



Michael R. Bloomberg
Mayor

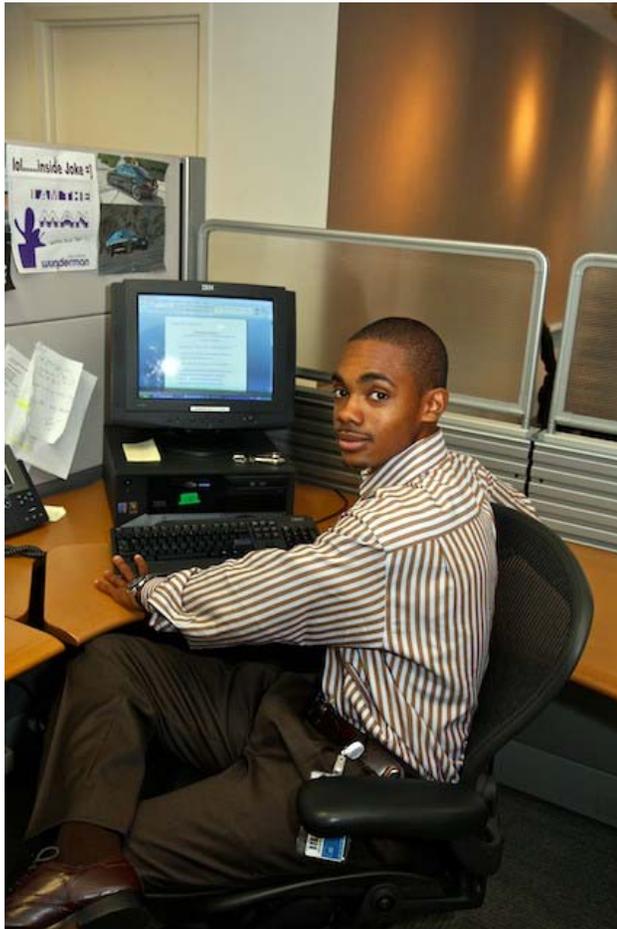
Commission on
Women's Issues

Department of
Youth & Community
Development

NYC Ladders for Leaders 2009 Program Report



2009 Program Overview



- ❖ 174 participants completed the program in 2009
 - ❑ 114 female
 - ❑ 60 male
- ❖ 60 private, public and non-profit organizations hosted interns
- ❖ 4 participants selected to receive two pairs of round-trip airfare to visit colleges outside of New York City through the American Airlines College Tour Competition.
- ❖ 81 interns eligible to receive a partial college scholarship.

"It was an unforgettable experience, I hope to be able to do it again." - 2009 Intern

2009 Participant Recruitment & Preparation

- ❖ 920 applications received:
 - 800 online
 - 120 paper
- ❖ 870 eligible applicants invited to attend one of nine orientation sessions held between December 16th and January 14th
- ❖ Pre-employment workshops held over four consecutive Saturdays at Berkeley College's Lower Manhattan campus:
 - Workshop 1: "Getting the Job"
 - February 7th and 14th - 208 attendees
 - Workshop 2: "Workplace Culture"
 - February 21st and 28th - 185 attendees

85.6% of interns surveyed believed it was easy to successfully complete the overall selection process (i.e. application, orientation, workshops, mock interviews, etc.)

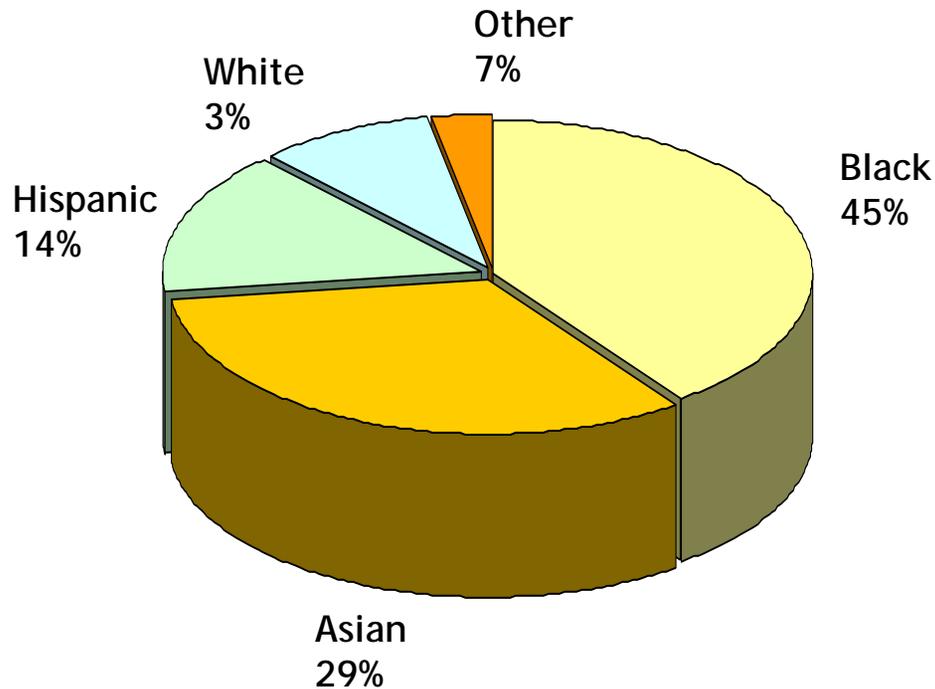
2009 Participant Recruitment & Preparation

- ❖ 177 participants attended mock interviews at DYCD offices from March 11-April 9
- ❖ 395 resumes referred to 60 private companies, non-profit organizations and NYC agencies
- ❖ 174 interns hired by 26 private companies, 25 non-profit organizations and 9 NYC agencies
- ❖ 31 students offered employment beyond the end of the program



93.7% of interns believed the orientation sessions, workshops, and mock interviews were very helpful in preparing them for their internship experience and explaining the goals of NYC Ladders for Leaders.

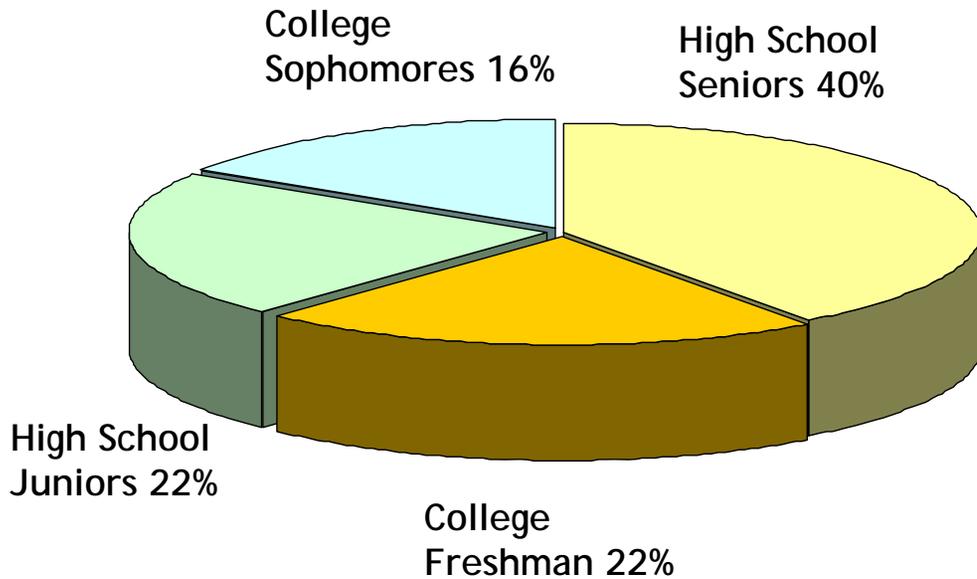
2009 Intern Demographics: Ethnicity



Ethnicity:

- Black - 80
- Asian - 51
- Hispanic - 24
- White - 6
- Other - 13

2009 Applicant Demographics: Grade Level



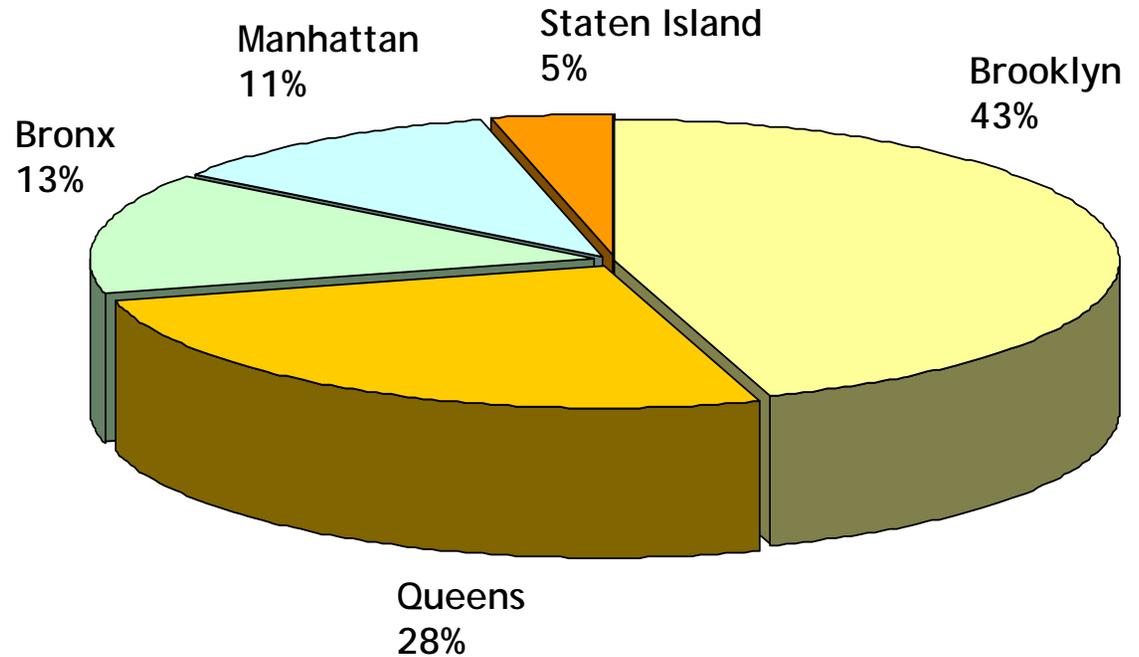
Grade Level:

- High School Seniors - 70
- High School Juniors - 38
- College Freshmen - 38
- College Sophomores - 28

2009 Applicant Demographics: Borough

Borough:

- Brooklyn - 74
- Queens - 49
- Bronx - 23
- Manhattan - 20
- Staten Island - 8

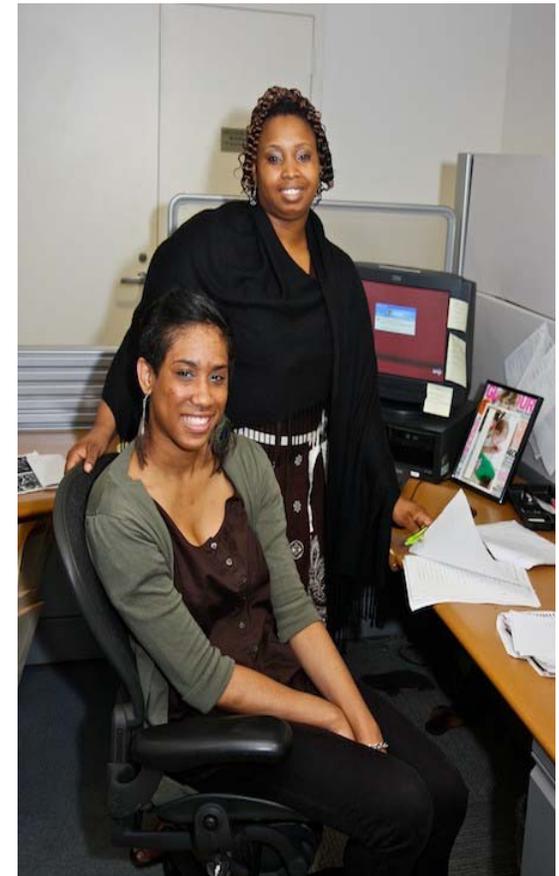


2009 Ladders for Leaders Employers

- ❖ 60 employers
- ❖ 25-40 hours work week
- ❖ Minimum of seven weeks
- ❖ Salaries ranging from \$7.25 to \$20.00 per hour

Employers by Industry

City Agencies	9	Media/Publishing	2
Community Development	1	Museum	2
Consumer Products	1	Professional Association	1
Cosmetics	1	Professional Services	1
Education	5	Property Management	1
Finance	8	Public Support Services	1
Human Services	9	Real Estate	2
Law	2	Retail	3
Manufacturing/Industrial	1	Technology	1
Marketing/Advertising	5		



"Our interns were very professional, great listeners, followed directions well and always motivated and enthusiastic about each task at hand. They exude demeanor that one would expect from a seasoned professional." - 2009 Employer

Corporate Partners

26 Corporations Employed 92 Interns

Business Name	Interns	Business Name	Interns
African Caribbean Television	1	HSBC Bank USA	1
American Express	1	Interpublic Group (IPG)	5
Blackstone Group	1	JPMorgan Chase	2
Bloomberg LP	10	KPMG	1
Bloomingdales	2	Macy's	23
Brooklyn Navy Yard	2	Major League Soccer	1
Carver Federal Savings Bank	2	Ogilvy and Mather	4
Ernst & Young, LLP	8	Orrick Herrington & Sutcliff	1
Estee Lauder Companies Inc.	1	RCN Business Solutions	1
Geneva Worldwide	1	Tai Ping Carpets	2
Gotham Inc.	1	Tishman Speyer	6
Grey Global Affiliates	1	Toys R Us	2
HarperCollins	5	Young and Rubicam	7

Not for Profit Partners

25 Nonprofits Employed 66 Interns in 2009

Business Name	Interns	Business Name	Interns
Aspen Institute Roundtable	1	Girls, Inc.	2
Baby Buggy	4	Greater New York Chamber of Commerce	1
Berkeley College	10	Kaplan	2
Brooklyn College	1	Little MissMatched	2
Brooklyn Law School	1	Metropolitan Museum of Art	3
Catalyst	5	Municipal Credit Union	4
Catholic Medical Mission Board	1	New-York Historical Society	2
Central Park Conservancy	1	New York Law School	7
CUNY College Now	2	NPower	1
Federal Reserve Bank of NY	2	Thurgood Marshall Summer Law Internship Program	2
Fresh Air Fund	5	Women's Venture Fund	3
Friends of the Highline	1	YMCA-NYC	1
Girls, Inc. New York	2		

New York City Agency Partners

9 City Agencies Employed 16 Interns in 2009

Business Name	Interns
New York City Department of City Planning	1
New York City Department of Consumer Affairs	2
New York City Loft Board	1
New York City Police Department	1
Mayor's Office to Combat Domestic Violence	2
Mayor's Office for People with Disabilities	2
Mayor's Office of Contract Services	5
Mayor's Office of Immigrant Affairs	1
Mayor's Office of Operations	1



"The interns were very prepared in handling their responsibilities and tasks and were incredibly productive." - 2009 Employer

2009 Summer Workshops



All interns attended a series of four Friday workshops during the summer. The workshops were hosted by KPMG, Young & Rubicam, Ernst & Young and CUNY Graduate Center.

Curriculum topics:

- ❖ Financial Literacy
- ❖ Financial Aid
- ❖ Health & Well-being
- ❖ Healthy Relationships & Teen Dating
- ❖ Peer Pressure & Gender Issues
- ❖ College Admissions and Financial Aid
- ❖ College Survival
- ❖ Career Exploration

"I learned things that will help me make it through college and beyond." - 2009 Intern

College Prep & SAT Workshops

- ❖ 17 interns enrolled in FREE Kaplan SAT and college preparatory courses
- ❖ Classes were specifically tailored for NYC Ladders for Leaders participants
- ❖ Courses included a pre-test assessment, eight lessons, three practice test days, and a post-test



97.9% of interns surveyed are more motivated to pursue a college degree or to stay in college as a result of participating in the program.

2009 Events

EMPLOYER OUTREACH:

Rockefeller Philanthropy Advisors Employer Breakfast - October 27, 2008

- ❖ Hosted by Rich McKeon at Rockefeller Philanthropy Advisors.
- ❖ Nine attendees representing six companies were present to learn about NYC Ladders for Leaders and how to participate in the 2009 program.

Microsoft Employer Breakfast - December 15, 2008

- ❖ DYCD and CWI hosted a forum about NYC Ladders for Leaders at Microsoft.
- ❖ 29 attendees representing 20 companies were present.

Ernst & Young Employer Breakfast - April 12, 2009

- ❖ DYCD and CWI hosted final employer breakfast at Ernst & Young headquarters.
- ❖ Six attendees from four companies were present.

Supervisor Breakfast - June 25, 2009

- ❖ Breakfast meeting held at Tishman Speyer to provide supervisors an opportunity to learn more about the summer program and expectations.
- ❖ 48 supervisors from 17 participating organizations were in attendance.

2009 Closing Event



NYC Ladders for Leaders at Gracie Mansion August 11, 2009

- ❖ Interns, sponsors, managers and families celebrated completion of the program
- ❖ The ceremony was held at Gracie Mansion
- ❖ Mayor Michael Bloomberg served as Master of Ceremonies

"Thank you so much for this wonderful opportunity. I've met inspiring people and received experience working among successful individuals." - 2009 Intern

2009 Participant Survey Results

101 survey responses from NYC Ladders for Leaders 2009 interns

- ❖ **Overall Experience**
 - ❖ 92.7% rated their overall experience participating in the program as positive
 - ❖ 98% said the most valuable aspect of the program was the “unique opportunity to gain experience in a corporate/professional environment”
 - ❖ 91.7% rated their overall internship experience as very positive
 - ❖ 99% would participate in the program again and recommend to a friend
- ❖ **Selection Process & Employment Training**
 - ❖ Majority of respondents found the entire pre-employment process helpful in preparing them for their internship experience with 93.7% rating the mock interviews as the most useful
- ❖ **Internship Experience**
 - ❖ 83.5% felt “Professionalism” was the most useful thing they learned during their internship
 - ❖ 88.5% had a valuable relationship with their internship employer
 - ❖ 32.3% were offered extended employment after their internship
- ❖ **Summer Workshops**
 - ❖ Interns found all summer workshops valuable with the Career Exploration workshop receiving the highest rating
- ❖ **Future Goals**
 - ❖ 60.8% believed they have more career options now than they did before participating in NYC Ladders for Leaders

2009 Participant Survey Results

Top Five Industry Areas of Interest for Interns

- ❖ Media and Entertainment
- ❖ Law
- ❖ Health/Science
- ❖ Government
- ❖ Fashion/Art



"I now have more career options after participating in the NYC Ladders for Leaders program." - 2009 Intern

2009 Employer Survey Results

59 survey responses from NYC Ladders for Leaders 2009 employers

❖ Overall Experience

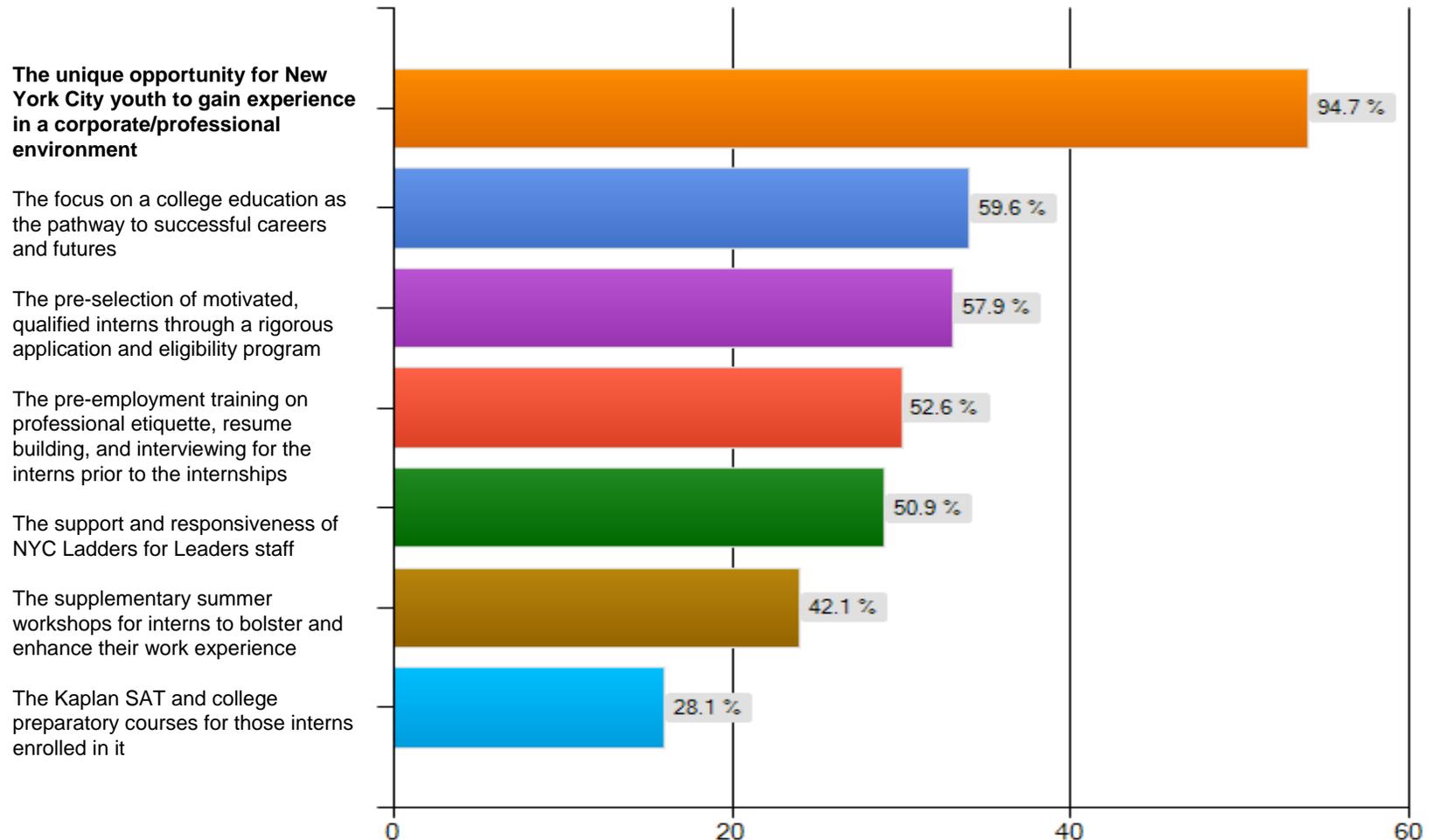
- ❖ 96.4% rated working with NYC Ladders for Leaders interns as positive
- ❖ 98.1% would like to participate in the program again

❖ Internship Experience

- ❖ 98.4% reported intern productivity as above average.
- ❖ 85.5% said if the decision were up to them, they would invite a particular intern back to work in their office next summer or throughout the year.
- ❖ 83.6% believed NYC Ladders for Leaders interns were sufficiently prepared for the workplace.
- ❖ 94.3% said the NYC Ladders for Leaders resume pool met their company's internship needs.
- ❖ 94.5% were able to integrate NYC Ladders for Leaders interns into the workplace without disruptions.

NYC Ladders for Leaders Strengths

2009 Employer Ratings



*“It was a great summer,
wonderful experience and
excellent program.”
- 2009 Intern*

*“I have only had great
experiences with NYC
Ladders for Leaders.”
- 2009 Employer*

