

Significant short-term gains for out of school & out of work youth, but no long-term effects

MDRC's September 2018 report presents 30-month impact findings from a random assignment evaluation of the Young Adult Internship Program (YAIP), which was conducted as part of the federally funded Subsidized and Transitional Employment Demonstration (STED). A 2009 evaluation had demonstrated promising outcomes, with 76% of YAIP participants placed into a job or educational opportunity post-internship (see "Further Reading"). This evaluation builds on existing research by assessing the impact of YAIP on outcomes including employment, earnings, education, and well-being.

For this study, 2,678 youth were randomly assigned in 2013 and 2014 to either a program group and enrolled into YAIP services or a control group which was not eligible for YAIP but could still receive similar services elsewhere. MDRC assessed program implementation, costs, and participant outcomes using a combination of qualitative data collection, surveys, and administrative data.

Key Findings

Youth enrolled in YAIP saw significant short-term gains in employment outcomes compared to peers in the control group. However, these impacts did not persist over the full follow-up period of 2 years. At 9 months post-program:

- 95% of the YAIP group had been employed during the past year (vs. 66% of the control)
- The YAIP group earned an average of \$6,674 over the year (vs. \$3,247 for the control), with only \$1,704 of that amount coming from the subsidized internship

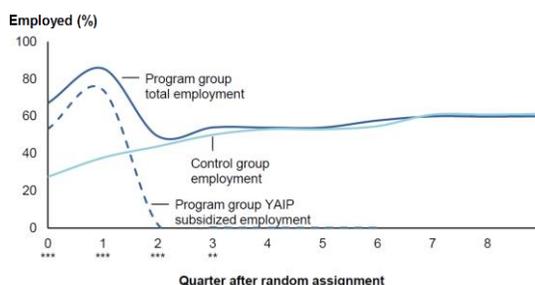
What is the Young Adult Internship Program (YAIP)?

Launched by NYC Opportunity and DYCD in 2007, YAIP aims to connect relatively job-ready youth, ages 16-24, who are not working and not in school to sustainable employment or educational and training opportunities through a short-term workforce development intervention. Participants complete a 12-14 week program (2-4 week orientation and 10-12 week internship with weekly paid educational workshops). Post-internship, participants receive 9-months of follow-up services to support with placement and retention. YAIP was expanded in 2011 with funding from the Young Men's Initiative, and is currently implemented at 17 sites.

- YAIP youth were also more likely to report work in a higher quality job post-internship, as indicated by more reported work in permanent and full-time positions

By the end of the two year follow-up, employment rates and earnings converged between the two groups.

YAIP youth make significant employment gains over their peers in the short-term which fade over time

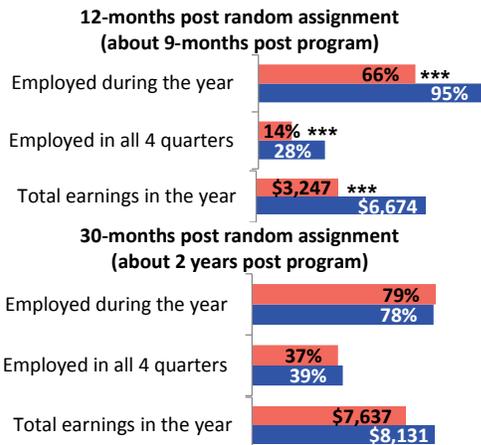


Source: MDRC Figure 2.1, data from the National Directory of New Hires, DYCD. Statistical significance levels are indicated by *** for 1% and ** for 5%.

A Closer Look at Employment & Earnings Impacts

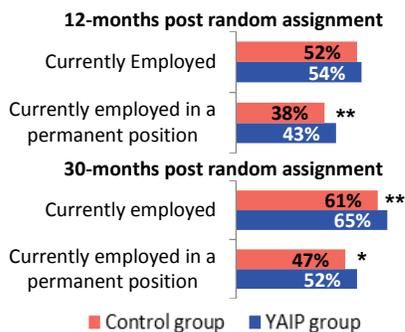
National Directory of New Hires Data

Represents most formal employment including government jobs and jobs covered by unemployment insurance, but leaving out independent contracting jobs.



Survey Data

Includes self-reported employment status in both formal and informal work arrangements.



Note: Statistical significance levels are indicated by *** for 1%, ** for 5%, and * for 10%.

Additional Findings

Program Implementation

- **YAIP was well-implemented** across the 12 sites in the study.
- **Providers successfully reached a more job-ready population of youth**, with 72% of the sample having some work experience prior to YAIP and 62% already having their high school diploma or equivalent.
- Both participants and service providers felt the program would need to provide a **higher level of support** and **longer intervention** to enhance long-term employment.

Youth Experiences without YAIP

- **Over 50% of youth in the control group reported receiving some assistance related to employment** – suggesting youth had some access to alternative workforce development services in NYC.
- **YAIP's target population achieved a strong level of engagement by the end of the follow-up period**, with over 80% of the control group working, in school, or participating in training at that point.

Non-Employment Impacts

- Among youth entering the study without their high school diploma or its equivalent, **YAIP youth were ultimately 15% more likely to attain their high school credential** than their peers in the control group.
- The evaluation did not find impacts related to education, training, economic & personal well-being, and criminal involvement outcomes for the full program group.

Looking Ahead

This evaluation has highlighted some notable successes of YAIP, particularly on participants' high school credential attainment and short-term employment and earnings. However, the lack of longer term employment impacts suggests the model did not achieve NYC Opportunity's goal of sustainably improving the employment and educational outcomes of young New Yorkers who are not working and not in school. NYC Opportunity remains committed to determining better ways to achieve this goal and results of this evaluation are currently being used to help inform our continued work for this population.

Further Reading:

- [2018 Final Impact Report](#)
- [2017 Implementation and Early Impacts Report](#)
- [2009 Outcomes Evaluation](#)