

*"Reel Works For Me Was A Foundation. A  
Upbringing. Once You Have A Strong Foundation,  
You Can Go Anywhere."*

What Drives Us

# SUMMER YOUTH EMPLOYMENT PROGRAM

2023

## Annual Report

Celebrating 60 years of **impact.**

Mayor Eric L. Adams

First Deputy Mayor Sheena Wright

Deputy Mayor Ana J. Almanzar

DYCD Commissioner Keith S. Howard

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The New York City Department of Youth and Community Development (DYCD) invests in a network of community-based organizations and programs to alleviate the effects of poverty and to provide opportunities for New Yorkers and communities to flourish.



# Welcome to SYEP

*Dear Friends,*



Dear Friends:

Welcome to the 2023 Summer Youth Employment Program (SYEP) Annual Report. I am proud that we served 100,000 young New Yorkers for a second straight year in 2023, due to our administration investing record amounts to maintain and expand what was already the nation's oldest and largest youth workforce initiative.

SYEP is also prioritizing young people who have been historically underrepresented, and providing participants with financial literacy tools so they can make smart decisions on how best to use their paychecks. Programs like SYEP give our young people the skills and opportunities they need to succeed. This is how we invest in our city's future.

I want to thank Deputy Mayor for Strategic Initiatives Ana J. Almanzar, Commissioner Keith Howard, and our community partners and employers for connecting youth to new ideas, new people, and new possibilities in the greatest classroom in the world: New York City!

Mayor Eric Adams



## *Dear Friends,*



It is a pleasure to write this as we celebrate the 60th Anniversary of the Summer Youth Employment Program. Since 1963, SYEP has delivered quality and meaningful experiences to the youth of our City. Each year since, our program has improved to provide more job opportunities, offer greater career exposure, and put more money in the pockets of our young people.

It has been a great joy to see our youth at work this summer and I look forward to what is to come in the years ahead. Youth are New York City's greatest resource. Because of this, investing our resources in them is an invaluable use of City funding. Thank you to Mayor Adams for his continued and historic investment in SYEP and in our young people.

Sincerely,

Ana J. Almanzar  
*Deputy Mayor for Strategic Initiatives  
City of New York*

## *To Our Community,*

### **60 years of the Summer Youth Employment Program.**

Take that in for a moment. Sixty years of learning, growing, and, of course, getting paid! It is impossible to overstate the impact that SYEP has had. From our community partners to our employers, both big and small, SYEP has reached every corner of our City.

A young person's first job is a powerful learning experience and a launchpad for their future. Take it from me—I was an SYEP participant just like the young people you will encounter in these pages. Each year, we work harder to make the program better for our youth. While 2023 was the best year so far, I am confident that the very best is yet to come.

Thank you to Mayor Adams, First Deputy Mayor Wright, Deputy Mayor Almanzar, our community partners, employer partners, and to our DYCD staff for an incredible summer.

Sincerely,

Keith Howard  
*Commissioner  
NYC Department of Youth & Community Development*



# Our History

The Summer Youth Employment Program began 60 years ago as part of nationwide effort in 1963 to address unemployment and inequality for young people in major cities like New York.

Originally, SYEP was a small lottery-based program managed by many different agencies. It came under the authority of DYCD in 2003.

**In the years since, it has transformed into a large-scale initiative serving young New Yorkers from every corner of the city, offering paid work experiences across dozens of industries for participants to explore.**

As we celebrate SYEP's 60th anniversary, DYCD looks back with pride at the program's rich history and its impact on the lives of generations of New Yorkers.



**"Hiring youth is good business."**  
**Mayor Beame, 1974**  
[Click Here to Read More](#)



**"The overwhelming majority of enrollees believe they had helped themselves and the community."**  
**New York Times, 1977**  
[Click Here to Read More](#)



# 60

**"** Some of these youngsters will be looking for temporary summer jobs. But getting those jobs may be the difference between being able to go back to school or not going back.

Almost a million of them will be trying to find their places in life, trying to become independent, self-sufficient.

**If we fail them, it will mean that we are failing our future."**

*- President Lyndon B. Johnson  
Youth Opportunity Campaign  
1966*



# Growing Impact on NYC



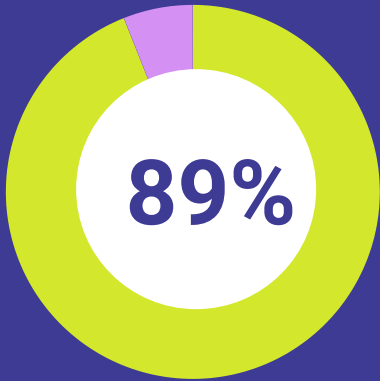
Today, New York City's Summer Youth Employment Program is the **nation's largest and longest continually operating youth workforce program.**

For the second summer in a row, 100,000 youth received **life changing paid opportunities** thanks to a **record investment** by Mayor Eric Adams and the dedication of **SYEP community and employer partners.**

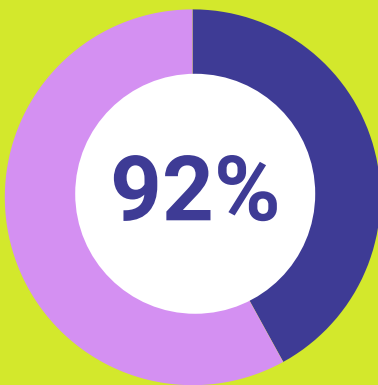


\* Program scaled down due to COVID-19 pandemic

# Overwhelming Satisfaction



of participants surveyed were **satisfied or very satisfied** with their overall experience with SYEP



of Younger Youth were **satisfied or very satisfied** with their overall project-based learning experience



“

I was in an environmental justice Project-Based Learning site and learned about how the environment affects our daily lives. I understood that there are many ways we can **keep our community beautiful**. My favorite part was [going] to a local park in the Bronx and [painting] the benches and handball court. I pass by this park on my way to school, and I will have a **sense of pride and accomplishment** every time I see the work I did this summer to make the community better.”

**-Liz G.**  
**SYEP Participant**



# Expanding Accessibility

## IN LANGUAGE



Paper application & marketing materials in **nine different languages.**



**In-app translation services** for pre-employment training.



## AND ON THE GROUND

DYCD offered **free MetroCards** to participants for their summer jobs.

Less money on transit, and more money in participants' pockets.





# Meeting Young People Where They Are

Tailored experiences for youth with barriers to employment:

15,851

Young people from communities at highest risk of gun violence

13,557

NYCHA residents

4,245

Youth with disabilities

509

Youth served through CURE Violence

4,058

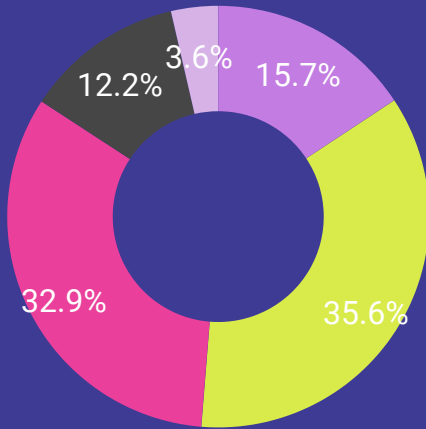
Young people in the **SYEP Emerging Leaders Program**, which provides specialized experiences for youth who face certain barriers to employment:

- justice involvement
- experiencing homelessness
- in foster care
- disabled and attending a District 75 School



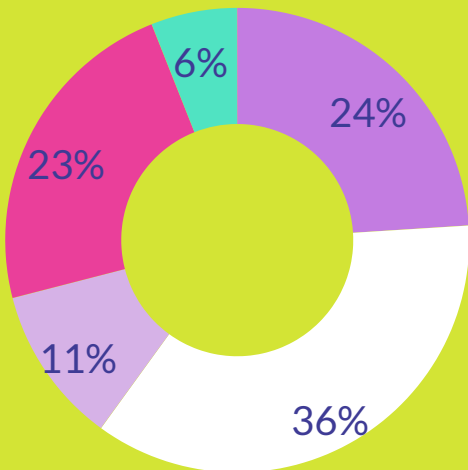
# Demographics Breakdown

## Ethnicity



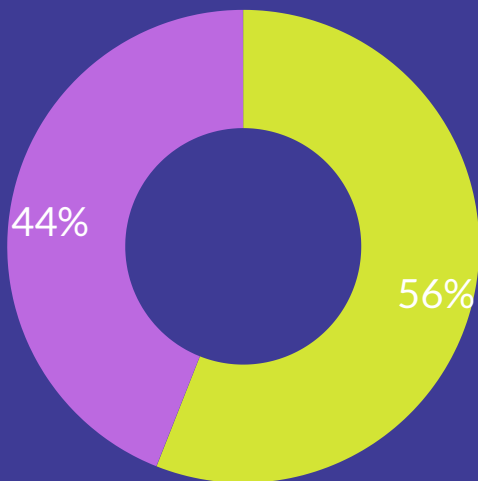
- Asian (15.7%)
- Black (35.6%)
- Hispanic (32.9%)
- White (12.2%)
- Other (3.6%)

## Borough



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

## Gender



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



# The Novel Nook

“ [Our young people] went above and beyond with a novel idea for their **project-based learning\*** assignment.

These SYEP Younger Youth participants drew up a business plan and presentation for their aptly named bookstore, The Novel Nook... The group members created merchandise for their bookstore! They hand-painted tote bags, each of which was stocked with handmade business cards, stickers, and notebooks...”

- Chinese-American Planning Council

\* SYEP participants ages 14-15 explore career opportunities and positively impact their communities through paid summer projects.



# Connecting Summer Jobs to School-Year Learning

# 21,455

Participants enrolled in CareerReady SYEP

CareerReady SYEP works with school and CBO staff to align the SYEP experience with high school academic learning.

Over 4,000 students had the opportunity to earn academic credit for their SYEP participation.



# SYEP Pride

At his **2023 State of the City address**, Mayor Adams launched SYEP Pride to intentionally connect **LGBTQ+ youth and allies** to unique career exploration opportunities through industry-leading companies/organizations and their employee resource groups, along with placements at diverse worksites that offer support from LGBTQ+ employees and allies.

# 3,500

SYEP Pride participants matched with worksites committed to supporting LGBTQ+ youth and their allies

# 84%

Participants surveyed who asked for even more SYEP Pride programming next year

“ Participating in SYEP was unequivocally an outstanding experience. This program not only contributed significantly to my professional growth but positively impacted my personal life. **Without a doubt, I would wholeheartedly continue my journey with SYEP.**”

- Cupid, SYEP Pride Participant



## Career Exploration Event Hosts

- Louis Vuitton
- Alice Austen House
- The Stonewall Inn
- Playbill
- Related
- Disney's New Amsterdam Theatre
- ABC News
- New York Historical Society
- LGBT Historic Sites Project



## SYEP Pride Employer Partners

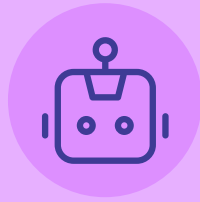
- Kirrin Finch
- Equality New York
- SESAC Music Group
- Company Gallery
- Oliver Agency
- LGBT VC
- Caribbean Equality Project

## BUSINESS & FINANCE



- Citibank
- Federal Reserve of New York
- Harlem Business Alliance
- Bloomberg
- Blackrock
- BNY Mellon Pershing

## TECHNOLOGY



- Experis
- The Information Lab
- Mirror Technologies
- Black Women Talk Tech
- Google
- America on Tech

## MEDIA & ENTERTAINMENT



- Reel Works
- Simon & Schuster
- SAG-AFTRA
- Paramount
- A+E Networks
- IAC Inc.

## TRANSPORTATION



- Lyft HQ
- Lime
- Hertz
- FLO
- JetBlue
- New York City Transit

## MANUFACTURING & MAKERS



- Unilever
- Brooklyn Navy Yard
- Uncommon Goods
- City Boy Coffee
- Prynt Studios LLC
- New York Embroidery Studio

## HOSPITALITY & TOURISM



- SUMMIT One Vanderbilt
- One World Observatory
- Yankee Stadium
- Great Performances
- Hudson River Park
- New York Botanical Garden

Key Employer Partners

2023

## Diving into Success

During SYEP 2023, young people got into the water to explore careers in the blue economy with **new employer partners** including:

- Rising Tide Effect
- NYC Parks Aquatic Centers
- Commonpoint Queens Aquatics



# Careers in Healthcare

Healthcare is one of the most in-demand industries for SYEP participants.

They asked. DYCD delivered.

This summer, participants interned with:

SBH Health System	26
NYC Health & Hospitals	275
Columbia University Irving Medical Center	67
Mentoring in Medicine	161
Maimonides Medical Center	211

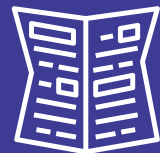
...and many more.

## Making Headlines at Maimomides

SYEP Participant **Sirei Jace** worked in the Hematology/Oncology Unit as a patient companion, providing emotional support and helping keep patients fed, cared for, and safe. He went above and beyond for a patient at the end of life, holding his hand and being there for the family. **Sirei made the last few days of the patient's life easier.**

Sirei received a Special Recognition Award for his above-and-beyond service this summer.

Click here to read more



That's the most important part of SYEP. That message from us—we think you're special. We're finding a place for you to get to know what work is like and how rewarding it can be.

- [Ninfa Segarra, SYEP 1965 Participant](#)  
[Senior Vice President, SBH Health System](#)  
[Former NYC Deputy Mayor](#)



# Summer with the City

SYEP participants had more opportunities to explore careers in public service than ever before.

53

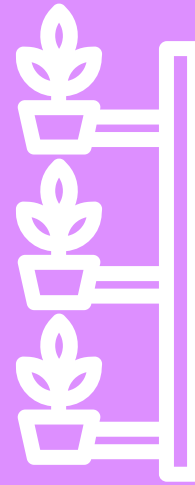
Participants received an offer or second round interview at SYEP Job Fair

30

New York City Council offices hired SYEP participants

24

Public Service Pathways events hosted for participants



Several City agencies leveraged their partnerships to help us build stronger verticals in key industries.

- 300+ internships with 16 members of the **Department of Cultural Affairs'** Cultural Institutions Group.
- New employer partnerships in **publishing** through the **Mayor's Office of Media & Entertainment**.
- The **Department of Small Business Services** leveraged their network to recruit **70+ Minority & Women Owned employers**.
- Targeted engagement with **nonprofit leaders** through the **Queens Borough President's Office**.

**"IT'S IMPORTANT FOR ALL CITY AGENCIES TO PROVIDE ACCESS."**

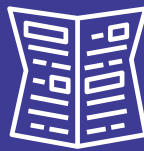


-ANGEL FAMILIA

NYC  
Department of  
Youth & Community  
Development

1,000

Internships in law enforcement across the NYPD



Click here to read more



Click here to learn NYPD Officer Angel Familia's (SYEP 2014) story.

# Need a Lyft?

DYCD partner Lyft offered **free** Citi Bike® memberships to SYEP participants.

# 20,000

Citi Bike® rides taken by SYEP participants

Nearly **700** young people opted into the program and attended training sessions with Lyft and Citi Bike®.



“ Having a Citi Bike® membership this summer opened up so many possibilities. As an intern with the Department for the Aging, I relied on Citi Bike® to visit sites quickly and easily across NYC neighborhoods.”

- Kimora Jones,  
SYEP Participant



“ What makes SYEP special is that it allows employers to tap into **schools** and **communities** such as the CUNY and SUNY systems to discover **new pipelines** and talent pools outside the traditional recruiting process.

- Jayne Chen,  
Community Engagement  
Specialist at Lyft





# Employer of the Year: Con Edison

Con Edison has been a strong supporter of SYEP for many years. The company **hosted two Career Exploration events** at their nine-acre Learning Center this summer, giving tours of Con Edison operations and having employees share their professional journeys with participants. Con Edison also returned as a worksite this year, **opening their doors to more SYEP interns than ever before** and for the first time since prior to the pandemic. Young people supported the work of multiple departments, including **Steam Operations, Central Engineering, Construction, as well as System and Substation Operations.**

## Exploring a Sustainable Career Pathway

“*The students that walk through our doors are inspired, informed, and excited before they leave. We can see that our efforts have altered the trajectory of some of their lives.*”

- **Frank Cuomo**  
General Manager  
Con Edison

Con Edison is joined by leaders across the City in building talent pipelines for green jobs.

FLO hosted SYEP participants for the first time this year, providing their intern with exposure to the growth of electric vehicle charging infrastructure.

SYEP participants also had the opportunity to intern with two shared and electric vehicles companies—Lyft and Lime. At Lyft, interns joined the company's community engagement efforts, and with Lime, supported e-bike and e-scooter maintenance work.

**SUMMER  
YOUTH  
EMPLOYMENT  
PROGRAM**

**NYC**  
Department of  
Youth & Community  
Development



“*These programs really allow kids to learn early on how important it is to work hard, to have responsibilities, to give back—not only to your community but to your family.*”

- **Elvimar Rivas, Senior Specialist**  
Con Edison Steam Division  
SYEP 1997 Participant





## Career Exploration Series

Career exploration events provide SYEP participants with a **deeper understanding** of themselves, their career interests, and the current professional landscape.

DYCD partnered with **industry leading organizations** to offer dozens of career exploration events, including office tours, career panels, and work-readiness workshops for **more than 4,000 attendees**.

Confidence Building

Networking Opportunities

Exposure to Diverse Industries

*New in 2023: DYCD launched **Exploring Futures**, providing college and career exploration opportunities for middle school students in the Summer Rising program.*

Careers in the Arts at Lincoln Center  
Celebrating 50 Years of Hip Hop with Queens Public Library Tour of Sirius XM  
Resume Workshop with Simon & Schuster DCAS Skill Building Workshop for Public Service Careers Finance and Tech at the MasterCard Hub  
Tours at the Brooklyn Navy Yard ABC News Office Tour Behind-the-Scenes at Nordstrom  
Louis Armstrong Museum  
Tour Careers at Roku  
Careers in Gaming at Microsoft  
Con Edison Career Day

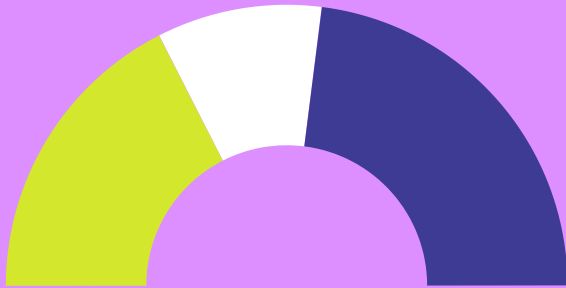
# 70+

career exploration events hosted by employer partners to enhance the work experiences of our young people

# Worksites by the Numbers

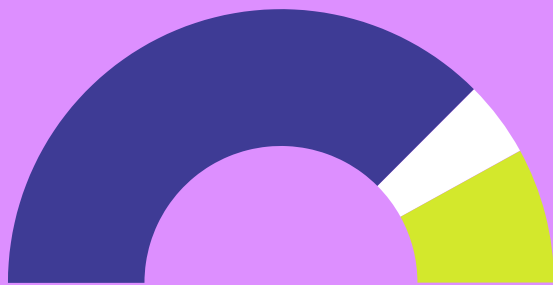


Sector



■ Private (35%) ■ Public (19%)  
■ Nonprofit (46%)

Workplace



■ In-Person (75%)  
■ Virtually (9%) ■ Hybrid (16%)

# 97%

of employers would recommend hiring youth through SYEP

# 53%

of participants received an offer to return from their employer



# Work-Readiness Training

Since 2019, DYCD has partnered with Hats & Ladders to create a more comprehensive experience for young people embarking on SYEP.

This year, DYCD launched **Flex Powerskills** to support participants' social emotional learning.



“ [It showed me that] I should find a job that matches me personally. I’m glad I took the personality test to learn more about myself...”

70%

signed up for Direct Deposit after financial literacy training

90%

satisfaction with Hats & Ladders content

90%

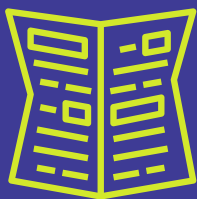
learned about a career of interest on Hats & Ladders



**...that pipeline of developing tomorrow's cultural workforce** is the thing that I'm really excited about, because it's such an amazing industry to have a career in and be able to be the bridge that connects our local young people with really amazing career opportunities."



**-Jessica Vodoor**  
*President and CEO at Snug Harbor*



Click here to read more



# Sarrah-Jeen Exilas: From Program Participant to Program Director

**“IN MY TIME AT SYEP  
I LEARNED HOW IT’S  
REALLY IMPORTANT**



**TO SPEAK UP FOR MYSELF  
AND FOR OTHERS.”**

**-SARRAH-JEEN EXILAS**



At 16 years old, Sarrah-Jeen Exilas had not yet realized the power of her voice.

A returning SYEP participant, Sarrah-Jeen had been placed at the office of City Council Member Charles Barron. This placement would ultimately shape her career trajectory and define her passions.

As part of her internship, Sarrah-Jeen sat in on press conferences, toured the neighborhoods in her community, and **learned about all the gears behind the scenes that make the city run.**

Today, Sarrah-Jeen is both a community advocate and a community leader. She is the Summer Youth Employment Program Director of Queens Community House. She spends her days working with NYC young people and helping them find *their* voices.

Sarrah-Jeen is a shining example of the lifelong and rippling impact SYEP has on young people and on our city.

# Today's Internships for Tomorrow's Leaders

Ladders for Leaders, the capstone experience within SYEP, provides high-achieving young people with 30 hours of pre-employment training and access to competitive internships with leading companies.

1,700

Ladders students hired in finance, tech, marketing, and more.



I was able to make **meaningful relationships** with the people around me because it is no longer networking when a person truly wants to help you."

- Jeffrey Gomez  
2023 Participant

## LADDERS EMPLOYER FEATURE:

### The Real Estate Board of New York

REBNY galvanized 15 member firms to hire more than **75 Ladders for Leaders** interns.

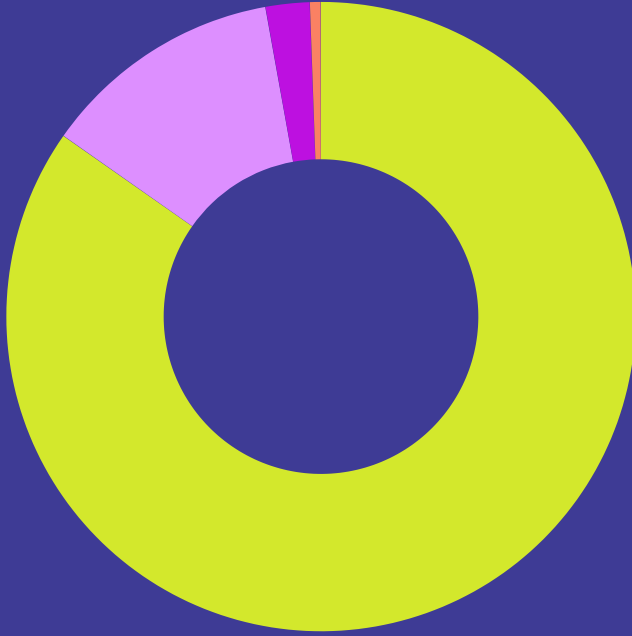


### Exploring Careers in Real Estate

850+ young people worked in the real estate industry through SYEP & Ladders for Leaders.

Participating companies included: SL Green, CBRE, Rudin Management, Cushman & Wakefield, Durst, Newmark, Vornado, and more.

# Funding



■ CTL ■ State ■ Federal ■ Other/Private



## \$210 Million

total funding

City Tax Levy (CTL)

\$176.5 Million

State (TANF funding)

\$24 Million

Federal (Community Service Block Grant)

\$4.8 Million

Other (Private, Donations from Mayor's Fund)

\$100,000





# #MySYEPStory: 60 Years of Impact



Former participants of SYEP reunited with DYCD and reflected on their experiences as a participant. For Miles Gamble, SYEP helped develop and flex his muscle in activism, community involvement, and public service.

**Today, Miles is the Director of Employer Engagement at the Mayor's Office of Talent and Workforce Development.**



2002-2004 SYEP Participant

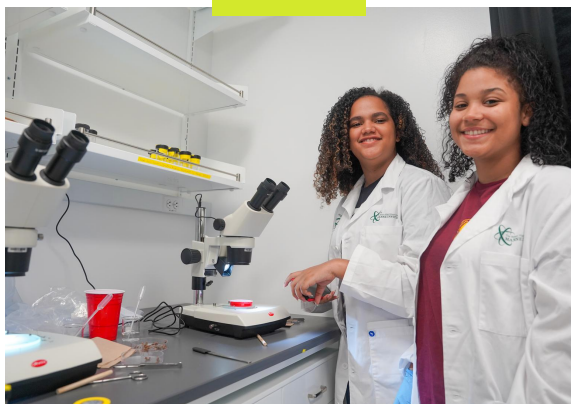
[Click here to watch Miles' full story!](#)



[Click here to check out the SYEP story of Councilmember Althea Stevens, the Chair of the City Council Committee on Youth Services.](#)

# Your Future

DYCD prepares NYC's future workforce and future leaders, connecting young people with mentorship, networking opportunities, and work-readiness training to provide personal, transformative experiences.



## Check out other DYCD programs & services!

**Learn & Earn:** A year-round career exploration and academic support program for high school juniors and seniors.

**Advance & Earn:** An innovative GED training and employment program for young adults between the ages of 16-24 who are currently out-of-school and out-of-work.

**Train & Earn:** A career pathways program that provides comprehensive job training, employment services, and support services to out-of-school and out-of-work youth ages 16-24.

**Runaway & Homeless Youth Resources:** Services include Drop-In Centers, Crisis Services Programs, Transitional Independent Living, and Street Outreach and Referral Services.

**Afterschool Programs & Community Centers:** Engaging, high-quality programs for young people and adults in schools and community centers across all five boroughs.

# In Every Corner of the City

Thank you to DYCD's 65 Unique Community Partners for their work during another unforgettable summer:



**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

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

**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

**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.

**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.

[Find a Provider Near You!](#)



**Join us for SYEP 2024!**

New York City residents between the ages of 14 and 24 should visit DYCD's website for information: [nyc.gov/SYEP](https://nyc.gov/SYEP)

Interested in hosting NYC youth next summer? Visit: [nyc.gov/hirenycyouth](https://nyc.gov/hirenycyouth)



  
 @NYCYOUTH



**NYC**  
 Department of  
 Youth & Community  
 Development