

CAREER AND ACADEMIC DEVELOPMENT INSTITUTE



ABOUT US

The Career & Academic Development Institute (CADI), is an alternative school funded by the School District of Philadelphia. Formerly a program of OIC of America, CADI continues its mission of “helping people, help themselves.” In “helping people, help themselves”.

CADI has formed a strategic partnership with Changing Mindsets Through Education, Exposure, and Development (**CMTEED**), an innovative program designed exclusively for boys. This initiative focuses on addressing gun violence by empowering young men in Philadelphia through education, mentorship, and personal development.

OUR MISSION & VISION

CMTEED’s main mission is to create an educated collection of young community advocates armed with the skills, messaging, and experience to lead their neighborhoods as arbiters of positive change. Our vision is for every student, regardless of age, zip-code, socio-economic status, and a myriad of other environmental factors to graduate High School with a diploma.

WHO WE SERVE

The CMTEED program, a boys-only initiative of CADI, empowers 15-20 young men, weekly, in Philadelphia to address gun violence and foster positive change. Supported by the City of Philadelphia’s Community Expansion Grant (CEG), this three-day-a-week, trauma-informed program provides training in conflict resolution, financial literacy, career planning, and personal development, equipping participants to become confident advocates and leaders in their communities.

PROGRAMMATIC GOALS

This program is committed to fostering measurable growth by monitoring attendance, academic progress, and behavioral improvements while integrating participant feedback to shape their journeys. Through monthly community projects, we track personal achievements and contributions, showcasing the program's impact on both individual development and community safety. CMTEED’s goals include:



Inspire young men to become proactive leaders by mastering conflict resolution, advocacy, and leadership skills to drive positive change in their communities.



Create clear pathways for success through education, vocational training, and meaningful community service opportunities.



Engage participants in transformative monthly projects that tackle gun violence and promote lasting community betterment.

PROGRAM COMPONENTS



Educational Exposure: College tours, vocational trips, and dining etiquette broaden horizons and foster self-confidence in diverse settings.



Skill Building: Participants learn financial literacy, peer mediation, public speaking, and leadership training, which are all integral to helping young men build self-confidence and independence.



Community Development: Participants design and lead projects that promote safe spaces, reduce gun violence, and provide youth engagement opportunities through community fairs, town halls, and surveys.

PROGRAM SUSTAINABILITY

To ensure the longevity and growth of CMTEED, CADI will need to:

- ✿ Sustain and Expand Program Reach
- ✿ Enhance Wraparound Support
- ✿ Invest in Skill-Building and Resources



IMPACT SNAPSHOT

- 70% CMTEED participants went on to graduate highschool
- 47% CMTEED participants have attended or applied to college
- 80% of participants express a commitment to completing high school or pursuing vocational paths following CMTEED
- 20 average number of participants served weekly



GET INVOLVED

Investing in CMTEED is a direct contribution to transforming the lives of young men affected by gun violence in Philadelphia. Through education, mentorship, and leadership development, we empower participants to become advocates for change in their communities, reducing violence and fostering self-reliance. By nurturing these young leaders, we lay the groundwork for a safer, more prosperous future for our communities. Please visit our website for volunteer and donation opportunities.



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