



**NYC**

Department of  
Youth & Community  
Development



**WORKFORCE  
CONNECT**

DYCD Youth Employment Programs



**2019 Annual Summary**

**Summer  
Youth  
Employment  
Program**

# About SYEP

## Program Goals

- ✓ Introduce and prepare youth for the world of work
- ✓ Explore career interests and acquire good work habits and skills
- ✓ Provide supplemental income

## Program Structure



Up to 6 weeks of paid work and educational experience



New York State minimum wage of \$15.00 per hour



Open to all NYC residents 14-24 years old



Program Dates: July through August

# Program History

Wall Street Station



2003

New York City Department of Youth and Community Development administers SYEP

2004-06

Online participant application, enrollment and timekeeping launched

2008

Online worksite application launched

2009

Specialized services for Vulnerable Youth and Standardized Educational Component added

2010

Introduction of free checking accounts offered to participants 18+

2011-12

Upgraded web-based Youth Employment Program System (YEPS) and online worksite launched

2013

Program enhanced with specialized services for Younger Youth, Older Youth, Vulnerable Youth, and Ladders for Leaders

2014

Introduction of pilot initiatives like NYC Generation Tech that expose youth to different career fields

2015

Launch of Work, Learn and Grow Program with NYC Council support

2016

Implemented EverFi's digital comprehensive Financial Empowerment Program

2017

Implementation of SYEP pilots targeting Younger Youth, Vulnerable Youth and Youth in sector focused after school programs

2018

Introduction of the School-Based SYEP pilot initiative

2019

Launch of SYEP Expansion of School Based, Special Initiatives and Younger Youth models. Launch of NYC Democracy Corp. Initiative.

# Fast Facts and Figures



APPLICATIONS

151,597



PARTICIPANTS

74,453



WORKSITES

13,157



PAYROLL

21%



FUNDING

\$164M



PROJECTS

808



DIRECT DEPOSIT

28,619



DEMOCRACY CORPS

3,525

## Service Options

### Community - Based

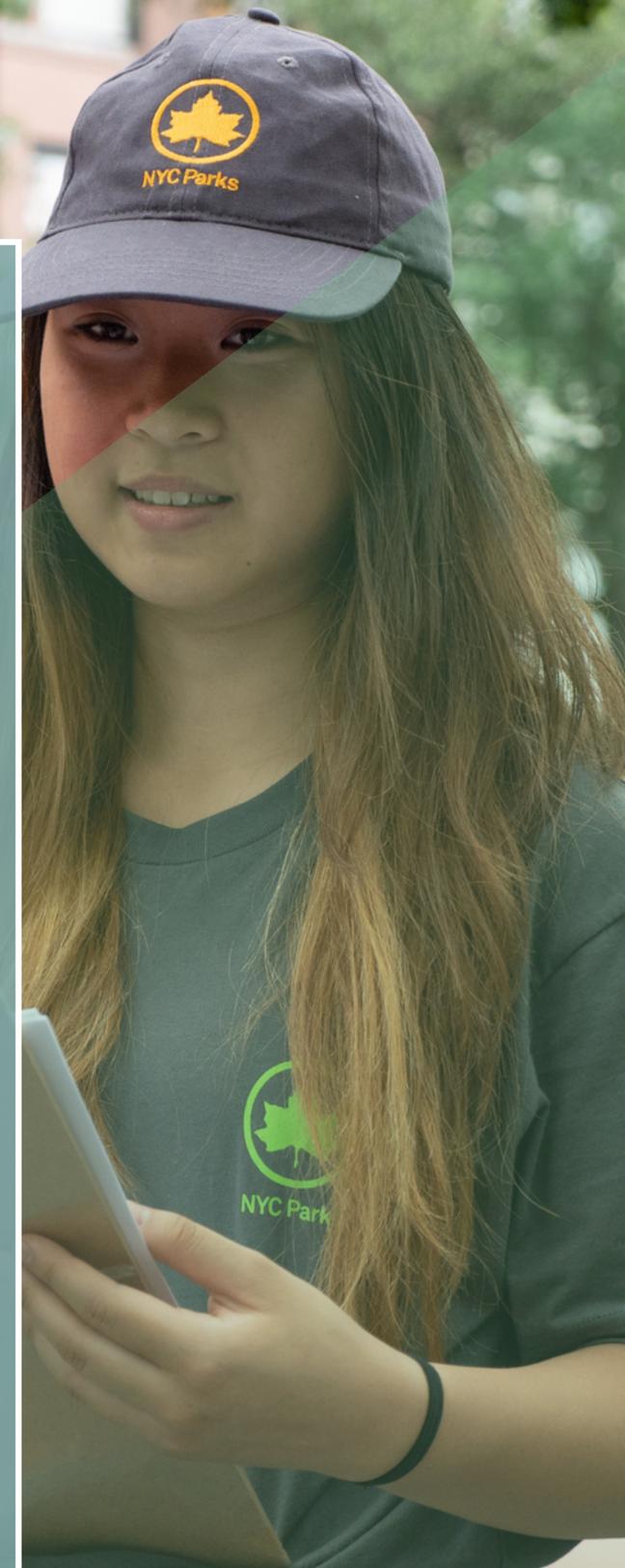
- Provide Younger Youth and Older Youth program models
- Lottery Based Application and Enrollment
- 96 Programs, 51 Providers

### Special Initiatives

- 4 Service Models: Vulnerable Youth, SYEP for NYCHA, NYCHA and Year Round Sector Focus
- Provide Younger Youth and Older Youth program models
- Direct recruitment to youth in collaboration with NYC partner agencies
- Specialized employment services for youth residing in select NYCHA Developments, justice-involved, foster care, runaway/homeless, and youth receiving preventative services from the NYC Administration for Children Service
- 42 Programs , 24 Providers

### CareerReady

- Program is offered in partnership with selected NYC public high schools to implement school and summer program components
- Provide Younger Youth and Older Youth program model
- Direct recruitment to youth attending selected NYC public high in collaboration with Department of Education
- Selected schools offer CareerCLUE, a blended summer enrichment model that incorporates classroom instruction, site visits and supervised service learning projects that deliver real value for participants' schools and communities
- 60 School Partners and 27 Providers



## Service Options

### Younger Youth Ages 14 - 15

- Four hour orientation to introduce workers to the program goals and expectations, work assignments, financial literacy, and information about workplace health and safety as well as labor laws for youth.
- Fifteen hours of High-quality project-based learning experiences. Each project is designed to meet the needs of youth aged 14 and 15 and provide them with enriching career exploration, emphasize foundational work-readiness skills, advance participants' baseline understanding of the labor market, and help build SEL skills.
- CareerReady Programs offer CareerCLUE, a blended summer enrichment model that incorporates classroom instruction, site visits and supervised service learning projects that deliver real value for participants' schools and communities.
- Participants receive a stipend of \$700

### Older Youth Ages 16 - 24

- Eight hour orientation focusing on work readiness, financial literacy, career exploration, health education, and preparing for higher education
- Twenty-five hours a week of diverse and developmentally appropriate work experiences that connect to one of the city's priority sectors, foster civic engagement, skill building and exposes youth to promising career pathways
- Participants receive minimum wage as per New York State Department of Labor

### Ladders for Leaders Ages 16 - 22

- Paid professional summer internship program for high school and college students
- Participants selected through a competitive application process
- Advanced pre-employment training to prepare youth for interviews with prospective employers
- Internships pay at minimum the New York State minimum wage or higher



# Program Partners

|                                     |   |  |   |   |
|-------------------------------------|---|--|---|---|
| <h2>Bronx</h2>                      | <ul style="list-style-type: none"> <li>• Aspira of New York</li> <li>• Bronx Works</li> <li>• Catholic Charities Community Services</li> <li>• Children's Arts &amp; Science Workshops</li> <li>• Community Association for Progressive Dominicans</li> </ul>   | <ul style="list-style-type: none"> <li>• DreamYard Project, Inc.</li> <li>• ExpandedED Schools, Inc.</li> <li>• Futures and Options, Inc.</li> <li>• Global Kids, Inc.</li> <li>• HANAC, Inc.</li> <li>• Kips Bay Boys and Girls Club</li> </ul>   | <ul style="list-style-type: none"> <li>• Mosholu Montefiore Community Center</li> <li>• Phipps Community Development</li> <li>• Simpson Street Development Association</li> <li>• SoBro Overall Economic Development Corporation</li> </ul>   | <ul style="list-style-type: none"> <li>• The Children's Aid Society</li> <li>• United Activities Unlimited</li> <li>• Wildcat Service Corporation</li> <li>• Woodycrest Center for Human Development</li> <li>• Young Men's Christian Association of Greater New York</li> </ul>  |
| <h2>Brooklyn</h2>                   | <ul style="list-style-type: none"> <li>• Bridge Street Development Corporation</li> <li>• Brooklyn Bureau of Community Services</li> <li>• Brooklyn Neighborhood Improvement Association</li> <li>• CAMBA</li> <li>• Catholic Charities Neighborhood Services Inc</li> <li>• Chinese-American Planning Council</li> </ul> | <ul style="list-style-type: none"> <li>• Community Counseling and Mediation</li> <li>• Council of Jewish Organizations of Flatbush</li> <li>• Cypress Hills Local Development Corporation</li> <li>• Edith &amp; Carl Marks Jewish Community House of Bensonhurst</li> </ul>                                   | <ul style="list-style-type: none"> <li>• Grand Street Settlement, Inc.</li> <li>• Henry Street Settlement</li> <li>• Infinity Educational Programs, Inc.</li> <li>• Italian-American Civil Rights League</li> <li>• National Society for Hebrew Day Schools</li> <li>• New York Center for Interpersonal Development</li> <li>• Police Athletic League</li> </ul> | <ul style="list-style-type: none"> <li>• Research Foundation CUNY Medgar Evers College</li> <li>• RiseBoro Community Partnerships</li> <li>• SCO Family of Services Center for Family Life</li> <li>• Sesame Flyers International, Inc.</li> <li>• St. Nicks Alliance</li> <li>• Wildcat Service Corporation</li> </ul> |
| <h2>Manhattan</h2>                  | <ul style="list-style-type: none"> <li>• 1199SEIU/Employer Child Care Corporation</li> <li>• Beam Center, Inc.</li> <li>• Catholic Charities Community Services</li> <li>• Center for Alternative Sentencing and Employment Services</li> <li>• Children's Arts &amp; Sciences Workshops</li> </ul>                       | <ul style="list-style-type: none"> <li>• Chinatown Manpower Project</li> <li>• Chinese-American Planning Council</li> <li>• Community Association of Progressive Dominicans, Inc.</li> <li>• Community League of the Heights, Inc.</li> <li>• Concrete Safaris, Inc.</li> <li>• DB Grant Associates</li> </ul> | <ul style="list-style-type: none"> <li>• El Barrio's Operation Fightback, Inc.</li> <li>• Futures and Options, Inc.</li> <li>• HANAC, Inc.</li> <li>• Henry Street Settlement</li> <li>• Inwood Community Services, Inc.</li> <li>• Madison Square Boys &amp; Girls Club, Inc.</li> <li>• PENCIL, Inc.</li> </ul>   | <ul style="list-style-type: none"> <li>• Police Athletic League</li> <li>• Roads to Success, Inc.</li> <li>• The Children's Aid Society</li> <li>• The Door</li> <li>• YM-YWHA Washington Heights of Inwood</li> <li>• Young Men's Christian Association of Greater New York</li> </ul>                                 |
| <h2>Queens &amp; Staten Island</h2> | <ul style="list-style-type: none"> <li>• Boys &amp; Girls of Metro Queens, Inc.</li> <li>• Catholic Charities Neighborhood Services, Inc.</li> <li>• Chinese-American Planning Council, Inc.</li> </ul>   | <ul style="list-style-type: none"> <li>• Council of Jewish Organizations of Flatbush, Inc.</li> <li>• HANAC, Inc.</li> <li>• Jacob A Riis Neighborhood Settlement</li> <li>• Police Athletic League</li> <li>• Queens Community House</li> </ul>   | <ul style="list-style-type: none"> <li>• Research Foundation CUNY La Guardia Community College</li> <li>• Rockaway Development and Revitalization Corporation</li> <li>• Samuel Field Y, formerly known as Central Queens Y</li> </ul>  | <ul style="list-style-type: none"> <li>• Sunnyside Community Services</li> <li>• The Child Center of NY, Inc.</li> <li>• The Children's Aid Society</li> <li>• The Greater Ridgewood Youth Council, Inc.</li> <li>• United Activities Unlimited, Inc.</li> </ul>  |

# Funding Sources

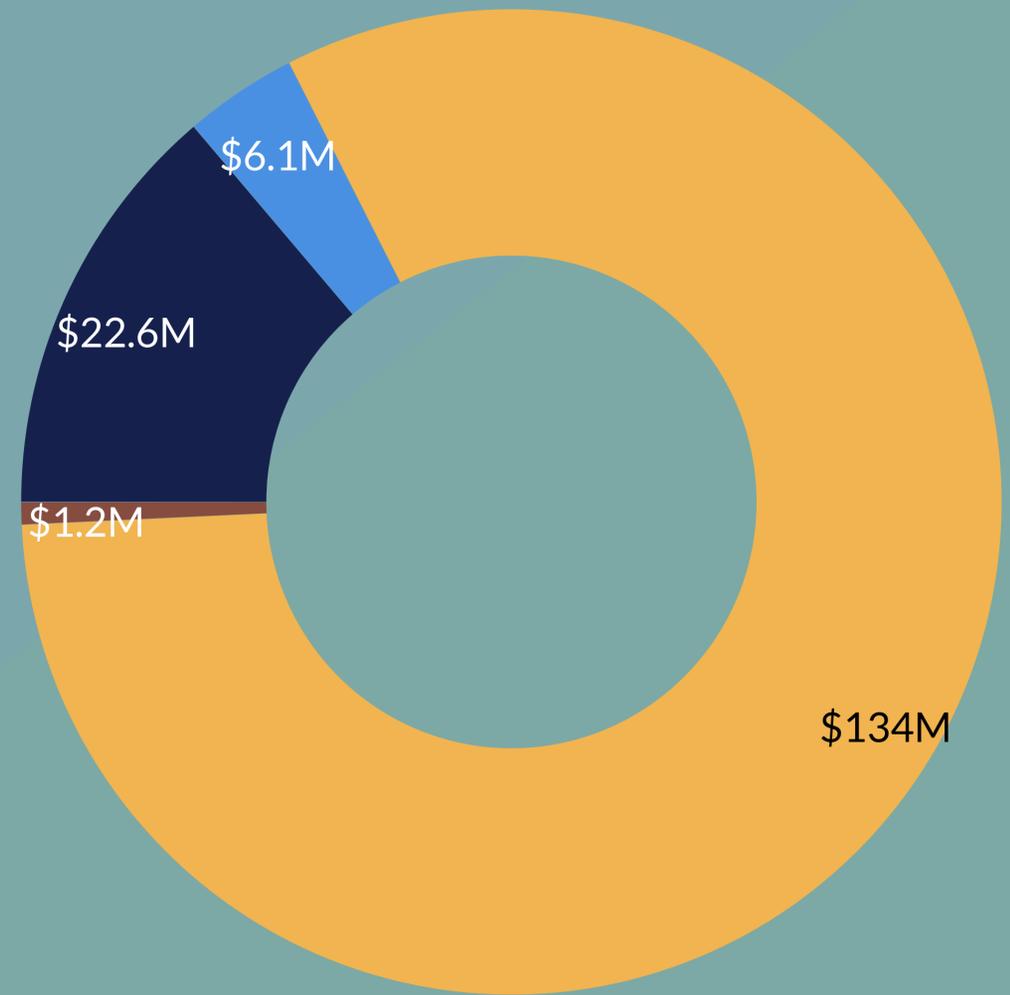
Program Goals

**CTL:** City Tax Levy

**State:** New York State

**Federal:** Community Service Block Grant

**Private:** Donations through Mayor's Fund

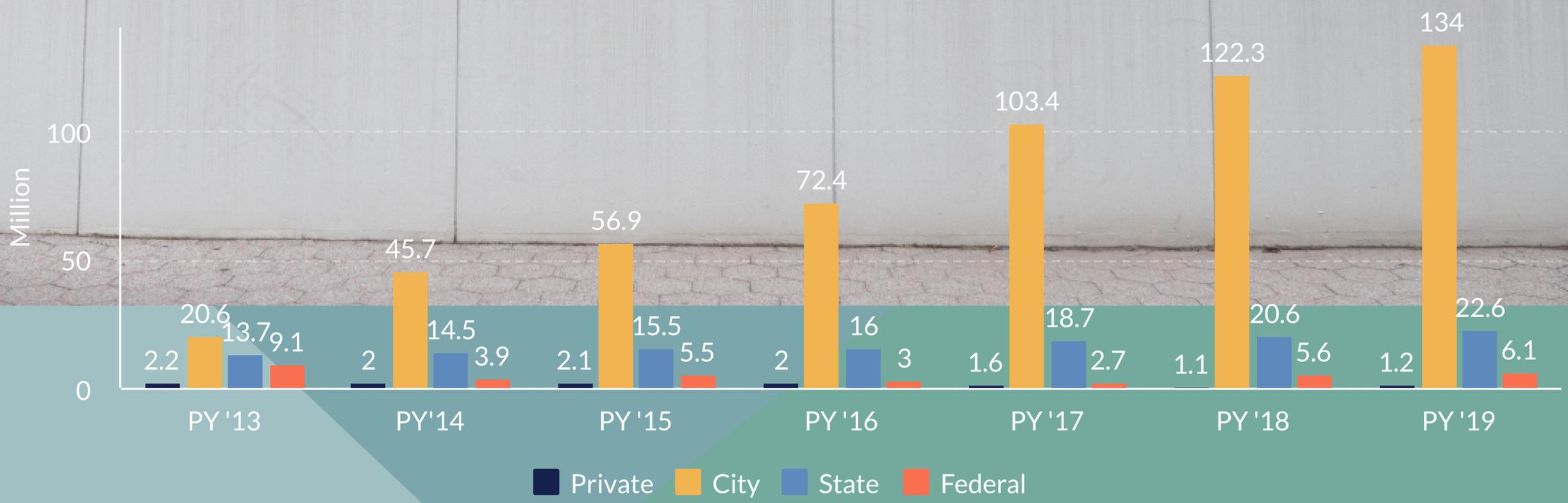


State (13.79%) Federal (3.72%) CTL (81.76%) Private (0.73%)



NEW YORK CITY

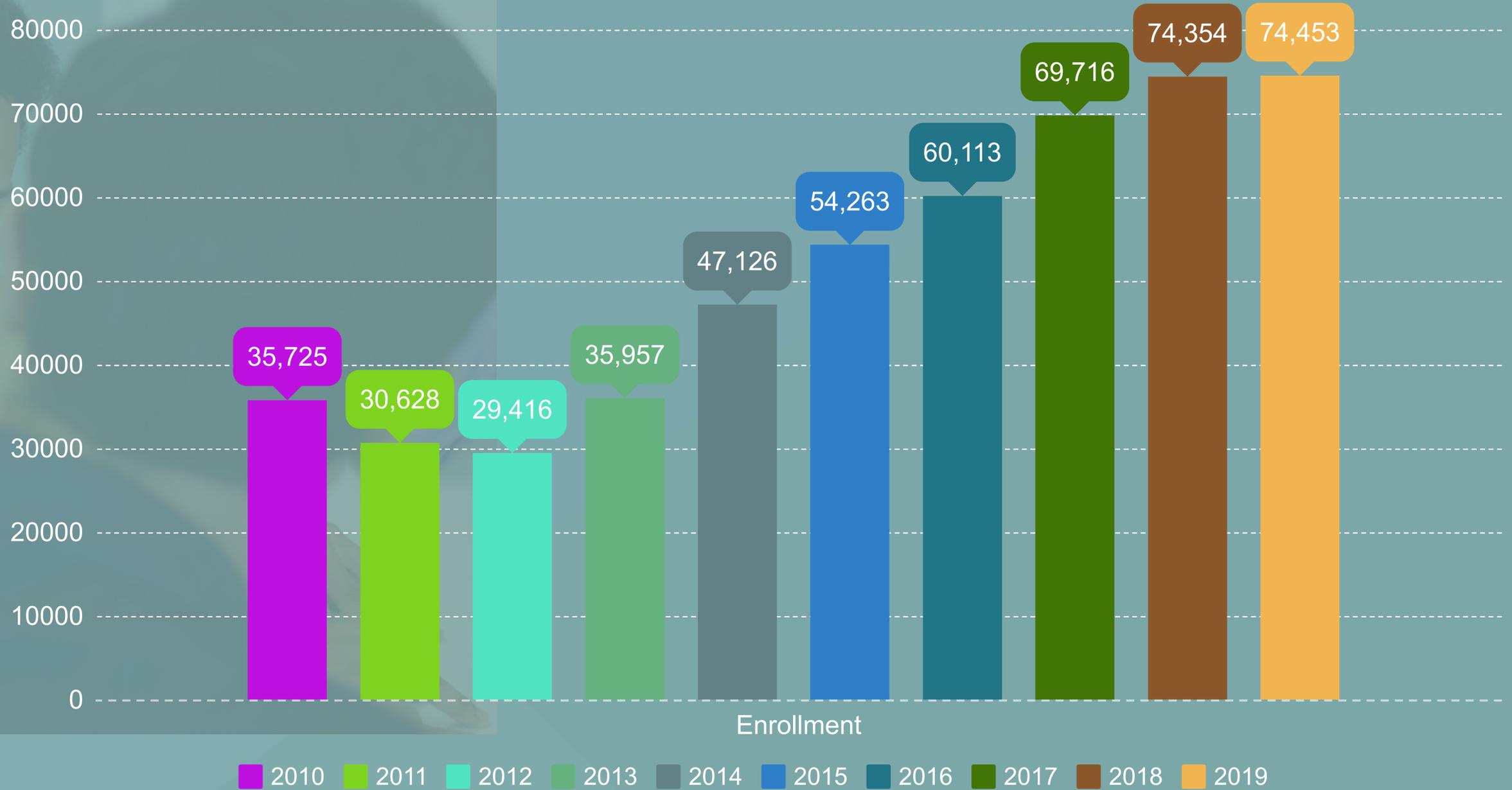
# Funding Sources



| PY '13  | PY '14  | PY '15  | PY '16  | PY '17  | PY '18  | PY '19  |
|---|---|---|---|---|---|---|
| <ul style="list-style-type: none"> <li>• \$45.6 M Funding</li> <li>• 35,957 Enrolled</li> <li>• Min Wage: \$7.25</li> </ul> | <ul style="list-style-type: none"> <li>• \$66.1 M Funding</li> <li>• 47,126 Enrolled</li> <li>• Min Wage: \$8.00</li> </ul> | <ul style="list-style-type: none"> <li>• \$79.9 M Funding</li> <li>• 54,263 Enrolled</li> <li>• Min Wage: \$8.75</li> </ul> | <ul style="list-style-type: none"> <li>• \$93.4 M Funding</li> <li>• 60,113 Enrolled</li> <li>• Min Wage: \$9.00</li> </ul> | <ul style="list-style-type: none"> <li>• \$126.9 M Funding</li> <li>• 69,716 Enrolled</li> <li>• Min Wage: \$11.00</li> </ul> | <ul style="list-style-type: none"> <li>• \$149.8 M Funding</li> <li>• 74,354 Enrolled</li> <li>• Min Wage: \$13.00</li> </ul> | <ul style="list-style-type: none"> <li>• \$164 M Funding</li> <li>• 74,453 Enrolled</li> <li>• Min Wage: \$15.00</li> </ul> |

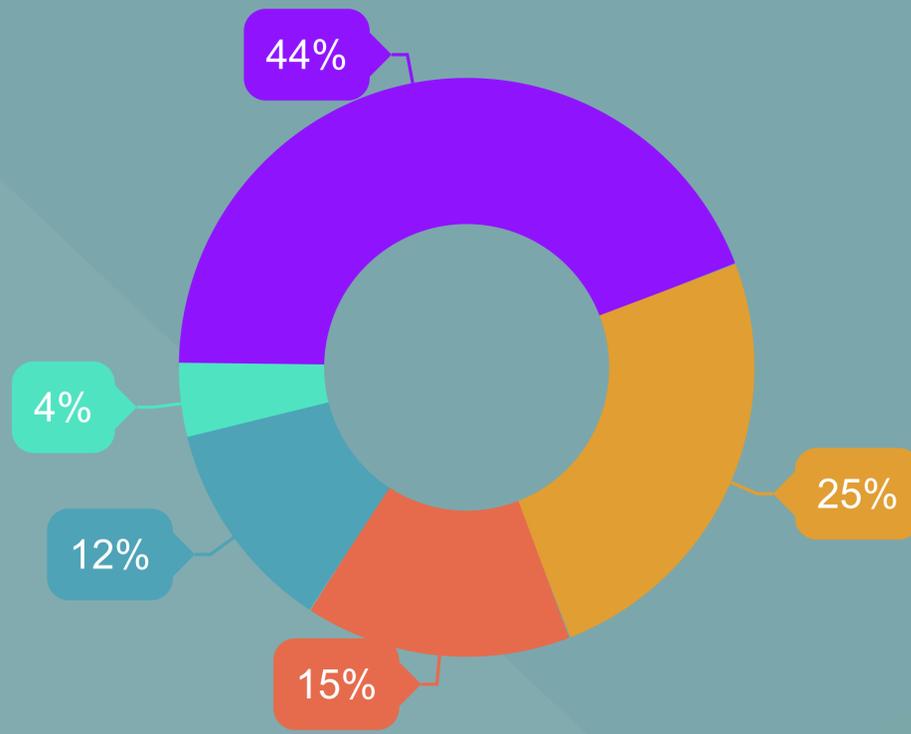
# Historical Enrollment

74,453 youth are enrolled in 2019



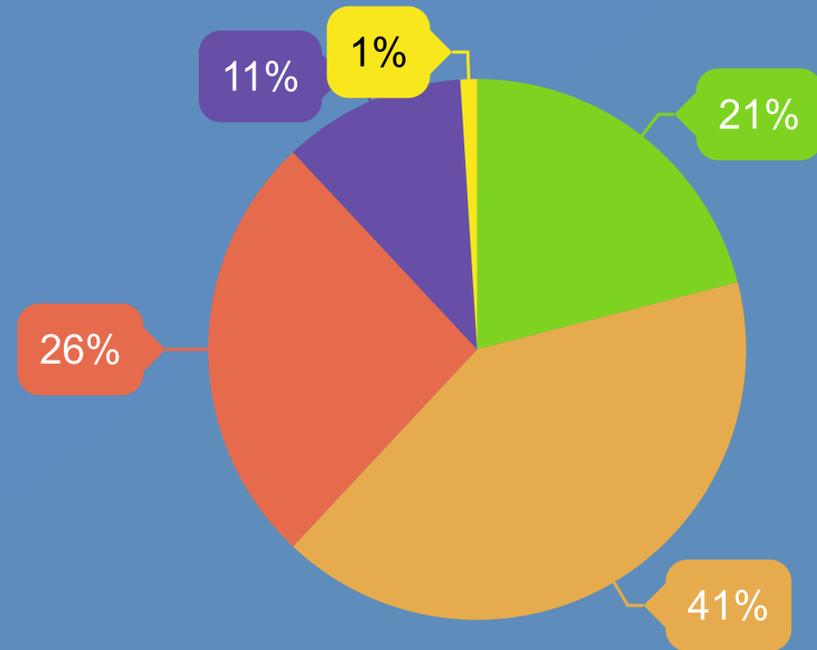
# Enrollment Breakdown

By Ethnicity



■ Black (44%) 
 ■ Hispanic (25%) 
 ■ White (15%)  
■ Asian (12%) 
 ■ Other (4%)

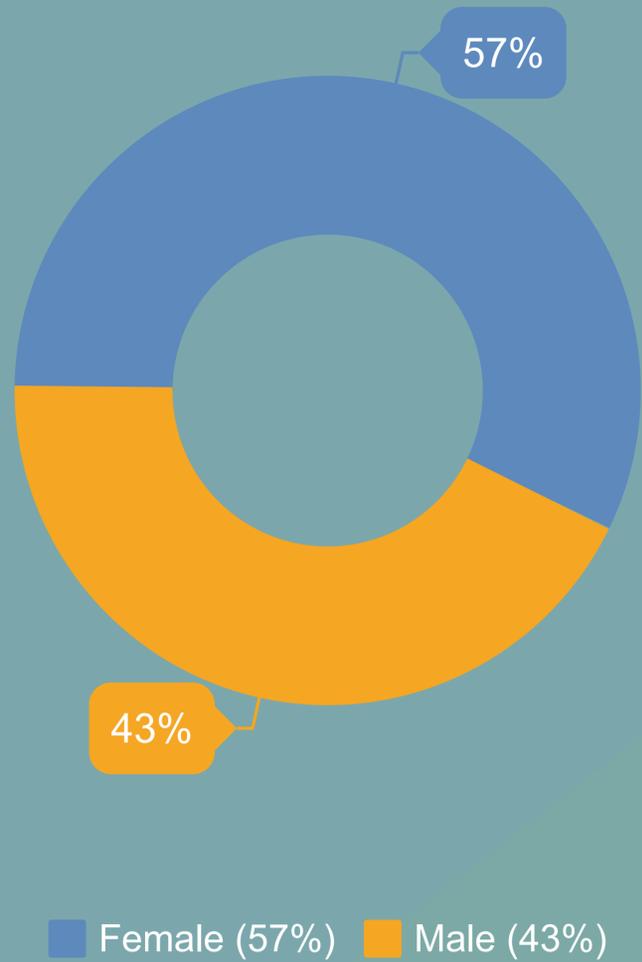
By Age



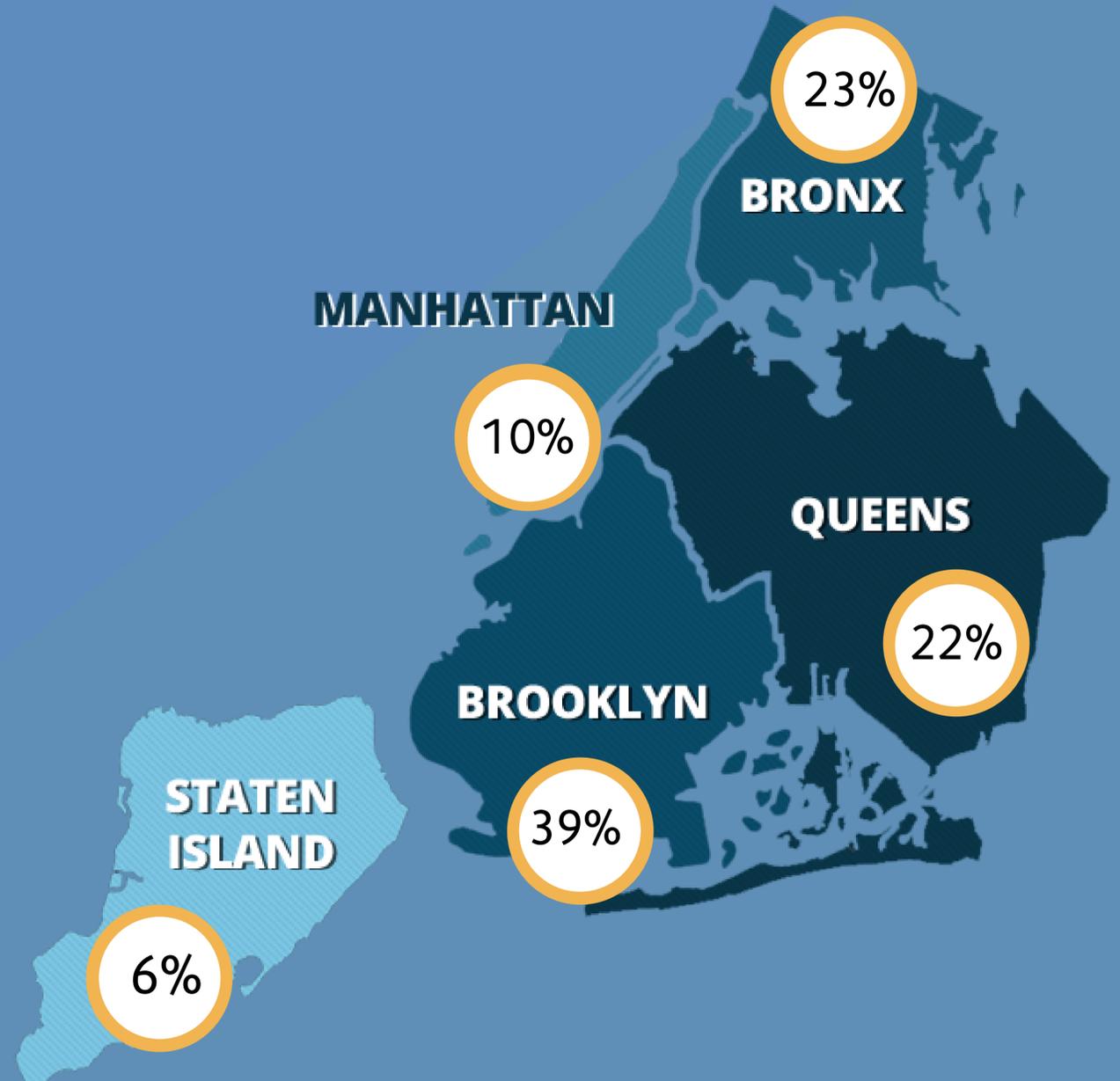
■ 14-15 (21%) 
 ■ 16-17 (41%) 
 ■ 18-19 (26%)  
■ 20-21 (11%) 
 ■ 22-24 (1%)

# Enrollment Breakdown

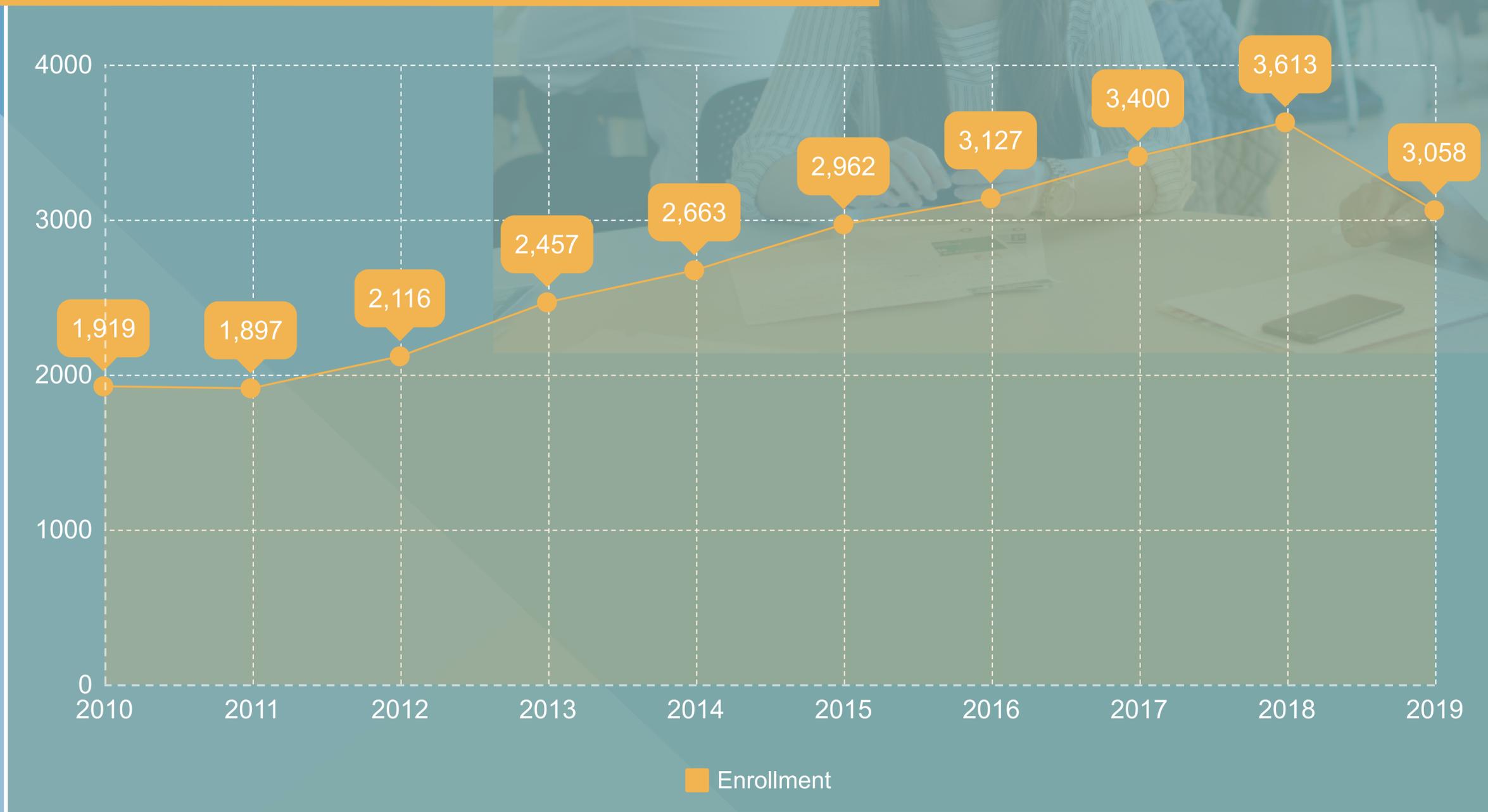
By Gender



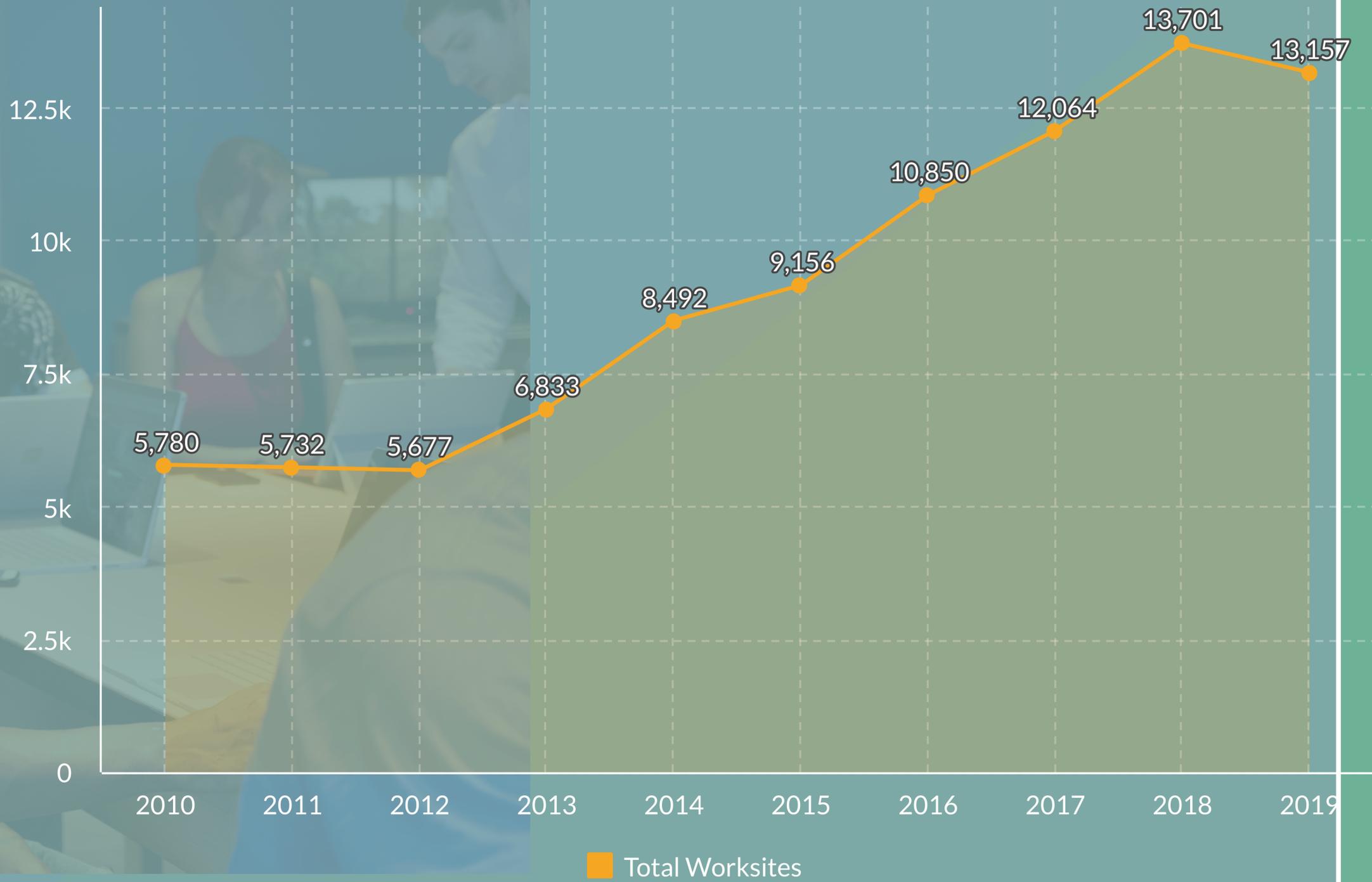
By Borough



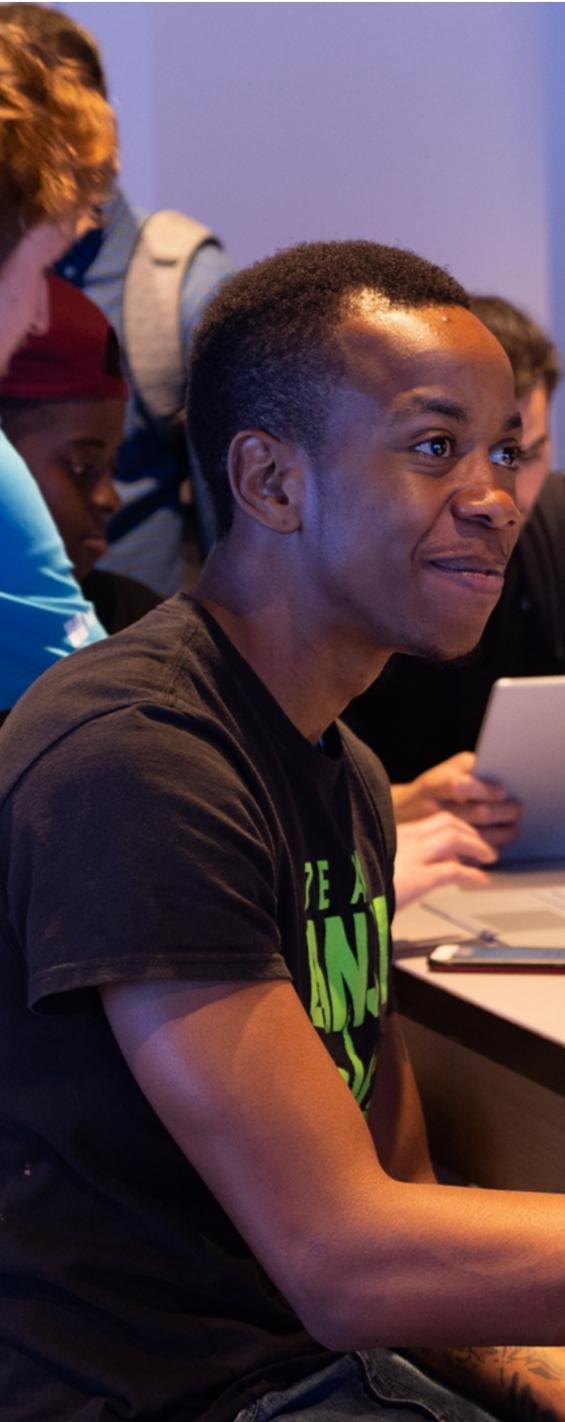
## Youth With Disabilities (YWD)



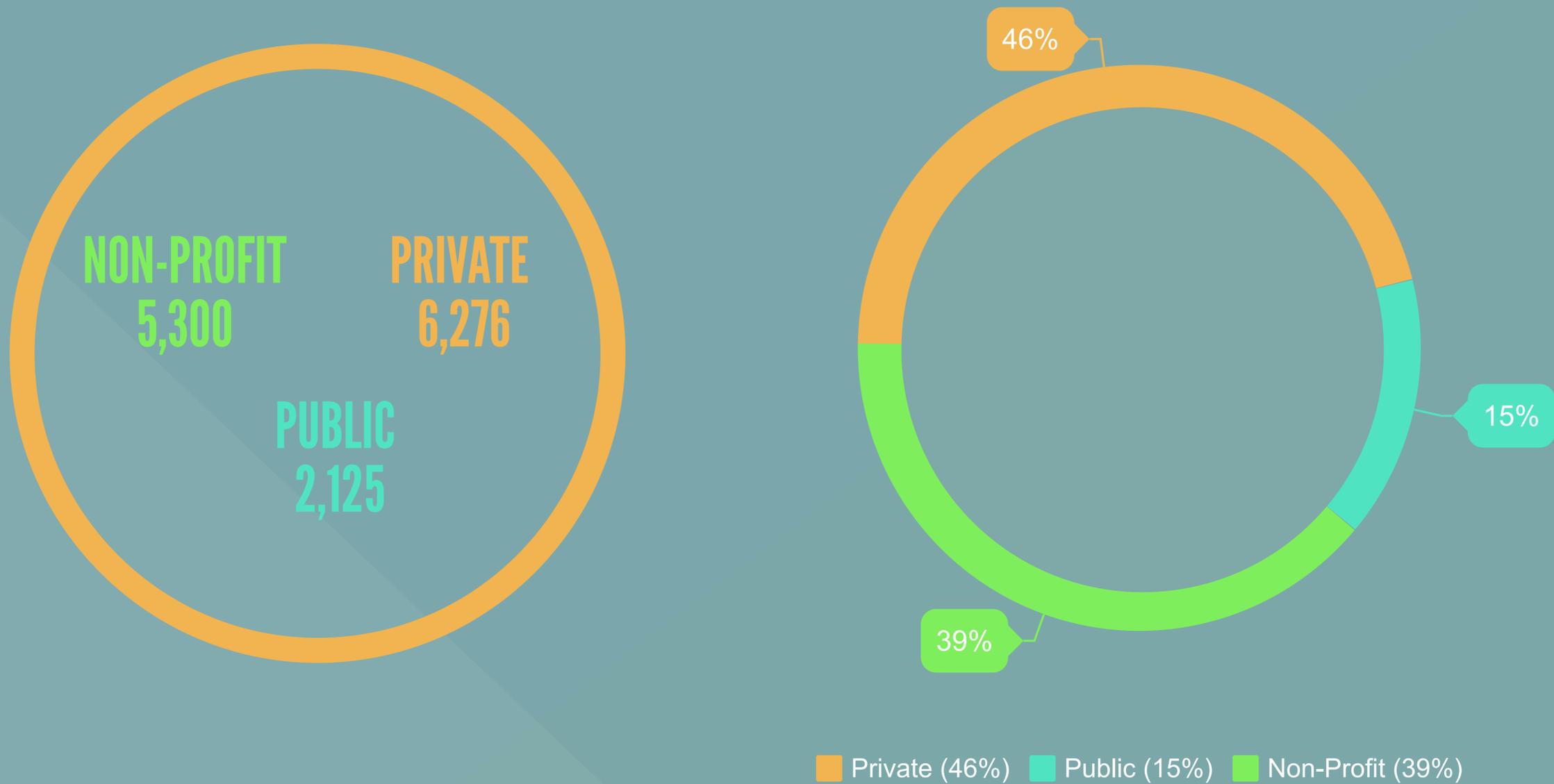
# Total Worksites\*



\*2019 Worksites - Older Youth ONLY

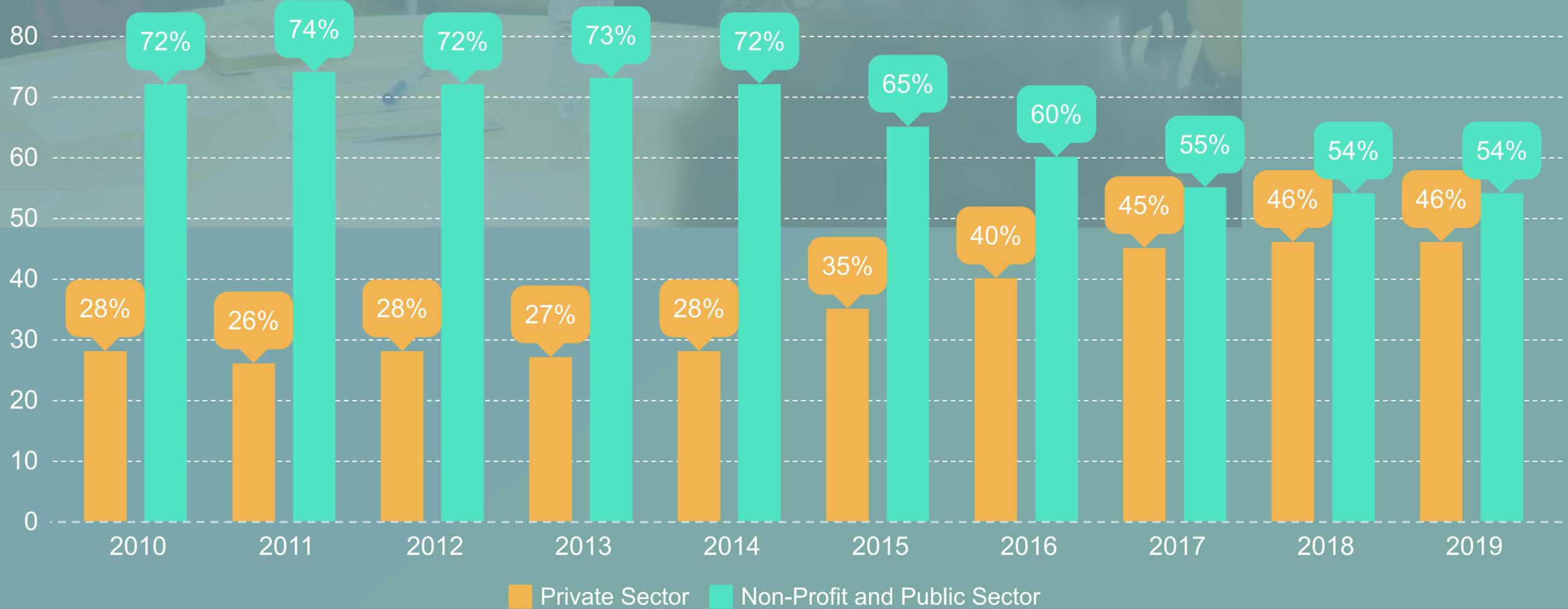


# Worksite Sector Breakdown



## Private Sector Worksites %

46% Private Sector Worksites hosted participants in 2019



# Employer Highlights

## Financial Services

- Amalgamated Bank
- Bank of America
- Blackrock
- KPMG

## Cultural Institutions

- American Museum of Natural History
- Museum of Moving Image
- National Lighthouse Museum
- The MET

## Media and Entertainment

- Merry Bright Music Enterprises
- New York Music Festival
- Discovery Communications
- A+E Networks

## Health Care

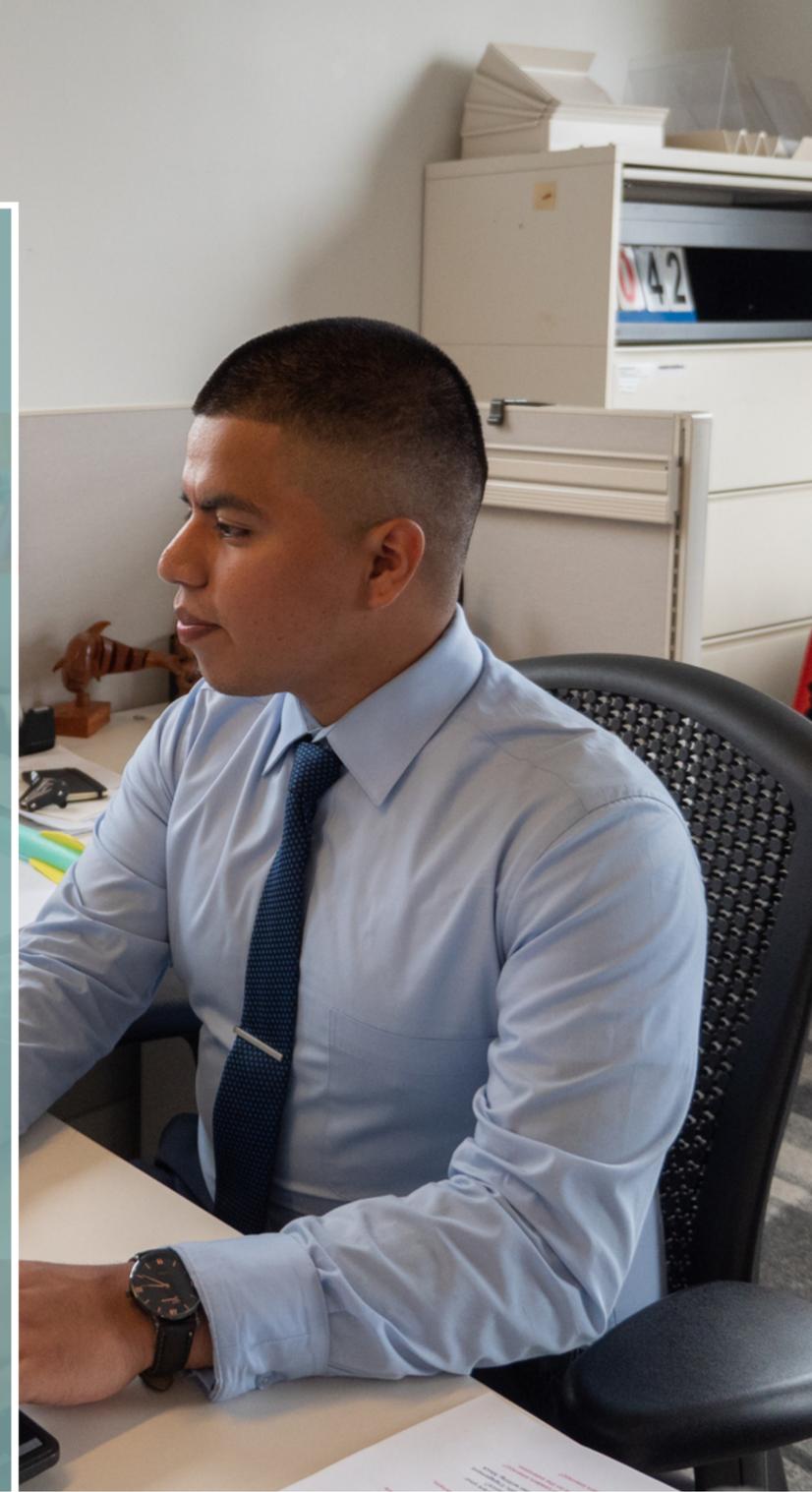
- Greater New York Hospital Association
- Maimonides Hospital
- Mount Sinai Health System
- NYC Health + Hospitals

## Legal Services

- The Legal Aid Society
- Goldfarb & Fleece, LLP
- Hughes Hubbard & Reed
- Weil, Gotshal & Manges LLP

## Government Agencies

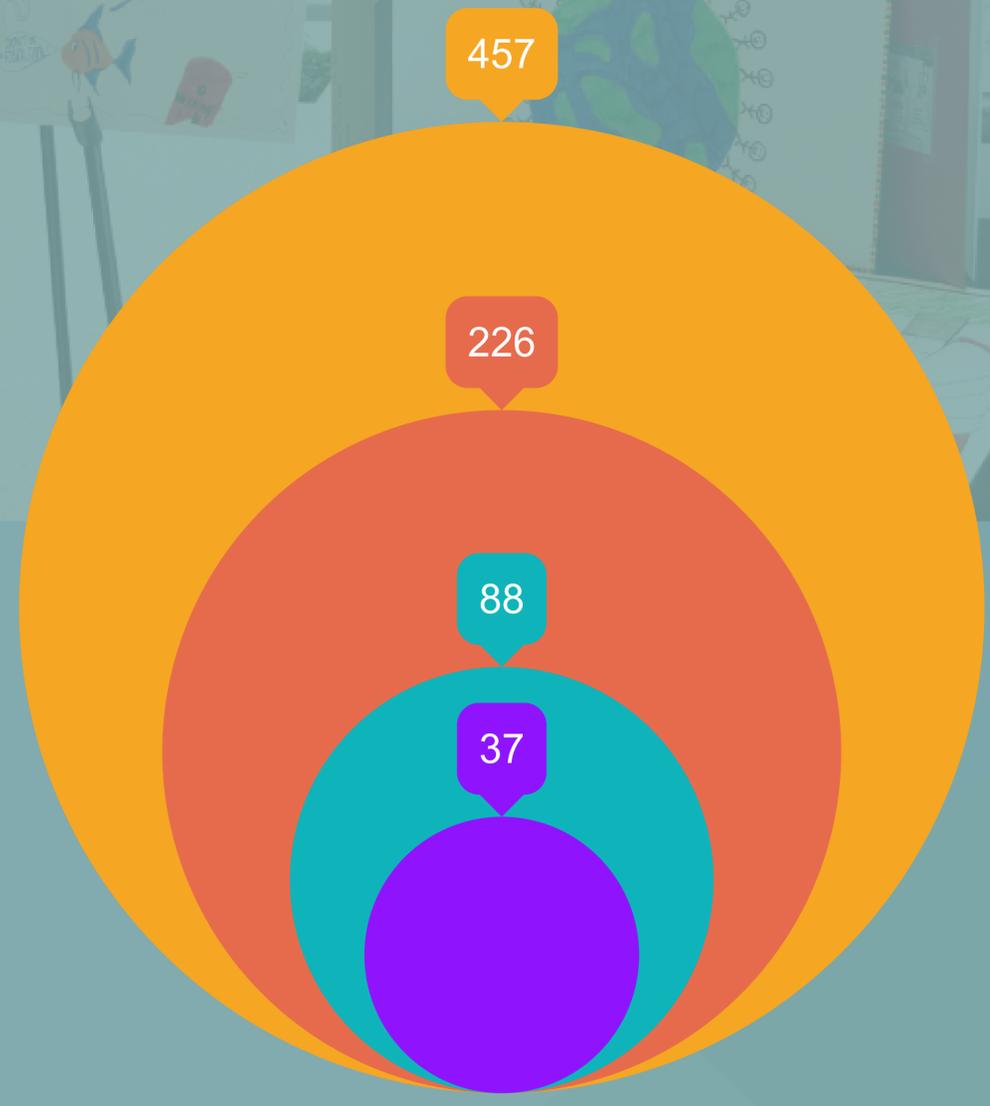
- NYC Department of Design and Construction
- NYC Department of Parks & Recreation
- NYC Office of the Chief Medical Examiner
- NYC Department of Buildings



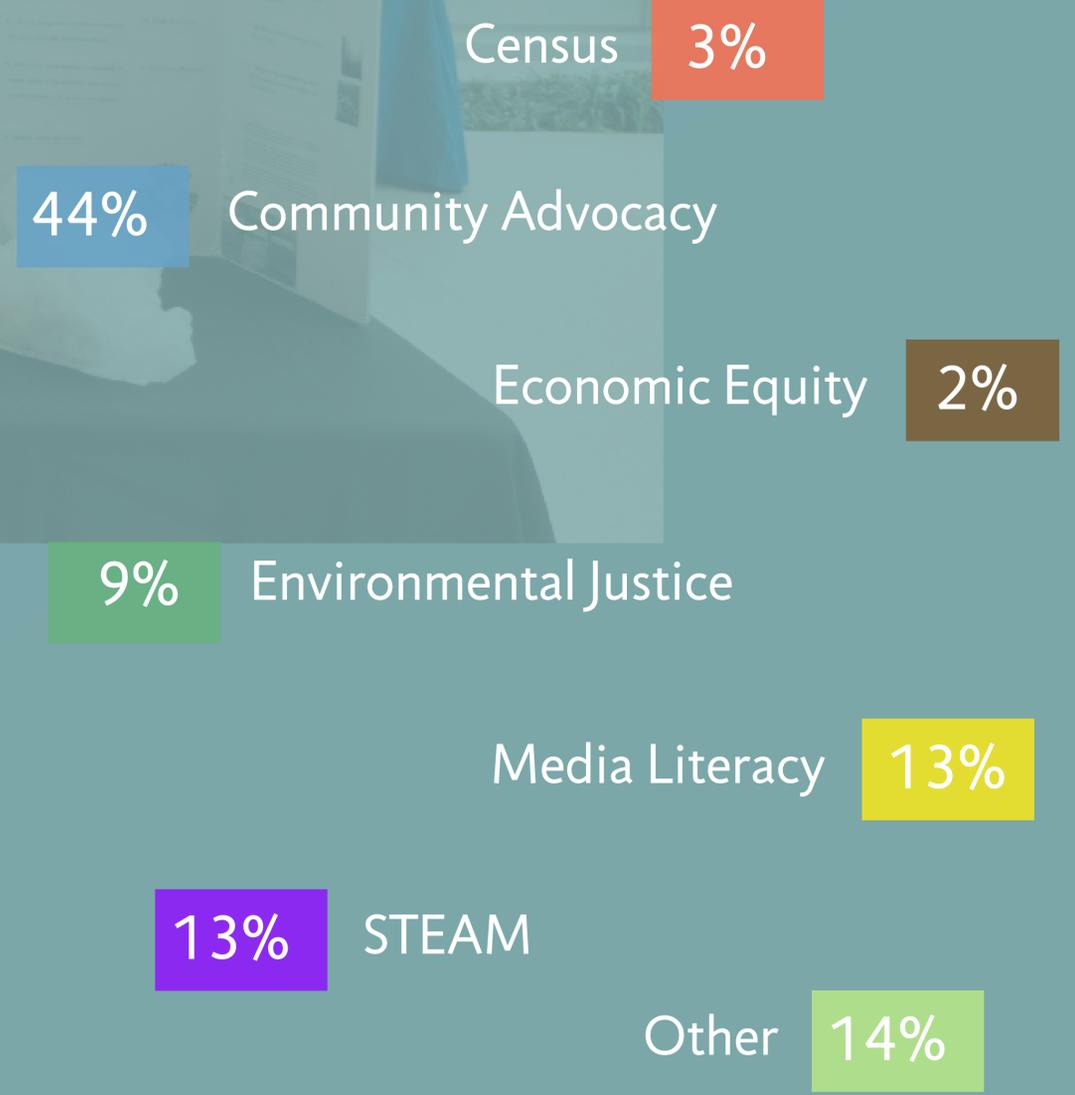


# Project Based Learning (PBL)

Total Projects: 808



■ Community Based   
 ■ CareerReady (School Based)   
 ■ Special Initiatives   
 ■ MOU Programs



PBL Themes

# Work Readiness Training

All participants attended pre-employment training that highlighted:

- ✓ Program Goals & Expectations
- ✓ Teamwork and Conflict Resolution
- ✓ Workplace Health, Safety and Labor Laws
- ✓ Supplementary Work Readiness Topics



Work Readiness and Workplace Etiquette



Continuing Education and Career Exploration



Financial Literacy and Budget Planning



Applying and Interviewing for a Job



Health & Wellness and Stress & Time Management



Values, Life Goals and Leadership Skills

Educational Component

Topics Covered

# Project-Based Learning(PBL)

## Popular Project Themes

### About PBL

Providers offered project-based activities to cultivate an ethic of service and reinforce core competencies such as interpersonal, communication, and decision-making skills



Community Advocacy



Census



Media



Environmental Justice



STEAM



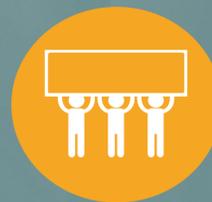


## Democracy Corp.

### Project Themes

### About Democracy Corps.

The DemocracyNYC initiative's goal is to create greater opportunities for civic engagement and empower NYC communities through civic action. SYEP Democracy Corps follows an experiential learning model focused on civic engagement..



Census



Civic Participation/  
Voting Registration



Environmental  
Justice

**3,525**  
PARTICIPANTS

**25**  
PROGRAMS

# Vulnerable Youth

## About Vulnerable Youth

Vulnerable Youth is designed to provide SYEP opportunities to vulnerable youth ages 14 to 24 who meet at least one of the following barriers: homeless or runaway youth, justice-involved youth, youth in or aging out of foster care, youth in families who are receiving preventive services through NYC's Administration for Children's Services (ACS).

### Barriers Include:

- ✓ Foster Care
- ✓ Justice-Involved
- ✓ Runaway/Homeless
- ✓ Receiving ACS Preventive Services

### VY Program Enrollment Over the Past Six Years





## SYEP for NYCHA MAP

### SYEP for NYCHA MAP

In July 2014, the de Blasio administration launched the Mayor's Action Plan for Neighborhood Safety (MAP) to reduce violence and make neighborhoods safer in and around 15 New York City Housing Authority (NYCHA) developments that have some of the highest crime rates in NYC. Providers work collaboratively with the NYCHA developments, the Mayor's Office of Criminal Justice (MOCJ), and MAP partner agencies to recruit and enroll program participants.

### Participating Developments

- Boulevard
- Brownsville
- Bushwick
- Castle Hill
- Ingersoll
- Patterson
- Pologrounds
- Queensbridge
- St. Nicholas
- Stapleton
- Tompkins
- Van Dyke
- Wagner

3,989

APPLICATIONS

2,961

PARTICIPANTS

544

WORKSITES

## SYEP for NYCHA

SYEP for NYCHA is designed to expand access to career readiness as well as summer youth employment opportunities for youth (age 14-24) residing in select non-MAP NYCHA public housing complexes. Providers work collaboratively with NYCHA developments and community-based partners to recruit and enroll program participants.

### Participating Developments

- Baruch & Addition
- Breukelen
- Bronx River
- King Towers
- Ravenswood
- Throggs Neck
- West Brighton

908

APPLICATIONS

870

PARTICIPANTS

152

WORKSITES



# Year Round Sector Focus

## Related Sectors

- Accounting
- Business & Professional Services
- College, Universities
- Community Service
- Education
- Engineering/Architecture
- Food Service
- Human Services
- Health Care
- Industrial & Manufacturing
- Interior Design
- Law Enforcement
- Media Education
- Policy & Advocacy
- Real Estate
- Robotics
- Sports Technology

### Year Round Sector Focus

Year-Round Sector-Focus Programs is designed to strengthen connections between sector-focused learning with sector-based summer youth employment opportunities. The SYEP component allows youth (age 16-21) to continue to build their sector-focused skills while also gaining work-readiness skills and earning a wage. Programs have in place standalone sector or priority industry-focused, year-round, out-of-school time programs.

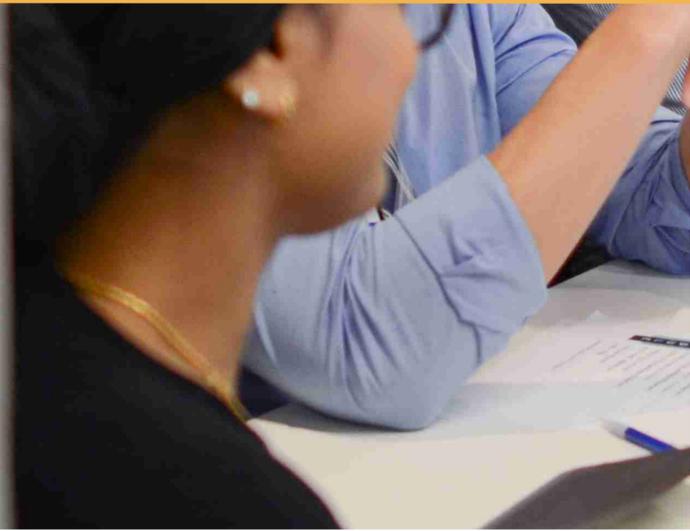
**906**  
APPLICATIONS

**748**  
PARTICIPANTS

**196**  
WORKSITES



## CareerReady SYEP



### CareerReady SYEP

The CareerReady SYEP program was created to provide enhanced opportunities for youth to explore career options and develop work readiness skills. Though this model features some universal elements, it is uniquely shaped and customized by each school/SYEP provider partnership.

Job placements are sector-specific and aligned with students' needs.

# Ladders for Leaders

## About Ladders

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.



\*Received an offer to continue employment after the program



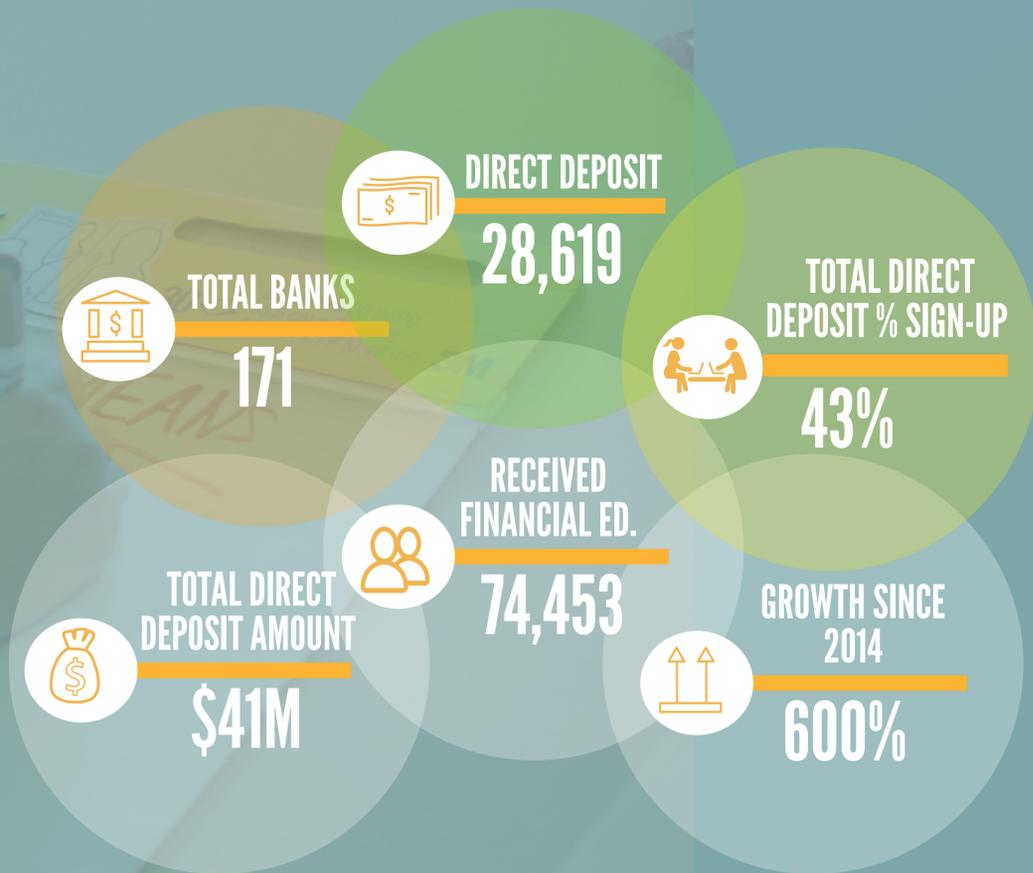
### Fee-Free ATM Transactions

Allpoint® network allowed participants fee-free ATM transactions at thousands of locations, including CVS, Target and Walgreen.

### Participants Provided Access to

- ✓ Visa branded card with fee-free store transactions
- ✓ Pay card usage instruction materials
- ✓ Online card activity information and end-of-program earnings statement
- ✓ Direct deposit available to all youth with bank accounts
- ✓ Split Direct Deposit and Savings Account Options
- ✓ Account updates via text message

# Financial Empowerment



## Direct Deposit Users By Program Year

