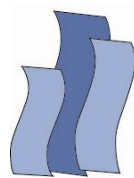




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2016 Pohlada Family Foundation Youth Internship Program Frequently Asked Questions

Q. What is the purpose of the Pohlada Family Foundation Summer Youth Internship program?

A. The main purpose of the program is to give youth meaningful employment for the summer. To reach its goals in youth advancement, the Foundation aims to support and serve low-income youth who are disconnected from educational and economic opportunities. Their goal is to help young people gain skills needed to participate successfully in the workforce as adults.

Q. Who are disconnected youth?

A. Disconnected youth are disproportionately male, low-income, and youth of color. Within the metro area, disconnected youth are also slightly more likely to live in the City of Saint Paul or Minneapolis than their peers, have lower educational attainment levels, and rely on public assistance.

Q. What are factors that affect youth disconnection?

A. As with any social condition, underlying causes of youth disconnection are multifaceted and complex. There is evidence that certain community conditions and attributes affect potential for youth disconnection. These include:

- **Poverty.** Disconnected youth are more likely to come from low-income families and live in high-poverty neighborhoods.
- **Racial disparities.** Even after controlling for education attainment, youth of color are disproportionately disconnected as compared to their white counterparts.
- **Structural changes in the job market.** Job loss in the recession has disproportionately affected workers with the lowest levels of education while job growth has benefited workers with post-secondary education. Increased competition for limited job openings has also led to historic highs in youth unemployment.
- **Too few youth are sufficiently prepared for today's workforce.** Long-term declines in vocational education, employer provided training, apprenticeship and other "learn and earn models" coupled with lack of "soft-skills" contribute to youth being unprepared for the rigor of today's workforce.
- **Fragmentation of public support services for youth.** Support systems that are in place to support at-risk youth are a complex, dizzying maze that often operate in isolation despite common interest in young people's success. This fragmented approach has been described locally as "many contacts, little coordination."

Q. Why is the Pohlada Foundation focusing on low-income youth?

A. The Pohlada Family Foundation is working to ensure economic prosperity for all youth in our communities through education and employment. Most young people make a successful transition from adolescence to adulthood with the support of their families, communities, and schools. However, approximately one in ten of our community's youth lack the social supports they need to succeed as productive workers, responsible parents, and engaged citizens. These are the young people that Youth Advancement programs will benefit.

Education and employment attainment are critical to the long-term success of youth and young adults and their advancement is essential to our communities continued economic competitiveness. Research demonstrates that:

- This age is a period of tremendous opportunity as most youth are optimistic, motivated, and willing to take responsibility for their goals.
- Post-secondary education is increasingly a prerequisite to the middle-class; that part-time employment as a young adult boosts educational attainment; and early attachment to the workforce increases lifelong earnings.
- The longer youth are disconnected, the more likely they are to be chronically unemployed/ underemployed, live in poverty, rely on public assistance, and be involved in the criminal justice system.
- Development at this age is as critical as that of early childhood and that “young adults who are not keeping up will have a harder time catching up.”
- The convergence of a persistent achievement gap, rapidly changing demographics, growing demand in the labor market for post-secondary education, and an incoming workforce that is less educated than exiting baby-boomers will result in a skills shortage that threatens our region’s economic competitiveness and vitality.

Research also clearly establishes the economic impact of youth disconnection and potential value of ensuring youth are adequately connected to education and employment. The costs of not getting this right are significant for youth, taxpayers, and the larger community.

Q. How many internship grants are available?

A. There is funding for 55 internships in 2016. Internship grants are available on a first come, first served basis.

Q: Can I have more than one intern?

A: Yes! You may hire up to two (2) interns to participate in the Pohlad Internship Program.

Q. How do I apply?

A. Simply fill out the enrollment form provided by MNA. We currently have funding to provide 55 internship grants. We will continue to accept applications until all spots are full; we have never had to turn down any newspapers who wish to participate. Newspapers may request to have up to two Pohlad interns.

It is important to notify MNA if you apply for the program, and then do not hire a high school intern. We would like to free up un-used funds for internship additional grants.

Q. What students are eligible?

A. High school students aged 16-19, including those who will graduate in spring 2016, are eligible. If hiring younger students, keep in mind that your insurance may not allow them to drive on the job.

Q. Where can I find an intern?

A. Many newspapers recruit at their local high school or run an ad in the newspaper. Some ideas for targeting low-income youth include:

- Get in touch with local **workforce development centers** to recruit your interns. The professionals here can help connect you with youth looking for paid work experience. Use the flyer in the enrollment packet to share your internship information with local centers.
 - Check out this interactive map based on last year’s internships:
<http://bit.ly/MNA-WorkForceCenters>
 - Search for a local center by zip code here: <http://bit.ly/WorkForceCenterNearby>

- Recruit at your local high school, but consider getting in touch with the **counseling department** (perhaps before you went to the high school English teacher or newspaper adviser). The school counseling department may be able to help you find a candidate. You can share the flyer from the enrollment packet with school staff who may be able to send interested students to you at the newspaper.

Q. Is there a minimum wage I must pay my intern?

A. The Pohlad Family Foundation strongly recommends an hourly wage of \$8.00/hour for interns participating in the program. However, the Foundation recognizes that prevailing wages may be different in your community, and so allows wages to fluctuate to appropriate levels. You will be asked to report the wage you are paying to MNA.

Q. What is the wage subsidy? Why doesn't the foundation pay 100% of my intern's wage?

A. The Pohlad Family Foundation's Summer Youth Employment subsidy program offers a 75% subsidy for first-time interns, and a 40% subsidy for returning interns. The foundation requires that newspapers pay a portion to ensure a commitment from the participants.

Here is the formula:

- **First time interns:** Member newspapers will be reimbursed for 75% of the intern's wage, up to \$1,200. For example: 20 hours per week, for 10 weeks, times \$8 an hour. (suggested wage) — the Pohlad Family Foundation grant will pay \$6 of that \$8 wage, for a total of \$1200.
- **Repeat interns:** Member newspapers, hiring interns for the second time, will be reimbursed for 40% of the intern's wage, up to \$640. For example: 20 hours per week, for 10 weeks, times \$8 an hour. (suggested wage) — the Pohlad Family Foundation grant will pay \$3.20 of that \$8 wage, for a total of \$640.

Because the foundation wishes to extend the program to as many new interns as possible, the subsidy for returning interns is reduced.

Q. Are there stipulations on hiring relatives?

A. Yes, the foundation does not allow the hiring of relatives of any newspaper employee. Again, one of the main goals is to reach further into the community and to hire students who may not otherwise have the opportunity to work for the summer.

Q. After I sign up, what do I do?

A. Once you have informed MNA that you wish to be part of the program by filling out, and submitting the one-page enrollment form, you may hire an intern under whatever procedure you would use to hire any other employee. Once the employee is hired, you will inform MNA of your intern's name, age, high school, year in school and rate of pay for our records. You will also be asked to submit your intern's hours worked periodically throughout the summer, and complete online surveys, telling us about your experience with the program at the end of the summer.

Q. When and how do I get my check for the subsidy?

A. You will track your intern's hours worked throughout the summer. MNA Staff will collect the number of hours worked. In the fall, MNA will issue one reimbursement check to each participating newspaper for hours worked (within the reimbursement limits of the program).

Additional questions? Concerns? Please contact LuAnn Yattaw
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