

# **Summer Youth Employment Program**

Department of Youth & Community Development (SYEP) 2022 Annual Report



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### Dear Friends,

### I am so proud to have helped lead the historic expansion of the Summer Youth Employment

**Program.** This summer, we offered a record 100,000 young people the opportunity to gain valuable work experience, broaden their network, and a chance to earn income under the first year of the Adams Administration.

Every young person in this city deserves to discover their passions and connect with potentially lifelong mentors. Through our diverse (and still expanding!) employer portfolio, young New Yorkers have been able to explore an array of fields and hopefully find what motivates them as they prepare for their futures.

Thank you to Mayor Adams for his historic investment in SYEP and to our community and employer partners for their outstanding work.



Sheena Wright First Deputy Mayor of New York City

Sincerely,

Sheena Wright First Deputy Mayor

epartment of outh & Community Development





What a privilege to write this as we look back on the historic journey of SYEP 2022. As most of you know, this is my first summer heading DYCD, and what a way to begin my time here! Within a few short months, DYCD, our network of community partners, and partner city agencies were able to offer 100,000 paid opportunities to New York City youth at nearly 18,000 worksites. I had the opportunity to visit each borough and many of the worksites this summer. It was wonderful to see the diversity of experiences and to speak with some of the incredible young people enrolled in our programming.

As a teacher and as a father of two, the investment in our youth is a deeply personal endeavor for me. I am so grateful to Mayor Adams, First Deputy Mayor Wright, our community partners, our employer partners, and to our DYCD staff for making SYEP 2022 the most successful year so far—with many more to come.

Sincerely,

Keith Howard Commissioner NYC Department of Youth & Community Development

Department of /outh & Community Development



Keith S. Howard Commissioner of New York City Department of Youth & Community Development

# When we invest in summer jobs, the whole city wins.

The Summer Youth Employment Program (SYEP) concluded its 59th year of providing summer job opportunities to young people across the five boroughs. It was a groundbreaking year for SYEP thanks to the forward vision of Mayor Eric Adams, who baselined \$236 million in funding to expand and enhance the program.



Connected a record number of young people to internship opportunities through a variety of flexible program models and innovative approaches





**18,000+** Worksites



**Comprehensive work readiness training through** Hats & Ladders' digital educational platform **18 million** total minutes spent on work readiness training

### Creating Opportunities for Youth Who Need Them Most

Equity was at the forefront of this year's outreach. SYEP's Community-Based Organization Partners (CBOs) stepped up the recruitment of young people from historically underserved communities.



#### Over 13,300 participants are NYCHA

**residents;** nearly 4,700 young people are part of the SYEP Emerging Leaders Program, which provides specialized experiences for youth who are justiceinvolved, experiencing homelessness, in foster care, and who have disabilities and attend DOE District 75 schools.



In addition to hosting 800 SYEP participants, the New York City Police Department formed a new partnership with D75 schools, connecting participants with sight and hearing challenges to job opportunities at NYPD offices.

300 SYEP participants helped ensure the safety of the city by working for organizations that are part of the city's **Crisis Management System.**  of participating youth reside in high-need communities including those identified by the Racial Inclusion and Equity Taskforce

### **SYEP Enrollment Over the Past Five Years**

A record number of 100,000 young people participated in this year's Summer Youth Employment Program (SYEP).





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Behind each of these statistics is a face, a story, and a future for our best and brightest New Yorkers. SYEP participants receive life-changing work experience, mentorship, skill development, and financial literacy tools." -Keith Howard

Read his op-ed on SYEP

### **SYEP Enrollment Breakdown**



### Connecting Summer Jobs to School-Year Learning

*CareerReady SYEP* allows students, school leaders, and CBO program staff to align the SYEP experience with high school academic learning.



This year, **SYEP's "school-based model"** served 21,000 students through 226 NYC high schools, up from 12,000 students and 88 high schools in 2021.



#### Earning academic credit for paid work

**experience.** Our goal was to serve 1,000 students across 25 schools. We exceeded our goal, 1,948 of students participated in the Credit pilot across 38 schools. 1,721 students earned an elective credit for their participation in the Credit pilot.

#### 66

Serena Dewey @SerenaFRDewey

#### Replying to @reemadamin

The SYEP students are so amazing and focused on their futures! They visited our @soundtrap team at the @Spotify office and the students were asking about networking and already had resumes and linkedins!



12 schools had the opportunity to receive a grant to participate in CareerCLUE (Community Learning, Understanding and Experience) for Summer 2022 as part of the CareerREADY Summer Youth Employment Program (SYEP). This program blends STEAM-based curricula with service learning and offers students the opportunity to earn elective credit and a stipend.

### **Opening Doors to Top Careers**

The *Ladders for Leaders* program option expanded in 2022 to place 1,732 high-achieving young New Yorkers in professional internships, up from 768 a year ago.



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 experience, Ladders participants receive work readiness training and take part in workshops on topics such as leadership, career exploration, and workplace culture.



of participating youth noted the program helped them prepare for the future



Facilitated by First Deputy Mayor Wright's office and in partnership with the Mayor's Office of Youth Employment, DYCD worked with the Mayor's Business Leadership Council to scale up **internship placements in members' companies and provide additional pathways for these industry leaders** to support the Ladders for Leaders program.

## Ladders & Beyond: Elijah

SYEP 2022 participant Elijah's open communication with his community organization allowed him to find a fulfilling job that extended beyond summer programming.



[This experience] has taught me discipline, consistency, and responsibility...I'm excited [to say] that I haven't missed one day yet!"

> *Elijah Christie-Sackey,* SYEP 2022 Participant, current employee at *SL Green.*

For SYEP 2022 participant Elijah, finding a passion for his original summer job was like pulling teeth–quite literally.

When he first applied to SYEP, Elijah had planned to spend the summer working alongside his mother at a dental office. As he attempted to settle into the office, however, he quickly realized the environment was not a good fit for his personality or skillset. Elijah decided to take a chance and call his SYEP Community Partner, The Children's Aid Society.

"I didn't know if SYEP had any more positions available for me, but I took a risk and left the job because **something in me felt that there was something more**," Elijah reflected in a recent speech at Gracie Mansion alongside Mayor Eric Adams. "[The Children's Aid Society] said there was only one more job left, and it was at the one and only SUMMIT One Vanderbilt."

Elijah was one of eighteen SYEP interns placed at SUMMIT One Vanderbilt, a cultural observatory run by realty group SL Green in the heart of midtown Manhattan. Elijah worked with the facilities team managing the Affinity Room exhibit and handling storage logistics.

Despite being initially nervous, Elijah **quickly integrated into the SUMMIT One team and excelled**. At the close of the summer program, Elijah spoke with his supervisors about continuing employment with SUMMIT as he went back to school. His supervisors, impressed with his work ethic and dedication, overwhelmingly agreed. As of this September, Elijah is a **proud member of the SUMMIT Guest Experience Ambassador Team**.



# **Unique Community Partners**

DYCD and its contracted community-based providers worked tirelessly to launch this year's program and provide a record number of job opportunities.



Queens Catholic Charities Neighborhood Services, Inc., Chinese American Planning Council, Council of Jewish Organizations of Flatbush, Inc., Greater Ridgewood Youth Council, Hellenic American Neighborhood Action Committee, Police Athletic League, Queens Community House, Inc., Research Foundation-LaGuardia Community, Rockaway Development & Revitalization Corp., Samuel Field YM & YWHA, INC. Bronx ASPIRA of New York, Inc., Bronx Works, Inc., Catholic Charities Community Services, Children's Arts & Science Workshops, Inc., Community Association for Progressive Dominicans, DreamYard Project, Inc., ExpandED Schools, Inc., Global Kids, Inc., Good Shepherd Services, HANAC, Inc., Kips Bay Boys & Girls Club, Mosholu Montefiore Community Center, Inc., Phipps Neighborhoods, Roads to Success INC., Simpson Street Development Association, Inc., SoBro Overall Economic Development Corp., The Children's Aid Society, United Activities Unlimited, Woodycrest Center for Human Development, Young Men's Christian Association of NY

**Brooklyn** Beam Center, Inc., Boys & Girls Club of Metro Queens, Inc., Bridge Street Development Corporation, Brooklyn Bureau of Community Services, Brooklyn Neighborhood Improvement Association, CAMBA, Catholic Charities Neighborhood Services, Inc., Center for Family Life in Sunset Park, Chinese-American Planning Council, Community Counseling and Mediation, Council of Jewish Organizations of Flatbush, Inc., Cypress Hills Local Development Corporation, Edith & Carl Marks Jewish Community House of Bensonhurst, Good Shepherd Services, Grand Street Settlement, Inc., Hebrew Educational Society of Brooklyn, Henry Street Settlement, Inc., Infinity Educational Programs, Inc., Italian-American Civil Rights League, New York Center for Interpersonal Development, Police Athletic League, Research Foundation - Medgar Evers College, RiseBoro Community Partnerships, Sesame Flyers International, Inc., St. Nicks Alliance Corporation

Manhattan Catholic Charities Community Services, Archdiocese of NY, China Manpower Project, Inc., Chinese American Planning Council, Community Association of Progressive Dominicans, El Barrio's Operation Fightback, Henry Street Settlement, Inc., Inwood Community Services Inc., Police Athletic League, Roads to Success, INC., The Children's Aid Society, Young Men's and Young Women's Hebrew Association of Washington Heights & Inwood, Inc.

**Staten Island** The Children's Aid Society, United Activities Unlimited, New York Center For Interpersonal Development

## **Easier Participation Than Ever Before**

SYEP 2022 featured a series of innovations to make the program more accessible for youth with different needs.

### The application and enrollment process was simplified and required less

**paperwork**, allowing more youth to apply more easily. The paper application and marketing materials were available in nine different languages.

The Summer Youth Employment Program (SYEP) Pathways pilot served young people between the ages of 14-21 with barriers to meeting SYEP's enrollment requirements

#### For the first time in the program's history, participants received MetroCards, giving them another way to travel to work and save more of their paycheck. Lyft and Healthfirst offered free Citi Bike memberships for SYEP

participants.

#### **Press Coverage**

Citi Bike And Healthfirst Offer Free Citi Bike Memberships For Young People In New York City's Summer Youth Employment Program

That Citl Bike rider next to you in the bike lane might be your future doctor, architect, or elected official. This month, Citl Bike and our official wellness partner, Healthfirst, will provide more than 1,200 free, two-month Citl Bike memberships to participants in New York City's Department of Youth and Community Development's Summer Youth Employment Program (SYEP), which connects youth from the across the city with careei exploration opportunities and paid work experiences.

"As the official wellness partner of Citi Bike, Healthfirst is excited to be playing a role in this year's Summer Youth Employment Program (SYEP) by making available free Citi Bike memberships for more than 1,200 participants for the duration of the program," saic Bill Abrams, VP, Brand and Marketing Communications, Healthfirst. "The SYEP is so important to help young people in New York City have meaningful and fulfilling activities during their time off from school that will keep them safe and provide potential job opportunities for the future. We wanted to ensure that the participants had an accessible and affordable transportation option to commute to their jobs. Plus, while they are developing career skills, they can also engage in a healthy activity."

From July 1, 2022 to August 31, 2022, Healthfirst will sponsor more than 1,200 twomonth Citi Bike memberships for 16-24 year olds enrolled in this year's SYEP program who live or work in the Citi Bike service area. All recipients will be required to attend a training to learn how to ride Citi Bikes to receive their free membership.

**10K** Citi Bike rides taken by SYEP participants



in MetroCards distributed



**MetroCard rides** 

### Promoting Financial Literacy & Mental Wellness

For the first time ever, SYEP participants received new content providing guidance and tips around mindfulness, meditation, and well-being in the workplace.



Through Hats & Ladders, **SYEP participants** explored their interests, strengths, and values. They used that self-knowledge as a springboard to understand a wide range of career and higher education pathways, including college alternatives, entrepreneurship, and self-employment.



Financial Literacy curriculum equipped young people with the tools to build a positive and healthy relationship with money. With over 4 hours of content, youth identified their financial values; learned concepts related to banking, saving, taxation, and investing; and developed practical skills to achieve financial wellness.



of participating youth received their payment through direct deposit



Young people are no strangers to stress. We launched this new Topic with over 2 hours of content to equip young people with knowledge and strategies to help maintain well-being both at work and in life.

### **SYEP Success Story**

SYEP graduate Fathy Gauthier came to City Hall to speak to SYEP 2022 participants about her amazing journey.

A chance commercial in 2017 changed the trajectory of Fathy Gauthier's life.

It was her freshman year at St. John's University, and Fathy was unsure of what she would do for work over the summer. She saw a television advertisement for the Summer Youth Employment Program (SYEP) specialized Ladders for Leaders internship program. She decided to take a chance and apply, **not realizing that this decision would lead to her future career.** 

Fathy was placed at the Department of Environmental Protection (DEP). In her first few days, she shadowed different professionals, including workers in Information Technology, Engineering, and Human Resources. Fathy was ultimately placed in the Bureau of Human Resources. There, Fathy says, she not only developed her professional skillset but also found mentors who pushed her to advance both **personally** and **professionally**.

This past May, Fathy graduated with her Master's in Business Administration from St. John's University and is now embarking on her third year professionally with the Department of Environmental Protection. She is now an Assistant Human Resources Coordinator in the same agency where she found herself as an SYEP intern just a few years ago. Fathy says that this is just the start of her career, and she is working to someday be a Human Resources Executive.

When asked to give advice to current and future SYEP interns, Fathy urged, "[D]on't be afraid to say yes. Even if you're scared, do it while being scared...I've been challenging myself to do things outside my comfort zone, and **I'm really glad I said yes."** 



[During my SYEP internship,] I learned that it was ok Way to make mistakes...to open myself up, and to speak out."

Fathy Gauthier, SYEP 2017 Participant, current employee at NYC Department of Environmental Protection

### **SYEP 2022 Participant Responses**

Participants were given a survey to reflect on their summer experience. Respondents provided overwhelmingly positive feedback.



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SYEP and IHL Group have given me an irreplaceable experience. Throughout the years, SYEP has given me exposure to many fields and the opportunity to network, grow, and learn. I am proud to say that through this summer internship opportunity I have been hired as a sales assistant. Now I'm working with amazing people, getting exposure to international and domestic clients, and growing my understanding of the wholesale manufacturing business. Thank you to SYEP and thank you to IHL Group for the amazing experience!"

*Christina Abraham,* SYEP 2022 intern and current Director of Donations at *IHL Group. Christina was hired full-time by IHL after interning with them this summer.*  **42%** 

of SYEP older youth participants received an **offer to continue employment** after the program.

# **67%**

of youth indicated **developing new skills** as one of the biggest benefits of SYEP

# 94%

of participants **enjoyed SYEP** and would recommend to a friend.

### Career Exploration Opportunities Like Never Before

DYCD invested in its Employer Engagement and Partnerships Team. Through the Team's incredible work supporting nonprofit and employer partners, SYEP grew to 18,000 worksites and the most diverse portfolio so far.



#### Directly referred more than 2,100 worksites to SYEP community partners,

utilizing digital marketing, social media, and press opportunities to garner interest from employers — then matching them with community-based organizations based on geography, industry, and mutual needs.



### Held more than 20 convenings with industry leaders to engage new employer

**partners**, including Made in NYC, the Greater New York Hospital Association, the Cultural Institutions Group, and a Citywide Faith Leaders Gun Violence Summit.



### Developed a <u>toolkit</u> with resources to make employer outreach easier!

Community partners were able to customize these for use, including flyers, email and social media templates, and links to download employer resources and sample job descriptions.



#### Attention employers!

The Summer Youth Employment Program is a win-win for both participants and employers, who can add the energy, creativity, and talent of our city's future leaders to your workplace. Commit to *#hireNYCyouth* today:

#### nyc.gov/hirenycyouth



### Job Experiences Tailored to Age, Skills, & Interests





#### **Top 10 Private Sector Industries**

- 1. Retail
- 2. Day Care/Camp
- 3. Hospitality/Tourism
- 4. Healthcare/Medical
- 5. Education Services
- 6. Business and Finance
- 7. Arts and Recreation
- 8. Media/Entertainment
- 9. Real Estate/Property
- 10. Technology

## **Partnerships with Organizations of All Sizes**



#### **BUSINESS & FINANCE**

- Accenture
- BNY Melon Pershing
- Neuberger Berman

#### FASHION

- IHL Group
- Lafayette 148
- Repurpose Wardrobe



#### PHILANTHROPY

- Clinton Foundation
- Ford Foundation
- The Rockefeller Foundation

#### TECHNOLOGY

- Girls Who Code
- Google
- TickPick

#### **ARTS & CULTURE**

- Metropolitan Museum of Art
- Museum of the City of New York
- Queens Museum

### ENGINEERING & CONSTRUCTION

- Association for Affordable
  Energy
- NYC Building Solutions

#### HEALTHCARE

- Maimonides Medical Center
- Mount Sinai
- NYC Health + Hospitals

#### **LEGAL SERVICES**

- Cooley LLP
- Laura Devine Attorneys
- New York County Defender Services

#### **REAL ESTATE**

- Cushman & Wakefield
- SL Green
- Tishman Speyer

#### TRANSPORTATION

- JetBlue
- JFK Redevelopment Program
- Metropolitan Transit Authority

### ADVERTISING & MARKETING

- JCDecaux
- Marauder Group



#### HOSPITALITY & TOURISM

- Alliance for Coney Island
- Madison Square Garden

#### MEDIA & ENTERTAINMENT

- A+E Networks
- Paramount Global

#### RETAIL

- CVS
- Uncommon Goods
- Walgreens



### **Preparing the City's Future Workforce**

As part of Mayor Adams' commitment to expanding SYEP, DYCD worked with City agencies, NYC City Council, and other public sector organizations to provide an unprecedented number of internship opportunities in local government.



<b>City Agencies and Mayoral Offices</b> 82 different agencies and offices hosted youth	3,995	+ 135%
<b>DOE School-Based Offices</b> Staff support, school kitchens, maintenance	4,609	+ 56%
<b>City Council</b> 29 Council Members participated as worksites	119	+ 284%

"Our City agencies must be engaged in part of that exposure. I want to walk inside and I want to see the children of my city inside, because interns become employees and those employees start to lead agencies." - Mayor Eric Adams

### Spotlight on Small Businesses & M/WBEs

The NYC Department of Small Business Services (SBS) hosted 48 participants. They also served as a bridge to new employers by encouraging Business Improvement Districts, Minority & Women Owned Business Enterprises, and Workforce1 partners to hire NYC youth.

Bronx resident Kenia Arzu was inspired to choose the Department of Small Business Services for her summer internship because she is a small business owner. When asked to share a message with Mayor Eric Adams at the end of the summer, the John Jay College of Criminal Justice junior shared that she was not only grateful to him for **investing in the future of NYC youth** like herself, but that "Kenia's Mini Pastries is open for business and would love to send [the Mayor] a vegan cupcake!"

#### From Commissioner Kevin D. Kim NYC Department of Small Business Services:

"I know firsthand how putting young people in professional settings and workplaces has the **potential to shape them into the leaders of tomorrow**. SBS's SYEP and Ladders for Leaders participants learned how to upgrade their resumes and job readiness skills, and received mediation training through the NY Peace Institute. These are skills they can incorporate into their professional and personal lives. We did make time for some fun too – with tours of the Brooklyn Navy Yard, the United Nations, and Ferry Hawks Stadium in Staten Island. **Our agency benefited from their energy and perspective**, beyond what they accomplished day-to-day. We look forward to the next SYEP cohort in 2023!"



The experience encouraged me to keep learning, never be scared to try, never be scared to fail, [and that] there is always something to learn in the process."

> Kenia Arzu, SYEP 2022 intern at NYC Department of Small Business Services

### M/WBE Partner Highlights

Dignity of Children Inspire Enterprise Inc. Partners in Company Urban Strategies of NY Eyes of Power LLC Pacetas Agency Julia Lynn Productions B-Bullard LLC Ferry Godmother Productions C&G Enterprises Unlimited Green Power Associates Jontue Discount Store

### **Turning NYC into a Living, Breathing** Classroom

Learning did not stop at the worksites. Participants were invited to a series of both in-person and virtual career exploration events where they could step out of their comfort zones to grow.

**Total attendance at 49 different** enrichment events, providing opportunities for youth to explore career interests and network for future job opportunities

**Built Environment** 

Mayor Adams hosted more than 250 SYÉP participants Gracie Mansion for a plant-based cooking demonstration and career panel with top chefs and culinary executives.





BioLabs at NYU Langone gave a tour of the collaborative, top-of-the-line facility and introduced youth to entrepreneurs focused on scientific research and development.

Former First Deputy Mayor Lorraine Grillo, First Deputy Mayor Sheena Wright, Deputy Mayor Maria Torres-Springer, and Chief Advisor Ingrid Lewis-Martin gave more than 100 SYEP participants their insight into how to build a successful career as women in government.





#### Healthcare

Government

- Healthcare Systems Leadership Panel
- Careers in Mental Health Panel

Tour of the EDC Ferry System

AmeriCorps Opportunity Panel

Weekly Tours of the United Nations

Day at the Con Edison Learning Center

#### Technology

- Visit to the Microsoft Experience Center
- MeetUp CEO Meet & Greet

### **Commitment to NYC Employers**

Staff visited dozens of worksites throughout the program to gather feedback and strengthen employer partnerships. All employers were given the opportunity to reflect on their summer experience through a post-program survey.

# **97%**

of employers would recommend hiring youth through SYEP

More than half of employers see SYEP as an opportunity to **strengthen their commitment to their communities** and gain a **better understanding of their future workforce** 

75%

offered to extend their participants' internship or employment

#### Click the play buttons below to hear from some of our employers!



"It's almost like onthe-job training... We did have many [participants] that we ended up hiring after they finished school."

The Nicotra Group Staten Island





"We've been hosting SYEP programs for many years, and this year our cohort has been better than ever."

American Museum of Natural History



"We're so thankful for our Summer Youth interns... They have bright futures, each and every one of them!"

Queens Botanical Garden



### **SYEP in the Media**

*Breaking News!* SYEP 2022 received a breadth of media coverage for its groundbreaking program numbers and new innovations.

#### = NEW YORK POST

#### Mayor Eric Adams rolls out \$187 million youth job initiative for summer with new funding

By Cayla Bamberger July 7, 2022 | 8:42pm

METRO



A record number of 100,000 young people will be kicking off a New York City-run summer jobs program this week, Mayor Eric Adams said Thursday.



#### Op-ed | The whole city wins when we invest in summer jobs

By Keith Howard 📮 comments Posted on August 21, 2022



SYEP workers posed with their NYPD supervisors at One Police Plaza on Aug. 12, 2021. Photo by Dean Moses



Sign up for our amNY Sports email newsletter to get insights and game coverage for your favorite teams

This week, New York City's Summer Youth Emp'

Click here to read more





Jenifer Rajkumar 🤣 @JeniferRajkumar

On their last day, each of my summer interns presented me with their own original idea for legislation. They came up with cameras in buses to reduce crime, a ban on harmful plastics & ways to create more affordable housing. I'm so proud of them! Young gets it done. **#SYEP #Future** 



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CITYarts, Inc. @CITYartsInc

CITYarts SYEP interns preparing to paint "Our Voices" mural in #Harlem scraping, cleaning, washing, and bringing new life to the retaining wall at Alexander Hamilton Playground. We are inviting Native American youth to work with us #NativeAmericanYouth #FreeLeonardPeltier



6:26 PM · 7/19/22 · Twitter Web App



NYCSmallBusiness 📀 @NYC SBS

Welcome to our summer 2022 interns from SYEP and Ladders to Leaders! Not only will our interns get vital paid job experience, they'll also get access to enrichment opportunities to ensure that they are prepared for their upcoming careers!



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Geri Gillespy, Ed.D @GeriGillespy

What a great day **!!** #NYCSchoolsTech

Listened & learned from SYEP students sharing their story learning skills using #MicrosoftEDU tools

They are now official Minecraft Student Ambassadors

Thank you 🙏 to ALL the partners who made this project such an EPIC experience !!



### **SYEP Funding Breakdown**

The record number of opportunities was possible in part due to the additional \$79 million investment made by Mayor Eric Adams and NYC Council.





#### Join us for SYEP 2023

We're celebrating our 60th year!

Youth between the ages of 14-24 who reside in NYC can visit our website for information: nyc.gov/SYEP

Interested in hosting NYC youth next summer?

Check out nyc.gov/hirenycyouth

@nycyouth #hirenycyouth



Department of Youth & Community Development

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