

# Work Progress Program



## Program Overview

The Work Progress Program (WPP) provides internships, training, and other workforce development opportunities for young people through paid, short-term work experiences. The program serves low-income young people ages 16–24 years by partnering with community-based organizations to provide professional skills and connections to employment, industry-based training, and academic enrollment.



Agency	Start Date	FY24 Budget	FY25 Budget	FY25 # Served
HRA	February 2012	\$4,027,047	\$4,232,047	1,396

## Problem Statement & Context

In 2022, 12.4% of New York City young adults 16-24 years old were not at work (unemployed or not in the labor force) and not enrolled in school.<sup>1</sup> The experience of disconnection from work or education often has long-term negative effects on an individual's employment prospects, earning power, and health.<sup>2</sup> WPP focuses on serving disconnected youth, NYCHA residents, residents of neighborhoods targeted by the [Gun Violence Prevention Task Force](#), young people who identify as LGBTQI+, at-risk youth who are enrolled in school, and runaway, homeless and/or in-shelter youth.

## Program Details

WPP is a partnership between the NYC Human Resources Administration (HRA) and the Mayor's Office for Economic Opportunity (NYC Opportunity), supporting over 50 partner community-based organizations (CBOs) across the five boroughs each year. WPP provides funding for wages or stipends, allowing participating CBOs to enhance existing young adult programming by adding short-term internships and work experiences, typically lasting 20 hours per week over 12 weeks. WPP funding is to be used as an add-on to existing youth services that offer wrap-around services to support participants. Outside funding for administrative support

<sup>1</sup> Out of School and Out of Work Youth, [Equity.NYC website](#), 2025.

<sup>2</sup> Disconnected Youth Task Force Report, "[Connecting our Future](#)," 2020

and wraparound services must be in place when the subsidized work experience program begins and must not require funding support through WPP. Participants gain professional experience and receive services to connect them with meaningful next steps such as employment, industry-based occupational training, and academic enrollment.

## Program Goals and Expected Outcomes

- Gain work experience and develop professional skills
- Career exploration
- Attainment of occupational skills and industry-based credentials
- Increased engagement in other services offered at CBOs
- Connection to meaningful next steps, such as continuing education or job placement

## Performance Data:

	FY25		FY24	
	Actual	Target	Actual	Target
Enrolled in subsidized employment*	1,396	1,362	1,261	993
Completed subsidized job placement	971	1,152	817	882
<b>Academic-Based Education outcomes</b>	<b>780</b>		<b>602</b>	
<i>Connected to education enrollment during program</i>	238		145	
<i>Connected to education enrollment post program</i>	144		117	
<i>Retained in education post program</i>	398		340	
<b>Industry-based credential and training outcomes</b>	<b>312</b>		<b>351</b>	
<i>Connected to credential attainment during program</i>	232		297	
<i>Connected to training enrollment post-program</i>	80		54	
<b>Employment outcomes</b>	<b>331</b>		<b>349</b>	
<i>Connected to full-time employment post-program</i>	81		95	
<i>Connected to part-time employment post-program</i>	250		254	

Note: participants may be connected to more than one outcome.

<sup>2</sup> McClanahan Associates, "[Work Progress Program \(WPP\) Final Report](#)," October 2022:

## Evaluation

An NYC Opportunity [evaluation](#) conducted by McClanahan Associates in 2022 found that WPP achieves positive outcomes for both participants and CBOs. The evaluation analyzed quantitative and qualitative data from a sample of sites, including participant-level data collected by 18 CBOs and the NYS Department of Labor, as well as in-depth interviews with staff at 15 CBOs. The evaluation found that WPP supported and improved CBOs' work with young people, facilitating career exploration, career exposure, and work readiness. Additionally, participants who completed their WPP work experiences were statistically more likely to be employed following WPP and to earn more in the year following WPP. The rates of completion of subsidized job hours ranged from 43% of participants enrolled in CBOs with a workforce development focus to 99.3% among participants enrolled in CBOs that focused on youth development. Overall, 88% of those who completed their experience at workforce development CBOs found employment in the subsequent year (compared to 82% overall for all participants).<sup>2</sup> A prior [implementation evaluation](#) also documented positive benefits participants received from the program.

## Learn More

NYC Opportunity Blog Posts: [Work Progress Program: Creating Opportunities, Cultivating Change](#) and [Spotlighting the 2025 WPP Grantees: Empowering NYC Youth](#).

<sup>2</sup> McClanahan Associates, "[Work Progress Program \(WPP\) Final Report](#)," October 2022:

Updated: Fall 2025.