



Frequently Asked Questions

As a school district administrator, I am frequently approached by external programs. How do I ensure Jobs for Michigan's Graduates is credible?

Jobs for Michigan's Graduates (JMG) is a state-based affiliate of the national Jobs for America's Graduates (JAG) organization, one of the largest and most successful school-to-work systems for at-risk and disadvantaged young people in the U.S. The program has also been fully accredited by Jobs for America's Graduates, with a most recent re-accreditation occurring in 2017.

How much will this cost the school district?

Jobs for Michigan's Graduates (JMG) maintains an average cost per student served of \$2,000. Our unique partnership model allows for a wide range of flexibility in supporting the costs of programming, which includes both public and private sector financial support. The cost to partnering school districts is evaluated on an individual basis in concert with district administration, although we recommend the following financial structure as a general guideline:

- Year 1: 0 – 10% of total program costs (\$0 - \$10,000)
- Year 2: 11% - 25% of total program costs (\$11,000 - \$25,000)
- Year 3: 26% - 40% of total program costs (\$26,000 - \$40,000)
- Year 4+: 40% of total program costs (\$40,000)

How is JMG funded?

JMG programming is a public-private partnership between Youth Solutions, Inc., local Michigan Works! organizations, foundations, community-based organizations, school districts, and state and federal government.

What type of contract is required?

Partner school districts enter into a Memorandum of Understanding (MOU) with the local JMG affiliate partner. This affiliate is traditionally a Michigan Works! organization, but can include a local community-based organization or intermediate school district. The MOU outlines program requirements and expectations of both the JMG affiliate partner and the school district. Youth Solutions, Inc. provides a template MOU, which can be modified to the specifications of the local partners.



Jobs for Michigan's Graduates is the leading program of Youth Solutions, a Youth Opportunity Organization

Who employs the JMG Specialist?

The JMG affiliate partner and school district work collaboratively to determine the employer of record for the JMG Specialist. While it is typical for the JMG Specialist to be employed by the JMG affiliate partner, the Specialist may also be employed by the school district directly. Youth Solutions, Inc. defers to the local partners in determining the preferred employment scenario.

What are the credentialing requirements for the JMG Specialist?

District and affiliate partners work in tandem to determine all hiring specifications for the JMG Specialist. Some partnering districts may require the JMG Specialist to possess a state certification and/or to be designated as “Highly Qualified” under the Michigan Merit Curriculum, since the course is offered for elective credit. In instances where the JMG Specialist is not considered “Highly Qualified,” an instructor-of-record is designated for the course. It is recommended that both the district and affiliate partner participate in the hiring process for new program specialist(s).

How is the JMG class scheduled?

Jobs for Michigan’s Graduates programming is offered for elective credit during the school day. The affiliate partner works with district administrators to outline guidelines for course credit. Students may earn credit for course completion if they successfully demonstrate mastery of the subject area content expectations or guidelines for the credit. JMG can be delivered in block scheduling format or in non-traditional environments, such as Career Technical Education centers and/or alternative education; however, it is not suitable as a before or after school program.

Where is the JMG class delivered to students?

Ideally, the school district provides the JMG Specialist with a dedicated classroom. This enables the Specialist to deliver a mix of services including but not limited to competency-based instruction, student-led Career Association activities, tutoring, guest speakers and mentoring, as well as post information specific to JMG.

What students can participate?

JMG is most impactful when participants need, want, and can benefit from the program. The program designates a “School Advisory Committee” that typically consists of a school administrator, school counselor, core academic instructor and CTE instructor. The School Advisory Committee works with the JMG Specialist to select students at-risk of not graduating on time, not transitioning successfully post-graduation, and/or who have an interest in high demand career fields. There is no income or academic requirement needed in order to participate. Over time, students often elect into the program through a scheduling request with their guidance counselor.

What is the ideal time frame for program implementation?

The time span for implementation depends on the JMG’s affiliate partner’s and district’s capacity to hire staff, secure space, establish an Advisory Committee, and identify students, and schedule classes for students. Once a Specialist has been hired, the Youth Solutions’ Operations team will provide the Specialist with training and resources.

Do students need to be in JMG all four years of high school?

No. Due to Michigan Merit Curriculum requirements, students may not be able to participate in JMG all four years. Students may participate in JMG at any grade level (9th through 12th). It is recommended however, that if a student has JMG during their 11th grade year they should also continue the program into their 12th grade year to ensure graduation and post-graduation outcomes in education and/or employment.

How many students can participate in a program?

JAG National recommends one JMG Specialist for every 40 – 55 students within a traditional or alternative high school. The full caseload of students is typically served over multiple class periods with approximately 10-13 students per class period.

Can the JMG Specialist participate in school events and/or support school needs?

Yes. Regardless of the employer of record, the JMG Specialist is encouraged to integrate with school staff in order to best deliver programming and develop rapport within the district. Specific school-related responsibilities, outside of the JMG Program, should be outlined in the partnership MOU.

What are some challenges to maintaining an effective program?

Commitment of all parties is the most significant factor in determining the effectiveness of a JMG program within a partner school. Partner schools should be fully committed to supporting the JMG program, inclusive but not limited to: providing a classroom and necessary resources, allowing for the target number of program participants, allowing access to the school's data management system to track academic progress, integrating the JMG Specialist within the school and district, and allowing for core JMG activities to take place on and off campus. JMG affiliate partners must be committed to providing proper program oversight, guidance, and staff training as well as ensuring program challenges and successes are regularly communicated to partner school leadership.

How will I know if JMG is successful?

Data analysis occurs on an ongoing basis. The JMG Operations team analyzes school placement data in the fall to ensure Specialists have updated placement data. At the end of every month, the Program Manager receives performance scorecards based on analysis of system-generated reports, inclusive of graduation rates, with feedback on potential areas of concern.

JMG's exceptional outcomes record has garnered widespread attention across the 35-state Jobs for America's Graduates (JAG) National Network. For two consecutive years, JMG has been designated as a "Peak Performance State" by JAG National and has earned the highly distinguished "5-of-5" award across all in-school and out-of-school program models. The "5-of-5" award is given to states that exceed all five of JAG National's aggressive performance metrics aimed at graduation and employment.

Who is Youth Solutions, Inc. and how is it affiliated with Jobs for Michigan's Graduates?

Youth Solutions, Inc. is a 501(c)(3) organization whose leading program is Jobs for Michigan's Graduates (JMG). Youth Solutions has a statewide Board of Directors with private and public sector representation from cities across the state.