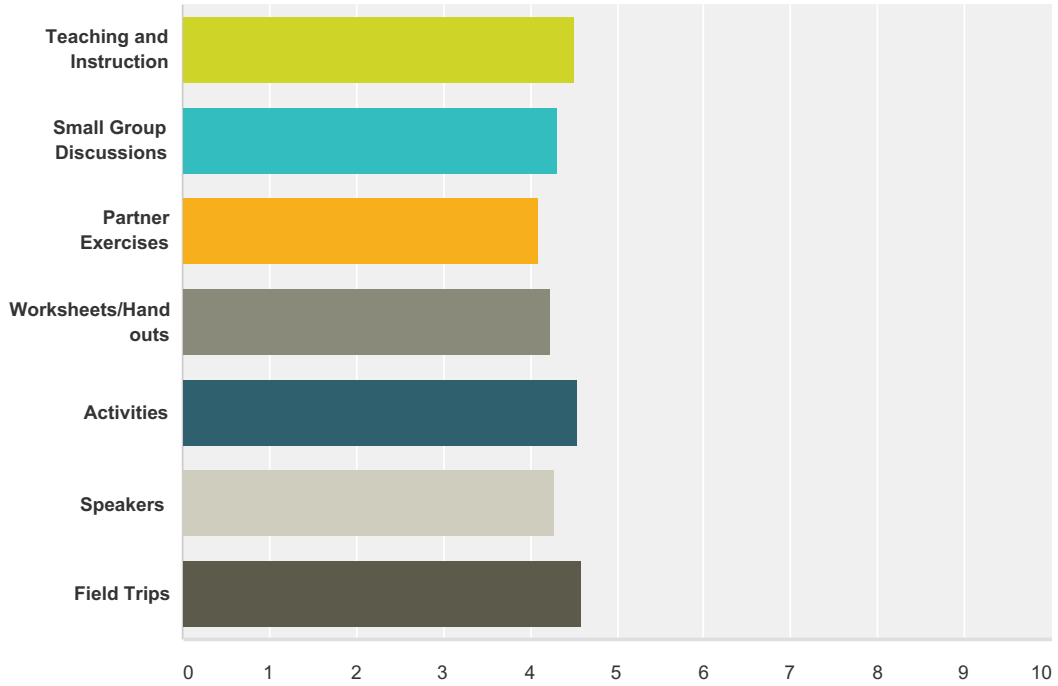
Q8 What additional topic(s) or subject(s) would you like GRAND TeenWORKS to include in the future?

Answered: 12 Skipped: 10

#	Responses	Date
1	classes u can take in high school	8/28/2015 10:30 AM
2	More group activities	8/28/2015 10:20 AM
3	How to go up to a complete stranger and introduce yourself and start a conversation... making connections on your own.	8/14/2015 10:01 AM
4	N/A	8/14/2015 9:49 AM
5	How to search for open job	8/14/2015 9:46 AM
6	How to search for open job opposition	8/14/2015 9:44 AM
7	N/A	8/14/2015 9:43 AM
8	get into more details about budgeting	8/14/2015 9:33 AM
9	I think they should include a bus for transportation.	7/17/2015 10:04 AM
10	jobs	7/17/2015 9:46 AM
11	more typeing help	7/17/2015 9:44 AM
12	role playing	7/17/2015 9:33 AM

Q9 Please rate each of the following on a scale of 1 (lowest) to 5 (highest) in terms of how much it helped you:

Answered: 22 Skipped: 0



	1	2	3	4	5	Total	Weighted Average
Teaching and Instruction	0.00% 0	0.00% 0	4.55% 1	40.91% 9	54.55% 12	22	4.50
Small Group Discussions	0.00% 0	4.55% 1	13.64% 3	27.27% 6	54.55% 12	22	4.32
Partner Exercises	4.55% 1	0.00% 0	18.18% 4	36.36% 8	40.91% 9	22	4.09
Worksheets/Handouts	0.00% 0	0.00% 0	13.64% 3	50.00% 11	36.36% 8	22	4.23
Activities	0.00% 0	0.00% 0	4.55% 1	36.36% 8	59.09% 13	22	4.55
Speakers	0.00% 0	0.00% 0	13.64% 3	45.45% 10	40.91% 9	22	4.27
Field Trips	0.00% 0	0.00% 0	9.09% 2	22.73% 5	68.18% 15	22	4.59

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Q10 How do you think we could improve the GRAND TeenWORKS program?

Answered: 16 Skipped: 6

#	Responses	Date
1	nothing.	8/28/2015 10:45 AM
2	try to make the classes shorter	8/28/2015 10:30 AM
3	none	8/28/2015 10:20 AM
4	Prepare a little bit more for interviews, and with that maybe asking more challenging questions at the speed interviews.	8/14/2015 10:01 AM
5	helping people to understand the tasks a little more	8/14/2015 9:53 AM
6	It was hard working in the same environment as people who don't care about this program as much as I did, but I don't know how to fix that	8/14/2015 9:49 AM
7	Researching more about are job we want to do in the future	8/14/2015 9:46 AM
8	Go to more businesses that would relate to teens	8/14/2015 9:44 AM
9	I think you could seperate the people with high achevments and those who need more help.	8/14/2015 9:43 AM
10	less work	8/14/2015 9:40 AM
11	Going to less places, more work on the computer.	8/14/2015 9:33 AM
12	Not so much improve, but make easier for the instructors... I think maybe we could bring our own lunch everyday instead of them having to take time and MORE money out of their day to do it for us.	7/17/2015 10:04 AM
13	by going on more trips	7/17/2015 9:46 AM
14	better lunches	7/17/2015 9:44 AM
15	more walking around town	7/17/2015 9:33 AM
16	Less walking.	7/17/2015 9:30 AM

Q11 How do you plan to use your GRAND TeenWORKS experiences in the future?

Answered: 22 Skipped: 0

#	Responses	Date
1	to get into jobs and good careers.	8/28/2015 10:45 AM
2	to figure out the cost of college	8/28/2015 10:30 AM
3	to get a job and how to fill out a resume	8/28/2015 10:20 AM
4	Use my resume skills to make a nice resume	8/28/2015 10:18 AM
5	Job interviews, meeting new people, and overall everyday life.	8/14/2015 10:01 AM
6	LIFE!!!!!!!!!!	8/14/2015 9:53 AM
7	I plan to use my skills to get a high paying job	8/14/2015 9:49 AM
8	For interview and my cover letter and resume because know i will always have them in my email	8/14/2015 9:46 AM
9	I plan to use it to fill out resumes and wright cover letters	8/14/2015 9:44 AM
10	To be able to get a job.	8/14/2015 9:43 AM
11	getting a job	8/14/2015 9:40 AM
12	im going to get a job	8/14/2015 9:40 AM
13	for future jobs	8/14/2015 9:36 AM
14	get better jobs	8/14/2015 9:33 AM
15	Even the little things like a firm handshake and good eye contact... I think they will be very helpful in the future, because your hand shake and the way you look when you are talking to someone is very important because it shows you are interested and engaged and says quite a lot about you.	7/17/2015 10:04 AM
16	getting a job	7/17/2015 9:46 AM
17	business	7/17/2015 9:44 AM
18	I will use them to be interviewed, to write a resume, and to talk to people better	7/17/2015 9:34 AM
19	how to get a job	7/17/2015 9:33 AM
20	Get an architecture job.	7/17/2015 9:30 AM
21	i plan to use these inn aspect i can	7/17/2015 9:30 AM
22	To get a job	7/17/2015 9:21 AM

Q12 What does being a leader mean to you?

Answered: 21 Skipped: 1

#	Responses	Date
1	someone who sets examples and helps people succeed in the group.	8/28/2015 10:45 AM
2	help people make good choices	8/28/2015 10:30 AM
3	to lead means for people believe in you and they think the same way or actually following you	8/28/2015 10:20 AM
4	Taking risks and putting yourself forward	8/28/2015 10:18 AM
5	Stepping up to the plate, and going above and beyond.	8/14/2015 10:01 AM
6	taking control when things go bad	8/14/2015 9:53 AM
7	Helping people understand things and pushing people to do their best. Also a leader is someone who will stand up and do something they aren't asked to do and do it the best they can	8/14/2015 9:49 AM
8	Someone who takes charge but isn't bossy	8/14/2015 9:46 AM
9	Being one to show others the way, stepping up to do something when others won't	8/14/2015 9:44 AM
10	Starting something and being the one who knows what they are doing.	8/14/2015 9:43 AM
11	having control	8/14/2015 9:40 AM
12	Helping others and leading your group/team	8/14/2015 9:40 AM
13	to lead	8/14/2015 9:36 AM
14	Someone that can take control and can handle the responsibility	8/14/2015 9:33 AM
15	Being a leader means a lot to me. It means you are focused, reliable, honest, and you most definitely need to be able to do the right things for the sake of the people that look up to you because they are relying on you to lead them down the right path and push them to make the correct decisions.	7/17/2015 10:04 AM
16	being a risk taker	7/17/2015 9:46 AM
17	to lead and others to follow	7/17/2015 9:44 AM
18	Being a leader means you must take action, be a risk-taker, be caring and kind, and must be able to work and communicate well with others.	7/17/2015 9:34 AM
19	a lot	7/17/2015 9:33 AM
20	Taking action.	7/17/2015 9:30 AM
21	someone who has respect and responsibility, treats everyone on the same level	7/17/2015 9:30 AM

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Q13 What did GRAND TeenWORKS mean to you?

Answered: 20 Skipped: 2

#	Responses	Date
1	A program that tansforms teens to solid workers.	8/28/2015 10:45 AM
2	it helped a lot with college cost and what career you want to do	8/28/2015 10:30 AM
3	a way to see how the working world is	8/28/2015 10:20 AM
4	To me GRAND TeenWORKS means feeling more confident in who I am and what I bring to the table.	8/14/2015 10:01 AM
5	It means to me a great opportunity to better myself and learn about the world of work in a fun way	8/14/2015 9:49 AM
6	That I got to connect with the community more and the opportunity to learn all about the job world	8/14/2015 9:46 AM
7	It meant to me how to plan ahead get ready for your future	8/14/2015 9:44 AM
8	It meant that I would be able to get proffestional soft skills.	8/14/2015 9:43 AM
9	a helpful program	8/14/2015 9:40 AM
10	Help for the future and basic skills for the future	8/14/2015 9:40 AM
11	getting ahead	8/14/2015 9:36 AM
12	a school for work	8/14/2015 9:33 AM
13	This program meant a lot to me, because everything that everyone took the time to teach us will help us BIG TIME in the future. I never knew you needed so much to succeed... I'm glad that I took this opportunity because without it and everything it has taught me, I would be clueless in the future when it came to applying for a job, making a resume, being interviewed; etc... I wouldn't have a single idea of what to do in my future, so I'm just really grateful that I was able to do this.	7/17/2015 10:04 AM
14	being able to get out more to the community	7/17/2015 9:46 AM
15	2 weeks of summer awwsome	7/17/2015 9:44 AM
16	It was a great experience and if I could do it again, I defiantly would.	7/17/2015 9:34 AM
17	a lot	7/17/2015 9:33 AM
18	It was an opportunity to learn about my future.	7/17/2015 9:30 AM
19	it means a lot to me, i wish this was offered everywhere	7/17/2015 9:30 AM
20	it was very helpful	7/17/2015 9:21 AM

Q14 What were two things that impacted you the most?

Answered: 21 Skipped: 1

#	Responses	Date
1	finding my strengths & learning interview skills.	8/28/2015 10:45 AM
2	that i can go to different colleges to get a degree in nursing	8/28/2015 10:30 AM
3	Speaking in front of the people on the last day	8/28/2015 10:20 AM
4	Learning how to fill out a resume properly and that you can atten college during highscool	8/28/2015 10:18 AM
5	Speed Interviews, Dining Etiquette, and how much our community cares about their young people.	8/14/2015 10:01 AM
6	E speach and interveivs	8/14/2015 9:53 AM
7	Realizing how much our community cares about the younger generation and how many connections i now have with business leaders	8/14/2015 9:49 AM
8	Connecting with people and the cover letter and resume	8/14/2015 9:46 AM
9	The interviews and leaning how much it cost to live on your own	8/14/2015 9:44 AM
10	The interviews and talking infront of people.	8/14/2015 9:43 AM
11	the speakers and teachers	8/14/2015 9:40 AM
12	the resume and knowing all the people that care about me in the community	8/14/2015 9:40 AM
13	the cover letter and the resume	8/14/2015 9:36 AM
14	how to do a resume and a cover letter	8/14/2015 9:33 AM
15	Well I would like to think of it as two things that I learned from this program that will impact me in my future... I think one of the things that will impact me the most in my future is the speed interviews, because now I know what to be ready for. Another thing would probably be the resumes. Without that, I would have absolutely no idea of what to put on a resume and they are really important so I'm glad i got to learn that.	7/17/2015 10:04 AM
16	learning is earing you gotta open that door	7/17/2015 9:46 AM
17	friendship	7/17/2015 9:44 AM
18	I learned to speak in public more and if I'm nervous or scared to do something, just do it. It's always good to try something new. Also, if you want something, you must go for it. Someone's not going to come to you, you need to go to them.	7/17/2015 9:34 AM
19	resumes and presentations	7/17/2015 9:33 AM
20	Making the resume and listening the the speakers.	7/17/2015 9:30 AM
21	learning how to make a resume and taking the interviews!!	7/17/2015 9:30 AM

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Q15 What would you tell another teen about GRAND TeenWORKS?

Answered: 22 Skipped: 0

#	Responses	Date
1	this is the best program to participate in if you need to get a job.	8/28/2015 10:45 AM
2	its fun it helps you get ready for the world of work and prepares you for college	8/28/2015 10:30 AM
3	nice	8/28/2015 10:20 AM
4	That its a good way to learn how to get a job at a young age a pursue your career choice	8/28/2015 10:18 AM
5	"I highly, highly, highly recommend that you do TeenWorks."	8/14/2015 10:01 AM
6	i would tell them about the inteirveivs and the E speach	8/14/2015 9:53 AM
7	That they should do it and find out all the oppourtunities in life they have and understand/prepare for interviews	8/14/2015 9:49 AM
8	Its a great program and they should really do it	8/14/2015 9:46 AM
9	It was very helpful I would recommend you take if you want a job in the future	8/14/2015 9:44 AM
10	That they should do it.	8/14/2015 9:43 AM
11	it is a good program	8/14/2015 9:40 AM
12	That it is a really fun program and that they should go if they want to get a good job	8/14/2015 9:40 AM
13	that they should go and sign up	8/14/2015 9:36 AM
14	A class to help you get a job way easier.	8/14/2015 9:33 AM
15	I would tell them that it's not just some dumb two week thing where you sit in a room and they give you worksheets. I would tell them that you get great opportunities to meet lots of different people from lots of different businesses and careers, and you learn a lot of useful stuff and are able to go on cool field trips and meet new people. Overall, I would tell them that it is a great program and it has a lot to offer to you and most definitely your future.	7/17/2015 10:04 AM
16	it helps you figure out your future and exsplore more things	7/17/2015 9:46 AM
17	it was great I highly	7/17/2015 9:44 AM
18	It is a very good opportunity and expericence and if they have the chance to do it to take that chance	7/17/2015 9:34 AM
19	its amazing	7/17/2015 9:33 AM
20	It is a good thing to do and its a great way to use your time.	7/17/2015 9:30 AM
21	that you like NEED to take this class, or your future is gonna be confusing and harder than it has to be	7/17/2015 9:30 AM
22	its a very good experience	7/17/2015 9:21 AM

Q16 What do you know about the Grand Rapids community now that you may not have known before?

Answered: 21 Skipped: 1

#	Responses	Date
1	How the county and districts work.	8/28/2015 10:45 AM
2	some businesses are family owned	8/28/2015 10:30 AM
3	how to fill out a resume	8/28/2015 10:20 AM
4	How much people do behind the scenes to make this town run	8/28/2015 10:18 AM
5	How much of our population is on some sort of Government Aid, and overall how much adults care about young people in their community.	8/14/2015 10:01 AM
6	that community busnisses do care and thay arent just all into politics	8/14/2015 9:53 AM
7	That they care about the generation coming up that will eventually take over all the jobs, its really amazing knowing all the connections I have	8/14/2015 9:49 AM
8	They care a lot about us and it takes lots of work to keep the community clean and safe	8/14/2015 9:46 AM
9	I learned that our county spends a lot of money to keep it looking this good, and our taxes aren't much compared to what they spend	8/14/2015 9:44 AM
10	That alot of bus. want to help us and are telling us to come in any time.	8/14/2015 9:43 AM
11	they want to help	8/14/2015 9:40 AM
12	that there is more to the community then most people think	8/14/2015 9:40 AM
13	that they do a lot more than I expected	8/14/2015 9:36 AM
14	I didn't even know that there was a elderly home in grand rapids	8/14/2015 9:33 AM
15	I learned that people do want to help us and help improve our futures, but we have to allow them to do that. We need to ask for help if we need it... The door is open, all we need to do is walk through it.	7/17/2015 10:04 AM
16	that we had a city hall	7/17/2015 9:46 AM
17	I know who Bud Stone is	7/17/2015 9:44 AM
18	I met lots of people I didn't know even lived here or existed.	7/17/2015 9:34 AM
19	theirs a lot of stuff in rapids	7/17/2015 9:33 AM
20	Anyone can sign-up for a scholarship.	7/17/2015 9:30 AM
21	that there is like 5 different representatives in Itasca	7/17/2015 9:30 AM

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Q17 Is there anything else you would like to say?

Answered: 19 Skipped: 3

#	Responses	Date
1	TeenWorks is a great program.	8/28/2015 10:45 AM
2	how the teenworks program started	8/28/2015 10:30 AM
3	this was fun and i didnt think it would be that fun	8/28/2015 10:20 AM
4	I had a great time at teenworks and met new people that i like and would have never met if i didnt come here	8/28/2015 10:18 AM
5	Thank You for this opportunity, truly thank you for all your hard work (Maven and community members). It genuinely means a lot to all the time and hard work that people put into this program.	8/14/2015 10:01 AM
6	very helpfull very informative very fun	8/14/2015 9:53 AM
7	It was a great time, glad i took 2 weeks out of summer for this program. I feel super confident for a job and interviews	8/14/2015 9:49 AM
8	I just really appreciate the opportunity to do this program	8/14/2015 9:46 AM
9	This program has opened my eyes to see how responsible you have to be for the future	8/14/2015 9:44 AM
10	I just really think groups should be seperated by high and low achievements.	8/14/2015 9:43 AM
11	thank you	8/14/2015 9:40 AM
12	thank you	8/14/2015 9:33 AM
13	No, thank you.	7/17/2015 10:04 AM
14	nope	7/17/2015 9:46 AM
15	do it next year please its worth it thanks for your time	7/17/2015 9:44 AM
16	NO	7/17/2015 9:34 AM
17	No	7/17/2015 9:33 AM
18	No.	7/17/2015 9:30 AM
19	nope	7/17/2015 9:30 AM