

Young Adult Internship Program

The Young Adult Internship Program (YAIP) provides short-term paid internships, placements into jobs, education or advanced training, and follow-up services to young adults who are out of school and not working.

<i>Agency</i>	<i>Start Date</i>	<i>Number Served per year¹</i>	<i>CEO Budget (City FY 08)</i>	<i>Total Budget (City FY 08)</i>
The Department of Youth and Community Development	November 2007	906-1350	\$9,406,000	\$9,406,000

Problem Statement

There are approximately 165,000 young people ages 16-24 in NYC who are not in school, not working, and not looking for work.² These disconnected young adults are increasingly at risk for long-term economic hardship as they lose out on opportunities to become members of a workforce that is increasingly educated and skilled. In New York City, African Americans and Latinos have much higher disconnection rates than Non-Hispanic Whites and Asians. This difference is most pronounced among males, where African American (16.6%) and Hispanic males (16%) have a substantially higher disconnection rates than white males (7.6%).

Research and Evidence

National research shows that early work experience during the 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.³

The models for YAIP are the Department of Youth and Community Development’s Summer Youth Employment Program (SYEP) and Out-of-School Youth (OSY) Workforce Investment Act (WIA) programs. These programs offer employment preparation, educational services, and support services while teaching life skills and work readiness skills. YAIP, like SYEP, offers participants time-limited, publicly subsidized internships and educational services to support participants in the workplace. This new program will also mirror the target population, the individual service strategy, and the intensive follow-up services of the OSY programs.

Program Description

Many disengaged young people already possess the basic skills needed to enter the labor market and may need only a short-term intervention to connect to sustainable employment, educational, or training opportunities. Recent research suggests that about half of the disconnected 16-24 year-olds in NYC have

either a high school or GED diploma, though a good number also struggle with weak literacy and numeracy skills.⁴ YAIP providers will be expected to serve young people with a range of educational abilities, but, given the duration of the intervention, will likely work with more job ready young people.

YAIP offers a 10-12 week paid internship and an additional nine months of placement and support services to young people in 13 low-income neighborhoods. Participants will be paid \$7.15 per hour for time spent in orientation, workshops, and internships and can earn up to approximately \$2,500 per participant.

PHASE I: Orientation period [25 hrs/week], including assessment of employability skills and social support needs, development of an Individual Service Strategy (ISS), pre-internship work-readiness training, and supportive counseling. (2-4 weeks)

PHASE II: Paid internship [20 hrs/week] plus paid educational workshops [5 hrs/wk]. Providers are expected to develop internship opportunities across a broad spectrum of industries and interest areas, and an anticipated 40% of placements will be in the private sector. Workshops will address topics like financial literacy, the world of work, career exploration, educational opportunities, and healthy living. (10-12 weeks)

PHASE III: Placement in education, advanced training, or employment.⁵ Follow-up support to sustain engagement and retention. (9 months)

Target Population

The program serves young adults between the ages of 16 and 24 who are not in school and not working. Participants must be reading at a minimum of a sixth grade level. At least 80% of participants must reside in one of the following community districts:

Bronx: Mott Haven and Morrisania (B1 and B3), Hunts Point/Longwood (B2), Highbridge/Concourse (B4), University Heights/Fordham (B5), East Tremont/Belmont (B6)

Brooklyn: Williamsburg/Greenpoint (K1), Bedford-Stuyvesant (K3), Bushwick (K4), East New York (K5), Brownsville (K16)

Manhattan: Lower East Side/Chinatown (M3), Central Harlem (M10), East Harlem (M11), Washington Heights/Inwood (M12)

Queens: Astoria/Long Island City (Q1), Jackson Heights (Q3), Elmhurst/Corona (Q4), Flushing (Q7), Jamaica (Q12)

Staten Island: St. George (S1)

At full-scale, each program cycle will serve approximately 1,350 participants (30 participants x 3 cycles x 15 sites = 1,350 served)

Expected Outcomes

- Internship placement for all participants who complete orientation
- Completion of internship by 75% of enrollees
Placement of at least 70% of enrollees in post-internship employment or enrollment in education, skills training, or GED program
- Retention of at least 60% of enrollees in an approved placement during the 3rd quarter after program completion

¹ 15 contractors will serve two cohorts of approximately 30 youth each in FY08. In subsequent years, three cohorts will be served annually, serving approximately 1,350 youth.

² Levitan, Mark. "Out of School, Out of Work . . . Out of Luck? New York City's Disconnected Youth." New York: Community Service Society, January 2005.

³ Sum, Andrew, Neeta Fogg, and Garth Mangum. "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, 2000.

[Http://eric.ed.gov/ERICDocs/data/ericdocs2/content_storage_01/0000000b/80/0d/9b/96.pdf](http://eric.ed.gov/ERICDocs/data/ericdocs2/content_storage_01/0000000b/80/0d/9b/96.pdf).

⁴ Ibid.

⁵ Note that placement outcomes may occur at any time following initial assessment.