



Quick Stats

Agency	Start Date	FY16 Number Served	FY17 Budget
Human Resources Administration	February 2012	1,492	\$3,138,142

**Problem Statement**

In 2015, there were over 140,000 young people ages 16 to 24 in New York City who were not in school and not working, as estimated by the Center for Economic Opportunity Poverty Research Unit using the American Community Survey Public Use Micro Sample. These disconnected young adults are at risk for long-term economic hardship as they miss opportunities to become members of a workforce that is increasingly educated and skilled. Subsidized jobs programs offer young adults critical opportunities for early work experiences that help to establish important precedents for educational attainment, family life, and labor force participation.

There are a number of community based organizations (CBOs) that offer youth development services in New York City. However, many participants in these programs cannot find work and the subsidized job opportunities available to them are limited. To better meet these needs, CEO established the Work Progress Program (WPP) in February 2012, a subsidized wage program enhancement for low-income young adults enrolled in CBO services.

**Research and Evidence**

National research shows that early work experience during teenage years leads to positive labor market outcomes for youth, especially for those who do not enroll in four-year colleges and universities immediately after leaving high school. Young adults who obtain more work experience during these years have smoother transitions to the labor market and higher beginning wages as well as higher earnings 10 to 15 years after leaving high school.<sup>1</sup>

The development of the model for WPP was informed by subsidized jobs programs such as the Department of Youth and Community Development’s Young Adult Internship Program (YAIP), Summer Youth Employment Program (SYEP) and Out-of-School Youth (OSY) Workforce Investment Act (WIA) programs as well as the programs of the Federal government’s Works Progress Administration (WPA). DYCD’s programs offer employment preparation, educational services, and support services while teaching work readiness and life skills. The WPA offered employment to Americans during the Great Depression.

In addition to being informed by standalone subsidized work models, WPP is informed by an [evaluation](#) of CEO’s Young Adult Literacy program that found layering internship and other work opportunities on top of existing youth programming could be an effective strategy for boosting attendance and retention.<sup>2</sup>

Work Progress Program

<b>Program Description</b>	WPP is a subsidized wage program designed to complement existing youth services by providing participating low-income young adults with work experience. Through WPP, HRA reimburses providers for wages paid to low-income young adults (aged 16-24) who have been placed in short-term jobs that typically last 12 weeks, with a special emphasis on serving disconnected or at-risk youth. Service providers already serving low-income young adults are eligible to apply for subsidized job funding for their participants as a way of adding a workforce component to current programming.
<b>Program Implementation</b>	CBOs were first invited to apply to become a part of WPP in 2012. Since the program's launch, over 40 nonprofit organizations have participated in WPP. Applications from CBOs are accepted on a rolling basis throughout the fiscal year and approved as funds allow. The service provider application can be found on the CEO <a href="#">website</a> .
<b>Target Population</b>	<p>WPP serves low-income young adults who are 16 to 24 years old, with a particular focus on disconnected youth.</p> <p>WPP prioritizes applications from community-based organizations recruiting youth from public housing developments or communities affected by Hurricane Sandy; or placing youth in subsidized work opportunities that align with the City's <a href="#">Career Pathways</a> approach or contribute to Hurricane Sandy recovery efforts.</p>
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Participants complete subsidized jobs</li> <li>• Some participants enroll or are retained in educational activities</li> <li>• Some participants are placed into unsubsidized jobs</li> <li>• Some participants are placed into occupational skills training</li> </ul>
<b>FY16 Performance Data</b>	<p>Program participants: 1,492  Completed subsidized job: 1,085  Placed in unsubsidized job post-program<sup>3</sup>: 608  Placed in educational opportunity post-program<sup>3</sup>: 375  Placed in occupational skills training post-program<sup>3</sup>: 274</p>
<b>Evaluation</b>	<p>An implementation evaluation of the program has documented promising indicators of early successes, with 75 percent of participants completing their subsidized jobs and about half subsequently placed in employment or educational opportunities. The study demonstrated additional positive benefits for young adults of participating in the program including: job readiness training and job development, a modest paycheck, confidence and pride, and career exploration. The study also documented benefits to service providers, including: opportunities to grow staff from within their communities, the ability to provide youth with a "ladder of services" leading to advancement opportunities for young adults, and increased organizational capacity.<sup>4</sup></p> <p>The program is currently undergoing a second evaluation focused on participants' post-program employment and educational outcomes.</p>

<sup>1</sup> Sum, A., Fogg, N., and Mangum, G. (2000) "Confronting the Youth Demographic Challenge: The Labor Market Prospects of Out of School Young Adults." Johns Hopkins University, Sar Levitan Center for Social Policy Studies.

<sup>2</sup> Young Adult Literacy Evaluation: [CEO Young Adult Literacy Program and the Impact of Adding Paid Internships](#), 2011.

<sup>3</sup> These indicators include both verified and unverified outcomes. Starting in FY16, the program also tracks the subset of verified outcomes in alignment with the City's Common Metrics. FY16 verified outcomes include: 310 job placements, 222 education placements, and 147 training placements.

<sup>4</sup> Branch Associates, Inc.: [Implementation Study of the Center for Economic Opportunity's Work Progress and NYC Recovers](#) 2014.