

YOUTH SERVICES CATALOG



January
2012

Charlotte, North Carolina

This catalog presents information on the organizations and programs that provide services related to workforce development to at-risk and disconnected youth in Charlotte, North Carolina.



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Youth Services Catalog

CHARLOTTE, NC

INTRODUCTION

This catalog is an inventory of organizations and programs that provide services related to workforce development for at-risk and disconnected youth in the Charlotte area. It contains a range of information on each program/organization, including basic contact information, the mission, who it serves, what services it offers, and how it operates. The creation of this catalog was sponsored by Goodwill Industries of the Southern Piedmont as an integral piece of a larger youth needs assessment conducted by the UNC Charlotte Urban Institute. Goodwill recognized the importance of having a comprehensive database of organizations and programs serving this population in Charlotte to provide a picture of what services are being offered to what subgroups of this population. Further, it provides a valuable resource for individual programs in referring youth to other options in the service community and in identifying opportunities for collaboration and partnerships between similar programs.

Process

Beginning with a list of organizations and programs identified by Goodwill and other youth service providers, the research team gathered basic information from each organization's website. This information was then enhanced through in-depth interviews with a representative from each organization. To make sure that the catalog portrays these programs accurately, the organizations were given the opportunity to revise their entries before we incorporated the information into the catalog.

To ensure this catalog remains a relevant resource, Goodwill is sponsoring its maintenance by the Institute. The catalog will be updated as information becomes available, adding any new programs/organizations, removing those that no longer exist, and revising any information about existing programs/organizations as needed. The opportunity for changes to the online information remains open at all times by contacting the UNC Charlotte Urban Institute (lshiple@uncc.edu). The catalog will be available at <http://ri.uncc.edu> on the Goodwill data partner portal page.

Program Directory

Arbor Education and Training

Program Director: Darnell Middleton • darnellmiddleton@rescare.com
Address: 5624 Executive Center Dr., Suite 100, Charlotte, NC 28205
Phone: 704-442-2209
Website: www.arboret.com

BRIDGE Jobs Program

Executive Director: Patricia Heard, MSW, MBA • pheard@bridgecharlotte.org
Address: 2732 Rozzelles Ferry Rd., Suite B, Charlotte, NC 28208
Phone: 704-377-5371
Website: www.bridgecharlotte.org • info@bridgecharlotte.org

Communities In Schools

Executive Director: Molly Shaw • mshaw@cischarlotte.org
Address: 601 E. 5th St., Suite 300, Charlotte, NC 28202
Phone: 704-335-0601
Website: www.cischarlotte.org • partners@cischarlotte.org

Elon Homes and Schools for Children

President/CEO: Rev. Dr. Frederick G. Grosse • fred.grosse@elonhomes.org
Address: 1717 Sharon Rd. W., Charlotte, NC 28210
Phone: 704-369-2500
Website: www.elonhomes.org/elonhomes

Genesis Project

Executive Director: J.R. Black • jrblack@genesisproject1.org
Address: 5108 Reagan Drive, Suite 14, Charlotte, NC 28206
Mail to: PO Box 560723, Charlotte, NC 28256-0723
Phone: 704-596-0505
Website: www.genesisproject1.org • admin@genesisproject1.org

Goodwill Industries of the Southern Piedmont Youth Services Program

Youth Services Manager: Rich Vreeland • richard.vreeland@goodwillsp.org
Address: 2122 Freedom Drive, Charlotte, NC 28202
Phone: 704-916-1621
Website: www.goodwillsp.org

Mayor's Youth Employment Program (MYEP)

Program Manager: Dawn Hill • dhill@ci.charlotte.nc.us
Address: 600 E. 4th St., Charlotte, NC 28202
Phone: 704-336-4445
Website: <http://charmeck.org/city/charlotte/mayor/myep/Pages/default.aspx>

Partners in Out-of-School Time (POST)

Project Director: Kate Shem • kshem@postcarolinas.org
Address: 1609 E. 5th St., Charlotte, NC 28204
Phone: 704-376-1845
Website: www.postcarolinas.org • info@postcarolinas.org

The Q Foundation

Program Director: Marc Brooks • mbrooks@qfoundation.com
Address: 5633 Monroe Rd., Charlotte, NC 28212
Phone: 704-566-4969
Website: www.qfoundation.com/programs.html

The Relatives (Alexander Youth Network)

Executive Director: Brennon Graham • bgraham@therelatives.org
Address: 1100 East Blvd., Charlotte, NC 28203
Phone: 704-377-0602
Website: www.therelatives.org • development@therelatives.org

Right Moves for Youth

Executive Director: Tayuane Dewberry • tdewberry@rightmovesforyouth.org
Address: 2211 W. Morehead St., Charlotte, NC 28208
Phone: 704-377-4425
Website: www.rightmovesforyouth.org • information@rightmovesforyouth.org

Seigle Avenue Teen Center (North Charlotte Youth Network)

Martine Wurst • martine@carolina.rr.com
Address: 600 Seigle Ave., Charlotte, NC 28204
Phone: 704-661-1848
Website: www.seigleavenue.org/component/content/article/8-teen-center

Steele Creek Youth Network

Officer Lisa K. Speas • lspeas@cmpd.org
Address: 2211 W. Morehead St., Charlotte, NC 28208
Phone: 704-575-3191
Website: <http://charmeck.org/CITY/CHARLOTTE/CMPD/ZSTORAGE/PATROLDIVISIONS/STEELECREEKDIVISION/Pages/Steele%20Creek%20Division%20Special%20Projects.aspx>

STRIVE Charlotte

Executive Director: Cerita Lindo • cerita@strivecharlotte.org
Address: 610 East 7th Street, Charlotte, NC 28202
Phone: 704-900-8212
Website: www.strivecharlotte.org

United Way of Central Carolinas

Executive Director: Jane McIntyre

Address: 301 S. Brevard St., Charlotte, NC 28202

Phone: 704-371-6226

Website: www.uwcentralcarolinas.org • info@uwcentralcarolinas.org

Urban League of Central Carolinas, Inc.

Program Director: Diane McClinton • dmcclinton@urbanleaguecc.org

Address: 740 W. 5th St., Charlotte, NC 28202

Phone: 704-373-2256

Website: www.urbanleaguecc.org • info@urbanleaguecc.org

Workforce Development Board

Executive Director: Deborah Gibson • dgibson@ci.charlotte.nc.us

Address: 700 Parkwood Ave., Charlotte, NC 28205

Phone: 704-336-3952

Website: www.joblinkcenter.org • www.charlotteworks.org

YMCA of Greater Charlotte

President and CEO: Andy C. Calhoun

Address: 500 E. Morehead St., Suite 300, Charlotte, NC 28202

Phone: 704-716-6200

Website: www.ymcacharlotte.org

Y Achievers

Senior Program Director of High School Initiatives: Lotticia Mack • lotticia.mack@ymcacharlotte.org

Address: 1946 West Boulevard, Charlotte, NC 28208

Phone: 704-716-4888

Website: www.ymcacharlotte.org

ARBOR EDUCATION AND TRAINING

Address	5624 Executive Center Dr., Suite 100 Charlotte, NC 28205
Contact Person	Darnell Middleton, Program Director darnellmiddleton@rescare.com 704-442-2209 ♦ www.arboret.com
Mission	Arbor Education and Training is comprised of dedicated and caring people who form a company providing excellent human services that enhance the lives of individuals. With efficiency and effectiveness, they strive to provide the highest measurable quality supports for the people and organizations they serve, their employees, their shareholders and their communities. They serve with skill, compassion, respect and care.
Goals	NA
Area Served	Arbor's Inspire Program serves youth in Mecklenburg County.
Target Population	Arbor's Inspire Program is open to low-income youth between the ages of 16 and 21 who are U.S. citizens, and it is especially designed for high school graduates or recent high school dropouts, foster children, teen parents, and criminal offenders.
Number of Youth Served	Arbor Education and Training serves between 75 and 160 youth each year.
Waiting List	NA
Selection Process	NA
Programs and Services	<p>Arbor Education and Training offers the following youth services:</p> <ul style="list-style-type: none"> Vocational Assessment Résumé Development Customer Service Training Job Readiness Training Mentoring Job Referral/Placement Tutoring Career Exploration Leadership Training <p>Other: Arbor also offers academic assistance for those still in school, assistance in obtaining a GED for those who are not, and help in getting a CNA or Fork Lifting License.</p>
Program Length	Youth remain in the program anywhere from 4 months up to a year.

Symbol of Completion	<p>There is a graduation held for every class of students who complete the two-week work readiness program. Each student receives a certificate of completion.</p> <p>The students who enroll into occupational skills training classes receive certificates from training providers and state certifications for completing state licensing testing.</p>
Follow-up	Arbor Education and Training provides 1 year of follow-up services for all youth who complete its programs.
Success Indicators	Arbor Education and Training uses the federal benchmarks required for all Workforce Investment Act youth programs.
Fee	There is a no fee for participation in this program.
Collaborative Partners	NA
Best Practices Network	NA

BRIDGE JOBS PROGRAM

Address	2732 Rozzelles Ferry Rd., Suite B Charlotte, NC 28208
Contact Person	Patricia Heard, Executive Director pheard@bridgecharlotte.org 704-377-5371 ♦ www.bridgecharlotte.org
Mission	BRIDGE is dedicated to helping high school dropouts and the unemployed and underemployed citizens of Mecklenburg County obtain and sustain long-term, career enhancing employment by providing them with career counseling and support as they complete their education.
Goals	The BRIDGE Jobs Program has two goals: helping clients finish high school and helping clients find a job.
Area Served	BRIDGE serves all of Mecklenburg County. Two percent of inquiries also come from outside the county, and BRIDGE does not turn them down.
Target Population	BRIDGE serves youth ages 16 to 24 years. The target population is out-of-school youth, though BRIDGE will also serve youth about to leave school who are recommended by school counselors or social workers. A high number of these latter referrals come from West Charlotte High School. BRIDGE assists anyone who needs job assistance or any dropout that needs assistance getting a GED. The program targets youth who are not old enough or lack the basic skills to be accepted to the CPCC GED program.
Number of Youth Served	BRIDGE offers five 8-week sessions a year and a 3-week mini-session in January. The program serves over 650 youth a year.
Waiting List	On the 5 th week of a program session, BRIDGE admits youth on the waiting list to replace dropouts.
Selection Process	Approximately a third of youth are referred by public schools; a third come from agencies including the Health Department, DSS, the Probations Office, and other non-profits; and a third are referred by relatives or friends currently enrolled in the GED or job training courses. When students first arrive, they attend an information session, followed by orientation and placement testing. Youth are constantly being rolled into classes, which are held year-round except for the last 2 weeks of December.

Programs and Services

BRIDGE offers the following youth services:

Vocational Assessment

Résumé Development

Customer Service Training

Job Readiness Training

Financial Education: BRIDGE offers classes on credit, personal savings, taking out loans, and finding and keeping an apartment.

Mentoring

Job Referral: BRIDGE uses a formal inventory to identify employers that are interested in employing youth and help plan their career path. The program offers job referral and will take youth to interviews and help them call potential employers.

GED Preparation: BRIDGE offers GED preparation classes for youth and adults. The preparation classes cover 5 subjects and allow people to pass directly to the CPCC GED program without being placed in the adult basic literacy program. The youth GED classes include courses in job skills like appropriate dress and résumé writing.

BRIDGE teaches both soft skills and hard skills. Youth receive a communication curriculum that teaches verbal and non-verbal communication skills to improve interaction with a supervisor as well as instruction in Microsoft Office products.

BRIDGE focuses on GED preparation classes, helping people find jobs, and teaching life skills, all of which occur in one session.

Program Length

On average, youth remain in the program for 3 months.

Symbol of Completion

Youth have completed the GED portion of the classes when they are above the 9th-grade level in all subjects and are eligible to take and pass the entrance exam at CPCC. A young person has completed the job skills portion when he/she is working a minimum of 8 hours a week.

BRIDGE offers a cap and gown ceremony with a speaker for students who miss the CPCC GED graduation ceremony in May.

Follow-up

The program uses interns for follow-up and sends out reply cards to former clients. BRIDGE is interested in the work experience for employed youth. While youth may not always report success, they generally report back when they lose hours or employment. Youth will also return to BRIDGE to use the center's computers and get copies of their paperwork.

Success Indicators	<p>BRIDGE looks at attendance, academic skills upon entrance and every 8 weeks thereafter, and the time it takes each student from entrance to passing the GED test. They check monthly to determine which clients are working, how many hours they are working, and if they have had an increase in hours or pay since getting their job. The program also collects demographic data.</p>
Fee	<p>There is a \$20 registration fee to participate in this program, but all books and supplies are free.</p>
Collaborative Partners	<p>BRIDGE collaborates with public schools, local group homes, foster care associations, and DSS. BRIDGE also works with Goodwill Industries, Jacob's Ladder, Dropout Prevention, Educational Options Taskforce, and the Public School Community Collaborative.</p>
Best Practices Network	<p>NA</p>

COMMUNITIES IN SCHOOLS (CIS)

Address

601 E. 5th St., Suite 300
Charlotte, NC 28202

Contact Person

Molly Shaw, Executive Director
mshaw@cischarlotte.org
704-335-0601 ♦ www.cischarlotte.org

Mission

The mission of Communities In Schools (CIS) is to surround students with a community of support, empowering them to stay in school and achieve in life. CIS believes that all students need and deserve five basic resources to succeed in school and in life: a one-on-one relationship with a caring adult, a safe place to learn and grow, a healthy start and future, a marketable skill to use upon graduation, and a chance to give back to their peers and community. With the support of community partners, CIS helps young people stay in school, successfully learn, graduate and be better prepared for life.

Goals

As a dropout prevention organization, Communities In Schools (CIS) has four main objectives for the students it serves: attendance, promotion, staying in school, and graduation. Ultimately, the goal is to help children be better prepared for post-secondary education and success.

Success for CIS is helping its students at risk for school failure to stay in school; chart their course through elementary, middle, and high school; and plan for college, a vocation and/or a career. Within this context, CIS establishes organizational outcome goals for its at-risk students enrolled in CIS for each school year. Results for 2009-2010:

- 88% of CIS students will have an average daily attendance of 90% or above;
- 97% of CIS students remained enrolled in school until the end of the school year;
- 90% of CIS students were promoted to the next grade level;
- 95% of CIS students graduated from high school with a high school diploma!

Area Served

Communities In Schools provides a “safety net” of support in 44 high poverty schools (17 elementary, 13 middle, and 14 high schools) in Charlotte-Mecklenburg Schools (CMS).

Target Population

CIS works with over 5,400 of the neediest, most vulnerable students in Charlotte-Mecklenburg's high poverty, lower performing schools. Currently, approximately 83% of CIS students have been classified as "economically disadvantaged" by CMS, and 75% of CIS alumni attending college are the first in their family to do so. Students targeted for enrollment in CIS typically exhibit one or more of the following risk factors associated with dropping out of school.

- Low economic status (poverty)
- High risk peer group
- Teen parenthood
- Low academic achievement
- Poor attendance
- Lack of effort
- No extracurricular participation
- Misbehavior
- High family mobility
- Family dysfunction and disruption
- Sibling(s) dropped out
- Low educational achievement by parent
- Trouble with the juvenile justice system

Through a partnership with the Department of Social Services, CIS also serves students who qualify for Temporary Assistance for Needy Families (TANF) and students who are in foster care and those students who are otherwise economically challenged. Seventy percent of CIS students are African-American, 20% Hispanic, 5% White, and 5% Other. Each CIS Site Coordinator serves a caseload of approximately 100 students and works with the school administration to provide school-wide support where possible and where resources are available.

Number of Youth Served

Currently, over 5,400 students are being served by CIS with comprehensive Level 2 services (includes case management). CIS Site Coordinators serve additional students at schools that have CIS programming by providing Level 1 services (i.e. job fairs, career days, school supplies, etc.), which may touch any number of students enrolled at the school site.

Waiting List

While CIS does not carry a "waiting list" per se, there are over 20,000 students at existing CIS school sites who have been identified as students who could benefit from CIS programming if funding were available. In addition to these students, 21 other schools, which currently do not offer CIS programming, have been identified as schools with students who could benefit from the CIS programming.

Selection Process

Youth are enrolled based on referrals from teachers, administrators, counselors, parents, other agencies and CIS Site Coordinators. If a student currently participating in CIS programming moves to a different school, the student can continue to participate in the program as long as the student is enrolled in a CIS-supported school, parental/guardian consent continues, and the student desires to stay in the program.

<p>Programs and Services</p>	<p>Communities In Schools offers the following youth services:</p> <p>Vocational Assessment</p> <p>Résumé Development</p> <p>Financial Education: The program also offers financial education to help families maintain a budget.</p> <p>Mentoring & Tutoring are part of the menu of offerings at CIS school sites.</p> <p>Life Skills Training</p> <p>Career Exploration: It is the goal of CIS to identify students' strengths and provide guidance. This includes getting students thinking about careers, and may include offering specific job shadowing programs in human services, banking, accounting, and food preparation for example. CIS helps students understand how to dress and present themselves professionally, communicate effectively on a job interview, and understand the concept of a résumé; students also have opportunities to participate in college tours.</p> <p>Other: CIS coordinates healthcare and dental screenings, eyeglasses and eye exams, physical exams, clothing assistance, some rental assistance, and food as needed through collaborations with numerous organizations and agencies.</p>
<p>Program Length</p>	<p>CIS offers a continuum of services K-12 and is working toward following up with more students beyond high school in addition to those currently followed who are receiving CIS-supported scholarships. The CIS National organization, of which CIS Charlotte is an affiliate, is also currently launching a CIS Alumni Network that will offer networking and other opportunities for CIS alumni to engage following high school graduation.</p>
<p>Symbol of Completion</p>	<p>Each year, CIS holds Celebrating Our Graduates in April. This annual celebration luncheon honors the accomplishments of the CIS seniors who have overcome tremendous challenges to stay in school and are on track to graduate from high school at the school year end.</p>
<p>Follow-up</p>	<p>CIS is able to follow up with students who are currently receiving college scholarships with the support of CIS. As the CIS National Alumni Network evolves, CIS Charlotte anticipates having an enhanced ability to track and follow CIS student alumni.</p>
<p>Success Indicators</p>	<p>The leading indicators CIS uses are attendance, graduation rate, promotion rate, and stay-in-school rate.</p>
<p>Fee</p>	<p>There are no fees for any services.</p>

Collaborative Partners

In addition to working closely with Charlotte-Mecklenburg Schools, the Charlotte Housing Authority, the Sheriff's Department, and Mecklenburg County, CIS collaborates with more than 100 community agencies and organizations to support Charlotte-Mecklenburg Schools. CIS is also one of nine agencies housed in the Children & Family Services Center and is an active member of the Children's Alliance, United Agenda for Children, Crossroads Charlotte, and the Institute for Social Capital.

Best Practices Networks

CIS Charlotte is part of the nation's largest, most effective dropout prevention network and benefits from the CIS National organization's leadership as well as the "best practices" from over 200 affiliate programs in 27 states and the District of Columbia.

The organization also exchanges information and best practices with the Institute for Social Capital, United Way of Central Carolinas, and Mecklenburg County.

ELON HOMES AND SCHOOLS FOR CHILDREN

Address	1717 Sharon Rd. W. Charlotte, NC 28210
Contact Person	Rev. Dr. Frederick G. Grosse, President/CEO Fred.grosse@elonhomes.org 704-369-2500 ♦ www.elonhomes.org/elonhomes
Mission	Elon Homes and Schools for Children provides a continuum of services intended to enhance the quality of spiritual, physical, emotional, intellectual, and relational well-being of youth and their families.
Goals	Elon is interested in providing a safe haven, teaching life skills, and educating.
Area Served	Elon operates two locations in North Carolina. One, located on the Kennedy Charter School Campus in Charlotte, operates in Mecklenburg County. The Elon Campus serves Alamance and Guilford Counties.
Target Population	Elon Homes and Schools for Children offers foster care services, a mental health service called Kids Central of the Carolinas, and operates the Kennedy Charter Public School. Elon offers foster care to youth who have been placed out of their home due to abuse and neglect. Although Elon's services extend to youth ages 0-21, most foster children are under 14. The Kennedy Charter School largely serves high school aged youth but also has a growing elementary school population. Kennedy School focuses on youth at or near the poverty level.
Number of Youth Served	During the fiscal year 2008–2009, Elon served approximately 1,200 youth.
Waiting List	There is a waiting list for the high school but not for other services. As Elon's elementary school expands, the program will draw fewer high school students externally.
Selection Process	Youth select themselves for the school. Youth are brought to foster care through the Department of Social Services (DSS). Kids Central draws youth from the Kennedy School and foster care.

Programs and Services	<p>Elon offers the following youth services:</p> <p>Vocational Assessment</p> <p>Résumé Development</p> <p>Job Readiness Training</p> <p>Mentoring</p> <p>Job Referral/Placement</p> <p>Counseling: Elon offers students the North Carolina core curriculum through the charter school. Kids Central offers on-site psychological counseling.</p> <p>The services listed above are all offered through the charter school. Students who enter the school are either on an occupation or college-placement track. The occupation track students receive the services listed above.</p>
Program Length	<p>On average, youth are at the school for 2 to 3 years. Youth generally remain in foster care for 6 to 12 months.</p>
Symbol of Completion	<p>The Kennedy Charter School marks completion with a traditional high school graduation. Re-unification of biological families or adoption out of foster care is not celebrated.</p>
Follow-up	<p>DSS conducts follow up on foster youth. Other follow up comes from self-reporting.</p>
Success Indicators	<p>The leading indicator for foster care is re-unification or placement in a permanent home. The leading indicator for the school is graduation and test data.</p>
Fee	<p>There is no fee for youth in the program.</p>
Collaborative Partners	<p>Elon works most closely with DSS and the Teen Health Connection.</p>
Best Practices Networks	<p>Elon belongs to the Alliance for Children and Families, the Children Family Services Association of North Carolina, and the Child Welfare League of America.</p>

GENESIS PROJECT

Address

5108 Reagan Drive, Suite 14
Charlotte, NC 28206

Contact Person

J.R. Black, Executive Director
jrblack@genesisproject1.org
704-596-0505 ♦ www.genesisproject1.org

Mission

Genesis Project is committed to the development of programs that address factors that perpetuate poverty, addiction, oppression and abuse.

Goals

The Genesis Project works with families, as a total unit, to provide individual and collective services, such as counseling, structured groups, exposure events, and in-home meetings, with the goal of empowerment and family growth and success.

Genesis' services have been developed to address the developmental, social, and community needs of school-age children and their families in at-risk communities. The Genesis Project's purpose is to introduce new skills, supports, awareness, and opportunities to young adults in order to deter negative life decisions and inspire families to progress from a perpetual state of surviving to a more satisfying state of thriving.

Area Served

Genesis Project serves all of Mecklenburg County in two departments that serve a southwest zone and a northeast zone. The program has about 43 people on staff, including interns.

Target Population

Genesis Project works with both youth and adults. Though youth generally bring their families to Genesis, the program is concerned with serving the entire family- at-risk youth and the people these youth are connected to.

Number of Youth Served

About 250 youth between the ages of 14 and 24 participate in the program.

Waiting List

There is no waiting list.

Selection Process

Youth are not selected for the program; they choose to come and often hear about the program through word of mouth. Hospitals, schools, Charlotte Housing Authority, family services agencies, etc. often recommend Genesis to troubled youth and adults. The program has service criteria that determine which services each person qualifies for.

<p>Programs and Services</p>	<p>Genesis Project offers the following youth services:</p> <p>Vocational Assessment</p> <p>Résumé Development</p> <p>Job Readiness Training</p> <p>Financial Education</p> <p>Mentoring</p> <p>Counseling: Genesis Project also offers youth counseling, community advocacy, advocacy at schools, and self-esteem programs. The Project includes Prodigal Sons, a support group for at-risk young men, and GLASS, a support group for women ages 13–21. Although Genesis does not place youth in jobs, it builds relationships with employers and is developing partners to offer job training.</p> <p>Genesis Project applies a 5 Pillar of Health model to all of its consumers, providing mental, financial, social, spiritual, and physical care.</p> <p>Genesis emphasizes empowering the family and youth and its goal is for families and youth to develop relationships with nonprofessionals to help when Genesis is not there. Every family has a team assigned to them, including a case manager, therapist, and support worker. This team teaches the family to identify and use natural supports, as well as to determine and address personal goals.</p>
<p>Program Length</p>	<p>The goal is for youth to remain in the program for 12-18 months. While some want to hang around longer, Genesis wants to be there if anyone needs them but also wants to become less prominent in the youth’s life over time as he or she develops their own skills.</p>
<p>Symbol of Completion</p>	<p>Genesis marks completion of the program with a graduation ceremony and party, in which participants are awarded certificates and their success is celebrated with food and balloons. These events are held twice a year.</p>
<p>Follow-up</p>	<p>Genesis Project believes that once someone is a part of Genesis, they are always a part of Genesis. Genesis is in the process of developing a tracking mechanism and hopes to provide follow-up 6 months, a year, and 2 years after someone graduates. At the moment, Genesis keeps in touch with families by keeping them on the mailing list and inviting them to community events. Families will often return to the offices to report their progress.</p>
<p>Success Indicators</p>	<p>Genesis uses qualitative indicators to measure the quality of relationship, level of communication, and identity development of each person in the family. These measures are taken as the family enters and progresses through the program. Genesis also meets with the family each month to evaluate their treatment plan and provide feedback. The program is working on developing quantitative indicators.</p>

Fee

There is no fee charged directly to the family. Fees are usually paid for by public insurance, but Genesis will provide services beyond the provision of public insurance, for those with no insurance, or for those with private insurance that will not pay. Genesis is also one of the few programs of its kind recognized by many private insurance providers.

Collaborative Partners

Genesis Project collaborates with Meck Cares, Mecklenburg County Parks and Recreation, area libraries, Charlotte Chamber of Commerce, community centers, Charlotte-Mecklenburg Community Relations Committee, the Black Political Caucus, UNC Charlotte, the Multicultural Association of Charlotte, the Latin American Coalition, Charlotte Housing Authority, and the NAACP.

Best Practices Networks

Genesis is a member of the executive board of the Mecklenburg Provider Council, a best practices committee for organizations that practice systems of care. Genesis also belongs to the National Black Child Development Institute and an ethics committee that ensures that agencies run ethical practices.

GOODWILL INDUSTRIES OF THE SOUTHERN PIEDMONT

Address	2122 Freedom Drive Charlotte, NC 28202
Contact Person	Rich Vreeland, Youth Services Manager richard.vreeland@goodwillsp.org 704-916-1621 ♦ www.goodwillsp.org
Mission	Changing Lives Through the Power of Work!
Goals	The goal of the Youth Services Program is to provide young people the tools, resources and services needed to help them achieve career and educational goals.
Area Served	Goodwill has open enrollment with most participants from Mecklenburg County. However, Goodwill provides services for an 18-county territory in the Southern Piedmont region in North and South Carolina.
Target Population	<p>The Youth Services Program provides services to the following populations:</p> <ul style="list-style-type: none">• Youth Job Connection: 14-21 years• GoodGuides Mentoring Program: 12-17 years• Workforce Investment Act (WIA) Youth Program: 16-21 years <p>Goodwill's primary youth population includes those with barriers to employment, institutional and generational poverty, criminal background, and those in the foster care system. For the WIA Youth Program, participants must meet federal eligibility requirements.</p> <p>Serving at-risk youth is central to Goodwill's mission. Goodwill wants to break the cycle of poverty through employment.</p>
Number of Youth Served	In 2009, during the first full year of the Youth Job Connection's operation, Goodwill worked with over 1,400 youth through training workshops and individual career counseling sessions.
Waiting List	None
Selection Process	Youth complete an application to initiate services for each program. The application can be completed online or in person.

Programs and Services

Goodwill offers the following youth services:

Youth Job Connection: Goodwill provides youth assistance in all aspects of the job search process, including job leads, and interview skills. The following workshops and services are available to all youth:

Vocational Assessment

Résumé Development

Customer Service Training

Job Readiness Training

Financial Education

Retail Essentials Training

Goodwill provides insight on a career in retail, including training in good customer service, safety awareness, stocking and hands-on cashier training.

Career Counseling/Exploration

Goodwill provides career counselors to assist youth in creating an action plan to achieve their goals (e.g. obtaining a seasonal or permanent job, internship or volunteer opportunity).

GoodGuides Mentoring Program: Goodwill matches committed, caring and supportive adults with youth to empower them to make positive choices and enable them to maximize their current and future potential. A GoodGuides mentor works with youth for a minimum of a year to develop their education and career goals by engaging them in activities such as: career exploration sessions, field trips (i.e. local businesses, regional colleges and universities, and the local arts community) and GoodGuides only social events.

Workforce Investment Act (WIA) Youth Program: Goodwill, in partnership with Urban League of the Central Carolinas (ULCC), provides qualified youth with a variety of training (i.e. GED, job readiness/life skills and vocational training) and work experience opportunities. The program focuses on three priority populations identified by the Mecklenburg County Workforce Development Board: pregnant/parenting youth, youth involved with the foster care system, and youth involved with the juvenile justice system

Program Length

The Youth Services programs are self-paced, so the length of participation varies. The assessment and training classes should take a couple of weeks. Working with a career development specialist can vary from a month to a year, depending on an individual's goals.

Symbol of Completion

For the Youth Job Connection, participants receive a certificate and are eligible to receive a letter of recommendation for job placement when they complete the program.

Follow-up

Goodwill attempts to stay in touch with participants in all of their programs. The follow-up guidelines are as follows:

Youth Job Connection: Youth who participate in career counseling and either successfully complete their action plan or gain seasonal employment are contacted at 30, 60, and 90 days. For youth who gain permanent employment, they are also contacted at 6 months and a year.

GoodGuides Mentoring Program: Staff reach out to both youth participants and adult volunteer mentors on a monthly basis to assess the match and to provide guidance and support. There is no follow-up once youth leave the program.

WIA Youth Program: Youth who are enrolled in the program are contacted at 3, 6, and 12 month intervals.

Success Indicators

Goodwill reviews a variety of indicators based on the goals for each program which can include: total number of people served, attainment of a degree or training certificate (including GED), increase of numeracy or literacy skills, total number of people who gain employment after using our services, and employment retention.

Fee

There is no fee to participate in the youth services programs.

Collaborative Partners

Goodwill has been fortunate to work with a variety of partners for all of the Youth Services Programs. The partners include, but aren't limited to: City of Charlotte; Mayor's Youth Employment Program; CPCC; Urban League of the Central Carolinas; Youth and Family Services; Johnson C. Smith University; CMS and Communities In Schools.

Best Practices Networks

Goodwill participates on the Workforce Development Board's Youth Council and the Teen Mentoring/Teen Violence Court Committee. Goodwill is also a member of the Community Collaborative brought together by Charlotte-Mecklenburg Schools to address the dropout rate in Mecklenburg County.

MAYOR'S YOUTH EMPLOYMENT PROGRAM (MYEP)

Address	600 E. 4 th St. Charlotte, NC 28202
Contact Person	Dawn Hill, Program Manager dhill@ci.charlotte.nc.us 704-336-4445 ♦ charmeck.org/city/charlotte/mayor/myep/Pages/default.aspx
Mission	The mission of the Mayor's Youth Employment Program (MYEP) is to create meaningful opportunities within local business and government, where youth are exposed to careers and gain an understanding of the skill sets and qualifications necessary to succeed in future employment.
Goals	The goal of the program is to get young people trained and placed in internships in growing industries like government and banking.
Area Served	MYEP serves the Charlotte Business Corridor. The program focuses on inner city, lower income neighborhoods but takes students from anywhere Goodwill, Right Moves for Youth, and Communities In Schools recruit.
Target Population	MYEP focuses on 16 to 18 year old, low-income, in-school youth living in the city of Charlotte. The program is interested in workforce development because it wants to introduce young people to growing industries to serve as a future workforce. The city is interested in meeting community demand as well as employing at-risk youth.
Number of Youth Served	Including work with the Youth Job Connection, MYEP served 337 young people in the summer of 2009. This was more than normal due to stimulus funding. On average, the program serves 150 youth in a summer.
Waiting List	There is no waiting list.
Selection Process	Youth are referred to MYEP by Goodwill, Right Moves for Youth, and Communities In Schools.

Programs and Services	<p>MYEP offers the following youth services:</p> <p>Résumé Development</p> <p>Job Readiness Training: MYEP offers job readiness training including instruction in workplace etiquette and punctuality.</p> <p>Financial Education: Financial education covers personal budgeting, banking instruction, and teaching the importance of savings.</p> <p>Job Referral/Placement: The program offers job placement rather than referral, placing young people with host employers. MYEP is primarily concerned with providing internships to interested youth.</p> <p>Professional Clothing Provision: MYEP provides youth with professional clothing for the workplace.</p>
Program Length	<p>The program lasts for 8 weeks in the summer.</p>
Symbol of Completion	<p>The completion of MYEP is marked with a celebration lunch at which the Mayor generally appears, gives a speech, and thanks the youth for completing the program.</p>
Follow-up	<p>There is no follow-up.</p>
Success Indicators	<p>MYEP looks at the number of youth who finish training and the number of youth who are placed in internships.</p>
Fee	<p>There is no fee for this program.</p>
Collaborative Partners	<p>MYEP collaborates with Goodwill, Right Moves for Youth, and Communities In Schools.</p>
Best Practices Networks	<p>MYEP looks at other programs in other cities, such as the Atlanta Mayor's Youth Program, but has no formal benchmark. As each city seems to approach the issue of youth employment differently, making direct comparisons difficult.</p>

PARTNERS IN OUT-OF-SCHOOL TIME (POST)

Address	1609 E. 5 th St. Charlotte, NC 28204
Contact Person	Kate Shem, Project Director kshem@postcarolinas.org 704-376-1845 ♦ www.postcarolinas.org
Mission	The mission of Partners in Out-of-School Time (POST) is to ensure that all school-age children and youth (K–12) in Mecklenburg County have access to high-quality programs, activities, and opportunities when school is closed.
Goals	The goals of POST are to expand the number of opportunities that youth have to participate in after-school and summer programs and to improve the quality of after-school and summer programs.
Area Served	POST serves all of Mecklenburg County.
Target Population	POST largely serves as an intermediary and does not run programs directly. POST funds middle school after-school programs that serve youth from 11 to 14 years old. There are no other eligibility requirements. For middle school programs, students do have to attend the middle school where the program is offered. Other services are open to everyone within that age range in Mecklenburg County.
Number of Youth Served	Three-hundred and fifty youth participate in the middle school programs. Each school serves 100, except for Coulwood Middle School, which serves 50.
Waiting List	There is a waiting list for services and high turnover. It is required that each program maintains 80% attendance over the year.
Selection Process	Anyone in a selected middle school is eligible for the program, but the school principal identifies priority students. Different principals have different ways of choosing students. Some are interested in focusing on younger or more at-risk students, while others operate on a first-come, first-serve basis.

Programs and Services

POST offers the following youth services:

Job Readiness

Financial Education

Life Skills Training

Tutoring

Career Exploration

Leadership Training

Other: POST offers Middle School Matters, which funds 4 middle school after-school programs at Albemarle Road Middle School and Coulwood Middle School (both offered by Building Educated Leaders for Life), Quail Hollow Middle School (offered by Kennedy Academic Learning Center), and James Martin Middle School (offered by the YMCA of University City).

Middle School Matters provides 21st-century skill training to youth. This includes training in presentation ability, group work, life skills, information technology, and creative critical thinking. There is an emphasis on teaching higher-level skills not taught in school. These after-school programs can include a wide variety of sponsored activities, including a Starbucks apprenticeship program and financial literacy training, as well as activities in art, music, journalism, sports and fitness, community service, and college and career connections. This program also offers individual homework assistance, nutritious snacks, and healthy decision-making opportunities.

Other programs POST administers include the Summer Camp Fund, which works with the Charlotte Observer to establish scholarships at area summer camps; Leaf and STEM, which creates opportunities for youth to use the outdoors to explore science, technology, engineering and math; and POST Partners, a network of 60 youth-serving agencies that convene quarterly to discuss youth issues.

POST works with the Metrolina Alliance of School-Age Professionals (MASAP) to provide monthly training and technical assistance for after-school providers.

Program Length

There is no available average for how long youth remain in the program. Some youth drop out after a week and others stay for all 3 years.

Symbol of Completion

There is no graduation ceremony. The end of the school year marks the end of the program.

Follow-up

There is no follow-up.

Success Indicators

POST measures student outcomes using a variety of data, including gang data, arrest data, and assessments made by teachers, school principals, site coordinators, and staff members. POST makes fall and spring assessments, which gather data with a focus on dropout prevention and gang prevention. POST also conducts student and parent surveys. These data are collected primarily to report back to foundations and to improve the program.

Fee

There is a \$10 fee for the entire year. This serves as a parent buy-in. More involved programs may also require a service or materials fee of some sort.

Collaborative Partners

POST collaborates with the YMCA, Building Educated Leaders for Life (BELL), the Charlotte Observer for the Summer Camp Fund, Mecklenburg County 4-H for Leaf and STEM, CMS after-school programs, and Discovery Place. Middle School Matters has a board of trustees with representatives from Mecklenburg County, the Foundation for the Carolinas, the City of Charlotte, CMS, and the Latin American Chamber of Commerce.

POST Partners also brings together 60 different agencies, though POST collaborates most closely with the organizations above.

Best Practices Networks

POST Partners is one of the largest area networks for exchanging information among youth-serving organizations. POST also belongs to the Childcare Commission to exchange information at the state level, the North Carolina After School Coalition (NCASC), the Youth Violence Prevention Network, Mayor's Mentoring Alliance, Women's Summit, and Bully-Free Charlotte.

Q FOUNDATION

Address

5633 Monroe Rd.
Charlotte, NC 28212

Contact Person

Marc Brooks, Program Director
mbrooks@qfoundation.com
704-566-4969 ♦ www.qfoundation.com/programs.html

Mission

The Q Foundation's mission is assisting youth and youth-based organizations by providing programs and services that promote self-sufficiency through Education, Occupation, Athletics and Behavior Health Services.

Goals

The goals of the Q Foundation are removing barriers to allow youth to achieve a living wage through continued education and employment.

Area Served

The Q Foundation serves Mecklenburg County.

Target Population

The Q Foundation has a youth sports program that serves ages 4–24. The workforce development component serves youth 14 to 18 under the Workforce Investment Act (WIA), but the foundation generally works with youth ages 16–18.

To be eligible, a young person must be a resident of Mecklenburg County, be considered low income, test below grade level, and be out of school.

Youth who live outside of Mecklenburg County or are still attending school are not eligible for services. Services generally apply to youth who have dropped out, but some work readiness and work experience instruction is offered to high school graduates.

Number of Youth Served

One hundred eighty youth participate in the program.

Waiting List

There is no waiting list for this program.

Selection Process

Schools generally bring at-risk youth to the program. The Q Foundation also advertises through Job Finder and recruits youth through its sports programs.

Youth have to attend an orientation and undergo an assessment to see if they fit the program requirements. Each potential client undergoes the Test of Adult Basic Education (TABE). If the young person is identified as below the 6th grade level in reading and math, he is not accepted into the program. At any time, 5% of the youth member population may be above WIA qualifications.

Programs and Services

The Q Foundation offers the following youth services:

Vocational Assessment

Résumé Development

Customer Service Training: The Q Foundation offers national professional certification for customer service.

Job Readiness Training

Financial Education: Volunteers from 1st Legacy Bank come to the Foundation headquarters to offer youth financial instruction. Financial education includes opening checking accounts with each student.

Mentoring: Volunteers offer daily mentoring.

Job Referral/Placement: The Q Foundation has a special program for job referral and placement. The Foundation agrees to pay the first 90 days of wages for any youth that an employer hires. After the 90 days, the employer can then hire and pay the youth, or the young person can leave with work experience on his résumé. This program has gotten young people jobs with Cricket, Time Warner Arena, and the Employment Security Commission.

Professional Clothing Provision: The Q Foundation is interested in removing any barriers youth may have to employment. This includes buying bus passes and formal clothing.

Counseling: The Foundation has also started offering psychological assessments.

Program Length

Youth are expected to spend 14 weeks in the program.

Symbol of Completion

Each youth is given a certificate of completion of the program. The Q Foundation also holds an end-of-year recognition for graduates, and most youth eventually participate in CPCC's GED or adult high school graduation in May.

Follow-up

The Workforce Development Board keeps files on each student and follows up through the Employment Security Board to see if each youth earns wages in the first quarter after they leave. Q will call to see if youth are still in school or, for those youth who received a job, are still employed. Some youth will return to help at the center. The Foundation keeps each student's files for 5 years.

Success Indicators

The major indicators for youth in the Q Foundation between 16 and 18 include reaching a certain level of literacy and numeracy (9.0 on TABE), receiving a GED, receiving another major certificate like customer service certification, and employment the first quarter after leaving the program. For older youth, ages 19– 21, the desired end credential is employment in the first quarter after leaving or any post-secondary path, including trade school, college, or military service.

Fee

There is no fee for this program.

Collaborative Partners

The Q Foundation works with the Workforce Development Board, Arbor Education and Training, Cricket Communications, the Mecklenburg County Parks and Recreations Committee, and the Employment Security Commission/JobLinks program.

Best Practices Networks

The Q Foundation takes part in conferences held by the Southeastern Employment and Training Association (SETA), the North Carolina Workforce Development Board, and the National Council of Continuing Education and Training (NCCET).

THE RELATIVES

Address	1100 East Blvd. Charlotte, NC 28203
Contact Person	Brennon Graham, Executive Director bgraham@therelatives.org 704-377-0602 ♦ www.therelatives.org
Mission	The mission of The Relatives is to keep kids safe, families together, and reduce the incidence of juvenile crime in the community.
Goals	The primary goal of The Relatives is to keep young people safe.
Area Served	The Relatives primarily serves Mecklenburg County, but youth from other counties are also served. For youth outside of Mecklenburg County, case managers coordinate services with agencies in youth's home counties.
Target Population	The Relatives serves youth ages 7–17 who have run away from home, who are homeless, or who have suffered some crisis that jeopardizes their ability to stay at home. Young people are not eligible for services if they are outside the age group or if they attempt to check themselves in while under the influence.
Number of Youth Served	There are 290 youth who have been in the residential program over the last year. One hundred ten youth have received walk-in services. The Relatives has taken over 1,500 crisis calls. Fifty parents have taken parenting classes. The program has served 306 youth in after-care programs following a residential stay.
Waiting List	There is no waiting list. Even if the shelter is full when a youth arrives, the staff will take care of the young person until a bed opens up.
Selection Process	Youth who come to the shelter are self-selected or referred by family and friends. The Relatives is the local affiliate for the national Safe Place program, and youth who go to other affiliated places are taken to The Relatives shelter.

Programs and Services

The Relatives offers the following youth services:

Vocational Assessment

Résumé Development

Customer Service Training

Job Readiness Training

Financial Education

Mentoring: The Relatives currently provides mentoring directly out of the shelter.

Job Referral/Placement

Counseling

Life Skills Training

Other: The Relatives runs a residential youth shelter with 9 beds for young people who have run away from home, who are homeless, or who have suffered some crisis that jeopardizes their ability to stay at home.

The program also offers free parenting classes for parents using the Cline Fay Love and Logic model, life skills training, and an array of mental health services with the help of the Alexander Youth Network.

The Relatives is in partnership with the Mecklenburg County Department of Health to start a program for youth ages 16–24 transitioning out of youth programs into adulthood. This program will likely include the above elements with an emphasis on educational components, career development, health, and safety.

Program Length

The average length of a residential stay is 8 days. The maximum stay at the residential centers is 14 days. After care is offered for 6 months on average.

Symbol of Completion

There is none for this program.

Follow-up

The Relatives follows up with youth through phone calls, e-mails, and letters. Youth are also invited back to events based on need. The program also invites families back for meetings and counseling sessions.

Success Indicators

The Relatives tracks safety for youth and families through surveys. The Relatives conducts safety surveys while youth and families are receiving services. The safety standard for this survey differs, for example, when applied to a young person experiencing a personal crisis versus homeless families.

Parents are also given a parenting skills survey prior to and after taking classes to measure an increase in knowledge of parenting.

Fee

There is no fee for this program.

Collaborative Partners

The Relatives works with Alexander Youth Network, the Salvation Army and Community Link. In providing services for youth, The Relatives works with hundreds of programs in the area.

Best Practices Networks

The Relatives exchanges information and best practices as part of the Children and Family Services Center, which is a collaboration of nine agencies working for youth and families. The Relatives also partners with National Safe Place, the Homeless Services Network, and the Gang Prevention Coalition.

RIGHT MOVES FOR YOUTH

Address	2211 W. Morehead St. Charlotte, NC 28208
Contact Person	Tayuanee Dewberry, Executive Director tdewberry@rightmovesforyouth.org 704-377-4425 ♦ www.rightmovesforyouth.org
Mission	The mission of Right Moves for Youth is to provide the resources and guidance to help underserved youth graduate from high school with a plan for future success.
Goals	Right Moves for Youth collaborates with public schools, local law enforcement agencies, and other community partners to help students improve their school attendance, behavior, and academic performance.
Area Served	Right Moves for Youth serves all of Mecklenburg County.
Target Population	Right Moves for Youth serves youth in Charlotte-Mecklenburg Schools (CMS) in grades 6 through 12. Youth have to be attending school to participate in this program. Target students may have excessive absences, excessive tardiness, show behavioral issues in the classroom, have failed the year before, have scored below a certain level on the North Carolina End-of-Grade tests, have problems adapting socially in a school setting, or have an unstable home environment. These youth are at risk of dropping out of school, and Right Moves hopes to engage them as they are in the process of disengaging from school.
Number of Youth Served	Right Moves for Youth serves 2,500 students a year at 68 school-based sites.
Waiting List	There is a waiting list for this program.
Selection Process	Youth are selected based on referrals by school administrators, school counselors, and social workers.

Programs and Services	<p>Right Moves for Youth offers the following youth services:</p> <p>Vocational Assessment: Right Moves offers some vocational assessment to high school students. These assessments include the Myers-Briggs test and interest inventories, which are used to identify careers that students are interested in and suited for.</p> <p>Résumé Development</p> <p>Job Readiness Training</p> <p>Financial Education: Financial professionals administer financial education on-site.</p> <p>Mentoring: Right Moves offers group mentoring, where three to five adults will engage with a group of youth. This mentoring occurs from one to three times a week and is offered on school premises as an extracurricular activity to increase student ties to the school. The program also offers positive peer mentoring.</p>
Program Length	<p>On average, each student is in the program for 4-5 years. Some youth remain in the program from middle school through the end of high school.</p>
Symbol of Completion	<p>High school graduation is the mark of completion for each student. Right Moves also has its own end-of-year ceremony, where youth are given cords that they can wear at their official graduation ceremony.</p>
Follow-up	<p>Recently, Right Moves has begun keeping a database of youth with whom to follow up. Youth are reached through surveys and calls as well as Facebook.</p>
Success Indicators	<p>Right Moves for Youth looks at absences, suspensions, referrals, graduation, and promotion rates from year to year. As a partner with CMS, Right Moves can also look at student grade and test data.</p>
Fee	<p>There is no fee for this program.</p>
Collaborative Partners	<p>Right Moves for Youth's main partners are CMS, the Charlotte-Mecklenburg Police Department (CMPD), and the Sheriff's office. The program also collaborates with A Child's Place and Communities In Schools .</p>
Best Practices Networks	<p>Right Moves exchanges information with the Children's Alliance, the North Carolina Center for Non-Profits, the American Counseling Association, and the North Carolina Counselor's Association.</p>

SEIGLE AVENUE TEEN CENTER

Address	600 Seigle Ave. Charlotte, NC 28204
Contact Person	Martine Wurst martine@carolina.rr.com 704-661-1848 ♦ www.seigleavenue.org/component/content/article/8-teen-center
Mission	<p>The Seigle Avenue Teen Center's mission is to inspire, move and touch young people so they know there is a bright future ahead of them and to empower them to believe that anything is possible.</p> <p>The Seigle Avenue Teen Center works with youth to build character, responsibility, and leadership and to help them become citizens of the world.</p>
Goals	The goals of the Seigle Avenue Teen Center are to provide programs to keep kids safe over the weekend and provide job skills training over the summer.
Area Served	The Teen Center serves the nearby neighborhoods of Belmont, Villa Heights, and Optimist Park.
Target Population	The Seigle Avenue Teen Center serves youth ages 8 to 18 (mostly 13 to 17), nearly all of whom are still in school. There are no eligibility requirements. This population was selected because middle and high-school aged youth are generally underserved.
Number of Youth Served	The summer job readiness program serves 30 youth. The weekend gang prevention program serves approximately 65-70 youth and about 40 youth visit the teen center during the weekends.
Waiting List	There is a waiting list for this program.
Selection Process	There is no formal selection process.

Programs and Services	<p>Seigle Avenue Teen Center offers the following youth services:</p> <p>Résumé Development</p> <p>Customer Service Training</p> <p>Job Readiness Training</p> <p>Financial Education</p> <p>Tutoring</p> <p>Life Skills Training</p> <p>Other: The Teen Center offers tutoring and maintains a separate safe house for gang prevention. This facility is run in cooperation with Best Buy and offers games on Saturday evening as an alternative for at-risk youth.</p> <p>Résumé development, customer service training, job readiness training, and financial education are offered in the summer job skill training sessions. Volunteers from Wells-Fargo come in and talk to youth about how to be businessmen and salespeople. The program serves as workforce preparation, and youth receive a stipend and risk being “fired” for being disruptive or failing to attend classes.</p>
Program Length	<p>Youth generally stay in the program until they reach the age of 18.</p>
Symbol of Completion	<p>There is a graduation ceremony every August. Parents are invited to attend.</p>
Follow-up	<p>There is no formal follow-up; the staff track youth through word-of-mouth.</p>
Success Indicators	<p>The Center monitors attendance and administers surveys at the end of the summer program.</p>
Fee	<p>There is no fee for this program.</p>
Collaborative Partners	<p>The Center collaborates closely with Ray of Hope and the Belmont Boys and Girls Club under the North Charlotte Youth Network. The Center has been working with a police officer and the Steele Creek Youth Network for the last 4 years. It also collaborates with Goodwill’s Youth Job Connection and the Mayor’s Youth Employment Program.</p>
Best Practices Networks	<p>Staff generally exchange information informally with other local organizations.</p>

STEELE CREEK YOUTH NETWORK (SCYN)

Address	2211 W. Morehead St. Charlotte, NC 28208
Contact Person	Officer Lisa K. Speas Lspeas@cmpd.org 704-575-3191 ♦ http://charmec.org/CITY/CHARLOTTE/CMPD/ZSTORAGE/PATROLDIVISIONS/STEELECREEKDIVISION/Pages/Steele%20Creek%20Division%20Special%20Projects.aspx
Mission	The mission of SCYN is to prevent and reduce youth violence in Charlotte-Mecklenburg.
Goals	The goals of SCYN are to address and eradicate negative risk factors, educate about and increase protective factors, and increase awareness and knowledge of youth violence prevention and intervention strategies for youth and adults.
Area Served	SCYN was initially set up to target the Steele Creek area in southwestern Charlotte. The program is open to all youth but still focuses on that area.
Target Population	SCYN serves middle and high school youth, ages 11-18 years. The majority of the youth are low-income African-Americans and Latinos. Youth do not have to be in school. Although age is the only requirement, the program is interested in targeting youth who do not participate in after-school activities or have disposable income.
Number of Youth Served	In a year, 4,000–6,000 youth participate in some way. This number includes youth who attend summer camp, weekend programs, gang prevention classes, and the Mayor's Youth Employment Program.
Waiting List	There is a waiting list for the summer camps but no waiting list for weekend programs.
Selection Process	Youth are selected based on age and whether or not they show up for events. There is no marketing; youth are drawn to the programs based on word of mouth.

Programs and Services	<p>Steele Creek Youth Network offers the following youth services:</p> <p>Mentoring: SCYN supports mentoring by building relationships. Adults in local congregations, other volunteers (largely from Davidson College, Queens College, and UNC Charlotte), and at-risk youth come together to form lasting relationships and learn about the importance of staying in school and pursuing higher education. Meetings emphasize the value of athletics and academics.</p> <p>Other: SCYN offers gang prevention and youth violence alternatives. These alternatives include sports, outdoor wilderness programs, and safe weekend alternatives. The Network also offers courses in gang violence awareness and prevention. Much of this work is done through churches. Churches provide the facilities for weekend programs and the respect accorded to faith-based institutions helps to keep these activities orderly.</p> <p>SCYN refers youth to the Mayor’s Youth Employment Program (MYEP) and Goodwill Youth Job Connection to receive vocational assessment, résumé development, customer service training, job readiness training, financial education and job referral and placement.</p>
Program Length	<p>Youth stay in the program for varying periods of time. Some have been attending program activities for the 6 years that SCYN has been in existence. Some have attended a couple of events and never returned. Youth can continue in the program as long as they remain in the age range.</p>
Symbol of Completion	<p>There is a graduation ceremony for the summer camp, to which parents are invited to attend. There is no celebration for youth attending weekend programs.</p>
Follow-up	<p>There is a follow-up phone call with youth who attend the summer camps several months after their graduation.</p>
Success Indicators	<p>Students from Queens College and UNC Charlotte conduct yearly assessments of the program, which involve face-to-face interviews with everyone who attends the summer camps and a random sampling of weekend program participants. These surveys measure the youth’s self efficacy (confidence in attaining education and career goals), hope for the future, importance of a caring adult, perceived likelihood of engaging in violence and high-risk behavior, and positive outlook (one’s motivation to achieve future outcomes associated with family, job, and community).</p> <p>These indicators are based on the resiliency theory of Martin Krovetz and examine protective factors and risk factors in youth’s lives.</p>
Fee	<p>There is a \$25 fee for the summer camps, primarily charged for accountability. There is no fee for weekend programs.</p>

Collaborative Partners

SCYN collaborates with neighborhood houses of faith, Mecklenburg County Parks and Recreation, Goodwill Industries, MYEP, BRIDGE Job Program, CPCC, Crisis Assistance Ministry, Gang of One (a Charlotte-Mecklenburg Police Department gang prevention program), Mi Casa Su Casa, the Latin American Coalition, the Relatives Crisis Shelter, Salvation Army, Teen Health Connection, the Urban League, Workforce Development Board, the YWCA, and Youth Development Initiatives.

Best Practices Networks

SCYN is a member of the Mayor's Mentoring Alliance and shares information with POST (Partners in Out-of-School Time). The organization also meets with collaborators to compare information and best practices.

STRIVE CHARLOTTE

Address	610 East 7 th Street Charlotte, NC 28202
Contact Person	Cerita Lindo, Executive Director cerita@strivecharlotte.org 704-900-8212 ♦ www.strivecharlotte.org
Mission	STRIVE Charlotte's motto is "change your attitude, change your life." With this, STRIVE Charlotte endeavors to bring its participants from hopelessness to hopefulness, providing them with the tools, skills and information they need in order to create stronger families and strong communities.
Goals	STRIVE Charlotte endeavors to help the chronically unemployed make critical life adjustments and become gainfully employed.
Area Served	STRIVE Charlotte primarily serves Mecklenburg County.
Target Population	STRIVE Charlotte serves chronically unemployed and disconnected adults (17-54 years) in the Charlotte area. They particularly target single parents receiving cash welfare grants, individuals re-entering the job market, inner-city young adults with no access to traditional labor markets, individuals transitioning out of substance abuse programs, individuals involved in the criminal justice system, and individuals who have aged out of the foster care system.
Number of Youth Served	During a typical 4-week class cycle, there are approximately 20 participants (30 maximum) with a small percentage of them in the 17 to 24 year old range.
Waiting List	There is a waiting list for this program.
Selection Process	Participants select themselves for the STRIVE Charlotte programs after attending the cycle's orientation.

Programs and Services	<p>STRIVE Charlotte offers the following youth services:</p> <p>Vocational Assessment</p> <p>Résumé Development</p> <p>Customer Service Training</p> <p>Job Readiness Training in a work-like environment</p> <p>Financial Education</p> <p>Mentoring through a partnership with Exodus Foundation</p> <p>Job Referral/Placement</p> <p>Life Skills Training</p> <p>Professional Clothing Provision: Through its Suit-Up Charlotte! program, STRIVE Charlotte provides interview attire of suits, shoes, shirts, ties and belts to underserved men who are on the road to self-sufficiency and economic independence. These men have either participated in the STRIVE Charlotte program or a similar program with partner nonprofits and have received an appropriate referral.</p> <p>Other: Additionally, STRIVE Charlotte provides professional development and fatherhood workshops to individuals who need extra assistance after transitioning.</p>
Program Length	<p>STRIVE Charlotte’s training program is a high-impact 4-week training workshop in a realistic work environment.</p>
Symbol of Completion	<p>Completion of the 4-week program is marked by a graduation and a certificate of completion.</p>
Follow-up	<p>STRIVE Charlotte provides long-term support and 120-day follow-up with its participants.</p>
Success Indicators	<p>The leading indicator for program success is the number and percent of its participants employed. Pre- and post-survey results are additionally used to gauge participant feedback.</p>
Fee	<p>There is no fee for the program.</p>
Collaborative Partners	<p>STRIVE Charlotte works closely with the Exodus Foundation, A Bridge 4 Us Community Outreach, Inc., Central Piedmont Community College and the Men’s Shelter of Charlotte.</p>

UNITED WAY OF CENTRAL CAROLINAS

Address	301 S. Brevard St. Charlotte, NC 28202
Contact Person	Jane McIntyre, Executive Director 704-371-6226 ♦ www.uwcentralcarolinas.org
Mission	<p>United Way of Central Carolinas exists to unite caring donors with those who need help most and to ensure that donations have an impact.</p> <p>Contributions to the United Way's Community Care Fund reach 89 nonprofit agencies in a five-county region. Collectively these agencies focus on Children & Youth, Housing & Stability, Health & Mental Health and Critical Needs.</p>
Goals	In the area of Children and Youth, United Way focuses on: Early Child Care & Education, School Success, Out-of-School Academic Support Programs and Child Protection. Each program that United Way funds has defined goals.
Area Served	United Way of Central Carolinas serves Anson, Cabarrus, Mecklenburg, and Union counties, as well as the Mooresville/Lake Norman area in Iredell County.
Target Population	A priority in funding is placed on serving low-income families and at-risk and disconnected youth in underserved communities.
Number of Youth Served	For the year ending June 30, 2010, United Way programs in the area of Children & Youth in Mecklenburg County served 39,785 children.
Programs and Services	In Mecklenburg County, the following United Way agencies offer youth programs: Council for Children's Rights, Child Care Resources, The Learning Collaborative, Communities In Schools, A Child's Place, Right Moves for Youth, YWCA, YMCA, Boys & Girls Clubs, Big Brothers Big Sisters, Boy Scouts of Mecklenburg County, Hornets' Nest Girl Scouts and the Urban League of Central Carolinas.
Program Length	The length of youth enrollment depends on the organization being funded and the contents of that organization's proposal.
Follow-up	Agencies report on United Way funded programs on an annual basis, with a written report and a presentation to a volunteer investment council. In addition, investment council members make agency site visits.

Success Indicators

All programs funded by United Way report results. They do this by defining desired short-term, mid-term, and long-term outcomes and by setting up a system for measuring and reporting the results.

Collaborative Partners

United Way's primary collaboration is with its partner agencies. In the area of community needs data, United Way partners with the UNC Charlotte Urban Institute. Other partners include corporations, local city and county governments, public school systems, Healthy Mecklenburg, The Institute for Social Capital and the Faith Community.

Best Practices Networks

United Way of Central Carolinas collaborates with United Way Worldwide. It also belongs to a large network of funders and endowments. The staff belong to several workgroups in the region and have developed personal relationships with counterparts at other funding organizations. United Way exchanges information with POST (Partners in Out-of-School Time) and Council for Children's Rights.

URBAN LEAGUE OF CENTRAL CAROLINAS

Address	740 W. 5 th St. Charlotte, NC 28202
Contact Person	Diane McClinton, Urban Youth Empowerment Program Director dmclinton@urbanleaguecc.org 704-373-2256 ♦ www.urbanleaguecc.org
Mission	Urban League's mission is to empower the community to attain financial stability and social justice in a Global Economy through education, training, and placement.
Goals	NA
Area Served	These programs serve Mecklenburg County.
Target Population	<p>The League is concerned with the working poor and low-income populations in keeping with the historic function of the Urban League and the requirements of the grants the League receives. Since the organization's founding in 1910, the Urban League has been involved in workforce development and training to create economic self-sufficiency in poor neighborhoods. These programs have evolved in response to problems observed in communities with poor, largely black, youth who are academically low-achieving and remain unemployed or minimally employed. Most youth come from a single-parent household. About 40% have some kind of criminal record. Youth often come from neighborhoods with crime, drug activity, and domestic abuse problems.</p> <p>Linking Youth to Technology through Education (LYTE) generally serves younger populations, often youth in grades 3 through 12. The target population for the Urban Youth Empowerment Program (UYEP) and the Professional Empowerment Program (PEP) are unemployed and underemployed people. UYEP focuses on youth between 18 and 24, while PEP focuses on individuals 18 years old and above. Those who can afford the cost of training are ineligible, though the League will refer them to more appropriate programs.</p>
Number of Youth Served	In 2009, the Urban League served approximately 650 youth.
Waiting List	There is a waiting list for these programs. Thirty days is the longest wait for youth to receive service.
Selection Process	NA

Programs and Services

The Urban League has three programs that serve disconnected youth: the Urban Youth Empowerment Program (UYEP), which provides at-risk youth with GED attainment and employment; Linking Youth to Technology through Education (LYTE), which provides training in the high-growth field of computer technology; and the Professional Empowerment Program (PEP), which also provides employment training and opportunities.

Urban League of Central Carolinas offers the following youth services:

Vocational Assessment

Résumé Development

Customer Service Training

Job Readiness Training: The program provides job readiness workshops that include interviewing, résumé preparation, dress for success, instruction in filling out an application, and instruction in how to keep a job.

Financial Education

Mentoring

Job Referral/Placement: UYEP also assists in job placement.

Life Skills Training: UYEP also includes larger life skills instruction on how to handle toxic relationships, conflict management, peer pressure, and other skills to help remove barriers to consistent employment.

Career Exploration: UYEP also deals with adjudicated youth, and includes instruction in how to seek employment and interview with a criminal record. The program maps out a career plan with every student. The desired outcomes are education, employment, or military service.

GED Preparation: UYEP and PEP offer classes in life skills, business English, typing, and credit repair. UYEP also connects youth to services for GED completion.

Other: In 2009, the Urban League received stimulus funding to provide fiber optics training for 80 youth. Each student graduated receiving 2 national certifications. The program, known as “21st Century Jobs” Program offered young people an edge in getting work that pays well and can develop into a career. For this program, the League worked with Alliance Personnel Solutions, Inc. (APSI). The program offered 3 weeks of broadband fiber optics training and 2 weeks of life skills and work preparation. In January 2012, the “21st Century Jobs” Program will add a HVAC/Refrigeration Certification course that lasts approximately four months. Students will finish by taking the National EPA Section 608 Universal Certification, prepping them for immediate work in a growing occupation.

Program Length

UYEP: Youth are generally in UYEP for a 4 to 6 month time frame.

PEP: The PEP program is an eight-week program with course and internship.

21st Century Jobs: The HVAC/Refrigeration course lasts approximately 4 months while the fiber optics/broadband course runs about two weeks.

Symbol of Completion	The young person's completion of the program is generally marked with the GED or the acquisition of appropriate vocational certification. UYEP and PEP have graduation ceremonies every 8 weeks.
Follow-up	Participants are generally followed for 6 months after they leave the program. They are reached through phone calls, postcards, or word of mouth.
Success Indicators	<p>The League looks at employment, GED reception, continued education and military enrollment as indicators of progress.</p> <p>The LYTE Program looks at grade-level increases in computer proficiency. The 21st Century broadband training program uses national certification as its indicator of success.</p>
Fee	There is no fee for participants.
Collaborative Partners	The League works with a large number of different organizations, including the YMCA, YWCA, Lowes Corporation, Coca-Cola, CMS, Crisis Assistance Ministry, and the Department of Social Services (DSS). The organization also directs youth to Goodwill for job training and placement.
Best Practices Networks	NA

WORKFORCE DEVELOPMENT BOARD

Address	700 Parkwood Ave. Charlotte, NC 28205
Contact Person	Deborah Gibson, Executive Director dgibson@ci.charlotte.nc.us 704-336-3952 ♦ www.joblinkcenter.org ♦ www.charlotteworks.org
Mission	<p>The Workforce Development Board (WDB) Mission Statement: To ensure that Charlotte-Mecklenburg's Workforce Development System is effectively meeting the current and future needs of local employers and job seekers.</p> <p>The Workforce Development Board Vision: The Charlotte-Mecklenburg Workforce Development Board will be recognized throughout the region as a vital business partner in developing and retaining a diverse, high performance workforce.</p> <p>The Youth Council Vision: Charlotte-Mecklenburg youth will be prepared to compete in the workforce now and in the future.</p> <p>The Youth Council Mission: Act as a catalyst to build a comprehensive youth training, education, and job placement system for 14-21 year old at-risk youth in Charlotte-Mecklenburg.</p>
Goals	The goals of the WDB are determined by the state of North Carolina and the Department of Labor. Those goals include youth being placed in employment and demonstrable improvements in reading and math skills.
Area Served	The Board serves Mecklenburg County.
Target Population	The Board serves "at-risk youth" as defined by the Workforce Investment Act (WIA). Currently, the organization contracts to associations that serve out-of-school youth seeking GEDs and vocational training. Youth who exhibit two or more of the following barriers to employment are eligible for the program: deficiency in reading or math, pregnant or parenting, in foster care, juvenile delinquent, and runaway.
Number of Youth Served	Eight hundred youth in all were served in Board programs over the last year. Three hundred to three hundred fifty youth participated in the year-round program, while the rest participated in the summer program. The number is erratic because youth are constantly dropping out and being replaced.
Waiting List	There is no waiting list.
Selection	A case worker determines who is eligible for the program. Program directors also do

Process

outreach in low-income neighborhoods, and the WDB advertises in Job Finder. Youth also come to the program after being informed through word of mouth, community contacts, or referrals from other agencies. Youth are recruited through radio advertising, flyers, and other methods determined by subcontractors.

Programs and Services

The Workforce Development Board offers the following youth services:

Vocational Assessment

Résumé Development

Customer Service Training

Job Readiness Training

Job Placement/Referral

Financial Education: The Q Foundation has a uniquely intense financial training program.

Mentoring: Mentoring is mandatory to any organization the Board hires.

Life Skills Training

Professional Clothing Provision: WDB contracts for dressing for success and general life skills instruction.

The WDB has contracts with Arbor Education and Training, and the Q Foundation, which offer all of the above services.

The WDB did offer job placement with stimulus funds. Over the past summer, the Board placed 382 youth in jobs, but this service is generally not offered.

Program Length

Youth remain in the program for one full year or the summer depending on the program. Over 80% of youth stay in the program for the full length. After completion, the length of time it takes to get the GED or vocational training varies between students.

Symbol of Completion

The contractors offer graduation ceremonies. There is also a ceremony for youth who earn the GED.

Follow-up

There is a one-year follow-up for out-of-school youth. If the Board expands programs to serve in-school youth, then follow-up would be for four years after program completion.

Success Indicators

The Board receives performance standards from the federal government and reports numbers to the state. The primary indicators are based on obtaining a GED or similar certification, demonstrating an increase in literacy or numeracy, and securing and retaining employment.

Fee

There is no fee for services.

Collaborative Partners

The Board most often collaborates with its contractors (Arbor Education and the Q Foundation), juvenile justice, probation officers, and foster care. WDB also collaborates with Goodwill of the Southern Piedmont, the Mayor's Mentoring Alliance, and Drop-out Prevention of Charlotte-Mecklenburg Schools. The organization's Youth Council includes representatives from Vocational Rehabilitation, DSS, Charlotte Housing Authority, Mayor's Youth Employment Program, CMS, Goodwill, the Mecklenburg County District Attorney's Office, the Charlotte Mecklenburg Police Department, Right Moves for Youth, and Steele Creek Youth Network.

Best Practices Networks

The WDB is part of Youth Leads, a network of youth coordinators from all over the state. The Board is frequently receiving e-mail from and invited to conferences by different best practices networks. Some of the conferences WDB staff attend are sponsored by the Department of Labor, National Association of Workforce Boards, the NC Division of Workforce Development.

YMCA OF GREATER CHARLOTTE

Address	500 E. Morehead St., Suite 300 Charlotte, NC 28202 Y Achievers 1946 West Boulevard Charlotte, NC 28202
Contact Person	Andy C. Calhoun, President and CEO 704-716-6200 ♦ www.ymcacharlotte.org Y Achievers Lotticia Mack, Senior Program Director of High School Initiatives Lotticia.mack@ymcacharlotte.org 704-716-4888 ♦ www.ymcacharlotte.org
Mission	<p>The YMCA's mission is to put Christian principles into practice through programs that build healthy spirit, mind, and body for all. The YMCA of Greater Charlotte tries to connect and engage people to enhance lives and build community. The YMCA has 3 focus areas: youth development, healthy living, and social responsibility.</p> <p>To serve its youth, YMCA has newly implemented the Y Achievers program, with the mission to provide teens in grades nine through twelve the opportunity to set and achieve high school graduation, post-secondary education and future career goals through a focus on career readiness, leadership and life skills development.</p>
Goals	The goal of Y Achievers is to increase the graduation rate in Charlotte-Mecklenburg Schools (CMS) from 69.9% to 90% by 2014.
Area Served	<p>On a broad scale, the Y serves an area of 900 square miles, which includes Mecklenburg County, Union County, Lincoln County, and the southern part of Iredell County. It has 21 locations in this area.</p> <p>The Y Achievers Program specifically serves students at West Mecklenburg, West Charlotte and Zebulon B. Vance high schools with the intent of expanding in the coming years. Each of the high schools is paired with a neighborhood YMCA location (Strafford Richardson YMCA, McCrorey YMCA and University City YMCA respectively).</p>
Target Population	Everyone, including youth from birth to high school graduation, is eligible to use general Y services. Y Achievers, in particular, serves currently enrolled students in grades nine through twelve at each of the three participating high schools – West Mecklenburg, West Charlotte and Zebulon B. Vance. While there are no additional educational requirements, Y Achievers tends to target 1/3 high achievers, 1/3 middle achievers and 1/3 low achievers.

Number of Youth Served	<p>The Y serves approximately 8,000 youth with its multiple programs and opportunities.</p> <p>Y Achievers will serve two hundred youth this school year (2011-12), with one hundred 9th and one hundred 10th grade students. The program will continue to add a grade level a year for the next two years, at which point it will reach a capacity of four hundred youth in grades nine through twelve.</p>
Waiting List	<p>There is a waiting list for the Y Achievers program.</p>
Selection Process	<p>Students at the participating schools are referred to the Y Achievers program through principals, YMCA staff, parents and Communities in School (CIS) staff. Youth must fill out an application not for selection but rather to provide baseline information for program staff. Youth must be currently enrolled in grades nine through twelve at one of the participating high schools to become involved with Y Achievers.</p>
Programs and Services	<p>Y Achievers offers the following youth services:</p> <ul style="list-style-type: none"> Vocational Assessment Resume Development Job Readiness Training Financial Education Mentoring Job Referral/Placement <p>Life Skills and Leadership Training: Y Achievers additionally provides life skills development, teambuilding and leadership development.</p> <p>In addition to Y Achievers, YMCA of Greater Charlotte offers the following services:</p> <ul style="list-style-type: none"> Pre-K – 5 Support: Parents as Teachers & Y Readers Parent Support: Parents as Teachers & Getting Ahead Newcomer Immigrants: Parents as Teachers
Program Length	<p>Youth remain in the Y Achievers program for four years, entering in the ninth grade and ending upon high school graduation.</p>
Symbol of Completion	<p>There is an annual end-of-year gala for all Y Achievers participants, which will incorporate a graduation ceremony for the current high school senior participants as the program grows.</p>
Follow-up	<p>There is long-term follow-up for Y Achievers participants after their completion of high school. There is a goal of eventually utilizing the Y Achievers alum as Adult Achievers (mentors) and Business Achievers (job shadowing).</p>

Success Indicators

The leading indicator of success is the CMS high school graduation rate, particularly starting in 2014 when the first cohort of Y Achievers will complete the program.

Additionally, Y Achievers works in conjunction with both CIS and CMS and thus receives regular student information on attendance, grades and behavior. The program also utilizes pre-, midterm and post-assessment to evaluate educational improvement and surveys to obtain feedback from participants, parents and other major program players.

Fee

There is no fee for any of the programs listed above. The Y runs the programs mainly from corporate and individual contributions.

Collaborative Partners

The YMCA collaborates with different partners in different parts of the city. The Y works with 254 different organizations, including Carolina's Healthcare System, which offer free nurses in every YMCA building, Charlotte-Mecklenburg Schools, Communities In Schools, Charlotte Housing Authority, SMART Start, City of Charlotte, Crisis Assistance Ministry, Goodwill, Mecklenburg County, and the Latin American Coalition.

Y Achievers most often collaborates with Communities in Schools (CIS), Charlotte-Mecklenburg Schools (CMS) and Anuvia Prevention & Recovery Center (which facilitates many of its workshops).

Best Practices Networks

The Y exchanges information and best practices with the YUSA, Council for Children's Rights, Children's Alliance and POST, as well as through meetings with faith-based organizations and meetings about wrap-around services.

Y Achievers exchanges information and best practices with YUSA, Charlotte-Mecklenburg Schools, Communities in Schools and the Mayor-Mentor Alliance Meeting.

Program/ Organization*	Geographic Area		Waiting List	Length of Program	Youth Population**									
	Mecklenburg County	Other Counties			Age	Low-income	School Status	Academic Standing	Other Targeted Populations	WVA-Funding & Requirements****	Fee for Services	Number of Participants	Waiting List	Length of Program
Arbor Education and Training – Inspire Program	X		Yes	4 months to 1 year	Foster care, teen parents, criminal offenders	Yes	\$20	75-160 annually	Yes	4 months to 1 year				
BRIDGE Jobs Program	X	Other counties accepted	Yes	3 months	Dropout risk			650 annually		3 months				
Communities in Schools (CIS)	CMS Schools			Varies but CIS offers a K-12 range of services	In-school			5,400 annually						
Elon Homes and Schools for Children	X	Alamance Guilford	Yes	Program 2-3 years, foster care 6-12 months	Foster care			1,200 annually						
Genesis Project	X			12-18 months average				250 youth between 14-24 yrs						
Goodwill Industries of Southern Piedmont – Youth Services Program	X	18-county region		Varies from a few weeks to 6 months	Criminal offenders, foster care	Only for one of 3 programs		Youth Job Connection 1,400						
Mayor's Youth Employment Program (MYEP)	Charlotte Business Corridor			8 weeks	Inner-city			Average 150 per summer						
Partners in Out-of-School Time (POST)	X		Yes	Varies, up to 3 years	In-school		\$10	Middle School Program 350						
Q Foundation	X			14 weeks	Out-of-school	Below grade level	Yes	180						
The Relatives	X	Other counties accepted		8 day average & 14 day max Aftercare 6 months average	Runaway, homeless & In-crisis			Residential Program 290 Aftercare 306 Crisis Calls 1,500						
Right Moves for Youth	X		Yes	4-5 years	In-school	Dropout risk		2,500 annually						
Siegle Avenue Teen Center	Belmont, Villa Heights & Optimist Park		Yes	Until age 18	Mostly in-school			Summer 30 Weekend Gang Prevention 65-70 Weekend Teen Center Use: 40						
Steele Creek Youth Network (SCYN)	X	Creek area in SW Charlotte	Yes	Varies, as long as within age range			\$25 for summer program	4,000-6,000 annually						
STRIVE Charlotte	X	Other counties accepted	Yes	4 weeks	Inner-city & aging out of foster care			20-30 per 4-week program cycle						
Urban League of Central Carolinas, Inc. – Urban Youth Empowerment Program	X		Yes	4-6 months	Unemployed or under-employed			650 youth annually						
Workforce Development Board (WDB)	X			1 year or 1 summer	Out-of-school	Literacy deficiency	Yes	800 annually						
YMCA of Greater Charlotte – Y Achievers	West Meck, West Charlotte & Vance HS		Yes	4 years	In-school			100 per grade level 400 students total						

Program/ Organization*	Arbor Education and Training – Inspire Program	BRIDGE Jobs Program	Communities in Schools (CIS)	Elon Homes and Schools for Children	Genesis Project	Goodwill Industries of Southern Piedmont – Youth Services Program	Mayor’s Youth Employment Program (MYEP)	Partners in Out-of-School Time (POST)	Q Foundation	The Relatives	Right Moves for Youth	Siegle Avenue Teen Center	Steele Creek Youth Network (SCYN)	STRIVE Charlotte	Urban League of Central Carolinas, Inc. – Urban Youth Empowerment Program	Workforce Development Board (WDB)	YMCA of Greater Charlotte – Y Achievers	
Services Provided	Vocational Assessment	X	X	X	X	X			X	X	X			X	X	X	X	
	Resume Coaching	X	X	X	X	X	X		X	X	X	X		X	X	X	X	
	Customer Service Training	X	X				X		X	X		X		X	X	X		
	Job Readiness	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
	Financial Education		X	X		X	X	X	X	X	X	X	X	X	X	X	X	X
	Mentoring	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X
	Job Referral/ Placement	X			X		X		X	X	X			X	X	X	X	X
	GED Prep	X	X				X											
	Counseling				X	X	X		X	X	X							
	Life Skills Training			X			X		X	X	X	X	X		X	X	X	X
	Tutoring	X		X				X					X					
	Career Exploration	X		X			X	X	X						X			
	Leadership Training	X						X	X									X
	Professional Clothing Provision							X		X					X			
	Other	Assistance obtaining CNA or forklift license		Job shadowing College tours		Community & school advocacy Self-esteem programs	Specialty classes		Summer Camp Fund Leaf & STEM	Bus pass provision	Residential Youth Shelter Parenting classes		Safe teen hangout	Gang prevention & youth violence alternative	Parenting & professional development	Computer competency test prep Fiber optics training		Team building skills

Youth Services Matrix Notes:

*United Way of Central Carolinas is a funding organization and while it does not provide direct services, it supports many of the above organizations and programs including BRIDGE Jobs Program, Communities in Schools, Right Moves for Youth, The Relatives and the YMCA of Greater Charlotte.

**Regarding the youth population requirements, those characteristics listed in the “age”, “low-income”, “school status” and “academic standing” rows are requirements while descriptors in the “other targeted populations” row are not. The blocks in “low-income”, “school status” and “academic standing” left blank indicate that there is no requirement for this population characteristic and all are thus served.

***Out-of-school youth usually refers to both high school dropouts and recently graduated youth.

****To be eligible for Workforce Investment Act services, a youth must be age 14-21, low-income, and possess at least one of six specified characteristics: deficient in basic literacy skills; school dropout; homeless, runaway or foster child; pregnant or parenting; offender; or, requires additional assistance to complete an educational program or to secure and hold employment (including a youth with a disability).