Summer Youth Employment Program (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.

Sincerely,

Sheena Wright
First Deputy Mayor of New York City
Dear Friends,

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
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

Centralized employer engagement efforts to build partnerships across diverse industries, developing new talent pipelines and corporate citizenship pathways for NYC employers

Comprehensive work readiness training through Hats & Ladders' digital educational platform

100,000+ Participants

18,000+ Worksites

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 justice-involved, 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.

90% of participating youth reside in high-need communities including those identified by the Racial Inclusion and Equity Taskforce.
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

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).

2018 ➔ 74,354
2019 ➔ 74,453
2020* ➔ 35,198
2021 ➔ 74,884
2022 ➔ 100,000+

2020* Launch of all virtual SYEP Summer Bridge 2020 in response to COVID-19 restrictions

Read his op-ed on SYEP
SYEP Enrollment Breakdown

By Ethnicity
- Asian (15%)
- Black (37%)
- Hispanic (32%)
- White (11%)
- Other (5%)

By Gender
- Female (56%)
- Male (44%)

By Age
- 14-15 (27%)
- 16-19 (56%)
- 20-21 (11%)
- 22-24 (6%)

By Borough
- Bronx (24%)
- Brooklyn (36%)
- Manhattan (11%)
- Queens (23%)
- Staten Island (6%)
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.

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.

"Serena Dewey
@SerenaFRDewey

Replying to @reamadamin

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! 😊"
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.

93% 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.
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.

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

**Unique Community Partners**


**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 Citi Bike rider next to you in the bike lane might be your future doctor, architect, or elected official. This month, Citi Bike and our official wellness partner, Healthfirst, will provide more than 1,200 free, two-month Citi 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 career 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,” said 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 two-month 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
$11M in MetroCards distributed
3.8M 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.

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.

67% of participating youth received their payment through direct deposit.
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.”
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.

SYEP 2022 Participant Responses
Participants were given a survey to reflect on their summer experience. Respondents provided overwhelmingly positive feedback.

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 toolkit 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

Worksite Type

- Job/Internship (89.3%)
- Project-Based Learning (9.39%)
- Professional and Technical Development (1.32%)

- In-Person (75.44%)
- Virtually (15.74%)
- Hybrid (8.82%)

Worksite Sector/Industry

- Private (35.73%)
- Public (19.02%)
- Nonprofit (45.25%)

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

PHILANTHROPY
- Clinton Foundation
- Ford Foundation
- The Rockefeller Foundation
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.

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<th>Department of Citywide Administrative Services</th>
<th>FDNY &amp; NYPD</th>
<th>Department of Small Business Services</th>
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<tr>
<td>Hosted 31 SYEP participants, facilitated a series of Civil Service 101 sessions, and organized a job fair for those seeking full-time employment.</td>
<td>800+ youth interned with the City’s bravest and finest, and both departments hosted &quot;Day in the Life&quot; events for participants to explore careers in law enforcement and first response.</td>
<td>Hosted 48 participants and encouraged Business Improvement Districts, Minority &amp; Women Owned Business Enterprises, and Workforce1 partners to hire NYC youth.</td>
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<th>City Agencies and Mayoral Offices</th>
<th>2022</th>
<th>▲ 2021</th>
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<tr>
<td>82 different agencies and offices hosted youth</td>
<td>3,995</td>
<td>+ 135%</td>
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<th>DOE School-Based Offices</th>
<th>2022</th>
<th>▲ 2021</th>
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<td>Staff support, school kitchens, maintenance</td>
<td>4,609</td>
<td>+ 56%</td>
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<th>City Council</th>
<th>2022</th>
<th>▲ 2021</th>
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<tr>
<td>29 Council Members participated as worksites</td>
<td>119</td>
<td>+ 284%</td>
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"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
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
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.

**4,000**

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

**Built Environment**
- Tour of the EDC Ferry System
- Day at the Con Edison Learning Center

**Government**
- AmeriCorps Opportunity Panel
- Weekly Tours of the United Nations

**Healthcare**
- Healthcare Systems Leadership Panel
- Careers in Mental Health Panel

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

Mayor Adams hosted more than 250 SYEP 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.
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

75% offered to extend their participants' internship or employment

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.

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

"It's almost like on-the-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

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

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’ Program (SYEP) will conclude its 50th year of

**Chalkbeat**

*NYC’s summer work program for youth called a success, with 100K jobs filled*

By Reema Amin, Reporter, Chalkbeat New York, August 17, 2022 05:48 PM

Students participate in a Summer Youth Employment Program student cooking demo at Gracie Mansion. Ed Reed / Mayoral Photography Office

When Ariful Anup was looking for a job last summer, he applied for the city’s Summer
SYEP stories dominated social media

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

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!

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

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.

SYEP Funding Breakdown

- **City Tax Levy (CTL)**: $182.4 Million
- **State (TANF funding)**: $24 Million
- **Federal (Community Service Block Grant)**: $6 Million
- **Stimulus (American Rescue Plan)**: $23 Million
- **Private (Donations through Mayor’s Fund)**: $0.6 Million

Compared to 2021:

- City Tax Levy: up $61.9 Million
- State: no change
- Federal: up $1 Million
- Stimulus: up $13 Million
- Private: no change

**Total Funding**: $236 Million, up from 170.5 million in 2021
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](http://nyc.gov/SYEP)

Interested in hosting NYC youth next summer?

Check out [nyc.gov/hirenycyouth](http://nyc.gov/hirenycyouth)

@nycyouth  #hirenycyouth