

## Legislation Text

File #: 15-17858, Version: 1

### 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 \$933,058 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

#### **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.
- R2H presented an update on the partnership to the Economic Development Committee on April 4, 2022.
- The City of Charlotte previously partnered with R2H on similar initiatives.
  - In September 2020, the City 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.
  - In 2021, the City partnered with R2H for the provision of the Pathways program for students' internships and summer bridge experiences.
- 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 to provide 405 students paid internships over the summer of 2022 and 225 students the College Bridge program over the summer of 2023:
  - 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 R2H instructors.
  - Paid Summer Bridge program: A paid, four-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.

- The Board of Mecklenburg County Commissioners will consider funding in the amount of \$884,000 in their fiscal year 2023 budget.

**Charlotte Business INclusion**

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

**Fiscal Note**

Funding: General Capital Investment Plan