

COMMITTEE ON YOUTH SERVICES

1

CITY COUNCIL
CITY OF NEW YORK

----- X

TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON YOUTH SERVICES

----- X

October 8, 2019
Start: 10:16 a.m.
Recess: 12:31 p.m.

HELD AT: Committee Room - City Hall

B E F O R E: Deborah L. Rose,
Chairperson

COUNCIL MEMBERS:

Margaret S. Chin
Mathieu Eugene
Andy L. King
Farah N. Louis

COMMITTEE ON YOUTH SERVICES

2

A P P E A R A N C E S

Andre White

Deputy Commissioner for Workforce Connect

Daphne Montanez

Assistant Commissioner for Workforce Connect

Lazar Treschan

Here to Here

Alicia Guevara

Big Brothers Big Sisters

Frederick Watts

Police Athletic League

Marcel Braithwaite

Police Athletic League

Suzette Boddie

Core Services Group

Jesse Laymon

New York City Employment and Training Coalitions

Caroline Iosso

Opportunities for a Better Tomorrow

Lindsey Dixon

Urban Assembly

Brian Chen

Chinese American Planning Council

Dr. Kim McLaughlin

United Activities Unlimited, UAU

David Calvert

Youth Build NYC Collaborative

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

COMMITTEE ON YOUTH SERVICES

3

J.T. Falcone
U&H

1
2 CHAIRPERSON ROSE: [GAVEL] Good morning. This
3 hearing is now called to order. So, I want to say
4 now that we're on the record, I want to say good
5 morning again and I want to thank all of you for
6 coming to this hearing.

7 My name is Council Member Debbie Rose and I am
8 the Chair of the Committee on Youth Services and
9 today, we are conducting an oversight hearing on
10 youth employment opportunities and programming.

11 In addition to oversight, we will be hearing
12 Intro. 1474 which is sponsored by Council Member
13 Ritchie Torres. Which would establish a universal
14 youth employment program.

15 I would like to thank our Speaker Corey Johnson
16 for his commitment to the youth of New York City. I
17 would also like to thank the young people themselves.
18 Our youth advocates, program providers and all those
19 who have come to testify today.

20 And finally, I would like to acknowledge my
21 colleagues who have joined us this morning. My
22 fearless and faithful Council Member Louis. Youth
23 employment is an extremely and we better be joined by
24 some other members soon.

1
2 Youth employment is an extremely important issue,
3 not just in New York City but within our nation.
4 Study after study demonstrates that exposure to the
5 work force at a younger age can reap lifelong
6 benefits such as a higher paying job as an adult,
7 increase self-esteem, higher school attendance rates,
8 increased academic engagement and the promotion of
9 key developmental assets.

10 Youth employment has also been shown to have a
11 profound societal impact. Such as the reduction of
12 crime and overall betterment of communities. But I'd
13 also like to share with you how youth employment has
14 made a profound impact on me personally.

15 As a young girl growing up in Staten Island, and
16 my staff had put what years they were, I'm not going
17 to say them. Just as a young girl, I didn't always
18 have a plan for my future or know exactly how to get
19 there. At the age of 14, I applied for and I was
20 lucky enough to be accepted into the summer youth
21 employment program or SYEP. One of the very programs
22 that we will be hearing a lot about today.

23 My job through SYEP forced me to reach beyond my
24 immediate neighborhood and expand my knowledge of the
25 Staten Island community where I was paid to help

1
2 conduct surveys about issues that my fellow Staten
3 Islanders cared about. This experience helped forge
4 my life's work as a community organizer activist and
5 fighter for things that I believe in. It led me to
6 serving on the Community Board for 28 years because
7 of the things I found out when we conducted that
8 survey. This experience was life changing. I
9 believe indeed that it reinforced my desire to work
10 in a role where I could be of service to my
11 community. And I sit before you now as the first
12 African American elected to political office in
13 Staten Island in part because of SYEP. The
14 foundational information and impact that it had on me
15 and I am really thankful for that opportunity.

16 But I am but one example of why it is so
17 incredibly important for all youth seeking a job in
18 New York City to have a job. Especially those who
19 lack connections to the Oh Boy Network or who come
20 from circumstances that make it more difficult for
21 them to access the labor market.

22 That is the goal of Intro. 1474 by Council Member
23 Ritchie Torres and I support that goal as one of the
24 co-sponsors of this bill. A champion, a discussion
25 about Intro. 1474 and how we as a city can accomplish

1
2 these objectives because youth employment should not
3 just be a program, it should be a right.

4 As you know, the Department of Youth and
5 Community Development DYCD is the city's lead agency
6 in facilitating workforce development programs and
7 employment opportunities for youth age 14 to 24.

8 Through Workforce Connect, DYCD coordinates six
9 main programs that provide youth with work experience
10 and applicable skills. These programs include SYEP,
11 of which I am a proud alumni. They also include New
12 York City Ladders for Leaders, Train and Earn, Learn
13 and Earn, Intern and Earn and Work, Learn and Grow.

14 As each program represents a different population
15 of need, DYCD's expansive list of programming office
16 youth in New York City with a wide array of
17 employment opportunities, but is this enough?

18 How many youth are we turning away from these
19 programs and what more can DYCD do to meet the
20 employment needs of our youth. The Council has
21 ardently fought for SYEP slots in the past budgets
22 and we know that the system is not always perfect.
23 However, we work together to ensure that youth have
24 the opportunities that they deserve so the city as a
25

1
2 whole can move forward towards a more positive
3 future.

4 At today's hearing, I would like to get answers
5 to these questions and gain a deeper understanding of
6 each of these employment programs. The components
7 that make them effective and how these programs can
8 be improved. In addition, I would like to hear from
9 the providers and our youth themselves about their
10 experiences with these programs.

11 And finally, I'd like to have a constructive
12 conversation about Intro. 1474. I would like to take
13 this opportunity to thank my staff, Isa Rogers,
14 Christian Revelo, Christine Johnson and my Committee
15 Staff Paul Sinegal, Kevin Kotowski, Michele Paregrin
16 and Elizabeth Arts on the work that they have done to
17 prepare us for this hearing, and I would now like to
18 have the Council swear in our officials.

19 COUNCIL CLERK: Please raise your right hands.
20 Do you affirm to tell the truth, the whole truth, and
21 nothing but the truth in your testimony this morning
22 and to respond honestly to Council Members questions?

23 PANEL: Yes.

24 COUNCIL CLERK: Can you please state your names
25 for the record?

1
2 The recommendations included: Strengthening
3 connections between SYEP providers and public high
4 schools to improve in school career development for
5 young people; serving younger youth through career
6 exploration and project based learning experiences
7 and enhancing support services including pre-program
8 orientation and counseling to out meet the unique
9 needs of vulnerable population.

10 Based on these recommendations, last October DYCD
11 issued three RFPs that included eight program
12 options. These program options were designed to meet
13 the needs of the next generation of New York City
14 talent by transforming the way young people
15 experience and connect their interest in career
16 option; expanding their options for career
17 exploration and onramps into the program. By
18 providing both structured project and work-based
19 learning opportunities, New York City Youth are
20 better prepared for careers of the future by
21 including school-based opportunities, SYEP helps
22 young people understand the importance of their
23 education to future careers.

24 By intentionally reaching out to the most
25 vulnerable of our city's youth, SYEP provides work

1
2 experience with wrap around support that they need to
3 get the most out of their experience. As always,
4 employers can tap into expanding pipeline of talent
5 and hire job ready summer employees to increase
6 workforce diversity and fill critical gaps in their
7 organizations.

8 To implement these programs, this past summer,
9 DYCD offered 195 awards to 6-7 unique providers
10 including 23 new providers. Doubling the number for
11 awards from the previous SYEP RFP. To get the
12 programs up and running, DYCD staff from across the
13 agency provide the trainings in a variety of areas
14 such as work side development, project-based
15 learning, and program implementation.

16 DYCD also provided extensive technical assistance
17 as needed to providers. The results speak for
18 themselves. Despite the application period being
19 later than usual, we received 151,000 applications.
20 Due to baseline and early additional funding through
21 negotiations within the Council and the Mayor's
22 Office, SYEP budget was a record \$166.5 million.
23 This allowed us to enroll nearly 75,000 young people
24 despite an increase in minimum wage to \$15.00 and
25 higher costs associated with our new program model.

1
2 We engage 15,576 youth ages 14-15 in over 800
3 structure project and work base learning
4 opportunities. 57,820 older youth were employed at
5 13,157 work sites. Of these, 43 percent were in
6 private businesses. This summer we saw a record
7 payroll of \$112.3 million.

8 One of the highlights of our program this summer
9 was our first DYCD DF Action held on August 13th.
10 This event was designed to celebrate and showcase
11 SYEP's new approach in gauging 14- and 15-year old's
12 with a focus in career exploration and project-based
13 learning.

14 Nearly 1,000 young people ages 14 and 15 explore
15 the range of issues in their communities from
16 census education to voter registration to
17 environmental justice. And the DF Action performs
18 skits and songs, they shared video's and their
19 accomplishments. The workshops were all well
20 attended and gave young people the opportunity to
21 learn about each other's accomplishments where
22 hearing special presentation.

23 Discrimination laws from the City Commission on
24 Human Rights and international issues from UNISEF, so
25 that you could see what this DF Action meant to the

1
2 participants, we have a short video for you to view
3 now.

4 VIDEO PLAYING 18:05- 22:53

5 Wasn't that a great video?

6 CHAIRPERSON ROSE: Oh, this is a great hearing.
7 We have background music; we should play it
8 throughout. Thank you.

9 ANDRE WHITE: This summer has demonstrated just
10 how vital SYEP is helping young people getting work
11 experience, explore careers, build skills and prepare
12 for their future.

13 With this Administration and the City Council
14 Commitment and SYEP, together we have made incredible
15 progress. DYCD brings our brings our expertise in
16 Youth Workforce development programming into a number
17 of other initiatives as well, which I will briefly
18 highlight.

19 Work, Learn and Grow; as you know, the Work,
20 Learn and Grow programs allows young people enrolled
21 in SYEP and are currently in school to build their
22 summer experience with additional career readiness
23 training and pay employment opportunities during the
24 school year. And we appreciate the Council's
25 continued partnership on this program.

1
2 This year, we anticipate a total of 4,330 slots
3 with 300 slots allocated to our [INAUDIBLE 24:42]
4 partners as a part of the cure violence initiative
5 and the remaining slots allocated to SYEP providers.

6 All SYEP providers who serve older youth
7 participants were given the opportunity to opt into
8 Work, Learn and Grow this year. 49 out of the 61
9 eligible providers opted into Work, Learn and Grow
10 this year compared to 33 last year.

11 Learn and Earn; DYCD also runs the workforce
12 innovation and opportunity act fund and learn and
13 earn program formally known as the in-School Youth
14 Program.

15 Learn and earn is designed to help high school
16 juniors and seniors graduate from high school and
17 prepare them for employment and post-secondary
18 education. Participants receive a combination of
19 academic support, career exploration activities and
20 assistance with post-secondary education planning and
21 paid summer work experiences.

22 The program also supports participants with
23 guidance and counseling, stipends, leadership
24 development activities and follow up services.

25 Participants receive up to two years of services and

1
2 a year follow up depending on their educational
3 status.

4 Youth programs that must meet federal and state
5 performance standard for placement and
6 degrees/certificate attainment. In FY 2020, over one
7 thousand youth will be served with a budget of \$4.9
8 million.

9 Advance and Earn; for opportunity youth, DYCD
10 program works to provide a comprehensive service, we
11 know that they need. As we speak, DYCD is running
12 orientation for a brand-new advance and earn program
13 for the six organizations that were awarded
14 contracts.

15 In May 2019, DYCD released the advance and earn
16 RFP which presented a major redesign of the New York
17 City funded Young Adult Literacy program as well the
18 Intern and Earn program.

19 Through an innovative career pathway approach,
20 this new model aims to accommodate opportunity to
21 youth at different stages of skill development and
22 provide them with short term outcomes as well as the
23 skills and tools necessary to achieve long term
24 career success.

1
2 Advance and Earn is budgeted at \$13 million
3 annually with services starting in February for major
4 participants.

5 Train and Earn; formally known as OSY. DYCD
6 Train and Earn program, formally known as OSY youth
7 program is a federally funded short-term career
8 pathway program for low income youth ages 16-24 who
9 are not working and not in school. And Train and
10 Earn provides job training in employment services
11 along with the comprehensive support services needed
12 by participants to obtain employment or enter post-
13 secondary education or training. It's funded at
14 \$14.9 in FY 2020 to serve nearly 1,300 participants.

15 Intro. 1474, we're proud of the work we have done
16 with the Council that provide our community and other
17 stakeholders to expand our ability to offer young
18 people high quality work experiences in career
19 preparation activities both in school and throughout
20 the school year.

21 We are dedicated in our commitment towards
22 providing New York City youth with meaningful work
23 experience and we appreciate the intent of Intro.
24 1474 in meeting that goal.

1
2 As our experience in developing the most recent
3 SYEP and Advance and Earn RFPs, demonstrate this work
4 takes time to make sure we get it right. We would
5 like to have further conversations with the Council
6 about the intent of the bill balance with an
7 understanding of the capacity for a workforce
8 provided community, as well as employers to further
9 expand services.

10 Thank you again for allowing us to testify and we
11 welcome any questions you may have.

12 CHAIRPERSON ROSE: Thank you. Thank you for your
13 testimony and I want to thank you for the lively
14 video. If anybody was feeling a little sleepy, I'm
15 sure it woke them up. I'm glad that you missed
16 queue, it kind of really perked us up in
17 anticipation.

18 So, again, I thank you for being here and we
19 talked about you know, youth employment and workforce
20 development. Has DYCD studied how youth employment
21 impacts New York City as a whole?

22 ANDRE WHITE: I think at DYCD, we are very
23 committed to ensuring that our programs are really
24 grounded in evidence based practices and what we have
25 done over the years, we have worked very closely with

1
2 New York City opportunity to look at data in terms of
3 labor market information, type of best practices and
4 promising practices that could be implemented to get
5 better outcomes for our participants.

6 At DYCD we have a very established research and
7 evaluation team, which was implemented maybe a year
8 ago. We've been working very closely with them to
9 make sure that where the decisions are made are based
10 in evidence.

11 I think what is important to us at DYCD is that
12 we're setting up young people to be successful and
13 what ever that takes, whether it's piloting programs,
14 talking to our providers to make sure that we
15 understand what's going on on the ground, talking to
16 researchers, we're actually connecting data and also
17 talking to providers.

18 CHAIRPERSON ROSE: So, is there any way that you
19 sort of track or follow young people who have
20 participated in your youth development and the
21 employment programs?

22 ANDRE WHITE: Absolutely, within the portfolio
23 which are the two programs I just described Learn and
24 Earn and Train and Earn, young people are offered one
25 year of services and a year of follow up. Similar to

1
2 our Intern and Earn program, once they exit the
3 program, there is nine months of follow up to make
4 sure that they are getting the support services that
5 they need to connect them to a job or to connect them
6 to some sort of educational program.

7 And so, there's indeed follow up services to make
8 sure that young people keep on task and keep on the
9 right path to being successful.

10 CHAIRPERSON ROSE: Thank you. Are these youth
11 employment programs accessible to undocumented youth?

12 ANDRE WHITE: currently, unfortunately, they are
13 not. We do understand that undocumented youth should
14 have an opportunity to work but as you can imagine
15 the legal complexity that comes with that, that's
16 being quite challenging for this administration.

17 For many years, we've been researching this
18 particular topic and we're still trying to determine
19 what is the best way to approach this. As you know,
20 within youth employment, it requires employment
21 authorization by the federal government. These are
22 state laws that we have to abide by. And
23 unfortunately, right now, there is no way around
24 that. There is also some complications around the
25 banking laws, right, after 9-1-1 as you know, the

1
2 Patriot Act was released which connected to the KYC
3 law, which is Know Your Customer law which required
4 to really identify folks who are actually in legal
5 status to be able to use certain banking products.

6 So, I just threw a lot at you, but as you can
7 imagine it's quite a complicated issue and we're
8 still trying to figure out how to approach it.

9 CHAIRPERSON ROSE: Would NYIDNYC be – wouldn't
10 that be helpful in terms of providing some of the
11 information that would be required?

12 ANDRE WHITE: Yes, I think you know, as many
13 experts we could get around the table to really
14 brainstorm and trouble shoot, you know, we have had
15 conversations with the law department, we've had
16 conversations with folks out in MOYA. So, again,
17 we've done our due diligence and we are coming up
18 against some roadblocks, as you can imagine, because
19 of the laws. And we're still willing and committed
20 to figure out the alternative ways if possible, at
21 all to make sure that this population is served as
22 well.

23 CHAIRPERSON ROSE: So, in the absence of being
24 able to provide undocumented youth with jobs, do you

1
2 provide referrals or other options to other may be
3 agencies or other sources of employment?

4 ANDRE WHITE: Right, so particularly within the
5 SYEP program, as you know, a large percentage of the
6 slots are lottery based. On our website every
7 spring, we launch what's called an SYEP alternative
8 opportunity listing for those young people who were
9 not selected from the lottery.

10 And essentially what it is, is a list of 30 or so
11 opportunities, job opportunities, internship and
12 volunteer opportunities and for those young people
13 who are not documented, they are able to take
14 advantage of the volunteer opportunities.

15 CHAIRPERSON ROSE: They volunteer, okay, but
16 nothing paid?

17 ANDRE WHITE: Not right now, correct.

18 CHAIRPERSON ROSE: Okay, so you did mention that
19 you're taking step to try to figure out how to
20 address undocumented youth in terms of programming
21 for them, job opportunities.

22 ANDRE WHITE: Right, correct, we're looking at
23 the law and see exactly what can be done, if at all
24 anything.

1
2 CHAIRPERSON ROSE: Okay. So, you received a
3 total of 150, 030 applications for SYEP?

4 ANDRE WHITE: Correct.

5 CHAIRPERSON ROSE: And do you have a copy of the
6 chart – of this chart? Do you they have copy of this
7 chart? Oh, okay, so you provided us with the numbers
8 of applications that you receive for each of your
9 community-based programs; Ladders for Leaders, School
10 Based, Vulnerable Youth, New York City Map, I mean,
11 NYCHA Map, SYEP NYCHA, Sector Focus, DOE, Cure
12 Violence and SYEP CUNY.

13 Could you break those down for us in terms of how
14 many were served, 14-15 population and the 16-24?

15 ANDRE WHITE: Sure.

16 CHAIRPERSON ROSE: Okay. So, you want to start
17 with Community Based?

18 ANDRE WHITE: Yes, are you looking for the
19 application number as well, or only the enrollment
20 number?

21 UNIDENTIFIED: Just the enrollment.

22 CHAIRPERSON ROSE: Enrollment.

23 ANDRE WHITE: Enrollment, Community Based younger
24 youth ages 14-15, 15,576. Older youth, 58,877.

1
2 Ladders for Leaders, it's only older youth,
3 1,173. Career Ready, which is the school-based
4 option, younger youth 1,903, older youth 4,406.
5 Vulnerable youth, younger youth 907, older youth
6 3,152. NYCHA Map, younger youth 983, older youth
7 1,978. Sector focus which is primarily older youth
8 748. Cure Violence, younger youth 73, older youth
9 225. And I think I covered it all, right?

10 CHAIRPERSON ROSE: And did you do DOE?

11 ANDRE WHITE: Yes, that's school-based career
12 ready.

13 CHAIRPERSON ROSE: Oh, okay, and could you just
14 give us those numbers then for school-based DOE?

15 ANDRE WHITE: Sure, younger youth 1,903, and for
16 older youth 4,406.

17 CHAIRPERSON ROSE: Okay, and SYEP CUNY?

18 ANDRE WHITE: And for SYEP for CUNY, it's all
19 older youth, 1,021.

20 CHAIRPERSON ROSE: Okay, for each of the above,
21 could you provide the number of SYEP job sites or no,
22 not for each of the above. Just, could you provide
23 the number of SYEP job sites disaggregated by name
24 and the number of youth working at each site?
25

1
2 ANDRE WHITE: We could, we could definitely
3 provide that, that's going to take some deep analysis
4 and that's going to take us some time, but we could
5 absolutely get that to you.

6 CHAIRPERSON ROSE: Okay. How many SYEP job sites
7 do you have?

8 ANDRE WHITE: 13,157 total sites for this summer.

9 CHAIRPERSON ROSE: And what types of – or how
10 many different work sector areas are you involved
11 with in SYEP?

12 ANDRE WHITE: Yeah, so we have a number of
13 sectors, right. I think what is important to
14 understand is we encourage our providers to develop
15 job opportunities in conjunction with a career path
16 with sectors.

17 So, keeping that in mind, we also have services,
18 I'm sorry, jobs in the social service realm of care,
19 government agencies, Daycare Day Camp, which is a big
20 part of the older youth placements, retail and arts
21 and recreation.

22 CHAIRPERSON ROSE: Which of these sectors has the
23 most participants and which has the least?

24 ANDRE WHITE: So, right now, Day Care Day Camp,
25 we have as much as 16,000 young people placed in

1
2 those sites and the least is 95 [inaudible 44:13] 6-8
3 young people placed in that particular sector.

4 CHAIRPERSON ROSE: In light of all the climate
5 change talk and things, are we encouraging youth or
6 what areas are we encouraging youth, like green jobs,
7 government, culinary, farming, urban farming?

8 ANDRE WHITE: Yeah, when the young folks apply to
9 SYEP on the application, we are very specific about
10 understanding what their career interests are, right.
11 You know, I think it's important to match young
12 people to careers that they want to explore.

13 So, it ranges from sector to sector, industry to
14 industry. In terms of green jobs, this summer, we had
15 over 150 work sites within that sector and over 2,436
16 young people that were placed in green jobs.

17 We had young people working at New York Botanical
18 Gardens. Some of them were urban agriculture
19 assistants. You know, so as you can imagine, when we
20 develop jobs, you want to make sure that this is what
21 the young people have an interest in.

22 So, we're very, very intentional about that. We
23 just don't want to attach a young person, we want to
24 move away from the rapid attachment mentality where
25 you get a summer job, we give you a job because you

1
2 want a job. But understanding what is it that you
3 want to do long term and how can we provide those
4 experience to you during the summer.

5 CHAIRPERSON ROSE: Are we providing them with the
6 opportunities for tech jobs?

7 ANDRE WHITE: We do. I will say that's a field
8 that's a little bit difficult to penetrate. What we
9 do recognize with other tech companies, there is a
10 lot of interns that are willing to take a volunteer
11 and not paid experiences with them and a lot of them
12 are smaller startups, right. And unfortunately, they
13 just don't have the capacity in the staff to
14 supervise these young people.

15 So, that's a field that's been really quite
16 difficult for us to develop, but what we have done on
17 the project-based learning side for younger youth is
18 to make sure that there is a lot of technology that's
19 infused into the projects that young people are
20 working on.

21 CHAIRPERSON ROSE: I would think maybe your
22 Ladders for Leaders program might be a good source
23 for interns.

24 ANDRE WHITE: Yeah, we absolutely have a few
25 sites in the Ladders for Leaders bucket, but I

1 wouldn't say it's a whole lot of tech companies.

2 It's a lot more financial companies and a few
3 marketing folks that are really within the Ladders
4 portfolio.

5
6 CHAIRPERSON ROSE: Starting this year, SYEP
7 offered younger youth age 14-15 a stipend of \$700 for
8 project-based experience guided by 90 hours of
9 instruction. Receipt of full stipend is contingent
10 upon a certain criteria. What is that criteria, the
11 criteria that determines younger youth receiving the
12 full stipend?

13 ANDRE WHITE: So, before we implemented the
14 younger youth model this summer, we did a series of
15 pilots and what we did because again, data helps us
16 inform decisions that we're making.

17 So, in previous years, we recognize an 80 percent
18 attendance rate is what we've seen across all the
19 pilots that we have done. So, we apply that to the
20 current model. So, essentially young people over the
21 15 hours that they are required to work, they need to
22 show up for a minimum of 12 hours to be paid their
23 stipend.

24

25

1
2 CHAIRPERSON ROSE: How many of the younger youth
3 participants actually received 100 percent of that
4 stipend?

5 ANDRE WHITE: So, participation is important to
6 us and I think for us, we wanted to ensure that young
7 people showed up, right. They were very engaged in
8 their projects and they were learning, and they were
9 having meaningful experiences.

10 So, the stipend was that caret, right to make
11 sure that they showed up week after week and I'm
12 really excited to tell you that the average
13 participation rate from week to week was 95 percent.

14 CHAIRPERSON ROSE: 95 percent actually received
15 the full stipend based on their attendance?

16 ANDRE WHITE: On average, yes, and I could break
17 that down for you.

18 CHAIRPERSON ROSE: Can you give us a number?

19 ANDRE WHITE: I'm sorry.

20 CHAIRPERSON ROSE: Can you give us a number, what
21 does that represent?

22 ANDRE WHITE: I can give you percentages.

23 CHAIRPERSON ROSE: You can't give me actual body
24 count?

25 ANDRE WHITE: I could, I could.

1 CHAIRPERSON ROSE: Okay.

2 ANDRE WHITE: So, week one, we paid almost 13,000
3 young people and that was consistent all the way
4 through week five and then week six we saw a drop of
5 two maybe around 11,000.
6

7 CHAIRPERSON ROSE: 11,000, out of a total number
8 that was enrolled?

9 ANDRE WHITE: Yes.

10 CHAIRPERSON ROSE: What was the total number
11 enrolled?

12 ANDRE WHITE: 15-

13 CHAIRPERSON ROSE: 15-

14 ANDRE WHITE: Yeah, 15,746.

15 CHAIRPERSON ROSE: Okay, what was the total value
16 of the stipends that were paid out?

17 ANDRE WHITE: You are asking me the total amount

18 -

19 CHAIRPERSON ROSE: The total amount of money that
20 was paid out.

21 ANDRE WHITE: I want to say it's over \$8 million
22 that we actually paid out in stipends, and I am
23 correct, yes. It's \$8.2 million that were actually
24 paid out in stipends and \$103 million in wages.

25

1
2 CHAIRPERSON ROSE: So, you know that one of the
3 issues that the community groups and young people
4 objected to this particular initiative was because it
5 represented a reduction in the amount of money that
6 young people who economically would need the money
7 would get.

8 Are you looking at evaluating that and maybe
9 increasing the amount of the stipend that young
10 people who participate in this program will receive?

11 ANDRE WHITE: I think we absolutely understand
12 the importance of SYEP being an experience that
13 provides supplemental income for the young people and
14 their families and we absolutely value that. But I
15 think what's more important to us is making sure that
16 we're setting up young people for the future for
17 work. Making sure that we are equipping them with
18 the skills and competencies that are necessary. And
19 that's something that you necessarily can't put a
20 dollar value on. You want to make sure that they are
21 as prepared as much as they can be for the labor
22 market and as you know, the nature and the future for
23 work is changing.

24 And now, we have a great opportunity to make sure
25 that we really zoom in focusing on those critical

1
2 thinking and ability skills that employers are
3 looking for and this reimagined SYEP allows us and
4 gives us an opportunity and I just don't think you
5 could put a dollar value on that.

6 CHAIRPERSON ROSE: But you did recognize the
7 value of that dollar amount because you used it as
8 caret to get them there.

9 ANDRE WHITE: Absolutely.

10 CHAIRPERSON ROSE: To participate.

11 ANDRE WHITE: Absolutely.

12 CHAIRPERSON ROSE: And so, I'm just concerned
13 because I was not an advocate for you know, that
14 particular model. I like the model, but you know,
15 the fact that young people and their families need
16 the help, the financial help. And so, it was my hope
17 that you would evaluate the value and we could have a
18 conversation about increasing the amount of the
19 stipend.

20 ANDRE WHITE: Okay.

21 CHAIRPERSON ROSE: What does that mean, yes?

22 ANDRE WHITE: Oh, yeah, we're more than happy to
23 have conversations about the younger youth model.

24 CHAIRPERSON ROSE: So, at budget time, we'll have
25 that conversation or prior to?

1
2 ANDRE WHITE: Again, I think before, and I'm not
3 opposed to young people making more money. That's
4 not the case that I'm trying to make. I think for
5 us, it's really about the experience and what young
6 people are walking away from.

7 I think before we start talking about making
8 significant changes to this model, we need to look at
9 what lessons were learned this summer and we're in
10 the process of conducting focus groups with other
11 evaluation teams. We're meeting with young people,
12 we're meeting with providers and I think to make
13 informed decisions, we need to look at the data and
14 we want to see what young people are saying, what
15 providers are saying.

16 And then, once we have all the information in
17 front of us, we could then evaluate different aspects
18 of the program.

19 CHAIRPERSON ROSE: So, you are collecting that
20 type of information then?

21 ANDRE WHITE: I'm sorry, what type? Are you
22 referring to -

23 CHAIRPERSON ROSE: All the valuative informative
24 you just stated.

25 ANDRE WHITE: Absolutely, right.

1
2 CHAIRPERSON ROSE: You are collecting that
3 information now, so that there could be a
4 conversation about it.

5 ANDRE WHITE: Right, there's a number of
6 indicators -

7 CHAIRPERSON ROSE: An informed conversation.

8 ANDRE WHITE: Absolutely.

9 CHAIRPERSON ROSE: Yeah, okay. Are you going to
10 develop an actual evaluation form that you could
11 share with us?

12 ANDRE WHITE: We could absolutely share the
13 results of the evaluation once it's completed.

14 CHAIRPERSON ROSE: Then could we see the form?

15 ANDRE WHITE: Yeah, absolutely, well, there
16 different instruments that we're utilizing, so we're
17 more than happy to share that with you.

18 CHAIRPERSON ROSE: Okay, okay, thank you. In
19 DYCD School Based Career Ready SYEP, what changes did
20 you implement?

21 ANDRE WHITE: Are you referencing-

22 CHAIRPERSON ROSE: In your career ready SYEP.

23 ANDRE WHITE: So, as you know, we piloted career
24 ready two years ago and I think for me what was
25 really special was the relationships that I saw

1 providers and principals really developed. They were
2 both very committed to making sure that they were
3 meeting young people where they are and ensuring that
4 whatever services that providers and principals were
5 bringing to the school is services young people could
6 benefit from.

7
8 This summer we saw over 6,000 young people
9 engaged in this option, both across younger youth,
10 older youth. I think it's only going to get stronger
11 as we develop employer partnerships and relationships
12 and also develop more hands on in interesting
13 projects for the young people.

14 CHAIRPERSON ROSE: What was the funding level for
15 the new RFP, which was released September 26?

16 ANDRE WHITE: So, there are two RFPs that were
17 actually released right. So, there was a Career
18 Ready RFP that was released and the Special
19 Initiatives RFP that was released.

20 For FY 2020 and 2021, right, so SYEP crosses
21 through fiscal year, we're looking at an average of
22 \$4 million. And for the special initiatives, we're
23 actually looking at \$321,000.

24 CHAIRPERSON ROSE: Okay. How many awards do you
25 anticipate giving out?

1
2 ANDRE WHITE: Typically, how the RFP process
3 works, once the applicant is deemed viable and we
4 have funding, we typically award contracts based on
5 the amount of funding we have.

6 CHAIRPERSON ROSE: I'm sorry?

7 ANDRE WHITE: Based on the amount of funding,
8 that's the number for awards we would typically
9 issue. For example, with School Based right now, if
10 you look at the RFP, there's 53 schools right. That
11 could potentially apply with a provider and then,
12 we're going to go down that list based on the number
13 of applicants and made those awards, if they're
14 viable.

15 CHAIRPERSON ROSE: And what were the changes to
16 the special initiatives program?

17 ANDRE WHITE: There are no changes, it's just an
18 expansion of last year's RFP.

19 CHAIRPERSON ROSE: Oh, okay, and which population
20 are you targeting for that Special Initiatives.

21 ANDRE WHITE: NYCHA, NYCHA Map and general NYCHA,
22 yeah.

23 CHAIRPERSON ROSE: Okay. Oh, I'd like to mention
24 that we've been joined by Council Member Chin. Hi
25 Council Member.

1
2 Work, Learn, and Grow from fiscal year 2019's 33
3 participating providers to fiscal year 2020's, 49
4 participating providers, how many slots did each
5 provider receive.

6 ANDRE WHITE: So, as I mentioned in my testimony,
7 there was methodology that was used to determine how
8 many slots providers receive. So, there were 61
9 eligible older youth providers, of which 49 opt into
10 Work, Learn and Grow.

11 We are budgeted for 4,330 slots and we
12 essentially looked at the number of people that
13 wanted to participate and divided that by the 4,330
14 and on average it was around 82 slots.

15 CHAIRPERSON ROSE: Around 82 slots.

16 ANDRE WHITE: Yes.

17 CHAIRPERSON ROSE: Per provider?

18 ANDRE WHITE: Right, but again, that's the
19 average and then once we spoke to providers in turn
20 make a pass of some providers because we're open and
21 honest about their capacity, so they took fewer slots
22 and there were some providers who could take on more
23 who ask for more.

24 CHAIRPERSON ROSE: How were the providers
25 selected?

1
2 ANDRE WHITE: We gave every provider an
3 opportunity to opt in. So, there was no short
4 application process. Unfortunately, in the midst of
5 SYEP, providers were running programs and Work, Learn
6 and Grow to be up and running September and the short
7 application process typically take anywhere from
8 three to four months. So, unfortunately, there was
9 no time this year.

10 So, to be fair and transparent, we gave each SYEP
11 provider the opportunity to participate if they
12 wanted to.

13 CHAIRPERSON ROSE: So, how many providers are
14 there in each borough?

15 ANDRE WHITE: For Work, Learn and Grow? So, the
16 Bronx, we have 10 providers, Brooklyn 18, Manhattan
17 10, Queens 10 and Staten Island 1.

18 CHAIRPERSON ROSE: And you know the most obvious
19 question is going to be, why is there only 1 in
20 Staten Island?

21 ANDRE WHITE: Again, when we were going through
22 the process of determining which providers wanted to
23 opt in, we gave the providers the ability to
24 determine where they want serve young people.

1
2 Within the SYEP portfolio, there's also the
3 Children's Age Society that serve young people in
4 Staten Island, they opted not to serve young people
5 in Staten Island. They opted to serve young people
6 in the Bronx.

7 CHAIRPERSON ROSE: So, if we're looking at this,
8 in terms of trying to be somewhat proportional and if
9 every program provider got an average of 81
10 enrollees, right. Could it be safe to say that
11 Staten Island should – despite the fact that they
12 have one provider, that they should have more than 81
13 participants in this program?

14 ANDRE WHITE: They actually have more than 81.
15 They actually have 102 slots. They are part of also
16 a pilot that we are testing, a concept that we are
17 testing for Work, Learn and Grow. So, they're
18 actually, Staten Island currently as the highest
19 allotment for Work, Learn and Grow along with four
20 other providers.

21 CHAIRPERSON ROSE: Are they the only provider
22 that will have more than 81 participants?

23 ANDRE WHITE: There are five other providers
24 that's a part of the pilot. So, they were given an
25

1
2 additional 50 slots and those folks will have 102
3 slots each.

4 CHAIRPERSON ROSE: Okay, and if the budget grew
5 above its current fiscal 2020 level of \$19 million
6 for programming, could these same 49 providers take
7 on more participants?

8 ANDRE WHITE: It's been a practice of ours to
9 really have dialogue with our providers to determine
10 capacity and what's doable.

11 So, I think for us, we'd have to go back to our
12 providers and have that conversation to determine if
13 the capacity is there.

14 CHAIRPERSON ROSE: Okay, and I just have one more
15 question, because I know my colleagues would like to
16 ask something and I'll come back to it.

17 How many participants are in Work, Learn and Grow
18 currently?

19 ANDRE WHITE: Enrollment stands at 4,034 slots.
20 We're still in the process of running lotteries. The
21 first day of the program was last Wednesday and we're
22 not fully enrolled yet.

23 As you know, it takes a few weeks even to get to
24 full enrollment.

1
2 CHAIRPERSON ROSE: So, then you wouldn't know
3 what the distribution numbers were citywide.

4 ANDRE WHITE: Not yet.

5 CHAIRPERSON ROSE: I'm going to yield for that,
6 my colleague could ask some questions.

7 COUNCIL MEMBER CHIN: Thank you Chair. Thank you
8 for your leadership on this. I have a couple of
9 questions. When you were talking about the program
10 for the younger youth and you were saying that from
11 like week one to week five, you see a steady number
12 of 13,000. And then all of a sudden by week six, it
13 went down to 11,000. That's like 2,000 youth that
14 did not show up at the program.

15 So, are you looking into why all of a sudden
16 there's a drop off towards the end of the program?

17 ANDRE WHITE: I think based on historical data
18 and historical context, this is a new model but
19 typically by week six, what we see a lot of parents
20 are preparing for the start of school and they're
21 taking summer vacations, right. So, they go down
22 south to see mommy and grandpa and granddad or the
23 kids just want a break from working. And that's
24 typical across both younger youth and older youth,
25

1
2 where there's a drop off by the last week of the
3 program.

4 COUNCIL MEMBER CHIN: Well, I think we should
5 really seriously take a look at that because from the
6 statistic that you provided, there was 150,000 people
7 that applied, right. That submitted applications and
8 we only had funding for 75,000.

9 So, half of the young people did not get the
10 opportunity. So, in terms of -

11 ANDRE WHITE: Actually, yes, we did have 150,000
12 applications but in order to fill 74,000 jobs, we
13 made offers, job offers to over 110,000 participants.

14 So, I think it's important to know that we
15 actually made offers to over 110,000.

16 COUNCIL MEMBER CHIN: Okay.

17 ANDRE WHITE: So, it's only maybe then 30,000-
18 40,000 young people that didn't get an opportunity to
19 work.

20 COUNCIL MEMBER CHIN: Okay, I mean that's good to
21 know. That's a big difference, otherwise it's like,
22 wow we only were able to have half the young people.

23 So, looking at all these statistics in the last
24 few years, because you know that the Council has been
25 advocating for universal SYEP and every year we've

1
2 been fighting to increase the number of
3 opportunities. So, is DYCD really looking at
4 expanding the capacity, so that we can meet that goal
5 that every youth that apply will be given an
6 opportunity?

7 ANDRE WHITE: We have definitely expanded the
8 provider pool. We have 23 new providers within the
9 portfolio. So, I think for us, it goes just beyond
10 the providers, right. We have to also look at the
11 labor market in New York City and to determining
12 whether or not we could develop over potentially
13 20,000 jobs for young people.

14 Currently, as it stands, I think providers do a
15 really good job of developing jobs within the private
16 and public sector, but it's not an easy feat and so
17 for us, we have to be mindful as we talk about
18 scaling up, whether the providers can indeed serve
19 the young people.

20 Are there enough employers that are willing to
21 take on young people during the summer. And my
22 concern there is an employer could raise their hand
23 and say, absolutely I will take a kid, I'm sorry, a
24 young person, but is it a meaningful job where young
25 people are actually developing the skills that we

1
2 want to see them develop. For us, it's about quality
3 versus quantity.

4 COUNCIL MEMBER CHIN: But are you engaging the
5 providers to really look at you know, that that's the
6 goal that we wanted to meet, and we really have to
7 consistently work towards that.

8 I mean, we here in the Council, we're supportive
9 but we also wanted to hear from DYCD and the
10 provider. How do we get there, so that we can
11 advocate for the funding you know, to increase the
12 number of opportunity every single year.

13 ANDRE WHITE: Yeah, I think providers are
14 willing. They're very passionate about this work,
15 they're committed to this work. I think the culture
16 has shifted a little bit in terms of the type of job
17 opportunities that we have presented to young people
18 and we're sort of moving away from that rapid
19 attachment mentality as I mentioned before.

20 I think because the unemployment rate is so low,
21 we've also seen providers struggle because obviously
22 a lot of small mom and pop businesses doesn't
23 necessarily need the help as much. So, again, we
24 could definitely have conversations with our
25 providers. We could come up with - which we have

1
2 done technical assistance around employer engagement
3 strategies in order to develop jobs that are
4 meaningful.

5 But again, we have to see exactly what that looks
6 like and what the New York City job market could
7 actually take.

8 COUNCIL MEMBER CHIN: Are you looking at - I
9 mean, we were talking about the different sectors.
10 Are you looking at the food sector? I mean we just
11 opened up an urban farm in my district and I know
12 that there are a lot of them across the city. Is
13 that sector, you know, are you engaging them to hire
14 youth to work during the summer?

15 ANDRE WHITE: Every possible type of job
16 opportunity that you could think of is actually a
17 part of our portfolio. Our providers are very
18 creative and innovative in terms of the job
19 opportunities that they try to provide.

20 So, we do have urban farms in our portfolio and
21 last year we went out to one in Staten Island. So,
22 again, we try to diversify as much as we can. It's
23 really about the capacity of the number of jobs that
24 folks are willing to work with providers on for young
25 people.

1
2 COUNCIL MEMBER CHIN: Yeah, definitely I think
3 that in the public sector, urban farms and our public
4 market that are in the city. I mean those are really
5 great potential because they are in the community and
6 if we can really work with them to offer job
7 opportunities to our young people, I think that would
8 be great and would definitely be helpful in doing
9 that.

10 In my district, I have an urban farm and I have
11 the Asset Market.

12 ANDRE WHITE: Awesome.

13 COUNCIL MEMBER CHIN: So, I want to make sure
14 that they're connected.

15 ANDRE WHITE: Good, thank you. I appreciate
16 that.

17 COUNCIL MEMBER CHIN: Thank you Chair.

18 CHAIRPERSON ROSE: Thank you Council Member Chin.
19 What would the expansion of a truly year around Work,
20 Learn and Grow program look like to you?

21 I mean, because currently it runs only from
22 October to March.

23 ANDRE WHITE: I think it depends on how you
24 define year around. I'm assuming your referring to
25 like the school year which is September through June.

1
2 Again, within Work, Learn and Grow, we're
3 piloting a concept right now. We're looking at
4 different ways to enhance the program model. It's
5 quite complex because as you know, young people,
6 their main priority during the school year is school.
7 Their academic and we have to make sure that there is
8 a balance between the work experience and their
9 academics and work is not getting in the way of that.

10 So, as we are testing concepts and we're working
11 very closely with folks from counsel finance Michelle
12 and Regina, you know, we have our monthly meetings
13 and we're really committed to try and figure this
14 out.

15 CHAIRPERSON ROSE: Can you envision this program
16 being twelve months, if the funding was there?

17 ANDRE WHITE: I'm a little bit apprehensive
18 because I know particularly for the older youth
19 around March and April when it's regents time, young
20 people are really focused on their academics, right.
21 And we don't want that tension where young people
22 have signed up for a program but can't commit.

23 So, again, we could definitely talk to young
24 people. We have to engage principles; I think that's

1
2 important to understand that tension and determine
3 what would be the best fit.

4 CHAIRPERSON ROSE: So, are you thinking about
5 working that into the pilot program?

6 ANDRE WHITE: Not for a year, not from September
7 through June perspective but in terms of how we
8 engage young people and the length of time and what
9 that would look like, yes.

10 CHAIRPERSON ROSE: Okay, I'd like to be a part of
11 that conversation.

12 ANDRE WHITE: That young lady next to you is.

13 CHAIRPERSON ROSE: Do you have repeat
14 participants year after year or does the lottery sort
15 of curtail young people repeating?

16 ANDRE WHITE: We do have young people that are
17 blessed and lucky and they're selected from the
18 lottery year after year. Unfortunately, I don't have
19 the number with me, but I'm more than happy to share
20 it if you guys would like to see that.

21 CHAIRPERSON ROSE: Yeah, I encountered some young
22 people who were very disappointed. They had
23 participated in Work, Learn and Grow the previous
24 year and they were not selected but there were others
25

1
2 that were. So, I just wanted to know is this a true
3 lottery, lottery or -

4 ANDRE WHITE: It's an absolutely lottery.

5 CHAIRPERSON ROSE: Sort of asked to come back
6 because they were wonderful workers or?

7 ANDRE WHITE: No, it's an absolute lottery. It's
8 a database that we had developed over the past ten
9 years. I remember running lotteries myself when I
10 was the SYEP Director and it's a true and fierce
11 system that we have been using for many, many years.
12 It's a true lottery.

13 CHAIRPERSON ROSE: So, you feel that a young
14 person could get the total value of the Work, Learn
15 program within this nine month you know, range?

16 ANDRE WHITE: I'm sorry?

17 CHAIRPERSON ROSE: So, there's not like, you
18 don't feel like there's a need for it to be a
19 continuum but because it's such a robust program that
20 if they participate in one nine month you know,
21 session, then they have gotten what they've - you
22 know what they could get from the program.

23 ANDRE WHITE: Well, I think it depends, right, on
24 what that particular outcome is that we are looking
25

1
2 for Work, Learn, and Grow and I think that's what
3 we're trying to determine.

4 CHAIRPERSON ROSE: So, I'm asking you, do you
5 think that there's a need to build upon it, so that
6 we actually need to increase the numbers
7 incrementally, so that young people are getting a
8 continued benefit from the program? Or do you feel
9 that you know, one round of Work, Learn and Grow,
10 gives them all that you know, your goals are?
11 Whatever your objectives are for the program.

12 ANDRE WHITE: Right, I think the research shows
13 that continuous engagement year after year really
14 leads to really positive outcomes in the labor market
15 for young people and that something that we would
16 love to see.

17 CHAIRPERSON ROSE: Okay. Advanced and Earn; can
18 you tell us about the some of the proposals you've
19 received?

20 DAPHNE MONTANEZ: Sure, so recently we announced
21 our awards. We made six awards to six providers. We
22 have providers in every borough and in fact, we have
23 two in the Bronx. So, beginning in the Bronx we have
24 the Door in Queens, Samuel Field Y, Manhattan Stanley
25 Isaacs Neighborhood Center, Opportunities for a

1
2 Better Tomorrow in Brooklyn and Montefiore Community
3 Center and Mosholu in the Bronx and NYSARC in Staten
4 Island.

5 CHAIRPERSON ROSE: And how many slots will each
6 provider have?

7 DAPHNE MONTANEZ: 150 each.

8 CHAIRPERSON ROSE: Okay, and will you do an
9 evaluation of the Advance and Earn program?

10 DAPHNE MONTANEZ: Absolutely. So, in
11 coordination with the office of Economic Opportunity,
12 which funds the Advance and Earn program, we're very
13 much focused on evaluating this model. This is a new
14 model. It's not replicated anywhere nationally, so
15 we're very excited to launch and get as much learning
16 as we can particularly during the first year of the
17 program.

18 CHAIRPERSON ROSE: Do you know when you will
19 conduct this evaluation?

20 DAPHNE MONTANEZ: So, we don't have a timeline as
21 of yet; however, our contract starts November 1st,
22 program services start in February for our first
23 cohort. So, evaluations will certainly begin within
24 the first cohort.

1
2 CHAIRPERSON ROSE: Okay, we would appreciate
3 getting a copy of the evaluation. Do you believe
4 that the redesign was necessary you know, I guess, I
5 mean, were the outcomes from the young adult literacy
6 program and Intern and Earn were just not strong
7 enough to justify the continuation as stand alone
8 programs? What sort of motivated this design?

9 ANDRE WHITE: I think - yes, absolutely. So, as
10 you know there were two evaluations conducted and
11 both WLP and Intern and Earn and while there was some
12 key findings, some positive findings, what we did
13 recognize there was also some, not so positive
14 findings around long-term employment. In terms of
15 the earning potential that we saw for each
16 participant.

17 Also, what was missing from the current model is
18 the wrap around and support services that young
19 people need to really thrive and do well within our
20 programs. Very similar to our Train and Earn
21 program, young people who are not in school and not
22 working, they have significant challenges and
23 barriers, right. And we recognize for them to be
24 successful, they have to be stabilized. With this
25 model we're providing food, we're providing metro

1
2 cards, we're making sure that there is a licensed
3 social worker on site to provide case management and
4 support for those young people. There's also what
5 we're calling a navigator, to ensure if there are
6 other services outside of the nonprofit realm that
7 they might need assistance with, that those services
8 are catered towards the young people.

9 While the research has shown as much intervention
10 that you could provide, the outcomes are going to be
11 better for young people and I think while Intern and
12 Earn provided short term earnings and gains for some
13 young people, we want to actually set up young people
14 for a career and Advance and Earn does that. It's a
15 continuum that really walks young people from a very
16 low reading grade level all the way through an
17 advanced training option with the intention of making
18 sure that they are placed within a career that pays a
19 living wage.

20 CHAIRPERSON ROSE: I want to commend you for you
21 know, recognizing that there is a need for supportive
22 services and that there's more value to a
23 comprehensive program. But I was wondering, when you
24 combine the young adult literacy program and the
25

1
2 Intern and Earn, how many people were you serving
3 combined?

4 ANDRE WHITE: So, we were serving over 2,000
5 young people combined with both programs.

6 CHAIRPERSON ROSE: With both programs and now,
7 you're serving how many?

8 ANDRE WHITE: 900 young people.

9 CHAIRPERSON ROSE: How many?

10 ANDRE WHITE: 900.

11 CHAIRPERSON ROSE: Okay, and that's because the
12 support services cost more.

13 ANDRE WHITE: Right, so essentially, I think for
14 us - this is a very ambitious model. Let me say
15 that, this has never been tested or rolled out across
16 the country. So, New York City is really setting the
17 stage for a model that can be replicated across the
18 country and we want to see ourselves as leaders in
19 this space.

20 I think quality again versus quantity is
21 important. We want to make sure that providers have
22 the necessary resource to set up young people to be
23 successful.

24 Once we have gone through maybe a year or two of
25 this program, I think folks will be willing to have

1
2 the conversation about scaling to serving more young
3 people. But there are so many touch points, you have
4 to be very careful in terms of how you scale.

5 CHAIRPERSON ROSE: What is the eligibility
6 criteria to get into this program?

7 DAPHNE MONTANEZ: So, we have within the program
8 three distinct options. The first is the pre-HSC
9 option and that will serve young people who are
10 reading at the fourth through eighth grade level,
11 reading level. And those would be young people who
12 are ages 16 to 24 years of age.

13 Then we have the HSC option and that will serve
14 young people 16 to 24 years of age that are reading
15 at a ninth-grade reading level at a minimum and then
16 for advanced training option, this will serve young
17 people who have either a high school diploma or HSC
18 equivalent and serving young people 18 to 24 years of
19 age.

20 CHAIRPERSON ROSE: Is there an income criteria?

21 DAPHNE MONTANEZ: No.

22 CHAIRPERSON ROSE: Okay, great. Just a slight
23 shift, but what other program models administered by
24 other city agencies do you think could be tied to the
25 work that DYCD is doing?

1
2 ANDRE WHITE: So, we work very closely with our
3 partners at the Department of Education. We work
4 very closely with our partners at CUNY. We are all a
5 part of the recently large Career Ready initiative,
6 with is a better aligned workforce and educational
7 programs across the city. And to give you a perfect
8 example, we developed our database system maybe ten
9 years ago, which manages our payroll application and
10 works at development processes and working with DOE,
11 they were able to replicate that very same system and
12 apply that to one of their programs.

13 We're constantly supporting each other, providing
14 resources and the conversations are happening if not
15 daily, I would say weekly.

16 CHAIRPERSON ROSE: Are there some other city
17 agencies that are not traditionally you know, youth
18 development or workforce development but like SBS.
19 Do they have any youth targeted programs?

20 ANDRE WHITE: We refer people to a program, to
21 the SBS programs if they're over 18 because SBS
22 primarily serves young people over 18. And we have
23 conversations with the Deputy Commissioner who
24 manages their workforce program occasionally as well.
25 We work with - we had a great meeting with HRA two

1
2 weeks ago and their looking to tap into our
3 vulnerable youth option within SYEP to figure out, to
4 better coordinate within our other workforce
5 programs.

6 So, there is a lot of conversations going on that
7 we are trying to align as much as we can.

8 CHAIRPERSON ROSE: Okay. About Intro. 1474,
9 could you just elucidate again what your concerns are
10 regarding this bill?

11 ANDRE WHITE: I think we just want to get a
12 better understanding of exactly what the goals are
13 and what the program model would look like, right.

14 I know the bill talks about providing year around
15 or some experiences to participants if they want
16 both, or they could opt into one or another, right.
17 There is also language in the bill that talks about
18 connecting young people to city services and just
19 flushing that out a little bit more in terms of what
20 does that mean.

21 And we know currently within other workforce
22 programs, we have navigators doing that work and
23 they're technically what we call case managers. And
24 the case load there is anywhere from one to twenty
25

1
2 participants. So, we have to just think about what
3 that will look like on a larger scale.

4 CHAIRPERSON ROSE: What would be the total cost
5 to create a universal youth employment program and
6 have you ever done a cost analysis?

7 ANDRE WHITE: We haven't done a cost analysis,
8 but we know it will be a significant cost attached to
9 it. If you look at the current landscape, our budget
10 for SYEP particularly this summer was \$166 million
11 and we're only serving 74,000 young people. So, that
12 scale you could imagine providing a job to every
13 young person, how much that would be.

14 CHAIRPERSON ROSE: Do you have some sense of how
15 many youth would be impacted by the creation of a
16 universal youth employment program?

17 ANDRE WHITE: So, we know in New York there is
18 close to over 320,000 young people between ages 15-
19 21, right. We're still trying to figure out the
20 number of 14-year old's right now. So, that's the
21 range.

22 So, it might be closer to 370 when we get the 14-
23 year old's in.

24

25

1
2 CHAIRPERSON ROSE: Do you believe that there is a
3 need for a universal youth employment program in New
4 York City?

5 ANDRE WHITE: I think each young person should
6 have an opportunity to be connected to some sort of
7 employment internship or volunteer opportunity if
8 they would like one.

9 And when I think about universal, that doesn't
10 mean that every kid might want to work. Some young
11 people might want to be engaged in volunteer
12 opportunities. Some young people might want to
13 shadow mommy and daddy at work.

14 So, I think when we think about providing young
15 people with employment opportunities, we should not
16 just limit it to our job but guest speakers, visiting
17 offices, volunteering experiences. You want to give
18 them the gamut to choose from. Because all of those
19 you know, experiences could really have an impact.

20 CHAIRPERSON ROSE: I'm I just have one more
21 question because we have people who would like to
22 testify.

23 In your Ladders to Leadership program, 70 percent
24 of your participants are college student and 30
25 percent are high school students. Are you looking to

1
2 increase the number of high school students that are
3 participating in this program, especially since we've
4 talked about sort of earlier intervention in terms of
5 workforce development and career opportunities? Are
6 you concerned about that number?

7 ANDRE WHITE: Yeah, once we look at the data
8 every summer, we are always trying to figure out how
9 to address our issues. And Daphne Montanez manages
10 that program. She's already engaged a team to come
11 up with a recruiting strategy for targeting high
12 school students and I could have Daphne talk a little
13 bit about what that looks like.

14 DAPHNE MONTANEZ: Sure, I think one of the great
15 things about having a portfolio of workforce programs
16 with providers and subject matter experts are already
17 on the ground, is that it gives us an opportunity to
18 find opportunities where we can work together and one
19 of the things that we want to do is work closely with
20 our Career Ready School Based schools and providers
21 within SYEP to help them identify young people who
22 would qualify for Ladders for Leaders and to start
23 creating a pipeline if you will for Ladders.

24 So, we're actually going to be piloting that this
25 coming year. The application for Ladders will be

1 released later this year, probably in early December
2 and we're looking to identify some schools where we
3 think there would be a good group of young people who
4 meet the qualifications but just need some additional
5 assistance and more awareness around the program A,
6 and B, completing an application and whatever other
7 additional assistance that they may need.
8

9 CHAIRPERSON ROSE: So, then sort of your
10 recruitment is rather selective in terms of what
11 schools you seek out. Is your distribution for
12 recruitment all of our schools, say all of our high
13 schools?

14 DAPHNE MONTANEZ: Yes, yes, this is citywide.
15 Any young person who meets the criteria, 16 to 22
16 years of age, wants experience, meeting the grade
17 point average requirement is invited to apply.

18 We work closely with our DOE partners on
19 providing marketing materials once the application is
20 up and running to encourage their students to apply
21 and I think what we want to do now is just be more
22 intentional in targeting schools that we already have
23 relationships with - with students that we already
24 have relationships with as a next step at progression
25 in there internship experience.

1
2 CHAIRPERSON ROSE: Okay, and I would just like to
3 see the distribution list of – not now, but where how
4 you recruit. I would like to see your recruitment
5 efforts.

6 Okay, so I'd like to thank you. Thank you so
7 much and the only think I've asked of you to provide
8 for us is the evaluation when you put it together and
9 to be a part of that conversation.

10 ANDRE WHITE: Sure.

11 CHAIRPERSON ROSE: Okay, thank you. Have a good
12 day.

13 ANDRE WHITE: Thank you, you to. Thanks.

14 COUNCIL CLERK: Okay, Lazar Treschan Here to
15 Here, Alicia Guevara Big Brothers Big Sisters,
16 Frederick Watts and Marcel Braithwaite the Police
17 Athletic League and Suzette Boddie Core Services
18 Group.

19 CHAIRPERSON ROSE: Hi, how are you? Thank you
20 for your patience and all you need to do is identify
21 yourself, your organization and you can begin your
22 testimony.

23 LAZAR TRESCHAN: Good morning, it's still
24 morning. Nice job of that. So, thanks so much to
25 Chairperson Rose and the Council for having us and

1
2 for listening to this issue. My name is Lazar
3 Treschan, I'm the Vice President for Policy at Here
4 to Here. Which is a new Bronx based intermediary
5 design to connect young people to rewarding careers
6 through really an effort to expand work-based
7 learning and career pathways in both our high schools
8 and public university's here in New York.

9 So, I provided testimony which I will do everyone
10 the favor of not reading and just sort of speak to
11 some big points and then some smaller points.

12 In the big picture, I think summer youth
13 employment is the greatest untapped resource in New
14 York City to bridge the equity gap that young people
15 see, both in our high schools and colleges. After
16 spending twelve years in the Community Services
17 Society, a lot of my work was on school segregation
18 and integration.

19 And the research I did really showed that the
20 differences between young people as we know aren't
21 that - young people are smarter than the other, don't
22 have more motivation than the other, but really when
23 they step into a high school and into college, they
24 just have different resources behind them and
25 classrooms and teachers can do a lot to support that

1
2 but there's so much that happens outside of the
3 classroom. And especially in this world we know it's
4 not what you know but it's who you know and in my
5 interviews with young people and you can just look at
6 college application essays, you're never writing
7 about what happens in math or science class, you're
8 writing about an internship, a work experience,
9 community service, a trip you took.

10 And the material that different young people from
11 different backgrounds have to put in that college
12 essay, and that college essay's reflection of what
13 they know about themselves and what they know about
14 the world and we are really creating an unfair world
15 where some young people are able to have that
16 knowledge of self. What their skills, passions and
17 interests are and have that knowledge of what the
18 outer world is and how do I make that connection
19 between who I am, what my passions are and what I
20 want to be and how I can contribute to this world.
21 And that to me is the major equity gap we're facing.

22 You know, the number one way to segregation and I
23 believe this, is through enrollment focused
24 integration. But while we wait for privileged white
25

1
2 people to give up that power, we need to do something
3 else to put people on an equal playing field.

4 And to me, it's how do we use internships in
5 work-based learning. So, in 2016, I put out a
6 proposal for universal summer jobs. Not only making
7 it a universal program. You know, 80 percent of SYEP
8 participants are in high school. That's because high
9 school students are looking for something to connect
10 to their educations. And we have the summer as this
11 opportunity that they can build off of their
12 education and really put that to work in figuring out
13 who they are and develop those other skills around
14 time management and soft skills that allow them to be
15 successful, not just in careers but in college. So,
16 much about college is handling that administrative
17 stuff, navigation and time management skills that
18 they don't really get the same way in high school.

19 So, I believe we need to take SYEP and we've done
20 this with the school based SYEP and we were happy to
21 be the driving force behind that and with these
22 employment task force and all the work of the
23 administration and really the Council and the great
24 staff including yourself that worked on that.

1
2 But really, we have an opportunity here to
3 reimagine high school in New York City. It should go
4 from a ten-month program to a twelve-month program.
5 Where every young person has the option for a paid
6 two-month internship to extend their learning into
7 the summer.

8 You can have teachers and guidance counselors
9 help you create an internship that gets you excited
10 and engaged about high school, have much better
11 success in college. We see college retention rates
12 are really low among Black and Latino young people
13 and that's precisely because they are not having the
14 experiences that allow them to make that selection
15 well.

16 The lower income you are, and if you're Black and
17 Latino, you're more likely to choose a community
18 college that is close to your house and major in
19 liberal arts. And those are the programs that are
20 the highest noncompletion rates.

21 Again, it's not because those young people aren't
22 motivated and smart, they just don't have those
23 connections to make those informed choices.

24 So, we think there's a great opportunity to
25 really take this SYEP and not use it as a way to get

1 kids off the streets and develop some skills, but
2 really make it a rich connection to school and part
3 of every high school experience in New York City.
4 And it would be an incredible legacy for the City
5 Council to continue the move in that direction.
6

7 We appreciate that the City has taken those first
8 steps, but we would like to see that happen further.

9 In the small picture, you know there were some
10 bumps this year with school based SYEP, you may hear
11 a little bit about that but that is natural in the
12 first year of any program. It is incredibly
13 exciting. The comments that we had from some of the
14 campuses we worked with on school based SYEP to see
15 young people who feel excited to go back to school in
16 the fall because they had this engaging experience,
17 they have an idea of the colleges their going to
18 start looking at because they had this experience and
19 that teachers, instead of seeing work as something
20 outside of their classroom, now have so much material
21 to give students projects and assignments that really
22 build on their interests, rather than something
23 disconnected.

24 So, in the small picture, we do need to continue
25 to support school based SYEP in its growth. Give

1
2 providers and schools more time to develop those
3 relationships. Not throw as much paperwork at them
4 as possible. Really work the streamline that really
5 give chance for employers to come in at an earlier
6 time rather than right before the summer and really
7 work with young people, because that's part of the
8 learning experience for everyone.

9 We also want to use this program as a way for
10 employers to change their views about young people in
11 New York City and that can only happen I think if we
12 make the program universal. If we make it as big as
13 possible, connect it to the schools, this is not to
14 push out the CBO's, just the opposite. These
15 contracts will bring community-based organizations
16 and their employer relationships into schools,
17 empowering schools, empowering young people and
18 really transforming what education is in here in New
19 York City.

20 Thank you very much.

21 CHAIRPERSON ROSE: Thank you.

22 FREDERICK WATTS: Good morning still. My name is
23 Fred Watts; I am the Executive Director of the Police
24 Athletic League and I thank you for the opportunity
25 to testify before you. I am with Marcel Braithwaite,

1
2 who is our Director of Community Engagement. He
3 should be giving this testimony, because he knows
4 more than I do, but since I'm his boss, I decided to
5 sit here myself.

6 I wanted to thank the Council who has been very
7 supportive of PAL and you specifically, Council
8 Member Rose and DYCD who is our biggest funder and we
9 have a great partnership with them.

10 I've never met the gentleman to my right before,
11 but he has inspired me because everything he said is
12 1,000 percent correct. I'm not going to read my
13 testimony; I'm just going to tell you a quick story
14 and then focus on a few things.

15 I have a son whose now 24 years old. When he was
16 in his senior year of college, where he was going to
17 a small liberal arts college that was bankrupting his
18 mother and father, he announced his senior year at
19 Thanksgiving dinner, my parents don't want to hear
20 this. But in my four years of college, I learned
21 more at that job I had coaching youth kids in the
22 town then I did in four years of college.

23 Now, I sort of didn't want to hear it, but I knew
24 that what the gentleman to my right was saying and I
25

1
2 knew where that was coming from and your experiences
3 as well.

4 I think this notion of connecting children to
5 experiences in the workforce is absolutely essential
6 to the development. I see it in my home, I know it
7 in myself and the literature in our experience of PAL
8 says that.

9 My emphasis on and I think the Council is a
10 tremendous statement about the values of our
11 legislature here in New York, that you would make
12 this bold statement to ensure universal experiences
13 for young people. I have just a couple of cautionary
14 - cautionary is maybe not the right word, but just,
15 we would urge us to go through a process where we
16 consider the following.

17 Young people need the sort of training and
18 support both before the job, often during the job and
19 after the job. And that requires resources, not only
20 at DYCD's level but at the CBO's level, our ability
21 to support young people before and during the job is
22 vital to their success. You know, we sort of sit to
23 some degree in local prentice with them and I believe
24 that all the equality that was mentioned before
25

1
2 strides to equality cannot happen unless we really
3 support the young people before and during the job.

4 So, I would just emphasize and sort of finish
5 with this is a tremendous step that New York City is
6 sort of contemplating. I would just urge that we
7 think of it in a broad sense, not only simply
8 identifying a good school or a good job for a kid to
9 have but making sure that we support that young
10 person through the job, when they falter, all of us
11 falter, get them back up on the horse and provide
12 them the training and experience that they deserve.

13 And when they get that training and experience,
14 again, I agree with what was said before, young
15 people are young people. If we lined up ten young
16 people here and dressed them all the same and asked
17 them to talk about themselves, you wouldn't be able
18 to tell who was who and what's what. They need
19 opportunities, that's what separates them.

20 Your leadership is providing those opportunities.
21 The CBO's, Police Athletic League and my colleagues
22 here are all very supportive of those opportunities
23 but we need to invest in those organizations to
24 support the young people to succeed.

25 Thanks very much.

1
2 ALICIA GUEVARA: Thank you Chairperson Rose and
3 thank you to the Council at large and specifically to
4 the Council Members who are taking a lead in
5 expanding this effort; namely Council Members Torres,
6 Kallos, Treyger and Levine.

7 My name is Alicia Guevara and I'm the CEO of Big
8 Brother Big Sisters, the nations first youth
9 mentoring organization and the largest in New York
10 and I am going to read my testimony, so please bear
11 with me.

12 But I am here today to express our support. Our
13 support for the establishment of a universal youth
14 employment program. We know that with over 1 million
15 people ages 14-24 in our city, we must focus our
16 energies on building the next generation of leaders.

17 Youth employment opportunities have improved a
18 positive impact on participants, and we know that
19 there is still so much more to be done to set our
20 city's youth up for success, so that they do earn
21 livable wage salaries and become positive
22 contributing members to our community and to our
23 economy.

24 The mission of Big Brothers Big Sisters is to
25 support and build mentoring relationships that ignite

1
2 the biggest possible futures for our youth, and we
3 accomplish this by matching kids, our littles, with
4 carrying positive and reliable adult role models, our
5 bigs.

6 Each mentoring relationship is supported by a
7 trained team of staff, who offer coaching and
8 guidance to the match. And over the last 115 years
9 since our inception in 1904, we've seen thousands of
10 matches form lifelong transformative bonds. One on
11 one mentoring relationships will always be a
12 cornerstone of our work and I believe that we have an
13 imperative to meet the unique needs of our city's
14 youth as they age, they grow, and they plan for the
15 future.

16 In the early 1990's, Big Brother Big Sisters of
17 New York City launched its workplace mentoring
18 program. It's a model that brings high school
19 students to now over 65 corporate offices across our
20 city anchoring our city's business community and they
21 go for coaching and mentoring, focused on building
22 and instilling our youth the skills that support
23 their success as they navigate the next steps after
24 high school and graduation.

1
2 But the youth that we serve, come from
3 communities where barriers to college and career
4 success are high. Therefore, establishing a
5 universal youth employment program is a key step in
6 preparing our city's young people.

7 In the case of our littles, with professionalism
8 and technical skills to help them build career
9 awareness, career exploration and encourage them to
10 really explore the full breath of opportunities
11 available to them in the New York City market.

12 I am proud to share that Big Brothers Big Sisters
13 of New York City has made a commitment to expand not
14 only our workplace mentoring program but also to
15 invest more resources in our college and career
16 success program. Which supports our littles as a
17 transition from high school into post-secondary
18 opportunities.

19 98 percent of our littles are graduating from
20 high school. 92 percent of our littles are entering
21 colleges. This year, we've seen 130 percent increase
22 in enrollment in our college and career success
23 program. And we believe this growth is correlated
24 with the critical role that mentorship plays in
25 promoting career success. With 90 percent of our

1
2 littles identifying as people of color, we're focused
3 on offering culturally competent informed mentorship
4 that a system in navigating the complexities that
5 come from being the only one in the room.

6 People of color report experiencing feelings of
7 imposter syndrome at higher rates than their White
8 counterparts. And mentorship has been identified as
9 a key reinforcement and processing these experiences
10 in driving career success.

11 But if we succeed in supporting formative,
12 professional journeys of our littles and we do not
13 also provide them with the opportunities to gain
14 workplace experience and employment, we have not done
15 enough.

16 We know that close to 70 percent of people secure
17 jobs through connection in their network. Big
18 Brothers Big Sisters of New York City's workplace
19 mentoring, and college and career success programs
20 support our littles in building their social capital
21 in creating meaningful, professional connections and
22 expanding the network of people who can guide them,
23 who can coach them, who can refer them to
24 opportunities after completing high school. Whether
25 they chose to pursue employment or higher education.

1
2 And with 98 percent of our littles graduating
3 from high school, expanded access to the summer youth
4 employment program gives our city's youth more
5 exposure to help them define themselves for what they
6 want their next formative step to be and to build
7 professional experiences that continue to ignite
8 their potential.

9 Big Brothers Big Sisters of New York City firmly
10 believes that equitable access to employment
11 opportunities for our youth is not only a moral
12 imperative but an economic investment.

13 In partnership with the New York City Council, we
14 would willingly offer our expertise around mentorship
15 and its role in career readiness and success to
16 support the successful enactment of this law.

17 So, I want to thank you for your leadership and
18 the leadership of the council and it's efforts in
19 supporting this law. Big Brothers Big Sisters looks
20 forward to serving as your ally as an ally of the
21 city in the critical effort to expand employment
22 opportunities for all of New York City Youth. Thank
23 you.

24 CHAIRPERSON ROSE: Thank you. I just have to
25 say, your testimony about what it feels like to be

1
2 the only one in the room and how important it is to
3 have you know, a mentor or something, really inspired
4 me to - I'm going to contact my Big Brothers Big
5 Sisters and I want to mentor a young person in my
6 workplace.

7 ALICIA GUEVARA: Thank you, thank you.

8 SUZETTE BODDIE: Good morning to the Chair and
9 the invited guests and the other attendees. I too
10 will read my testimony here, so bear with me.

11 My name is Suzette Boddie and I am here today to
12 share my observations about employment access for
13 young people in New York City from my vantage point
14 as the program director of Lighthouse Four.

15 A transitional independent living program that
16 provides housing and supportive services to 19
17 homeless and runaway girls ages 16-31.

18 As the name implies, Lighthouse Four is one of
19 the existing till programs sponsored and operated by
20 Core Services group. A Lighthouse Five will open
21 soon.

22 Lighthouse Four is one of 27 residential service
23 programs operated by Core, which is pleased and
24 grateful for the opportunity to provide a clean, safe
25

1
2 and secure space where more than 2,000 homeless and
3 other underserved individuals sleep each night.

4 So, a little about Core Services group. Founded
5 in 2005, Core is a community based human services
6 organization that provides culturally sensitive and
7 holistic programs to address the needs of its
8 clients. Including families with children, youth and
9 single adults.

10 Core's mission is to empower individuals,
11 families and communities to overcome homelessness.
12 Access and maintain employment, gain independence,
13 and live satisfying and productive lives in
14 communities in which they become contributing and
15 productive citizens.

16 Core achieves its mission by connecting clients
17 to living wage jobs, real world skills training,
18 after care treatment services, safe and affordable
19 housing. Core has successfully implemented programs
20 funded by the Department of Homeless Services, New
21 York City Housing Preservation and Development, New
22 York City HIV AIDS Services Administration, New York
23 City Department of Youth and Community Development
24 and the Federal Borough of Prisons.

1
2 Core is dedicated to treating all of its clients
3 with dignity and respect in order to build
4 independence and guide them toward self-sufficiency.
5 Core currently operates transitional emergency and
6 shelter facilities in Brooklyn, the Bronx, Queens and
7 Manhattan.

8 Allow me to tell you a little more about the
9 Lighthouse. The girls and women we work with are
10 referred by DYCD. Most identify as members of a
11 sexual and or gender minority. Though some have run
12 away from abusive situations, aged out or run away
13 from foster care and some have turned tricks or
14 engaged in survival sex to keep a roof over their
15 heads.

16 I don't want to spend a lot of time talking about
17 the traumas they have endured because that is not
18 what I am here to do. But I do think it's important
19 for you to understand what these young people have
20 been through and therefore, the incredible progress
21 that many of them make while under the care of my
22 staff and our partners that provide substance use
23 disorder and mental health treatment services and
24 other partners such as primary care providers,
25

1
2 educational and vocational programs and other
3 supportive services.

4 The Lighthouse offers the youth we serve the
5 opportunity to develop self sufficiency while they
6 continue or resume their education, find employment,
7 restore family ties and build a truly meaningful
8 network support system.

9 The Lighthouse is the bridge that connects our
10 youth to agencies and resources that serve to help
11 prepare them for their journey beyond the safety and
12 support of the Lighthouse program.

13 Part of our responsibility is to prepare our
14 youth for employment while nurturing their desire to
15 make a better life for themselves.

16 The overwhelming majority of our youth have a
17 strong desire to find and maintain a job. They want
18 to work. They know they need a job to make money to
19 survive in the long run.

20 They also know it is difficult for them to find a
21 job, even a part time entry level minimum wage paying
22 job in New York City, where jobs are supposed to be
23 plentiful and increasing.

24 Our youth are aware that they are last in line
25 and least desirable to the hiring manager. They know

1
2 if they haven't had a job before and they are still
3 attending school, they are unlikely to be hired.
4 Knowing this affects the confidence and discourages
5 them from job seeking.

6 Some of our youth must also deal with additional
7 barriers, like those I mentioned previously. Some
8 are English Language learners or members of the LGBTQ
9 community. Which unfortunately subjects them to even
10 greater difficulty getting a job.

11 At the Lighthouse, we strive to engage the most
12 vulnerable youth and help them gain the confidence
13 and experience they need to search for, interview and
14 secure employment after their work with SYEP has
15 ended.

16 I am testifying today that opportunities like
17 Summer Youth Employment program and a Universal Youth
18 Employment program, not only bring hope but provide
19 critical entry level job experience for our youth.

20 And please believe that I have searched for quite
21 a while to be able to characterize what these
22 programs mean to our youth. These jobs are literally
23 lifelines to youth and young adults that have grown
24 up with nothing but parenting failures, unfortunate
25 foster care placements and chaos all around.

1
2 These programs offer our youth modest income but
3 loads of self esteem when they open a bank account or
4 have real work experience to add to a resume.

5 Without SYEP they would not have gained work
6 experience, the opportunity to build savings, learn
7 to budget their own money, and to be able to buy for
8 themselves simple things they need and enjoy.

9 I hope you will take the opportunity of next
10 years budget to increase funding for these programs,
11 whose return even if it seems intangible is anything
12 but. Thank you.

13 CHAIRPERSON ROSE: Thank you, thank you. Every
14 time we have a conversation, I have a conversation,
15 Council has a conversation with DYCD about expanding
16 programs or a universal program, other than the money
17 issue, they always talk about capacity. Do you think
18 that the providers have the capacity to absorb you
19 know, the numbers that we're asking them to serve in
20 terms of universality of summer programs?

21 LAZAR TRESCHAN: So, I say this, so I worked at
22 DYCD from 2003 to 2005 as the Employment Planner.
23 You know, DYCD is a rational actor who is a contract
24 agency. They're not providing the services
25 themselves. They are putting out contracts and

1
2 putting out more contracts is more difficult and
3 they, I don't think benefit from being on the other
4 side of being actually in the program seeing all the
5 young people's faces they work with.

6 So, I think by nature, having an administrative
7 agency, the capacity challenges will be elevated
8 because they are the ones bearing the burden for the
9 administration of it, yet don't get to – you know, as
10 my wife works in young programs, they drink from that
11 fountain everyday of the young people and seeing them
12 succeed.

13 So, I think that is an issue. I think the
14 biggest challenge around capacity has been in the
15 past in that, since the SYEP calendar year started,
16 the City Budget Calendar year, that has been the
17 capacity issue. Because if you just ramp up slots in
18 April, May and June and then try to throw them at
19 people, you're just asking for a bad program and that
20 is why the evaluations of SYEP have been great in
21 everything except employment outcomes. Because it
22 wasn't really an employment program that way. You
23 didn't interview, you didn't build a resume, it was
24 program that put young people engage constructively
25 over the summer.

1
2 But what's great about the school-based model is
3 that it starts much earlier in the year. Months
4 ahead of time and we think it should start, a
5 universal program would never not start. It would
6 always be ongoing because you'd know the slots would
7 be there.

8 So, a universal program would allow for providers
9 to build the capacity during the year, the work
10 program slots, sequence them in ways they can't do
11 now.

12 So, it's really just about the design of the
13 program and a school-based model that starts with
14 people working towards next summer in September,
15 October would have the capacity I think to serve
16 everyone.

17 CHAIRPERSON ROSE: Thank you very much. Anyone
18 else?

19 FREDRICK WATTS: I'll just quickly add that you
20 know the ugly word of money is a factor in allowing
21 us do the best job, but I do again think my colleague
22 touched on it. We find ourselves scrambling in April
23 and May, so yes, it's capacity, but it's capacity
24 given the sliver of time we've had.

1
2 We've placed 1,500 youth in summer jobs over the
3 last several years and to do that on the timeframe
4 we've had to develop the jobs, we don't have the
5 capacity in that timeframe under these circumstances.

6 So, yes, a little more investment will always be
7 welcome, but I think an approach that was broader and
8 just quite frankly it provided for more time. It's
9 not like we know, next summer is coming. You know,
10 it's not going to be a surprise when it shows up. I
11 just feel like that's where we often get caught
12 short.

13 ALICIA GUEVARA: You know, I also think that
14 given the population that we serve, it's critical and
15 when we think about the word capacity, we're as
16 comprehensive as possible in our approach to
17 capacity, right. So, that it's not a job alone, but
18 all of the other reinforcements that are going to
19 support the success of that young person in the job.

20 It's no surprise that I bring up a particular
21 point of view around the importance of mentoring and
22 one that's been demonstrated and tested and is
23 measurable.

24 So, I want to make certain that I raise that as
25 something to be considered. The capacity when

1 speaking about our youth really needs to be
2 considered in the widest context, in the most
3 comprehensive context.
4

5 CHAIRPERSON ROSE: Thank you.

6 SUZETTE BODDIE: And I just also would like to
7 mention that more avenues should be explored in terms
8 of the providers. Just in my own observation, it
9 appears that there are a number of providers that
10 continue to support the program year after year but
11 there are many other businesses in the communities
12 that I think those avenues should be explored and you
13 know, to just fill out the need for the capacity.

14 CHAIRPERSON ROSE: Thank you all. I guess if you
15 were on Jeopardy, I would say, good answer, good
16 answers. And it really is - you bring up the point
17 of sort of the timeline. I fight with them every
18 budget year. You know, let's not do the budget
19 dance. You know that we need you know, these
20 programs. You know we need the money. You know that
21 we need to give the providers time to get you know
22 things in place. You know we need the parents to
23 know that these programs will be in place.

24 So, I appreciate you saying all that you said on
25 the record and I want you to know that that's an

1
2 ongoing battle that I face at budget time. But I am
3 fighting to kind of change how that works, so that we
4 can – you know, because I don't like the fact that
5 they use capacity as an excuse for us not to do
6 something that we know there is value in and there is
7 definitely the need.

8 So, I thank you all for your very important
9 testimony today. Have a good day. And our next
10 panel.

11 COUNCIL CLERK: And if you wouldn't mind, if you
12 can provide copies of your written testimony, that
13 would be helpful.

14 CHAIRPERSON ROSE: Excuse me, could we have
15 copies of your testimony? Okay, thank you.

16 COUNCIL CLERK: Okay, next is Jesse Laymon New
17 York City Employment and Training Coalitions,
18 Caroline Iosso Opportunities for a Better Tomorrow,
19 Lindsey Dixon Urban Assembly, Brian Chen Chinese
20 American Planning Council.

21 CHAIRPERSON ROSE: Once you are seated, you can
22 tell us your name and your organization affiliation,
23 and you can begin your testimony.

24 JESSE LAYMON: Good morning, oh, good afternoon.
25 Yeah, just barely. Thank you, Chairperson Rose for

1
2 this hearing today and thank you also to the Council
3 Members who drafted Intro. 1474. Which we certainly
4 think is an important step in the right direction.

5 My name is Jesse Laymon; I am the Director of
6 Policy and Advocacy at the New York City Employment
7 and Training Coalition. We're the umbrella
8 organization that represents New York City's
9 workforce development community, all the various
10 nonprofit providers, over 150 member organizations
11 that provide a range of training and employment
12 services for New Yorkers of all ages including youth
13 focused services.

14 And I am joined here today by a subset of our
15 members who serve youth and who have direct
16 experience with summer youth employment and can
17 provide some specific ideas and information about how
18 a bill like this one would affect them and what's
19 some of it's pros - especially pros but a little bit
20 of cons as well are.

21 I want to just provide a few broad principles
22 that we collected from a group of our members asking
23 them their thoughts on this question and moving
24 towards a universal employment program for youth that
25 we hope will guide you as you work through the

1
2 possibilities here and the potential of this
3 legislation.

4 First, I think the overarching thing is we want
5 to express broadly our support of the direction that
6 the Council wants to go here. The fundamental
7 principle that all young people in New York deserve
8 the opportunity to work and deserve quality work
9 experiences in the summer, as well as part time
10 during the school year is absolutely correct. And we
11 think that is a goal that is a virtue that the
12 Council should state and should move towards.

13 And in particular, we also want to highlight that
14 one of the key positive steps included in Intro. 1474
15 would be making sure at least in city law that all
16 young people, regardless of their immigration status
17 be allowed to have the opportunity to work.

18 Now, we know that that would require you know,
19 logistical difficulties and there's some maneuvering
20 to be done here. And in fact, that probably is true
21 as our testimony acknowledges in a variety of ways if
22 we were to move to a true universal program. But
23 that's not a reason to not acknowledge it is an
24 important principle and a valid goal.

1
2 So, I think moving towards a universal program
3 and moving towards a program that allows all New
4 Yorkers regardless of immigration status to be
5 enrolled are our sort of top two wins here that we
6 think the Council should really embrace.

7 We do want to acknowledge one point in the draft
8 legislation that we would strongly recommend be
9 amended and that is to make sure that the language
10 around the definition of youth is broadened to
11 include all applicable youth in that age group,
12 regardless of whether or not they are enrolled in a
13 traditional high school.

14 So, we got to remember that there are young
15 people that are in high school equivalency programs
16 and in a range of other educational programs for whom
17 employment in the summer or part time would be a
18 tremendous opportunity and an asset for them. In
19 some ways, even more so than a student that isn't on
20 the traditional track. We can't ignore them and
21 leave them aside just because they are not in
22 traditional high schools. So, make sure to include
23 language that encompasses all of our youth in the
24 legislation.

1
2 Other than that, we just want to acknowledge that
3 to move forward in this direction, will entail
4 jumping over some hurtles in the future. Budgetary
5 hurtles will be some of those. As we expand and as
6 we have expanded summer youth employment, each
7 additional high-quality employment opportunity is a
8 little bit harder to find than the one before.

9 This is not just a cost issue in terms of serving
10 more people and the larger total cost is a result of
11 scale, it's also a per slot cost issue. It gets
12 harder and harder to find quality slots and we have
13 to make sure that we budget for that.

14 And I believe you will also hear from others
15 about just the logistical challenges associated with
16 the expansion of summer youth employment and we need
17 to make sure we tackle those.

18 I think we've heard some really good points to
19 that end already from our friend Lazar Treschan at
20 Here to Here and I think you'll hear soon as well
21 from the folks at United Neighborhood Houses and we
22 agree with a lot of what both of them have to say on
23 that.

24 That is the broad encapsulation of what the
25 workforce community thinks about this. It's a step

1
2 in the right direction. We want to commend the
3 Council for thinking this way and we recognize that
4 there will be hurdles to be leaped to get there.

5 With that, I want to hand it over to some of our
6 members to talk about their experience and knowledge.

7 CHAIRPERSON ROSE: Okay, thank you.

8 CAROLINE IOSSO: Good afternoon. My name is
9 Caroline Iosso and I am the Director of Community and
10 Government Affairs at Opportunities for a Better
11 Tomorrow, OBT.

12 Thank you so much Chairperson Rose for the
13 opportunity to testify today. I'm here to express
14 support on Intro. 1474 provided as Jesse mentioned.
15 Provided that the bill expands to include those 18-21
16 years of age who are enrolled in a high school
17 equivalency program.

18 OBT is one of New York City's largest providers
19 of workforce development and education services for
20 opportunity youth and adults who are disconnected
21 from education. In employment we serve over 4,000
22 youth and adults every year in Brooklyn and Queens
23 through education, job training and employment.

24 We support Intro. 1474 because work experience
25 builds essential skills. Linking our participants to

1
2 employment after program completion is a core
3 component of the work that we do and as such, we have
4 relationships with many employers in many different
5 sectors and each and every one of them tell us that
6 what they are looking for is essential or soft
7 skills. Communication, organization, professional
8 writing, all of that.

9 While some skills can be learned on the job
10 walking in the door without the ability to
11 collaborate with colleagues and think critically and
12 communicate professionally with a supervisor will
13 really make that job hard to retain.

14 And while workforce training providers like OBT
15 integrate this type of learning into our programs,
16 internships and work experience give our youth an
17 opportunity to test these skills in the real world
18 and get that real time feedback from a manager or a
19 supervisor.

20 And expanding city dollars to ensure that any
21 youth who is interested in employment can get it
22 would begin to level the playing field around who has
23 access to building those essential skills and who
24 does not.

1
2 Our second point is, opportunities to earn money
3 while in school or programs can help youth commit to
4 program completion. Many of our participants who
5 come to OBT after having left a traditional high
6 school, they do so because of financial pressures.
7 For these young people taking the time to work
8 towards a high school diploma was not a calculous
9 that made sense. That time had to be spent earning
10 money to pay rent, purchase groceries, take care of
11 family members.

12 And while our program completion rates at OBT are
13 very high, 87 percent. The reason that a young
14 person stops our program is often financial and so,
15 creating the opportunity for our students to earn
16 money in part time jobs during the school year
17 incentivizes them to stay in our program.

18 Thirdly, work experience creates a professional
19 network that helps youth access employment in the
20 future. We have heard this this morning, several
21 times already and we'd just like to reiterate that
22 again and again, we hear that our youth are finding
23 their next step in their career pathway via the
24 connections that they've made in internships or work
25 experience.

1
2 And we are very pleased with Intro. 1474's
3 commitment to the equity that that really ensures.
4 However, we would reiterate that 1474 must include
5 18-21-year old's who are in HSE programs. I think by
6 leaving out that population, we're leaving out a
7 population who would really, really stand to benefit
8 from the points that I just outlined.

9 So, more than 50 percent of those in our high
10 school equivalency program, you know, it serves 17-
11 24-year old's and more than 50 percent of those are
12 18-21.

13 Thank you so much to the Council for considering
14 this issue for the value that you're putting on it.
15 We really appreciate it and thank you for the time to
16 testify.

17 CHAIRPERSON ROSE: Thank you.

18 LINSEY DIXON: Good afternoon and thank you for
19 being with us and thank you so much for all of your
20 work on this issue.

21 My name is Linsey Dixon; I am going to read
22 because I am speaking on behalf of the Urban
23 Assembly. I am the Director of Career Readiness for
24 the Urban Assembly Schools, so it's my honor to work
25

1
2 with our almost 10,000 middle and high school
3 students in New York City.

4 We've spent the past 15 years working with the
5 Department of Education to create CTE schools and
6 strong employer school partnerships.

7 So, we are super excited, and we are energized by
8 this bill and are in full support of it. Of course,
9 there are things to figure out and I will speak a
10 little bit to that, and others have, but we're all
11 in.

12 And as we know, as my colleague just mentioned,
13 the skills required to navigate the future are those
14 soft skills. The social, emotional learning skills,
15 problem solving, creativity. The things that are
16 best learned on internships. The things that are
17 best learned experientially.

18 And so, as Lazar mentioned earlier, I can't think
19 of a more powerful opportunity for young people to
20 have a ten-month school year and then a school year
21 that also includes a summer with a paid internship.

22 And with all due respect to the great value that
23 is guest speakers in service learning, when those
24 aren't paid opportunities, you're hitting a student
25 in their pocketbook and you're also depriving them

1
2 from the opportunity to get a reference and to get
3 something on a resume. And we have high school
4 students in New York City graduating with blank
5 resumes. Literally, and that should not be the case.

6 The Mayor's Office, the Department of Education,
7 City Council members, DYCD and other stakeholders
8 have unequivocally made equity essential theme of
9 their work for young people going forward.

10 I cannot think of a more equitable thing to do
11 than expand access to summer and school year
12 internships for all students. Not just those lucky
13 enough to win a literal lottery, or those whose
14 parents are able to line up an opportunity for them.
15 But all students in all communities in this city.

16 The benefits will undoubtedly affect his entire
17 city as high school internships have been proven to
18 increase high school attendance. Graduation and exam
19 pass rates, college enrollment and persistence from
20 year one to year two, youth employment, which is 86
21 percent higher after a young person has an
22 internship, they are 86 percent more likely to be
23 employed the following year.

24 As well as internships in high school correlating
25 with a decrease in crime and youth mortality. Youth

1 mortality; so, someone said earlier, this really is
2 life and death.

3
4 Many New Yorkers have already indicated strong
5 support for universal internship program, and we know
6 that historically, public support is much higher for
7 programs that would benefit all of our young people.
8 Hence it not being called AP for some or Pre-K for
9 most; for all is for all.

10 As we continue to see dangerously high youth
11 unemployment in this city and around the country,
12 there's never been a better time to begin.

13 In closing, I want to acknowledge, we recognize
14 that this bill does represent a significant scaling
15 up of the current SYEP infrastructure, which will
16 require real commitment and collaboration from all
17 involved.

18 We've spent the past years working with schools
19 to train and support teachers and administrators in
20 managing strong work base learning programs.

21 So, we know the hard work involved but we believe
22 that if schools have the right support and training,
23 it does lessen the burden on CBO's. And if CBO
24 partners have the right resources including adequate
25 and consistent funding, then it makes it easier for

1
2 employers to commit and when employers commit to
3 employing and training young people, our entire city
4 will recognize phenomenal benefits for decades to
5 come.

6 I have no doubt that if given the proper support
7 and consistent funding, this groundbreaking program
8 will work, and it will work for all of us.

9 The Urban Assembly is a model provider with deep
10 expertise in capacity development and work-based
11 learning programs is ready to roll up our sleeves and
12 support how ever we can in making this crucial
13 program equitably available to all students in New
14 York City; undocumented high school equivalent
15 students, all students.

16 That concludes my testimony as written, if I may
17 switch to a very brief moment of private citizen hat.
18 It is a very real irony to be sitting under a seal
19 that says that we Thomas Jefferson, are equal and
20 exact. That we should have equal and exact justice
21 regardless of our persuasion. And today, the Supreme
22 Court of the Untied States is taking up employment
23 just as we are today. But they're taking it up from
24 the point of view that our students who by the way,
25

1
2 in New York City 23.6 percent of students identify as
3 LGBTQ in New York City.

4 In our schools, 95 percent of them are youth of
5 color. So, that's doubly students who are already
6 disenfranchised in employment. Employment is life
7 and death; we do not have portable benefits in
8 America.

9 I had a parent who died because they did not get
10 access to the healthcare that rich people have access
11 to. So, this is life and death for our students. I
12 appreciate you all so much for fighting. If the
13 world's already going to be hard enough and maybe the
14 Supreme Court passes a law that says that our gay and
15 trans students can be fired, let's please, please,
16 make sure that high school students in New York City
17 do not graduate with a blank resume. That they have
18 tons of people willing to be a reference for them.
19 To get them in the door, because more than two out of
20 three jobs are earned through the who you know and
21 not what you know.

22 So, this day matters, this work matters. Thank
23 you all for the years that went into this and that
24 concludes my personal part of the testimony. Thank
25 you.

1
2 CHAIRPERSON ROSE: Thank you.

3 It's going to be very difficult to follow that
4 testimony, but I'm going to try.

5 BRIAN CHEN: Good afternoon Chair Rose. My name
6 is Brian Chen; I'm the Director of Education and
7 career service for the Chinese American Planning
8 Council.

9 We're the nation's largest Asian American social
10 service organization with over 50 program at 33 sites
11 in the boroughs of Brooklyn, Manhattan and Queens and
12 the last time I actually spoke with you, we mobilized
13 over 50 youth over the summer; many of whom were
14 engaged in SYEP, others who weren't and brought them
15 to the steps of City Hall to essentially meet with
16 yourself and public advocate Williams to advocate for
17 another bill, Intro. 1670 to ensure that youth
18 employment and education programs would be accessible
19 to all regardless of status and so, I'm going to talk
20 a little bit about that in my testimony but that
21 emphasizes really the importance not only to CPC of
22 really making this youth employment accessible and
23 equitable but also the community members and the
24 youth that we work with.

1
2 Founded in 1965, CPC is a social service agency
3 that creates positive social change. We empower Asian
4 American immigrant and low-income communities in New
5 York City by ensuring they have equitable access to
6 the resources and opportunities needed to thrive.

7 We are a trusted partner to more than 60,000
8 individuals and family each year.

9 CBC proudly operates several city funded youth
10 employment initiatives that our colleagues at DYCD
11 mentioned earlier, including the Summer Youth
12 Employment program. Last summer, CPC placed over
13 2,300 youth at 390 work sites spanning the public,
14 private, and nonprofit sectors citywide.

15 Collectively, our youth earned over \$4.4 million
16 in wages and stipends. Last summer, CPC also had the
17 pleasure of partnering with two New York City public
18 high schools on the new school based SYEP model.

19 Both schools wanted to incorporate summer
20 employment experiences to compliment their year
21 around internship programs. Although, CPC was able
22 to provide many of these students year around
23 internships and provide continuity for many of these
24 students through SYEP, an unintended consequence of
25 our collaboration involved having to turn away a

1
2 number of interested young people from applying
3 because they were undocumented and did not have the
4 requisite employment authorization.

5 As one of the city's largest youth employment
6 providers, we appreciate the Council's continuous
7 investment in our youth. However, for those who are
8 not selected through lottery-based programs like
9 SYEP, or cannot apply simply due their immigration
10 status, the skills and experiences gap between them
11 and their peers continues to widen.

12 Thus, CPC is supportive of both Intro. 1474 and
13 another bill that hasn't been introduced today or
14 hasn't been talked about today but was introduced by
15 Public Advocate Williams 1670, to make youth
16 employment opportunities more inclusive, equitable,
17 and accessible to all of the city's youth.

18 At CPC, we've seen firsthand the positive impact
19 employment and internship programs have in the lives
20 of youth and young adults. Participants are able to
21 explore their career interests, gain core
22 employability skills and become more active members
23 of their community. There overwhelmingly more
24 engaged, motivated and prepared to achieve their
25 education, career and life goals.

1
2 Being the fairest big city in the nation means
3 ensuring all of our young people have an opportunity
4 to participate in the best youth employment and
5 education programs in the country. No barrier should
6 ever define an individuals potential to succeed and
7 thrive whether in school or in the workplace. This
8 is why over 50 CPC youth, as I mentioned earlier
9 joined you and Public Advocate Williams on the steps
10 of City Hall this past August to rally for new
11 legislation that would create inclusive youth
12 employment education opportunities for all school
13 aged New York City residents.

14 CPC thanks Chair Rose and members of the Youth
15 Services Committee for your unwavering leadership and
16 for the opportunity to testify today.

17 We look forward to further engaging with you.

18 CHAIRPERSON ROSE: Thank you. Thank you all and
19 I like the fact that all of you have brought up the
20 need to be inclusive. And when we say universal, we
21 mean universal.

22 And would any of you like to respond to you know,
23 our ability to provide the capacity to do so?

24 CAROLINE IOSSO: I think the last panel mentioned
25 the biggest issue with capacity that we've seen so

1 far. Is just the last-minute nature of it. So, I've
2 worked on the workforce development side, I've worked
3 with the 18-24-year-old side in making those employer
4 partnerships. It's exceedingly difficult when you're
5 doing it a few weeks in advance and you don't have
6 those partners building that work with you all year
7 long.
8

9 So, I do believe it is in some cases artificial
10 capacity barrier that is created by the funding
11 sequence, because as Lazar pointed out, if we were
12 working toward this all year long, companies would
13 have a better chance to forecast their needs, to
14 create the need. We are the biggest city in our
15 country and there are a ton of jobs. We are at
16 record unemployment, low unemployment at least in
17 some categories, so I actually believe the jobs are
18 there.

19 Boston has done a great job with this by working
20 with their Boston private industry council and making
21 it just a part of the work in the city in the
22 contracts that you get, the tax breaks. There are a
23 lot of ways. The caret should not be for the
24 student. Let's pay the student and put the caret out
25 there for the employer who's going to benefit from

1
2 the value that these young people bring as a pipeline
3 of talent.

4 So, I would say for me and having worked with so
5 many great other providers, who take our students,
6 help get them ready, and are that conduit between the
7 employer. What we have heard over and over from our
8 CBO partners who work directly with those students,
9 it is really about the time because it's about
10 creating the job linkage yes, and then getting the
11 students ready and working with schools. That is all
12 way too much to do and pack into a few weeks or a
13 couple months. This would help solve for that.

14 So, that is my kind of experience with the
15 capacity side and it's doable. There could be year
16 long training, the Department of Education could lean
17 in and work with DYCD. Many of our organizations up
18 here I'm sure could do the same. Sometimes it's just
19 skill building that people are willing to have
20 developed in themselves as well would help remove
21 some of these barriers if more folks in the schools
22 were better able to get young people ready, then the
23 CBO's could focus more on the employer relationships.

24 CHAIRPERSON ROSE: Thank you all. Thank you so
25 much. Thank you, have a good day.

1 CAROLINE IOSSO: Thank you very much.

2 COUNCIL CLERK: So, next it's Kim McLaughlin UAU,
3 David Calvert Youth Build NYC Collaborative and J.T.
4 Falcone U&H.
5

6 CHAIRPERSON ROSE: As you sit down, identify
7 yourself and your agencies and you can begin your
8 testimony.

9 Hey David.

10 DAVID CALVERT: Shall we all introduce ourselves
11 first or just I start? So, I'm David Calvert; I'm
12 glad there's a few people still in the room and thank
13 you Debbie for being constant. And I'm with the
14 Youth Build NYC Collaborative.

15 So, I'm representing ten youth build programs
16 around New York City and hey, you know, youth build
17 is something that started right here in New York and
18 has now spread across the country. There's 2560
19 Youth Builds in the country now. We're in 23 other
20 countries as well. It's a movement and I've actually
21 changed my testimony for today based on things I've
22 heard today already.

23 So, I will send my testimony online to you
24 Debbie, but I want to just comment on a couple
25 things. One is, first of all, the role of the City

1 Council is so important in pushing the city, pushing
2 DYCD, pushing the Executive branch to respond more
3 and more. Because they just need the on the ground
4 Council Members to really show them what really needs
5 to happen out here.
6

7 So, I just want to really endorse you know, the
8 push you give and the challenge you give to DYCD to
9 really meet needs in a broader way. Because the
10 tendency there is to say well, what ever the Mayor
11 puts in the budget, that's where it's going to stand.
12 But the Council can push the budget and so, that's so
13 important and I really endorse that.

14 The second thing is, is about the summer youth
15 employment program. I've noticed and I'm an SYEP
16 graduate as well from way back when, back when it was
17 called a neighborhood youth corp. For the old
18 timers, you remember the Neighborhood Youth Corp.

19 CHAIRPERSON ROSE: You remember that. I remember
20 that well.

21 DAVID CALVERT: Great society programs, that was
22 me. So, now, I'm 66, so you know, time moves on.
23 But I do want to say that SYEP used to be very
24 superficially designed. It was just a jobs program
25 and I noticed this summer that DYCD has now started

1 to add in some soft skills training into the mix.
2 That is absolutely critical, and I think that's
3 something the Council can continue to push DYCD on to
4 do the hard work of getting the piece built in
5 stronger. Because that's what really is what a young
6 person takes with them at the end of the summer.
7 They don't really save the money; it gets spent but
8 they do save the soft skills and the knowledge that
9 they gain.
10

11 And so, that is to me critical and the third, and
12 the other part about the SYEP is that it needs to
13 sort of flow into something that comes up and if
14 there's opportunity - so, every young person leaving
15 the program, should really come out with knowledge
16 about what else is out there in the community. What
17 other options there are for them, you know, there
18 should be some kind of world of work structured piece
19 for all the summer youth employment trainees.

20 Whether they get that in written or in seminar
21 form or on the sites, they need to come out with
22 knowledge about the work environment. And not just
23 the thing they did that summer but a broader view and
24 where can they go, where are the beacon programs,
25 where are the community agencies, where is there

1 support in the community for them, how do you get a
2 job in the private sector? They have to come out
3 with that knowledge.
4

5 So, and I think that DOE should be pulled into
6 the mix because it really should be structured to the
7 school curriculum somehow to get people ready for the
8 world of work. And you know, someone mentioned
9 earlier that you can go four years to a liberal arts
10 college and have no knowledge that really got you to
11 enter the workforce. That is true, and the
12 statistics show that employers say the people that
13 are coming out of college are not ready for the jobs
14 that they have.

15 And so, we need to kind of close that gap between
16 training that's being given in schools, and what
17 employers need to make things just work more
18 smoothly.

19 I think that I do want to comment on the Advance
20 and Earn program. The Advance and Earn program is
21 very parallel to what Youth Build does and you know,
22 it's very commendable that DYCD wants to invest time
23 and attention into this. But a comprehensive
24 approach, the academic piece mixed with vocational
25 training, the counseling and support, the leadership

1 training, the community service, all the components
2 that I was hearing this morning about Advance and
3 Earn, are really so parallel to what Youth Build does
4 and has been doing for 40 years.

5 So, I spoke to the Deputy Commissioner on the way
6 out and he's going to schedule with me to - we're
7 going to schedule to meet and see how Youth Build can
8 be supportive of that effort.

9 But basically, it is so on point to say, that it
10 isn't just getting a job. It isn't just getting a
11 wage; it isn't just getting a stipend. It's the
12 whole mix and so, with that, I'll leave it and I want
13 to thank the Council. Debbie, you are a champion of
14 Youth Build and unmitigated and we love you and thank
15 you for all of your support.

16 CHAIRPERSON ROSE: Thank you David.

17 J.T. FALCONE: Hello, so, I'm J.T. Falcone; I'm
18 with United Neighborhood Houses and I'm here. I have
19 a whole testimony I submitted but I keep hearing you
20 ask about some of the challenges with capacity. And
21 I just want to speak to some of those.

22 So, jumping right ahead to my recommendations.
23 U&H is philosophically supportive of universality.
24 We're very interested in it, similar to my colleague
25

1
2 and U&H member Brian Chen earlier. Very supportive
3 of your legislation with the Public Advocate to find
4 ways to ensure that youth regardless of documentation
5 status are able to access these programs and these
6 opportunities; all very important.

7 There are a couple of things that I want to add
8 on to my colleagues around concerns with ways that we
9 can ensure that the process is so streamlined as to
10 allow for universality. So, I'm just going to skip
11 right ahead.

12 The first big piece that we want to think about,
13 and this is specific actually to the younger youth
14 model in particular. I know there were questions
15 around retention in those programs. I'm really
16 excited to hear the numbers that DYCD put out a
17 couple of the recommendations that we want to put on
18 the table. It's really important for youth who are
19 coming to these programs, particularly if they're
20 receiving a stipend for participation that the fact
21 that transportation cost might be a barrier
22 particularly on Staten Island but across the city be
23 taken into account.

24 Providers right now have a limited budget to give
25 some youth metro cards but that's insufficient as we

1
2 shown with universal lunch. There is a stigma
3 associated with asking for a free service and some of
4 the students don't even know that's an option.

5 So, I think the best way for us to address that
6 and a place where we would be looking for the
7 Council's partnership would be to include money in
8 the budget for providers to be fully funded to
9 provide metro cards, particularly for the younger
10 youth.

11 I think it's an issue in the vulnerable youth
12 programs as well. So, one of the benefits of this
13 model-based system is that we can ensure that each
14 model is uniquely targeted and is designed
15 appropriately for its target model audience and in
16 the instance of younger youth that includes metro
17 cards.

18 I don't want to go too deep down onto it but also
19 food is an element. There are youth who report that
20 they are spending their entire stipend paying for
21 lunch when they come to the program.

22 So, we want to find a way to ensure that that
23 stipend ultimately ends up in the youths pocket and
24 adding a food budget for the programs I think would
25

1
2 be something that everyone would be able to get
3 behind.

4 In to streamlining things; we hear time and again
5 that paperwork is a major challenge for providers.
6 We've actually gotten an estimate from our providers
7 that it takes about two hours to conduct an
8 enrollment. Orientation is eight hours and that's in
9 a group, but the enrollment process one on one with
10 each young person who's enrolling takes about two
11 hours.

12 So, we look at 75,000 young people, that's
13 150,000 hours that are being spent just collecting
14 paperwork. So, I have a list of all the paperwork
15 that providers are expected to collect in my
16 testimony and one of the things that we'd love to
17 work with DYCD on is creating a clear packet that
18 just explains to providers exactly what their
19 expected to have. Where one document could count for
20 multiple. So, proof of income or proof of address
21 and proof of citizenship right, or whatever those two
22 things are that we're proving.

23 So, creating efficiencies, that's a big part of
24 it. I also sort of want to flag something here that
25 if you actually look at the 2018 SYEP annual summary

1
2 that DYCD put out, a relatively minuscule amount of
3 that money is federal funding at this point and there
4 is some TANF funds that are mixed in.

5 So, we have between I think 3 and 5 percent of
6 the funds for this program are income restricted and
7 yet, because that's mixed in just generally across
8 the board, 100 percent of applicants have to prove
9 familial income.

10 So, if we want to think about the ways that those
11 dollars are mixed in, especially we have new
12 opportunities now that there's a model-based system.
13 Or whether those funds should ne there at all is
14 something that we'd be interested in exploring,
15 because providers have reported to us that one of the
16 biggest challenges is getting that familial income
17 information. It can be tough, and people aren't
18 necessarily aware that that's going to be a
19 requirement when their kids are enrolling, parents
20 can get concerned and it can cause hiccups and
21 providers end up spending hours chasing down, and
22 these are hours that could be used developing
23 employer relationships or beefing up the orientation.
24 Or leaning into the youth development aspects of the
25 programs, right.

1
2 But instead, that's just a sunk time cost that
3 exists because of the amount of paperwork that's
4 being collected.

5 The last piece and I think this is saving the
6 best for last, it's critical that in 2019, we've been
7 moving towards an electronic record and time keeping
8 system. Once enrollment is complete and we've spent
9 those 150,000 hours enrolling the young people in the
10 program, providers are forced to shuttle from
11 employer to employer to collect timesheets, paper
12 timesheets in person, which is a tremendous waste of
13 time for the providers that are going from employer
14 to employer if you just think about the travel time.

15 And this creates I think also a hidden cost that
16 makes it really difficult for providers to work with
17 small work sites. So, I have some information just
18 on the number of small businesses that are in New
19 York City and if you think about the number of
20 businesses in New York City, it's 98 percent have
21 fewer than 100 and 89 percent of our 200,000
22 businesses have fewer than 20 and it becomes really
23 difficult for many providers to work with any work
24 site that's unable to accommodate more than 10 or
25 less than 10 interns.

1
2 So, we're talking about 89 percent of New York
3 City's businesses that are pretty quickly off the
4 table because they have to travel from site to site,
5 right.

6 So, if it's a matter of showing up once and
7 spending some of the time saved perhaps on
8 streamlining paperwork and having an electronic
9 record keeping system to go and conduct the site
10 visit, obviously providers should be checking for the
11 safety of these site placements before the youth
12 arrive and that's a part of the program.

13 But if we're talking about every week for twelve
14 weeks throughout the duration of the program, you
15 have to show up at the work sites over and over again
16 to collect this paper. It creates major challenges
17 and just trying to look at those two bottle necks on
18 the coming in and on the work side that make us
19 cautious when we talk about universality and that can
20 be a drain on that capacity like you are talking
21 about.

22 So, I have more information in my testimony, I'll
23 wrap it up here, but I just would love to talk to you
24 more about that because I think we are very
25 supportive of this legislation, very supportive of

1
2 1670 as well. Very concerned with making sure that
3 the capacity issues are addressed before we roll them
4 out. Thank you.

5 KIM MCLAUGHLIN: Good morning everyone. Dr. Kim
6 McLaughlin from United Activities Unlimited. I'm
7 actually happy there aren't many people left, because
8 I wasn't supposed to be here.

9 So, I'd rather less people hear me babble on. My
10 wonderful workforce development supervisor is in
11 Arizona and was kind enough to send me a picture of
12 it as she told me to get to the hearing.

13 So, thank you ever so much to the Council Members
14 for the continued support and their vision regarding
15 the universal youth employment and as well as all of
16 the other youth services that you've been advocating
17 for. Those of us who have been in the field have
18 greatly appreciated it.

19 Now, United Activities Unlimited has been in the
20 workforce development field for over two decades.
21 And we were really part of it in that time when SYEP
22 was exclusively, let's get the youth off the street
23 and into another location. And it has slowly morphed
24 into a much more comprehensive service and which is
25 phenomenal, and the children are benefitting from it.

1
2 One of the things about United Activities happens
3 to be that we are actually implementing virtually
4 every contract in the DYCD portfolio for workforce.

5 So, we have our handle in the school based; the
6 younger youth, the older youth, the vulnerable youth.

7 So, I think the breath of our experience helps us
8 to speak to some of those needs and we would be
9 absolutely, and we continue to work together on
10 focusing on the logistics. That sometimes when the
11 grand ideas come into play the people on the floor
12 have to put into place and it is cumbersome.

13 I'm laughing just about the picking up of the
14 time sheets. We have a fleet of 100 people who have
15 to go pick up the timesheets and that is the cost
16 associated with it. But we have been able to
17 streamline it strictly because of our lengthy
18 experience.

19 Moving forward with this initiative, I think
20 everyone can agree and everyone was so eloquent prior
21 to my presentation, there is a great need.

22 Youngsters have so many barriers. The barriers are
23 across socioeconomic. The deficits that we see in
24 our youth, the inability for them to access the
25 challenges that they have when they wake up at six

1
2 o'clock in the morning. There are so many things
3 that we need to do as the CBO's in order to support
4 those youngsters. And so, the vision is that all
5 youngsters benefit from that mentorship to get
6 themselves into opportunities that are not availing
7 themselves and that certain populations are complete
8 not - it's not accessible to them.

9 So, when it comes to the capacity, I think it's
10 important and it's something that we have learned.
11 You need full time staff. You need dedicated case
12 planners. You need people who are really working in
13 order to help those youngsters. Give them a phone
14 call, remind them of what they need to do. Help them
15 when they have a little stress during that day.

16 Very often, we have individuals with poor coping
17 skills. We need to not only teach the soft skills
18 that are based upon employment, but we need to help
19 some of the emotional skills. The daily life skills
20 that will help them succeed in their placement and
21 that really only comes with the support of the CBO's
22 and the recognition that that price for participant
23 needs to consider how much additional support, 97
24 percent of the youngsters that we place require for
25 them to be successful.

1
2 So, I go back to that quality rather than
3 quantity. Don't try to roll something out that
4 doesn't allow any of us to do an excellent job,
5 because we've gotten so good at, we're doing, we
6 don't want to go back to the days when we're just
7 getting a youngster where they need to go without the
8 resources that they could benefit from.

9 One of the lovely things about the Work, Learn
10 and Grow program is that we tend to have better
11 connections with our youth because we have a longer
12 time to work with them. So, UAU overall supports
13 that program and believes that youngsters who go
14 through the program have a better experience at the
15 end because they've truly developed relationships
16 with the workplace. They absolutely are getting
17 better letters of recommendation from those
18 locations.

19 They're getting steppingstones, so in the
20 universality we would seemingly have the same
21 outcomes that would be beneficial. There would be a
22 long-term relationship with the work site or an
23 employer which would be profoundly more beneficial
24 than a limited number of hours under their care.

1
2 While I'm here on that topic, I will just put out
3 a little negativity in a pleasant regard and I have
4 to put my glasses on to see it.

5 For Staten Island on a whole in 2015, we had
6 1,300 applicants, over 1,300 applicants for Work,
7 Learn and Grow and we were able to place 534. That's
8 a very nice number.

9 So, here we are years later in 2019, and Staten
10 Island only has 51 slots. So, we have thousands of
11 youth during the summer youth portion of our
12 workforce development that are not employed.

13 We have left over 7,000 children that did not get
14 jobs that have applied with us during the summer and
15 now, we have countless other, over 1,000 youngsters
16 who are applying for Work, Learn and Grow, but Staten
17 Island the entire borough has only 51 slots.

18 It would seem to me that when there is
19 allocation, there should be some consideration to how
20 many students are interested. How many individuals
21 are recruited. The effectiveness of the CBO and then
22 the need. So, I just wanted to point that out if I
23 could, if there could be some consideration about
24 that.

1
2 In regard to some of your questions, to be
3 candid, I do think it's important for us to realize
4 universal will require work sites and they need to be
5 quality work sites. And that's something that again,
6 going back 20 years ago, UAU has the highest number
7 of private sector placements in the city.

8 I think there's great benefit for the youngsters
9 to be in those placements. It is sometimes difficult
10 but again, we have over 725 and I think in our
11 portfolio at least 500. It's important that you
12 engage the work sites and we have been fortunate
13 because we have full time staff and we have been
14 doing it. But that moving forward, there should be
15 some consideration of, how can we make it a little
16 bit more appealing? Aside from just their civic
17 duty. Why else would you take the youth? And we've
18 been able to play on the role of it's there civic
19 duty and Staten Island is a silo and we need to
20 support and so, that's lovely but across the city,
21 you might find there's some reluctance.

22 So, it would be lovely not only for the children
23 but for the work sites that there could be some
24 additional incentive for them to take in youth.

1
2 Specifically, because you're trying to service a
3 plethora of children.

4 And again, I just wanted to thank you for all of
5 your support. It's vital that we do it well when we
6 do it and UAU as the largest, I believe, the largest
7 provider, would love to sit on any focus group just
8 to go piece by piece to say, what are the logistics?
9 How can we do it better? What are some suggestions?

10 And so, thank you ever so much for the thoughts
11 around it. For the support of the youth, for
12 building this arena which is so vital for the future
13 for the children because the reality, it's very hard
14 to get a job. We are graduating children from
15 college who cannot get employed.

16 United Activities is a wonderful agency to work
17 with but I'm very surprised by the number of
18 engineering majors who are looking for work in the
19 nonprofit realm. We need to do a better job helping
20 our youth get the skills that they need to have
21 employment so they can be self-sustaining and build
22 all of those confidences that they require.

23 So, thank you very much.

24 CHAIRPERSON ROSE: Thank you Dr. Mclaughlin. I
25 did bring up that glaring number with the

1
2 administration and they said that Staten Island had
3 an additional 51.

4 KIM MCLAUGHLIN: That's in a school-based
5 program.

6 CHAIRPERSON ROSE: Slots because that was for
7 yeah, bringing you up to 102?

8 KIM MCLAUGHLIN: Right, but the only youngsters
9 who can apply are in that school and so, we already
10 have 200 youth that we work with normally in the
11 school-based program. This allows McKee High School
12 to have an additional 50. So, it's not open to the
13 general population of Staten Island, it's exclusive
14 to that school.

15 But thank you so much for bringing it up.

16 CHAIRPERSON ROSE: Okay, well, thank you for
17 clarifying that. So, now, I will go back to the
18 administration.

19 KIM MCLAUGHLIN: Right, those slots are exclusive
20 to a school who already have a program.

21 CHAIRPERSON ROSE: Okay.

22 KIM MCLAUGHLIN: A year around program.

23 CHAIRPERSON ROSE: Okay.

24 KIM MCLAUGHLIN: Your good Debbie.
25

1
2 CHAIRPERSON ROSE: Thank you so much. I want to
3 thank you again. All of you have such salient
4 points. You're going to make my fight with the
5 administration so much better and I appreciate it.

6 And so, the capacity issue, I think you've helped
7 me address that you know, very well. And so, I look
8 forward to standing on the steps with you. I hope
9 not too many times but, in our effort, to push them
10 further along with you know, the conversation about
11 universality.

12 I thank you all. It's been a long day for you.
13 Thank you for staying and for your testimony. And
14 with that, I want to thank all of you for staying and
15 for being here and I want you to know that your
16 testimony and your presence here has not been in
17 vain. We're going to continue to make sure that our
18 young people get meaningful jobs and youth
19 development.

20 Thank you. This meeting is adjourned. [GAVEL]
21
22
23
24
25

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date April 1, 2018