



Legislation Details (With Text)

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Title: Provision of Internship Program for Youth

Attachments:

Date	Ver.	Action By	Action	Result
6/28/2021	1	City Council Business Meeting	Approve	Pass

Provision of Internship Program for Youth

Action:

- A. Authorize the City Manager to negotiate and execute a contract with Road to Hire in the amount of \$898,228 for provision of the Pathways program for students’ internships and summer bridge experiences, and**
- B. Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.**

Staff Resource(s):

Tracy Dodson, City Manager’s Office
Pamela Wideman, Neighborhood Services

Explanation

- This initiative is in support of the city’s on-going efforts to provide career pathways for Charlotte youth.
- Road to Hire (R2H) is a 501(c)3 non-profit organization that connects low-income young adults with onramps to sustainable careers through high school programming, paid training, college access, and life skills support.
- The City of Charlotte previously partnered with R2H on similar initiatives.
 - In September 2020, the Department of Economic Development solicited a “Workforce Partner Support Grants” process. The intention was to use CARES Act funding to support initiatives by non-profits related to career resources and job placement assistance. One organization that applied and received assistance was R2H. R2H received \$250,000 to support “Road to Hire Fellowships” which are apprenticeships that serve 18 to 25-year-olds in Charlotte.
 - R2H has also partnered with the city in providing job training and access to jobs for the North End Smart District.
- R2H’s Pathways program is designed to promote economic justice for students from Charlotte’s highest-poverty high schools by investing in them from that critical last year before high school graduation, to and through college or apprenticeships, and into their first two years in high-growth careers.
- City funding will be used toward:
 - Paid summer learning internships before senior year of high school: Students are paid so they can afford to spend time being exposed to high-growth career opportunities like software development, engineering, nursing, and others. Summer programming includes hands-on support for students and families as they explore college, navigate admissions,

and apply for financial aid. All R2H students will complete a FAFSA with the support of Road to Hire instructors.

- Paid Summer Bridge program: A paid, 4-week Summer Bridge program prepares rising college freshman and incoming apprentices for college life and independent living.
- A waiver of a competitive solicitation process for services may be granted on a limited basis when deemed appropriate and in the city's best interest. A waiver has been approved for these services based on collaborative partnership with Mecklenburg County on using this program to support upward mobility.
- Mecklenburg County recently approved \$884,036 in support of this program in their FY22 budget.
- The funding is projected to provide over 370 paid internships over the summer of 2021.

Charlotte Business INclusion

This is a contract with a waiver of solicitation for services and is exempt (Part A: Appendix 1.27of the Charlotte Business INclusion Policy)

Fiscal Note

Funding: General Capital Investment Plan