



SYEP
SYEP
SYEP
20
24



NYCTM

Department of
Youth & Community
Development

NYC's Summer Youth Employment Program Report

Table of Contents

1 Welcome Remarks

3 Impact

6 Offering Tailored Programming

12 Improving Program Quality

13 Project-Based Learning

16 Our Employer Partners

22 Women Forward NYC

23 SYEP Pride

24 Ladders for Leaders

25 Career Exploration Events

26 Positive Feedback

27 Our Community Partners

28 Funding



Leadership Remarks

from Deputy Mayor Almanzar



Dear Friends,

I am proud to say that under Mayor Adams, the Summer Youth Employment Program (SYEP) is continuing to provide a record 100,000 jobs to young people for the fourth consecutive summer. Our historic investment in SYEP has helped create a pipeline of youth jobs, particularly in historically underserved communities.

SYEP is keeping youth safe, helping them earn a paycheck, and preparing them for careers. We are so grateful to our nonprofit and employer partners who have used these record investments to create jobs and help rebuild the city's economy.

The Adams Administration remains committed to making historic investments in programs like SYEP that cultivate a better and brighter future for New York City!

Sincerely,

Ana Almanzar
Deputy Mayor of Strategic
Initiatives

Leadership Remarks

from Commissioner Howard



Dear Friends,

This year, coming off the heels of our 60th anniversary celebration, SYEP entered its new decade stronger than ever.

For the third year in a row, we have surpassed all our goals and given jobs to 100,000 young people across the city. That's 100,000 young people meeting new faces, learning new skills, and exploring new opportunities.

The Summer Youth Employment Program was instrumental to my growth. It is an honor to continue the tradition for young New Yorkers just starting their journeys.

A tremendous thank you to our community partners who made this summer possible.

Sincerely,

Keith Howard
Commissioner
NYC Department of Youth
and Community Development

Three Consecutive Years of Serving Over 100,000 Young People

Celebrating 61 years of programming, NYC's Summer Youth Employment Program (SYEP) wrapped up another impactful summer, providing jobs and career exploration to young New Yorkers throughout the five boroughs.

The 2024 application for participants and worksites was launched on January 22, 2024, marking the earliest release to date and underscoring a strong commitment to program quality.

This early rollout gave participants ample time to prepare for their summer experiences and enabled providers to collaborate with NYC businesses and nonprofits to secure additional worksites.



Youth Served



Meeting Youth Where They Are

Through a variety of initiatives, DYCD aims to reach young New Yorkers from all corners of the city, regardless of their background or barriers.

We provide different program options for targeted populations. This ensures that each participant enjoys a personalized, tailored experience throughout the summer.



**More than
6 weeks**

**SYEP Application Opens
January**

**Enrollment & Training
March-May**

**Worksite Assignments
March-June**

**Orientation
June**

**SYEP Start Date
July**

**SYEP Ends
August**

**Work, Learn & Grow Launch
October**

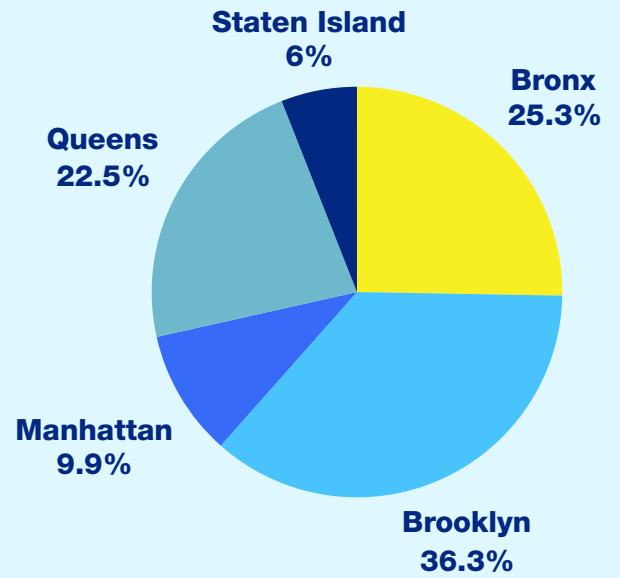
**WLG Program Ends
Mid-April**

Who We Serve

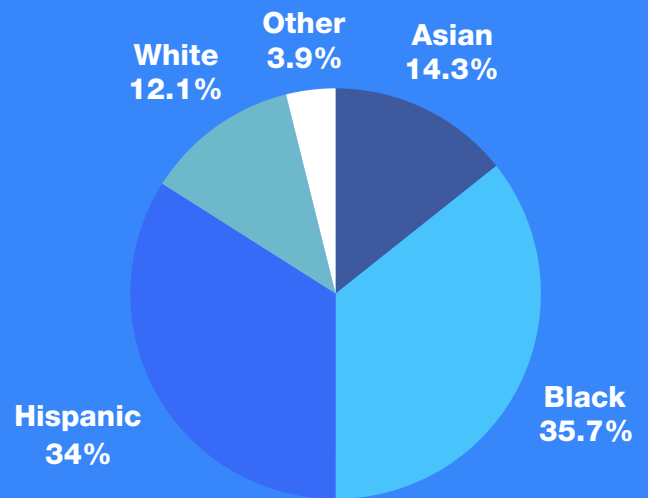
Demographics Breakdown



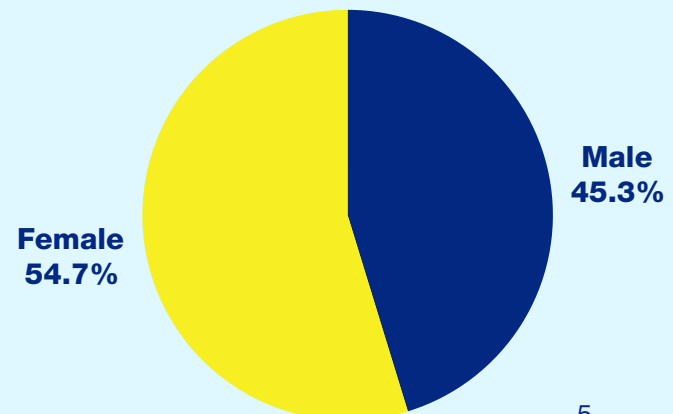
Borough



Race



Gender



Creating Opportunities **In Every Corner of the City**

All NYC Residents aged 14-24 and legally allowed to work in the US are able to apply to the SYEP Community-Based option!

Participants apply to a provider of their choice, and selections are made randomly within each providers' pool of applicants, giving everyone a fair chance at securing a spot. This is SYEP's largest and most accessible program option.

“

The Career Fair opened my eyes to a lot of future job ideas and gave me an insight of what I liked vs. what I didn't.

I feel researching mental health helped me understand my own journey with mental health, so it was great to look into it for this summer.”

-Seth P. (SYEP Participant)



61,945

**Youth Served
Through
Lottery!**

Aligning Summer Jobs With School-Year Learning

CareerReady SYEP works with school and community-based organization (CBO) staff to align the SYEP experience with high school academic learning.

23,029

youth served via
CareerReady SYEP



Special Highlight: United Activities Unlimited (UAU) participants from Alfred E. Smith High School were placed as automotive shop interns and graphic design interns at their own school.

The school hosted 32 participants for SYEP, where their responsibilities included assisting the shop teacher with diagnosing and repairing vehicles, as well as creating designs and producing printed materials using commercial printing equipment.



230

NYC Public High School
Partnerships with
CareerReady SYEP

5,000+

participants took part in our
credit-pilot program, giving
them the chance to earn
academic credit

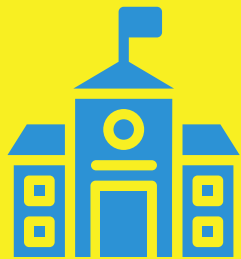


The CareerReady Program has the unique benefit of meeting our students where they are and building solid and lasting relationships with our participants.

It allows us to be advocates for students in our CareerReady schools. Collaborating with our school partners and creating a SYEP program that supports students in ways tailored to them is very meaningful.

Not only do we get the fantastic opportunity to invest uniquely in our participants, but the participants are able to invest their time back into the community.

This summer, we employed participants in community gardens, neighborhood advocacy groups, local small businesses, schools, parks, and daycares.



Kia Weekes
*Program Coordinator
@ Cypress Hills Local
Development Corp.*

Our participants spent the summer as positive agents of change in their communities."

Creating Opportunities

For youth who need them most

NYCHA residents can participate through any program option, including MAP to \$uccess and CareerFirst, which target youth from specific developments.



This summer, we served

13,800+

NYC youth who reside in a NYCHA public housing developments.



NYCHA Swim Corps Offers Transformative Program to Enhance Water Safety and Career Opportunities for NYC Youth

Public Housing Community Fund
1,320 followers



September 5, 2024

Read about our continued partnership with NYCHA and Rising Tide Effect to address NYC's lifeguard shortage and promote water safety.





NYCHA Participant

“ It opened my eyes to what work could be like and what I could do when I finish my degree. ”

-Brienne A.

Brienne, 22, has been a participant in the Summer Youth Employment Program (SYEP) since she was 14. This summer, she had a meaningful and enriching work experience through her placement at NYCHA's Office of Resident Economic Empowerment and Sustainability (REES).

Once again, she had the opportunity to grow her skills while making a positive impact on the community. At REES, Brienne worked directly with the Intake, Assessment & Zone Coordination team, where she played a key role in connecting residents to resources.

This gave her valuable hands-on experience in customer service and program coordination.



[Read more about Jahsani here!](#)

Breaking Through Barriers

This summer, we served **4,187** youth facing employment barriers through the Emerging Leaders SYEP program option.

Referring Support Agencies

- Administration for Children's Services (ACS)
- Department of Probation
- NYC Public Schools- ACCESS
- End Domestic & Gender-Based Violence
- NYC Public Schools - D75
- HRA (Cash Assistance through Business Link)
- NYC Public Schools - D79
- Runaway and Homeless Youth
- Department of Homeless Services

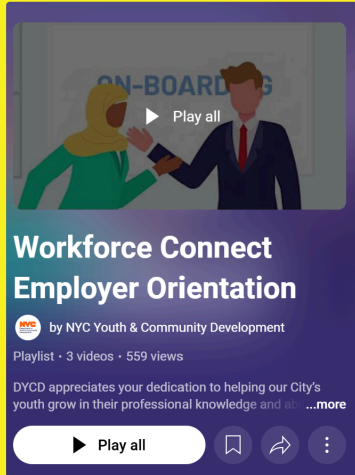
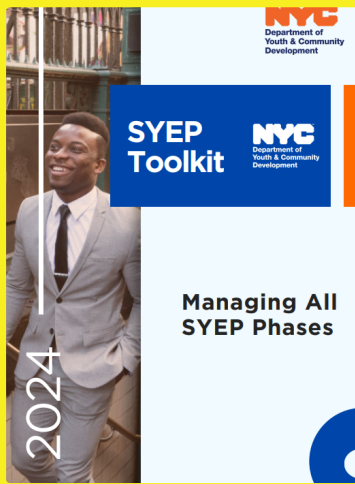
Meet Jahsani P.

Emerging Leaders SYEP 2024 Participant with Research Foundation of CUNY (LaGuardia Community College)

For the past two summers, Jahsani has worked with Queens-based Community Capacity Development (CCD) through SYEP.

From his time at CCD, Jahsani has seen how nonprofits promote peace and safety in communities. His work experience has been a catalyst for his personal growth.

CCD staff guided Jahsani, helping him develop skills such as resume writing, navigating the job application process, and acquiring essential workplace skills. Through public speaking experiences, Jahsani stepped out of his comfort zone. He gained increased confidence and empathy in his interactions with others.



Enhanced Support Across all Stages of SYEP

To ensure that our providers, employer partners, and applicants are well-informed and fully supported throughout the stages of SYEP, DYCD developed and offered a range of thorough trainings and marketing materials, as well as manuals, handbooks, one-pagers, and guides.

-  Offered paper applications and marketing materials in nine different languages
-  Provided in-app translation services for pre-employment training
-  Offered FREE MetroCards to participants for their summer jobs

Recruitment Efforts

SYEP collaborated with DYCD Cornerstone programs to enhance outreach efforts for NYCHA residents. DYCD also hosted more than a dozen NYCHA Digital Van events.

Through the vans, youth had the opportunity to apply on the spot. They had access to free, reliable internet, and on-site assistance from DYCD representatives.



Engaging Project-Based Learning for Younger Youth Participants

Project-Based Learning (PBL) is a hands-on approach that allows participants to apply concepts in real-world contexts. This makes the learning experience more memorable than traditional lecture-based methods. Additionally, tackling real-world problems and projects with concrete outcomes inspires students to take ownership of their education.

“

I liked that we were able to be one step closer to solving an issue that impacts our real-life community.”

- Grace C. (UAU Participant)

Tackling Real-World Problems



- *Research Skills*
- *Collaboration Skills*
- *Community Advocacy*
- *Creativity*
- *Exciting Field Trips*
- *Peer-to-Peer Bonding*
- *Critical Thinking*

PBL topics explored this summer

- Civic Engagement
- Voter Registration
- Climate Justice
- The Census
- Health & Wellness
- SYEP Pride
- Public Safety
- Financial Literacy



Linking Passions with Career Exploration

A Younger Youth Chinese-American Planning Council participant, Belinda, was placed in an art-themed sector, where she explored topics that helped her expand her artistic skills, creativity, and appreciation for art.

Belinda and her cohort studied different pieces of artwork and learned about careers in art alongside creating an art mural for their summer experience.

Artwork by SYEP participant, Belinda



25,000+
Younger Youth
Participants

Earnings up to
\$700.00



Key Employer Partners 2024

Our aim is to provide young people in NYC with a range of job opportunities in various industries and sectors that align with their passions and career interests.

Business & Finance



- 125 Ventures Management
- Blackrock
- Bloomberg LP
- BNY Mellon Pershing
- Metropolitan Bank & Trust Company
- NYU Federal Credit Union

Technology



- Accenture
- Back Market
- Experis
- Google Code Next Lab
- Lyft HQ
- NY Tech Alliance
- The Information Lab
- All Star Code

Entertainment



- AMC Networks
- Madison Square Garden
- Mott Haven Film Festival
- Paramount
- Reel Works
- Schneps Media
- Staten Island Community Television

Healthcare & Medical



- American Italian Cancer Foundation
- NYC Health & Hospitals
- Emblem Health
- Maimonides Medical Center
- New York Presbyterian
- Department of Health & Mental Hygiene

**Greater New York
Hospital
Association
donated**

\$100,000

**to expand Ladders
for Leaders
internships in
healthcare**

Hospitality & Tourism



- 9/11 Memorial & Museum
- Luna Park, Coney Island
- New York Historical Tours
- SUMMIT One Vanderbilt
- The Nicotra Group
- Wildlife Conservation Society

Partner Highlights

Employer of the year: NYC Department of Health and Mental hygiene

The NYC Department of Health and Mental Hygiene (DOHMH) has been a valued partner of DYCD for many years.

Each year, they not only host interns, but also provide mentorship and create pathways to careers in health and government for SYEP participants.

Juanita Saldivar, Director of Employee Relations at DOHMH, has led the SYEP-DOHMH partnership for **over four decades**.

Juanita supports the numerous improvements made by DYCD that have enhanced the overall experience for both worksite supervisors and interns.

Many participants have continued their careers at DOHMH after their summer internships. For example, Tyrese Fitzalbert-Couchman (SYEP '23) is now working full-time in the DOHMH Human Resources office.

“

The DOHMH-SYEP partnership has been my baby for over 40 years and I've had a great time working with the young people it has served. SYEP is beneficial to youth and employers. It has taught me so much about building relationships in the workplace.”

–Juanita Saldivar, MPA, Director of Employee Relations, New York City Department of Health & Mental Hygiene



Engagement is key for a quality internship.

Juanita believes that supervisors should offer young people hands-on experience alongside full-time staff.

In the workplace, she prioritizes teaching life skills to participants. Juanita frequently organizes mental health check-ins and holds weekly professional development workshops for interns.

Expanding Employer Partnerships



This summer, we saw a notable increase in the number of participants placed at worksites across a variety of industries, including:

Animal Care
+72%

Hospitality/Tourism
+46%

Engineering + Construction
+132%

Marketing + Public Relations
+72%

Tech Spotlight

This summer, select participants had the incredible opportunity to earn Professional and Technical Development (PTD) hours by attending **weekly workshops at Google**.

During the program, they collaborated on innovative projects designed to leverage technology for social good. At the conclusion of the program, participants presented their projects, demonstrating their progress and creative solutions. PTD hours can be counted in place of traditional internship hours.

Connecting Youth To Their Career Interests

In the dynamic atmosphere of Bowery Dental, Ashanti quickly realized that her role involved more than just administrative tasks—she was immersed in the complexities of patient care, the inner workings of a healthcare team, and the operational processes of a successful dental practice.

Throughout her time in SYEP, Ashanti worked alongside professionals whose dedication to dental care and service only strengthened her interests to pursue a career where she could merge her passion for healthcare with her desire to make a difference in the lives of others.

Recognizing her potential and the value she brought to the team, Bowery Dental extended an offer to Ashanti to continue as an Office Assistant after the program ended.



SYEP Worksite Offerings

Sector: Private: 37% Public: 19% Nonprofit: 44%

Setting: In-Person: 78% Virtual: 7% Hybrid: 15%



Lyft has us covered!

For another summer, Lyft offered our SYEP participants a free 2-month Citi Bike® membership.

+129.6%

more memberships than last year

SYEP participants took over 22,000 rides for 726,000 minutes and covered 56,000 miles!

Lyft also hosted four SYEP participants from LaGuardia Community College, where they worked as community organizers promoting Reduced Fare Bike Share & Citi Bike.

Summer With the City

DYCD is proud to strengthen its ongoing partnerships with sister agencies and public sector partners, working together to advance our shared mission of creating a safer city.

NYCPS Office of Food & Nutrition Services (OFNS)

This summer, OFNS welcomed 200 SYEP participants to support school food initiatives across nearly 80 sites.

The department also organized weekly career exploration events for their interns, including tours of Essex Market and the Department of Sanitation's composting facilities, alongside panels and workshops in culinary arts and food justice.

These events helped participants explore careers and key topics in food advocacy, urban farming, and the connection between food, personal health, and planetary well-being.



10,000+

Participants placed across more than 60 city agencies

Read More



NYCP
ronx Borough President's Office Brooklyn Community Board
Civilian Complaint Review Board Department of Probation
Brooklyn Public Library Department of Transportation Dep
of Citywide Administrative Services Department of Social
Design & Construction Brooklyn Gardens NYC DOHMH FDNY
t of Environmental Protection Department of Finance Depa
ent of Buildings Kings County District Attorney's Office Dep



Women Forward NYC

DYCD supported the Mayor's Office in launching Women Forward in 2024. The action plan addresses gender disparities, and connects women to professional development and higher-paying jobs. This helps break down barriers to healthcare, reduce violence against women, and provide holistic housing services.

Key SYEP employer partners are committed to providing women with new internship opportunities and career exploration events in nontraditional roles and industries. This includes transgender and gender expansive New Yorkers. More than 300 SYEP participants have been served.

Special Shoutout to:

- The Real Estate Board of New York
- Con Edison
- Intrepid Museum
- BioLabs@NYULangone
- Hertz

“

New York City leads in so many ways, but today's announcement [on Women Forward] is an opportunity to model for the entire country what true gender equity can — and should — look like.”

—Ana J. Almanzar, NYC Deputy Mayor for Strategic Initiatives

SYEP PRIDE



4,800+
Youth Served
through SYEP
Pride!

“SYEP Pride has shown me all the different people that make up the LGBTQIA+ community. It also has shown me how **we can all be united** by our troubles. Even through all the pain and suffering we experienced, **we are still human.**”

- SYEP Pride Participant

DYCD and the NYCUnity Project are proud to have established SYEP Pride. It provides supportive job opportunities for LGBTQIA+ youth. Additionally, the program provides training and support for employers to provide **holistic and welcoming early career opportunities.**

SYEP PRIDE Events

This summer, our employer partners helped us host numerous career enrichment events as part of SYEP Pride. Attendees explored career pathways across various industries and built new connections with employees who share similar experiences in the LGBTQIA+ community.

- Republic Records • LGBT VC • Fendi • Disney • Playbill
- Prime Content • Google • Swiss Institute • Blackstone

Paving the Way to Top Careers

Ladders for Leaders, one of our standout programs, equipped **1,258** high-achieving NYC youth with 30 hours of pre-employment training and connected them to prestigious internships at top companies.

The Group Effort Initiative (GEI) is a nonprofit organization founded by **Ryan Reynolds** in 2020 to address racial disparities in the media and entertainment industry.

Since its inception, GEI has partnered with the City of Los Angeles to create internship opportunities for young people with major entertainment companies like Sony Pictures, Disney, and FilmNation Entertainment.

This year, GEI expanded its efforts to New York City, helping youth step into the spotlight through partnerships with SYEP and Ladders for Leaders.

GEI facilitated placements at renowned companies such as Sony, AMC Networks, and other key players in the entertainment industry.

“

With Ladders for Leaders, Sony Pictures Television – Nonfiction & The Intellectual Property Corporation (IPC) have found an exciting new partnership. Not only have we introduced young learners to the unscripted production industry, but we have also helped to build strong bonds and relationships as they pursue their careers in television production. Our interns, in turn, have shown us a fresh perspective, a joyful workplace, and a stronger community involvement.”

– Rachel Dax, Executive Vice President, Production, Sony Picture Television – Nonfiction and Co-President of Sony Pictures Television-backed, The Intellectual Property Corporation (IPC)



Career Exploration Events



Career exploration events provide SYEP participants with a deeper understanding of their preferred work environment, career interests, and the current job market. DYCD has collaborated with industry-leading organizations to offer a variety of career exploration opportunities, including office tours, career panels, and work readiness workshops, reaching over 4,000 attendees.

70+
Events
Hosted

- Careers in Social Justice
- NYPD Career Day
- DOT Maritime Careers
- Lifeguarding in NYC
- REBNY Financial Literacy
- Universal Music Group
- Republic Records
- Blackstone
- ABC News Panel
- Disney
- Swiss Institute
- Snapchat
- City Hall Tours



Overwhelming Satisfaction



94%

of Younger Youth were satisfied or very satisfied with their overall project-based learning experience

92%

of Older Youth participants were satisfied or very satisfied with their overall experience

88%

of participants surveyed indicated they have a better understanding of money management post-SYEP

In Every Corner of the City

SYEP would not be the same without our 65 unique community partners! Check them out below:

BROOKLYN

Beam Center, Inc., Boys & Girls Club of Metro Queens, Inc., Young Men's Christian Association of NY, Bridge Street Development Corporation, Brooklyn Bureau of Community Services, Brooklyn Neighborhood Improvement Association, CAMBA, Catholic Charities Neighborhood Services, Inc., Center for Family Life in Sunset Park, Chinese-American Planning Council, Community Counseling and Mediation, Council of Jewish Organizations of Flatbush, Inc., Cypress Hills Local Development Corporation, Edith & Carl Marks Jewish Community House of Bensonhurst, Good Shepherd Services, Grand Street Settlement, Inc., Hebrew Educational Society of Brooklyn, Henry Street Settlement, Inc., Infinity Educational Programs, Inc., Italian-American Civil Rights League, New York Center for Interpersonal Development, Police Athletic League, Research Foundation – Medgar Evers College, RiseBoro Community Partnerships, Sesame Flyers International, Inc., St. Nicks Alliance Corporation

BRONX

ASPIRA of New York, Inc., Bronx Works, Inc., Catholic Charities Community Services, Children's Arts & Science Workshops, Inc., Community Association for Progressive Dominicans, DreamYard Project, Inc., ExpandedED Schools, Inc., Global Kids, Inc., Good Shepherd Services, HANAC, Inc., Kips Bay Boys & Girls Club, Mosholu Montefiore Community Center, Inc., Phipps Neighborhoods, Roads to Success INC., Simpson Street Development Association, Inc., SoBro Overall Economic Development Corp., The Children's Aid Society, United Activities Unlimited, Woodycrest Center for Human Development, Young Men's Christian Association of NY

STATEN ISLAND

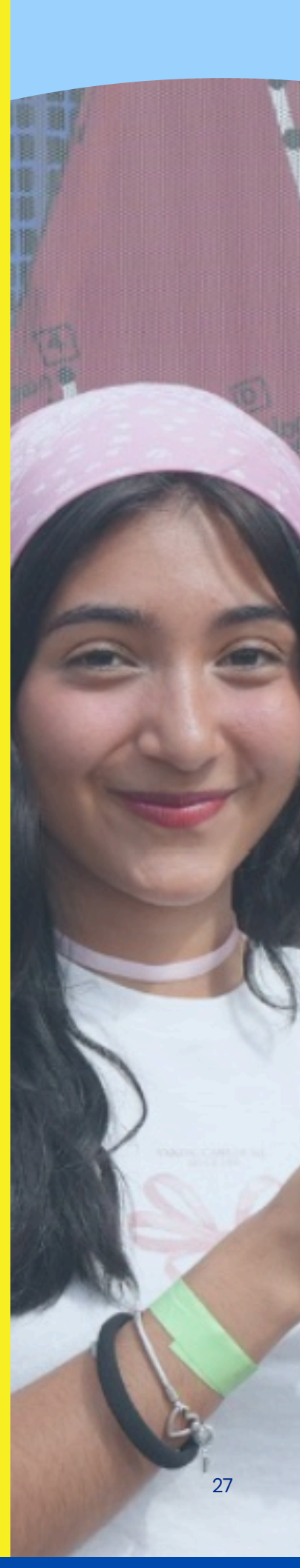
The Children's Aid Society, United Activities Unlimited, New York Center For Interpersonal Development

QUEENS

Catholic Charities Neighborhood Services, Inc., Chinese American Planning Council, Council of Jewish Organizations of Flatbush, Inc., Greater Ridgewood Youth Council, Hellenic American Neighborhood Action Committee, Police Athletic League, Queens Community House, Inc., Research Foundation-LaGuardia Community, Rockaway Development & Revitalization Corp., Samuel Field YM & YWHA, INC.

MANHATTAN

Catholic Charities Community Services, Archdiocese of NY, China Manpower Project, Inc., Chinese American Planning Council, Community Association of Progressive Dominicans, El Barrio's Operation Fightback, Henry Street Settlement, Inc., Inwood Community Services Inc., Police Athletic League, Roads to Success, INC., The Children's Aid Society, Young Men's and Young Women's Hebrew Association of Washington Heights & Inwood, Inc.





City	\$205.3 million
State	\$28.5 million
Federal	\$5.9 million

\$239.7M
Total Budget

P.A.L.A.N.T.E.

People Against Landlord Abuse & Tenant Exploitation



Join us for SYEP 2025!

New York City residents between the ages of 14 and 24 should visit DYCD's website for more information:

nyc.gov/SYEP

Interested in hosting NYC youth next summer?

Visit: nyc.gov/hirenycyouth

NYCTM
Department of
Youth & Community
Development