



Quick Stats – Expanded Programing

Agency	Program Expansion Start Date	Number Served Annually	Annual Budget
Department of Small Business Services	August 2011	FY12: 2,400 FY13: 700	FY13: \$645,000

Problem Statement

There is limited availability of occupational skills training for New Yorkers. Declining federal and city resources, combined with the expiration of stimulus funds, have made this a harsh reality. Short-term training is a prerequisite for many entry and mid-level jobs in New York City, while successful completion of training is a key component for career advancement in many industries.

Research and Evidence

The programs in FY12 scaled up training opportunities at existing CEO/SBS programs, such as the Workforce1 Sector-Based Career Centers. Additional trainings were selected based on in-demand occupations from a review of labor market data. These initiatives have demonstrated success in placing, retaining, and advancing low-income individuals in jobs.

In FY13, YMI funds will support the expansion of the successful Scholars at Work program and drive two new high-demand training tracks.

Program Description

In FY12, SBS helped increase training and employment outcomes for young men through the Workforce1 Career Centers, Workforce1 Sector-Based Career Centers, Employment Works, and NYC Business Solutions Training Funds (BSTF) program. These programs targeted populations and occupations that traditionally serve men and have a strong track record of meeting industry demand and leading to job placements. Programs will included:

- An expansion of the Employment Works program to place more NYC probationers in jobs.
- An increase in sector-specific training that traditionally serves high populations of young men through Workforce1 Industrial and Transportation (Supervisory, CDL, CNC Machinist, Truck and Diesel Technician) and Healthcare Career Centers (EMT and Paramedic).
- Paid internships for the Scholars at Work program, an initiative to connect Career and Technical Education (CTC) high school students with internships and job placement assistance through the Workforce1 system.
- Specialized training for in-demand careers, including Security Guard and Computer Technician licenses and certifications.
- Additional funding for businesses to train and upgrade their incumbent workforce through the BSTF program.

In FY13, YMI funds will support:

- An expansion of the Scholars at Work program to serve more students through career exploration activities and internship and job placement opportunities.
- Specialized Dispatcher and Inventory Management training at the Industrial and Transportation Career Center.

Expanded Training and Employment Opportunities

**Implementation
Timeline**

Starting in the July of 2012, SBS launched both the Dispatcher and Inventory Management training programs at the Industrial and Transportation Career Center and began the process of further expanding the Scholars at Work program at CTE high schools.

**Target
Population**

These programs serve working age adults who are unemployed or in low-wage jobs seeking advancement.

**Expected
Outcomes**

- In FY12, about 2,400 individuals achieved at least one training or placement outcome through this series of initiatives.
- In FY13, 700 individuals will achieve at least one training or placement outcome.

Quick Stats

Agency	Program/Policy Start Date	Number Served Annually	Annual Budget
Mayor's Office of Operations	February 2012	N/A	N/A

Problem Statement	Lack of official identification poses a significant challenge to young people. Without an official ID, it is difficult to obtain employment, open a bank account, and access many public benefit programs. Unfortunately, young people lack IDs at much higher rates than their older adult counterparts – in great part, according to focus groups, because they lack knowledge on how to obtain them.
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Research and Evidence	Numerous organizations that work with formerly incarcerated youth have found that one of the major obstacles to re-entry is the lack of official identification and the fact that many of these individuals do not have access to information on how to obtain it. ¹ Additionally, city agencies report that with ID, many clients would have quicker access to public benefits and services.
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Program Description	<p>Mayor Bloomberg signed Executive Order (EO) 150: Helping New Yorkers Access Identification to increase access to forms of state and federal identification so that individuals can utilize public and private benefits and services. The EO directs city agencies to identify the best points of agency-client interaction to convey information about IDs and assist individuals in applying for them. The program focuses on three forms of ID: Birth Certificate, U.S. Social Security Card, and Non-Driver State ID.</p> <p>The City also launched a public awareness campaign, including a user-friendly website – www.nyc.gov/getyourid - to provide New Yorkers with vital information, including: 1) the benefits of obtaining ID; 2) how to obtain ID; and 3) assistance in navigating the state and federal agencies responsible for issuing IDs.</p>
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Implementation Timeline	Executive Order 150 was fully implemented in January 2012 and a public awareness campaign launched April 2012.
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Target Population	Adolescents and young adults in New York City
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Expected Outcomes	Increase in the number of adolescents and young adults with official government identification
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¹ *How to Obtain Important Documents*. Legal Action Center, 2006 <<http://www.hirenetwork.org/publications.html>>

Quick Stats-Expanded Program

Program	Agency	Program/Policy Start Date	Number Served Annually	Annual Budget
Jefferson Houses (East Harlem)	CEO, HRA, NYCHA, CUNY	October 2009	648	\$1,030,000
Betances, Moore, and 152 nd St. & Courtlandt Houses (South Bronx)	CEO, Mayor's Fund, NYCHA, OFE, BronxWorks	September 2011	600	\$1,126,000
YMI funds up to seven new sites	CEO, HRA, NYCHA	Winter 2013	3,700	\$8,170,694

Jobs-Plus
Problem Statement

Across the New York City Housing Authority's (NYCHA) 334 public housing communities, 56 percent of all working-age residents do not report income from employment and 84 percent of NYCHA households earn below New York City's average median income.ⁱ These New Yorkers to varying degrees have been disconnected from labor markets, professional networks, and local and regional economic development. Among those residents who have been able to connect to labor markets, many depend on low-wage employment and struggle to acquire the skills and pursue the continued learning that has become essential for job security, career advancement, and income growth in today's ever-changing economy.

Research and Evidence

From 1998 to 2003, the renowned social research organization MDRC, in partnership with the Rockefeller Foundation and the U.S. Department of Housing & Urban Development (HUD), conducted a large-scale demonstration project in six cities across the United States (Baltimore, Chattanooga, Dayton, Los Angeles, St. Paul, and Seattle) called Jobs-Plus. The demonstration included a random assignment design of whole public housing buildings. In other words, some buildings (and all of their residents) in each city received the Jobs-Plus services while others, serving as a comparison group, did not. Comparing employment and earnings indicators from residents in treatment and comparison buildings provided information regarding the impact of the program.

Results show a significant improvement in earnings and employment for residents that participated in Jobs-Plus. When implemented with fidelity to the design, Jobs-Plus increased public housing residents' income by over \$1,100 per year on top of the income they would have earned without the program.ⁱⁱ Participants that *ever worked* during the program follow-up period increased their income by almost \$1,500 per year. Moreover, data reflects positive effects across diverse sub-groups (e.g. TANF recipients). Overall, Jobs-Plus helped some participants to get jobs and others to maintain and upgrade their jobs.ⁱⁱⁱ

Program Description	<p>The Center for Economic Opportunity has led the New York City pilot, replication, and expansion of Jobs-Plus, an evidence-based employment program targeting to public housing residents.</p> <p>The primary objective of Jobs-Plus is to transform public housing developments into communities that help its residents enter, sustain, and advance in work. A distinctive feature of the Jobs-Plus model is its goal to operate at “saturation” levels, meaning that services and work incentives are targeted to all working-age residents in the development, rather than focusing on a subset of eligible individuals.</p> <p>The City of New York established its pilot Jobs-Plus site in East Harlem in 2009 and launched a second site in the South Bronx in September 2011 as part of the Social Innovation Fund. In 2012 Jobs-Plus will be expanded to up to seven new locations as part of the Young Men’s Initiative because the program has been successful at placing young people in jobs.^{iv}</p> <p>Jobs-Plus is open to all residents of a New York City Housing Authority (NYCHA) development or cluster of developments and uses a three-part strategy: on-site access to employment-related services, rent-based work incentives that allow residents to keep more of their earnings, and activities that promote neighbor-to-neighbor support for work.</p>
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Implementation Timeline	<ul style="list-style-type: none"> • HRA released RFP in Spring 2012. • Services expected to begin Winter 2013
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Target Population	Working-age residents in target public housing development or cluster of developments.
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Expected Outcomes	<ul style="list-style-type: none"> • Increased earnings and employment among NYCHA residents of participating NYCHA developments; • Additional employment-related outcomes such as vocational training, education milestones, and receipt of work-related benefits.
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ⁱ Per the American Community Survey from the Census, the median household income in New York City was \$50,403 or \$4,200 per month in 2008.

ⁱⁱ Riccio, James. Sustained Earnings Gains for residents in a Public Housing Jobs Program: Policy Brief. MDRC. January 2010.

ⁱⁱⁱ See: Bloom, Howard S., James A. Riccio, Nandita Verma, and Johanna Walter. Promoting Work in Public Housing: The Effectiveness of Jobs-Plus Final Report. New York: MDRC, 2005.

^{iv} Of the 240 Jobs-Plus participants placed in jobs by Jefferson Houses as of July 2011, 52% were under 25.



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

Work Progress Program

<p>Program Description</p>	<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
<p>Implementation Timeline</p>	<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
<p>Target Population</p>	<ul style="list-style-type: none"> • Low income young adults • 16-24 years old
<p>Expected Outcomes</p>	<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
<p>Program Results</p>	<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>

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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>.

Quick Stats-Expanded Program

Agency	Start Date	Number Served Annually	Annual Budget
Department of Youth and Community Development	November 2007	1,360 (FY '11)	\$8,620,000 (FY '11)
YMI Expansion	September 2011	1,860	\$2,965,417*

*Does not include \$8,620,000 of agency base funds

Problem Statement	<p>There are approximately 165,000 young people ages 16-24 in NYC who are not in school, not working, and not looking for work.ⁱ These disconnected young adults are increasingly at risk for long-term economic hardship as they miss opportunities to become members of a workforce that is increasingly educated and skilled. In New York City, blacks and Latinos have much higher disconnection rates than non-Hispanic whites and Asians. This difference is most pronounced among males, where black (16.6%) and Latino (16%) males have substantially higher disconnection rates than white males (7.6%).ⁱⁱ</p>
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Research and Evidence	<p>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.ⁱⁱⁱ</p> <p>The models for the Young Adult Internship Program (YAIP) are the Department of Youth and Community Development's Summer Youth Employment Program (SYEP) and Out-of-School Youth (OSY) Workforce Investment Act (WIA) programs. These programs offer employment preparation, educational services, and support services while teaching life skills and work readiness skills. Like SYEP, YAIP offers participants time-limited, publicly subsidized internships and educational services to support participants in the workplace. YAIP has a similar target population to OSY, individual service strategy, and provides follow-up services.</p>
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Program Description	<p>The Young Adult Internship Program (YAIP) provides short-term paid internships, placements into jobs, education, or advanced training, and follow-up services to young adults who are not in school and are not working.</p> <p>Many disengaged young people already possess the basic skills needed to enter the labor market and may need only a short-term intervention to connect to sustainable employment, educational, or training opportunities. Recent research suggests that about half of the disconnected 16-24 year-olds in NYC have either a high school or GED diploma, although a large number also struggle with weak literacy and numeracy skills.^{iv} YAIP providers serve young people with a range of educational abilities but, given the short duration of the intervention, tend to work with more job-ready young people.</p> <p>YAIP offers a twelve-week paid internship and an additional nine months of</p>
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Implementation Timeline	<p>follow up placement assistance in jobs or educational programs. Participants are paid \$7.25 per hour for time spent in orientation, workshops, and internships and can earn up to approximately \$2,500 while in the program.</p> <p>PHASE I: Orientation period includes assessment of employability, skills, and social support needs; development of an Individual Service Strategy (ISS); pre-internship work-readiness training; and supportive counseling. (2-3 weeks)</p> <p>PHASE II: Paid internship plus paid educational workshops. Providers develop internship opportunities across a broad spectrum of industries and interest areas, and 40% of placements are in the private sector. Workshops address topics like financial literacy, the world of work, career exploration, educational opportunities, and healthy living. (10-12 weeks)</p> <p>PHASE III: Placement in education, advanced training, or employment.^v Follow-up services to sustain engagement and retention. (9 months)</p> <p>Through the Young Men's Initiative, an additional 500 slots were added per year to the program.</p>
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Target Population	<ul style="list-style-type: none"> The second cohort of the program began in November 2011. All fully-funded YMI sites are now serving participants throughout the five boroughs.
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Expected Outcomes	<p>The program serves young adults between the ages of 16 and 24 who are not in school and not working. Participants must be reading at a minimum of a sixth grade level. At least 80% of participants must reside in one of the following neighborhoods:</p> <ul style="list-style-type: none"> <i>Bronx:</i> Mott Haven, Hunt's Point/Longwood, Morrisania, Highbridge/Concourse, University Heights/Fordham, East Tremont/Belmont, Bedford Park, Soundview, and Woodlawn <i>Brooklyn:</i> Williamsburg/Greenpoint, Bedford-Stuyvesant, Bushwick, East New York, Sunset Park, and Crown Heights <i>Manhattan:</i> Lower East Side/Chinatown, Manhattan Valley, Morningside Heights/Manhattanville, East Harlem, Washington Heights/Inwood <i>Queens:</i> Astoria/Long Island City, Jackson Heights, Elmhurst/Corona, Ridgewood, Flushing, Richmond Hill, and Jamaica <i>Staten Island:</i> St. George and South Beach
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Expected Outcomes	<ul style="list-style-type: none"> Internship placement for all participants who complete orientation Completion of internship by 75% of enrollees Placement of at least 70% of enrollees in post-internship employment or enrollment in education, skills training, or GED program Retention of at least 60% of enrollees in an approved placement during the 3rd quarter after program completion
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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 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.

^{iv} Ibid.

^v Note that placement outcomes may occur at any time following initial assessment.