



2019



LADDERS



ANNUAL  
SUMMARY



FOR

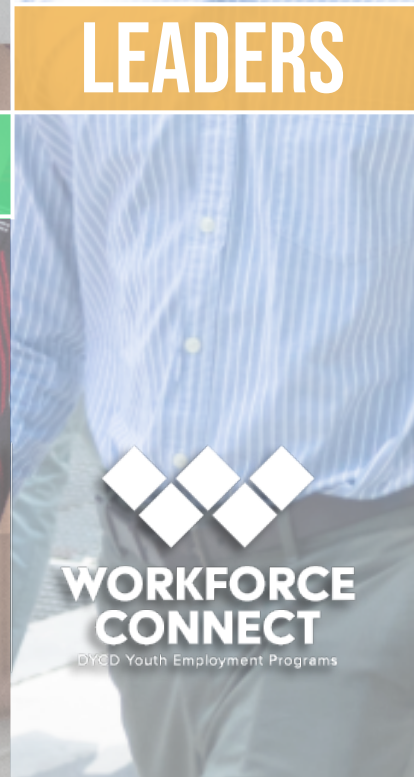


**NYC**

Department of  
Youth & Community  
Development



LEADERS



**WORKFORCE  
CONNECT**

DYCD Youth Employment Programs

## About Ladders for Leaders

Launched in 2006, Ladders for Leaders is a nationally recognized program that offers outstanding high school and college students the opportunity to participate in paid, professional summer internships with leading corporations, non-profit organizations, and government agencies in New York City.



## Program Structure



Participants were high-achieving NYC students 16-22 years old



Up to thirty hours advanced pre-employment training to prepare youth for interviews with prospective employers



At least six weeks of professional employer-paid internship and educational experiences



There were three Community Partners: Samuel Field Y, PENCIL, and United Activities Unlimited



## Program History

2006

⇒ Launch of two pilot programs - CAPITAL and GirlsReach

2007

⇒ Pilot programs merged to create NYC Ladders for Leaders

2014

⇒ Partnership formed with Citi Foundation, which resulted in enhanced Financial Empowerment Programming for youth and an increased number of opportunities for Ladders for Leaders participants

2015

⇒ Launch of the Center for Youth Employment to support youth workforce initiatives in NYC, including Ladders for Leaders

2016

⇒ 10-year anniversary of Ladders for Leaders and the most successful year to date, with 1,538 participants and 475 participating employers

2017

⇒ A record-breaking 1,855 young adults and 583 unique employers from 17 different industry sectors participated in the program

# 2019

To celebrate the 13th year of Ladders for Leaders, DYCD hosted an Employer Recognition event at Lincoln Center. At the event, committed employer partners were awarded for their dedication and support of the program. Awardees included Bank of America, the Real Estate Board of New York, Macy's and Citi Foundation.

## Wilmer Zuna

- Ladders Intern at the NYC Department of Design and Construction
- Freshman at Stanford University
- Interested in pursuing a career in Mechanical Engineering

“

I am really grateful to have been involved with Ladders for Leaders. I was able to land my **first professional internship** with their help. I was given the opportunity to intern at the New York City Department of Design and Construction during the summers of my Junior and my Senior year. Not only was I given the resources to prepare – **through professional workshops, resume building sessions, and the like** – but I also had the fortune of connecting with various professionals. I still stay in touch with them. They have become my mentors.”



## 2019 Ladders By The Numbers



**PARTICIPANTS**

**1,173**



**APPLICATIONS**

**6,990**



**WORKSITES**

**382**



**HIRED**

**30%\***

\*Received an offer to continue employment after the summer

## Real Estate Board of NY

- Championed through a partnership with the Mayor's Fund to Advance New York City, REBNY secured 50 employer-paid internship opportunities at nine member-firms for Ladders students
- Interns worked in a wide range of departments including: Capital Markets, Leasing, Project Development, Operations, Finance, Property Management, Information Technology, and Human Resources
- REBNY coordinated weekly workshops and property visits, providing all interns an opportunity to network with top real estate executives

“

An industry as critical to NYC's future as real estate should reflect its diversity. Making progress will require sustained support & nurturing of programs like Ladders for Leaders & the REBNY Real Estate Internship Program. We are proud to partner with the NYC Department of Youth and Community Development (DYCD) and the Mayor's Fund to Advance NYC on this effort to **increase diversity and provide opportunities so that the real estate industry reflects NYC as a whole.**”

James Whelan, President, **REBNY**



## Enrollment Breakdown

By Gender



Female (70%) Male (30%)

By Educational Status



High School (28%) College (72%)

## Enrollment Breakdown

By Age



16-17 (19%) 18-19 (38%)  
20-21 (36%) 22 and Over (7%)

By Ethnicity



Asian (48%) Black (20%)  
Hispanic (13%) Other (6%) White (13%)

By Borough

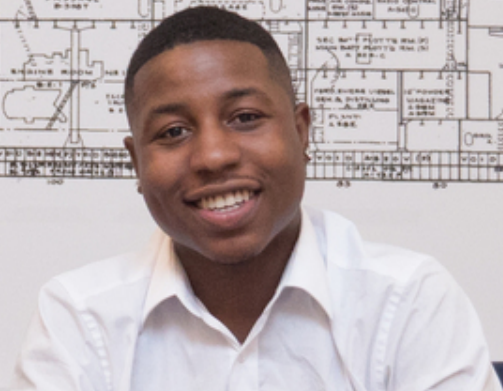


Bronx (11%) Brooklyn (29%)  
Manhattan (9%) Queens (43%)  
Staten Island (8%)



## Lamar Adams

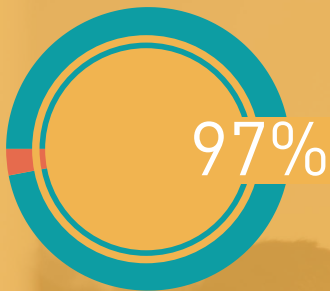
- Ladders Intern at the Brooklyn Navy Yard
- Junior at SUNY Buffalo State College
- Interested in pursuing a career in the Legal Field



“

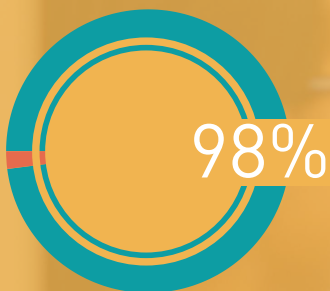
I've gained life skills as well as workplace skills here at Brooklyn Navy Yard. **It has helped me to create Lamar 2.0.** My supervisor has taught me to examine all information and then plan a strategic plan of action. I use this everyday now no matter what I am trying to accomplish. Networking and pushing out good energy are the core of having a great intern experience. Just being myself has gotten me further than trying to pursue it any other way. **I am thankful for this experience.**"

## 2019 Participant Survey Results



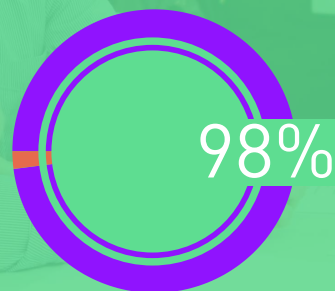
### PROGRAM EXPERIENCE

rated their overall experience participating in the program as positive



### INTERNSHIP EXPERIENCE

rated their overall experience at their internship sites positive

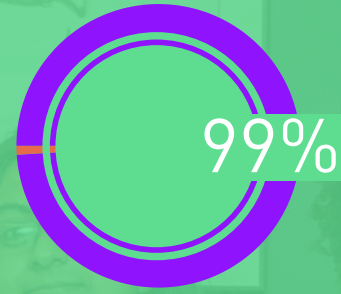


### PREPAREDNESS

of youth noted that the pre-employment trainings helped them prepare for their summer internships

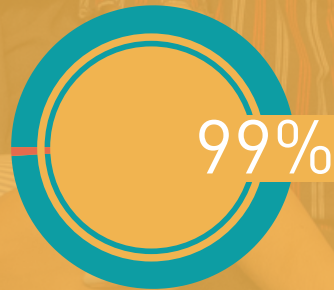


## 2019 Employer Survey Results



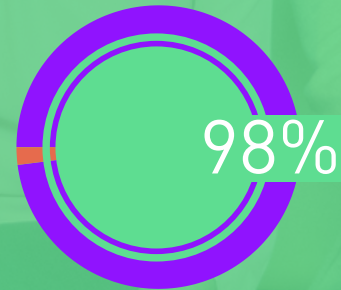
### PROGRAM EXPERIENCE

rated working with NYC Ladders for Leaders interns as positive



### INTEGRATION

said it was easy to integrate Ladders interns into their workplace



### QUALIFIED

said that the NYC Ladders for Leaders resume pool met their company's internship needs



## Bank of America

- Bank of America's Financial Center Internship Program provides high school students with the opportunity to develop professional skills in a financial center environment
- Since 2013, BoA has hired 110 Ladders participants to serve as Digital Ambassadors
- Unlike many internship programs that just offer a summer job, this program is designed to prepare students for a potential career

“

Investing in young adults to help them build their career skills makes a meaningful impact in their lives and supports social progress in our communities. This includes working with **programs like NYC Ladders for Leaders that give students the power to succeed** by providing skill building opportunities and opportunities for work experience in our financial centers.”

**Evelyn Castillo, Senior Vice President, Bank of America**



## Internship Sector Breakdown



■ Private (63%) ■ Non-profit (29%) ■ Public (8%)



PRIVATE

240

PUBLIC

31

NON-PROFIT

113

## Employer Highlights

### Financial Services

- Amalgamated Bank
- Bank of America
- BlackRock
- KPMG

### Healthcare

- Greater New York Hospital Association
- Community Care of Brooklyn
- NYU Langone Medical Center
- NYC Health + Hospitals

### Technology

- Xandr
- Medidata
- Kickstarter
- Uncubed

### Real Estate

- Tishman Speyer
- Rudin Management
- SL Green Realty
- Sotheby's

### Media and Entertainment

- Discovery Communications
- New York Music Festival
- Greener Media, LLC.
- A+E Networks

### Fashion

- Apparis
- Brooklyn Fashion Incubator
- Design Incubator, Inc.
- lemlem

### Hospitality & Tourism

- Statue Cruises
- A La Mode World, Inc.
- Lincoln Center
- Wildlife Conservation Society

### Government

- NYC Department of Consumer Affairs
- NYC Department of Parks & Recreation
- NYC Office of the Chief Medical Examiner
- NYC Department of Buildings





## Sharai Hornedo

- Ladders Intern at the Economist Group
- Junior at Adelphi University
- Interested in pursuing a career in the Financial Sector

“

This summer has been full of joyful laughs and endless wonder. At my internship at the Economist Group, I've learned that it is OK to make mistakes. **I've also learned that networking is as powerful as thunder.**”





## Ladders for Leaders Employer Recognition Event

- To celebrate the 13th year of Ladders for Leaders, DYCD hosted an Employer Recognition Event to thank current partners and share more about this valuable internship program with prospective stakeholders
- Four employers were honored for their contributions: **Citi Foundation, Macy's, Bank of America, and the Real Estate Board of New York**. These employers have been fundamental in building a talented workforce that reflects the diversity of New York City.





## 2019 Employer Partners\*

\*Sample of 2019 Ladders employers

A La Mode World, Inc.  
 ABM Agency  
 Alliance for Coney Island  
 Amalgamated Bank  
 American Airlines  
 American Cancer Society  
 AON Risk Services  
 Apparis  
 Atlantic Theater Company  
 AudioSalad  
 Bank of America  
 Beazley Group  
 Berkeley College  
 Blackstone  
 BlackRock  
 Blueberry  
 Builders, LLC.  
 Boston Consulting Group  
 Brooklyn Navy Yard  
 City of New York  
 City Parks Foundation (CPF)  
 Community Care of Brooklyn (CCB)  
 Con Edison  
 Deloitte  
 Design Incubator, Inc.  
 Discovery Communications  
 DonorsChoose.org  
 Downtown Flushing Transit Hub  
 DTCC  
 Encompass New Opera Theater  
 Epic Theatre Center, Inc.  
 Ernst & Young LLP  
 Experis  
 FiBrick Financial Services  
 FOX 5/WNYW-TV  
 Goldfarb & Fleece, LLP

Gracie Mansion Conservancy  
 Greener Media LLC  
 Guardian Life Insurance  
 HABNET  
 Hard Ball Press  
 Harlem Stage  
 Healthfirst  
 Her Agenda  
 Hispanic Federation  
 Hughes Hubbard & Reed  
 Industry City Associates  
 Interactive Advertising Bureau (IAB)  
 IoT Nation  
 JetBlue Airways  
 Kickstarter  
 KPMG  
 Lawline  
 LC Associates  
 League of Women Voters NY  
 lemlem  
 Lilker Associates  
 Lincoln Center  
 Macy's Inc.  
 Maison De Mode  
 Malik Law Firm, P.C.  
 MD Squared Property Group, LLC  
 Medidata Solutions, Inc.  
 MindLeaps  
 Mirror Technologies  
 Modern Language Association  
 Merry Bright Music Enterprises  
 Museum of the Moving Image  
 National Grid  
 Neuberger Berman  
 New York Law School  
 New York Music Festival  
 Nielsen  
 On Location Tours

Pantora Bridal  
 Paul Hastings LLP.  
 Paul, Weiss, Rifkind, Wharton & Garrison  
 Pop Wallet  
 Port Authority of NY, NJ.  
 Quadlogic Controls Corp  
 Queens Botanical Garden  
 Queens Chamber of Commerce  
 Prosper Gowork  
 Pryor Hill Productions  
 Rada Film Group  
 Radical Health  
 Rebecca School  
 Revlon  
 RISA Management Corp.  
 Rudin Management  
 Scharly Designer Studio  
 Scherman Foundation  
 Schmidt LLC  
 Silver Sound Studio  
 Situation Interactive  
 SL Green  
 Snohetta  
 Society of the Educational Arts  
 Solarus technologies  
 Sotheby's  
 Spinster  
 Statue Cruises  
 The MET  
 Tishman Speyer  
 WCA Technologies  
 Webb & Brooker Weblines DesignsWeil,  
 Gotshal & Manges LLP  
 Xandr  
 Wildlife Conservation Society  
 Women in Need (WIN)