

Reintegration & Youth Development Programs Update

Successful Outcomes After Release (SOAR)
and
Positive Path



Overview of Programs

Successful Outcomes After Release (SOAR)	Positive Path
<ul style="list-style-type: none">• 6 Month Re-entry Work Experience & Training Program• Program Components:<ul style="list-style-type: none">• Work Experience (4 days, 28 hours) – Supplements the City's existing workforce in areas of critical need• Personal & Professional Development Curriculum (1 day, 4 hours)• Mentorship & Career Coaching	<ul style="list-style-type: none">• 5 Month Training Program, 6 month follow up services• 16 - 24 year olds• Program Components:<ul style="list-style-type: none">• Exposure to Science, Technology, Engineering, Arts, Mathematics (STEAM)• Personal & Professional Development Curriculum• Educational Assistance (GED & Post-secondary)• 20 hours/week classroom & field trips

Financial Overview of Programs

Successful Outcomes After Release (SOAR)

*Expenses based upon 8 participants. Class size may vary.

Item	Cost per Class	Cost per Participant
Participant Salaries	\$120,000	\$15,000
Personal/Professional Development	\$3,000	\$375
Uniforms & Boots	\$1,500	\$187.50
Office Supplies	\$250	\$31.25
Total	\$124,750	\$15,593.75

Financial Overview of Programs

Positive Path 2022 - 2023

*Expenses based upon 9 apprentices. Class size may vary.

Item	Cost per Class	Cost per Apprentice
Apprenticeship Salaries	\$70,200	\$7,800
Personal/Professional Development	\$2,500	\$278
Uniforms & Boots	\$1,800	\$200
GED Testing	\$540	\$60
Supportive & Follow Up Services	\$4,500	\$500
Supplies	\$1,250	\$139
Total	\$80,790	\$8,977

Successful Outcomes After Release (SOAR) Program Update



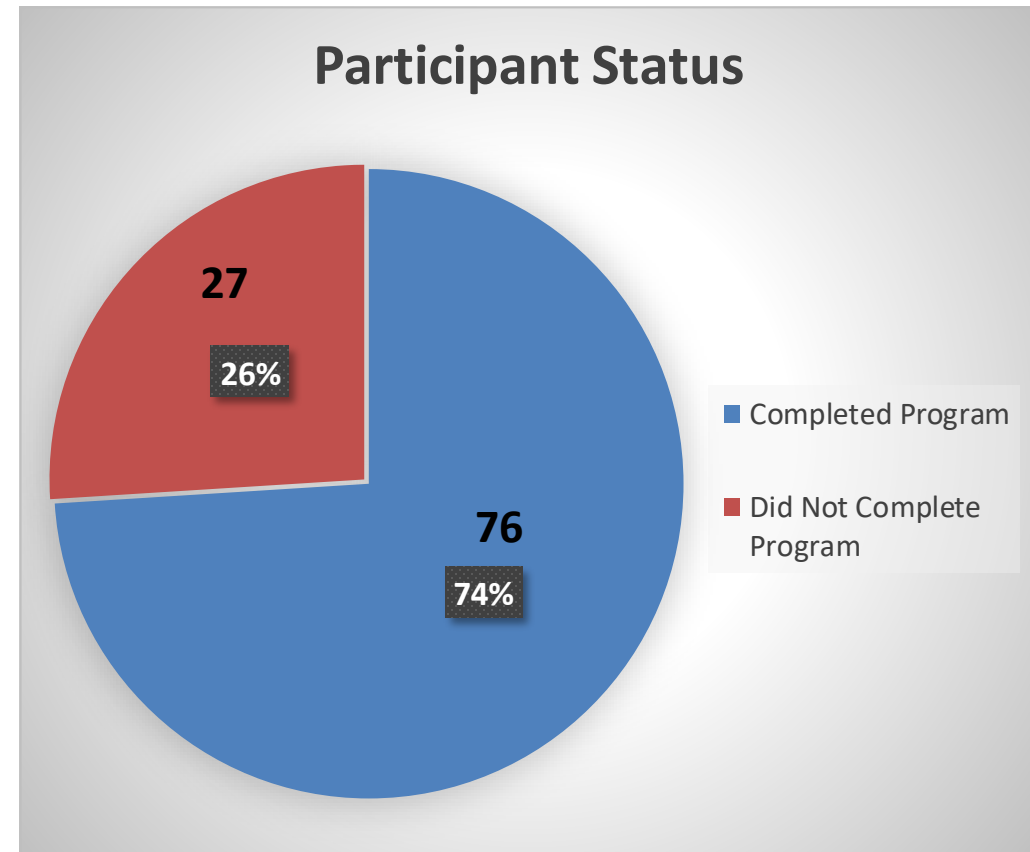
Successful Outcomes After Release (SOAR)



Since the inception of the program, there have been 103 returning citizens in the SOAR initiative.

76 participants completed the program.

27 did not complete the program.



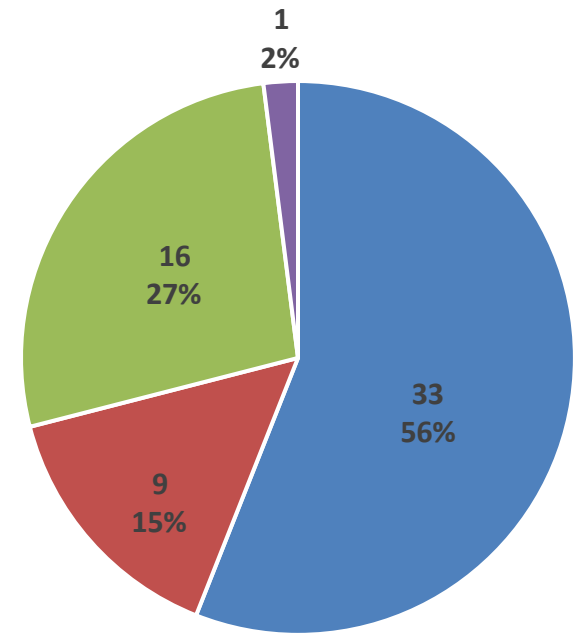
Successful Outcomes After Release (SOAR)



Participant Outcomes

59 of the 76 participants who completed the program have obtained employment or pursued educational goals:

- 33 participants secured part-time or full-time employment with the City.
- 9 continued employment with the City through a temp agency.
- 16 were hired outside of City of WS government.
- 1 pursued post-secondary education.



- Hired By City
- Continued with Temporary Agency
- Hired Outside of City
- PSE

Successful Outcomes After Release (SOAR) City Department Employers

City Link

City/County Planning

City/County Utilities

Community Development

Custodial Services

Fleet Services

Recreation & Parks

Sanitation

Traffic Field Operations

Vegetation Management

Winston-Salem
Department of Transportation

Successful Outcomes After Release (SOAR)

Personal & Professional Development Partners

- ASCEND Academy
- Business Inclusion & Advancement
- Community Intervention & Educational Services
- Deeper Dive Consulting
- Dr. Mark Scholl, WFU
- Dr. Timogi Jackson
- Financial Pathways
- Forsyth Tech Community College
- Goodwill Industries of Northwest NC
- Human Resources
- NC Works
- Project Re-entry
- SereneScapes (formerly known as Center for Financial Choices)
- The Dream Team Foundation, Inc.
- WS Mixxer

Successful Outcomes After Release (SOAR) Personal & Professional Development Curriculum

- Setting Realistic Expectations
- Financial Literacy & Budgeting
- Professional Branding
- Leadership
- Conflict Resolution
- Teamwork/Team Building Skills
- Problem Solving
- Planning
- Social Skills
- Overcoming Obstacles
- SMART Goals
- Basic Computer Skills

Successful Outcomes After Release (SOAR) Personal & Professional Development Curriculum

- Time Management
- Trust & Respect
- Entrepreneurship
- Substance Abuse
- Homeownership
- GED &/or Post Secondary Education Resources
- Interviewing Skills
- Job Searching Skills
- Networking
- Active Listening & Effective Communication
- Accountability

SOAR Program Supportive Services

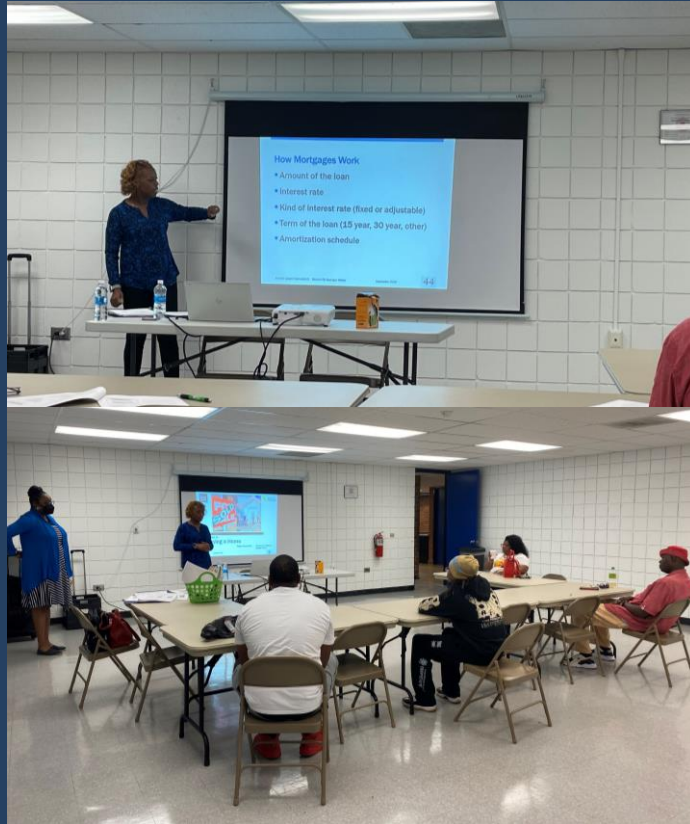
While in the SOAR Program, participants are eligible to receive supportive services.

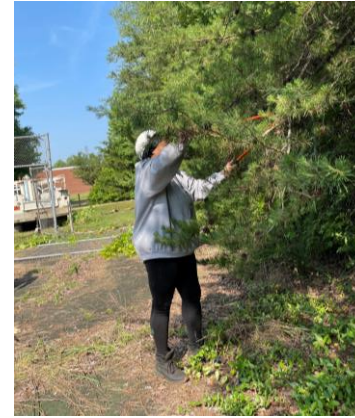
- Bus Passes
- GED Referrals
- Reimbursements for:
 - GED Tests
 - NC Driver's License – **excludes fines and court fees*
 - CDL License – **excludes fines & court fees*
- Financial Assistance with short-term training - **must apply for available scholarships first*
- Work-related shoes and tools - **note from employer required*
- Staff Support – *Resources, Letters of recommendation, etc.*

Successful Outcomes After Release (SOAR)



Successful Outcomes After Release (SOAR)





Successful Outcomes After Release (SOAR)

Positive Path Pilot Program Update



Positive Path Pilot Program Update

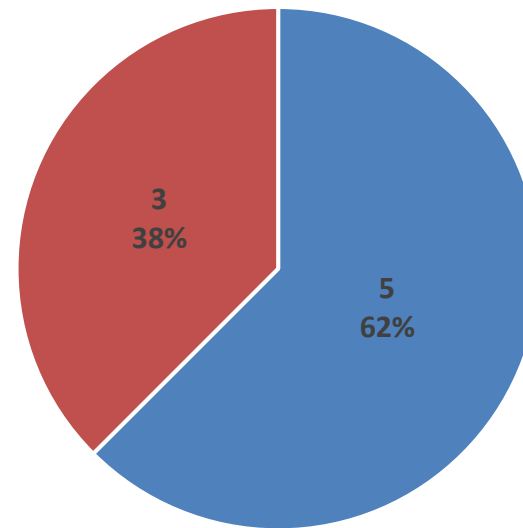


In May 2022, City Council authorized the implementation of the Positive Path Program.

The pilot program cohort of 8 apprentices began in July 2022.

3 of the apprentices did not complete the program.

Apprentice Status

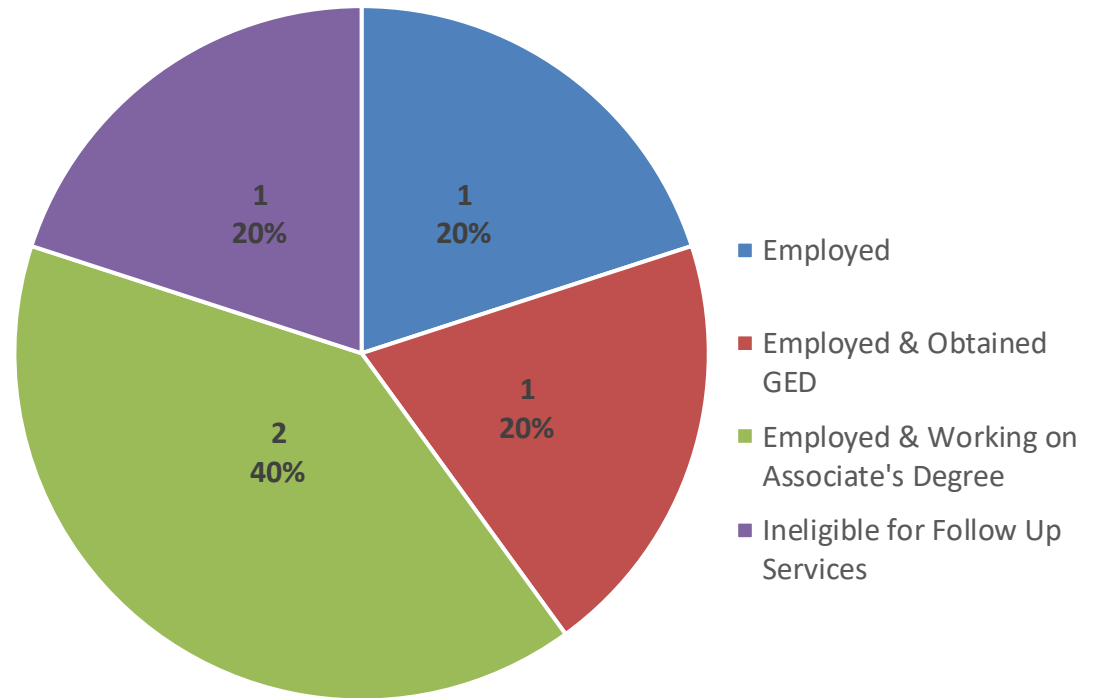


■ Completed Program ■ Did Not Complete Program

Positive Path Pilot Program Update



Apprentice Outcomes

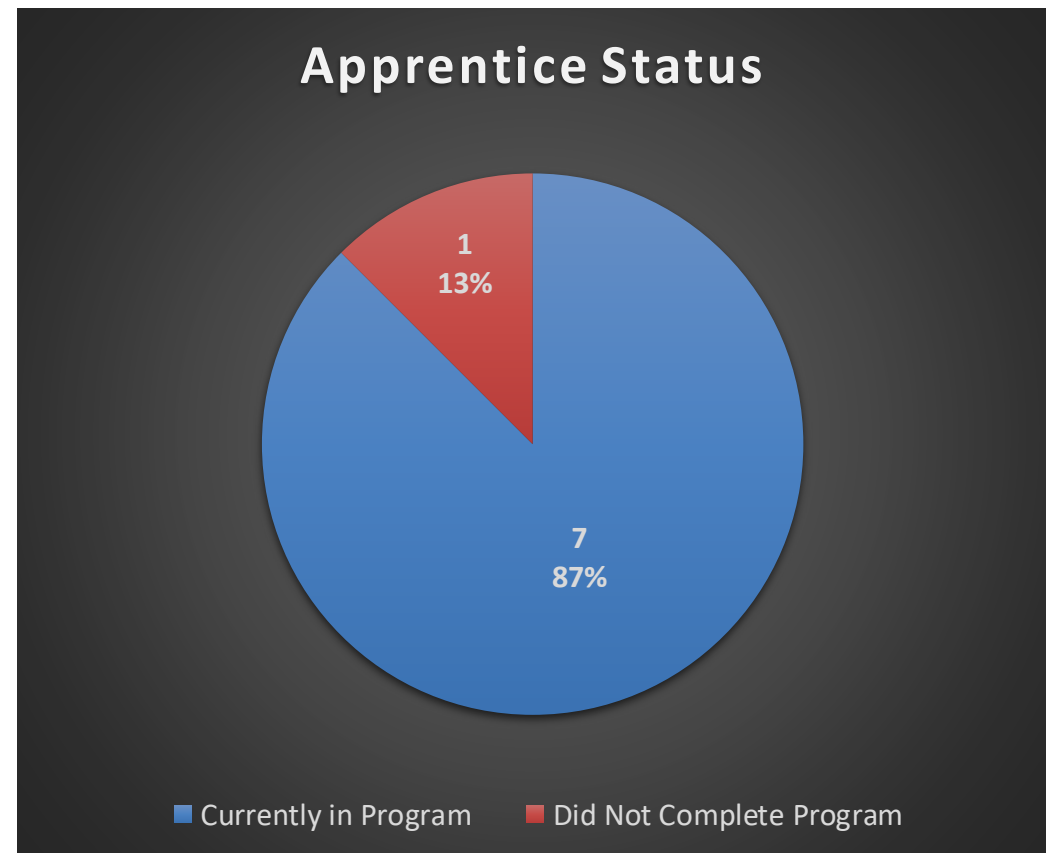


Positive Path

April 2023 – September 2023



A second cohort of 8 apprentices started the Positive Path Program in April 2023.
1 apprentice is no longer in the program.



Positive Path Curriculum

- The program's mission is to reshape lives through the exposure to Science, Technology, Engineering, Arts and Mathematics (STEAM), mentors, hands-on training, and life skills to enrich the future of our at-risk population ages 16 to 24.
- The 5-month program provides a holistic approach shaping pro-social behaviors through a strategic curriculum. Positive Path provides real-life examples of pro-social behaviors in expectation that participants will learn & mimic behaviors.

Positive Path Curriculum

- Apprentice Orientation
- Setting Goals
- Vocational Training Opportunities
- Technology
- Healthy Relationships
- Stress Management & Self-Care
- Emotional Intelligence
- Civic Responsibility
- Engineering
- Effective Communication

- Leadership & Teamwork
- First Responders
- Career Launch – Career Exploration, Assessments, Planning, Applications, Job Postings, Resumes, Interviewing, Networking
- Research Tools
- Financial Literacy
- The Arts & Music
- Organization & Time Management Skills
- Entrepreneurship

Positive Path Personal & Professional Development Partners

- Human Resources
- Employee Safety
- WSPD
- WS Mixxer
- Forsyth Tech Community College
- Goodwill Industries of Northwest NC
- Southside Rides Foundation
- Diversity Equity & Inclusion (DEI)
- Eliza's Helping Hands
- Eureka House
- The Parenting Path
- Breathing Access, Inc.
- Rising Hope Clinical Assistance, LLC
- Asset Building Coalition
- Greater Winston-Salem, Inc.
- Mayor's Office
- Forsyth County Board of Elections
- Crisis Control
- Partnership for Prosperity
- Life Coach Jane Daniel

Positive Path Personal & Professional Development Partners

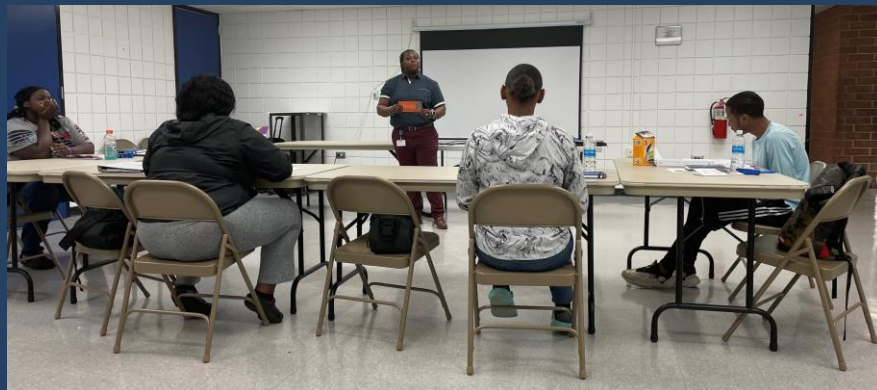
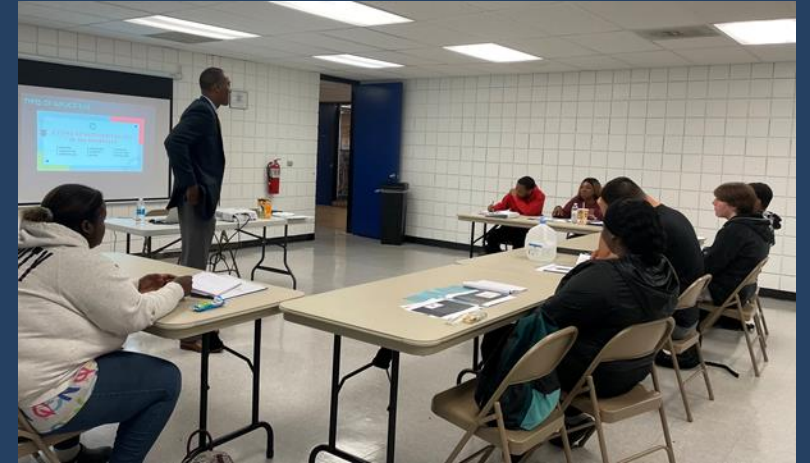
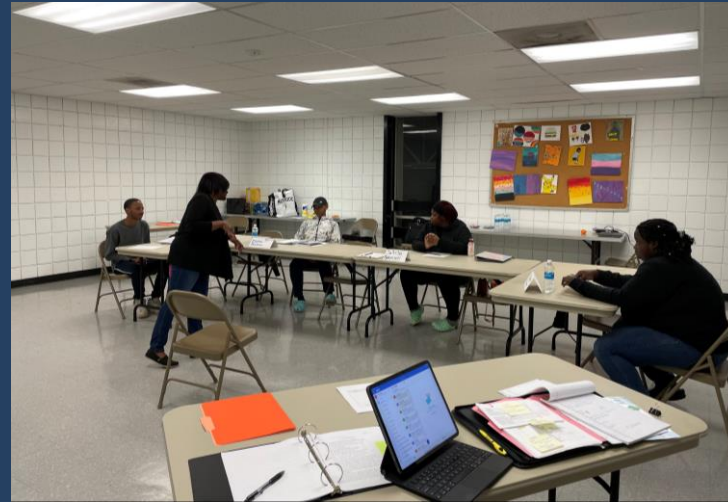
- City Link
- Marketing & Communications
- Authoring Action
- Sustainability
- WSFD
- Emergency Management
- NC Works
- Information Systems
- ASCEND Academy
- Business Inclusion & Advancement
- Forsyth County Public Library
- Wake Forest Institute for Regenerative Medicine
- Payroll
- Financial Pathways
- Local Government Federal Credit Union
- The Dream Team Foundation, Inc.
- Leo Rucker
- Second Harvest Food Bank
- Triad Cultural Arts, Inc.
- Winston-Salem State University
- Dress for Success
- UNC School of the Arts

Positive Path Supportive Services

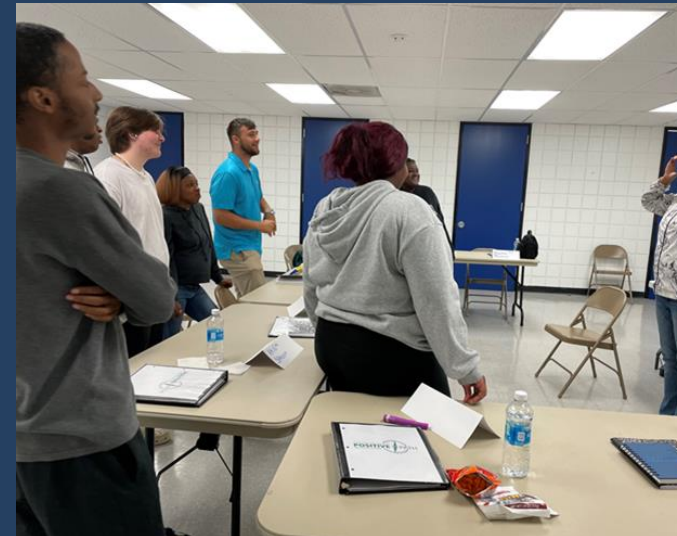
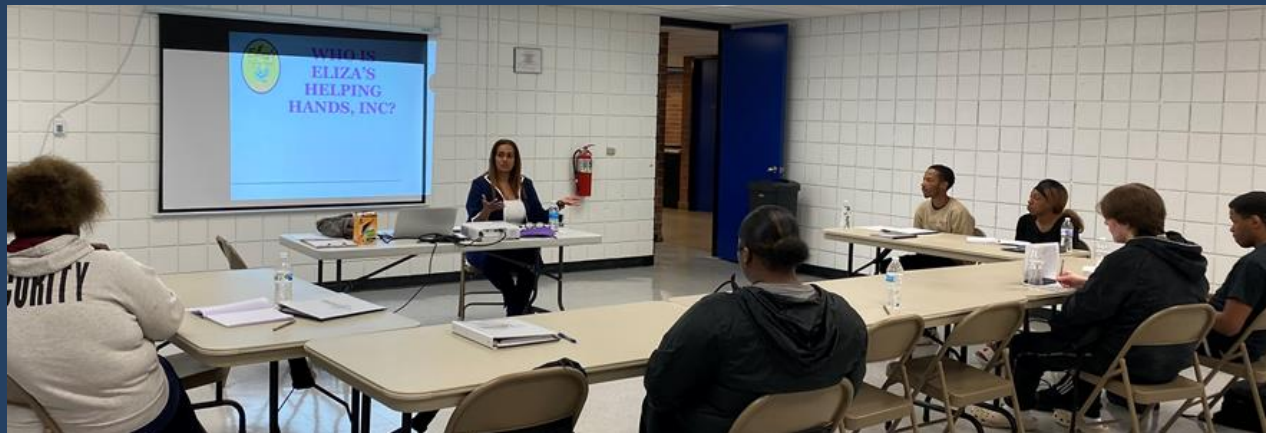
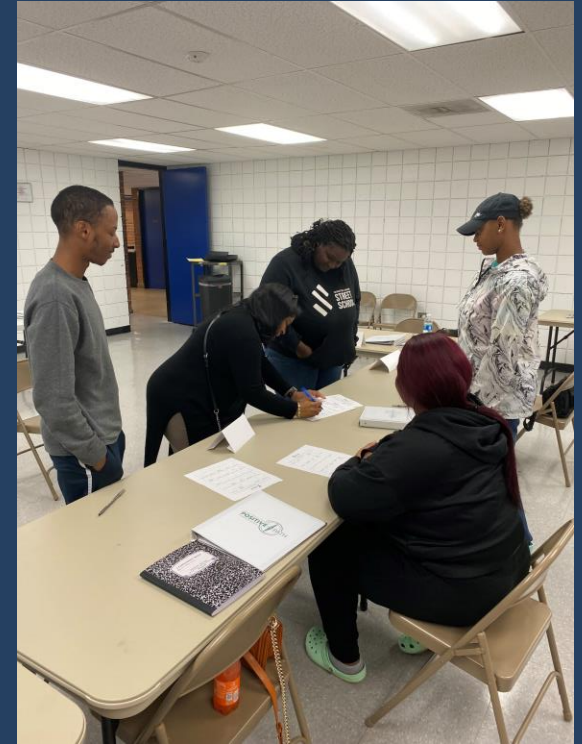
Upon completion of the program, Positive Path apprentices receive supportive services for an additional 6 months.

- Bus Passes
- GED Referrals & Tutoring via the YMCA
- Reimbursements for:
 - GED Tests
 - NC Driver's License – **excludes fines and court fees*
 - CDL License – **excludes fines & court fees*
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Positive Path



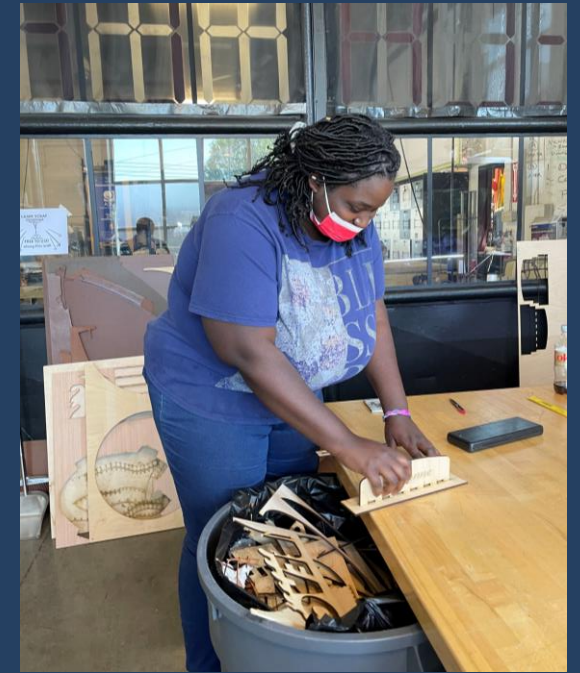
Positive Path



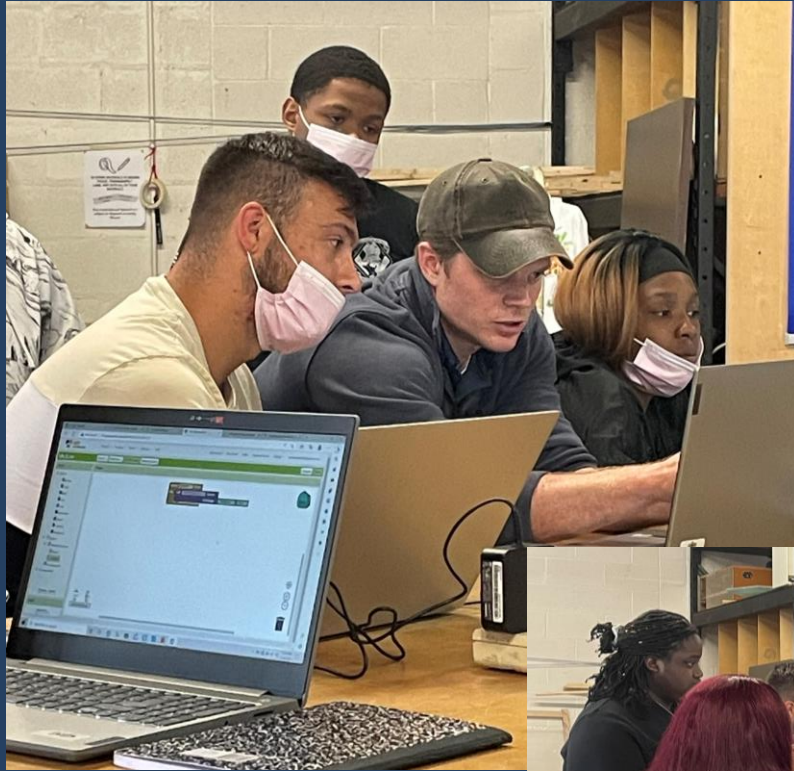
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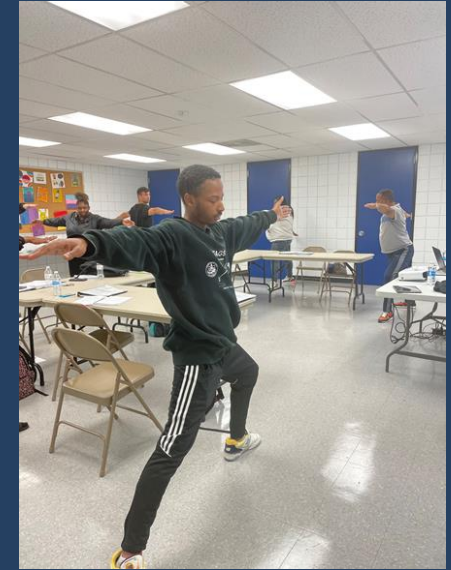
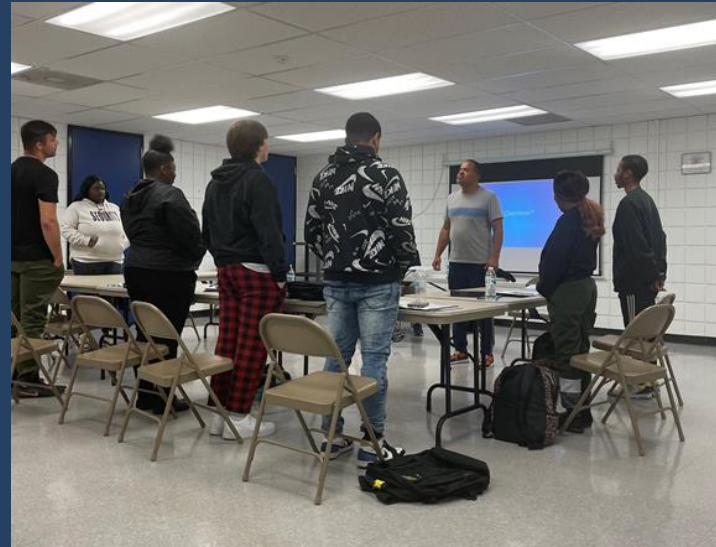
Positive Path



Positive Path



Positive Path



Questions?



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Reintegration & Youth Development Programs

