

NYC Ladders for Leaders 2012 Program Report



2012 Program Overview

- 252 students participated in the program in 2012
- 93 private, public and nonprofit organizations hosted interns
- Raised over \$275,000 in donations.
- Eight round-trip tickets were awarded to visit colleges outside of New York City through the American Airlines College Tour Competition.
- 50 interns eligible to receive a partial college scholarship.



"It was a very interesting learning experience. I not only learned things about jobs in the world, but I also learned things about myself and my self-esteem."

– 2012 Intern

2012 Participant Recruitment & Preparation

- 1172 applications received
- 95% applications submitted online
- Over 584 applicants accepted to the program and invited to attend the pre-employment training.
- 13 pre-employment workshops held from March 7th through April 19th:
- 256 participants completed the pre-employment program including:
 - Workshop 1: “Getting the Job” - Part I: Resume Writing & Interviewing Skills
 - Workshop 2: “Workplace Culture”

“Each part of the pre-employment program was very helpful and useful. At each workshop I learned something new and the supervisors were friendly, but honest with their criticism for improvement.”

– 2012 Intern

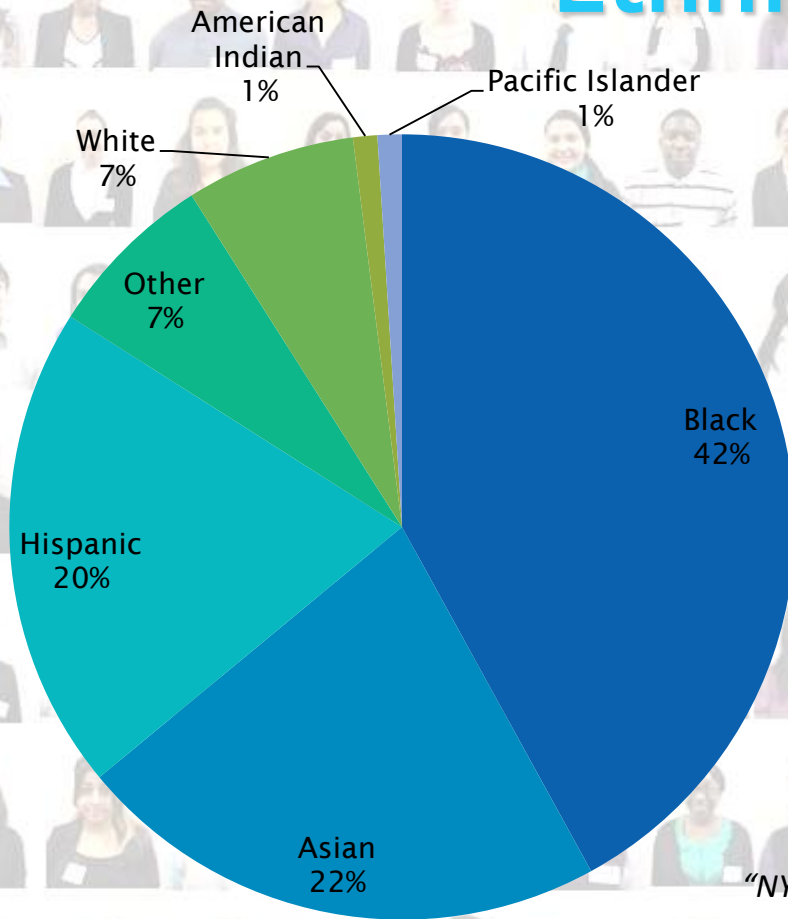
2012 Participant Recruitment & Preparation

- 256 participants attended mock interviews at DYCD offices from April 23rd - May 8th
- Resumes referred to 93 private companies, nonprofit organizations and NYC agencies
- 252 interns hired by 46 private companies, 30 nonprofit organizations and 17 NYC agencies
- 28% of interns offered employment beyond the end of the program



97% of interns believed the orientation sessions, workshops, and mock interviews were very helpful in preparing them for their internship experience and explaining the goals of NYC Ladders for Leaders.

2012 Intern Demographics: Ethnicity



"NYC Ladders for Leaders placed me in a summer job which I wouldn't have had otherwise, and it is providing hundreds of students with valuable opportunities early in life."

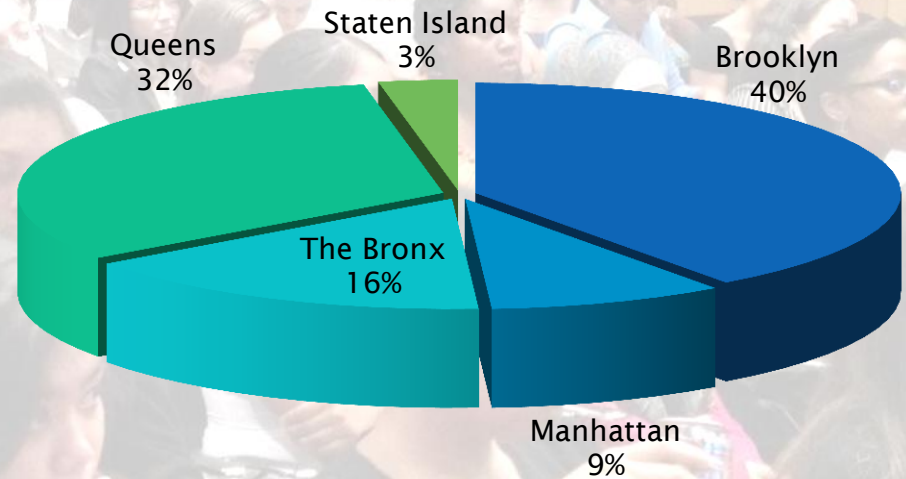
- 2012 intern

2012 Intern Demographics

Grade Level



Borough



"I think this was an amazing opportunity and I think its great that it makes more options available to youth."

- 2012 Intern

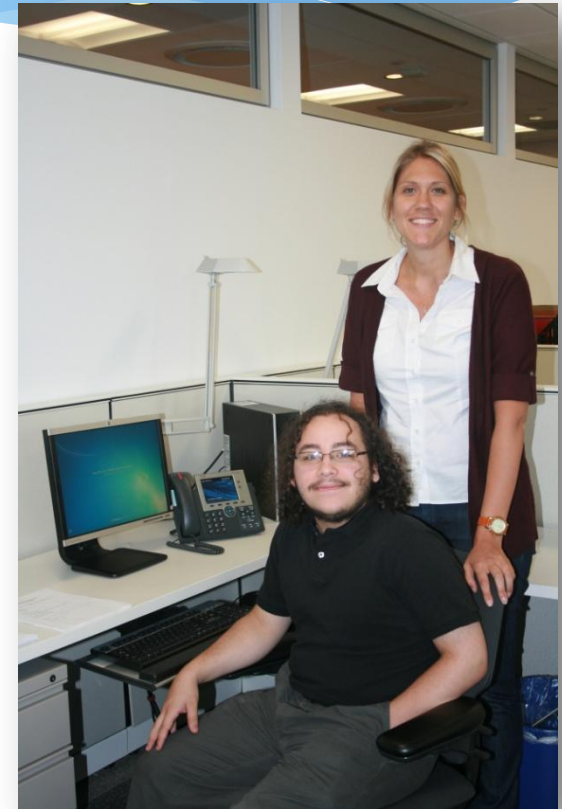
"This program is a springboard to success for those who fully participate."

- 2012 intern

2012 Ladders for Leaders Employers

- 93 employers
- 25-40 hours work week
- Minimum of seven weeks
- Salaries ranging from \$7.25 to \$15.00 per hour

Employers by Industry			
Industries	Worksites	Industries	Worksites
Finance / Professional Services	14	Hospitality	2
Media / Advertising	12	Property Management	2
Education	5	Professional Association	1
Legal	4	Workforce Services	1
Retail	4	Fashion	1
Healthcare	3	Sports	1
Technology / Telecommunication	3	Government	19
Entertainment	2	Not for Profit	19



"We were blessed to have a outstanding individual as an intern. She inspired us to work as had as she did." - 2012 Employer

Corporate Partners

46 Corporations Employed 137 Interns

Business Name	Intern(s)	Business Name	Intern(s)
Accenture	1	Kaplan	1
Bad Boy Entertainment Worldwide	2	KPMG	1
Berkeley College	7	Laura Devine Attorneys LLC	1
Bloomberg LP	8	Macy's	30
Buddy Media	2	Major League Soccer	1
CBS Corporation	2	Millward Brown	1
Continuum Health Partners	5	Morgan & Lewis	1
DDB	1	Municipal Credit Union	2
Dow Jones	1	Neuberger Berman	1
Empire State Building Observatory	7	New Video	1
Ernst & Young	4	New York Community Bancorp	5
Estee Lauder	2	Ogilvy and Mather	4
Federal Reserve Bank NY	1	PJ Solomon	1
Gartner	1	Quest Magazine	1
Geller & Company	1	Shapeways	1
Gotham Inc.	1	Stillwell Partners	1
Greater NY Chamber of Com	1	Tai Ping Carpets	1
Grey Global Affiliates	1	Tishman Construction	2
Hilton Hotels	5	Tishman Speyer	6
HUGE	1	UBS	6
IA Ventures	1	Voxy	1
IKEA	1	Y&R	5
JPMorgan Chase	6	Z NYC Hotel	1

Not for Profit Partners

30 Nonprofits Employed 73 Interns

Business Name	Intern(s)	Business Name	Intern(s)
AHRC	2	Friends of the High Line	1
American Cancer Society	12	Girls, Inc. NYC	1
Baby Buggy	2	Group M	3
British American Business Foundation	1	Helmsley Charitable Trust	1
Brooklyn Bridge Park	1	Lawyers for Children	1
Brooklyn College	1	Leukemia & Lymphoma Society - NYC Chapter	2
Brooklyn Greenways	2	Manpower Inc.	2
Catalyst	3	New York Law School	9
Catholic Medical Mission Board	1	New York State Department of Financial Services	7
Central Park Conservancy	1	New-York Historical Society	2
Children's Law Center	1	NPower NY	3
Children's Museum of Manhattan	2	One Club	1
CUNY College Now	2	State of New York Supreme Court	2
Ethical Culture Fieldston School	1	The Metropolitan Museum of Art	1
Fresh Air Fund	2	Women's Venture Fund	3

"Our intern was able to become an effective member of the team very quickly and was able to handle many projects." - 2012 Employer

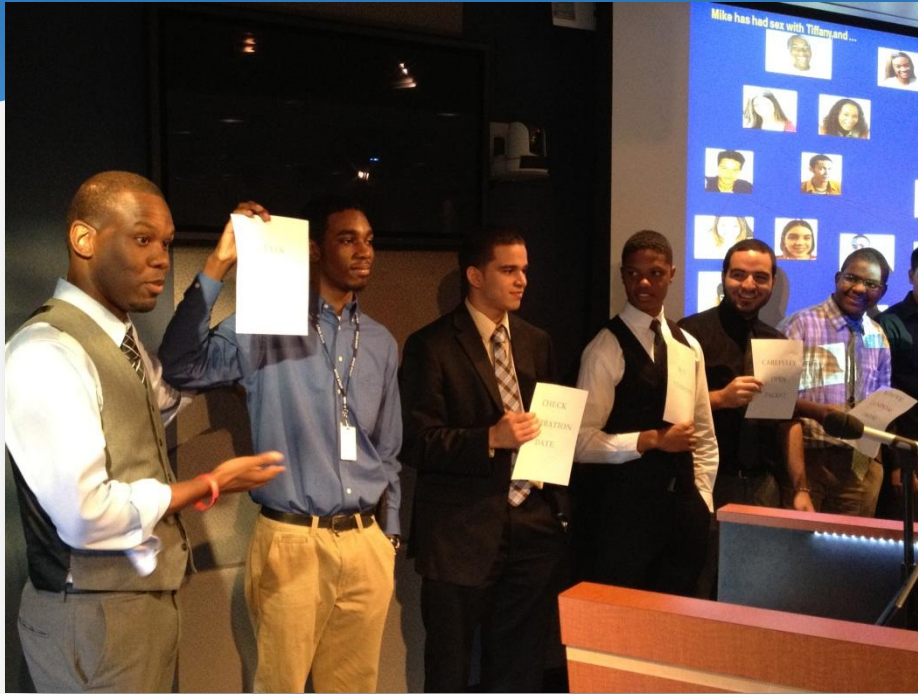
New York City Agency Partners

17 City Agencies Employed 42 Interns

Business Name	Intern(s)	Business Name	Intern(s)
Business Integrity Commission	4	Mayor's Office of Contract Services	2
City Planning	1	Mayor's Office to Combat Domestic Violence	4
Department for the Aging	2	New York City Housing Authority	1
Department of Citywide Administrative Services	1	New York City Police Dept.	1
Department of Health and Mental Hygiene	11	NYC & Company	4
Department of Homeless Services	1	Office of Chief Medical Examiner	4
Department of Probation	1	School Construction Authority	1
Department of Youth and Community Development	2	Taxi and Limousine Commission	1
Mayor's Fund to Advance New York City	1		

"Our interns were definitely among some of the most professional, mature, and respectful high school interns that we ever worked with. They had an excellent work ethic, were polite and friendly, and took their position very seriously. My colleagues had only the nicest things to say about the interns and their work." - 2012 Employer

2012 Summer Workshops



All interns attended a series of four Friday workshops during the summer.

The workshops were hosted by **Bloomberg L.P.**, **CBS**, **JP Morgan Chase**, and **Young & Rubicam**.

Curriculum topics:

- Career Exploration
- Financial Literacy
- Health & Well-being
- Peer Pressure & Gender Issues

"I loved all the workshops and the fact that I got to meet and befriend so many new people. I also enjoyed the things we learned at the different workshops because they were very informative."

– 2012 Intern

2012 Participant Survey Results

- 99% rated their overall experience participating in the program as positive
- 92% said the most valuable aspect of the program was the “unique opportunity to gain experience in a corporate/professional environment”
- 72% felt “Professionalism” was the most useful thing they learned during their internship
- 77% became role models to family and friends as a result of their participation in Ladders
- 40% were the first in their families to work for a major corporation
- 29% were the first in their families to attend or apply to college
- 28% were offered extended employment after their internship
- 12% were the first in their families to graduate from high school
- Interns found all summer workshops valuable with the Career Exploration Panel receiving the highest rating

2012 Participant Survey Results

Top Five Industry Areas of Interest for Interns

- Media and Entertainment
- Health / Science
- Sales/Marketing/Advertising
- Fashion/Art
- Finance

Employment opportunities are tailored to the various interests, skills, and needs of participants.



"I learned from this program that there are an abundance of career opportunities and one always has the option to explore them."

– 2012 intern

2012 Employer Survey Results

➤ Overall Experience

- 99% rated working with NYC Ladders for Leaders interns as positive
- 99% would like to participate in the program again

➤ Internship Experience

- 99% reported intern productivity as above average.
- 91% said the NYC Ladders for Leaders resume pool met their company's internship needs.
- 98% were able to integrate NYC Ladders for Leaders interns into the workplace without disruptions.
- 94% believed NYC Ladders for Leaders interns were sufficiently prepared for the workplace.

"Our intern was professional, eager to learn and grow, and was my right hand in all of the projects and events this summer. She caught on very quickly and worked at an exceptional pace. I could give her a task and trust that she would go beyond my expectations!" – 2012 Employer

Thank You!

"My overall experience participating in NYC Ladders for Leaders was life changing. I met so many people and learned so many things. If I could do it all over again, I'd take that opportunity in a heartbeat."

- 2012 Intern



"Never stop this program. Thank you for everything you do with these young people to prepare them for their summer experience." - **2012 Employer**