



Annual Summary
2015

LADDERS FOR LEADERS

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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. The program has been cited by the U.S. Chamber of Commerce Foundation and the Center for Urban Future as a model program for connecting qualified youth to professional internships



PROGRAM STRUCTURE

- Open to high achieving NYC students 16-22 years old
 - Thirty hours advanced pre-employment training to prepare youth for interviews with prospective employers
 - Up to six weeks of professional employer-paid internship and educational experience
- Five Program Partners: Central Queens YM & YWHA, Chinese-American Planning Council, Fedcap Rehabilitation Services, Research Foundation CUNY – LaGuardia Community College, and Network for Teaching Entrepreneurship.

PROGRAM HISTORY



2006

Launch of two pilot programs- CAPITAL and GirlsReach



2007

Pilot programs merged to create NYC Ladders for Leaders



2008

183 participants and 63 unique employers participated in the program



2012

Online worksite application system created



2010

Free checking accounts offered to participants 18+



2009

American Airlines awarded eight Ladders participants with Round-Trip Airfare to visit the prospective colleges of their choice outside of the New York metropolitan area.



2013

The program was contracted out to four Community Partners: CQY, Fedcap, CPC and LaGuardia.



2014

Partnership with Citi Foundation which resulted in enhanced Financial Empowerment Program for youth and an increased number of opportunities for Ladders.



2015

A record breaking 1,035 participants and 191 unique employers. Launch of the Center for Youth Employment to support youth employment initiatives in NYC, including Ladders for Leaders.

FACTS AND FIGURES

PARTICIPANTS

1,035



WORKSITES

191



TECH SECTOR INTERNSHIPS

203



INDUSTRIES

16



APPLICANTS

2,787



COMMUNITY PARTNERS

5



FAST FACTS

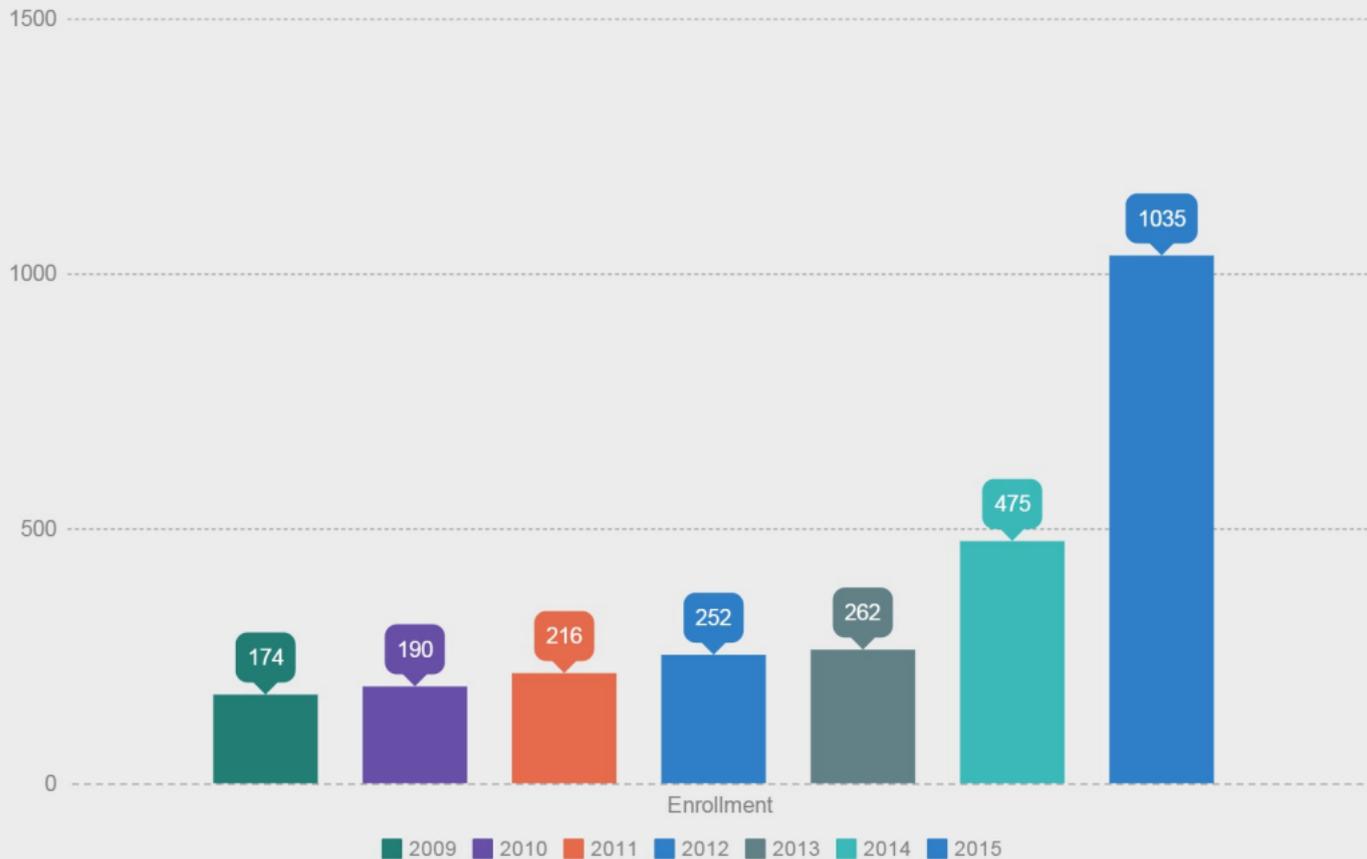
1,035 PARTICIPANTS, COMPARED TO 475 IN 2014

35% OF YOUTH RECEIVED AN OFFER TO CONTINUE EMPLOYMENT AT THE END OF THE PROGRAM

94% OF INTERNS RATED THEIR PROGRAM EXPERIENCE AS POSITIVE

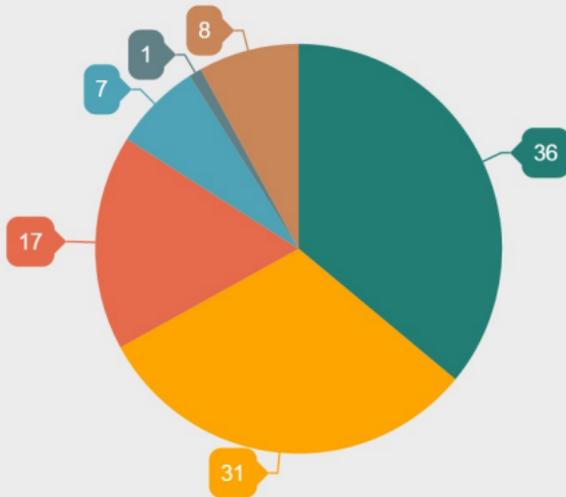
SALARIES RANGED FROM \$8.75- \$24.00 PER HOUR

HISTORICAL ENROLLMENT



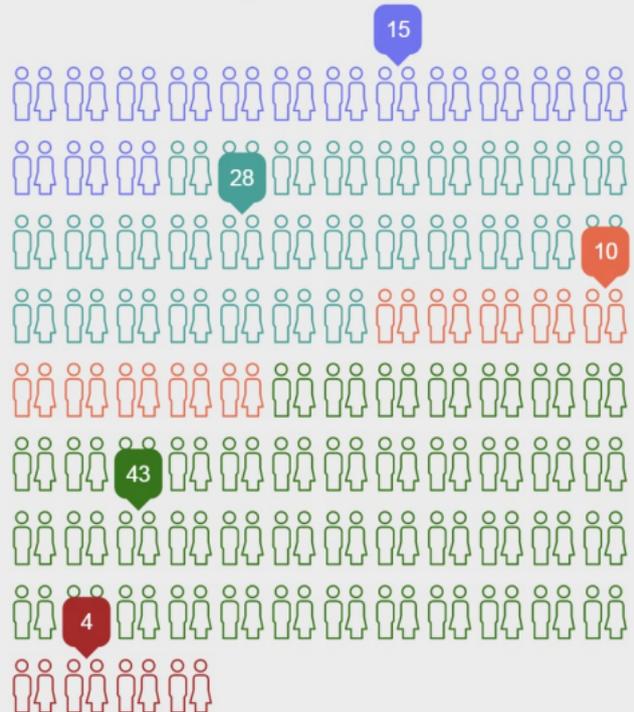
ENROLLMENT BREAKDOWN

By Ethnicity



Asian (36%) Black (31%) Hispanic (17%)
Other (7%) Pacific Islander (1%) White (8%)

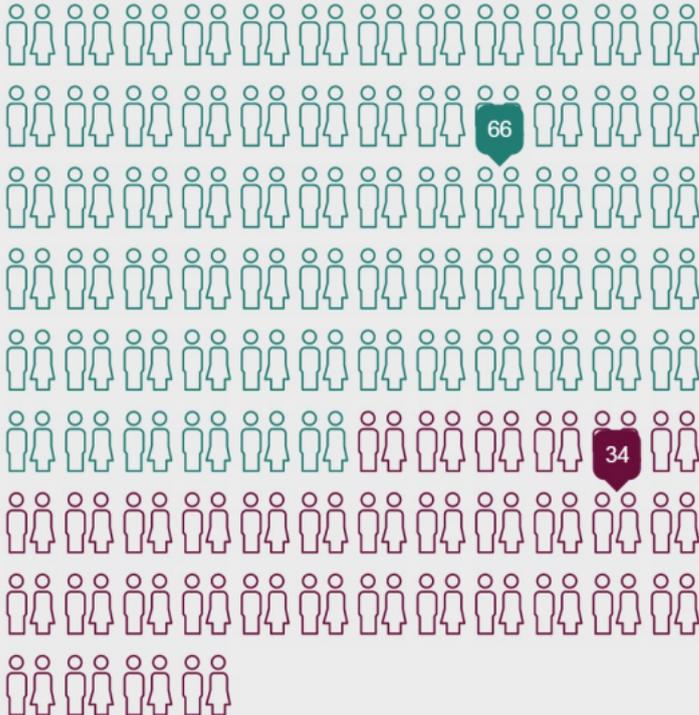
By Borough



Bronx (15%) Brooklyn (28%) Manhattan (10%)
Queens (43%) Staten Island (4%)

ENROLLMENT BREAKDOWN

By Gender



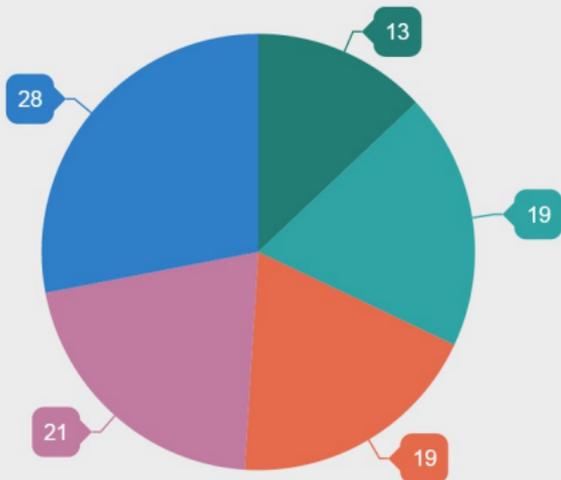
FEMALE
66%

MALE
34%

■ Female (66%) ■ Male (34%)

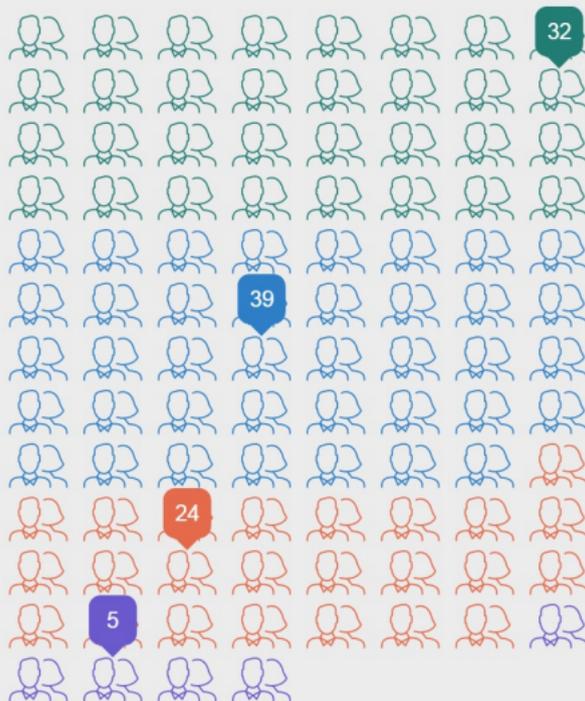
ENROLLMENT BREAKDOWN

By Grade Levels



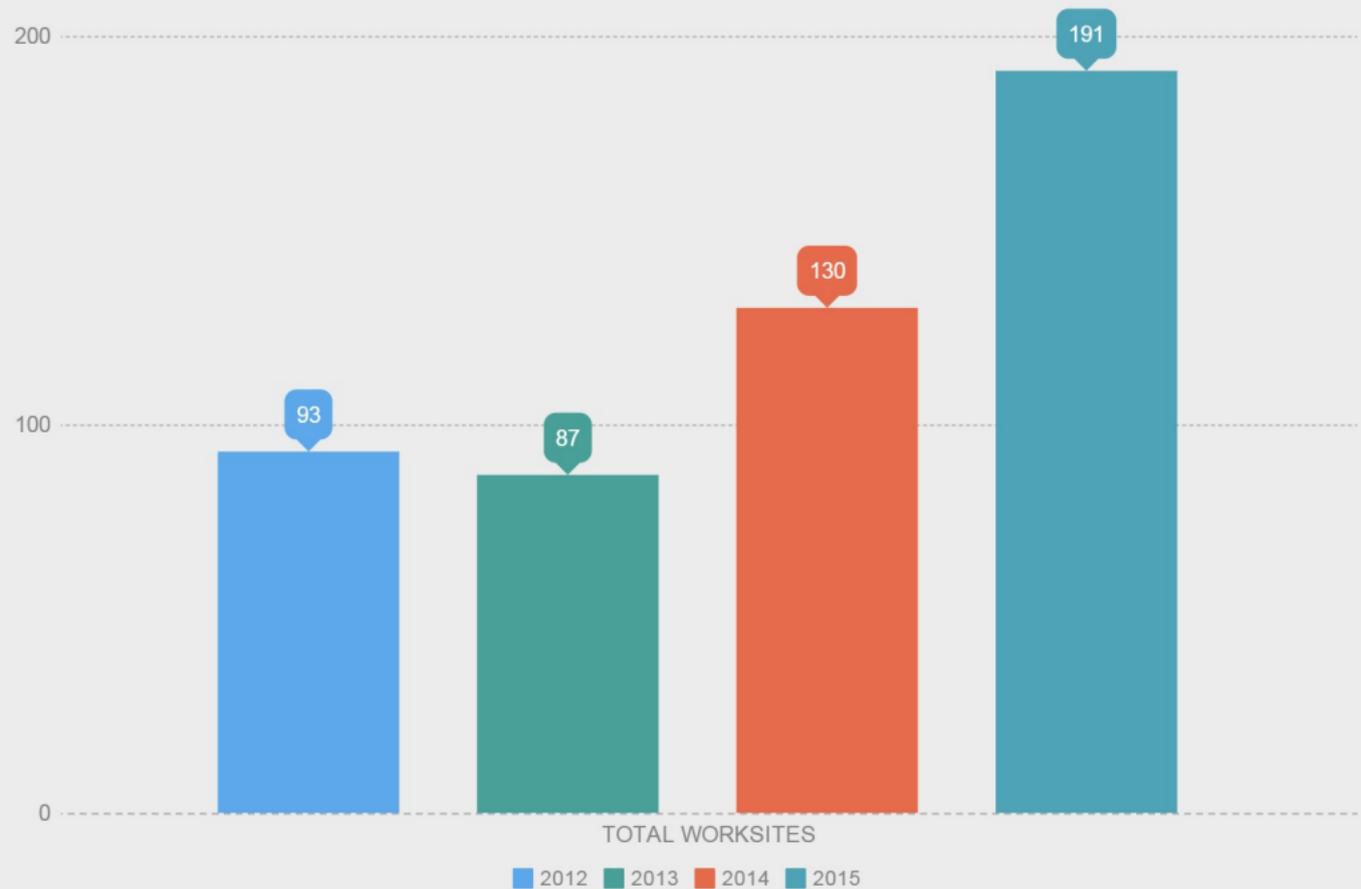
- High School Juniors (13%)
- High School Seniors (19%)
- College Freshmen (19%)
- College Sophomores (21%)
- College Juniors (28%)

By Age

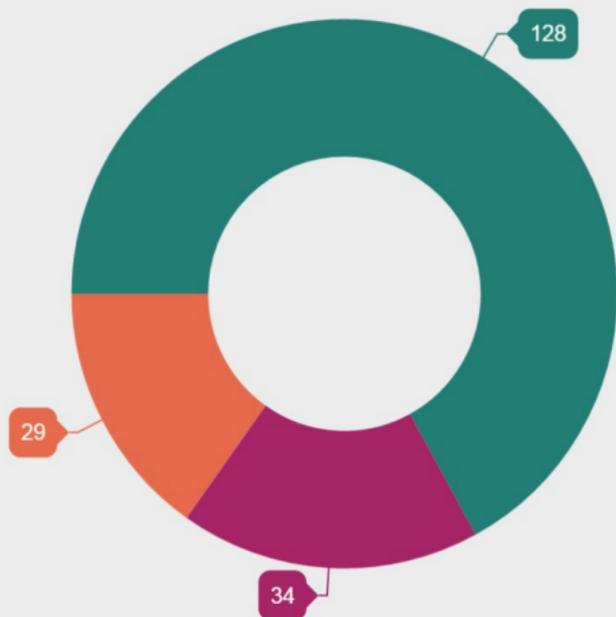


- 16-17 (32%)
- 18-19 (39%)
- 20-21 (24%)
- 21 and up (5%)

TOTAL EMPLOYERS



INTERNSHIP SECTOR BREAKDOWN



PRIVATE
128

NON-PROFIT
34

PUBLIC
29

■ PRIVATE (67%) ■ NON-PROFIT (18%) ■ PUBLIC (15%)

EMPLOYER HIGHLIGHTS

TECHNOLOGY



AOL
PANDORA
MEDIDATA

A record number of 203 participants were placed in the tech sector

FINANCE



BANK OF AMERICA
JP MORGAN
AMALGAMATED BANK

96 participants were placed in internships in the finance sector

GOVERNMENT



NYC OFFICE OF CHIEF MEDICAL EXAMINER
NYC DEPARTMENT OF ENVIRONMENTAL PROTECTION
NYC DEPARTMENT OF HEALTH AND MENTAL HYGIENE

29 City agencies and elected officials served as worksites for a total of 289 city youth.

NON-PROFIT



AMERICAN ITALIAN CANCER FOUNDATION
DRESS FOR SUCCESS
THE LEUKEMIA AND LYMPHOMA SOCIETY

114 students were placed in internships in the non-profit sector

2015 PARTICIPANT SURVEY RESULTS

94

percent rated their overall experience participating in the program as positive

95

percent rated their overall experience at their internship sites positive

35

percent of youth received an offer to continue employment at the end of the program

58

percent were the first in their families to graduate from high school or to attend college

94

percent said they are motivated to pursue a college degree as a result of participating in the program

75

percent felt "Professionalism" was the most useful thing they learned during their internship

2015 EMPLOYER SURVEY RESULTS

98

percent would like to participate in the program again

98

percent rated working with NYC Ladders for Leaders interns as positive

97

percent said the NYC Ladders for Leaders resume pool met their company's internship needs

98

percent were able to integrate NYC Ladders for Leaders interns into the workplace without disruptions

97

percent reported intern productivity as above average.

95

percent believed NYC Ladders for Leaders interns were sufficiently prepared for the workplace.

PARTICIPANTS' WORDS

Networking



"During my six weeks as a 16-year-old intern on Wall Street, I attended an interactive seminar at Wunderman. This seminar allowed some candidates from Ladders for Leaders to network with people within the company. Being that I want to go into marketing, this was the perfect opportunity for me."

Aniyah Smith
Ladders Intern at Catalyst

Summer Experience



"Through Ladders for Leaders internship, I've truly become well-rounded as a member of society and have significantly expanded my capabilities as an aspiring software developer."

Edward Fong
Ladders Intern at Chief Medical Examiner's Office

Future



"My summer work experience was very enlightening and taught me a lot about myself. I got a real glance into corporate America and feel a lot closer to my future now."

Kerri Shek
Ladders Intern at Everyday Health

Gratitude



"I am very grateful for an opportunity to explore my options, intern, and develop as a professional because no other program provides all those opportunities."

Kseniya Kosmina
Ladders Intern at Shark Branding

EMPLOYERS' WORDS

Partnership



Aol.

"I worked with Ladders for Leaders and the team was great. Everyone was good with follow up and meeting deadlines. We had a very successful partnership which resulted in Summer Internships for over 20 Ladders for Leaders youth."

Katie Hopkins
Campus Recruiter
AOL + Huffington Post

Summer Experience



Our Ladders intern was outstanding in every way--
-professional, with excellent skills, dependable, creative and meticulous in her work.
We have hired her to continue working with our company."

Nancy Rhodes
Artistic Director
Encompass New Opera Theatre

Mentorship



SimpleTherapy

"Having Ladders interns helped our team work with young minds, and gave some of our team members experience of being mentors! Interns helped us get a lot of work done in the crunch time."

Arpit Khemka
CTO
SimpleTherapy Inc.

Quality



NEUBERGER BERMAN

Neuberger Berman was thrilled to welcome two Ladders for Leaders interns into our summer program this year. Each not only added great value to the businesses in which they were placed, but also to the quality and energy of our broader intern class.

Elizabeth Cribbs
Head of Corporate Social Responsibility
Neuberger Berman

2015 SUCCESS STORIES



Sunny Chan
Hired by Amalgamated Bank



Hooria Harriman
Hired by Amalgamated Bank



Kseniya Kosmina
Provost Scholar at Zicklin School of Business



Edwin Dejesus
Hired by Young & Rubicam



Rossany Duran
Hired by Amalgamated Bank



Antara Khan
Hired by DYCD's Information Technology Unit

WHERE ARE OUR ALUMNI NOW?

Teach for America, Comcast Spotlight, **Verizon Wireless**, Let's Get Ready, **Boeing**, Howard University,
Citi, Global Portfolio Management Systems, LLC, **JPMorgan Chase**, Morgan Stanley, **Baby Buggy**,
TripAdvisor, **Chinese-American Planning Council**, **BlackRock**, **KPMG**, **Hilton**, **Barclays**,
ProVentures, **iMentor**, The TemPositions Group of Companies, **Coney Island Hospital**,
NYCHA, **Bloomberg LP**, International Fund Services Ltd, **Covenant House**, Legends Hospitality
NYC Department of Education, **Digitas**, **Ernst & Young**, Hudson Valley Hospital Center,
NY1 News, News America Marketing, **URS Corporation**, **Deloitte**, Allegria Boutique, **The Tap Music LLC**,
MediaVest, **Michelin**, Travelers, HEAT USA, **Brain Trauma Foundation**, Sushi Samba, **Macy's**,
Avon, **PwC**, Kidville, **Brixmor**, Florida Atlantic University, **Morgan Stanley**, Tishman Speyer, Baruch College,
RevTrax, **Swaine & Moore LLP**, **MKG**, United States Marine Corps, Gill Engineering, **AOL**, **Time Warner Cable**,
Major League Baseball (MLB), **Graham Windham**, Cravath

2015 LADDERS IN PICTURES

