

**Quick Stats**

Agency	Start Date	FY13 Number Served	FY14 Budget
Department of Youth and Community Development	November 2007	1,831	\$11,585,417

<b>Problem Statement</b>	<p>There are an estimated 200,000 young people ages 16 to 24 in New York City who are not in school and not working. These disconnected young adults are at risk of long-term economic hardship as they miss opportunities to become members of a workforce that is increasingly educated and skilled. In New York City, blacks and Latinos have much higher disconnection rates than non-Hispanic whites. This difference is most pronounced among males, where black young men are more than twice as likely as their white peers to be disconnected, and Latino young men are 1.5 times more likely.</p>
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<b>Research and Evidence</b>	<p>Many disconnected youth already possess the basic skills needed to enter the labor market and may need only a short-term intervention to connect to sustainable employment or educational programs. Research suggests that about half of disconnected 16-to-24-year-olds have a high school diploma or its equivalent, although many also struggle with weak literacy skills. National research also shows that early work experience during teenage years leads to positive labor market outcomes for youth, especially for those who do not enroll in four-year colleges and universities immediately after leaving high school. Young adults who obtain more work experience during these years have smoother transitions to the labor market and higher beginning wages as well as higher earnings 10 to 15 years after leaving high school.<sup>1</sup></p> <p>The models for the Young Adult Internship Program (YAIP) are the Department of Youth and Community Development's Summer Youth Employment Program (SYEP) and Out-of-School Youth (OSY) Workforce Investment Act (WIA) programs. These programs offer employment preparation, educational services and support services while teaching work readiness and life skills. YAIP is similar to OSY in terms of target population, individual service strategy, and follow-up services. And like SYEP, YAIP offers participants time-limited, publicly subsidized internships and educational services to support participants in the workplace. Evaluation of SYEP has shown that participation in the program has positive impacts on both school attendance and academic performance for young adults.<sup>ii</sup></p>
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<b>Program Description</b>	<p>The Young Adult Internship Program (YAIP) provides short-term paid internships, job placements, education or advanced training, and nine months of follow-up services to disconnected youth. YAIP providers serve young people with a range of educational abilities but, given the short duration of the intervention, tend to work with more job-ready participants.</p> <p>YAIP participants are paid \$8 per hour for time spent in orientation, workshops and internships, and can earn approximately \$2,800 while in the program. The program has three phases:</p> <ul style="list-style-type: none"> <li>• PHASE I: Orientation period includes assessment of employability, skills, and social support needs; development of an Individual Service Strategy; work-readiness training; and supportive counseling. (2-3 weeks)</li> <li>• PHASE II: Paid internship plus paid educational workshops. Providers</li> </ul>
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	<p>develop internship opportunities across a broad spectrum of industries and interest areas, many of which are in the private sector. Workshops address topics like financial literacy, the world of work, career exploration, educational opportunities, and healthy living. (10-12 weeks)</p> <ul style="list-style-type: none"> <li>• PHASE III: Follow-up services to sustain engagement and retention following placement in education, training, or employment. (9 months)</li> </ul>
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<b>Program Implementation</b>	<p>YAIP is administered by the Department of Youth and Community Development and is currently offered through 19 community-based organizations. The program was expanded by the Young Men’s Initiative in July, 2013 to provide an additional 500 slots for participants each year.</p>
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<b>Target Population</b>	<p>YAIP serves young adults between the ages of 16 and 24 who are not in school and not working. Participants must be reading at a minimum of a sixth grade level. Special emphasis is placed on serving participants who reside in one of the following neighborhoods, which have high poverty rates and high concentrations of disconnected youth:</p> <ul style="list-style-type: none"> <li>• <i>Bronx</i>: Mott Haven, Hunt’s Point/Longwood, Morrisania, Highbridge/Concourse, University Heights/Fordham, East Tremont/Belmont, Bedford Park, Soundview, and Woodlawn</li> <li>• <i>Brooklyn</i>: Williamsburg/Greenpoint, Bedford-Stuyvesant, Bushwick, East New York, Sunset Park, and Crown Heights</li> <li>• <i>Manhattan</i>: Lower East Side/Chinatown, Manhattan Valley, Morningside Heights/Manhattanville, East Harlem, Washington Heights/Inwood</li> <li>• <i>Queens</i>: Astoria/Long Island City, Jackson Heights, Elmhurst/Corona, Ridgewood, Flushing, Richmond Hill, and Jamaica</li> <li>• <i>Staten Island</i>: St. George and South Beach</li> </ul>
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<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Internship placement for all participants who complete orientation</li> <li>• Completion of internship by 75% of enrollees</li> <li>• Placement of 70% of enrollees in post-internship employment or enrollment in education or training programs</li> <li>• Retention of 60% of enrollees in an approved placement during the 3rd quarter after program completion</li> </ul>
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<b>FY13 Performance Data</b>	<p>Program participants: 1,831  Placed in internships: 1,793  Completed internships: 1,536  Placed in job or education: 966  Retained in job or education at 9 months: 806</p>
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<b>Evaluation</b>	<p>YAIP is currently being evaluated through the Subsidized and Transitional Employment Demonstration, funded by the U.S. Department of Health and Human Services. As part of this study, the research firm MDRC is conducting a random assignment evaluation of YAIP.<sup>iii</sup> Prior evaluation of YAIP has demonstrated promising results with 76 percent of participants being placed into jobs or education post-internship and 63 percent retained 9 months later.<sup>iv</sup></p>
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<sup>i</sup> Sum, A., Fogg, N., and Mangum, G. (2000) "Confronting the Youth Demographic Challenge: The Labor Market Prospects of Out of School Young Adults." Johns Hopkins University, Sar Levitan Center for Social Policy Studies.

<sup>ii</sup> Leos-Urbel, Jacob, Amy Ellen Schwartz, Meryle Weinstein, Beth C. Weitzman (2012) "More than a Paycheck? The Impact of Summer Youth Employment on Students’ Educational Engagement and Success." Institute for Education and Social Policy (IESP) Policy Brief No. 02-12.

<sup>iii</sup> For more information, see <http://www.mdrc.org/project/subsidized-and-transitional-employment-demonstration-sted-project>

<sup>iv</sup> These outcomes are self-reported and unverified. See: *Evaluation of the Young Adult Internship Program (YAIP): Analysis of Existing Participant Data* (Westat, 2009): [http://www.nyc.gov/html/ceo/downloads/pdf/yaip\\_report\\_2009.pdf](http://www.nyc.gov/html/ceo/downloads/pdf/yaip_report_2009.pdf)