

LADDERS

ANNUAL SUMMARY

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Department of Youth & Community Development





FOR



Employer for Recognition Event Leaders

<u>Ladders for Leaders-</u> <u>Recovery Year</u>

This summer, <u>DYCD</u>'s youth employment programs helped bring back a semblance of normalcy to the lives of tens of thousands of youth whose lives and learning were upended by COVID-19. Due to the generosity of our employer partners, over 750 young people had the opportunity to take part in professional internships across the City in a variety of industries and disciplines through Ladders for Leaders. This is an incredible achievement as NYC continues its recovery. With your help, we are furthering our mission to expand the number and types of opportunities for the City's youth, as outlined in our Commissioner's recently published <u>op-ed</u>.

NYC Ladders for Leaders helps introduce bright and motivated young people to the world of work, while also providing the tools and skills they need to become successful young professionals. In addition to valuable work experiences, Ladders participants receive work readiness training and take part in workshops on topics such as leadership and career exploration. None of this would be possible without your dedication to the youth of our City.

NYC Ladders for Leaders is a pipeline for this City's future leaders. We look forward to continuing our partnership with our employers as we strive to ensure that our young people receive every opportunity to succeed.



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, nonprofit organizations, and government agencies in New York City.



Program Structure

Participants were high-achieving NYC students 16-21 years old



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

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At least six weeks of professional employerpaid internship and educational experiences



Services were provided by two Community Partners: CommonPoint Queens and PENCIL, Inc.



<u>Karen Wu</u>

- Interned at the NYC Department of Design and Construction
- Freshman at Rensselaer Polytechnic Institute
- Dual major in Civil Engineering and Economics

"

Having the opportunity to participate in multiple programs at DDC through Ladders for Leaders has made me grow as a professional, as a student, and as an individual. The impact and insight of DDC staff, mentors, and the STEAM Team has helped to reinforce my desire to pursue a career in engineering. Students who have access to the DDC STEAM pipeline through its many programs gain a broader base of knowledge of STEAM career fields. I am extremely grateful to the STEAM team. I now realize how diligent and dedicated they are to ensure students are introduced to the many fields in architecture, engineering, and construction management. As STEAM branches out further in the education system, more NYC students will be drawn to making this city better."

Program History

2006 Department 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 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

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.

2021

ABIT

15-year anniversary of Ladders for Leaders and one of the most pivotal years to date, with 762 participants and 292 participating employers. Launched a new partnership with Tech:NYC, which connected many Ladders students to professional work experiences in the tech industry with companies like Google, Goldman Sachs and Morgan Stanley.



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Thanks to Ladders for Leaders, I was able to work for the Tech: NYC virtual internship for Google. I learned so much about the different careers the tech industry offers that I never know existed besides software engineers. I learned the fundamentals of creating and starting up an idea upon building an app or web application. This internship experience really opened-up my mind and allowed me to take upon new interests on what career path I want to pursue. It has given me a chance to work with people of different ages and groups and to learn how their paths and career have impacted them. I am very happy and content that I joined Ladders for Leaders."



<u>Agnes Siregar</u>

- Interned at Google
- Junior at John Bowne High School
- Interested in pursuing a career in tech

Enrollment Breakdown





By Educational Status





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I am very appreciative of the opportunity that Ladders for Leaders has given me to be able to work as an intern and gain so much valuable experience. I was struggling finding opportunities in the entertainment field and was really grateful for Commonpoint Queens for providing me with an opportunity to work in the industry that I'm interested in pursuing. I had a great time working as an intern at New Perspectives Theatre Company. Going in with very little knowledge about theatre to being a part of a theatre production was such an amazing learning experience. I got to see multiple plays come to life from readings and rehearsals to live performances."



Melanie Santiago

- Interned at the New
 Perspectives Theatre Company
- Senior at Brooklyn Emerging Leaders Academy
- Interested in pursuing a career in the entertainment field

Enrollment Breakdown

By Age

By Ethnicity



Asian (56%)
 Black (16%)
 Hispanic (16%)
 Other (4%)
 White (8%)

 Workers must receive no less than the prevailing rate of wage and benefits for their specific trades

By Borough

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MMERCIAL

Bronx (14%)
 Brooklyn (31%)
 Manhattan (7%)
 Queens (44%)
 Staten Island (4%)

2021 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

97%

STREET, STREET



2021 Employer Survey Results



PROGRAM EXPERIENCE

rated working with NYC Ladders for Leaders interns as positive

99%

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

ST. JOHN'S EPISCOPAL HOSPITAL

PRIVATE

172

40

Internship Sector Breakdown





80

Employer Highlights

| Financial Services | Healthcare | |
|--|--|--|
| Amalgamated Bank Ernst & Young LLP BlackRock Bloomberg | Greater New York Hospital Association Northwell Health NYU Langone Medical Center NYC Health + Hospitals Real Estate | |
| Google InTech Tech:NYC Mirror Technologies Media and Entertainment | Tishman Speyer Rudin Management L+M Development Partners Sotheby's Fashion | |
| Discovery Communications Uptown Stories Greener Media, LLC. A+E Networks Hospitality & Tourism | Apparis Brooklyn Fashion Incubator Design Incubator, Inc. Iemlem | |
| Statue Cruises On Location Tours Lincoln Center Wildlife Conservation Society | NYC Department of Consumer Affairs NYC Department of Parks & Recreation NYC Department of Health and Mental Hygiene NYC Department of Buildings | |
| | | |

A+F Networks Accuracy Plus Allvue Systems, LLC Ambassador Theater Group AS Beauty Bank Street College Blackrock Bloomberg B'nai Jeshurun **BNY Mellon Pershina** Bobby Jones Chiari & Syringomyelia Foundation Boogie Down Books Bottom Line **Building Skills NY** C&G Enterprises Unlimited, LLC CDR Studio Center for Excellence in Youth Education Centsai Century 21 MK Realty Circle Fine Homes and Ikezi Law Group Collective Healing Computer Care and Learning Coolev LLP Daraia Collective Data Recovery Service Dorsey Media- The Plug Downtown Flushing Business Improvement District Dr. Dana Cohen DTCC Duro Workforce Ense Ernst & Young LLP FreeSpot Co

2021 Employer Partners*

Greater NY Chamber of Commerce Jamaica Hospital Medical Center Kingsbridge Heights Community Center L+M Development Partners Le Page Miller Lindley Consulting Group LLC Lineam LLC Manhattan District Attornney Office Margaret Sullivan Maslansky + Partners MindLeaps Minds Bevond Measure Mott Haven Film Festival Northwell Health Northwestern Mutual Nova Property Management NYC Department of Records and Information Services NYC Health + Hospitals / Queens Office Furniture Heaven On Location Tours **OneThree Biotech** Pathways to Trust

*Sample of 2021 Ladders employers

People's United Bank Pointedspaces LLC Oueens Chamber of Commerce **O**ueens DA Office Oueens Museum Rehabilitation Health Career Opportunity Program (HCOP) Rite Check Cashing Rosenberg & Estis, P.C. Samuel Field Y - PS 115 Sapphire Digital Scharly Designer Studio Schneps Media Seeds of Fortune Start Up Ecology Synchrony Financial Tapestry Tech:NÝC The C and SG Group The Coalition Against Pediatric Pain The Office of Queens Borough President The Paley Center for Media The Rockefeller Foundation The STEM Station TheCoTeam, LLC Think Like a Boss Tiffany & Co Uptown Stories Urban Green Council Van Cortlandt Park Alliance Vavner Media Weil, Gotshal & Manges LLP Westchester Sickle Cell Outreach, Inc When Love Works Dynamically WhyHunger Workopti YSG Solar