

# 2021 Annual Summary

## Summer Youth Employment Program



**NYC**  
Department of  
Youth & Community  
Development

**WORKFORCE  
CONNECT**

DYCD Youth Employment Programs

## About SYEP

### Program Goals

- ✓ Introduce and prepare youth for the world of work
- ✓ Explore career interests and acquire good work habits and skills
- ✓ Provide supplemental income

## Program Structure



Up to 6 weeks of paid work and educational experience



New York State minimum wage of \$15.00 per hour



Open to all NYC residents 14-24 years old



Program Dates: July through August





## Recovery Year

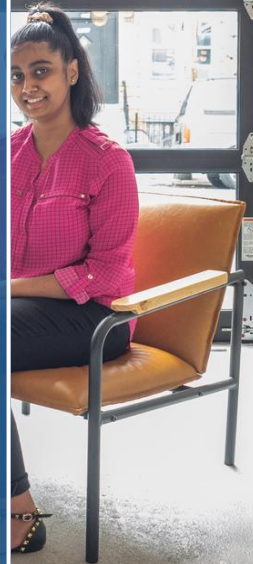
In the Spring of 2020, the difficult decisions to close DOE schools and suspend SYEP was made. The restored program, called SYEP Summer Bridge 2020, required a substantial pivot to a model that took place entirely online and provided constructive work-based learning activities to NYC youth.

In the summer of 2021, recognized as a recovery summer, there was a need to prioritize the health and safety of SYEP participants while recognizing the changed NYC landscape and balancing the desire to return to the traditional program model. The 2021 program offered a wide variety of employment and educational experiences that took place in-person, virtually and through a hybrid of the two. The resulting program engaged the largest number of partners and employers and offered innovative professional internship and educational opportunities and civic engagement experiences to a record-breaking number of youth.

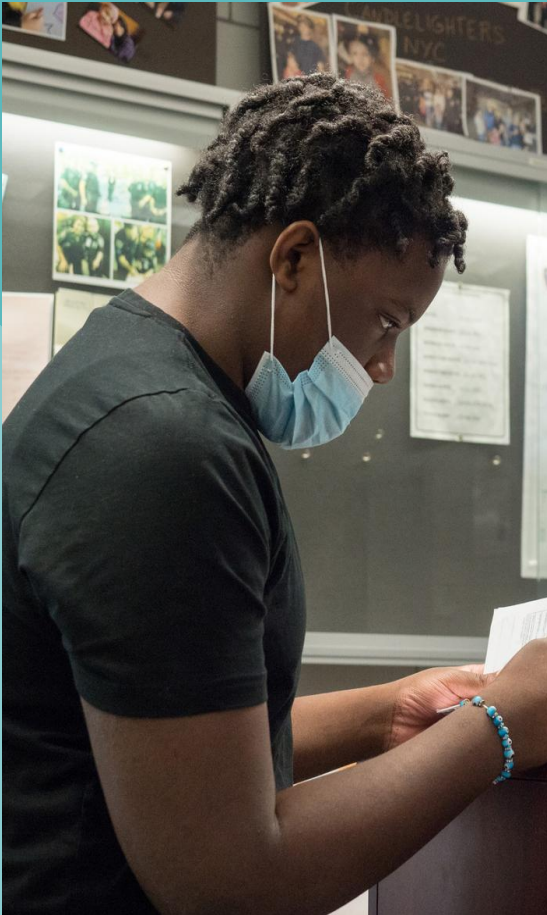
Most remarkably, the 2021 program prioritized low-income, justice-involved, foster care, runaway and homeless youth and New York City Housing Authority (NYCHA) residents. 91% of participants were from high need neighborhoods, including those that have been most severely impacted by COVID-19, ensuring that youth most affected by the pandemic and its economic effects gained the work readiness skills they need to be successful in their educational and career pathways.

# Program History

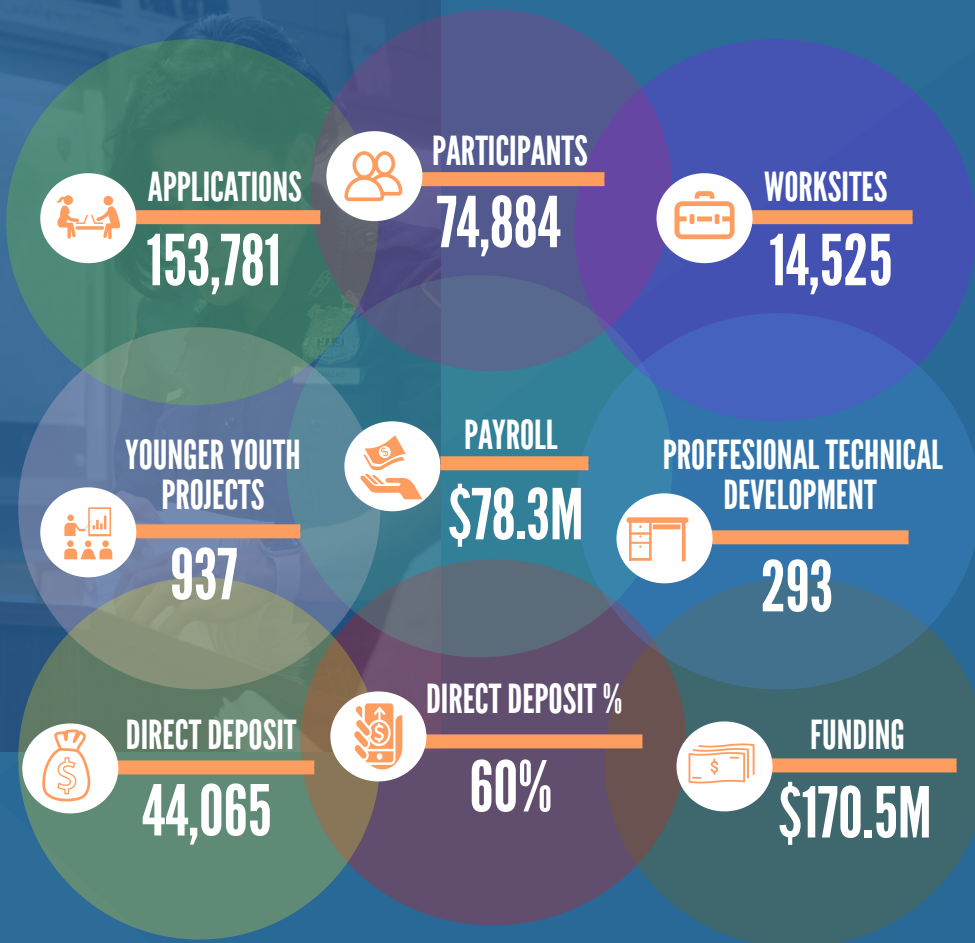
- |                |  |             |  |
|----------------|--|-------------|--|
| <b>2003</b>    | New York City Department of Youth and Community Development administers SYEP   | <b>2015</b> | Launch of Work, Learn and Grow Program with NYC Council support  |
| <b>2004-06</b> | Online participant application, enrollment and timekeeping launched  | <b>2016</b> | Implemented EverFi's digital comprehensive Financial Empowerment Program   |
| <b>2008</b>    | Online worksite application launched   | <b>2017</b> | Implementation of SYEP pilots targeting Younger Youth, Vulnerable Youth and Youth in sector focused after school programs          |
| <b>2009</b>    | Specialized services for Vulnerable Youth and Standardized Educational Component added                               | <b>2018</b> | Introduction of the School-Based SYEP pilot initiative   |
| <b>2010</b>    | Introduction of free checking accounts offered to participants 18+   | <b>2019</b> | Launch of SYEP Expansion of School Based, Special Initiatives and Younger Youth models. Launch of NYC Democracy Corp. Initiative.  |
| <b>2011-12</b> | Upgraded web-based Youth Employment Program System (YEPS) and online worksite launched                               | <b>2020</b> | Launch of all virtual SYEP Summer Bridge 2020 in response to COVID-19 restrictions   |
| <b>2013</b>    | Program enhanced with specialized services for Younger Youth, Older Youth, Vulnerable Youth, and Ladders for Leaders | <b>2021</b> | SYEP re-launches with Professional and Technical Development opportunities for youth. Program implements hybrid and remote options |
| <b>2014</b>    | Introduction of pilot initiatives like NYC Generation Tech that expose youth to different career fields              |             |  |







## Fast Facts and Figures



## Service Options

### Community - Based

- Provide Younger Youth and Older Youth program models
- Lottery Based Application and Enrollment
- 92 Programs, 47 Providers

### Special Initiatives

- 4 Service Models: Emerging Leaders, Map for \$uccess, CareerFirst NYCHA and Year-Round Sector Focus
- Provide Younger Youth and Older Youth program models
- Direct recruitment of youth in collaboration with NYC partner agencies
- Specialized employment services for youth residing in select NYCHA Developments, justice-involved, foster care, runaway/homeless, and youth receiving preventative services from the NYC Administration for Children Service
- 40 Programs , 21 Providers

### CareerReady

- Program is offered in partnership with select NYC public high schools to implement school and summer program components
- Provide Younger Youth and Older Youth program model
- Direct recruitment to youth attending select NYC public high in collaboration with Department of Education
- 88 School Partners and 35 Providers



## Service Options

### Younger Youth Ages 14 - 15

- Four hour orientation to introduce workers to program goals and expectations, work assignments, financial literacy, and information about workplace health and safety as well as labor laws for youth.
- Fifteen hours of High-quality project-based learning experiences. Each project is designed to meet the needs of youth aged 14 and 15 and provide them with enriching career exploration, foundational work-readiness skills, and help build Socio-Emotional Learning (SEL) skills.
- Participants receive a stipend of \$700

### Older Youth Ages 16 - 24

- Eight hour orientation focusing on work readiness, financial literacy, career exploration, health education, and preparing for higher education
- Twenty-five hours a week of diverse and developmentally appropriate work experiences in one of the city's priority sectors, foster civic engagement, skill building and exposes youth to promising career pathways
- Participants receive minimum wage as per New York State Department of Labor

### Ladders for Leaders Ages 16 - 21

- Paid professional summer internship program for high school and college students
- Participants selected through a competitive application process
- Advanced pre-employment training to prepare youth for interviews with prospective employers
- Internships pay the minimum the New York State minimum wage or higher





## Program Partners

Bronx	<ul style="list-style-type: none"> <li>• ASPIRA of New York, Inc.</li> <li>• Bronx Works, Inc.</li> <li>• Catholic Charities Community Services</li> <li>• Children's Arts &amp; Science Workshops, Inc.</li> <li>• Community Association for Progressive Dominicans</li> </ul>	<ul style="list-style-type: none"> <li>• DreamYard Project, Inc.</li> <li>• ExpandedED Schools, Inc.</li> <li>• Global Kids, Inc.</li> <li>• Good Shepherd Services</li> <li>• HANAC, Inc.</li> <li>• Kips Bay Boys and Girls Club</li> </ul>	<ul style="list-style-type: none"> <li>• Mosholu Montefiore Community Center, Inc.</li> <li>• Phipps Neighborhoods</li> <li>• Roads to Success INC.</li> <li>• Simpson Street Development Association, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• SoBro Overall Economic Development Corporation</li> <li>• The Children's Aid Society</li> <li>• United Activities Unlimited</li> <li>• Woodcrest Center for Human Development</li> <li>• Young Men's Christian Association of Greater New York</li> </ul>
Brooklyn	<ul style="list-style-type: none"> <li>• Beam Center, Inc.</li> <li>• Boys &amp; Girls Club of Metro Queens, Inc.</li> <li>• Bridge Street Development Corporation</li> <li>• Brooklyn Bureau of Community Services</li> <li>• Brooklyn Neighborhood Improvement Association</li> <li>• CAMBA</li> <li>• Catholic Charities Neighborhood Services, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• Center for Family Life in Sunset Park</li> <li>• Chinese-American Planning Council</li> <li>• Community Counseling and Mediation</li> <li>• Council of Jewish Organizations of Flatbush, Inc.</li> <li>• Cypress Hills Local Development Corporation</li> </ul>	<ul style="list-style-type: none"> <li>• Edith &amp; Carl Marks Jewish Community House of Bensonhurst</li> <li>• Good Shepherd Services</li> <li>• Grand Street Settlement, Inc.</li> <li>• Hebrew Educational Society of Brooklyn</li> <li>• Henry Street Settlement, Inc.</li> <li>• Infinity Educational Programs, Inc.</li> <li>• Italian-American Civil Rights League</li> </ul>	<ul style="list-style-type: none"> <li>• New York Center for Interpersonal Development</li> <li>• Police Athletic League</li> <li>• Research Foundation - Medgar Evers College</li> <li>• RiseBoro Community Partnerships</li> <li>• Sesame Flyers International, Inc.</li> <li>• St. Nicks Alliance Corporation</li> </ul>
Manhattan	<ul style="list-style-type: none"> <li>• 1199SEIU/Employer Child Care Corporation</li> <li>• Beam Center, Inc.</li> <li>• CAMBA</li> <li>• Catholic Charities Community Services</li> <li>• Center for Alternative Sentencing and Employment Services</li> <li>• Children's Arts &amp; Sciences Workshops, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• Chinatown Manpower Project, Inc.</li> <li>• Chinese-American Planning Council</li> <li>• Community Association of Progressive Dominicans</li> <li>• Community League of the Heights, Inc.</li> <li>• Concrete Safaris, Inc.</li> <li>• El Barrio's Operation Fightback, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• HANAC, Inc.</li> <li>• Henry Street Settlement, Inc.</li> <li>• Inwood Community Services, Inc.</li> <li>• Madison Square Boys &amp; Girls Club, Inc.</li> <li>• PENCIL, Inc.</li> <li>• Police Athletic League</li> <li>• Research Foundation - LaGuardia Community</li> <li>• Roads to Success, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• Stanley M. Isaacs Neighborhood Center, Inc.</li> <li>• The Children's Aid Society</li> <li>• The Door - A Center of Alternatives</li> <li>• Union Settlement Association</li> <li>• YM-YWHA Washington Heights of Inwood</li> <li>• Young Men's Christian Association of Greater New York</li> </ul>
Queens & Staten Island	<ul style="list-style-type: none"> <li>• Boys &amp; Girls of Metro Queens, Inc.</li> <li>• Catholic Charities Neighborhood Services, Inc.</li> <li>• Chinese-American Planning Council</li> <li>• Council of Jewish Organizations of Flatbush, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• Global Kids, Inc.</li> <li>• Greater Ridgewood Youth Council, Inc.</li> <li>• HANAC, Inc.</li> <li>• Jacob A Riis Neighborhood Settlement House</li> <li>• New York Center for Interpersonal Development</li> </ul>	<ul style="list-style-type: none"> <li>• Police Athletic League</li> <li>• Queens Community House, Inc.</li> <li>• Research Foundation - LaGuardia Community College</li> <li>• Rockaway Development and Revitalization Corporation</li> <li>• Samuel Field YM &amp; YWHA, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• Sunnyside Community Services, Inc.</li> <li>• The Child Center of New York, Inc.</li> <li>• The Children's Aid Society</li> <li>• United Activities Unlimited, Inc.</li> </ul>

# Funding Sources

## Program Goals

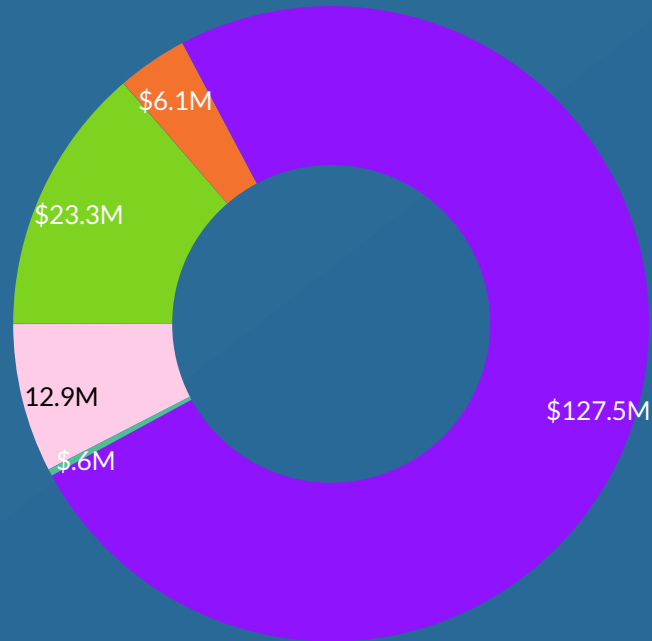
**CTL:** City Tax Levy

**State:** New York State

**Federal:** Community Service Block Grant

**Private:** Donations through Mayor's Fund

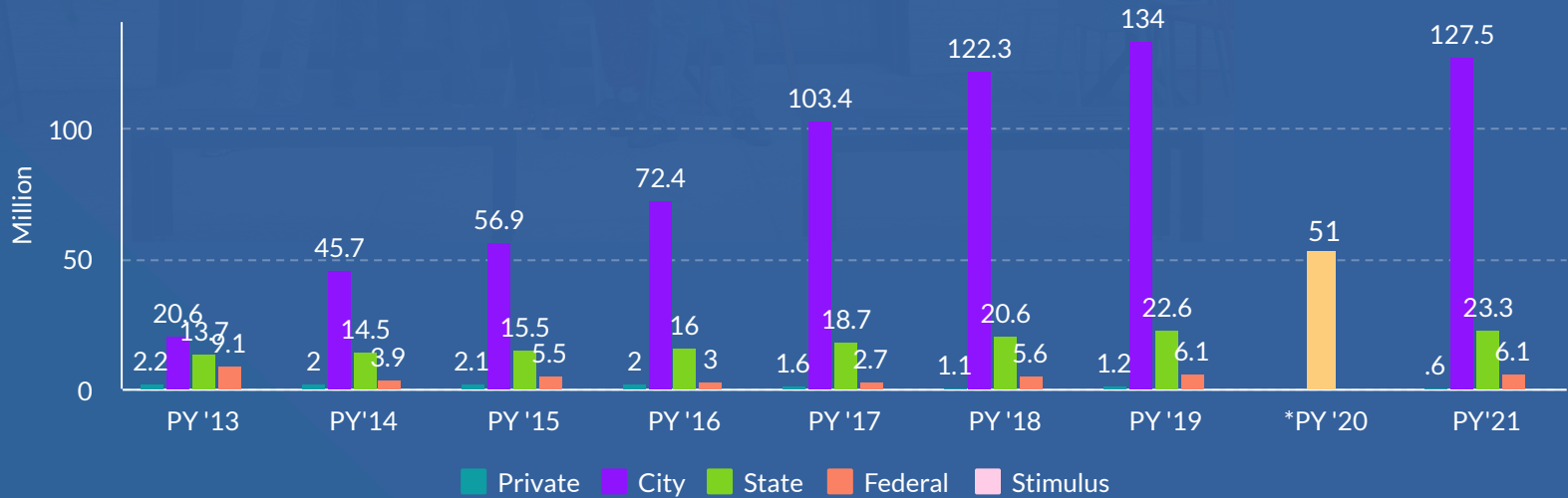
**Stimulus:** American Rescue Plan (ARP)



State (13.67%) Federal (3.58%) CTL (74.82%) Private (0.35%) Stimulus (7.57%)



## Funding Sources



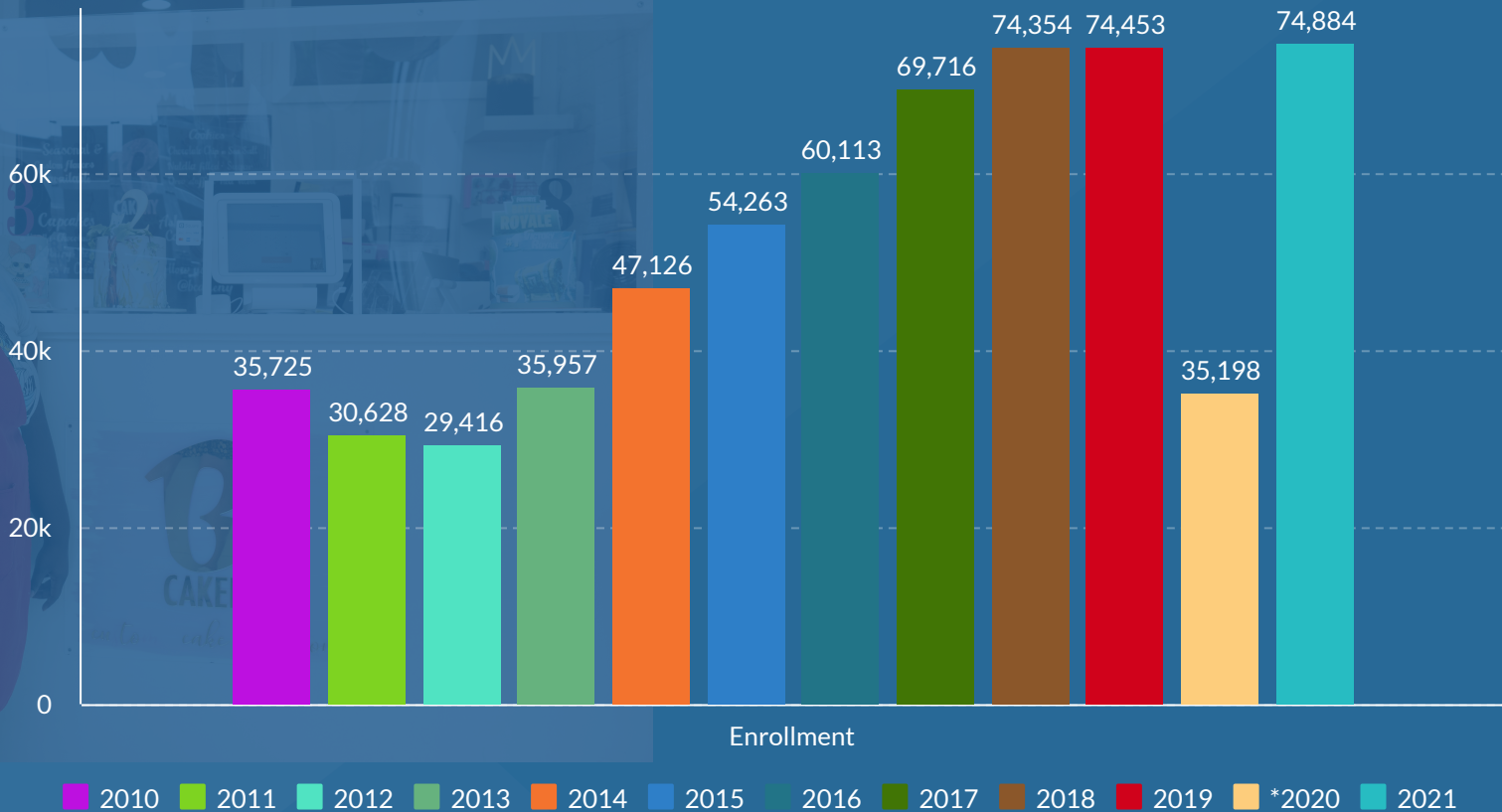
\*2020 - Summer Bridge

PY '13	PY '14	PY '15	PY '16	PY '17	PY '18	PY '19	*PY '20	PY '21
<ul style="list-style-type: none"> <li>\$45.6 M Funding</li> <li>35,957 Enrolled</li> <li>Min Wage: \$7.25</li> </ul>	<ul style="list-style-type: none"> <li>\$66.1 M Funding</li> <li>47,126 Enrolled</li> <li>Min Wage: \$8.00</li> </ul>	<ul style="list-style-type: none"> <li>\$79.9 M Funding</li> <li>54,263 Enrolled</li> <li>Min Wage: \$8.75</li> </ul>	<ul style="list-style-type: none"> <li>\$93.4 M Funding</li> <li>60,113 Enrolled</li> <li>Min Wage: \$9.00</li> </ul>	<ul style="list-style-type: none"> <li>\$126.9 M Funding</li> <li>69,716 Enrolled</li> <li>Min Wage: \$11.00</li> </ul>	<ul style="list-style-type: none"> <li>\$149.8 M Funding</li> <li>74,354 Enrolled</li> <li>Min Wage: \$13.00</li> </ul>	<ul style="list-style-type: none"> <li>\$164 M Funding</li> <li>74,453 Enrolled</li> <li>Min Wage: \$15.00</li> </ul>	<ul style="list-style-type: none"> <li>\$51 M Funding</li> <li>35,198 Enrolled</li> <li>Min Wage: \$15.00</li> </ul>	<ul style="list-style-type: none"> <li>\$170.5 M Funding</li> <li>74,884 Enrolled</li> <li>Min Wage: \$15.00</li> </ul>



## Historical Enrollment

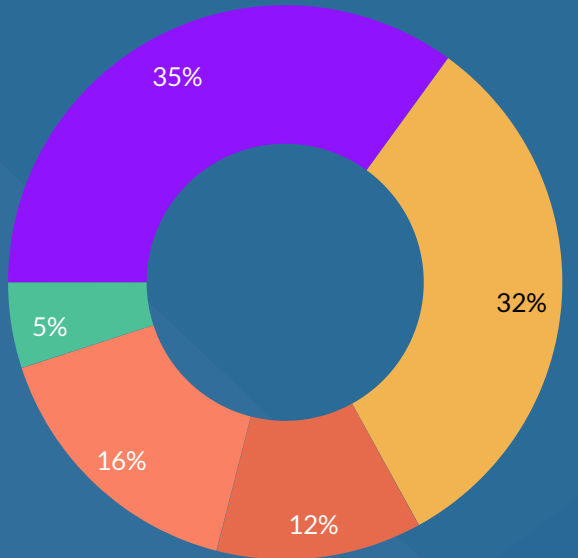
74,884 youth are enrolled in 2021



\*2020 - Summer Bridge

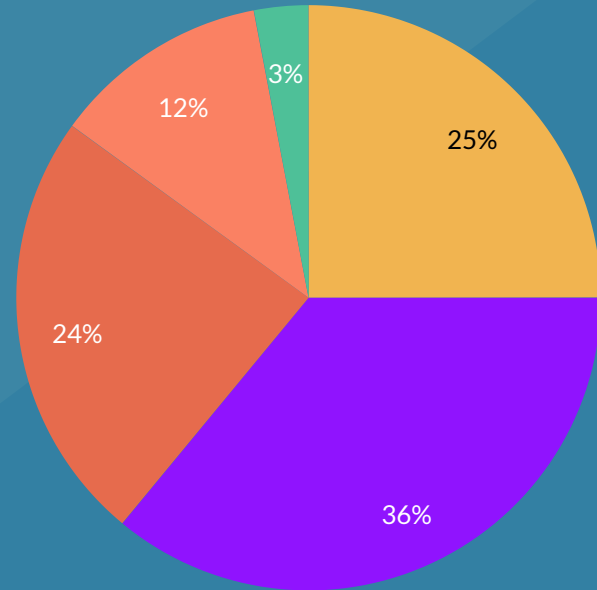
## Enrollment Breakdown

By Ethnicity



Black (35%) Hispanic (32%)  
White (12%) Asian (16%) Other (5%)

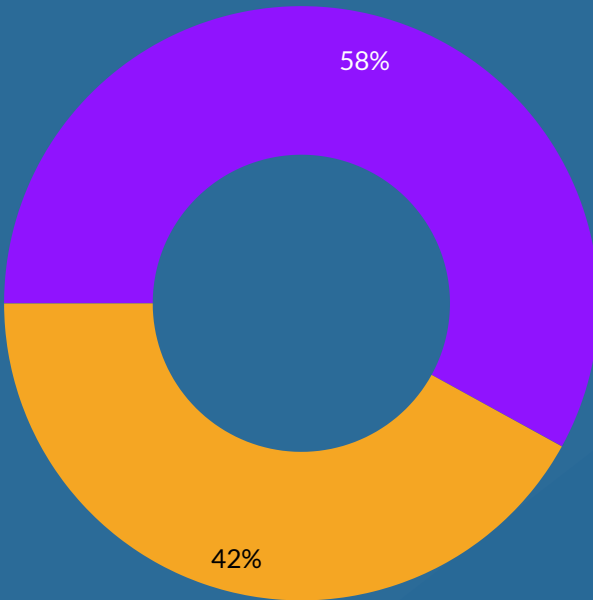
By Age



14-15 (25%) 16-17 (36%) 18-19 (24%)  
20-21 (12%) 22-24 (3%)

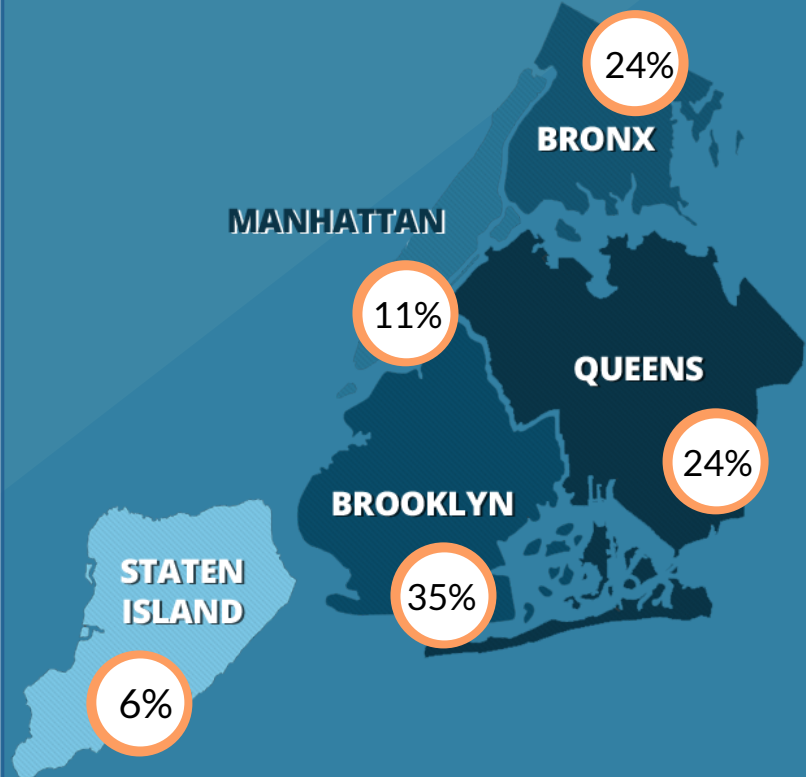
## Enrollment Breakdown

By Gender



Female (58%) Male (42%)

By Borough







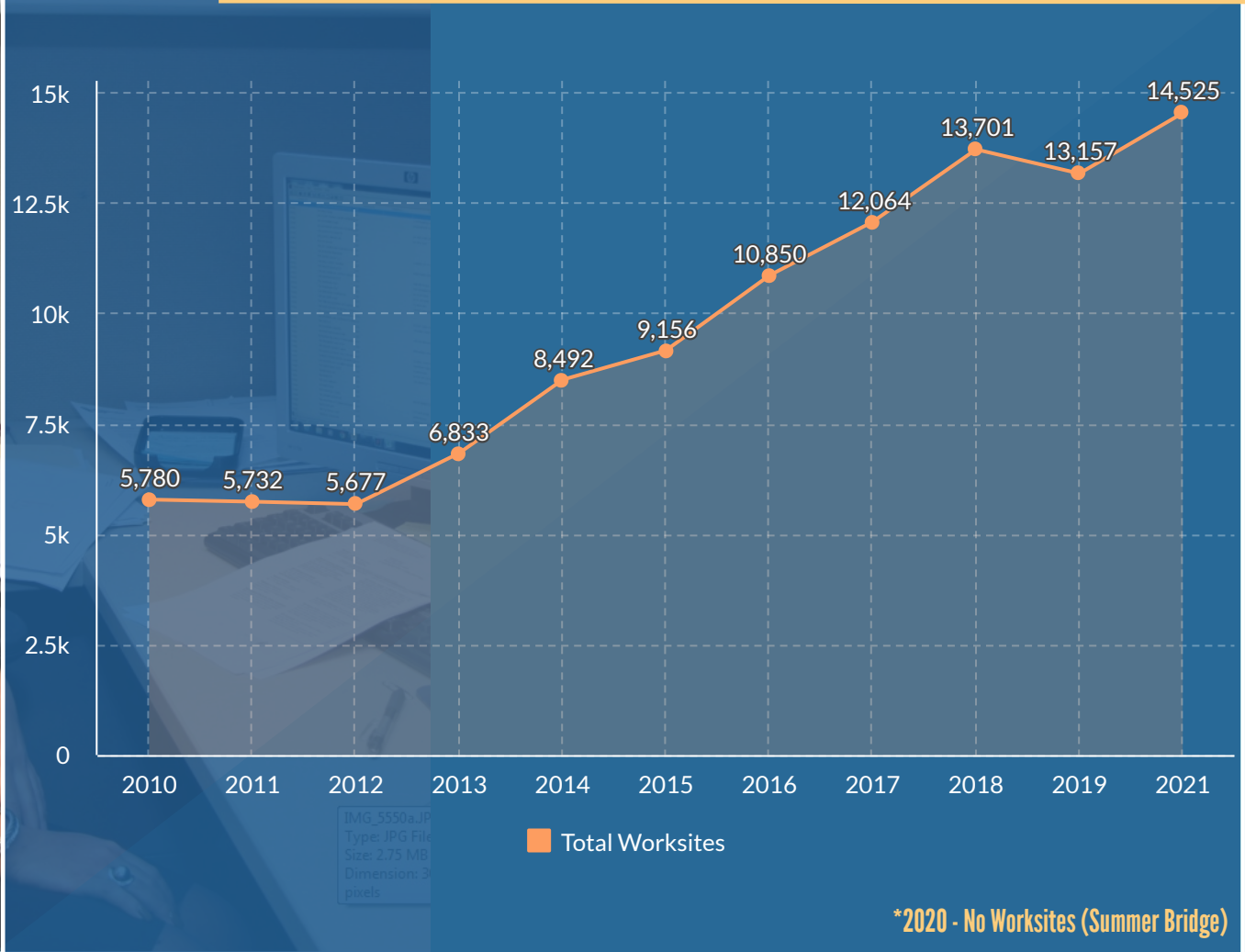
91%



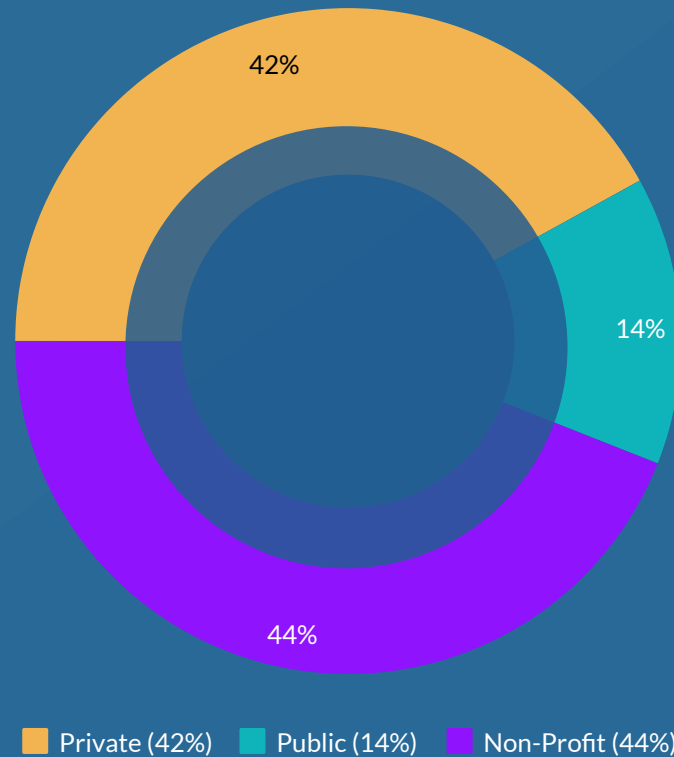
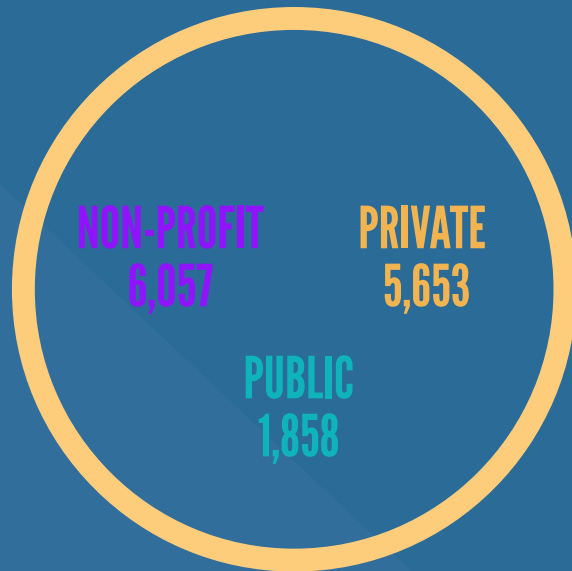
**of participating youth reside in communities impacted by  
COVID-19 and identified by the Racial Inclusion and Equity  
Taskforce**



## Total Worksites\*



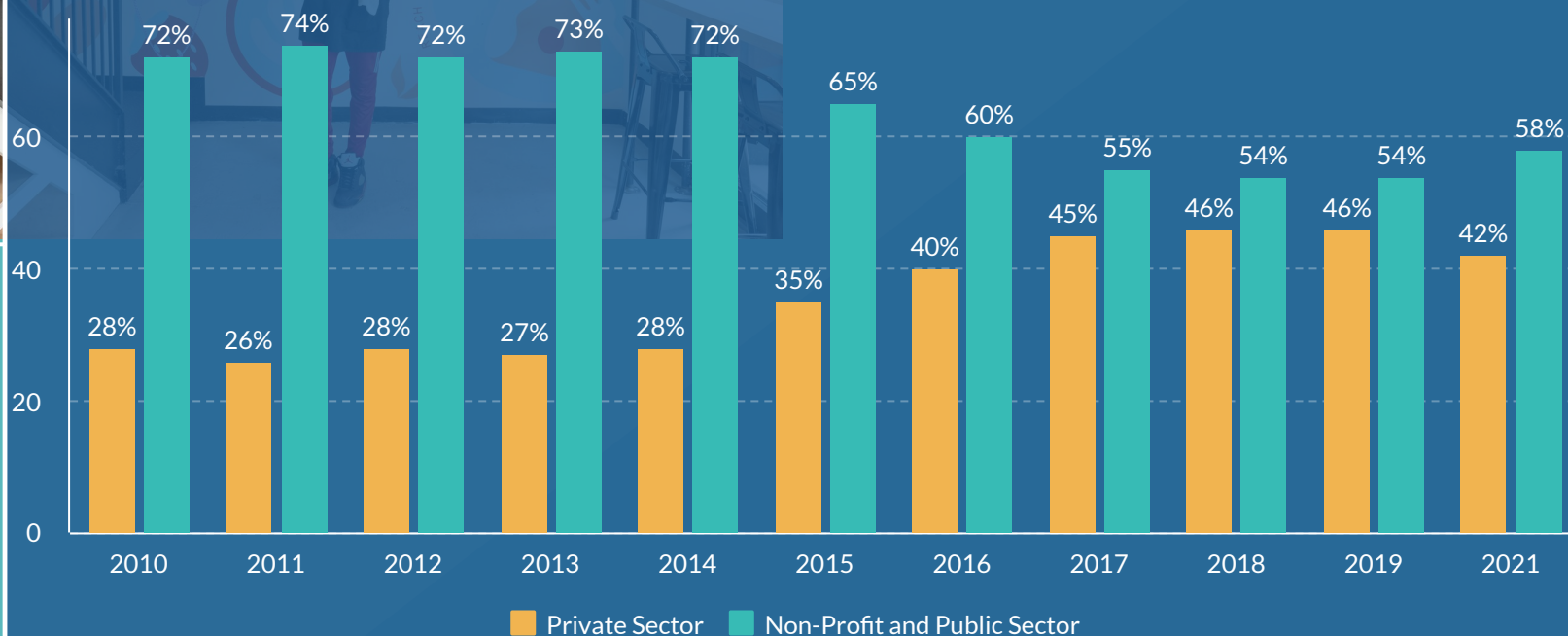
## Worksite Sector Breakdown





## Private Sector Worksites %

42% Private Sector Worksites hosted participants in 2021



\*2020 - No Worksites (Summer Bridge)

# Employer Highlights

## Financial Services

- Amalgamated Bank
- Progressive Insurance
- Santander Bank
- State Farm

## Cultural Institutions

- 9/11 Memorial & Museum
- American Museum of Natural History
- Museum of Arts and Design
- Museum of the Moving Image

## Media and Entertainment

- A+E Networks
- Discovery Communications
- Vayner Media
- Viacom

## Health Care

- Greater New York Nursing Services
- Maimonides Medical Center
- Mount Sinai
- NYC Health + Hospitals

## Legal Services

- Coalition for Immigrant Freedom (NMCIR)
- Manhattan District Attorney's Office
- Rheingold Giuffra Ruffo Plotkin LLP
- Weil, Gotshal & Manges LLP

## Government Agencies

- NYC Department of Design and Construction
- NYC Department for the Aging
- NYC Department of Buildings
- NYPD Mounted Unit



## About Hats & Ladders

Hats & Ladders delivers career exploration and education through an engaging digital platform that allowed youth to complete a remote work-readiness experience this summer. The Hats &

Ladders app is accessible via any internet connected mobile device or the web. Participants completed up to 30 hours of work-readiness and educational activities. The course consisted of a Participant Self-Assessment and 4 to 8 Topics or instructional sequences.



### Key Ladder Courses

#### Profile Building

Build self-awareness of your core personality and interests, and showcase your life and work experience

#### Career Exploration

Flex your career research skills and open your mind to new career possibilities

#### Job Seeking

Uncover what it takes to search for, apply for, and land a job these days

#### Money on the Mind

Decode a paystub, learn about taxes, banking and saving

# Hats & Ladders

In collaboration with DYCD, Hats & Ladders successfully implemented its SYEP 2021 Orientation program and helped a record-breaking number of youth participants get ready for summer work while exploring future career options.

**36 Hours**  
Online  
Activities

**7.5 HRS\***  
AVERAGE USAGE  
PER  
PARTICIPANT

\*Older Youth averaged 8 hours per user, though they were only required to complete 5. Similarly, Younger Youth averaged 5 hours per user, though they were only required to complete 3.5



Get Started!



Profile Building



Career Thinking



Career Exploration



Follow Pathways



Getting the Job



Workplace Readiness



Money on the Mind



College and Alternatives



Civic Participation

Orientation Tasks

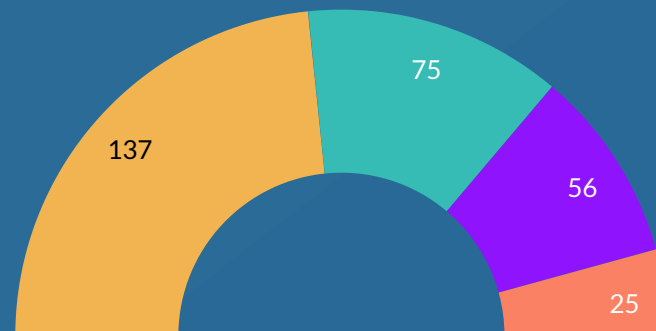
Statistics



# Professional Technical Development (PTD)

## About PTD

SYEP's newest initiative offers opportunities for our Older Youth to attain entry level skill-building for in-demand industries. Via Hats & Ladders and provider-led initiatives, youth were engaged for up to 75 hours of structured training with the potential to receive a certification that provides youth to bolster their resumes and future career prospects.



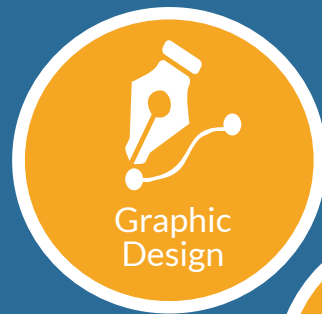
- Community Based (46.76%)
- CareerReady (School Based) (25.6%)
- Special Initiatives (19.11%)
- MOU Programs (8.53%)

Total PTD: 293

# Hats & Ladders Pro-Skills - Professional Technical Development

Pro-Skills was designed to offer innovative learning opportunities to SYEP participants as part of Professional Technical Development.

Through Pro-Skills, participants worked on real-life projects and learned professional skills from growing industries. This summer, Hats & Ladders offered 3 tracks of Pro-Skills courses.



Graphic Design



Business Analytics



Web Development

## Technical Skills Attained



Canva



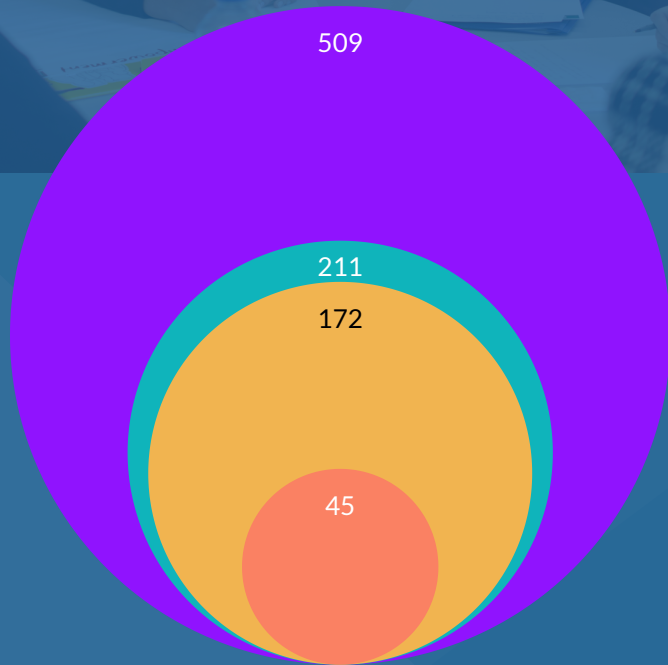
Google Data Studio



Google Spreadsheet

Total Projects: 937

## Project Based Learning (PBL)



- Community Based (54.32%)
- CareerReady (School Based) (22.52%)
- Special Initiatives (18.36%)
- MOU Programs (4.8%)

### About PBL

Project-based activities that cultivate an ethic of service and reinforce core competencies such as interpersonal, communication, and decision-making skills.

### Popular Project Themes



Community Advocacy



Environmental Justice



Economic Equity



STEAM



Media

PBL Themes





## Public Health Educational Series

### Themes

### About Public Health Educational Series

This summer, SYEP partnered with the Vaccine Command Center to host a series of presentations targeted to a cohort of young people placed in work experiences related to public health. Throughout the program, young people tackled the pandemic in a variety of ways.



Serving as Test and Trace Workers



Researching and Developing Mental Health Resources



Distributing Information about Vaccines

**430**  
**PARTICIPANTS**

**89**  
**WORKSITES**

## Emerging Leaders

### Emerging Leaders

Emerging Leaders is designed to provide SYEP opportunities to youth ages 14 to 24 who face at least one of the following employment barriers: homeless or runaway youth, justice-involved youth, youth in or aging out of foster care, youth in families who are receiving preventive services through NYC's Administration for Children's Services (ACS).

### Barriers Include:

- ✓ Foster Care
- ✓ Justice-Involved
- ✓ Runaway/Homeless
- ✓ Receiving ACS Preventive Services

### Historical Enrollment:



\*2020 - Summer Bridge



## Map to \$uccess

### Map to \$uccess

In July 2014, the de Blasio administration launched the Mayor's Action Plan for Neighborhood Safety (MAP) to reduce violence and make neighborhoods safer in and around 15 New York City Housing Authority (NYCHA) developments that have some of the highest crime rates in NYC.

Providers work collaboratively with these NYCHA developments, the Mayor's Office of Criminal Justice (MOCJ), and MAP partner agencies to recruit and enroll program participants.

### Participating Developments

- Boulevard
- Brownsville
- Bushwick
- Butler
- Castle Hill
- Ingersoll
- Patterson
- Pologrounds
- Queensbridge
- Red Hook
- St. Nicholas
- Stapleton
- Tompkins
- Van Dyke
- Wagner

3,330

APPLICATIONS

2,284

PARTICIPANTS

1,194

WORKSITES

### CareerFirst NYCHA

CareerFirst NYCHA is designed to expand access to SYEP opportunities for youth (age 14-24) residing in select non-MAP NYCHA public housing complexes.

Providers work collaboratively with NYCHA developments and community-based partners to recruit and enroll program participants.

### Participating Developments

- Baruch & Addition
- Breukelen
- Bronx River
- Farragut
- King Towers
- Ravenswood
- Throggs Neck
- Tilden
- West Brighton

**1,516**  
APPLICATIONS

**1,084**  
PARTICIPANTS

**709**  
WORKSITES





## Year-Round Sector Focus

### Related Sectors

- Accounting
- Business & Professional Services
- College, Universities
- Community Service
- Education
- Engineering/Architecture
- Food Service
- Human Services
- Health Care
- Industrial & Manufacturing
- Interior Design
- Law Enforcement
- Media Education
- Policy & Advocacy
- Real Estate
- Robotics
- Sports Technology

### Year-Round Sector Focus

Year-Round Sector-Focus Programs is designed to strengthen connections between sector-focused learning with sector-based summer youth employment opportunities.

The SYEP component allows youth (age 16-21) to continue to build their sector-focused skills while also gaining work-readiness skills and earning a wage. Programs have in place standalone sector or priority industry-focused, year-round, out-of-school time programs.

**849**  
APPLICATIONS

**712**  
PARTICIPANTS

**478**  
WORKSITES



## CareerReady SYEP



### CareerReady SYEP

The CareerReady SYEP program was created to provide enhanced learning opportunities and specialized work experiences for youth attending select Public High Schools.

Each program is uniquely co-created by the school and the SYEP provider to reflect the school's program focus and the students' career interests. Students receive supportive guidance and comprehensive work-readiness training that aligns with sector-specific internship placements.

# Ladders for Leaders

## About Ladders

Launched in 2006, Ladders for Leaders is a nationally recognized program that offers outstanding high school and college students the opportunity to participate in paid professional summer internships with leading corporations, non-profit organizations and government agencies in New York City.



APPLICATIONS

7,364



PARTICIPANTS

768



HIRED

30%\*



WORKSITES

358



SALARY RANGE

\$15-\$29

\*Received an offer to continue employment after the program



## Participant Pay

### Participants Provided Access to

#### Fee-Free ATM Transactions

Allpoint® network allowed participants fee-free ATM transactions at thousands of locations, including CVS, Target and Walgreen.

- ✓ Visa branded card with fee-free store transactions
- ✓ Online card activity information and end-of-program earnings statement
- ✓ Direct deposit available to all youth with bank accounts
- ✓ Opportunities to open new bank accounts
- ✓ Split Direct Deposit and Savings Account Options
- ✓ Account updates via text message



# Financial Empowerment

**AVG. SAVINGS**



**\$500+**



**TOTAL BANKS**

**171**



**DIRECT DEPOSIT**

**44,065**



**TOTAL DIRECT DEPOSIT  
% SIGN-UP**

**60%**



**RECEIVED  
FINANCIAL ED.**

**74,884**



**GROWTH SINCE  
2014**

**829%**



**TOTAL DIRECT  
DEPOSIT AMOUNT**

**\$50.5M**

**Direct Deposit Users By Program Year**



*\*2020 - Summer Bridge*