

Policy Briefing Summary

City Council



Regarding:	CAYIP Summer 2025 Presentation
Staff Contact(s):	Misty Graves, Director of Human Services
Presenter:	Latara Ragland, Senior Family Services Specialist and CAYIP Coordinator
Date of Proposed Action:	November 3, 2025

Issue

The Community Attention Youth Internship Program (CAYIP) is an opportunity for youth ages 14–21 years old to learn workplace readiness skills, assist with career exploration, identify their skills and build resilience, and connect young people to positive adults and resources in the community. They earn a performance-based stipend during their experience.

Background / Rule

Community Attention Youth Internship Program (CAYIP) has been a part of program offerings for youth since 2007. CAYIP strives for a diverse group of youth in each session, starting recruitment in early February for the summer session targeting youth-serving organizations, agencies, and Charlottesville City Schools. This year 265 youths applied, and 150 young people were selected. Seventy-three youths received City Scholarships, which are funded by the City Council. Youth are selected based on their essay completed during the application process, interview performance, interests, and site options, as well as availability during the summer session. The interns are placed on sites that reflect their areas of interest, which include art, barbering, camp counseling, childcare and early education, clerical, college administration, cosmetology, culinary arts, customer service, environmental science, facility maintenance, gardening, graphic design, health and fitness, legal services, local government, marketing and outreach, music engineering, nursing, small business management, sports management, and technology. CAYIP staff cultivated 93 sites this summer and many of them include local government, non-profits, and small businesses.

In addition to the staff and site support, people receive training prior to beginning their onsite work experience. Participants work 20 hours a week for six weeks in the summer and may earn up to \$15.00 an hour stipend based on their program performance. This educational tool remains a motivational tool and financial enhancement to learn financial planning and banking techniques. Ninety-three percent of participants successfully completed CAYIP this summer.

The end of the summer was marked by a celebration which included guest speakers such as City Manager Sam Sanders and Councilmember Payne. The program continues to have longstanding support and success.

Analysis

City Council's support of the CAYIP program aligns with its strategic goals of education, partnerships, economic impact and community safety. When young people have connections to positive adults and safe outlets, they are more likely to thrive and pursue their goals. The CAYIP experience allows participants to achieve education through soft and hard skill development achieved in real world experiences. The program would not be possible without partnerships and collaboration across the community. Since the participants earn a performance-based stipend and financial literacy training, they are contributing to their individual and collective economic prosperity.

Financial Impact

Council financially supports the CAYIP program through their General Fund allocation to the Department of Human Services, which covers stipends, staff, and administrative oversight.

Recommendation

Receive the report as presented and written. Continued support for the Community Attention Youth Internship Program.

Recommended Motion (if Applicable)

N/A

Attachments

1. City Council Report _ Summer 2025
2. CAYIP - City Council Presentation Summer 2025_ADA