



Quick Stats

Agency	Program/Policy Start Date	Number Served	Annual Budget
Human Resources Administration	Spring 2012	366	\$430,000

Problem Statement

There are approximately 165,000 young people ages 16-24 in New York City who are not in school, not working, and not looking for work.ⁱ In New York City, African Americans and Latinos have much higher disconnection rates than Non-Hispanic Whites and Asians. This difference is most pronounced among males, where African American (16.6%) and Hispanic males (16%) have substantially higher disconnection rates than white males (7.6%).ⁱⁱ Moreover, the unemployment rate for New York City's 16-24 year old African American men is 37% and the rate for Latino men of the same age is 20%.ⁱⁱⁱ

At a time of such high unemployment and disconnection, subsidized jobs programs offer young adults a critical opportunity for early work experiences that are otherwise simply not out there. It is critical because this is the age when young adults establish important precedents for educational attainment, family life, and labor force participation. Disconnected young adults are at risk for long-term economic hardship as they lose out on opportunities to become members of a workforce that is increasingly educated and skilled.

To meet these needs, there are a number of community based organizations (CBOs) offering young adults development services. However, many participants in these programs cannot find work. In response CEO and HRA established the Work Progress Program (WPP), a subsidized wage program for low income young adults enrolled in CBO services. This collaboration among the City of New York, various CBOs that serve young adults, and local communities and employers, is designed to provide professional experiences and to promote community goals.

Research and Evidence

National research shows that early work experience during the teenage years leads to positive labor market outcomes for youth, especially for those who do not enroll in four-year colleges and universities immediately after leaving high school. Young adults who obtain more work experience during these years have smoother transitions to the labor market and higher beginning wages as well as higher earnings 10 to 15 years after leaving high school.^{iv}

The models for WPP are the Department of Youth and Community Development's Young Adult Internship Program (YAIP), Summer Youth Employment Program (SYEP) and Out-of-School Youth (OSY) Workforce Investment Act (WIA) programs and the programs of the Federal government's Works Progress Administration (WPA). DYCD's programs offer employment preparation, educational services, and support services while teaching life skills and work readiness skills. The WPA offered employment to Americans during the Great Depression.^v

Program Description	<p>After application to and approval from CEO, CBOs place participants into a job and pay wages, and then WPP provides a wage reimbursement to the CBOs.</p> <p>Job placements are provided on the condition that participants are enrolled in the CBOs' services. The types of services and jobs are determined by the CBO, employers, and participants' needs and skills. The key program requirements are:</p> <ul style="list-style-type: none"> • CBOs must recruit a minimum of five participants • Participants work five to nineteen hours per week • Participants are employed for one to five months • Job Placements may be at either the CBO or through a partnership with local businesses or organizations
Program Implementation	<ul style="list-style-type: none"> • February 15, 2012 – Application released for first cohort • February 15 to May 8, 2012 – CEO accepted applications • February to August, 2012 – Participants recruited and employed
Target Population	<p>Low income young adults aged 16-24 years old.</p>
Expected Outcomes	<ul style="list-style-type: none"> • Participants earn wages and gain experience • Some participants continue to be enrolled or enroll in an educational activity • Some participants are placed into an unsubsidized job
Program Results	<p>From February 15 to May 8, 2012 CEO approved 17 non-profits in all five boroughs to employ 366 young adults. The typical non-profit employs 20 to 25 participants for 10 weeks, working 19 hours per week.</p> <p>Each CBO has used WPP to compliment services in a number of ways. Below are some notable examples:</p> <ul style="list-style-type: none"> • Three CBOs used the program to provide jobs for participants who may not be eligible for other programs. • Three CBOs used WPP to add an internship to a career/job readiness program that otherwise did not offer an internship. • For four CBOs, WPP is their first experience with a subsidized jobs program. • Five CBOs are providing homeless/runaway youth, foster youth and youth with mental difficulties an opportunity to work. • Two CBOs expanded their internship programs by increasing the length of job placements or increasing job slots. <p>Participants were placed by CBOs into jobs that fit unique interests and taught work skills. Participants are/were employed as park groundskeepers, summer youth leaders, retail clerks, administrative/office assistants/clerical workers, a motorcycle shop assistant, day care workers, college success mentors, food service workers, teachers aides, etc.</p>
FY 13 Q1-Q3 Performance Data	<ul style="list-style-type: none"> • 60 out of 244 (25%) completed the subsidized job • 41 out of 60 (68%) were placed in an unsubsidized job or into education

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- ⁱ Levitan, M. (2005) "Out of School, Out of Work . . . Out of Luck? New York City's Disconnected Youth." New York, N.Y.: Community Service Society.
- ⁱⁱ Ibid
- ⁱⁱⁱ CEO tabulation from the American Community Survey, 2006 – 2008.
- ^{iv} Sum, A., Fogg, N., and Mangum, G. (2000) "Confronting the Youth Demographic Challenge: The Labor Market Prospects of Out of School Young Adults." Johns Hopkins University, Sar Levitan Center for Social Policy Studies.
http://eric.ed.gov/ERICDocs/data/ericdocs2/content_storage_01/0000000b/80/0d/9b/96.pdf.
- ^v U.S. National Archives. *Records of the Work Projects Administration*. (Washington D.C. U.S. Department of National Archives and Records Administration) <http://www.archives.gov/research/guide-fed-records/groups/069.html#69.1>.