



Annual Report

20
21

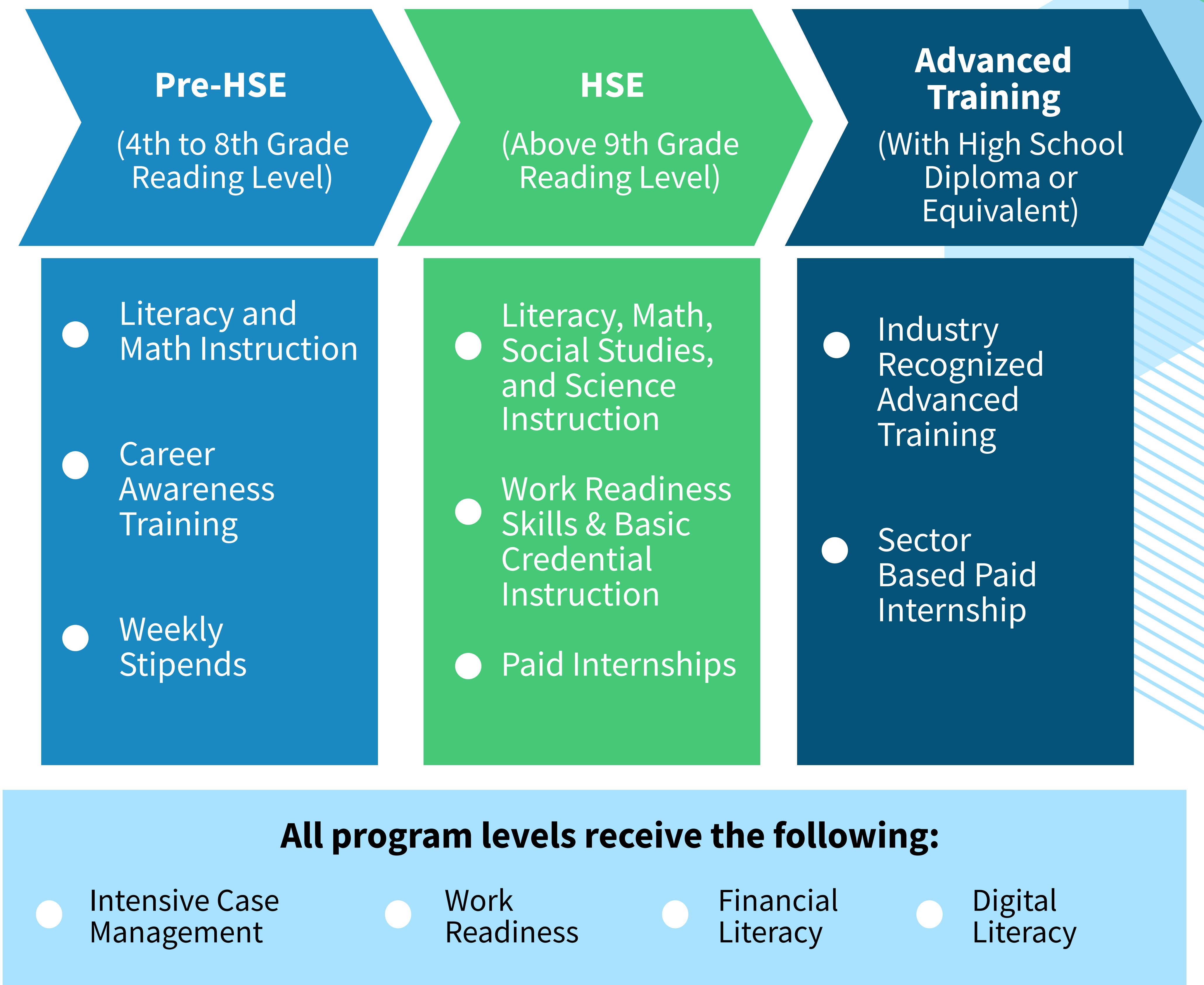
About Advance & Earn

The Advance & Earn program provides opportunity youth (16-24) a continuum of services to succeed in today's workforce including literacy and math instruction, skill building through industry recognized credentials, and career exploration through work based learning.



In 2021, the Advance & Earn Program played a pivotal role in supporting NYC's youth. Balancing the health, safety, academic and career needs of our participants, as well as those of participating employers, the program pivoted to a recovery model that offered hybrid, remote and virtual classroom and internship opportunities. Participating providers received advanced technical assistance that included a focus on trauma informed practices, case management strategies, individualized academic and workforce instruction and strengthening employer engagement in a recovery economy. The resulting program prioritized provider and participant voice, offered innovative professional internships, educational opportunities, and civic engagement experiences. As our city continues its recovery, Advance & Earn will adapt to the changing needs of our young adults and grow as we go!

ADVANCE & EARN PROGRAM MODEL



Program Launch: February 2020

Program Budget: \$13.9M

- \$9.5M NYC Opportunity
- \$3.5M Young Men's Initiative
- \$970K Administration for Children's Services

ADVANCE & EARN PROVIDERS

Medical Exam Room *Advanced Trainings*

Borough



Commercial Driver's License

Child Development Center of Mosholu
Montefiore Community Center

BX



Direct Service Professionals

NYSARC, Inc. - NYC Chapter

SI



Digital Marketing

Opportunities for a Better Tomorrow

BK



Certified Nurse's Assistant & EKG/Plebotomy

Commonpoint Queens

Q



Culinary Arts

Stanley M. Isaacs Neighborhood Center

MN



Masonry and Landscaping

The Door - A Center of Alternatives

BX &
MN



Green Energy Efficiency

The Door - A Center of Alternatives
(Partnership with ACS)

BX



2020-2021 BY THE NUMBERS



364

Pre-HSE

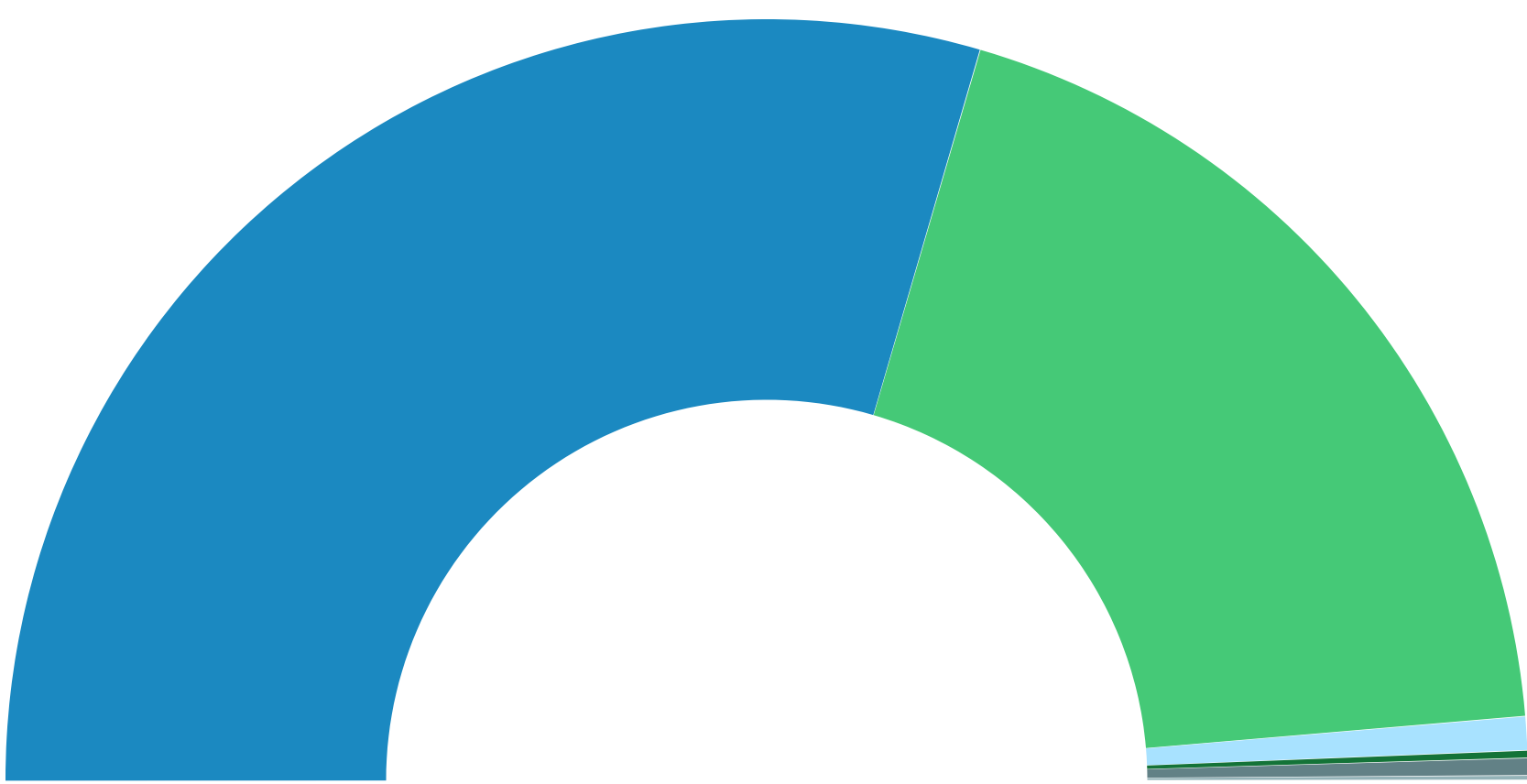
273

HSE

320

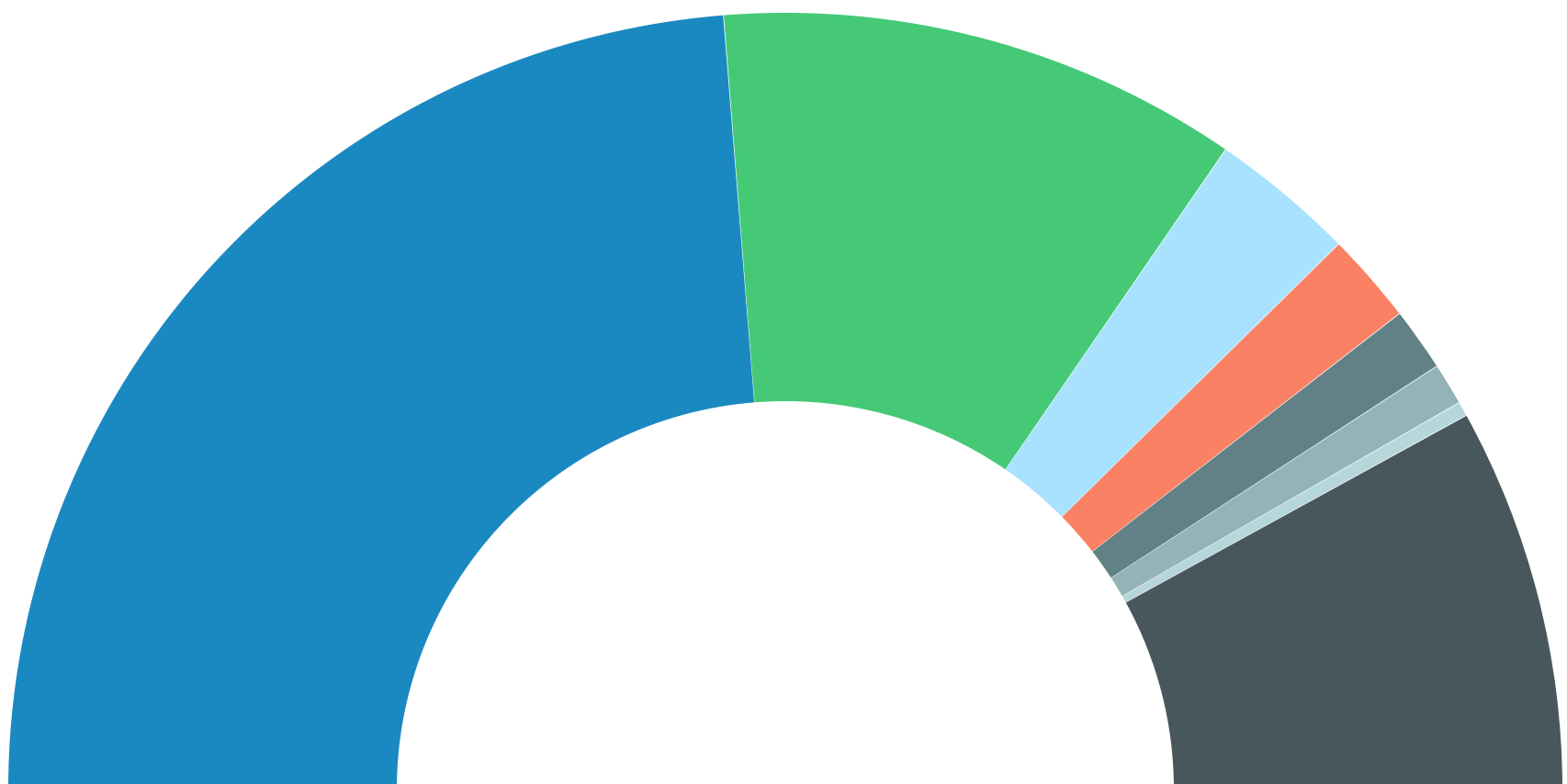
Advanced Training

Gender



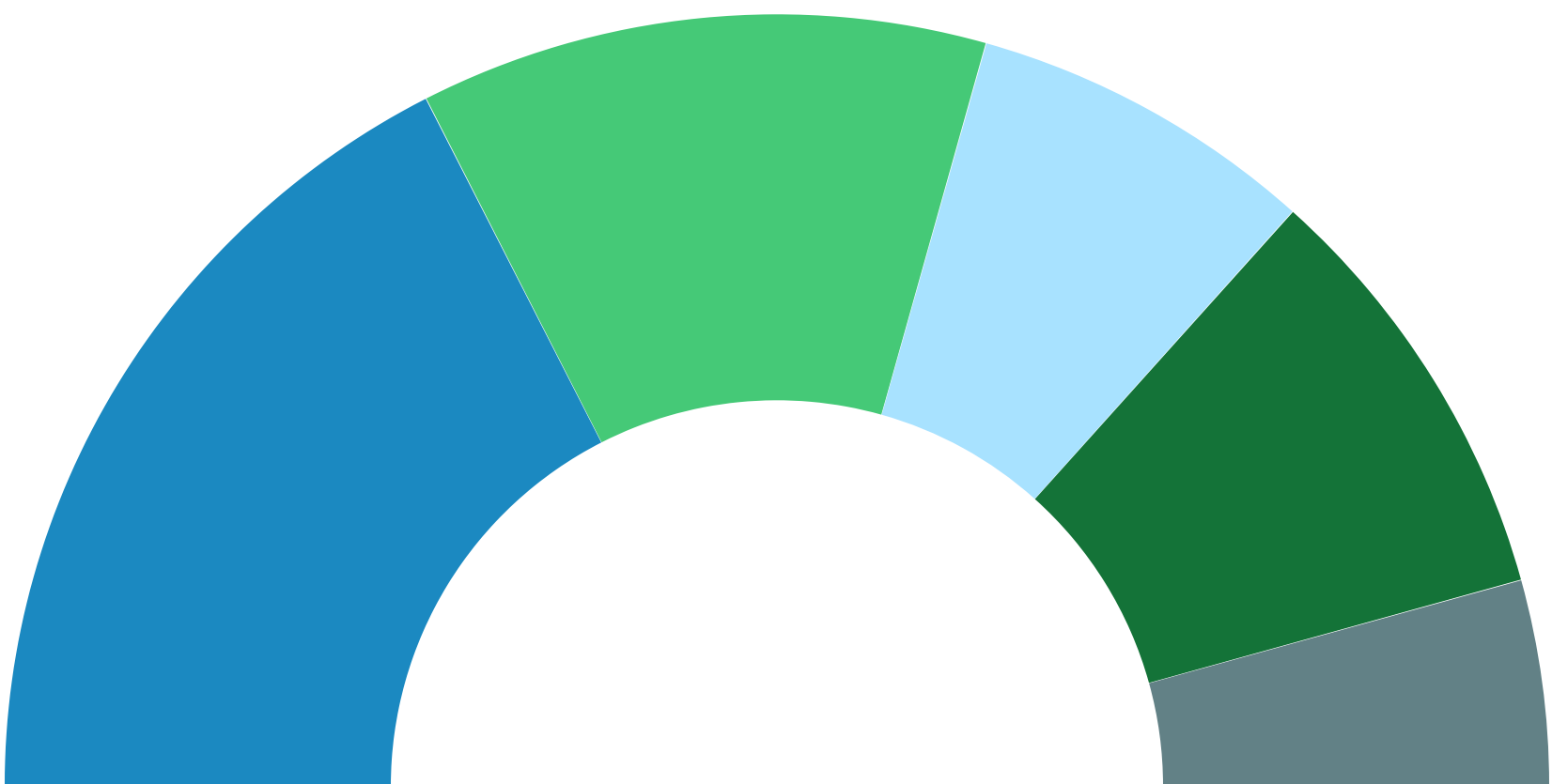
Female (59.06%) Male (38.28%)
Non-binary (1.43%) Trans Female (0.31%)
Trans Male (0.72%) Other (0.2%)

Race



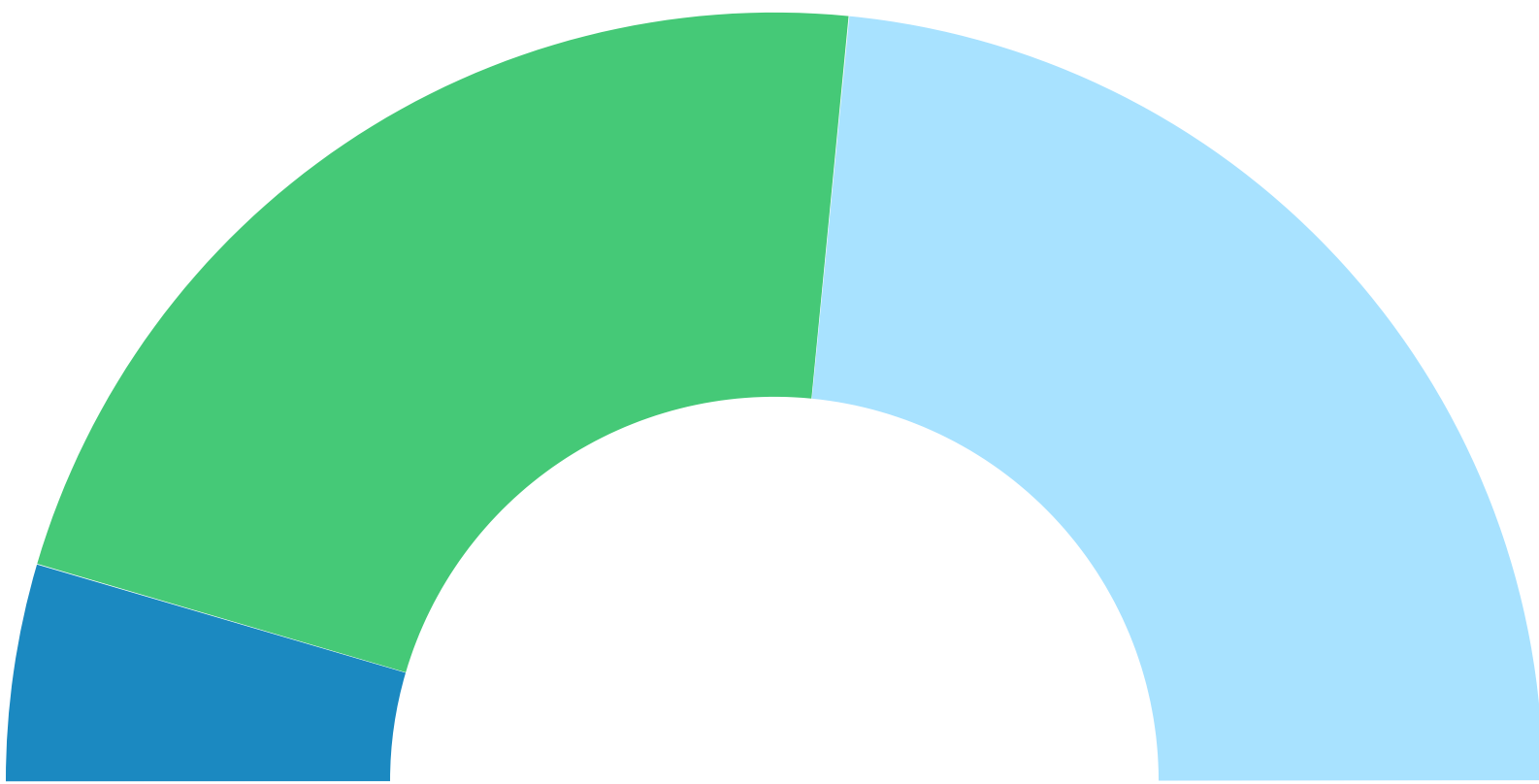
Black/African American (47.49%) Hispanic/Latino (21.7%) White (6.04%)
Asian (3.79%) Multi (2.66%)
American Indian or Alaskan Native (1.74%)
Native Hawaiian or other Pacific Islander (0.61%)
Decline to Answer (15.97%)

Borough



Bronx (35.01%) Brooklyn (23.75%)
Manhattan (14.53%) Queens (18.12%)
Staten Island (8.6%)

Age



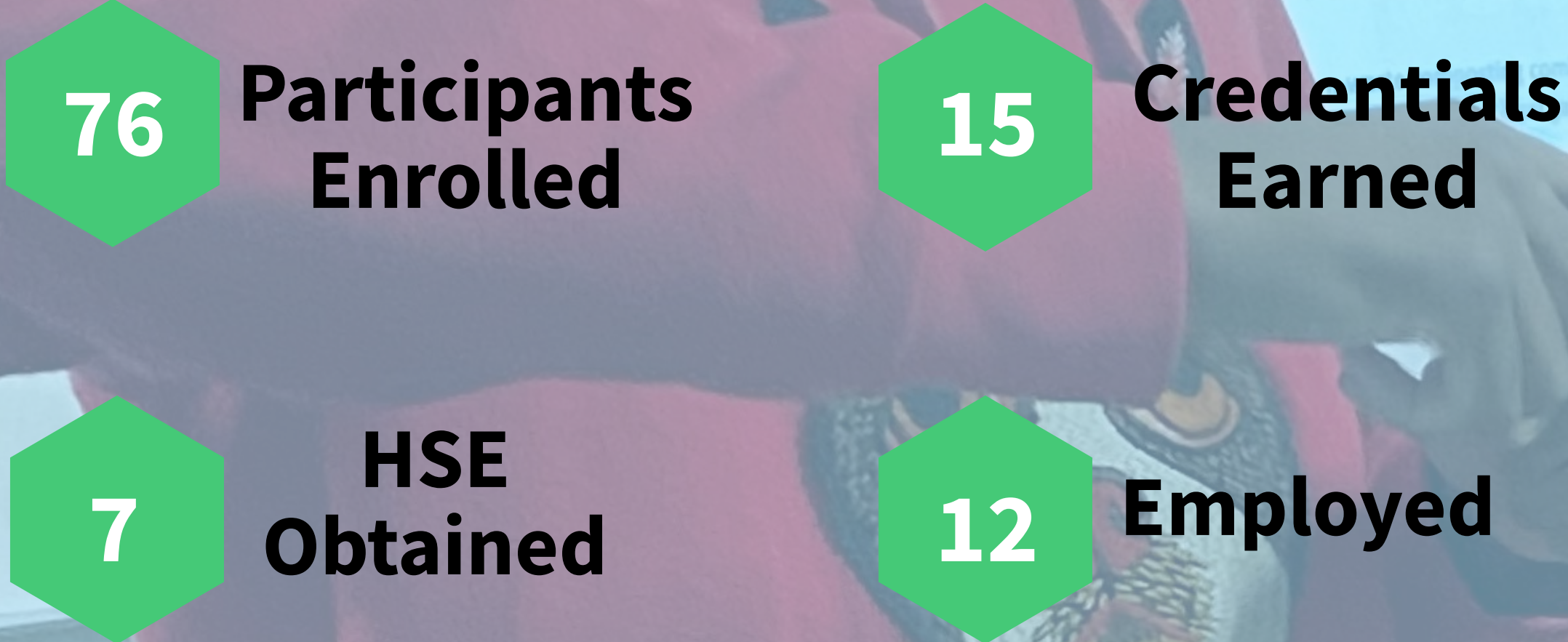
16-17 (9.11%) 18-20 (44.01%)
21-24 (46.88%)

ADVANCE & EARN PLUS PROGRAM

The Door

The Door was selected to serve youth with experience in the foster care and juvenile justice systems through the comprehensive Plus programming offered through Advance & Earn.

In partnership with NYC Administration of Children's Services, this program provides much needed flexibility and supports. Through partnership with Solar One, the program has placed participants on track to exciting careers in Green Energy Efficiency.



SOLARone

Advanced Training: Green Energy Efficiency

Solar One, New York City’s premier green jobs training center, trains and provides certifications in energy efficiency, renewables, and green building operations and maintenance. Participants earn their OSHA-30 and Green Energy Efficiency Building Operations and Maintenance Essentials Certifications (GPRO). During this training, participants learned how to build, renovate, and maintain buildings with tools to integrate high-performance construction and sustainable maintenance practices.



Employer Partner: NYC Parks and Recreation Department

Since the inception of this partnership with The Door Plus program in Spring 2021, NYC Parks has hosted 8 participant internships and hired 3 participants into permanent full time positions after the program as City Parks Workers.

FY21 OUTCOME NUMBERS

97

Attained HSE

234

Earned a
Credential

285

Completed the
program

103

Literacy
Grade Gains

65

Advanced
to next level

80

Math Grade
Gains

114

Employed

5

College
Enrollments

EMPLOYER ENGAGEMENT

The Advance & Earn employer partners are essential to our success. The valuable mentorship and skill building from our employer partners give our participants an advantage in today's competitive job market.

Employer Spotlight

Worksite: Fieldtrip

Owner: Chef JJ

Chef JJ has been a valued employer partner for the Stanley Isaacs Culinary Arts program. In addition providing internships, Chef JJ has been a guest speaker at the culinary workshops and a mentor to the program. He has hired 6 participants after completion of the program and continues his investment in the future of the participants he has hired.

WORKSITES

Worksite Partners

- Blue Medical Services PC
- Clear 19 Rapid COVID Testing
- Dear Mama
- Edward Pineles MS
- Heartshare
- Heaven's Hands
- I&R Medical
- Jacobs IRA
- Mable's Smokehouse
- Person Centered Care Services (PCCS) - Day Hab
- POTS: Part Of The Solution
- Progressive Insurance
- Queens Botanical Garden
- Reverence (Duckbowie LLC)
- Rucola
- Smart Path Academy
- South Shore Family Medical Associate PC
- Spudz NY
- Staples
- Suga Productions LLC.
- Walgreen's
- Yakov Beim, DPM



Distinguished Worksite Partners

Worksites that have trained and hired participants after completion of the internship:

- e. Terra
- Fieldtrip
- Mercer Kitchen
- NYC Department of Parks & Recreation
- Woodlawn Conservancy

SPECIALIZED INTERNSHIPS



Mayor's Policy and Advocacy Fellowship

In partnership with Young Invincibles, 12 Advance & Earn interns participated in the Mayor’s Fellowship in Policy & Advocacy. The Mayor’s Fellowship was created to be a work experience for DYCD's Advance & Earn participants where fellows could learn research, develop policy, and advocacy skills as well as gain career exposure to government, nonprofit, think tank, and education sectors in New York City. At it’s completion, the interns launched the #SecureOurFutureNYC campaign to increase opportunities for NYC’s opportunity youth, a policy brief with policy recommendations for the incoming Administration and penned an open letter to the next Mayor outlining their requests for more work opportunities and an investment in their most basic needs.



Mayor's Public Engagement Unit

In partnership with the Mayor’s Public Engagement Unit (PEU), participants from Advance & Earn interned for PEU’s 5 main programs: DemocracyNYC, Get Covered NYC, the Tenant Support Unit, the Home Support Unit and the Rent Freeze Unit. Each participant gained experience conducting proactive outreach to New Yorkers through various remote outreach tactics, phone banking, screening incoming requests from prospective PEU clients, assisting staff with Case Management of existing clients and supporting the execution of major special projects including vaccine outreach (Mask & Vax Day of Action) and student voter registration. The internships exposed our participants to various arms of City Government and our programs.

Woodlawn Conservancy



The Woodlawn Conservancy partnered with The Davey Tree Expert Company to provide an exclusive on-site hands-on program for participants to learn how to landscape and restore architectural treasures under the guidance of expert instructors from the industry. After program competition Woodlawn, 2 participants receive a full time apprenticeship opportunity and continue to work to preserve the National Historic Landmark.

LEARNING COMMUNITY

The Learning Community brings together expertise from top technical assistance providers in the fields of both Workforce & Education. Through targeted workshops, individualized support, and coaching for a holistic approach to professional development, Advance & Earn providers have been able to engage staff on all levels to enhance their work.



Literacy Assistance Center

The Literacy Assistance Center (LAC) has been an integral part of the learning community for Advance & Earn since the program's inception. LAC proved to be unmatched in their support of the Advance & Earn programs at the onset of the pandemic when providers had to figure out how to instruct participants remotely without compromising quality. They researched new platforms for the academic teams to use, guided the staff to effective curricula, supported those veteran team members who could not have imagined teaching young people through a computer screen and helped programs learn to build bridges with their participants while they were miles apart.

Individualized Professional Development Plan (IPDP)



Last cohort LAC introduced Individualized Professional Development Plans (IPDPs) which are targeted plans that speak to the needs of each instructor. The IPDPs are developed in partnership with the instructor and their supervisor and an LAC staff member. Each plan includes an instructor self-evaluation and personal assessment of need, an observation, individual coaching sessions and suggested workshops to attend. The entire process is meant to engage the instructor in their growth and progress while offering the best tools the LAC has to offer to both academic and workforce professionals. We have seen significant growth in our instructors over the past year and watching participants make grade gains while receiving remote instruction during a pandemic is evidence that the process is working.

LEARNING COMMUNITY



Hello Insight develops tools that measure key Social Emotional Learning (SEL) capacities that have been well-researched and evidence-based. These capacities are proven to contribute to longer-term gains such as thriving, decreased negative risk-taking behaviors, and increased academic performance. Using data collected through statistically validated surveys from Hello Insight tools, the program was able to tailor program activities and strategies. Findings from the surveyed participants included:

95%

developed in key career readiness capacities

78%

developed in 3 or more career readiness capacities

66%

developed in creativity, critical thinking, communications, and goal orientation

75%

left the program with stronger career knowledge and skills, especially in learning about career options and exploring their job interests



Workforce Professionals Training Institute (WPTI) hosted a series of workshops aimed at increasing employer engagement and strengthening program career readiness services. Workshops included labor market research, managing teams, cultivating connections, creating internships and boosting recruitment and retaining quality staff.



Vibrant Emotional Health hosts trainings to operationalize trauma informed approach to shape our programs mental health and case management support services. In addition, they host a 6 week course, "Trauma Informed Perspective Practice Series (TIPPS)", which teaches Social Workers and program staff to implement long term trauma informed practices into the program services.

SPECIALIZED WORKSHOPS



Financial Literacy Workshops

Cities for Financial Empowerment (CFE) provided workshops on budgeting, credit, savings, building partnerships with local banks and credit unions, and referrals to local banking resources. Participants were able to set and make progress towards their financial goals through this planning.



Vaccine Hesitancy Workshops

Providers partnered with various healthcare provided across the city to provide workshops to address the concerns and false information about the various COVID vaccines. Participants were able to get answers directly from healthcare professionals and peers who shared their positive experiences.



Trauma Informed Perspective Practice Series (TIPPS)

Vibrant provided a 6 week course aimed at supporting social workers and case managers in implementing long term trauma informed practices into the programs services. This training was crucial to responding to the increased mental health needs during the pandemic.



Social Work Circle

In response to the rise in behavioral challenges, participant disengagement and the numerous unforeseen needs of A & E participants during the pandemic, we created The Social Work Circle. The Circle was developed as a space for program Social Workers to learn from one another, highlight their very necessary self-care practices, act as an advisory team for Advance & Earn's technical assistance offerings and a space to share resources. The gatherings have strengthened the core of our Social Work teams and given a voice to our young adults who were in need of additional support during the early stages of the pandemic. Social Workers have led the efforts to teach Positive Youth Development and Social Emotional skill development.

SUCCESS STORIES



Jianne 23
Stanley M. Isaacs Neighborhood Center
Culinary Arts

After struggling with college, Jiannee stepped away and found the culinary program at Stanley Isaacs. She felt like the program would provide some background information on nutrition and food that she could use in the future. She was an active participant, holding virtual yoga and meditation sessions with her peers. With the support of the Isaacs team, she went back to college and has since completed her bachelor's degree and is looking forward to a career in mental health counseling including a focus on self-care practices.

Rovina, 24
Commonpoint Queens
Electrocardiogram (EKG)/Phlebotomy

Rovina immigrated to the US from Guyana in 2018 and she was looking to improve her education and employment prospects. Rovina was 20 years old and had just completed her HSE with Pathways to Graduation in November 2020 when she joined applied to Advance & Earn in February 2021. While in her EKG/Phlebotomy classes, Rovina let her case manager know that she was very interested in pursuing a nursing degree. Rovina's case manager supported Rovina in completing her Financial Aid application and applying to LaGuardia Community College. Rovina interned at Clear19 where she was fired after her internship ended. Rovina is also currently a full time student at LaGuardia Community College.



SUCCESS STORIES



Jacob, 21

Opportunities for a Better Tomorrow Digital Marketing

Jacob came to the program having started a personalized sticker business. Jacob worked diligently in his classes and was always clear on his desire to stay focused on visual design. He stood out as a leader and served as Student Mentor. Through the program, he attained multiple digital marketing certificates. After completing the program, Jacob obtained a job at Google as a Digital Marketing Apprentice.

Ray, 24

The Door - Plus Green Energy Efficiency

Ray first joined the Advance & Earn HSE program in May 2020 and was able to earn his HSE diploma in October 2020. After earning his diploma, he advanced to the Solar One Advanced Training program. Ray excelled in the program, where he maintained perfect attendance and earned the OSHA-30, Site Safety, and GPRO Building Operations and Maintenance Essentials certifications. Ray began an internship at the NYC Parks Department, where he worked in the maintenance team. While in the internship, Ray was repeatedly praised by his supervisors for his hard work and professionalism. In July 2021, he accepted an offer for a permanent, full-time position as a City Parks Worker.



SUCCESS STORIES



Denise, 21
NYSARC Inc. - NYC Chapter
Direct Service Professional

Denise joined the program in September 2020. Denise showed her determination from the beginning by showing up on time, engaging in class discussions, and maintaining excellent communication with the program.

Denise earned her Level 1 DSP Certification. She thrived so much during her internship with the program that she secured a job offer as a Sub Job Coach. Denise has evidenced the skills she has developed through written testimonials submitted to the NADSP EBadge Academy, where she writes about the tasks she has been performing, and her use of DSP specific information used to support the individuals in their employment.

Andrew, 21
Mosholu Montefiore Community Center
Commercial Driver's License

Andrew came to Advance & Earn in September 2021 after becoming unemployed due to COVID. Interested in a career in transportation, Andrew enrolled in the Advance & Earn Commercial Driver's License program. Since enrolling in the CDL Training program, Andrew received lessons on the Commercial Driver's License and earned his Commercial Driver's License permit. While he prepares for the road test, Andrew is also interning at WB Mason as a Driver's Helper. Andrew will soon be taking his road test and hopes to eventually own and operate his own business in Transportation.

