



COMMUNITY ATTENTION YOUTH INTERNSHIP PROGRAM CAYIP

20
25

Empowered Youth - Engaged Community
City of Charlottesville: Department of Human Services



Workplace Readiness - Community Engagement - Career Exploration



Community Attention Youth Internship Program (CAYIP)

Summer 2025 Session Overview

Program Goals:

- To teach workplace readiness skills.
- To assist youth in career exploration.
- To help youth identify their strengths and build resiliency.
- To connect youth to positive adults and to resources in the community.

The **Community Attention Youth Internship Program (CAYIP)** has been empowering youth since 2007. Our focus is on supporting young people in recognizing their interests, abilities and growth, while also providing the community with the same unique opportunities to engage with and invest in their development. Through these experiences, we aim to create lasting impacts on both the youth and the community. We believe that this city initiative is in alignment with the City of Charlottesville's priority areas – *education, economic prosperity, partnerships, and organizational excellence*. We are deeply grateful for the City Council and the City of Charlottesville's ongoing commitment to supporting youth in our community and the lasting impact it will have for years to come.

Program Components:

1. Recruitment & Applications

CAYIP is dedicated to recruiting a diverse group of youth that reflects community needs. Summer recruitment begins in early February and focuses on outreach through youth-serving organizations, agencies, and Charlottesville City Schools. Efforts include hosting informational tables, attending career fairs, and maintaining strong partnerships—particularly with school administration staff, which helped tremendously to streamline communication and promotion. Word of mouth, school staff, past participants, and digital platforms such as email and social media also play key roles in spreading program information and updates. Marketing materials with links to the online application was also directly shared with youth-serving agencies such as Boys and Girls Club of Central Virginia, Music Inside Out, Computers4Kids, Abundant Life Ministries, Big Brothers Big Sisters of the Central Blue Ridge, Music Resource Center, Wartime Fitness, and many others. Agencies such as Region Ten Community Services Board, City of Charlottesville Department of Social Services and Albemarle County Department of Social Services are all given information at start of the session to encourage youth to apply and/or receive assistance in applying.

CAYIP staff continue to utilize the CivicPlus platform with the City of Charlottesville to provide updated program information, an updated application and questionnaire and to advertise the summer session of the program. The website also hosts the CAYIP promotional video with footage and interviews from youth participants, parents, and site hosts along with a CAYIP participant and host site slide show. Collectively, the IT Team- Applications Manager and Communications Team really helped CAYIP pull off an amazing summer. City of Charlottesville's Media and Communications staff were instrumental in widely sharing the informational materials department-wide inviting youth and site partners. CAYIP staff continued to send updates to several community partners and citizens throughout March-June.

The Center for Community Partnerships at UVA- Starr Hill Pathways Program is in its second year of a continued successful partnership in which Starr Hill financially supported 39 interns (rising sophomore students) for summer 2025. It should be noted that most of these students are Albemarle County residents or other locality; very few are City of Charlottesville residents. Additionally, all youth engage in the application, interview and acceptance process.

2. Intern Selection & Matching

Youth received points based on their essay completed during application process, interview performance, interests, and site options, as well as availability during the summer session. Some applicants were not offered an internship opportunity due to funding limitations (county residents), availability (would miss more than one week of the six-week session), or because they did not meet the minimum age requirement. Several youths withdrew their applications before the start of the session due to scheduling conflicts, summer school, travel plans, and/or the ability to secure other employment or other internship experiences. CAYIP faced a challenge when an intern without a Social Security number, despite having other verification, was unable to remain in the program. The situation highlights the growing difficulty of addressing such circumstances fairly while ensuring compliance with pay and employment requirements. We remained flexible and diligent and tried to fill these spaces. Few interns did not complete the program due to site / interest compatibility; and competing priorities.

Interns were matched to worksites based on their interest survey and discussion during their interviews. Staff considered location, transportation, intern skills, and interest during the match process as well as the preferences indicated by the site partner.

Once selected, interns (and parent/caregivers) are notified by email regarding their acceptance and site placement. Program overview including timing of program is offered to emphasize the commitment and allow interns to accept the internship with the understanding of the expectations to be successful. Interns have the option to opt out of the site placement but not request a different site. We ask all interns to embrace the opportunity with a growth mindset and with the understanding that they will leave with something.

3. Site Cultivation & Role of Site Supervisors

We were fortunate to be able to have 93 sites as options to match youth with for the summer session. Site cultivation is an ongoing, day to day adventure for CAYIP staff. We are fortunate that our community, our small businesses, nonprofits, agencies and the Charlottesville City schools are excited about such a thing as CAYIP. Additionally, most of these site supervisors are willing to host more than intern at a time and entertain the idea more so than an individual intern. There was an increase about 23 new partnerships; two of which shared they learned about of us through a free radio ad that was offered through Monticello Media as they wanted to do something to support since they could not host youth interns. Site recruitment and maintenance of sites is a goal area for this year.

CAYIP partnered with a wide range of sites reflecting interns' interests, including fields such as art, childcare, culinary arts, health and fitness, technology, and local government. To assess program effectiveness, site supervisors were surveyed, and 100% of respondents said they would recommend the program to another business, agency or organization.

4. CAYIP Counselor Role

CAYIP Counselors play a vital role in supporting and encouraging youth, fostering authentic relationships that prioritize intern success. Uniquely, our summer staff this year (11 counselors) included not only our

qualified and trained full-time team, but also returning and new college students, as well as staff who have been with us for multiple summers. We also had the privilege of welcoming individuals who work alongside youth during the school year as care or behavioral assistants, all seeking meaningful summer employment as they had a break from their school schedules. They reported CAYIP being a rewarding experience for them particularly to see their students in a different way. Now more than ever, it's essential to have individuals who are not only qualified, but who also have the heart and drive to work in youth-serving organizations. We are fortunate to have counselors who view CAYIP as more than just a job, recognizing their potential to make a lasting impact on the lives of young people even in a short amount of time.

5. CAYIP Coordinator Role

The CAYIP Coordinator provides overall leadership and direction for the program, ensuring smooth operations and high-quality experiences for youth and staff. Their role includes overseeing program implementation, engaging and supporting interns, supervising and collaborating with staff, managing administrative tasks, and fostering community partnerships and representation to strengthen the program's impact. The coordinator is also very directly involved with all aspects of the program and hands-on. Maintaining a high-quality program remains a top priority. This requires a collaborative and intentional approach—ensuring that proper training, supportive tools, and strong retention strategies are in place to foster both culture and success.

6. Family Engagement

We strive to include families in all our programming and services. This year we incorporated a Family Night In response to last year's feedback – parents desired more communication around what the program needed from them. This summer, we hosted a mandatory a **Family Night** pre CAYIP Academy for all accepted interns and their families. This dinner funded by donors and prepared by Royalty Eats

(local/small business owner and a site partner!) allowed for interns to meet their CAYIP Counselor, hear about academy week and get to know a little bit about their site placement. The college classrooms were utilized as breakout rooms for the interns and CAYIP Counselors adding a unique and professional experience.

Parents/Caregivers received an orientation to the program focusing on the importance of the partnership – support and encouragement; communication; accountability and expectations and transportation and logistics playing a vital role in the youth experience. Families were also provided with access to the program manual electronically if they had any questions along the way in addition to access to CAYIP staff. This new part of the process sped up time in getting paperwork completed, allowed families to meet key staff and to gain more knowledge of the program and how it intends to impact each participant yielding greater success in intern completion.

CAYIP Counselors serve as the main point of contact for families, maintaining communication from interviews through program completion. They share interns' SMART goals and provide progress updates, while the CAYIP Coordinator sends bi-weekly communications with general program information. Parents are invited to complete a feedback survey at the end of the program.

Internship Role & Experience:

1. Academy- Orientation and Curriculum

CAYIP Academy is a week-long mandatory training for accepted intern participants. This year, it was scheduled for June 23, 2025- June 27, 2025, at Carver Recreation Center. For several reasons, staffing, space and schedules, CAYIP Academy is offered in two sessions – morning and afternoon.

Orientation activities for the interns focused on providing interns with an overview of program goals and expectations. Academy is time spent on front loading interns with 21st Century workplace

readiness skills to ensure success for interns prior to working on site. Topics include - goal setting; diversity, equity, and inclusion; team building; introduction to program policies and procedures; banking and budgeting; communication skills; conflict resolution, interviewing and resume-building were discussed, and interns were given diverse opportunities to show their what they learned.

CAYIP Counselors facilitating core workplace readiness sessions, guest speakers are invited to help interns learn about community agencies and enhance learning of careers and materials. This year, we were grateful for the opening remarks were presented by City of Charlottesville's City Manager, Sam Sanders and Deputy City Manager, Ashley Marshall setting the tone for the Summer 2025 cohort. Our very own Director, Misty Graves also shared words of wisdom to the group. The following community partners, City of Charlottesville Department of Human Services staff contributed greatly to intern experience, knowledge, and overall success of the program.

- UVA Community Credit Union - Cassandra Riggin - Topic: Budgeting for the Real World
- Brookes Sims – Virginia Career Works – Topic: Interview Tips and Strategies *
- Hunter Smith – Department of Human Svcs – Topic: Brain States & Emotional Regulation
- Carver Recreational Staff – Career in Parks and Rec and Community Space
- Yolanda Burgess – YB Cares Realty (Real Estate Careers)
- Malcolm “Waasi” – Career in Music – Rapper
- Juanika Howard – Youth Opportunity Coordinator, Human Services – Being Yourself – Finding Your Calm & Motivation through Music
- Michelle Smith – C&F Bank - Topic: Financial Education - Checking v. Savings
- Stefanie Sequeira - Understanding your Digital Footprint and impact on future.

On June 27, 2025, the interns and site supervisors enjoyed a meet-and-greet brunch to kick off the program and start their mentoring relationship. Interns met with site supervisors and CAYIP Counselors

to discuss their responsibilities, expectations, and set a schedule for the summer. To accommodate the growing number of interns and sites, meet and greet sessions were offered at three different times. Bodo's, generously donated bagels for the event offsetting the costs and Great Harvest Bakery donated goods as well. This was a tremendous help to the budget as the program continues to grow.

2. Intern Expectations & Evaluation Process

Interns are expected to work 20 hours per week for five weeks after completing CAYIP Academy. At Academy, interns set a SMART goal they would like to complete before the session is over. Interns met face-to-face on a weekly basis with their assigned CAYIP Counselor to check in about their progress towards this goal as well as process the strengths and challenges of their experience. SMART goals are shared with parents/caregivers, site supervisors and identified mentors and referring agents. Goals vary from each intern but are personal to them and can look like saving money, helping family, earning all their money, work on social skills and time management. Weekly performance evaluations are completed by the CAYIP Counselor assessing interns' performance on- attendance, work performance, communication, and professional. Deductions most frequently included inappropriate cell phone usage and arriving late for work. These evaluations serve as a fair equitable measure to communicate with interns, celebrate and identify any solutions regarding their strengths and areas of improvement throughout the session. Formal reviews are utilized to help negate any termination and to ensure there is a restorative process.

3. Earnings

Interns received a weekly performance evaluation that correlated to their stipend amount. The stipend amount increases to \$15 an hour was a great incentive for many interns as their SMART goal aligned with earning and saving their money. As a base, interns could earn up to \$300 per week for the six-week program (maximum of \$1800 for the session). Interns shared how they would be using their

stipends, with many reporting that they would be using to purchase back-to-school supplies and clothing, helping their family, buying an item they have been wanting for a long time, some saving for college, others are saving until they need to spend. The amount of money earned allowed many interns to do a combination of things understanding the full concept of financial literacy.

4. Financial Literacy – Banking & Budgeting

Community Attention continues to prioritize financial literacy for youth with emphasis on saving, banking, and budgeting skills for interns. This intentional effort is even more critical as interns earn more money. UVA Community Credit Union remains a key partner, helping reduce barriers for youth to open savings accounts by addressing issues like photo ID and parental involvement. Interns also had the opportunity to earn a banking bonus at \$30.00 as a participant through CAYIP. We have done this in the past (pre-COVID). It was another opportunity to reiterate the importance of saving and having a plan for one's money. The UVA Community Credit Union also offered an additional \$25.00 for any Teen Rise account opened with them. The credit union also offers a mock budgeting and financial management experience during the academy. C&F Bank contributed by educating interns about banking, including checking and savings accounts, budgeting, credit cards, and loans. Both institutions provided additional financial literacy resources, ensuring that interns had meaningful engagement with the material.

5. Celebration

Summer 2025 CAYIP concluded with a graduation ceremony on July 30, 2025, at The V. Earl Dickinson Building at Piedmont Virginia Community College. The celebration provided an opportunity to reflect on the participants' hard work and success during the internship session. were invited in addition to their parent/caregivers and mentors. City of Charlottesville Leadership, City Council, school administrators, site supervisors, community partners, referring agencies were all invited to the celebration. With about 500 in attendance, it was a great way to see the community come together for

the youth and the community. After remarks from the CAYIP Coordinator, Latara Ragland, The Keynote Speaker, Sarad Davenport, shared insight on “Four Principles for Navigating a Changing Reality” and challenged the youth on ensuring they receive a recommendation letter for the work they are doing this summer.

Both the City Manager Sam Sanders and City Councilman Michael Payne were able to share reflections and the impact the program has on the city as well. Deputy City Manager, Ashley Marshall was present at graduation as well as multiple Department of Human Services staff. This celebration underscores that the success of the program, both during the school year and in the summer, depends on the collective support of many individuals and partners. To close the ceremony, each intern had their names called and acknowledged during the ceremony for their achievements. The audience enjoyed a video created by City of Charlottesville’s Communications Department – David Dillehunt who did an amazing job compiling the pictures taken by the CAYIP Counselors. The video can be viewed from the Community Attention Youth Internship Website. Youth received a graduation certificate and a small graduation token. Interns and Site Supervisors received a commemorative t-shirt at completion after the ceremony and enjoyed light refreshments.

V. Outcome Summary



- 98% of youth successfully completed CAYIP.
- Increase in funding sources (6) to support those residing in other surrounding localities –

*Albemarle, Fluvanna, Louisa, Buckingham despite not actively recruiting.

Demographic Data for Accepted Interns

Age				
35% 14 YO	40% 15 YO	15% 16 YO	8% 17 YO	3.1% 18 +

Race							
8% Asian	10% Bi-racial	50% Black	5.3% Hispanic or Latino	1.5% Multi-racial	4% Other	3% Prefer not to answer	18% White

Gender			
45% Female	53% Male	1.3% Non-Binary & Gender Fluid	.6% Prefer Not to Answer





Free / Reduced Lunch

68% - YES

VII. Evaluation Surveys and Post Test

At the conclusion of the program, each intern, site supervisor, and parent are invited to complete an evaluation survey to provide feedback and share their overall experience. In addition, interns complete a post-test designed to assess their understanding of workplace readiness skills gained throughout the program. Participation in both the survey and the post-test is optional for all parties. While multiple reminders were shared through in-person communication, text messages, and email, we recognize that not everyone will choose to participate in the survey completions. This presents an ongoing opportunity to strengthen engagement and participation as the program continues to grow.

Below are a few highlights from the evaluations and post-tests

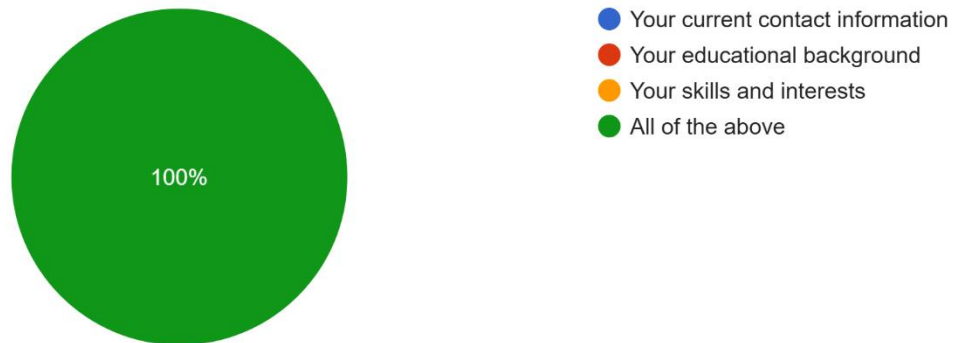
-  **40** interns completed the Post Test
-  **90** interns completed the Evaluation Survey
-  **35** Parents/Caregivers completed the Evaluation Survey
-  **26** Site Supervisors completed the Evaluation Survey

Intern Post Test Results

The post-test consists of a 19- questionnaire designed to assess an intern's understanding of workplace readiness skills, budgeting, and saving. Below is a sample of the responses. The questions are presented in a multiple-choice format using a drop-down menu. This information is presented heavily during the first week in Academy.

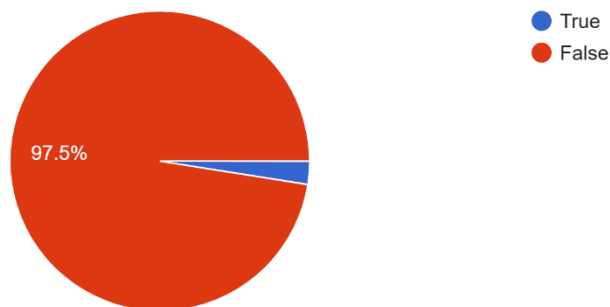
A good resume should include?

40 responses



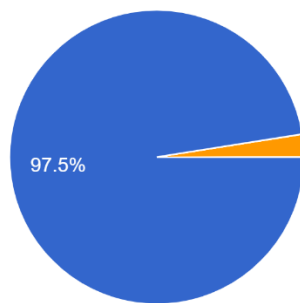
Credit Card and Debit Card is the same thing:

40 responses



To prepare for a phone call or in a Zoom meeting, you should

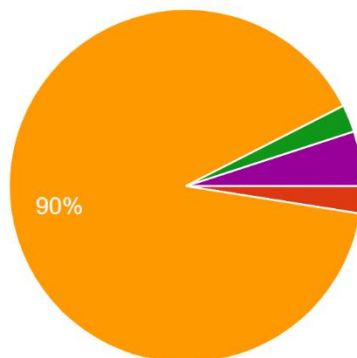
40 responses



- Minimize distractions
- Sleep in as late as you can. Then roll over and log in right before the meeting starts
- Fix yourself a snack. you might get hungry and need to eat throughout the meeting
- Not prepare. If you forget the name of the person you are talking to and/or forget your interview questions it is no...

Which of the following is an example of NEED?

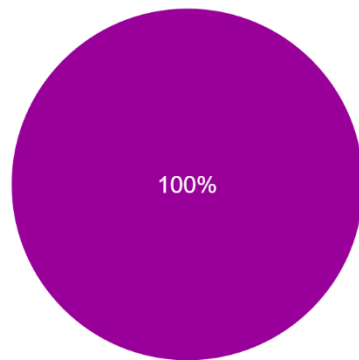
40 responses



- The new iphone
- A luxury car
- Shelter
- Tickets for Disney World
- None of the above

When in a job interview, you should:

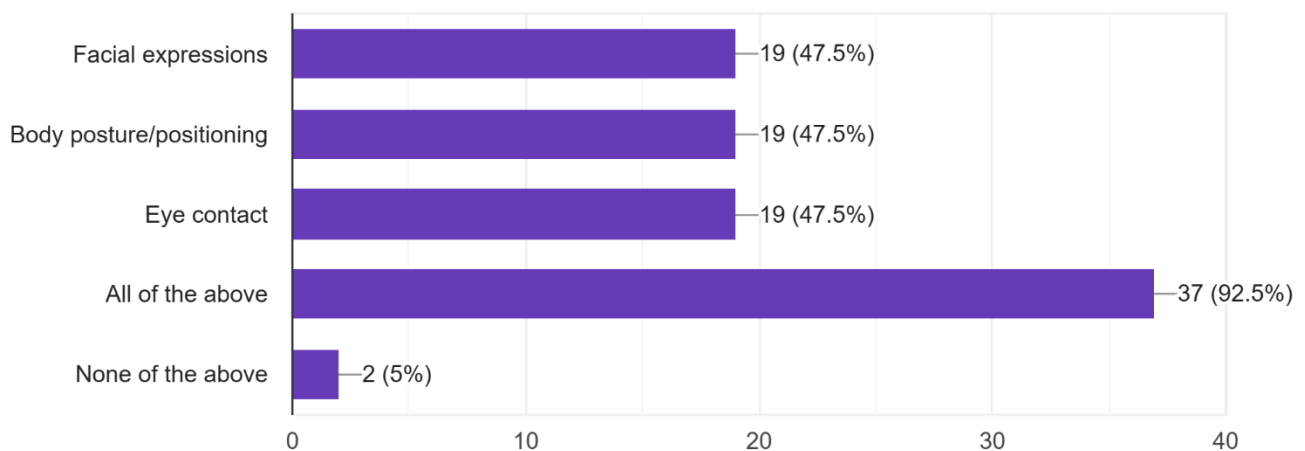
40 responses



- Share your extensive knowledge about Start Wars
- Share your opinion who are the top five influencers on social media right now and why
- Criticize your former employer
- Look at the ceiling and answer with only "yes" and "no" responses
- Be aware of your verbal and non - verbal and non - verbal cues

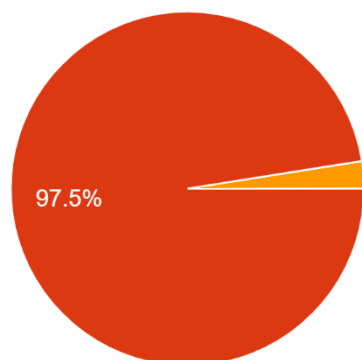
What are the examples of non - verbal communication? (check all that apply)

40 responses



You supervisor gives you feedback in front of the group. What might be the best way to initially address the situation?

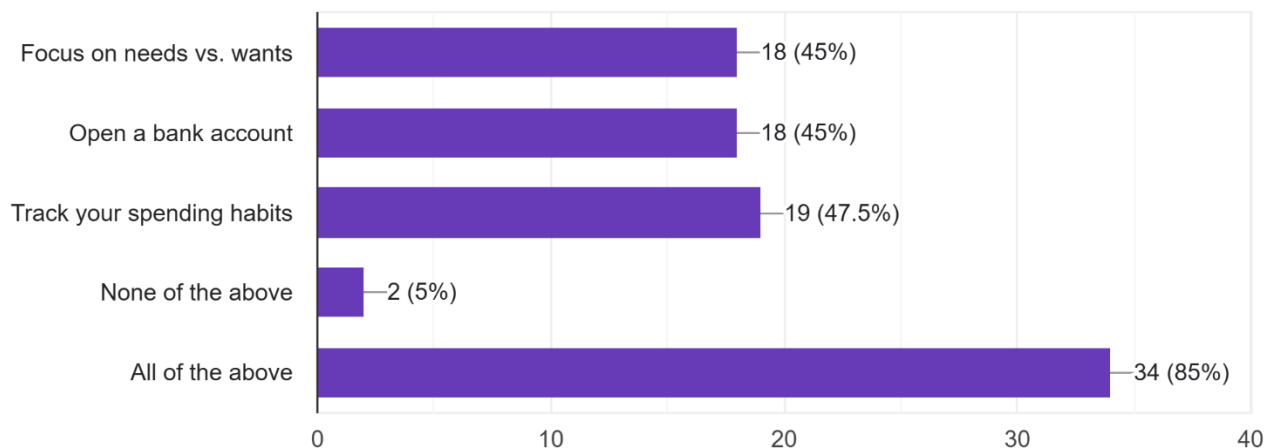
40 responses



- Yell at them REALLY LOUDLY
- Ask to have a follow up conversation to let them know how you are feeling and how you prefer they give you feedback...
- Immediately call the CEO of the company and demand your supervisor to be fired
- Immediately start a text chain with co-workers and start trash-talking your supervisor

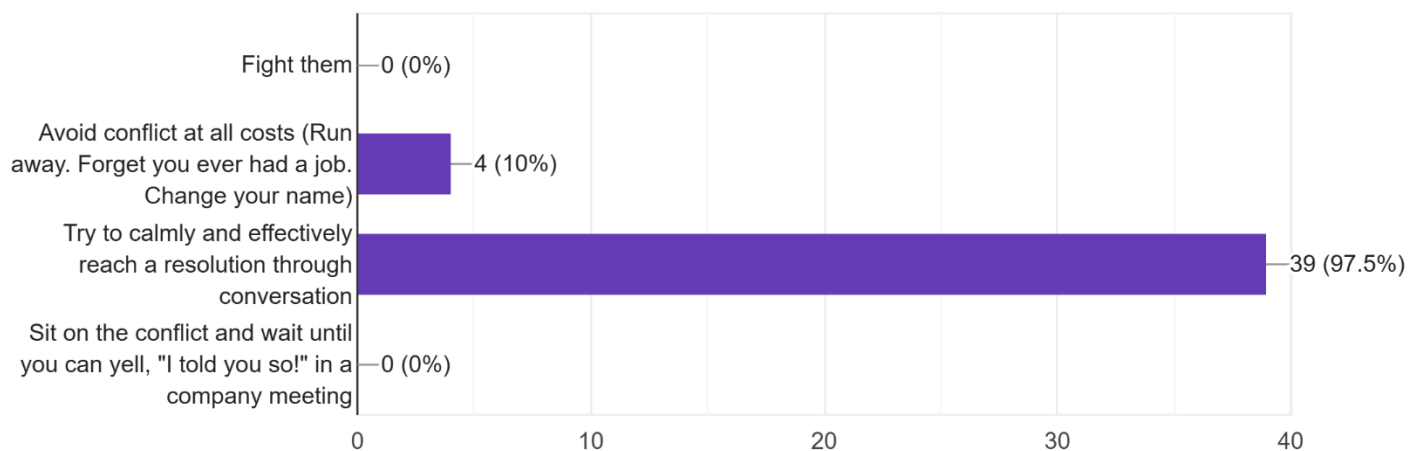
What are helpful strategies to consider when managing your money?

40 responses



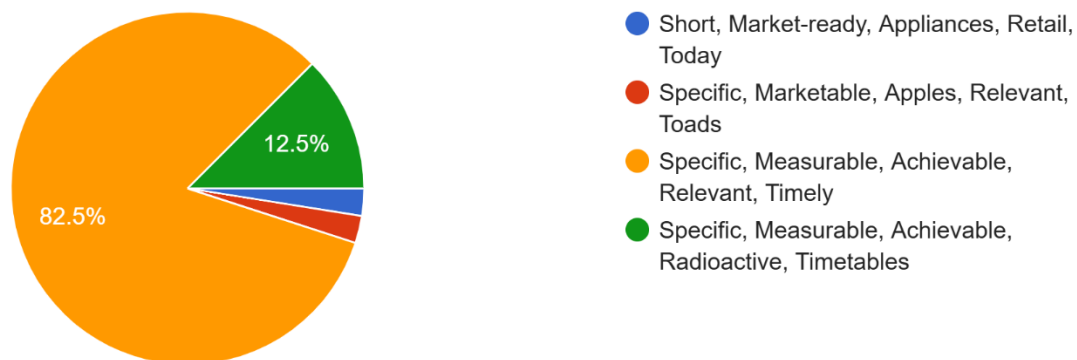
When you disagree with someone at work, the best way to deal with it is to:

40 responses



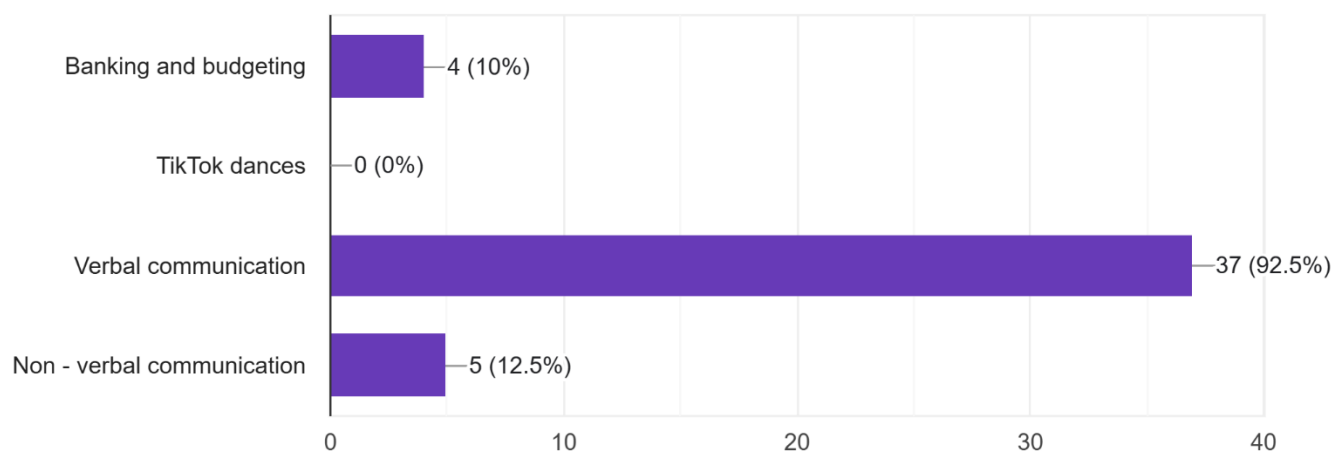
SMART Goals stand for:

40 responses



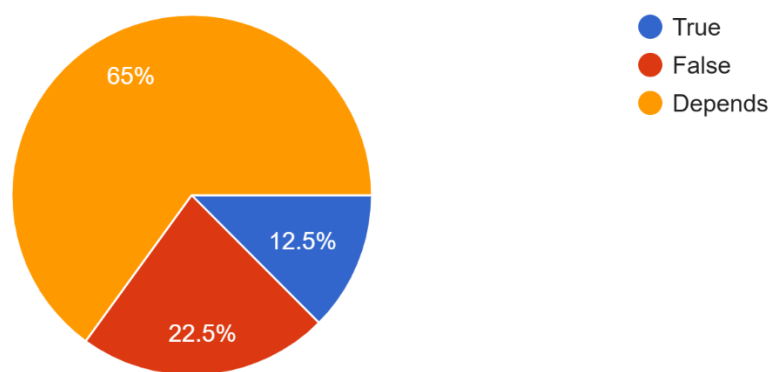
Word choice and tone are examples of:

40 responses



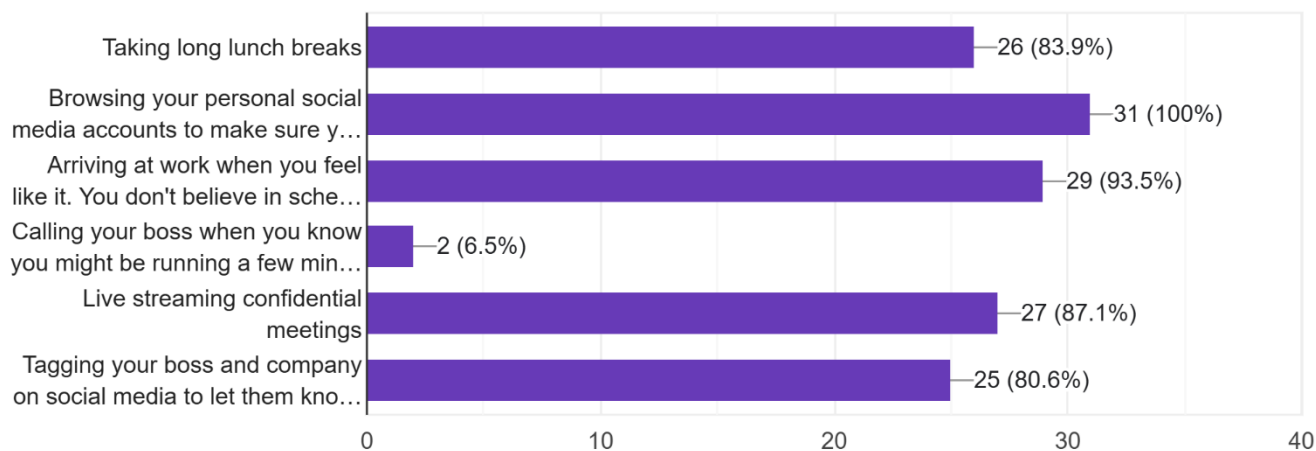
Using statements that start with "I" usually makes other people feel defensive and angry in conversation:

40 responses



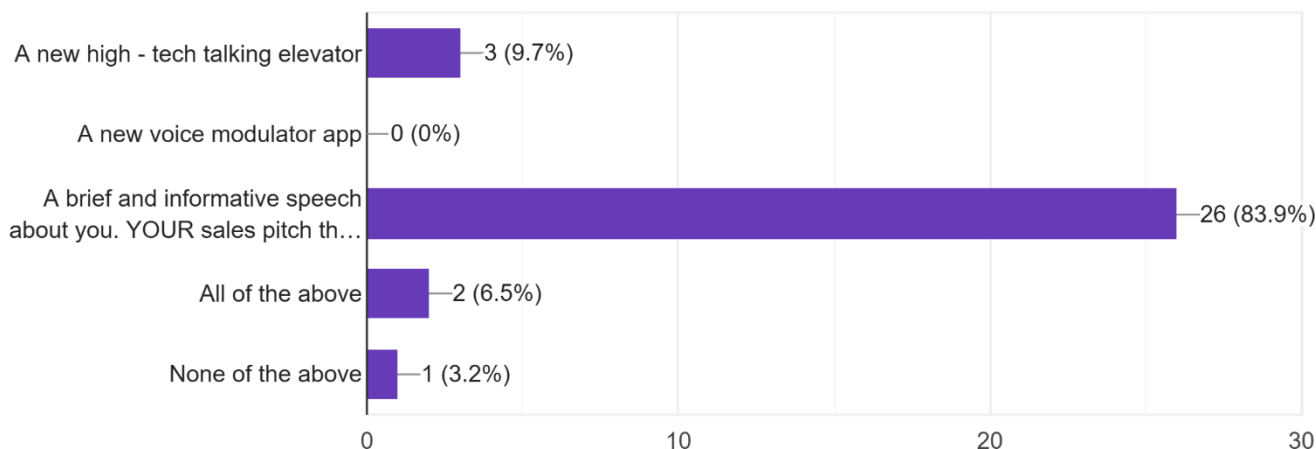
When at the workplace, you should AVOID the following behaviors/distractions (check all that apply):

31 responses



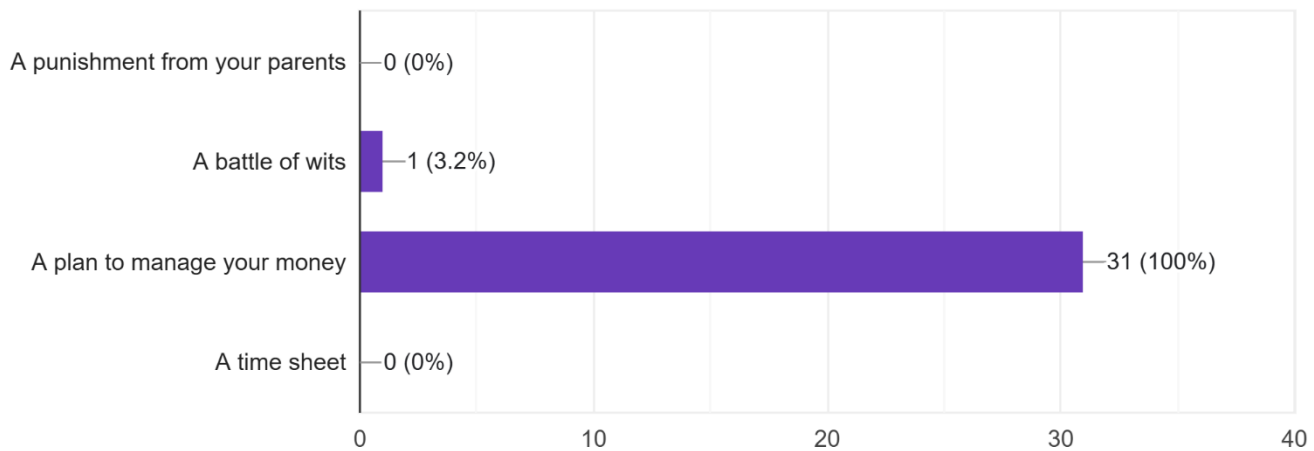
What is an elevator speech?

31 responses



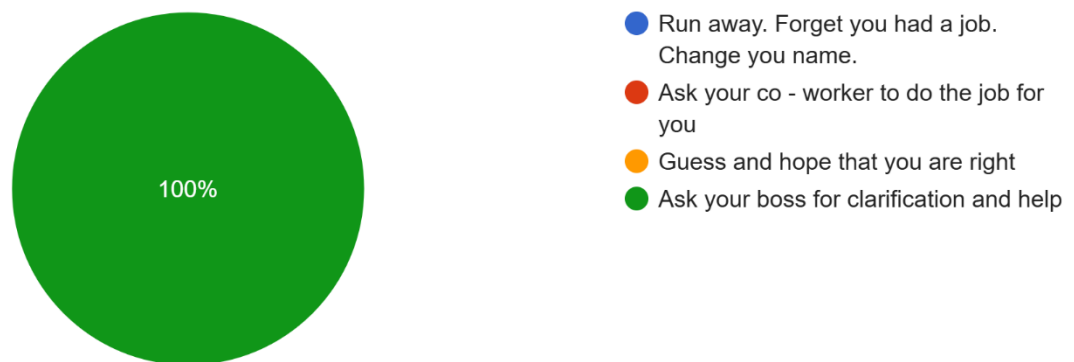
A budget is:

31 responses



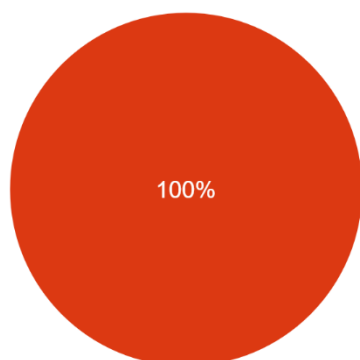
Your boss gives you an assignment and directions that you don't understand, what is the best way to handle this situation?

31 responses



You supervisor gives you feedback in front of the group. What might be the best way to initially address the situation?

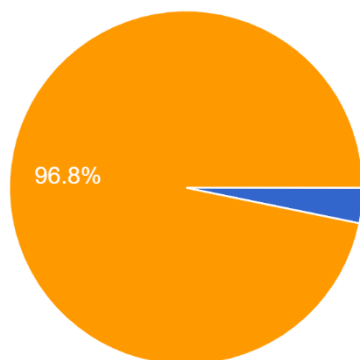
31 responses



- Yell at them REALLY LOUDLY
- Ask to have a follow up conversation to let them know how you are feeling and how you prefer they give you feedback...
- Immediately call the CEO of the company and demand your supervisor to be fired
- Immediately start a text chain with co-workers and start trash - talking your supervisor

Sometimes life happens and we might have to miss work. What are some legitimate excuses for calling out of work?

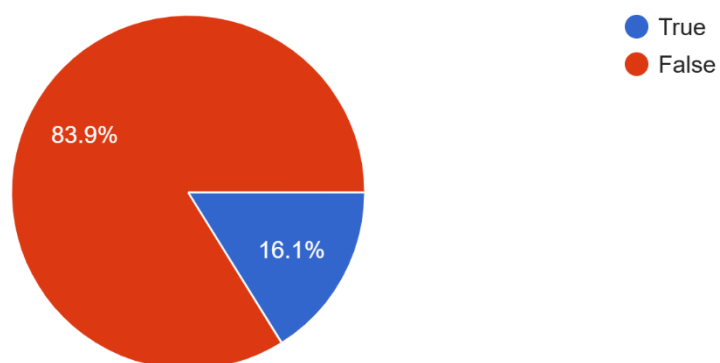
31 responses



- It's Tuesday. You just don't like the idea of working on Tuesdays
- Binge - watching your favorite show on Hulu
- You are ill or need to care - take someone who is ill
- It's free cone day

Being able to network is not important when you are looking for a new job, interested in learning new skills, or gaining a mentor:

31 responses



Intern Evaluation Survey Results

98.5% of the interns shared they gained workplace readiness skill while in CAYIP

98% indicated they would recommend CAYIP to other youth

98% enjoyed the internship program overall – few reported that it was harder than they expected

100% stated that their CAYIP Counselor was helpful during this session.

95 interns reported they had bank accounts- this is right on par with the **112** banking bonuses issued

42% opened their account during the summer session.

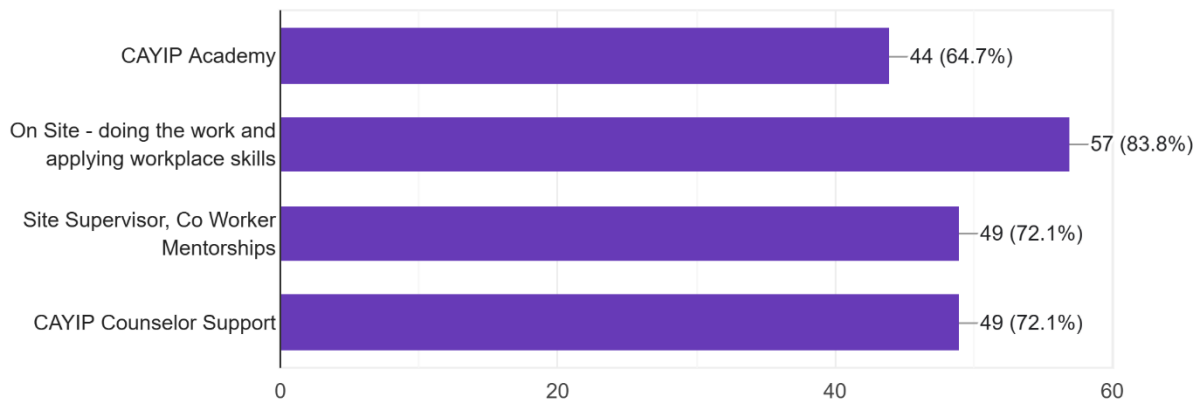
40% already had access to banking account option.

18% was not sure if they had an account or not (parents handle their finances for them)

92.6% thought academy speakers were engaging.

What part of CAYIP Academy did you find most helpful and engaging? (Check all that apply)

68 responses



Q1: What did you learn from your experience at CAYIP this session?

Communication & Social Skills: *Overall interns shared that they learned how to communicate effectively, collaborate, and engage confidently with others.*

Youth Voice:

- ✚ “Communicating is very important, be flexible and ready for the future.”
- ✚ “To be respectful and be able to communicate with kids.”
- ✚ “How to connect with my coworker and ask for help even if I’m shy or nervous.”
- ✚ “How to handle different customers and how customer service works.”
- ✚ “I learned how to manage children that aren’t family.”
- ✚ “How to build relationships.”

Work Ethic, Responsibility & Professionalism: *Overall interns shared this experience taught them the importance of being dependable, punctual, responsible, and maintaining a good attitude at work.*

Youth Voice:

- ✚ “Get to work on time. Find something to do.”
- ✚ “Be responsible.”
- ✚ “Come in with a good attitude and on time to work.”
- ✚ “Pay attention and be responsible.”
- ✚ “How to work in a professional manner not only with coworkers but also with the public.”
- ✚ “Some of the struggles of adults”

Patience, Adaptability & Personal Growth: *Learning to manage challenges, adjust to unexpected tasks and grow*

Youth Voice:

- ✚ “Most jobs have unexpected tasks.”
- ✚ “Patience is important.”
- ✚ “It’s best to organize and get out of your comfort zone.”
- ✚ “Be open-minded.”
- ✚ “Be flexible and ready for the future.”
- ✚ “How to be more efficient and more confident.”
- ✚ “That you gotta work hard for what you want”
- ✚ “Learned what I do and do not want for myself in a career.”

Job Skills & Career Readiness: *Developing specific job skills, technical job knowledge, and real-world workplace readiness.*

Youth Voice:

- ✚ “How to use Canva, how to help plan events.”
- ✚ “Time management, communication skills.”
- ✚ “Learn how to deal with money and manage my time – adult stuff.”
- ✚ “Multitasking and how expensive bills are.”
- ✚ “How to take care of the river and how to read water samples.”
- ✚ “I learned about the functionalities of a scanning electron microscope and optics.”
- ✚ “How to work in a food & retail store.”
- ✚ “I learned how to sweep, make cement molds, and clean windows.”

Q2: What part of the internship did you find challenging?

Give specific examples.

Social Interaction: Challenges related to communication, building relationships, overcoming nervousness, or handling tough interactions politely and professionally continue to be a repeated theme for interns in Summer 2025.

Youth Voice:

- ✚ “Getting (camp) kids to like me.”
- ✚ “Maybe talking to the residents was challenging for me. I would be nervous to talk to them.”
- ✚ “Interacting with kids because they were almost the same age as me.”
- ✚ “Dealing with customers who were difficult on purpose...”
- ✚ “Talking to new people.”
- ✚ “Greeting clients and being at the door to welcome them, at first.”

Work Ethic, Responsibility: Adjusting to work routines, balancing schedules, staying accountable, and maintaining professionalism even during downtime.

Youth voice:

- ✚ “Getting into the habit of going.”
- ✚ “Getting up early and working with challenging kids.”
- ✚ “Timesheets.”
- ✚ “Finding rides with MicroCat that arrived on time to work.”
- ✚ “Transportation.”
- ✚ “Being alone on the job with no other interns; communication was boring, and it was hard to not just spend time on my phone.”
- ✚ “Being accountable with showing up on time each day”
- ✚ “Adapting to a new routine. I had to wake up earlier every day and go to bed earlier. That's normal though, as I did it with school. Filling out and submitting my timesheet on time was also a little challenging, as I don't always have all the signatures I need right after I fill out the times.”

Patience, Adaptability & Personal Growth: Building resilience, patience, and adaptability when faced with new or uncomfortable situations.

Youth voice:

- ✚ “It was difficult adapting to the different area of where I worked.”
- ✚ “The change in my routine.”
- ✚ “Getting up early and working with challenging kids.”
- ✚ “When kids are crying, and they don’t want to listen.”
- ✚ “The (academy) presentations.”

- ✚ “The one part of my internship that I found challenging was trying to adjust to a new setting especially one that I had no other fellow interns at.”
- ✚ “Working outside every day.”
- ✚ “Easing into the program, getting used to things like being at the first week at the recreation center. It was challenging easing into a new thing”
- ✚ “Working with many people and interacting with them everyday”

Job Skills & Career Readiness: Interns shared that there were challenges related to technical, physical, or task-related challenges tied to the actual work performed.

Q3: What is something you are proud of about your time in CAYIP this session?

Youth Voice:

- ✚ I’m proud of how much I’ve grown.”
- ✚ “I learned to be respectful even in difficult situations.”
- ✚ “I didn’t waste my summer—I made it count.”
- ✚ “I proved to myself that I’m responsible and mature.”
- ✚ “I showed up every day with a positive attitude.”
- ✚ “I became better at communicating with others.”
- ✚ “I met amazing people and built strong connections.”
- ✚ “I learned how to adapt to new things.”
- ✚ “Meeting my SMART Goal!”
- ✚ “I can leave knowing I did something good.”
- ✚ “This job helped me figure out what I want to do with my career.”
- ✚ “I’m proud that I stepped out of my comfort zone.”
- ✚ “I grew personally, professionally, and socially.”
- ✚ “I learned how to stay professional at all times.”
- ✚ “I’m proud that I stuck with it and finished strong.”
- ✚ “My growth is my greatest achievement.”
- ✚ “Having a Growth mindset!”



Q4: Please share ways in which your CAYIP Counselor was helpful or not helpful to you during this CAYIP session

- 1. Communication and Check-Ins:** Counselors consistently stayed in touch with interns through regular check-ins, messages, and visits. Their communication helped interns stay organized, aware of their hours, and connected to upcoming opportunities.
- 2. Support and Problem-Solving** Interns appreciated how counselors provided practical help—offering advice, answering questions quickly, and helping resolve workplace issues with care and professionalism. other specific needs.
- 3. Encouragement and Care:** Interns expressed deep gratitude toward their counselors, noting that their encouragement, understanding, and positivity made the CAYIP experience more meaningful and enjoyable. around new experiences. Many interns shared that counselors made them feel seen, supported, and valued. They described counselors as kind, patient, and genuinely invested in their success and well-being
- 4. Professional Growth & Learning:** Through conversations and consistent feedback, counselors helped interns better understand workplace expectations, professional communication, and goal setting—building confidence and readiness for future jobs

Opportunities for Growth: *While many interns highlighted strong support and positive experiences, the feedback also revealed opportunities to strengthen the program’s impact. Some interns would benefit from more structured communication about scheduling, clearer expectations around timesheets, and earlier guidance on workplace challenges.*

- 1. Increase visits at worksites: offering additional one- on- one time for reflection and goal setting especially when there are multiple interns at a site.*
- 2. Desire to have mentorship and strong support around communication, problem-solving and professionalism further enhancing their readiness for future employment*

Youth Voice:

- ✚ “Overall, I think my Cayip counselor was very helpful and will be happy to have her next year”
- ✚ “I think my counselor was really great and she answered all my questions”
- ✚ “I think it would be better to come twice a week. Once for check in but also to see the work and to build a closer bond with us”
- ✚ “My counselor was great. There’s nothing he should improve on.”
- ✚ “My counselor was great, helpful, and just helped the time go faster.”
- ✚ “My CAYIP counselor was super helpful, but I feel she would be even more helpful if she answered texts faster compared to the 2 days I usually had to wait.”
- ✚ “I believe that my counselor was great. When he came to check ins, it seemed like he really cared for me as a person, rather than just one of his students.”

Q5: Program Expectations

<p>What are the areas where the CAYIP program exceeded your expectations?</p>	<p>Supportive Environment: Participants appreciated the understanding and patience of the staff, who created a friendly atmosphere that encouraged personal growth and responsibility without pressure.</p> <p>Engaging and Enjoyable Experience: Many found the program more fun and engaging than anticipated, enjoying the interactions with coworkers and counselors, and appreciating the enjoyable work environment.</p> <p>Skill Development and Learning Opportunities: The program exceeded expectations in providing valuable learning experiences, such as budgeting skills and hands-on tasks, which contributed to personal readiness and job skills.</p> <p>Financial Benefits: Participants were pleasantly surprised by the pay structure, recognizing it as a significant benefit that added value to their experience in the program.</p>			
<p>What are the areas where the CAYIP program could grow or improve?</p>	<p>Site Selection and Schedule: Interns shared they would like to choose their site placements, make their schedules and have a wide variety of options to include more STEM, Medical and the like opportunities.</p>	<p>Engagement and Challenge: Suggestions included making the e orientation and training content more engaging and active – most enjoyed presentations just needed more opportunity to do hands-on activities.</p>	<p>Expansion to Other Localities: Many noted desire to expand further into the county to support more county youth</p>	<p>Program Duration and Structure: Some participants suggested extending the program to provide more opportunities for hands-on experience, such as having a summer session or allowing for more flexible scheduling, longer hours to work.</p>

Youth Voice:

- ✚ “The money i got/What I’m taking away to bring more experience for the workforce”
- ✚ “Just how supportive everyone was”
- ✚ “Making having a job more enjoyable and picking one that suits me best.”
- ✚ “I think that CAYIP does a great job at choosing sites for its participants.”
- ✚ “Getting paid really well”
- ✚ “Really helpful counselors”
- ✚ “The organized pay days!”
- ✚ “I think of how many different jobs the interns got into based on their interests. It's truly amazing how many there are”

- ✚ “During academy week, I was really not expecting that many guest speakers to come in and share their thoughts and experiences but loved it.”
- ✚ “Going into CAYIP, I expected it to help expand my professional skills. But, throughout the program, I experienced significant personal growth as well”
- ✚ “Encouragement”
- ✚ “It was very fun”
- ✚ The opportunity was just amazing!”
- ✚ “I think CAYIP could grow by offering more internship sites.”
- ✚ “For the camp that I worked for had an extended camp I didn’t know of and had to switch locations I didn’t find out about this until one of my coworkers told me and I had to ask my confused about it and he didn’t know that I was switching locations”
- ✚ “With the Academy and make the rest of academy days more engaging even with the guest speakers”
- ✚ “It could improve more on welcoming other interns for and encourage them to keep going on the program”
- ✚ “I think it’s very good right now”
- ✚ “I think academy week could be more engaging with more hand off activities learning communication skills through others or group assignments”
- ✚ “I can't think of anything they need to grow on. they should just continue with what they’re doing.”

How do you plan to use your CAYIP stipend?	Education and School Supplies: Many participants indicated plans to allocate their stipend towards back-to-school shopping, including school supplies, clothing, and college-related expenses.	Savings and Financial Security: A significant number of respondents expressed intentions to save a portion or most of their stipend, often citing future needs like college, emergencies, or major purchases like vehicles.	Investments in Future Opportunities: Some participants mentioned investing their stipend, whether in personal savings accounts, retirement funds, or future business endeavors, highlighting a focus on long-term financial planning.	Personal Expenses and Lifestyle: A variety of responses included plans to use the stipend for personal items, experiences - cars, hanging out with clothes, cell phone, video game systems
	✚ “If I sign up next year, is it possible to get the same job site again or something similar.”			

Do you have questions, comments, suggestions, or concerns?

- ✚ “Appreciation expressed to everyone and especially (counselor named) for putting up with me all summer.”
- ✚ “This program really meant a lot to me this summer.”
- ✚ “Keep up the good work”
- ✚ “Thank y’all for letting me do this.”
- ✚ “I hope the youth of the future learns as much as I did”
- ✚ “The program taught me a lot”
- ✚ “None at all this was another phenomenal year for CAYIP and me”
- ✚ “Nope. Just thinks for every person work in this program to help students and for the works the give work to teach us how we can work in this country, and You taught us how to solve our problems, what is happening in the country, how work is done, and what we should do. Thank you very much for teaching me these things”
- ✚ “Thank you for your hard work running CAYIP” Thank you for having me.

Site Supervisor Evaluation Survey:

Many site supervisors indicated that they heard about CAYIP through word of mouth, often citing personal connections or community discussions as key sources of information. Several individuals have been aware of or involved with CAYIP for many years, reflecting a longstanding relationship with the program. Additionally, some supervisors learned about the program through past experiences, either by participating themselves or having past children involved. A few also noted receiving information via email or potentially through social media platforms.

Site Supervisors who participated in the survey noted that certain questions were difficult to answer due to the program's complexity and variability. As a result, they felt that selecting "other" was the most appropriate option to ensure a fair assessment for interns.

It should be noted that **11** interns were hired on from this summer and many supervisors have asked about having interns return to their sites next summer.

Do you feel your Site Supervisor Training helped prepare you host CAYIP interns?	Yes: 24/26 = 92.3%	No: 0/25	N/A=2/26= 7.7% *Site Supervisor may not have attended this or may have sent someone that did not answer the survey	*Site Supervisor Training was conducted via Zoom where all site supervisors – new and returning received information on how to work with youth as well as hear from each other about their direct experiences with the program in addition to program overview – goals and expectation. Electronic manual was shared.
Do you feel the meet-and-greet with your intern(s) helped prepare you for this session?	Yes: 25/26 = 96.2%	No: 1/26 = 3.8%		

Do you feel that your intern(s) was helpful to your agency/ business/ program?	Yes: 21/26 = 80.8%	No: 0	Other: 5/26= 19.2%	
Do you feel that your intern(s) benefited from participating in CAYIP?	Yes: 24/26 = 100%	No: 1/26 = 3.8%		
Which part of the internship do you feel was most challenging for you?	Start-Up and Onboarding: Many supervisors found the initial start-up phase challenging, as they aimed to ensure everything was set up correctly for the interns.	Communication and Engagement: Some respondents noted difficulties with communication, particularly with interns who were less outgoing or required more guidance. This impacted the ability to engage them effectively in the workplace.	Time Management and Task Allocation: Limited time in assignments made it hard to work closely with interns. Having to be creative with scheduling in non-traditional business setups.	Environmental and Personal Challenges: Protecting interns from heat, humidity, or allergens. Sensory overload in noisy or high-stress environments. Remote schedules having to transition requiring to be on site and providing supervision – was a personal shift
Which part of the internship do you feel was most rewarding for you?	Personal Growth and Development: Supervisors expressed satisfaction in witnessing interns come out of their shells, build confidence, and develop skills over the course of the internship.	Mentorship and Guidance: Many found joy in mentoring interns, enjoying the opportunity to guide them toward success and help them navigate their interests and career aspirations.	Positive Work Ethic and Engagement: Supervisors highlighted the interns' dedication, noting their readiness to work, eagerness to learn, and proactive approach in seeking out tasks.	Building Relationships: The opportunity to form meaningful connections with interns and foster relationships was noted as a rewarding aspect, enhancing both the supervisors' and interns' experiences.
Was the communication and support from your assigned CAYIP Youth Counselor adequate?	Yes: 25/26 = 96.2%	No: 1/26: 3.8%		

Would you be willing to participate in CAYIP again?	<p>CAYIP offers 4 school year sessions in addition to summer. Would you be willing to participate in CAYIP again?</p> <p>26 responses</p>  <ul style="list-style-type: none">Yes - would consider ALL sessionsYes - Summer sessions onlyYes but Would need to consider session by sessionNo - will reach out to coordinator when desire to participate againnot sure - will reach out to coordinator for more conversation												
Would you recommend CAYIP to another agency, program and/or business?	<p>Would you recommend CAYIP to another agency, program and/or business?</p> <p>26 responses</p>  <table><tr><th>Response</th><th>Count</th><th>Percentage</th></tr><tr><td>Yes</td><td>26</td><td>100%</td></tr><tr><td>No</td><td>0</td><td>0%</td></tr></table>				Response	Count	Percentage	Yes	26	100%	No	0	0%
Response	Count	Percentage											
Yes	26	100%											
No	0	0%											
What are the areas where the CAYIP exceeded your expectations?	<p>Exceptional Intern Quality: Many supervisors highlighted the high caliber of interns, noting their maturity, commitment, and willingness to learn. Several mentioned successful matches between interns and organizations.</p>	<p>Effective Communication and Support: Supervisors praised the open communication and support from CAYIP staff, including regular check-ins and thoughtful guidance throughout the internship process.</p>	<p>Positive Program Structure: Supervisors appreciated the program's organization, including the flexibility of intern schedules and the smooth orientation process, which facilitated a positive experience for both interns and supervisors.</p>	<p>Impact on Opportunities and Growth: The program's ability to provide valuable work opportunities for youth who might not otherwise have them was frequently mentioned, along with the personal growth and development observed in the interns during their time in the program.</p>									

<p>What are the areas where the CAYIP could grow or improve?</p>	<p>Communication Enhancements: Many respondents emphasized the need for better communication, both between CAYIP counselors and site supervisors, as well as among interns. Suggestions included clearer roles for site supervisors and more frequent updates on intern attendance and performance.</p>	<p>Matching and Support: Some feedback focused on improving the matching process between interns and sites, particularly for those with specific needs. There was also a call for better understanding of these individual needs to enhance support.</p>	<p>Logistical Improvements: Concerns were raised about the timing of the program, such as earlier start dates to align with summer programs. Additionally, issues with paper time sheets were noted as a consistent pain point that requires better solutions.</p>	<p>Merchandise for Visibility: Provide CAYIP-branded merchandise, like T-shirts for site supervisors, that can serve as conversation starters in the community.</p>
<p>Do you have any suggestions about how to share news about CAYIP with youth, families, and the larger Charlottesville community?</p>	<ul style="list-style-type: none"> ✚ You should show that graduation program video to anyone who will watch it-- especially the parents who struggle with their teens. I hope it was shown in full on local TV stations and on whatever community streaming service exists. Put it on Next Door, and distribute it to churches, synagogues, and mosques, Boys & Girls Club, gang violence prevention programs, local detention and jail centers, and get it fully reported in Cville and through Sean Tubb's work at informing residents about local news. ✚ I don't currently. I feel like your department does a great job in getting the word out. ✚ Church youth groups, guidance counselor, Open House at a location ✚ Hire some of your interns to be counselors. ✚ We are always happy to share information with our Starr Hill Pathways families and school of local public, private, and homeschool networks. ✚ Provide some flyers I can share with other businesses ✚ I believe the program is well promoted and gaining awareness year-to-year 			
<p>Do you have questions, comments, suggestions, or concerns?</p>	<ul style="list-style-type: none"> ✚ "Thank you to all the CAYIP staff, counselors and everyone involved for your kindness, commitment and dedication to our youth!" ✚ "This is the third CAYIP cycle I've been involved with, and it was by far the best organized one." ✚ "Can't wait to participate in the next cycle of the program!" ✚ "Thanks! CAYIP is wonderful!" ✚ "This was our first experience, and it was great." ✚ "I enjoyed my intern I learn a lot from him." 			

Parent/Guardian Evaluation Survey

54 parents completed the Parent Evaluation Survey for Summer 2025.

100% indicated that their child enjoyed the program.

98% believed that CAYIP was a beneficial experience for their child.

96.3% indicated their child felt supported during the internship experience

100% believed that their child enjoyed their internship placement

88.9% expressed a helpful – just the right amount of communication between them and the CAYIP staff

8.8% indicated that there was not enough communication.

100% of parents responding stating they would recommend CAYIP to others.

Which part of the internship do you feel was most challenging for your child?	<p>Emotional Well-Being: A few responses noted health-related challenges, including illnesses that affected attendance and feelings of anxiety in certain environments.</p> <p>Flexibility and Stress Management: Learning to be flexible and cope with unexpected changes (like equipment issues or schedule alterations) was highlighted as a significant challenge for some interns.</p>	<p>Communication and Social Interaction: Challenges in communication with supervisors and customers were common, including adjusting to workplace jargon and being more social in customer-facing situations.</p> <p>Workplace Organization and Environment: Some interns experienced issues related to their employer's organization, such as unclear instructions and inadequate supervision, which impacted their ability to perform effectively.</p>	<p>Adaptation to Work Life: Adjusting to the demands of a work schedule, including waking up early and managing time effectively, posed challenges for several interns.</p>	<p>Logistical Challenges: Many interns faced difficulties related to transportation, including getting rides to work and managing schedules that conflicted with parental work hours.</p>
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Which part of the internship do you feel was most rewarding for your child?	Personal Growth and Responsibility: Many parents expressed how their child valued the sense of responsibility that came with their roles, learning the importance of showing up on time and understanding the value of hard work.	Work Experience and Skills Development: Interns appreciated the opportunity to gain practical work experience, learn new skills, and understand workplace dynamics, often in environments that were new to them.	Social Interactions and Relationships: Positive interactions with peers, supervisors, and the community were highlighted, including making friends and building relationships in the workplace.	Financial Rewards: Earning their first paycheck and the financial independence it brought were significant milestones for many interns, adding to their overall sense of achievement. Enjoyment and Fun: Several responses noted the enjoyment of the work environment for their child, including fun tasks and the excitement of daily responsibilities, especially when working with children or in engaging settings.
5. In what ways was the program beneficial?	<p>She got to experience something she was interested in doing in life</p> <p>Giving the youth opportunities and lessons for their futures</p> <p>“It increased her self-confidence, helped her learn more about what she enjoys and doesn’t like, kept her busy and not bored over the summer, expanded her social network and gave her money to buy things she wanted & save for future events. It also helped her learn how to budget for things & appreciate money (I need to work x hours to afford y”</p>	<p>“It showed her that even if you have your own business you have to work on being organized.”</p> <p>“This was (intern name) first job. It gave him social interaction skills with all different types of people, mannerism on the job and outside, a sense of having your own money and not having to ask anyone for anything.”</p>	<p>This was the perfect introduction to working a part-time job. I especially appreciated the CAYIP staff support.</p> <p>Taught him responsibility and respect.</p> <p>Helped her start communicating more; She expresses herself more and like, she</p>	<p>“Participants become more connected to their community and understand the value of contributing to local initiatives. Interns gain practical skills that are valuable for future employment, including communication, teamwork, problem-solving, and specific job-related skills. The program serves as</p>

			works hard on learning new things.	<p>a bridge between education and employment, providing young people with the tools they need to succeed while simultaneously enriching the community with their contributions.”</p> <p>My son ended up getting offered a job during the school year at the business where he worked. He is a hard worker and has been asking to work for a while because of his age this was difficult.</p>
What are things that were positive/not positive regarding your child's experience with their CAYIP counselor?	<p>Positive Support and Communication: Many parents highlighted the supportive nature of the counselors, emphasizing their helpfulness, approachability, and ability to maintain regular communication. This created a comfortable environment for the interns to discuss their experiences.</p>	<p>Encouragement and Understanding: Counselors were praised for fostering a supportive atmosphere that encouraged children to express their thoughts and feelings, helping them navigate challenges during the internship.</p>	<p>Skill Development: Parents appreciated that counselors were proactive in teaching valuable skills, such as resume writing, which contributed to the interns’ professional growth and preparedness for future opportunities.</p>	<p>Responsiveness and Availability: While several parents noted positive interactions, some expressed concerns about poor communication, such as delays in responses or lack of follow-up from counselors, which impacted their ability to stay informed.</p> <p>Overall Satisfaction: Most feedback reflected a high level of satisfaction with</p>

				the counselors, with many parents describing the experience as overwhelmingly positive, highlighting effective guidance and mentorship.
10. What are things they enjoyed/did not enjoy about their internship placement?	<p>Enjoyment of Working with Children:</p> <p>Many interns expressed a strong preference for engaging with kids, finding joy in activities related to child interaction and development.</p> <p>Overall Satisfaction:</p> <p>Despite some challenges, most interns expressed a positive overall experience and regret about the internship ending.</p>	<p>Work Environment and Team Dynamics:</p> <p>Positive comments about coworkers and supervisors highlighted a supportive and cheerful atmosphere, fostering camaraderie and mentorship.</p> <p>Several interns appreciated the professional relationships and guidance they received.</p>	<p>Desire for More Structure and Engagement:</p> <p>Some interns felt that a lack of organization limited their experiences, wishing for more structured activities and responsibilities.</p> <p>A few noted that they were sometimes underutilized or overwhelmed during busy periods.</p> <p>Location and Timing of Placement:</p> <p>The placement's location was generally well-received, though some interns suggested scheduling changes to better accommodate busy periods.</p>	<p>Personal Growth and Skill Development:</p> <p>Interns reported improvements in confidence, communication skills, and self-esteem because of their experiences.</p> <p>The internships provided valuable insights into potential career paths.</p>

What are the areas where CAYIP exceeded your expectations?



Structure and Support

- How well the program flows. There are good partnerships that make the process easy.
- I feel like everything was great well organized and well put together.
- Communication
- How supportive it was and the communication



Workplace Readiness

- Programming for the 1st week
- I did not know there would be a weeklong plan of instruction. CAYIP exceeded my expectations by hosting the Academy. Great job!



Compensation and Benefits

- It paid well!
- The pay. I was shocked it was that much.



Mentorship – Counselor / Site Supervisor Involvement

- Social support network in program



Recognition and Celebration



Youth Impact

- My son's growth and the professionalism that he gained
- I am just glad that my child felt comfortable and got to gain new experience while having fun doing it.
- She enjoyed which I didn't think she would so motivated
- (intern) learned how to be self-sufficient and proactive and independent as well as how to communicate with others

<p>What are the areas where the CAYIP could grow or improve?</p>	<ul style="list-style-type: none"> Maybe there should be an earlier introduction to the work site and that there should be an inclusion of a job description or duties, like you would see on a job announcement. I think providing this opportunity for more kids in the community would be amazing. And partnering with other organizations (maybe across disciplines) for a collaborative project would be fun. But also, you all do amazing work for the youth community and should be recognized for all that you do - so market yourselves more! According to (intern) Orientation week there was a lot of speakers (lecturing) and a lot of sitting. I can't confirm or deny his position since I was not there – but maybe have a more interactive process. See if the program could start a little earlier than this year Nothing everything was great Try to help with transportation that was our biggest concern paying for uber and lift was an add expense and there was no bus line for where job site was. Our jobs hours did not let us leave work or come in late Finding business where extremely valuable skills can be taught like plumbing, electric, mechanics. Also, explaining as they go into any of the positions, the top 3 skills you want them to focus on in their growth for that industry. Transportation was tricky for us because my child was 14 and not driving and he was not able to take a safe biking route so we had to arrange our work to drive him, but we could do that with our jobs. I suspect that would be harder for families who have less flexibility in their jobs or for single parent families. All CAYIP's current areas are good to me Ensuring parents had contact with the community partners More timely response in notification of acceptance in the program. Notification of program to kids in the counties. Or partnership with Alb County to start there on program. Maybe by facilitating a carpool for times when the work was far away or outside of town; not a big deal but could be very helpful for parents/caregivers with less flexible schedules than I. none- other than continue to offer a competitive wage 			
<p>Do you have any suggestions about how to share news about CAYIP with youth, families, and the larger Charlottesville Community?</p>	<p>School Outreach:</p> <p>Distribute information through local schools, including flyers, newsletters, and emails. Engage with teachers and guidance counselors to promote the program.</p> <p>Utilize school events such as parent nights and sporting events to share details directly with families.</p>	<p>Social Media Campaign:</p> <p>Leverage popular social media platforms (Facebook, Instagram, Twitter, TikTok) to share engaging content like success stories and testimonials.</p> <p>Create a unique hashtag (e.g., #CAYIPCharlottesville) to promote the program and track</p>	<p>Current Participant Involvement:</p> <p>Encourage current participants to create videos sharing their experiences, which can be shared across various platforms to attract new applicants.</p>	<p>Collaborate with Local Organizations:</p> <p>Partner with local businesses and community organizations to co-host events or initiatives that promote CAYIP and its benefits.</p>

		community engagement.		
Do you have questions, comments, suggestions, or concerns? *	Family/Parent Voice: <ul style="list-style-type: none"> ✚ “Thank you! Thank you! Thank you!” ✚ “Just keep this program going. This will help many needy families and keep some kids out of trouble. There is not much for our kids to do in the community that's why most get into trouble. Thank you for all you do.” ✚ “Thank you for such a wonderful opportunity for our son. We can only hope even more children get the same experience in the summers ahead!” ✚ “None- The CAYIP experience was great for our son. As a younger student in his grade- he's still 15 and a rising junior these past 2 summers in CAYIP have helped him realize the potential he has while giving him an opportunity to save for college, invest, and spend some money on personal goals. The best thing is he has real job experience and references that can take him into full summer work when he's 16 next summer.” ✚ “Thank you SO much for all the time, effort, love, probably stress/tears, you put in each session for this wonderful program! I am so impressed.” ✚ “Thank you giving my girl a chance to get some skills.” ✚ “We are truly so grateful to CAYIP for giving my child this opportunity. As a parent, it has been wonderful to see him grow in confidence, responsibility, and independence through this experience. I can honestly say this program has had such a positive impact not only on my child, but also on our whole family, because we’ve seen him come home inspired and motivated. Thank you for believing in our youth and for opening these doors that help them see their own potential. We would be honored for my child to continue being part of CAYIP in the future.” ✚ “I just want to say thank you again for choosing my daughter this summer. It really has helped her grow and get out her comfort zone. It also has helped her learn how to save her money.” ✚ “Transportation and give parents an idea beforehand about what jobs there maybe so that clothes can be purchased beforehand if it’s an outside job.” ✚ “Thank you for allowing my child to have this opportunity. The explicit training on how to be an effective employee and what that looks like was great. My son took the position seriously and I think that was in part because of the seriousness of the training. I really appreciated the check ins also just to know he was doing what he was supposed to be doing.” 			

Looking Ahead/ Reflections:

One of the major goals that we set for CAYIP was to get back to pre-COVID numbers. With an applicant pool of 265 applicants for Summer 2025, we did not imagine that the time would be soon. Yet, the overwhelming response from youth, families, and community partners reaffirmed the value and impact of this program. It signaled not only a return to pre-pandemic engagement but also a renewed enthusiasm for workforce development opportunities among our local youth. The onboarding of 93 sites signifies meaningful community and employer engagement, reflecting a shared commitment to empowering youth through workforce development while strengthening and sustaining diverse career pipelines and pathways. This level of partnership enhances the program's capacity to provide high-quality, real-world learning experiences for participants, ultimately contributing to a more skilled, connected, and career-ready local workforce.

We are excited as we look toward the future of CAYIP, guided by the City of Charlottesville's priorities of education, economic prosperity, partnership, and organizational excellence. Our commitment remains focused on ensuring that all youth who wish to participate can engage in this valuable community initiative. The following areas have been identified as essential priorities for continued program growth and for maintaining the high quality and impact of CAYIP.

Increasing Interest: One of the great reasons we believe interns find CAYIP is due to the competitive salary; continuing to offer the rate at \$15.00; we are often one of the higher paying options allowing interns to save, many helping to support themselves or their families and spend. We continue to prioritize educating around financial literacy using our partners at UVA Community Credit Union and C&F Bank so there are multiple voices. **Request to Increase Number of Stipends:** As the interest in the program grows, we understand that as a staff, as a community we will need to meet the demand/ interest- serving a total of 165 total youth in the program across four school year sessions (about 20 youth per session) and one - summer session (85).

Non-City Resident Interest: Due to the increasing number of applications received from non-city youth, CAYIP continues to pursue and secure funding from additional sources, including the Albemarle County Department of Human Services, the Anne and Gene Worrell Foundation, the Batten Family Fund, the Center for Community Partnerships: Starr Hill Pathways. These partnerships enable the program to expand access and support as many youth participants as possible. While there is still a need to turn some applicants away, the enthusiastic pool and efforts represent an important and promising starting

point. We remain committed to ongoing collaboration with community partners, schools, and agencies to strengthen and sustain these opportunities for local youth.

Intern Experience: From start to finish—application, interview, site work, potential hiring, and even payday—we value youth voices and their feedback on the experience. Majority of the interns really enjoyed the experience and appreciative of the level of support and structure of the program. They appreciate the opportunity to have counselors that express care and concern; that take the time to ask specific questions about how they are doing and check in with them about their SMART Goal. Interns also made suggestions for how they would like to see CAYIP improve with the following areas:

CAYIP Academy: Participants had a split experience: some felt the training was perfect, with a well-balanced mix of speakers and engaging activities, while others wanted fewer speakers and more interactive opportunities. We are always revamping and looking for ways to make this as vibrant as possible. Youth voice and youth led is what we are essentially after and hoping to bring about some of these changes for Summer 2026.

Site Selection: A recurring theme has been interns wanting to choose their specific site placements rather than having staff make the assignments. While this is a common discussion among staff and not dismissed, logistical challenges make full choice difficult, and it also limits opportunities for youth to apply a growth mindset—one of the program’s key goals. To address this, we have revised our interview questions to better match interns with sites that are a good fit, while encouraging them to explore new experiences rather than relying on familiar locations.

Certificates, Jobs & Apprenticeships: An aspect that has not always been highlighted in the past is the opportunity for interns to earn professional certificates in addition to completing the CAYIP program while in session. Some of the most popular certifications include the *ServSafe Food Handler Certificate*, *CPR/First Aid*, and *Python-Coding*. Several interns have also been hired on following their placements and have expressed interest in pursuing deeper apprenticeship opportunities. This summer there were a total of 16 interns who either received an additional certificate, hired on: or looking to pursue apprenticeship in the specific career field.

Site cultivation and overall community partner collaboration will always be a fundamental part of CAYIP success. CAYIP staff will continue to collaborate with community partners to expand these pathways, exploring additional certifications and workforce readiness credentials such as *entrepreneurship training*

and the *Virginia Ready to Work Certificate*. CAYIP will continue to find ways to enrich the program in other collaborative ways to ensure it is reaching youth interests.

Family & Parent Engagement:

For Summer 2026, we look forward to continuing to host Family nights. With expansion in mind, we will need to offer this a few times leading up to academy especially with limited space and schedule capacities, but it is an important tool to have, and we were able to see the results throughout the summer session as parents and interns were readily equipped with the information they needed.

CAYIP Counselor Role:

Navigating the complexities of job coaching with youth is challenging but supporting those impacted by gun violence (one of our interns was directly impacted by the July 4th shootings); requires a different level of expertise and care—one that underscores the importance of well-trained, resilient CAYIP Counselors. I can wholeheartedly say that this team rose to the occasion, navigating it all with resilience and purpose. Looking ahead to Summer 2026, the focus will be on building counselor capacity, ensuring and appreciating staff continuity, and enhancing organizational culture to consistent, high-impact outcomes for youth and staff.

We are noticing that interns are desiring to return multiple sessions and as they are getting older and navigating their own journeys into adulthood, we know that we can give them the same opportunity in a Youth Counselor role here in their own communities to provide mentorship and job coaching to a younger person. Last summer we heard this a lot, “can I Come back as a counselor and that same question remains. It would be a powerful impact on the program for what it is supposed to be.

CAYIP SITE PARTNERS 2025

2nd Act Books
4Z Digital
Abundant Life Ministries
Alakazam Toys
APEX Performance Center
Barbers Den
Barrett Early Learning Center
BEACON Kitchen
Blue Ridge Area Coalition for the Homeless (BRACH)
Botanical Garden of the Piedmont
Bread and Roses @ Trinity Church
Brooks Family YMCA
Cake Bloom
Camp Holiday Trails
Cedars Healthcare
Center for Community at UVA Partnerships – Starr Hill Pathways
Charlottesville Ballet @ lx Art Park
Charlottesville City Schools*
Charlottesville Redevelopment & Housing Authority (CRHA)
Clifton Inn
Community Healing Coalition (CHC)
Cultivate Charlottesville
Davenport Strategic Innovation & Design (DSID)
Decades Arcade
DMR Adventures
Firefly Restaurant and Game Room
FLORA Design LLC
Foster Art
Fringe Collective
Frys Spring Beach Club (FSBC)
Great Harvest Bakery & Co
Greenberry's Coffee
Grit Coffee
Habitat for Humanity
House of Cuts Barber Studio
Ivy Creek Natural Area & Historic River View Farm (ICNA & HRVF)
Jefferson School African American Heritage Center
Jefferson School Foundation – City Center
Jenuine Jeans Nails LLC
Living Earth School
Meals on Wheels of Charlottesville/Albemarle
Music Resource Center (MRC)
New Perspective Fitness

Order Up Cville
Our Neighborhood Child Development Center
Panorama Natural Burial
Pawprints Boutique
Penny's Imperfect Pizza
Piedmont Family YMCA Early Learning Center
Pikasso Swig
PVCC Student Accessibility and Accommodations Office
Rita's Bright Beginnings
Rivanna Conservation Alliance
Royalty Eats
Sentara Martha Jefferson Hospital
Shenandoah National Park Trust
Shenandoah Trailblazers
Sir Speedy of Central VA
SPCA Rummage Store
Splendora's Gelato Cafe
Studio 517 – Wedding Salon and Stylist
The Art Bar
The End Games
The Scrappy Elephant
Three Notched Kitchen
Twice is Nice
UVA Dept. of Materials Science and Engineering
UVA Facilities Management
Virginia Career Works
Virginia Discovery Museum
Virginia Literacy Partnerships
Wartime Fitness
Wild Rock
York Property

City of Charlottesville Sites:

Jefferson-Madison Regional (Central) Library
Charlottesville Parks and Recreation & Carver Recreation Center
City of Charlottesville – Clerk of Council Office
City of Charlottesville – Commissioner of the Revenue
City of Charlottesville – Dept. of Social Services
City of Charlottesville – Downtown Job Center
City of Charlottesville – Office of Sustainability & Office of Community Solutions

SPECIAL THANKS TO:

Albemarle County Department of Human Services (ABRT)

Anne & Gene Worrell Foundation

Batten Family Foundation

Bodo's Bagels

C&F Bank

Charlottesville City Council

Charlottesville Department of Finance & Payroll

Charlottesville Department of Human Services

Charlottesville Parks and Recreation

City Manager's Office

Downtown Job Center

Great Harvest Bakery

James Frye of Frye Business Solutions

Royalty Eats

Piedmont Virginia Community College

Starr Hill Pathways

Sticks Kebob Shop

UVA Community Credit Union

Virginia Career Works

Waasi

YB Realty Cares

Youth-Nex

We are incredibly thankful for the generous support that CAYIP receives—whether through financial contributions, volunteered time, donated space, or expertise. It is through the dedication of these organizations and individuals that CAYIP can continue to offer meaningful opportunities for all youth in our community.