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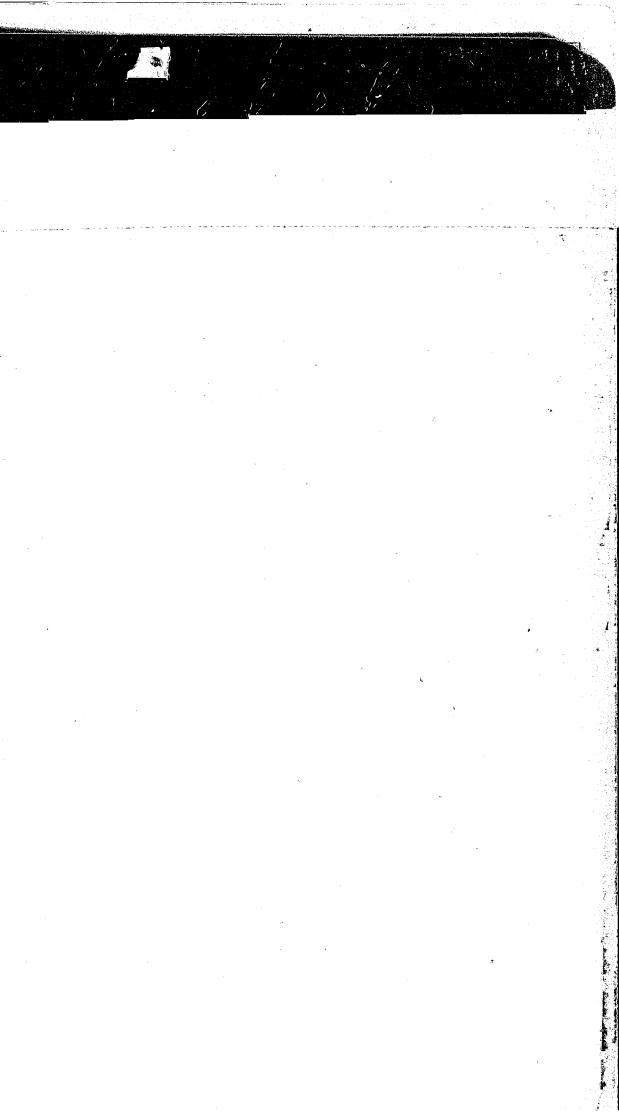
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Wiltwyck was funded 6/1/79 by LEAA/OJJDP to provide a "Community Alternatives for Youth" program for troubled youths of New York City. The program was submitted and approved as a three year project. Beside an unexpected legal issue that prohibited the establishment of the Bronx component of the program, we had completed most "start-up" activities and began to stabilize ongoing service operations in the fall of 1979. In November, Wiltwyck was unexpectedly notified by David West of OJJDP that internal LEAA/OJJDP policy revisions had led to a decision to terminate funding at the end of Fiscal Year I (5/31/80). It immediately became apparent after additional contact with OJJDP that this decision was irreversible, the only solace being an opportunity to do some internal programbudget modifications and apply for continuation funds through 9/30/80. November 1979 through June 1980 was characterized by major program modifications, application for continuation funds, issues of staff morale, two formal OJJDP fiscal and program audits, and extensive efforts to investigate alternative funding. Our modifications were approved, our audits were cleared and our continuation funding was approved. From July-September our activities involved the performance of our summer program

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efforts and beginning program phase-out and close-down (August-September). At the point of program termination (9/30/80), 400-450 youths that had been served (6/79-9/80) lost services, 18 of 21 staff became unemployed, landlord-vendor relationships had been necessarily severed, and no prospects for possible alternative funding had been secured.

In sum, while overall program goals and objectives were either achieved or exceeded, a valuable program was essentially denied continued operation solely due to a back-dated internal policy change at LEAA/OJJDP. Protestations and alternative efforts aside, program services were forced to terminate on 9/30/80.

I. The Sponsoring Agency A. New York City Office would supplement the LEAA program. II. Winding Down Activities A. Staffing

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Wiltwyck continues to strengthen its central administration in order to better support its community based centers. All LEAA personnel have been terminated and the projects have been phased out. Fund raising efforts continue to be made to supplement vocational, recreation, and social services.

The overall evaluation of the LEAA program was done by The Program Specialist who provided ongoing internal monitoring and analysis of all statistics. The Program Specialist was also responsible for analyzing community and client needs as well as processing public grants and contract proposals which

The Assistant Program Specialist who assisted in evaluation and data collection for the Community Alternatives for Youth Project was terminated September 19, 1980:

1. Manhattan Center

There were five CAY positions created for the LEAA program: Social Worker II, Case Aide, Community Care Worker, Receptionist-Typist, and a Recreation Counselor. All positions have been terminated as of September 26, 1980.

2. Brooklyn Center

Nine CAY positions were created for the LEAA program in Brooklyn. They included a program coordinator, two social workers, an administrative assistant, a resource coordinator, a recreation counselor, a case aide, a community care worker, and a receptionist-typist. All positions were terminated as of September 24, 1980. However, the case aide was rehired (transferred) to continue to serve as a case aide at the Eleanor Roosevelt Campus in Ossining New York. A social worker was hired to work in the mental health program in our Manhattan Center.

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3. Eleanor Roosevelt Campus

Five new positions were created for the Community Alternatives for Youth Project. They were three vocational evaluators, a rehabilitation counselor, and a job seeking skills trainer. Four of the five positions were terminated on September 26, 1980. The Job Seeker's position has been continued on a part-time basis at the Eleanor Roosevelt Campus, and will be paid for by Wiltwyck's general funds as of October 11, 1980.

4. New York Office

Two positions were created for the LEAA program: The Program Specialist, and the Assistant Program Specialist (2/80. Budget Modification). The Assistant Program Specialist was terminated on September 19, 1980 because of discontinuation

1. Manhattan Center mental health clinic.

of funding. The Program Specialist's position, with restructured responsibilities, has been continued by Wiltwyck and will be paid for by the agency's general funds as of October 1, 1980. For a complete staff status report see appendix A.

B. Summary of Data Collection System

There were basically two methods of data collection used by the community based centers and the Eleanor Roosevelt Campus (see appendix B). They were the Problem Oriented Record, and the Client Data Base forms. The Problem Oriented Record described new admissions by the type of presenting problem. The Client Data Base form provided information regarding the participants age, sex, race, referral problem, referral agency, education, etc. The POR forms were also used as a management tool for supervision. Other reporting forms used included monthly census report and individual case reports (see appendix B).

Findings, conclusions, and recommendations will be discussed under "Goals and Objectives/Program Accomplishments.

C. Summary of Equipment Purchased

The storage cabinet and recreation equipment which was purchased for the CAY program will remain in the Manhattan Center and will be used in the after school program for the

2. Brooklyn Center

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The office and recreation equipment which was purchased for the CAY program is currently being used by the Brooklyn Center and the Day Center Program (Alternative Education Program). The Day Center is using all of the recreation equipment and some of the office equipment. The remaining office equipment is being used in the family services program in the Brooklyn Center.

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3. Eleanor Roosevelt Campus

A vocational evaluation system called the Microtower was purchased and used throughout the vocational program. The Microtower is currently being used at the Union Free School on the Eleanor Roosevelt Campus in an effort to establish a new vocational program.

- III. Project Administration
 - A. Summary of Development of Community Linkages
 - 1. Manhattan Center

Over the funding period of the CAY program, extensive community contacts and linkages have been developed by the center's staff. Among local schools the following linkages were developed and provided office space and referrals to the Manhattan Center: P.S. 194, I.S. 201, I.S. 136, and Harlem Prep. (Alternative School). Mutual referrals and cooperative efforts in linking community services were developed with the

following agencies:

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a. James Varick Community Center b. N.Y.C. Probation Department c. IMCR Institute of Mediation and Conflict Resolution d. Mount Zion Church e. Harlem Agencies of the Federation of Protestant Welfare Agencies (FPWA) f. F.P.W.A. of Greater N.Y. g. The Mini Insitute (afterschool program) h. Harlem Catchment Area Advisory Group i. Vocational Foundation j. Jobs for Youth k. Harlem YMCA 1. Project Re-Direction (a teen-pregnancy program) m. Lincoln Housing Development Recreation Program n. Lieutenant Joseph P. Kennedy Memorial Community Center The following agencies were solicited for presents AL SHE during Christmas, which they generously donated: a. N.Y. Press Club

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- b. St. Andrews Academy
- c. Union Carbide
- d. Friars Club
- e. FPWA of Greater N.Y.

2. Brooklyn Center

The Bedford Stuyvesant Center has developed linkages (which include referral commitments) with the following agencies: a. Bedford Stuyvesant Ex-Offender Program b. Comprehensive Approach to Community Health (CATCH) c. Life & Environment Agencies for Families (LEAF) d. Uhura Sasa School e. Youth in Action f. Catholic Charities g. Sisterhood of Black Single Mothers h. 94 Community Services i. Energy Task Force j. Education in Action

- k. Big Brothers

- 1. Brooklyn Jewish Hospital Adolescent Clinic
- m. Job TAP Center

During the Christmas season the following agencies were

solicited and donated gifts:

- a. N.Y. Press Club
- b. FPWA of Greater N.Y.

Job slots for vocational training/work experience were

provided by the following agencies.

- a. Brooklyn Jewish Hospital
- b. Bedford Health Clinic
- c. Bedford-Stuyvesant Early Childhood Development Center
- d. Vanquard

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3. Eleanor Roosevelt Center

Throughout the vocational program, coordinated efforts and linkages have been established with the following groups:

- a. The Urban League
- b. Special Services for Children
- c. Community Action Program
- d. Office of Vocational Rehabilitation
- e. Board of Cooperative Educational Services (BOCES)
- f. Institute of Crippled and Disabled (ICD)
- g. Research and Rehabilitation Center
- h. Department of Employment and other community groups in Westchester.
- B. Summary of Staff Training and Development

1. Manhattan Center

The Manhattan LEAA program held meetings every Friday morning at which time the activities of the past week were discussed. The LEAA staff also attended weekly case conferences which are held by the Wiltwyck staff psychiatrist.

-7-The mental health workers provided support and were an important resource for the LEAA staff. During the third quarter, the LEAA coordinator developed a series of workshops which were operated largely through the use of volunteers. The use of volunteers provided additional linkages with various community and city wide groups. The volunteers contributed to the LEAA program in the following capacities: -Alvin Ailey Dance Company and Harlem Renaissance both provided a dance instructor. -A professional draftsman provided us with invitations and brochures about the LEAA program. -Wiltwyck parents provided ongoing photography lessons to one client and printing instructions to a group of other youngsters. -Community organization efforts were provided by Key Women and the Wiltwyck Advisory Group. Several staff training tools were utilized during the forth quarter. These included: -a staff workshop on how to administer a day camp program that complies with state regulations. State requirements for certification ie. sanitation code and physical plant codes, etc. -the recreation counselor taught a first aid course.

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-the program coordinator conducted supervision workshops. In the area of staff development, the program coordinator expanded the roles and responsibilities of several staff members: the case aide, the community care worker, and the recreation counselor.

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2. Brooklyn Center

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Staff meetings were held every Tuesday under the direction of the project coordinator, at which time each LEAA staff member gave a progress report. In addition, case conferences were held weekly and were supervised by the social worker in charge.

The responsibilities of the social worker, case aide, and the recreation worker were expanded during the third quarter in an effort to enhance staff development. Workers were encouraged to attend as many conferences as possible. During the fourth quarter, the community care worker attended a two day all-city recreation conference where she learned many new skills specifically related to improving program delivery.

3. Eleanor Roosevelt Campus

The positions for the vocational program were recruited and filled during the third quarter. The vocational staff received training during an extensive orientation period in April and May 1980. Orientation included visits to various job sites and agencies. Staff attended weekly meetings to exchange information

about youth activities and to evaluate the various work sites. Additionally, each staff member was individually supervised. The director of vocational services provided staff training seminars where new ideas and various programs were studied and different approaches were explored. 4. New York Office The program specialist was encouraged to attend conferences to enhance her learning about new program approaches and funding alternatives for the agency. She has attended four such conferences to date. They were: two conferences on Funding Issues for the 80's, the Congressional Black Caucus' Legislative Workshop, and the Youth Roundtable Workshop. C. Recommendations/Ideas for Future Staff Training Prior to the implementation of future programs, the administrators should plan a series of in-service training sessions for all staff. These sessions should be held to inform the staff of the recording systems for the program, its purposes and its importance for individual staff members and the agency as a whole. In-service training should be an ongoing process throughout the duration of any program. This is imperative for an effective, uniformed recording system agency wide. Learning takes place informally through group meetings where staff exchange information about their caseloads, problems,

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and progress. Group meetings should be encouraged in addition to individual supervisory sessions.

IV. Client Summary and Workplan

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In the continuation period we exceeded our projections in the original summer program. We did not meet the projection for the after school, and evening programs due to time restraints directly related to the ending of the program funding period.

A. Manhattan and Brooklyn Centers

1. Social Service -- We projected twenty new clients for the continuation period would be served, but actually admitted only fifteen who could benefit from the short term services offered. For a detailed breakdown see client summary tables (appendix C).

2. Summer Program -- We projected twenty five new clients for this period but actually admitted fifty new clients, doubling our orginal projection.

B. Brooklyn Center

1. After School/Evening Center. We projected twenty new clients in the after school program and ten new clients' in the evening center for this period. However, we did not serve any new clients during this period. Both the afterschool and the evening center programs were planned around the youths school schedule. Thus, because school was closed, most youths

participated in our all day summer programs which replaced our afternoon and evening program. 2. Work Experience -- In this quarter we projected twenty new clients would be served. We admitted four new clients, again due to the fact that the program was going to be defunded. C. Eleanor Roosevelt Campus 1. Vocational Training -- During the continuation period we projected that thirty new clients would be served. We admitted four because the majority (68) of the youths at the Eleanor Roosevelt Campus had recieved vocational services in the third and fourth quarters. The four youths who received vocational services this quarter represented the few who were not provided these services previously. Many youths left the campus to return home or to other facilities and many new youths were admitted to the Eleanor Roodevelt Campus in August and September. It was felt that it would not be practical to allow the newly admitted youths to participate in the vocational program since they would obviously not be able to complete the program and would have to be terminated in the middle. V. Program Objectives and Goals A. The goals of the program are as follows: 1. To prevent or reduce juvenile delinquency by providing, on the neighborhood level, a broad range of social, recreational, counseling and cultural services and programs to neighborhood

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youth.

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2. To enhance the sense of social competence, to increase the feeling of belonging and to develop the experience of usefulness in youth, by developing, on many levels, procedures and activities through which neighborhood youth will involve themselves, and will be involved in those issues in the community that concern and affect them.

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3. To create opportunities for youth to enhance their self esteem by providing them with activities in which they can develop improved competence to deal with their environment.

4. To provide supportive services through the kind of staff which will relate well to these youngsters and which will provide them with the type of feedback that will improve their feelings of self-worth.

5. To work to improve other environments -- school and home so that they, too, will become sources of experience which will develop and reinforce a sense of competence and self-esteem in these youngsters.

6. To reinforce the value of education by encouraging each adolescent to set a minimum goal for himself or herself of completing a high school education. A realistic introduction to the world of work is sometimes sufficient to bring home the importance of a good education.

7. To prepare the youngster for work experience, and to increase his first hand knowledge of the world of work by training or apprenticeship experience. 8. To create or locate new jobs for youth who have successfully completed the work experience component of the program. The program objectives are as follows: Social Services 1. Seventy-five percent of those participants who have been arrested prior to admission to the program will have no further arrests during the year following admission. Contacts will be made with the appropriate police precinct for these participants one year after the admission date. 2. Seventy-five percent of those participants who have been placed in child care or correctional facilities prior to admission to the program will not be reinstitutionalized during the year following admission. Contacts will be made with New York State Division for Youth, New York State Department of Correctional Services and New York City Special Services for Children for those participants one year after the admission date. 3. Seventy-five percent of the intergenerational conflicts between program participants and parents, guardians or school. officials will have been reduced or resolved prior to the closing of the case. The problem-oriented record keeping system will

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indicate the nature of these problems and the date they were resolved, and cases will be reviewed on a quarterly basis.

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Recreation

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1. Seventy-five percent of those enrolled in the summer program will maintain a good attendance record and will complete the program. Weekly attendance records will be kept and these records will be reviewed and analyzed by September 30, 1979.

2. Seventy-five percent of those enrolled in the after school program will maintain a good attendance record and remain in the program throughout the school year. Weekly attendance records will be reviewed and analyzed by July 31, 1979.

3. Seventy-five percent of the conflicts between program participants and their peers will have been reduced or resolved prior to the end of the school year. The problem-oriented record keeping system will indicate the nature of these problems and the date they were resolved, and cases will be reviewed on . quarterly basis.

Vocational Training/Work Experience

1. Thirty percent of the program participants who have dropped out of school will complete their high school education or obtain a High School Equivalency Diploma by June 30, 1981.

2. Seventy percent of the program participants will complete the Wiltwyck work experience apprenticeship and will

3. Fifty percent of the program participants will be employed in full time jobs by June 30, 1981. B. Summary of Statistics 1. Manhattan Center -- As of September 1, 1980 the Manhattan Center had a total of seventy-five active cases. Of the seventy-five cases reviewed and evaluated, forty-nine were males and twenty-six females. The average age of these youths was thirteen years old. Fourteen youths were arrested prior to admission in the LEAA program. Four youths had been institutionalized prior to the beginning of the LEAA program and no reinstitutionalizations were reported. During the course of the LEAA program only fourteen percent or two youths were rearrested and none had been reinstitutionalized. A total of 28 youths reported having school and family conflicts upon entering the LEAA program. As of September 1, 1980, twelve youths or forty-three percent have improved or resolved these conflicts through counseling and recreational services provided through the CAY program. *Due to the ending of the program period and the need for LEAA staff to take acrued sick and vacation time, adequate personnel was not available to assist in the final evaluation of the program.

be referred to Project Upgrade or similar training programs.

As a result, at both the Brooklyn and Manhattan centers, only the cases that were active as of September 1, 1980 were evaluated for purposes of this report.

2. <u>Brooklyn Center</u>-- On September 1, 1980, the Brooklyn Center had a total of fifty-four (38 boys and 16 girls) active cases. The average age of the youths served in Brooklyn was 17.5 years. Of the fifty-four active cases reviewed, thirty percent or sixteen youths (15 boys and 1 girl) had been arrested prior to the LEAA program. Of the sixteen youths arrested only five youths (4 boys and 1 girl) or 31 percent were re-arrested.

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Thirteen youths (8 boys and 5 girls) had been institutionalized prior to the LEAA program. During LEAA only three boys or twenty-three percent of the youths in the program were reinstitutionalized.

A total of 39 youths reported having school and family conflicts upon entering the LEAA program. As of September 1, 1980, twenty-one or fifty-four percent of youths have resolved or improved their relations with their families and the school.

In the after school program, thirty-three high school dropouts were reported upon admission to the LEAA program. As of September 1, 1980, twenty-one or 64% of the youths had returned to school. Of the twenty-one youths who returned to school, seven or 33% enrolled in a GED program. Our objective indicated June 30, 1981 as the target date that the program should be evaluated. Due to the program being defunded that evaluation will not be available.

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objectives.

In both centers, 89 active cases were available with attendance records for the summer program. From these cases, 62% had good attendance records, 25% had fair attendance and 13% had poor attendance in the summer program. In this regard we did not quite make our projections that 75% of the participants

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Thirty youths participated in the vocational training/ work experience program. Twenty or sixty-seven percent of the participants in the work experience program were referred to Project Upgrade and other community vocational programs--and three youths or one percent currently have full time jobs.

3. Summary of Manhattan and Brooklyn Centers

The Manhattan and Brooklyn Centers had an active caseload of 129 youths as of September 1, 1980. Sixty-seven percent of this population were boys and thirty three percent were girls. Twenty-three percent of this population had been arrested prior to enrollment in the LEAA program, however during LEAA only seven youths or twenty-three percent of that population had

been rearrested. Thirteen percent of the program participants were institutionalized prior to admission to the LEAA program whereas only three youths or eighteen percent were reinstitutionalized during the LEAA program. Therefore they have exceeded projections number one and two under the social services

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would have good attendance under our recreation objective.

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With regard to the second recreation objective where we projected 75% of the participants in the after school program would have good attendance records as of September 1, 1980, nine youths participated in the afterschool program. Twentythree percent had good attendance, 44% had fair attendance, and 33% had poor attendance. These unanticipated results are attributed to the age of the population served in the Brooklyn Center (which is where the afterschool program was operated). This group was much older than anticipated (average age 17.5 years). Therefore an afterschool recreation program was not a priority for these youths, most of whom were high school dropouts.

In the original formulation of goals and objectives for the LEAA program, we tended to be inclusive rather than exclusive. As a result areas were identified to be evaluated which were realistically outside the scope of the program. These areas which were translated in to objectives specifically relate to deep rooted problems in family and peer, interpersonal (style) relations. In implementing the LEAA program we found that it was beyond the scope of the project , given the time and length of funding, to address and effectively deal with the problems identified in questions number three under both the social services and recreation program objectives.

C. Overall Program Summary The following is an account of the total projections of the entire CAY program components in both the Manhattan and Brooklyn Centers and the ERC vocational training program. The figures represent the evaluation of the LEAA CAY program from its inception 6/1/79 to 9/30/80. 1. Social Services: We projected 120 cases would be served over the funding period but actually served 158 cases, thus performing 131% of original projection. 2. Work Experience: We projected forty cases over the entire funding period but actually served thirty, meeting 75% of our original projections. In Brooklyn there were only twenty available job slots. Anticipating a six month work experience, we projected that twenty youths would be served in each half of the year (or forty for the entire year). However, the work experiences lasted longer than anticipated thus only thirty youths were admitted into the work experience program. There was no time at which there was less than 95% enrollment in available youth work slots. 3. Afterschool: Forty cases were projected but only twenty-five were actually admitted, representing 63% of our projections.

4. Evening Center: We projected thirty cases but in actuality served twenty-seven or 90% of our original projections.

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5. Summer: One hundred five cases were projected but we actually served 217 cases, thus performing 206% of original projection.

6. Vocational Training: One Hundred cases were projected but actually 102 were served, thus performing 102% of original projection.

7. Total: A total of 435 cases were projected for our funding period, but 559 were actually served. We performed 128% of our overall original total projections.

VI. Conclusions and Recommendations

A. Evaluation of Program

1. Manhattan and Brooklyn Centers

The LEAA CAY program was successful in serving approximately 400-450 youths (and their families) engaged on a multiservice basis. Our program served, in many instances, to establish a consistent reinforcing agent in the lives of the youths where concrete services, information and referrals and a "listening ear" were provided to combat the many difficulties faced by community residents.

The social service component engaged youths (many with prior contact with law enforcement agencies) with dysfunctioning socialization skills to "adjust" their dysfunctioning through continuous indepth counseling and concrete service delivery to insure a gradual adjustment and adaptation to more "acceptable"

modes of behavior. It was demonstrated during the course of the year, that as we became better established, many youths saw the program as a viable "sounding board" where they could vent their anger, anxieties and frustrations and feel comfortable knowing that there would be an effort made to assist them in the alleviation of problematic episodes. For a fledging program trying to establish credability, our efforts were successful. Given time and additional support our efforts would undoubtedly have been more successful.

In Brooklyn a number of cases were joint ventures where the family was serviced by the Family Service Unit and LEAA responded primarily to the adolescent. During the month of June 1980, clients who had begun to become more involved in counseling continued to increase their participation and responded well to structuring, specifically scheduling. Cases that had remained inactive for long periods and did not respond to outreach efforts were closed out.

Recreation services in the Manhattan Center was the strongest component of the LEAA program. The recreation program provided its participants with increments for displaying good team work habits, demonstrating positive growth over a period of time, and for maintaining a good attendance record. Increments included Wiltwyck Manhattan Center T-shirts and baseball caps.

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The LEAA recreation program served as a medium for creating a network of community-based services that shared facilities and ideas around programming for the community youths.

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In Brooklyn the recreation program which included the afterschool and evening programs, while productive, were not as successful as in Manhattan. The youths enrolled in the Brooklyn program were much older and were more interested in employment than recreation and tutoring services. The recreation program was accepted by some of the Brooklyn youth once the program coordinator planned sessions around areas of interest to the participants. Among successful efforts made to capture the interest of this population were seminars which were established to address pertinent issues confronting adolescents such as "the world of work" issues and realities confronting those entering the work force, the role of men and women, and parenting.

The highlight of the Brooklyn Center's recreation component was the CAY's Summer Program which operated during July and August with an enrollment of forty youths between the ages of ten and fifteen. The program took place on Tuesday through Fridays 9 a.m. to 4 p.m. Activities included several bus trips to various parts of the metropoliton area. Free lunches were provided through our local sponsors: The Young Minds Day Care Center in conjunction with the U.S. Department of Agriculture

New York City Board of Education. a health clinic.

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A major event in the Manhattan Center CAY program was the Summer Youth Program 1980. July and August were very active months where 43 youths ages 8-15 enrolled in the summer program. Activities included trips to various events and historical sites, picnics, a basketball tournament and music appreciation workshops. Free breakfast and lunches were provided by the

The Brooklyn Center's Work Experience Program proved to be a good success for CAY. Over the course of the program year thirty youths were provided with employment opportunities in locally developed jobs that in most cases served as an introduction to the world of work. We were successful in our efforts to develop jobs in the community in order to provide a worthwhile setting for learning about the workplace. Jobs were developed in a local hospital, an early childhood learning center and at

The majority of youths admitted into the work experience component were high school dropouts. All were admitted and enrolled into equivalency programs for a high school diploma. One youth entered college in February 1980. Six others completed their GED requirements and planned to enroll in college in September 1980. Nine youths have completed GED preparation and are pending test results. Ten youths were referred to other programs

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for employment opportunities and two others were able to find employment on their own (construction and maintenance).

The work experience component served as a very useful vehicle for upward mobility for these youths. Not only did it provide them with an opportunity for gainful employment, but it also gave them a chance to contemplate their futures and begin the decision-making process of what type of careers they want for themselves. .

In a community where unemployment among young people has reached epidemic proportions, CAY's work experience was much needed and provided a small number of youths with a chance for self-esteem and hope for the future.

2. Eleanor Roosevelt Campus

The vocational services program was developed in March 1980 and reflects the changes of our Budget Modification of February 25, 1980. Though the vocational staff was not hired until the fourth quarter, thirty youths received vocational counseling from the Director of Vocational Services who received many referrals once the announcement was made that a vocational program was to be implemented at ERC. During March(at the end of the third quarter), the Director also began setting up job sites, and developed a referral procedure with the social workers as well as potential case loads for the vocational staff.

All vocational staff positions were filled as of April 15, 1980. During the fourth quarter, 68 youths received vocational services which included vocational evaluation, supported work experience, part time and summer employment, referrals for vocational training and higher education. By the end of the continuation period a total of 102 youths received vocational services. The vocational services program has made a significant impact in directing the youths into alternative constructive activity. For example, the daily logs at ERC show marked reduction in stealing, fighting, distructive and antisocial behaviors. The LEAA vocational staff has been instrumental in establishing good relations with the campus youths through formal counseling sessions and informal contacts at their respective job sites. Through the vocational program we have prepared the youths to be responsible, independent adults. The youths received immediate benefits from this program: actual wages, work experience, increased self-esteem and self-confidence. Perhaps the greatest accomplishments of the vocational program was instituting a system whereby youths could explore within themselves and find vocational strengths that were previously undeveloped. The highlights of our short lived vocational program at

ERC are as follows:

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a. The establishment of a formal supportive vocational counseling program which provides individualized counseling that focuses on increasing job readiness skills, self-confidence, self-reliance and reducedfear of employment situations.

b. Establishment of a formal vocational evaluation program designed to measure aptitudes, interest and abilities.

c. Standardization of the vocational evaluation program by procuring a validated evaluation system.

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d. Establishment of an individualized vocational plan.

e. Creation of vocational pre and post discharge planning including referral, liaison, advocacy, follow-up and direct counseling services.

f. Establishment of job development programs for both the Westchester residential and N.Y.C. based centers, focusing on the development of a total plan integrated with other services.

g.Supported work experience programs for residential and for community center clients in need of transitional work support.

h. Development of service linkages with other community based agencies concerned with vocational services to youths.

i. Identification of additional resources to support vocational programming efforts/.

j. Establishment of GED programs for qualified Eleanor Roosevelt Campus residents.

The end of the LEAA funding period resulted in the loss of staff and vocational programs and has left a large gap in our ability to respond to ERC's youths, especially those who are in the 17-18 year age range. Presently there are 86 youth at ERC. Twenty-six or 30% are at least 17 years old. Many of

these youths are employment bound after discharge from the residential center and need vocational services. Unfortunately, just as the programs were gaining visibility and a footing in the various communities, our programming agenda was not refunded by LEAA , leaving another void in communities with too many existing voids. B. Termination 1. Manhattan Center: Of the 75 active cases as of August 31, 1980, 37 youths were terminated by the LEAA staff due to the program being defunded. Fifteen youths were referred to other Wiltwyck programs, sixteen dropped out and seven were referred to other community programs. 2. Brooklyn Center: Of the fifty-four active cases evaluated as of August 31, 1980, two youths were terminated by the LEAA staff as a result of the CAY program being defunded. Six youths were referred

arrested.

to other Wiltwyck programs, thirty-three youths were referred to other community programs, five youths dropped out and eight youths fell into the "other" category. Of the eight youths in the "other" category, two are attending college, one is working full time, one was hospitalized, two returned to their probation officer and of the two remaining, one is in jail and one was

-27-

3. Eleanor Roosevelt Campus:

. . .

C.)

One hundred and two youths (all males) received vocational services at ERC. At the end of the program 30% or thirty-one youths were terminated by the vocational staff, and fifteen percent or sixteen youths were discharged from ERC. Throughout the program period from 3/80-9/80, 31% of the youths were terminated by the vocational staff; twenty-four percent were discharged from ERC. The additional 45% of the youths on ERC continue to receive limited vocational services. Ten youths (age 17 and older) are receiving ongoing vocational counseling by the worker whose position was continued on a part-time basis. These youth continue to work on off-campus jobs and are paid by their employers. Five youths were referred to the Board of Cooperative Educational Services (BOCES) for further training in an ongoing program and receive limited guidance and career counseling at ERC. Thirty-one youths are working at ERC in a stipend program. Stipends are paid for through the school district at ERC. Seventy-five percent of these thirty-one youth participated in the original LEAA program. However, in the current stipend program, the salaries are lower and the youths receive limited vocational counseling. (For a detailed breakdown see Appendix

-28-

Due to the overwhelmingly positive response as well as the great need for a vocational services program at ERC, C. Effects of Defunding

The major effect of the LEAA program on the staff and the youths served was the feeling that CAY program is typical of what continues to happen in minority communities where government programs are implemented, operate temporarily and then removed. The LEAA staff expressed their sorrow in having to terminate relationships, many of which took a year to establish. As expressed by one staff member " Just when the kids are interested in the program and beginning to trust us we have to tell them we won't be here anymore." In the Brooklyn Center two rearrests took place one week after the worker announced that she was leaving the agency because the program was defunded. The defunding of the LEAA program caused the Wiltwyck Inc, (to a great degree) to lose some credibility in the community. Agencies continue to refer youths to our program after the LEAA program ended. As a result of the LEAA defunding, Wiltwyck is now unable to serve the large number of youths referred to its programs. Particularly in our Brooklyn Center, we have had to inform agencies that we no

all possible efforts were made to continue to provide services on campus. Though our efforts are limited in personnel,

transportation, and finances, we continue to provide limited but much needed vocational services to the population at ERC.

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longer had the capacity to serve the youth population as a result of the LEAA program being defunded.

-30-

We are concerned at Wiltwyck about how the youths in the communities we served will respond to our programs in the future. Many youths are unaware of the funding restrictions within an agency and thus are unable to differentiate between the agency's services and the funding source restrictions. Therefore, the youths served do not dissassociate the LEAA program from the Wiltwyck agency. To them the Wiltwyck agency ended their youth programs.

D. Alternative Funding

Efforts are constantly being made to secure alternative funding for our community centers. Thus far we have not been successful but efforts continue to be pursued by our Public Resources Department. Realizing the scarcity of funds, we have been pursuing individual program areas which have been most successful in each of the community centers. We believe the success of the programs in each center reflects the needs of the respective communities. Thus, our funding thrust is as follows: a vocational training/work experience program in the Brooklyn Center; a recreation program in the Harlem Center and a vocational services program at ERC.

E. Recommendations for Effective Programs Based on the CAY LEAA programs operated in our centers, we have found several approaches to be effective and strongly recommend them for implementing future programs. 1. Recreation is a good service to use to lure adolescents into program s that may otherwise seem unattractive to them. Many youths need counseling and other supportive services that they may not want to ask for because of the stigma placed on people who need or use social services or people who ask for help. People in general do not like to ask for help or admit that they need help. Recreational services is a self-help process which allows workers to develop an informal relationship with potential clients which usually make the transition to accepting additional services easier for the client.

2. Vocational services are important in building selfesteem, preventing juvenile delinquency and as an incentive for individuals to return to school. Our experience in the LEAA program has shown us that youths would rather work than hang out in the streets. Working enhances their independence and makes them self-sufficient. Working provides a built-in reward: a) a sense of accomplishment and b) a paycheck. Lastly, many youths who are interested in working find that they need a high school diploma in order to do almost everything. This serves as an incentive for them to return to school to complete their high school education in order that they may get a diploma and

-31-

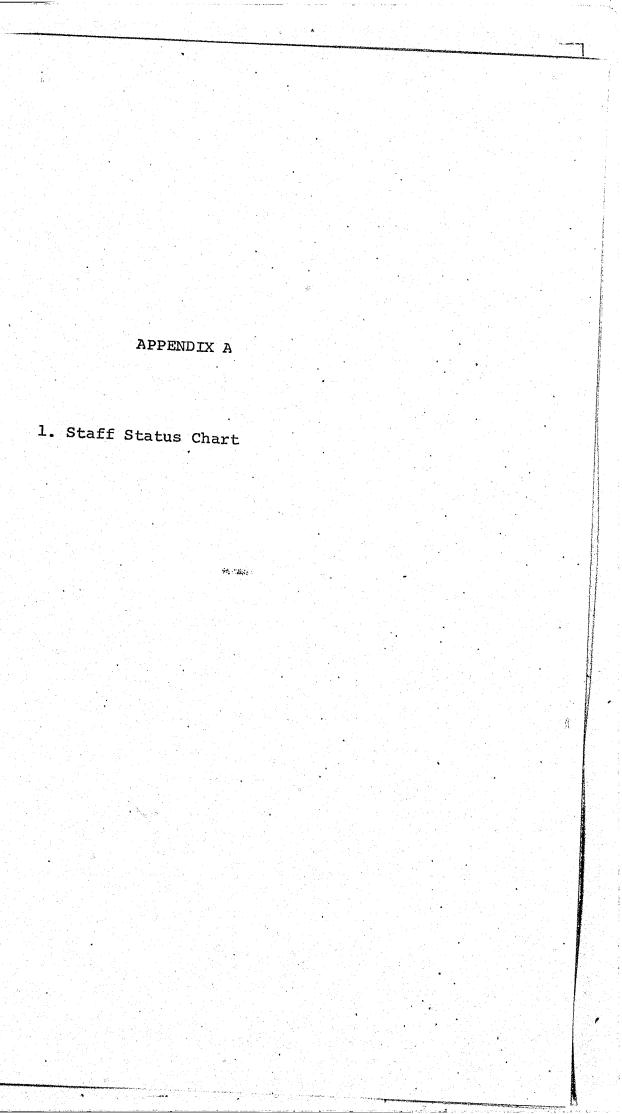
go to work. Supportive services in addition to a vocational program is also very important in order that the capabilities and strengths and weaknesses of the person may be realized and developed.

-32-

3. Close contacts with local schools must be maintained especially when working with adolescents. A lot can be learned from teachers and counselors at the clients' schools. Together with the school team and the agency's staff, a unified plan can be established and implemented for working with an adolescent population.

4. Lack of adequate staff for outreach/advocacy may thwart the implementation of a family oriented counseling process.

Involvement of the family in social service counseling is also very important. Though there may be resistance and apathy initially, the family's involvement could serve as an important resource in identifying where some problems originate from. Involving the family will help the worker begin to solve the entire problem rather than just a part of it.



ALL CENTERS, NEW YO	RK OFFICE,	ELEANOR RO	OSEVELT CAME	<u>'US</u>	MONTH ENDING: September 30,	1980
Community Alternati	ve for You	+6/1/79	-9/30/80			
Somencerity Arternati	ve ioi iou	<u>cit.</u> 0/1/75	Staff			
	Budget	Eff.	Start		Termination Date/	
	Line	Date	Date	Title	Name	Hrs/Wk
1ANHATTAN	C3	1/18/80	3/24/80	Social Worker II	9/12/80 Frank Jones, Jr.	35
CENTER	D3	6/15/79	7/16/79	Case Aide	9/10/80 Rosalyn Rennie	35
	E8	6/15/79	7/2/79	Community Care Worker	9/10/80 Leila Campbell	35
	F6	6/15/79	12/26/79	Receptionist-Typist	9/19/80 Gloria Hart	35
and the second	E9	3/3/80	4/14/80	Recreation Counselor	9/26/80 Horace Fields	15
BEDFORD-STUYVESANT	C2	6/15/79	9/7/79	Social Worker	8/22/80 Nancy Rudes	35
CENTER	D2	6/15/79	9/10/79	Case Aide	9/1/80 Aracelis Navarro*	35
	E4	6/15/79	7/2/79	Community Care Worker	9/18/80 Doris Hayes	35
	E5	6/15/79	7/2/79	Resource Coordinator	9/24/80 Minnie Evans	35 ·
	EG	6/1/79	12/13/79	Recreation Counselor	9/26/80 Sedia Yancy	35
	F2	6/1/79	6/9/80	Center Director (40%)	9/30/80 Celestine Akuba*	35
and the second	F3	6/1/79	9/10/79	Coordinator	9/24/80 Grover Stitt	35
	F4	6/15/79	3/3/80	Administrative Assistant	9/12/80 Constance Ellis	35
	F5	6/15/79	7/1/79	Receptionist-Typist	9/17/80 Pamela Stewart	35
	C4	3/3/80	4/14/80	Social Worker	9/14/80 George Washington*	35
NEW YORK OFFICE	F7	6/1/79	6/23/79	Program Specialist	9/30/80 Donna Ferguson*	35
		3/3/80	6/16/80	Assistant Program Specialist	9/19/80	35
ELEANOR ROOSEVELT	 D4	3/3/80	4/15/80	Vocational Evaluator	9/26/80 Shirley Lewis	35
CAMPUS	D5	3/3/80	4/15/80	Vocational Evaluator	9/26/80 Debra Genross	35
	D6	3/3/80	4/15/80	Vocational Evaluator	9/26/80 Davey Brand*	35
	D7	3/3/80	4/15/80	Rehabilitation Counselor	9/26/80 Larry Patterson	35
	D8	3/3/80	4/15/80	Job Seeking Skills Trainer	9/26/80 Pearl Bernstein	35

1.

APPENDIX B

REPORTING FORMS FOR THE CAY PROGRAMS

- 1. Problem Oriented Records (POR)
- 2. Client Base Data Form
- 3. Monthly Census Report
- 4. LEAA Individual Case Record

..*Other . .2.

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NUMBER OF COURT

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*Other included, j disruptive fin s neglect.

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Vandalism Arson		•
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Gambling		
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Drunkenness (alcoholic offenses)	•	•
. Other	•	
2. PROBLEMS		
2. PROBLEMS ASSOCIATED WITH PINS		
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Running away from home		
Sexual misconduct		
Refusal to obey parents/guardians		
Staying out late		
Associating with bad companions Using vile language	•	
Using vile language		
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*Other		
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Previously known to Police Dept.		
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Currently receiving aftercare services	••••••	
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WILTWYCK COMMUNITY ALTERNATIVES FOR YOUTH MONTHLY CENSUS REPORT

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- 5. Number of inactive cases in this component this month
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REPORT PREPARED BY:

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during this month

CENTER:

11

CASE COUNT THIS MONTH

B. Referrals seen at Intake

A. Total referrals received this month

Referrals rejected at Intake

REPORT

ICES

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eakdown

youth enrolled this month

youth in attendance at sessions

tive cases in this component

WORK EXPERIENCES

cases receiving this component imary service

3. Number of youth enrolled for sessions this

Number of youth in attendance at sessions

6. Number of cases closed in this component

DATE:

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	Aug. 15, 1980						
	LEAA - INDIVIDUAL CASE RECORDS		12		X,		
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			13. If yes, has person returned to scho	ol? YES NO			
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*4.	Has person had any contact with the Juvenile Justice system since entering the LEAA		• • work experience	YES DK	Good	Fair	Poor
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	YES NO If yes, give details		 vocational evaluation 				•
E			• part-time work	YES NO DK			
) .	Has this person ever been institutionalized? YES NO DK			YES NO DK	Good	Fair	_ Poor
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- 9.	Attendance in recreation program:				•		
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APPENDIX C

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1. Client Summary

2. Work Plan

Grant #: 79JS-AX-0017 Continuation Period: July 1, 1980 through September 30, 1980

TABLE I

Community Alternatives for Youth - Wiltwyck

Projected Number of Clients to be Served at All Sites

			Continuat	ion Period	To	tal
Project Components	Projected Caseload Admissions Cumulative		Actual , Caseload Admissions Cumulative		Percent = Actual/Projected Admissions Cumulative	
Social Services	20	120	15	158	75	131%
Work Experience	20	40	4	30	20	75%
After School	20	40	0	35	0	62%
Evening Center	10	30	0	27	0	90%
Summer	25	105	50	217	200	206%
Vocational Training	30	100	4	102	10	102%
TOTAL:	125	435	73	559	59	125%

Table I - Projected Number of Clients to be Served - Continuation Period

This table reflects all the new cases accepted in the CAY. continuation period as well as the totals for the entire program. The three most successful project components were social services, the summer program and the vocational training program. We performed well over 100% of our original projection in each of these components. In the social service component we projected we would serve 120 clients but actually served 158 (131%). In the summer program we projected we would serve 105 but actually served 217 (206%). And in the vocational training program we projected we would serve 100 but actually served 102 (102%).

In Brooklyn, the after-school program, evening center were not as successful. Initially we intended to provide comprehensive leisure time activities that would encompass after-school and evening hours for 10-18 year olds. Since the average age of youths served were 17.5 years old, recreation was not a priority. Vocational services were more attractive to this population. As a result, in the afterschool program we served 25 youths instead of the projected 40 (62%) and 27 youths of the projected 30 (90%) in the evening center.

The work experience program began on November 5, 1979. The majority of the adolescents admitted to the program were high school dropouts we enrolled in GED programs. We projected 40 youths would be served but actually served 30 youths (75%).

TABLE II

	Number of arrests pr
· · ·	in LEAA
	Number of re-arrests
	Percent of re-arrest
	Date: September 30,
	* Two of these re-ar
	nounced that she was
	more complete analys
	main report.
	TABLE III PERCENT
	Number previously ins
	prior to admission i
	Number re-institution
	LEAA
	Percent of re-institu
	Date: September 30,
	TABLE IV PERCENTAC
	FAMILIES
	Number of youths who
	flicts upon admission
	Number of resolved or
	flicts
	Percent of reduction

Date: September 30, 1980

PERCENT OF RE-ARRESTS IN COMMUNITY CENTERS

	Brook1yn	Harlem	Total
orior to admissions			
	16	14	30
s during LEAA	5*	2	7
ts	31%	14%	23%
			N==30

1980

rests occurred within one week after the worker anleaving because the program was defunded. For a sis, see conclusions and evaluation section of the

OF RE-INSTITUTIONALIZATION IN COMMUNITY CENTERS

	Brooklyn	Harlem	Total
nstitutionalized,	1	-	1
in_LEAA	13	4	17
onalizations during			<u> </u>
	3	0	3
utionalizations	23%	0%	187
			+ <u>+</u>

1980

GES OF REDUCTION OF INTERGENERATIONAL CONFLICT IN , SCHOOLS, AND COMMUNITY CENTERS

	Brooklyn	Harlem	Total
reported con-	111		
n	39	28	67
or reduced con-			
	21	12	33
1	54%	43%	49%
			N=67

TABLE V SUMMER PROGRAM ATTENDANCE RECORD

	l
Percent with good attendance	66%
Percent with poor attendance	26%
Percent with fair attendance	8%
Total percent	100%

Date: September 30, 1980

TABLE VI YOUTHS RETURNING TO SCHOOL

Number of dropouts upon admission 🐲 🛲	33
Number who returned to school/enrolled in GED	21
Percent who returned to school/enrolled in GED	63%
	N=33

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Date: September 30, 1980

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Number with good Number with fair

Number with poor

15

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TABLE VII

BROOKLYN VOCATIONAL SERVICES ATTENDANCE RECORD

	Females	Males	Total #	Total %
attendance	9	11	20	66%
attendance	1	4	5	17%
attendance	1	4	5	17%

N=30

TABLE VIII NUMBER OF TERMINATIONS AS OF THE END OF THE PROGRAM

A. Brooklyn Terminations

	Males	Females	Total #	Total %
Other Wiltwyck programs	4	2	6	11%
Other community programs	20	13	33	61%
Dropped out	5	0	5	.09%
Terminated by staff	2	0	2	.04%
Other	8	0	8	.15%
	•			N=54

B. Manhattan Terminations

4 1

	Males	Females	Total #	Total %		
Other Wiltwyck programs	9	6	15	20%		
Other community programs	5	2	7	9.3%		
Dropped out	10	6	16	21.3%		
Terminated by staff	25	12	37	49.4%		
Other	0	0	0	0		
				N=75		

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TABLE IX

ERC VOCATIONAL SERVICES PRO	GRAM		contin-	
	third quarter	fourth quarter	uation period	TOTAL
Number of youths	20	<u> </u>		100
admitted to LEAA Number of youths	30	68	4	102
terminated by staff	0	1	31	32
Number of youths		¥		
discharged from ERC	0	8	16	24
			N=	102

TABLE X

ERC TERMINATIONS

Number of youths terminated by staf Number of youths discharged from EF Number of youths who continue to re vocational servic

TABLE XI

ERC YOUTH WHO CONTINUE TO RECEIVE VOCATIONAL SERVICES

	TOTAL #	TOTAL %
Number of youth with		
off campus placements	10	22%
Number of youths with		
stipend jobs on campus	31	67%
Number of youth referred		
for further vocational		
training at BOCES	5	11%
		N=46

	program period from 4/80-9/80	TOTAL %
aff	32	31%
ERC	24	24%
receive ces	46	45%
		N=102

Wi	1tr	vyck	

Community Alternatives for Youth Work Plan

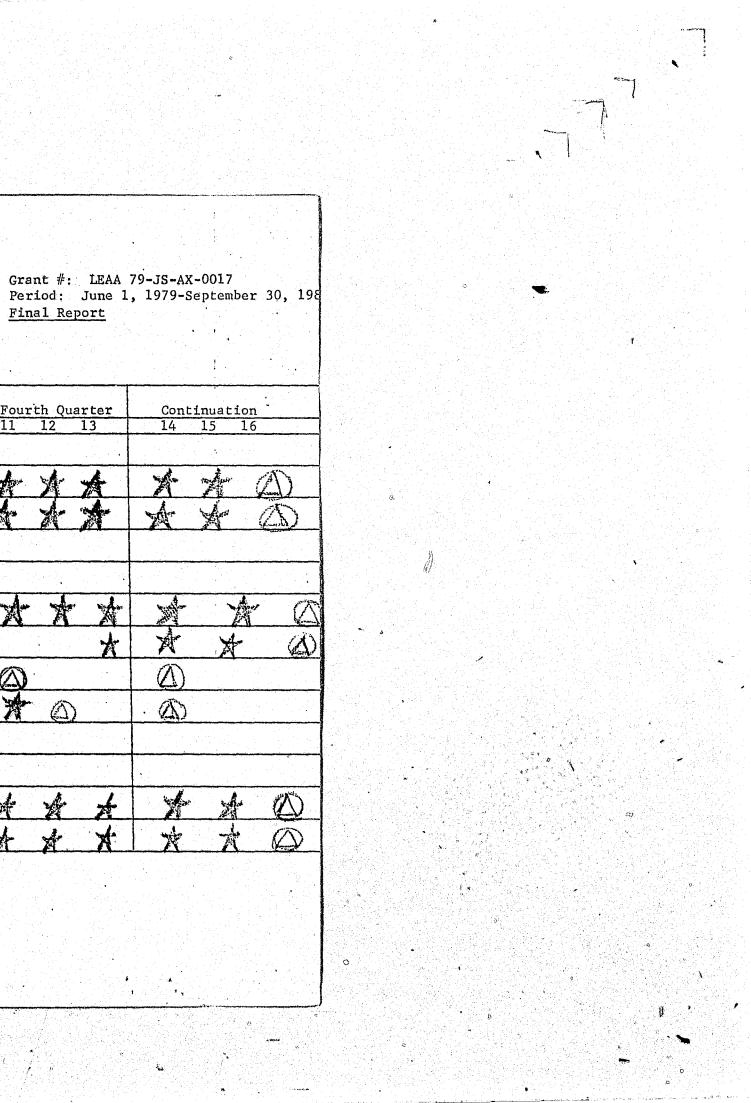
	ويعتبد والمتحج والمتحج والمراجع والمراجع والمراجع				
PROJECT OBJECTIVE	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Со
	1 2 3 4	5 6 7	8 9 10	11 12 13	14
SOCIAL SERVICES					
Manhattan	*	xxx	xxx	* X *	X
Brooklyn	E	XXX	xxx	xxx	A
Bronx		₩			
RECREATION					
Manhattan				XXX	
Brooklyn a. Summer				*	XX
b. After school		XXX	XXX		
c. Evenings		6 0 *	x x x	XO	. 🖄
Bronx a. Summer					
WORK EXPERIENCE/ VOCATIONAL TRAINING					
Brooklyn	0			* * *	1
Eleanor Roosevelt Campus				XXX	X

Projected completion date 🐲

Project behind schedule

× Project in place

Project component ends



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Proj. Components Full-Year <u>Commitments</u>		une l					000.						Jan	: I	- Mar	ch 31					- May			
	Froj.	Ac	tual	Acti	cent ual "	Pro]	Actu	e1 .	Acti	cent ual	Pro		Act		Perc	al	Proj		Act	ual	Acti	cent al	
	Caselo Adm Cu N	im Adr N	seload m Cum	d Pro Adm N	Cum.	Adm N		<u>Case</u> Adm N		Pro Adm N			eload Cum			Proj Adm N	Cum	Adm N	<u>Cum</u>		<u>eload</u> Cum	Adm N		
Social Services				%	%					%	%		•••				. •	•						
Manhattan Brooklyn	10 10 10 10		16	160		15 15	25 25	12 35	28 35	80 230	112 140	89	33 -44		137 50	112 165	112 -147	17 16	50 50	32	69 61	188 150	133 125	
Bronx Total	0 0		0	0	0 801	0 30	0	0	0 .63(.0 156;	0	0	0 . 67	24	137 50. 87 %	141	130	33	100	56.	130:-		·····	
Nork Experience	•	5							- N 1															
Beciord/ . Stuyvesant	0 0		-	• •••	•	15 15	15	.19. 19	19 19	126	126 126	• 5 •	. 20 20		21. 21.	20.	105		20	5	-2-5-	-		
Total After School	0 0					15	<u>15'</u>	19		126	126		20	<u>.1</u>	21	20	,105	·	20	5	25	-		
Bedford/ Stuyvesent	0 0	•			7	10	10	.0	0	. 0	0	5	. 15	••••				5	20	5	25	100	100	
Bronx Total	0 0	-		-		0.	10.	0	0	0	0	.5	. 15		•••	•	•	5	20	5	25	100.	00	
Evening Center Ecdford/												••••					•							
Stuyvesant Brong	0 0		-	•		10	10 .	•0	0	0.	0	5-11	. 15.		•			5	•	27	-	540° 1	30 	
	0 0					10	20			0	0		15						20	21	20:			
rojecz Total	20 20	1.6	16	30	180	65	85	66	83 1	01	96	32	1277	25	107.4	78.	91	43 1		. ,	175.	1	08	C

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