

COMMITTEE ON YOUTH SERVICES JOINTLY WITH

COMMITTEE ON SMALL BUSINESS 1

CITY COUNCIL
CITY OF NEW YORK

----- X

TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON YOUTH SERVICES JOINTLY
WITH COMMITTEE ON SMALL BUSINESS

----- X

February 27, 2023
Start: 1:12 p.m.
Recess: 3:43 p.m.

HELD AT: 250 Broadway - Committee Room, 14th
Floor

B E F O R E: Althea V. Stevens, Chairperson
Committee on Youth Services

Julie Menin, Chairperson Committee
on Small Business

COUNCIL MEMBERS COMMITTEE ON YOUTH SERVICES:

Chi A. Osse
Kevin C. Riley

COUNCIL MEMBERS COMMITTEE ON YOUTH SERVICES:

Tiffany Caban
Shekar Krishnan
Darlene Mealey
Sandra Ung
Marjorie Velazquez

COMMITTEE ON YOUTH SERVICES JOINTLY WITH
COMMITTEE ON SMALL BUSINESS 2

A P P E A R A N C E S

Valarie Mulligan, Deputy Commissioner at
Department of Youth and Community Development

Daphne Montanez, Associate Commissioner at
Department of Youth and Community Development

Je'Nean Jones Seo, Assistant Commissioner of
Workforce1

Abby Jo Sigal, Executive Director at Mayor's
Office of Talent and Workforce Development

Lauren Galloway, Advocacy Coordinator at the
Coalition for Homeless Youth

David Hiraldo, Executive Director of Renaissance
Technical Institute

David Calvert, Youth Build NYC Collaborative

Christopher Morris Perry

Lovelle Shaw

Susan Povich, owner of Red Hook Lobster Pound in
Red Hook, Brooklyn

Amanda Rosenblum, Vice President at JobsFirstNYC

Caitlyn Passaretti, Policy and Advocacy Associate
at the Citizens Committee for Children of New
York

Monia Salam, Coordinator for the New York City
Work-Based Learning Coalition

Terence J. Tubridy, Owner of In Good Company
Hospitality

1
2 SERGEANT-AT-ARMS: This is a microphone
3 check. Today's date is February 27, 2023, on the
4 Committees on Youth Services jointly with Small
5 Business. Located on the 14th Floor Hearing Room.
6 Recorded by Steven Sadowsky.

7 SERGEANT-AT-ARMS: Good afternoon and
8 welcome to the Committees on Youth Services joint
9 with Small Business.

10 At this time, we ask if you could please
11 place phones on vibrate or silent mode. Thank you for
12 your cooperation.

13 Chairs, we are ready to begin.

14 CHAIRPERSON STEVENS: [GAVEL] Good
15 afternoon. I am Council Member Althea Stevens, Chair
16 of Youth Services for the New York City Council. I'm
17 joined by Council Member Julie Menin for today's
18 joint hearing on support for unemployed youth.

19 In addition to the oversight topic, we
20 will be hearing Intro 686 sponsored by Council Member
21 Menin and co-prime by myself, which will require the
22 Department of Small Business Services to work with
23 the Department of Youth and Community Development to
24 coordinate a dedicated summer youth employment
25 program.

1
2 I would now like to acknowledge my
3 Colleagues, Council Member Riley, Council Member
4 Velazquez, and Council Member Julie Menin.

5 More than two years after the height of
6 the COVID pandemic, young people in New York City are
7 still facing double digit unemployment rates. A
8 December 2022 report from the State Comptroller's
9 Office found that New Yorkers age 16 to 24 have
10 fallen on unemployment rates of 17.9 percent compared
11 to the 9.3 percent for the rest of New York State and
12 8.3 percent nationally. The report found that the
13 private sector industry including the hospitality,
14 leisure, and retail which are traditionally a
15 pipeline into the workforce for young people were
16 devastated by the pandemic and left young people with
17 few options to re-enter the workforce. Moreover,
18 prior to the pandemic, the Disconnected Youth
19 Taskforce estimated that 325,000 New Yorkers ages 16
20 to 24 were at risk of becoming out of school and out
21 of work. Even though they were in the workforce, many
22 were still at risk because they were working unstable
23 part-time jobs or low-wage jobs. It is clear from the
24 statistics that we need to restructure and reimagine
25 workforce opportunities for young people. Too often

1

2

we hear the terms like disconnected or high-risk

3

which implies that the young people have failed and

4

it is their burden to find the solution. I believe it

5

is our responsibility to meet the young people where

6

they are and provide consistent support to help them

7

identify a pathway forward. To fulfill our collective

8

obligation, the City must embrace career explorations

9

and to prevent young people from engaging in

10

implementing best practices to drive better outcomes

11

in and out of working programs.

12

My objective to this hearing is to

13

investigate how DYCD is evaluating the success of

14

those programs as well as the agency's goal to

15

improve outcomes for vulnerable youth. We cannot have

16

a successful pandemic recovery if we don't properly

17

address the needs of young people.

18

I would like to share my strong support

19

for Intro 686. Though I consider SYP program, this

20

bill would provide young people a direct opportunity

21

within government and the private sector while

22

offering a year-long mentoring program to prepare

23

young people for the next steps after SYP ends.

24

I'd like to thank the Staff for their

25

hard work in preparing this hearing, Legislative

1
2 Counsel Christina Yellamaty, Policy Analyst Elizabeth
3 Arzt, and my Chief-of-Staff Kate Connolly and the A-
4 team that's back at the District.

5 Now, I would like to turn it over to my
6 Colleague, Council Member Julie Menin, for her
7 opening statement.

8 CHAIRPERSON MENIN: Thank you so much,
9 Chair Stevens. Good afternoon. I'm Council Member
10 Julie Menin, Chair of the Committee on Small
11 Business. Thank you for joining today's joint hearing
12 with the Committees on Youth Services and Small
13 Business.

14 I first want to thank my co-Chair,
15 Council Member Althea Stevens, Chair of the Committee
16 on Youth Services, for all of her leadership and
17 support in putting together today's hearing, and I
18 also want to welcome our Colleagues who are here.

19 Today's hearing looks to evaluate the
20 support for a vulnerable group in our city, out-of-
21 school and out-of-work youth. A report from Jobs
22 First NYC revealed that due to the pandemic over 27
23 percent of New Yorkers age 18 to 24 were out of
24 school and out of work in 2020. This percentage was
25 over 80 percent higher than the previous year and the

1
2 highest percentage in almost 10 years. Youth
3 unemployment often negatively affects future
4 employment, either by increasing the probability of
5 unemployment in adulthood or reducing access to high
6 wages. As we continue to revive New York City post-
7 pandemic, we must ensure we provide adequate
8 resources for this vulnerable group. The future of
9 New York City literally depends on the support that
10 we provide to our youth now.

11 New York City's Summer Youth Program is
12 an example of the success that comes with engaging
13 and uplifting New York City youth. As the nation's
14 largest youth employment program, it has grown to
15 serve over 90,000 individuals this year. The reach of
16 this program is clear, and it should be utilized to
17 its fullest potential to address the repercussions of
18 the pandemic.

19 Today, we are discussing our bill, Intro
20 686, which provides increased opportunities for
21 unemployed youth. This bill really came out of
22 conversations that Council Member Stevens and I had
23 talking about what we could do to help create more
24 employment opportunities, how we could utilize other
25 city agencies, and how we could utilize the private

1
2 sector, all of the small businesses, particularly
3 small businesses like the hospitality industry that
4 are facing labor shortages. The bill requires
5 collaboration between the Department of Small
6 Business Services and the Department of Youth and
7 Community Development to increase the number of local
8 private small businesses engaging with summer youth
9 employment. Intro 686 also creates a year-long
10 mentorship program which would be administered by
11 Small Business Services and Youth and Community
12 Development in order to engage participants of the
13 Summer Youth Employment Program beyond the six weeks
14 of the summertime. Finally, our bill will require a
15 report from the Department of Youth and Community
16 Development and Small Business Services detailing the
17 positions created under the Summer Youth Employment
18 Program as well as recommendations to improve the
19 program going forward.

20 I look forward to hearing testimony today
21 from the Department of Youth and Community
22 Development and from Small Business Services with
23 updates on their support for unemployed youth and how
24 we can work together collaboratively to implement
25 legislation like Intro 686 to thoroughly support and

1
2 engage our New York City youth. I similarly look
3 forward to hearing from small businesses and
4 advocates on this topic.

5 Finally, I want to thank Elizabeth Arzt,
6 Christina Yellamaty, and Rebecca Barilla from Central
7 Staff for their work putting together this hearing as
8 well as my Chief-of-Staff Jonathan Szott and
9 Legislative Director Brandon Jordan for their
10 assistance.

11 Now, I'm going to turn it back over to
12 Chair Stevens. Thank you.

13 COMMITTEE COUNSEL: We will now hear
14 testimony from the administration. Before we begin, I
15 will administer the affirmation. Please raise your
16 right hands.

17 Do you affirm to tell the truth, the
18 whole truth, and nothing but the truth before this
19 Committee and to respond honestly to Council Member
20 questions?

21 ADMINISTRATION: (INAUDIBLE)

22 COMMITTEE COUNSEL: Thank you. You may
23 begin when ready.

24 DEPUTY COMMISSIONER MULLIGAN: Good
25 afternoon, Chair Stevens, Chair Menin, and Members

1
2 of the Committees on Youth Services and Small
3 Business. I am Valarie Mulligan, Deputy
4 Commissioner for Workforce Connect at the
5 Department of Youth and Community Development. I
6 am joined by Associate Commissioner Daphne
7 Montanez.

8 On behalf of Commissioner Keith Howard,
9 thank you for the opportunity to discuss DYCD's
10 youth workforce development programs. The
11 overarching goal of all our youth workforce
12 development programs is to provide young New
13 Yorkers with valuable skills, knowledge, and
14 experience that will help them build their careers
15 in our dynamic economy. Working in partnership
16 with our network of nonprofit program providers,
17 we offer programs for both in-school and out-of-
18 school youth that provide paid work opportunities,
19 career exploration, and work readiness training,
20 and in some cases occupational training, through a
21 portfolio of programs for young people ages 14
22 through 24. Our programs include the Summer Youth
23 Employment Program and its companion school-year
24 program Work, Learn, & Grow, the federally funded
25 Learn & Earn and Train & Earn programs for young

1
2 people with barriers to employment, and the
3 intensive Advance & Earn training and employment
4 program.

5 Earlier this month, we opened
6 applications for the 2023 Summer Youth Employment
7 Program. This summer will mark the 60th
8 anniversary of the program, with New York City
9 once again slated to provide 100,000 summer job
10 opportunities for young people ages 14 through 24.
11 SYEP applications can be completed online at
12 nyc.gov/syep or at participating community-based
13 organizations until Friday, March 31, 2023.
14 Applications are also open for employers who would
15 like to provide work experiences for SYEP
16 participants by becoming a worksite. We appreciate
17 the City Council's strong commitment to promoting
18 SYEP and hosting young people in government
19 offices, and we look forward to working with you
20 again this summer.

21 The city's SYEP program, which is the
22 largest in the country, runs for six weeks in July
23 and August. The initiative provides youth with
24 paid opportunities to explore potential career
25 interests and pathways, allowing participants to

1
2 engage in learning experiences that help develop
3 their professional, social, civic, and leadership
4 skills. SYEP participants are compensated for
5 their work at diverse worksites in fields that
6 include business and finance, fashion,
7 philanthropy, technology, arts and culture,
8 engineering and construction, healthcare, legal
9 services, real estate, transportation, advertising
10 and marketing, hospitality and tourism, media and
11 entertainment, and retail.

12 Last summer, a record number of
13 participants got a jump start on their careers at
14 more than 18,000 worksites across all five
15 boroughs. Ladders for Leaders, a professional
16 internship component of SYEP, doubled in 2022 to
17 place 1,732 high-achieving young New Yorkers in
18 internships at companies such as Google, JetBlue,
19 Madison Square Garden, the Metropolitan Museum of
20 Art, SL Green, A&E Networks, and the Ford
21 Foundation.

22 As part of Mayor Adams' commitment to
23 expanding SYEP, DYCD worked with City agencies,
24 the City Council, and other public sector
25 organizations last year to provide an

1
2 unprecedented number of internship opportunities
3 in local government to nearly 9,000 young people.
4 For example, over 800 youth interned with the NYPD
5 and FDNY, and both departments hosted events for
6 participants to explore careers in law enforcement
7 and first response.

8 SYEP offers workshops on work
9 readiness, career exploration, and financial
10 literacy. Financial literacy curriculum equips
11 young people with the tools to build a positive
12 and healthy relationship with money. Youth
13 identify their financial values, learn concepts
14 related to banking, saving, taxation, and
15 investing; and develop practical skills to achieve
16 financial wellness.

17 Additionally, as part of a national
18 effort to encourage young people to save and make
19 healthy financial choices, SYEP participants have
20 the option to receive their wages via direct
21 deposit to a bank account of their choice.

22 Special programming is available for
23 NYC youth through various service options within
24 SYEP, including CareerReady. This initiative is
25 designed for students between the ages of 14 and

1
2 21 from select DOE schools and allows students,
3 school leaders, and CBO program staff to align the
4 SYEP experience with academic learning. Last year,
5 SYEP's CareerReady school-based model served
6 21,000 students at 226 NYC high schools. Selection
7 to the program is conducted by the participating
8 schools rather than an online lottery. Through
9 SYEP Special Initiatives, equity is at the
10 forefront of recruitment from historically
11 underserved communities. In 2022, more than 13,300
12 participants were NYCHA residents, and nearly
13 4,700 young people were part of the SYEP Emerging
14 Leaders Program, which provides specialized
15 experiences for youth who are justice-involved,
16 experiencing homelessness, in foster care, or who
17 have disabilities and attend DOE District 75
18 schools.

19 Launching this summer is the inaugural
20 SYEP Pride initiative. SYEP Pride will connect
21 young people who identify as LGBTQ+ with
22 supportive, safe, and affirming work and career
23 exploration experiences. The program will also
24 allow employer partners to offer unique employment
25

1
2 and learning opportunities that will support and
3 empower LGBTQ+ youth through the SYEP program.

4 CareerReady Work, Learn, Grow is a
5 school-year program that offers young people ages 16
6 to 19 from select public schools in New York City an
7 opportunity to strengthen work readiness skills,
8 explore careers, and receive academic support,
9 including guidance on postsecondary education and the
10 potential to earn college credit. The program offers
11 college readiness skills to make a smooth transition
12 from high school to college and beyond; skill
13 building activities including assistance with
14 resumes, cover letters, interviews, and workplace
15 etiquette; a paid internship opportunity; and
16 access to CUNY College Now courses. It is open to
17 participants in the previous summer's SYEP cohort
18 who attend partner schools. This past year, Work,
19 Learn, Grow also worked with SYEP Special
20 Initiatives providers to serve over 900 youth who
21 experienced barriers to employment or who reside
22 in NYCHA developments. We thank the Council for
23 your strong advocacy and partnership in the
24 establishment and growth of the program.

1
2 Learn and Earn, formerly known as the
3 In-School Youth Program, is a career exploration
4 and academic support program for high school
5 juniors and seniors. The program provides
6 participants with academic support, college
7 application assistance, work readiness training,
8 service learning and leadership activities, as
9 well as a paid six-week summer internship. We have
10 implemented 250 paid hours of school year
11 internship and college readiness services at 15
12 dollars an hour for all participants. This will
13 allow participants to grow work readiness skills,
14 gain CUNY credit and earn money, and further align
15 DYCD's workforce development programs for in-
16 school youth.

17 Train and Earn, formerly the Out-of-
18 School Youth Program, is a career pathways program
19 that provides comprehensive job training and
20 employment services along with support services
21 needed by participants to find a permanent job,
22 obtain your high school equivalency if applicable,
23 and access postsecondary education and training.
24 Train and Earn is for youth and young adults aged 16
25 to 24 who are not working and not in school and meet

1
2 certain other eligibility requirements. Training is
3 provided in sectors including healthcare, IT,
4 construction and logistics, and food service and
5 leads to participants receiving industry-recognized
6 credentials.

7 Advance and Earn is our newest new
8 training and employment program for youth between
9 the ages of 16 and 24. Advance and Earn helps
10 further young people's careers through
11 comprehensive High School Equivalency test
12 preparation, employer-recognized trainings,
13 credentials and certifications, and paid
14 internships. Advance and Earn has exposed
15 participants to the fields of masonry and
16 landscaping, culinary arts, digital marketing,
17 medical billing, and direct support professions,
18 and guided through obtaining Commercial Driver's
19 Licenses and becoming Certified Nurse's Aides.

20 In February, our newest Advance and
21 Earn program launched in the Bronx. The new
22 program is located at Per Scholas headquarters on
23 East 138 Street, providing High School Equivalency
24 classes to prepare young people for the GED as
25 well as work readiness courses, internship

1
2 opportunities, and advanced training for a variety
3 of high-demand certifications in the medical
4 field. We look forward to working with Commonpoint
5 Queens and Per Scholas to provide these exciting
6 opportunities to youth who really need the help.

7 Intro 686 on today's agenda relates to
8 partnerships and work sites in SYEP. In 2022, SYEP
9 placed participants in about 3,400 worksites in
10 government agencies. We increased placements by
11 135 percent in Mayoral agencies and offices. In
12 order to expand placements in the private sector,
13 First Deputy Mayor Wright challenged the City's
14 Business Leadership Council to hire SYEP
15 participants, and the Real Estate Board of New
16 York called upon members to support the program.
17 We connected with the Department of Small Business
18 Services, which hosted interns in their offices
19 and in Workforce1 Centers. SBS provided important
20 connections to their network of BID leaders, M/WBE
21 firms, and Workforce1 partners. These and other
22 public/private partnerships are integral to the
23 program's growth.

24 DYCD staff, the nonprofit SYEP
25 providers, and the worksites in every sector are

1
2 committed to creating meaningful work experiences.
3 It is important that we maintain flexibility in
4 order to meet the evolving needs of participants
5 and employers.

6 Thank you once again. We are here today
7 with our colleagues from the Mayor's Office for
8 Talent and Workforce Development and the
9 Department of Small Business Services, and we are
10 pleased to answer any questions you may have.

11 CHAIRPERSON STEVENS: Hello. I would
12 like to say I'm happy to hear that it's the 60th
13 birthday of SYEP. How are we celebrating this? I
14 guess it's not a real question but a real
15 question. It's really great. I think we could do
16 some fun and exciting things with that so happy
17 birthday to SYEP.

18 The 2020 Disconnected Youth Taskforce
19 report states that the biggest challenge with the
20 City's current portfolio for reengagement
21 programs, particularly those that serve out-of-
22 school and out-of-work adults is a lack of
23 adequate capacity compared to needs even prior to
24 COVID-19 and substantial wave of job losses. Has
25 DYCD seen an increase in applications to those

1
2 programs for out-of-school and out-of-work youth
3 since the start of the pandemic?

4 DEPUTY COMMISSIONER MULLIGAN: Thank you
5 for the question, Council Member. DYCD's program
6 for out-of-school populations operate on a direct
7 recruitment basis, which means that our providers
8 do outreach to eligible youth on an ongoing basis
9 until all slots are filled so while we know that
10 the data does show that there's a significant need
11 for opportunities for these populations, we also
12 have seen on the ground that it's extremely
13 challenging to recruit, engage, and retain these
14 young people so right now we're focused on fully
15 enrolling the slots that we do have, which is very
16 challenging, and ensuring that the programs are
17 successfully meeting the needs of youth that we're
18 trying to reach so no, we're not currently turning
19 away any applicants to these programs based on the
20 model and design of the programs.

21 CHAIRPERSON STEVENS: Yes, I am very
22 aware that it is a very challenging task. What
23 support do you give the providers to do that
24 because, especially with that population, you have
25 to be creative and you have to go where they are

1
2 because often, and because I worked in these
3 programs, I often saw where a lot of programs
4 would use it as a way to steer people from the
5 other programs that might not be working and
6 things like that and not really having a
7 recruitment effort so how do you ensure that that
8 is actually happening and taking place and what
9 services do you provide with them because, like I
10 said, I've seen that happen more often where it's
11 like oh, I have a transfer high school and that's
12 not working out so let's put them in this program
13 and they're not really going in to do recruitment,
14 they're not really out there and have someone who
15 specializes in reaching these young people where
16 they're at, whether it's the corner, whether it's
17 community centers, whatever, like they should be
18 going where they're at and so how are you guys
19 working around that?

20 DEPUTY COMMISSIONER MULLIGAN: Yeah.
21 Daphne, do you want to take that one?

22 ASSOCIATE COMMISSIONER MONTANEZ: Sure.
23 DYCD works very closely with our providers
24 throughout the entire course of the program
25 design, and that also includes supporting them

1
2 through their recruitment efforts. Our providers
3 do a variety of different methods on trying to
4 retain and attract young people. That includes
5 social media, email blasts, but also presentations
6 to local organizations and agencies that are
7 working directly with youth that are within the
8 eligible population for our programs. DYCD also
9 works very intentionally on building partnerships
10 and identifying local organizations for our
11 providers to expand their reach in terms of their
12 recruitment efforts. Additionally, we work closely
13 on program design alongside with our providers to
14 ensure that they're developing attractive program
15 offerings, also marketing, and I would say
16 probably the most effective way that we do this
17 work is really through youth voice. We take a lot
18 of feedback from our participants, both that are
19 in the program and those that have graduated from
20 the program. We use that to inform program design,
21 and we also engage our participants in doing peer-
22 to-peer recruitment efforts as well, and many of
23 our participants have gone on to do presentations
24 and recruiting young people at various
25 opportunities around their communities. We've even

1
2 incentivized our providers to help us in our
3 recruitment events because they are ultimately the
4 best ambassadors for our programs. It's a
5 continuous process in working closely with our
6 local city agency partners, our providers on the
7 ground, and with our young people.

8 CHAIRPERSON STEVENS: I know you said
9 the peer-to-peer, are the young people paid for
10 that and paid for their services for that piece
11 and often that's usually the best route to go,
12 right, because if I'm not a young person who is
13 involved, I'm not going to organizations. That's
14 part of the problem, right, so I think it's nice
15 that you might be doing presentations there and
16 those things but often you're speaking to a group
17 of people who are already engaged because if they
18 already showed up, those are the young people who
19 are already engaged and so really thinking about
20 how we're being more creative to going to where
21 those young people are, and sometimes it's not the
22 nicest areas, right? Maybe they might have to
23 recruit in the evening on the block and talk to
24 the young people sitting on the bench. Those are
25 the things that we need to see because those are

1
2 the kids that are never engaged, because if we're
3 going to organizations, they're often the young
4 people who are already engaged so just want to
5 make sure we highlight that.

6 My next question is how many applicants
7 did not receive placement for DYCD Advance and
8 Earn and Learn training in 2022 and 2024?

9 DEPUTY COMMISSIONER MULLIGAN: Because
10 of the model of our programs which are direct
11 recruitment, we don't turn away youth. We stop
12 recruiting once we have all of our slots filled.

13 DEPUTY COMMISSIONER MULLIGAN: How many
14 slots do you have available and are they all full?

15 DEPUTY COMMISSIONER MULLIGAN: In our
16 two out-of-school youth programs which are Advance
17 and Earn and Train and Earn, we have about 2,300
18 slots per year. Advance and Earn works in a cohort
19 model, which means we do two cohorts of about 450
20 young people two times a year so those programs do
21 fill up. Train and Earn actively recruits
22 throughout the year until they're full so right
23 now we're not totally full yet, but we're almost
24 there. I don't have the number in front of me of
25

1
2 how many slots we have available, but it is filing
3 up and we're almost there.

4 CHAIRPERSON STEVENS: Even thinking
5 about that, has DYCD explored scaling up the
6 program in the face of rising unemployment numbers
7 for youth between the ages of 16 to 24, and what
8 would the obstacle for expansions?

9 DEPUTY COMMISSIONER MULLIGAN: We're, of
10 course, always monitoring this population, and we
11 are very aware of all the reports that are coming
12 out with these high numbers, but we're trying to
13 balance that with the reality that our providers
14 are struggling to recruit and fill the slots that
15 we even have so we're trying to balance making
16 sure the programs that we do have are really high
17 quality, are really responsive to the needs of the
18 young people that are in them and that are
19 attractive to young people in meeting them where
20 they are. Right now, that's really our focus of
21 out-of-school youth programs.

22 CHAIRPERSON STEVENS: If you're seeing
23 that it's not matching the numbers that we have
24 with the city and with the unemployment so are you
25 looking to shift and change programming because,

1
2 are you using this time to evaluate, like what is
3 happening because I think that that's going to be
4 really important because if we see these numbers
5 rising and you're saying now that the program
6 isn't full, there's a disconnect and just want to
7 talk about what does that look like and how are we
8 going to make sure that these start to come to a
9 head in the middle somewhere.

10 DEPUTY COMMISSIONER MULLIGAN: This is
11 the work that we do every day, and I could tell
12 you my team around the office has these
13 conversations every single day so we are looking
14 in a number of ways of how to one, make these
15 programs more appealing to our young people. One
16 of the realities of the labor shortage and what
17 happened over the pandemic is that short-term
18 employment opportunities in retail and food
19 services are offering way more than minimum wage
20 so a lot of times we see that our young people
21 have to make a choice between enrolling in a long-
22 term program like the ones that DYCD offers or
23 taking a short-term job that doesn't come with
24 training and opportunities that we provide that
25 will lead to a long-term career so we're looking

1
2 at how to make our programs as appealing to young
3 people as possible including considering what
4 wages we pay through our programs, what types of
5 trainings, we have an RFP that we're currently in
6 the process of developing, (INAUDIBLE) Train and
7 Earn program, we're looking really closely at what
8 sectors we offer through that program to make sure
9 that they're, one, sectors that lead to really
10 great careers at the end of the trainings and,
11 two, sectors that our young people are interested
12 in. I don't know, Daphne, if you have anything you
13 wanted to add to that.

14 ASSOCIATE COMMISSIONER MONTANEZ: Yes.

15 In addition to the internship offerings that we do
16 provide, DYCD has invested heavily in our Employer
17 Engagement Team, and they are also looking for
18 additional employers in fast-growing industries to
19 provide these opportunities to this population as
20 well.

21 CHAIRPERSON STEVENS: You've identified
22 the problem and you're looking to work on it, when
23 is it going to start to be implemented?

24 DEPUTY COMMISSIONER MULLIGAN: We're
25 always adjusting. One of my kind of key tenets for

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

the team and something we talk about is that we want our programs to be nimble. They're big government programs. We want them to be nimble so a lot of these things are things that we are trying to adjust on the fly as much as we can within the sort of confines of the program. One of the things you heard is we just added a new Advance and Earn program with Commonpoint in the Bronx focused on housing crisis because that was a need, it's a community we wanted to make sure we were serving, and it's an area that young people are really interested in. At the same time, we also have sort of those formal processes that the City goes through to redesign programs so we're in the process of designing a Train and Earn RFP right now. I don't have a timeline for you just yet on when that will be released but happy to keep you posted as we start to work towards developing that.

CHAIRPERSON STEVENS: I'm sure you'll let me know.

DEPUTY COMMISSIONER MULLIGAN: I promise I will, Council Member.

1

2

3

4

5

6

7

8

9

10

11

12

CHAIRPERSON STEVENS: Just a question around, I know you said you guys are looking at the sectors to see where young people are interested and things like that, how are you reaching the young people? Are they being evaluated, surveyed, how is their voice being heard in this process, and how are we getting to some of the sectors that you're going to be going after, whether it's with the new RFP or with the providers and helping them get into some of these sectors?

13

14

15

16

17

18

19

20

21

ASSOCIATE COMMISSIONER MONTANEZ: It's really twofold. We are looking deeply at labor market information and analysis and doing that deep research now about growing industries in New York City and where the demand is headed. Additionally, through all of our applications through SYEP or through our onboarding processes for out-of-school, out-of-work youth programs, we have opportunities to capture career interests...

22

23

24

25

CHAIRPERSON STEVENS: Where is that because I haven't seen those. Tell me more about those.

1
2 ASSOCIATE COMMISSIONER MONTANEZ: During
3 our SYEP application for instance, when a young
4 person applies, they have the ability to provide up
5 to three of their top career interests, and that
6 information...

7 CHAIRPERSON STEVENS: Is it a checkbox or
8 do they write it down? How is that...

9 CHAIRPERSON STEVENS: It's on the online
10 application.

11 CHAIRPERSON STEVENS: It's a dropdown?
12 That's still kind of (INAUDIBLE) because that means
13 that I'm only going to get this menu and I can only
14 pick from there. I mean it's better, but...

15 CHAIRPERSON STEVENS: In addition to the
16 application during the onboarding process, providers
17 are encouraged to have conversations with young
18 people about their career interests and goals, and
19 that helps them with the matching process as well as
20 their efforts around employee engagement and job
21 development to help meet those interests as well.

22 CHAIRPERSON STEVENS: Now you know that
23 those providers are not having a conversation when
24 they have over 1,000 young people to place in
25 different places. We know that they put them where

1
2 they have the slots at so that's nice that that's
3 what we want, but we know that's not happening. Come
4 on. It sounds nice, but it's not happening.

5 I know you said that you're using data
6 and all that stuff. How does that work, especially
7 when a lot of times young people don't know what they
8 don't know so if I don't know about an industry, I
9 don't know a job I'm not interested in because I
10 don't know it so how are we really connecting the
11 dots for young people to have them know and get
12 experience from these different places if they don't
13 know about it?

14 DEPUTY COMMISSIONER MULLIGAN: I want to
15 address your first point first about the providers
16 and the program design because we absolutely hear you
17 on that point. It's something we're really focused on
18 working on. I think you know me personally and the
19 team over the last couple of years have been a lot
20 more intentional about getting feedback from the
21 providers to learn how is this actually rolling out
22 on the ground, but in response to that I just want to
23 highlight, and Daphne mentioned it, this investment
24 we made in the Employee Engagement Team and Employee
25 Engagement infrastructure is real, brand new this

1
2 year we offered a series of trainings to the
3 providers about how to use that data better so, in no
4 way am I saying that this is perfect, but that it is
5 something that we are intentionally trying to build
6 into the program and the process of the providers,
7 and we at DYCD are trying to build out the capacity
8 to better support the work of matching young people
9 with the careers that they're interested in.

10 CHAIRPERSON STEVENS: Absolutely. I mean
11 one of the issues, and the providers talk about it
12 all the time, they need it to be full-year because
13 when you're hiring staff for the summer program it
14 becomes very hard. Oh, I'm aware. I know the issues
15 too and how to get to the answer so, but they need
16 people who are there all year long because then they
17 would have more time to do the recruitment and
18 actually work with young people to do the
19 applications and speak to them but half the time
20 they're still in the middle of hiring in the summer
21 so you know that. It was no shade at y'all. It's just
22 where we are.

23 DEPUTY COMMISSIONER MULLIGAN: No, I just
24 feel like it's important to say because I agree with
25 you here that it's one of the biggest challenges with

1
2 SYEP, especially as we scale, but just want to
3 acknowledge that we are on the same page and really
4 trying to build a system that can be responsive to
5 this challenge. Also, leveraging Work Learn and Grow
6 and the way that we budget so last year we made a
7 huge shift at the request of the providers to do
8 these 12-month budgets. That was step one to helping
9 to resolve this staffing issue. Step two, really
10 thinking about how we leverage Work Learn and Grow so
11 that providers who have both programs can keep staff
12 on board. We added special initiatives populations.
13 It's about system building, but those are some of the
14 things I think we're really proud of that we've been
15 trying to do and want to continue working on
16 together.

17 CHAIRPERSON STEVENS: Absolutely. I also
18 was there with you championing Work Learn Grow, and I
19 think that it makes a lot of sense and that's the
20 route we need to be going, but I'm a firm believer
21 we're at a place where we need to be really
22 reimagining what employment for the City looks like
23 and not just kind of having things be status quo and,
24 yes, you guys are making improvements but that
25 doesn't mean that we don't keep pushing because we're

1
2 a long way from where we're supposed to be at and
3 these numbers just show that.

4 What is DYCD recruitment methods for this
5 programs and how are agencies evaluating providers'
6 recruitment methods and supporting providers in their
7 efforts to reach out to young people?

8 ASSOCIATE COMMISSIONER MONTANEZ: I'm
9 sorry. The question was regarding recruitment

10 (INAUDIBLE)

11 CHAIRPERSON STEVENS: Remember we were
12 talking about the out-of-school young people time, we
13 know it's hard so how do you evaluate how providers
14 are recruiting these young people and what does that
15 look like? Let's say they're not doing a good job,
16 what does that look like?

17 ASSOCIATE COMMISSIONER MONTANEZ: During
18 the recruitment phase, DYCD's program directors and
19 the program team work very closely monitoring the
20 enrollment efforts almost on a weekly basis. We have
21 monitoring reports, we have staff going out to
22 provider locations, evaluated the recruitment plans
23 and providing support where needed. Whenever there
24 are issues with recruitment and there are
25 opportunities for DYCD to step in and provider

1
2 partnerships. This is where our program teams work
3 hand-in-hand with those providers to do so.

4 CHAIRPERSON STEVENS: What if a provider
5 isn't doing well at recruitment and their numbers are
6 consistently low, what does that look like, what does
7 that process look like?

8 ASSOCIATE COMMISSIONER MONTANEZ: Meaning
9 if there was a gap between their recruitment efforts
10 and... So where we focus also on is on what I mentioned
11 previously, program design as well. It may be that
12 what young people are looking for, they may be
13 finding the young people but what they're offering
14 may not be in line with career interests, and one of
15 the ways that we work with providers is in making
16 those adjustments to try and provide more attractive
17 internship opportunities for instance, looking at the
18 advanced occupational trainings that they offer. All
19 to say one of the things that we learned throughout
20 the pandemic because Advance and Learn, for instance,
21 was launched during the pandemic, February 2020, and
22 had to very quickly shift the way the intended model
23 was supposed to be run, we learned a lot through
24 working through the changes through the pandemic, and
25 right now we're very fortunate that we're able to

1
2 shift back to the original intent of the program,
3 learning what we've learned through the pandemic, and
4 we're going to be using those learnings on improving
5 program quality and program outcomes including our
6 recruitment efforts as well.

7 CHAIRPERSON STEVENS: I still don't
8 understand how, if they're not doing well, what
9 happens. I think you told me a whole bunch of methods
10 that they might do, so do they lose a contract, like
11 how many chances do they get? I'm sorry.

12 DEPUTY COMMISSIONER MULLIGAN: It depends,
13 and it's a case-by-case basis so we look at why the
14 provider is struggling. A lot of cases, it's what
15 Daphne mentioned, program design, what they're
16 offering, sometimes it's provider staffing and
17 provider turnover, sometimes quite frankly they don't
18 have the level or skill of the staff that they need
19 on board and that could be because they're struggling
20 to recruit or something. We go provider by provider.
21 Depending on what the situation is, we meet with the
22 provider regularly, we talk to them about what
23 they're challenges are, and then we would come up
24 with a plan there. If there's mismanagement, or
25 something that they're doing that's not in line with

1
2 their contract, DYCD has processes in place, we issue
3 corrective action plans. If we feel that's necessary,
4 we'll go through that process. If it's more something
5 that's a programmatic design issue, we'll work with
6 them to share best practices. A lot of times we do
7 the work of connecting...

8 CHAIRPERSON STEVENS: (INAUDIBLE) because
9 I just feel like this is a really long time, and we
10 have high numbers and so that sounds like it's a
11 whole two, three years at this point we're giving
12 people so how long...

13 DEPUTY COMMISSIONER MULLIGAN: It depends.
14 There are cases where we've seen programs that are
15 completely failing, and we very quickly look at why
16 that is and move to do something. As far as removing
17 a contract, which of course would be our last resort,
18 but if we need a good program in a place and it's not
19 happening we do that. More often, we look to issue
20 corrective action plans, and we do that pretty
21 quickly. We evaluate the providers every year,
22 sometimes several times a year, but more importantly
23 to me than just that regular oversight is the fact
24 that we have a team of program managers who are
25

1
2 working day to day with the providers to troubleshoot
3 issues before they get to that point.

4 CHAIRPERSON STEVENS: That's interesting
5 because if we're still trying to get slots filled
6 then I think that we need to be looking at is this a
7 good fit for the provider, like sometimes a provider
8 could be really goodhearted and goodwill, but it
9 might not be a good fit, and that's I think what I'm
10 trying to get at because often we give providers a
11 lot of chances. Just because they're good providers,
12 that doesn't mean they're good at everything and so
13 for me it's like how do we evaluate that and say
14 let's shift because we can actually give it to some
15 folks who are actually doing a better job at it and
16 how do we make sure that we're doing those things.
17 The same way I come at you guys, I'm going to come at
18 the providers too. They don't always do their thing
19 so how do we make sure we're adjusting for that.

20 How long do providers track or keep in
21 touch with young people after the completion of the
22 program? Does the program have an alumni network?

23 DEPUTY COMMISSIONER MULLIGAN: Every
24 program is designed a little bit differently. Our
25 out-of-school youth programs all include different

1
2 levels of followup. I don't know, Daphne, if you know
3 off the top of your head what they are.

4 ASSOCIATE COMMISSIONER MONTANEZ: For
5 Advance and Earn, it's three months of followup, and
6 for Train and Earn programs it's up to a year of
7 followup.

8 CHAIRPERSON STEVENS: Train and Earn is
9 the program, that's not the out-of-school, out-of-
10 work young people, right?

11 ASSOCIATE COMMISSIONER MONTANEZ: Yes.

12 CHAIRPERSON STEVENS: What does that
13 followup look like? Is it just a call? Is it an
14 email?

15 ASSOCIATE COMMISSIONER MONTANEZ: It's
16 continual case management followup. The goal is to
17 ensure that young people have stability throughout
18 their placement. The outcomes that we're looking for
19 for these young people are a placement either in
20 unsubsidized jobs, postsecondary education for
21 instance, and we want to ensure that young people
22 have the supports that they need to retain their jobs
23 as well as to ensure they have the stability that
24 they need and supportive services that they need.

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

CHAIRPERSON STEVENS: What does that look like and consist of? Like I've finished a program, I'm following up for two years, and realistically especially with thinking about even the price point for the budget, what does that really look like and consist of, like is there a case manager assigned to them, they're checking in via phone call, email, they're coming in, what does that really look like because I think I know what it looks like, often they just make a call and then they check it and say that they reached out because that's all they can do because that's the capacity so is it realistic that we're saying it's a two-year time period and how do we ensure that providers are actually really working and giving them the tools, because if you have a young person who has been disconnected and they work with them for like, how long is the program?

ASSOCIATE COMMISSIONER MONTANEZ: One year of program and a year of followup.

CHAIRPERSON STEVENS: So we have a two-year time period and so I've been disconnected for a number of years, I haven't been in school, I haven't really been in any programs and then I'm here for this program and then I'm like peace, and then a get

1
2 a call the next year to be like hey, just checking to
3 see you're okay, so how is this really connecting and
4 getting to the heart of it because sometimes they
5 just still need a little bit more service?

6 ASSOCIATE COMMISSIONER MONTANEZ: You
7 know, you're right, some of our providers may rely
8 solely on infrequent communications, but that isn't
9 the best practice that we try to ensure that our
10 providers are giving in terms of long-term followup
11 services to our young people. We follow case notes.
12 We look at instances where there have been
13 connections between young people and additional
14 supportive services that they need throughout that
15 followup year, but you're absolutely right that the
16 followup service piece is very important to ensure
17 the long-term stability. It's not just you've
18 completed the program and off you go. The goal and
19 the tenet for us and all of our out-of-school, out-
20 of-work youth programs is that young people are on a
21 track for long-term career pathways as well as
22 stability in their lives.

23 CHAIRPERSON STEVENS: Wouldn't the
24 followup be some type of uniform structure or what is
25 the best practices for then because it doesn't seem

1
2 like there is any uniformity around how providers are
3 supposed to followup or what it'd look like or what's
4 the expectation from DYCD with this followup?

5 ASSOCIATE COMMISSIONER MONTANEZ: We do
6 monitor the followup, but, again, it could be either
7 via phone, in-person, regular touch bases with
8 employers as well as with the young people as well
9 and so we really do encourage our providers to really
10 work very diligently in ensuring that they're
11 providing very supportive services to our young
12 people during that followup period.

13 CHAIRPERSON STEVENS: There's no real
14 expectation from DYCD around it is? It's just like
15 just make sure you followup? That might be a problem.
16 I just want to point that out. That might just be a
17 little bit of a problem.

18 CHAIRPERSON STEVENS: According to the
19 PMMR in FY-22, only 40 percent of the Advance and
20 Earn participants were placed in education employment
21 or advanced training within 90 days of the program
22 end. How is DYCD evaluating the success of these
23 programs and does DYCD have goals to improve those
24 outcomes for participants?

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

DEPUTY COMMISSIONER MULLIGAN: Thank you for this question. A couple of things and then I'll turn it over to Daphne for her perspective too. A couple of things about that specific statistic and about the design of the program. Advance and Earn was born out of research based on previous programs that quite frankly weren't showing the outcomes that we wanted to see so what Advance and Earn has is three different entry points. You could either come into the program needing Pre-HSE services, you could come into the program ready to prep for your HSE or GED exam, or you come to us ready to do an occupational or advanced training. That number is really only reflective of young people who are placed after the program, but the reality is the goal for a lot of the young people in the program isn't a placement after one time through the cohort. For a lot of our history and physical, the goal is an academic gain. If you're coming to us through HSE, that means that we want to get you from point A to point B and to get you closer to passing your GED which is one of the most important and basic credentials that we know we need to be offering young people through these programs. That said, the other thing about Advance and Earn,

1
2 and Daphne touched on this, is that the first cohort
3 of that program started in February 2020, and so very
4 quickly the amazing Advance and Earn team had to
5 shift and for the first year and a half or two of
6 that program it wasn't able to live out the actual
7 vision and very specific design that we intended so
8 those statistics that you're seeing in the PMMR are
9 from those initial cohorts, but I really want to give
10 this program a chance because now we're actually
11 being able to live out the program in-person, the way
12 that it was originally designed. We're starting to
13 see young people go from one cohort to the next which
14 is one of the other things we want to see, like if
15 you go through the Pre-HSE then are you actually
16 ready to enter the next cohort in the HSE cohort and
17 if you get through that, where do you go next? Can we
18 put you in Advance and Earn Advanced Training program
19 so I think we're just now kind of hitting the stride
20 in Advance and Earn, and I really want to give it
21 time to percolate. That said, we're not sitting
22 still. We're definitely monitoring it and working
23 really closely with the providers to make sure it's
24 working the way that we've envisioned.

1
2 CHAIRPERSON STEVENS: Actually, when I saw
3 40 percent, I thought it was actually a pretty decent
4 number understanding what the hardships around those
5 young people, but I feel like sometimes we'll hear 40
6 percent and we'll stay there stagnant because there's
7 no real evaluation on how we're going to get to 50
8 percent the next year or 60 percent the following
9 year or whatever that is often because providers get
10 contracts and they don't feel like they have to push
11 so that's why I'm asking, what is the metric so that
12 we can make sure that we are continuously growing and
13 pushing forward to make sure that we are not staying
14 stagnant. Is there a plan around that?

15 DEPUTY COMMISSIONER MULLIGAN: I think
16 that's everything we do, right, monitoring our
17 program I think outside of that specific statistic is
18 asking our providers to report on what young people
19 are seeing academic gains like I mentioned which
20 wouldn't necessarily be captured there, tracking
21 placements, and really making sure that we're
22 providing support to the providers that they need to
23 get the outcomes that they need so we listen to them,
24 we're having constant conversations with them, what
25 do you need on the ground, what support do you need

1
2 from DYCD, what's working, what's not working, and
3 this is another program that I think I'm pretty proud
4 of the fact that it's very nimble so we work with the
5 providers, okay, if this recruitment process is not
6 working let's shift to this, do you need our help
7 connecting you to another partner, how are your CUNY
8 referrals going, how are your referrals to other
9 programs outside of DYCD programs going, and we're
10 moving on making sure that the providers have those
11 connections and we're supporting the best we can.

12 CHAIRPERSON STEVENS: I also would like to
13 acknowledge Council Member Caban and Council Member
14 Mealy who has also joined us.

15 I wanted to go back to when we were
16 talking about the alumni programs and how we are
17 staying connected. Is there any evaluation piece for
18 the year part when they leave the program? Is there
19 an evaluation around that or any metrics that are
20 used for providers to track how they're connecting or
21 is it just the honor system?

22 ASSOCIATE COMMISSIONER MONTANEZ: For our
23 programs, our providers typically do share with us
24 where our young people are placed when they end the
25 program. Many of them have developed very close

1
2 relationships with these young people over the course
3 of the years. Even before starting in those programs,
4 many of them have been engaged in other programming
5 as part of their organizations' programs and so they
6 stay in touch with them. I will say for our Ladders
7 for Leaders program, for instance, we do have a
8 pretty large alumni network now, close to 10,000
9 young people are graduates of the program, we have a
10 LinkedIn group, and we stay in constant contact with
11 them, sharing opportunities and now many of those
12 graduates are now working in companies and are now
13 able to provide employment opportunities for upcoming
14 SYEP and Ladders participants as well so those are
15 some of the alumni networks that we've developed.

16 CHAIRPERSON STEVENS: So it's not
17 required?

18 DEPUTY COMMISSIONER MULLIGAN: Just to
19 add, I think in some of our programs, the
20 requirements change based on the program. For Train
21 and Earn and Learn and Earn which are EOE-funded
22 programs, those are all publicly available outcomes
23 that are very closely tracked and, when a provider
24 doesn't meet them, they are held responsible for
25 that. I'd be happy to share with you offline, I can

1
2 connect you with my EOE team who is absolutely expert
3 in all of those outcomes, but those are very
4 specific, placements, attainments, all tracked, like
5 there's a method to that madness about how they're
6 tracked, for better or worse it's all reported to the
7 state in part of our audits, and we use some of those
8 outcomes that we believe are meaningful in all of our
9 programs so there are contract standards that we are
10 always going to hold our providers to for these
11 programs. It's not all support. It's a combination,
12 right, because we also don't want to hold providers
13 responsible for things that are outside of their
14 control so we want to be responsive, we want to be
15 thoughtful, but at the end of the day we're looking
16 provider-by-provider and if there is a case where
17 either you're not meeting your recruitment goals,
18 you're not meeting your outcome goals, we see that in
19 the data and we're having a conversation with you
20 and, depending on how bad it is, we're coming up with
21 a plan to fix it.

22 CHAIRPERSON STEVENS: I hear you, but it
23 didn't seem like, especially with that year out
24 piece, it doesn't seem like there's any real system
25 in place to actually track them after that one year

1
2 of service and having, just to say we're doing a call
3 or whatever just doesn't seem a lot so that would be
4 a place I would think that we should be looking at to
5 say okay, is this really working because, yes, we
6 could've got them a job in that one year but six
7 months later, maybe they don't, and they didn't call
8 them at that time, or they called them right before
9 an issue happened and so now they didn't speak to
10 them again so I think that's just a place that we
11 need to put a spotlight on and say hey, we should
12 probably acknowledge this and think about how do we
13 address it.

14 What are some of the obstacles that
15 hinder young people from identifying their next steps
16 within 90 days of the conclusion of their programs?

17 DEPUTY COMMISSIONER MULLIGAN: This is a
18 really complicated question, and I think there's a
19 lot we can say about the answer to that. I think one
20 is what I've already raised, the fact that there are
21 just right now with the labor market a lot of short-
22 term opportunities that our young people have to make
23 choices. If there's a job right down the street from
24 me and I need cash right now and it's fast and it's
25 paying more than minimum wage I'm going to sign up

1
2 for that and forego maybe a longer-term program so
3 that's one. I don't know, Daphne, if you have any
4 other thoughts (INAUDIBLE)

5 ASSOCIATE COMMISSIONER MONTANEZ: Yeah. I
6 would say since the pandemic we have seen not only
7 the numbers grow but also this population is
8 definitely harder to reach with many more barriers.
9 We know our young people, particularly around the
10 areas of mental health, that's a very important area
11 that we need to address. Also other supportive
12 services are needed such as housing insecurity, food
13 insecurity, so our young people are faced with very
14 difficult choices and, to Val's point, given the
15 current labor market, these hard choices to help
16 support families in the more immediate term might
17 play against the opportunity to engage in a longer-
18 term program. However, we know and the research shows
19 that young people in these populations really are
20 best-served when they are engaged in longer-term
21 engagements that are tied with a long-term credential
22 that lead to more sustainable jobs in the future.

23 CHAIRPERSON STEVENS: I have a number of
24 questions, but I'm going to make some space for
25 Council Member Menin and some of my Colleagues and

1
2 then I'll come back because I still have a number of
3 questions, but I'm going to ask one more question
4 before I turn it over to Council Member Menin. Other
5 than Summer Youth, what other programs or internships
6 do we have for young people to earn money between the
7 ages of 14 and 16 because there's a huge gap, and I
8 see that we have a number of programs for 16 to 24,
9 but 14 to 16 does not seem to have, other than Summer
10 Youth, and you know I have a problem with the 14 to
11 15 because we're giving out stipends and it's like
12 700 dollars and we're setting it up for failure so
13 what are the programs that we have for the young
14 people in that age range to earn money?

15 DEPUTY COMMISSIONER MULLIGAN: Under
16 DYCD's purview, and I don't want to misspeak, let me
17 say this, under my purview, SYEP is the only program
18 that we run that serves 14- and 15-year-olds, but
19 there is so much more that the City is doing outside
20 of what we have control of at DYCD. We partner really
21 closely with DOE who is doing a tremendous amount of
22 work in this space.

23 CHAIRPERSON STEVENS: What are they doing?

24 DEPUTY COMMISSIONER MULLIGAN: I don't
25 want to speak for them.

1
2 CHAIRPERSON STEVENS: Please don't because
3 they're not.

4 DEPUTY COMMISSIONER MULLIGAN: They're
5 trying, and the intention is for there to be a lot
6 more investment in that age group in the DOE but not
7 my purview.

8 CHAIRPERSON STEVENS: Why did you open up
9 that door?

10 DEPUTY COMMISSIONER MULLIGAN: I'm so
11 sorry. I should take it back.

12 CHAIRPERSON STEVENS: Close it back.

13 DEPUTY COMMISSIONER MULLIGAN: But I can
14 speak for what DYCD does. We work really closely with
15 our Youth Services team to make sure that transitions
16 between middle school programs and SYEP are going
17 well, and we're going to try to make that better this
18 year so one thing that we're building out in
19 partnership with them is a career exploration
20 curriculum in Summer Rising for middle school kids so
21 that there's career exploration happening the whole
22 way along and that it adds to the SYEP experience so
23 by the time you get your 14- and 15-year-old coming
24 to SYEP, it's not the first time you've experienced a
25 career exploration program.

1

2

CHAIRPERSON STEVENS: Yeah, and they hate the project-based stuff that they're doing, they hate it, and I hate it too. I think it's terrible. We have to figure this out so I'm going to keep ringing that alarm until we change because it's terrible.

7

All right, well, Council Member Menin. I'll be back. Don't worry. I'm not done.

9

CHAIRPERSON MENIN: Thank you so much. I, first of all, want to build on a couple points that Council Member Stevens raised. I share her concern that we have vacancies in some of these programs, and I really want to drill down on the public outreach campaign that DYCD is doing. How much are you spending on public outreach to try to fill the programs?

17

DEPUTY COMMISSIONER MULLIGAN:

18

Unfortunately, our budget team is not here. I can't

19

have them speak to that, but what I can speak to is

20

the fact that DYCD, with the new administration

21

coming on, the new Commissioner, we've hired a new

22

communications lead who is leading a whole DYCD

23

communication strategy, and I've already seen off the

24

ground that that has led to a lot more social media

25

advertising, we're doing an SYEP campaign right now

1
2 so you may or may not start to see SYEP
3 advertisements, advertisements for all of these
4 programs, and I also can speak that the providers are
5 doing that marketing on the ground themselves as
6 well.

7 CHAIRPERSON MENIN: Okay. I think it's
8 really important that we get that information and
9 it's also critical, you talked about social media, is
10 the agency doing ads on Instagram, are you using
11 TikTok, are you using Snapchat? That's the way to
12 reach young people so if the agency's not like really
13 doing a robust social media campaign, I'd love to see
14 details about the amount of money and the exact kinds
15 of social media platforms the agency, both DYCD and
16 SBS, are utilizing so if you don't have that, we need
17 you to please get back to our two Committees with
18 specifics.

19 DEPUTY COMMISSIONER MULLIGAN: Absolutely.

20 CHAIRPERSON MENIN: The other question I
21 have relating to Council Member Stevens' line of
22 questioning is speaking about these providers that
23 are not meeting their goals, you mentioned corrective
24 action plans. How many different organizations have
25

1
2 been put in a corrective action plan for not meeting
3 their goals?

4 DEPUTY COMMISSIONER MULLIGAN: I'll have
5 to get back to you on that, but we can share
6 information.

7 CHAIRPERSON MENIN: It's really critical
8 that you have this. I just have to say this should be
9 top-of-line information that the agency has at a
10 hearing like this. We're talking about how these
11 programs work or don't work, and for organizations
12 that don't meet their goals, this should be basic
13 information that you should have.

14 DEPUTY COMMISSIONER MULLIGAN: For sure,
15 my team is every single day looking at the
16 performance of our providers. I mean we oversee over
17 75 contracts that go in and out of CAP status based
18 on how they're performing so I can get you for sure
19 those numbers. I just don't have them in front of me
20 right now.

21 CHAIRPERSON MENIN: Okay. I'm going to
22 move on. In terms of our bill, Intro 686, it's not
23 just to guarantee young people receive a paycheck but
24 also, of course, to ensure that they can explore
25 stable career paths in government and the private

1
2 sector. I read the testimony that you gave today.
3 Thank you for that. What is the Administration's
4 position on the bill? If you could just clarify that,
5 that would be incredibly helpful.

6 DEPUTY COMMISSIONER MULLIGAN: I think
7 without fully understanding the bill, I would love to
8 meet offline with you both to understand what you'd
9 like to see the outcome be of the bill, generally
10 speaking, I think we're aligned on the fact that we
11 want the jobs available to SYEP participants to be
12 the highest quality possible and to have as many
13 opportunities for them as possible. I just want to
14 make sure that we're doing that in a way that
15 actually achieves that goal. I think it's really
16 important, a couple of things. One, that DYCD is the
17 lead on all youth programs because I think where we
18 are really good is at marrying the concept of
19 workforce development with youth development.

20 CHAIRPERSON STEVENS: We agree.

21 DEPUTY COMMISSIONER MULLIGAN: Yeah. I
22 think that's really, really important. I also think
23 it's really important that we're mindful of how we're
24 recruiting employers to make sure that they're coming
25 to the table but invested in our youth, not just

1
2 coming because they're forced to, because that is
3 where the programs really succeed, when you have
4 employers who are there excited to have young people
5 in their offices so I just want to make sure we fully
6 understand the intention of your bill and happy to
7 talk offline to figure out to achieve that.

8 CHAIRPERSON MENIN: Yeah, we're happy to
9 meet about that. We've spent a lot of time talking,
10 the two of us, about that, and we want to make sure
11 that it's a robust program that's year-long, that has
12 mentorship.

13 Speaking about small businesses, how many
14 businesses served in terms of SYEP placement last
15 summer?

16 DEPUTY COMMISSIONER MULLIGAN: I have the
17 data broken out in one way. If it doesn't meet what
18 you need, we can get it to you in another way, but
19 across the board we had 9,000 participants at city
20 agencies, approximately 40,000 participants who were
21 at non-profit entities, that doesn't mean just at a
22 CBO, that can be any type of worksite that identifies
23 as non-profit so hospitals, foundations, and then we
24 had 14,500 young people at private sector employers.

25 CHAIRPERSON MENIN: I'm sorry. How many?

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

DEPUTY COMMISSIONER MULLIGAN: 6,500.

CHAIRPERSON MENIN: 6,500, so how many
small businesses does that comprise?

DEPUTY COMMISSIONER MULLIGAN: We track
our data of number of unique worksites so I don't
want you to think this equates directly just to small
businesses, but that's at about 6,500 worksites.

CHAIRPERSON MENIN: Okay. Given the labor
shortage in the hospitality sector in particular, and
I'm really excited because we're going to be hearing
from small businesses, from some restaurants later,
who are really eager to employ young people, can you
talk a little bit about your outreach to sectors like
that that have real labor shortages?

DEPUTY COMMISSIONER MULLIGAN: Yeah.
Daphne, did you want to take that?

ASSOCIATE COMMISSIONER MONTANEZ: Yeah. We
are continually working with our city agency
partners, and that includes leisure and hospitality
industries to offer meaningful experiences to our
young people. Last year with the expansion of SYEP,
we invested a great deal in our internal employer
engagement efforts, and that includes working with
our city agency partners in not only placing young

1
2 people at city agencies but also having them extend
3 opportunities to speak to their networks as well.

4 CHAIRPERSON MENIN: What about the
5 Chambers of Commerce, the BIDs, the Hospitality
6 Alliance? Are you working with all of them?

7 DEPUTY COMMISSIONER MULLIGAN: With SBS,
8 in particular, they were a wonderful partner with us
9 last year not only in hosting 48 SYEP participants
10 but also the Commissioner, Commissioner Kim, also was
11 instrumental in connecting us to connecting with
12 local BIDs, M/WBEs, and the Workforce1 Centers as
13 well.

14 CHAIRPERSON MENIN: Before I go on with
15 questioning, I also want to acknowledge we've been
16 joined by Council Member Krishnan and online we've
17 been joined by Council Member Osse. Just want to
18 acknowledge both of them.

19 In April 2022, Council Member Stevens,
20 Council Member Dinowitz, and I sent a letter to CUNY
21 to request that they adopt a new program connecting
22 their MBA students with local small businesses to
23 provide digital support like building websites. We
24 know so many restaurants and so many small businesses
25 literally don't have a website so they can't engage

1
2 in any kind of online marketing or delivery. I
3 understand that SBS has a web development fellowship
4 for out-of-school, out-of-work individuals over 18
5 years of age in the Tech to Talent pipeline. Does
6 this fellowship, and I know this is a question more
7 on the SBS side, provide any connections to
8 businesses after the training program is completed?

9 ASSISTANT COMMISSIONER JONES SEO: Hi,
10 good afternoon. Absolutely, the new Web Development
11 Fellowship, we built it with the Bridge curriculum,
12 supports both job connection with our NYC Tech
13 employers upon completion of the training itself we
14 do.

15 CHAIRPERSON MENIN: So that's a continuing
16 program?

17 ASSISTANT COMMISSIONER JONES SEO: Yes.

18 CHAIRPERSON MENIN: Okay. Workforcel, can
19 you talk a little bit about what types of programs
20 that you're running for young people, what are the
21 data metrics, and what types of vacancies you have to
22 the points that have been raised earlier.

23 ASSISTANT COMMISSIONER JONES SEO: Yeah,
24 we have 18 Centers all across New York City, and we
25 serve individuals that are 18+ years of age or older.

1
2 Within the system itself, we've served about 25,000
3 people in 2022, we've referred 16,000 of those
4 individuals to job opportunities, we've had 651
5 individuals within training, again within the age
6 bracket of 18 to 24, and we have a little bit over
7 4,000 individuals that have been connected to
8 employment opportunities that we were able to record.
9 That's really all across our system.

10 With that said, we also have our West
11 Farm Center that is really customized to serving
12 individuals that are out-of-school, out-of-work
13 youth. It's a co-located program with D79 so
14 individuals there can achieve their GED and, in the
15 course of that, also be connected to our workforce
16 opportunities so they receive supportive services, we
17 ensure that we provide one-on-one career advisement
18 with them, they get access to our customized
19 workshops which are really invaluable in terms of
20 connecting people to employment opportunities so
21 resume development, they receive intensive resume
22 building workshops, they also will prepare them for
23 interviewing skills themselves, and also really want
24 to ensure that they have a broader understanding
25 about industry itself so..

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

CHAIRPERSON MENIN: Okay. A couple questions. I want to make sure I heard you correctly. You said 16,000 job opportunities, 4,000 placed.

ASSISTANT COMMISSIONER JONES SEO: We referred 16,000 individuals and have placed a little over 4,000.

CHAIRPERSON MENIN: What happens to the 75 percent of the 16,000, you're placing 25 percent, what happens to the other 75 percent?

ASSISTANT COMMISSIONER JONES SEO: The first thing, I think that it's important of that number to recognize is those are recorded hires so those are with employers that we've actually connected our youth to and we can then validate their placement. There are a number of individuals that we've either referred out to opportunity or they've received opportunities on their own as well through our services of career advisement, showing them how to conduct an individual job assessment. Those numbers are not included within that.

CHAIRPERSON MENIN: The 4,000 that you're placing, what is the agency's continued interaction with those individuals?

1
2 ASSISTANT COMMISSIONER JONES SEO: Once we
3 place them, we want to ensure that through our career
4 advisement (INAUDIBLE) specifically in our West Farm
5 Center because it is more targeted, it has a little
6 bit more capacity, they are informed to ensure that
7 there is reengagement with our youth to ensure that
8 there are no challenges that arise while they are
9 connected and placed into job opportunities so there
10 is a bit of reengagement although that's not the full
11 service of the program.

12 CHAIRPERSON MENIN: Okay. I'm going to ask
13 one more question then turn it over to our Colleagues
14 to ask questions. When I served as MOME Commissioner,
15 one of the programs we ran that had very successful
16 job placement track record was the New York
17 Production Assistants Program where we were able to
18 give young people training in the film and TV
19 business, and we had an unbelievable track record of
20 success in terms of permanent jobs. What is SBS's
21 interaction with that program, and why can't we model
22 that program into other industries?

23 ASSISTANT COMMISSIONER JONES SEO: We're
24 not connected to the Made in NYC Production Assistant
25 Program. I know that is offered through MOME BWI, but

1
2 what we do facilitate is the Made in New York
3 Postproduction Training Program. It's a no-cost six-
4 week program, full-time training, where participants
5 receive an introduction to the postproduction
6 industry and learn the basics of the industry
7 standard postproduction software, receive job
8 readiness training, and receive support with
9 connection to employment for two years outside of
10 that through BWI.

11 CHAIRPERSON MENIN: In closing, I just
12 want to suggest, and this really goes to the point of
13 why Council Member Stevens and I introduced this
14 bill, we really want SBS and DYCD to partner on
15 fields, whether it's media and entertainment, whether
16 it's the hospitality industry, there are all of these
17 incredible industries in New York City that are
18 looking for young people and now we have these
19 vacancies and we want to try to create a marriage and
20 to try to create mentorship so not just six weeks of
21 employment in the summer but a more long-term
22 mentorship, more year-round so that we're actually
23 getting young people jobs in these industries so
24 that's really the intent behind the bill and what
25 we're hoping to partner with both agencies on.

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

Thank you. I will turn it over to
Colleagues. I want to recognize Council Member Ung
has joined us as well.

CHAIRPERSON STEVENS: Council Member
Riley.

COUNCIL MEMBER RILEY: Thank you, Chair
Stevens and Chair Menin. This is a very important
hearing. SYEP was my first opportunity to join the
workforce so we know how truly important this program
is. Prior to me working in government, I did work in
foster care as a skills coach for New York Foundling,
and youth in foster care, runaways, and homeless
youth and justice-involved youth are priority SYEP
populations. These vulnerable groups are at high risk
of becoming out-of-school and out-of-work and working
for New York Foundling, it was a hassle and a
challenge to get these youth registered for SYEP
because sometimes they don't have the proper
documentation and they were given a time period that
they had to fulfill this in and they weren't able to
so of the approximately 90,000 slots, how many high-
need youth did SYEP serve last summer, and how many
of these high-need young people were on the Career
Ready SYEP track?

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

DEPUTY COMMISSIONER MULLIGAN: Thank you for the question and also just love to hear the story about someone else who got their start at SYEP. We're collecting stories right now as part of the 60th anniversary celebration...

CHAIRPERSON STEVENS: You know I have stories.

DEPUTY COMMISSIONER MULLIGAN: So, Council, I'm going to be sending you all hopefully (INAUDIBLE) the link to submit a story but for sure want to be sure we're capturing yours.

CHAIRPERSON STEVENS: Just make sure you send it to me so I can then harass them.

DEPUTY COMMISSIONER MULLIGAN: On it. Thank you for your question. First, I just want to say I think over time, really the last decade for sure and even the last five years since the RFP came out in 2019, SYEP has been moving in a direction that as many slots as possible are targeted towards the highest-need population. Last year, we know that 90 percent of SYEP participants came from broadly high-need communities, and we're really proud of that, but, as you mentioned, we have set aside slots so this year we're going to be serving 21,000 slots in

1
2 225 Career Ready schools through that part of the
3 program. Last year, we served 13,300 NYCHA residents,
4 another key target population for SYEP, we served
5 4,600 youth with disabilities through that cohort,
6 and we served 4,700 through our Emerging Leaders
7 program, up from 3,200 the year before that, which
8 that program, Emerging Leaders, is the one
9 specifically targeted towards foster care, juvenile
10 justice youth, and other targeted populations like
11 that.

12 COUNCIL MEMBER RILEY: Thank you. Just to
13 piggyback, Council Member Stevens always does an
14 amazing job with talking about enrollment and
15 engagement with our youth, a lot of times when youth
16 go to these meetings, they're already engaged. We
17 need to engage the ones that aren't going to these
18 meetings, and me going to schools and speaking to
19 some of these youth, they're interested in fields
20 such as tech, real estate, entertainment, and Council
21 Member Menin stated this is New York City, this is
22 the mecca of a lot of businesses, this is a mecca of
23 entertainment so what recruitment are we doing with
24 these organizations or businesses to get them to
25 actually participate in SYEP programs? You spoke

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

about investment in the recruitment program. How much money is being invested in the recruitment program to do outreach?

DEPUTY COMMISSIONER MULLIGAN: Again, not a budget person so I can't give you a dollar figure, but I can tell you as a program person what the investment really looks like. First and foremost as part of the expansion of SYEP last year, we were given the ability to hire a full team of four staff members at DYCD whose sole focus is on employer engagement and recruitment, and they're highly skilled at working with everybody from the Goldman Sachs and Tech NYC of the world, we have a partnership with Tech NYC that we're working on building, to city governments, they're the ones harassing, I bet all of you if you're in a city agency have heard from one of them about hosting SYEP participants, and they were why our number in the government space grew so much. In addition though, it's not just a money investment. I can say, and Daphne, you've been doing this much longer than I have in this role so you can attest to this, that when Mayor Adams came on board, him and First Deputy Mayor Wright, we were one of the first meetings they

1
2 had with my team, what do you need to do SYEP and how
3 can we support employer engagement so First Deputy
4 Mayor Wright last year convened her Business
5 Leadership Council, and one of the main pitches was
6 how are you investing in SYEP young people. That led
7 to an unprecedented response from that private
8 business sector, and these jobs that are really what
9 our young people want. We had City Hall support.
10 There's people in this room from Mayor's Office of
11 Talent and Workforce Development who were sort of
12 detailed to SYEP last year to help us build out that
13 work so it's not just a dollar commitment. It's also
14 the focus from City Hall, from the agency, from my
15 team has been really revamped and reenergized around
16 the employer engagement piece of this work.

17 COUNCIL MEMBER RILEY: Thank you. You
18 brought up Tech NYC. Something I've been talking
19 about lately is getting our young people more into
20 the tech field because this is going to be the
21 generation and jobs that are going to be really
22 vibrant in the future. Chair, if I may just have a
23 moment? Can you just go more into detail how you're
24 getting involved with Tech NYC and how they're going

1
2 to be involved with the Summer Youth project moving
3 forward?

4 ASSOCIATE COMMISSIONER MONTANEZ: Yes,
5 absolutely. We've been engaged with Tech NYC for the
6 past couple of years. In fact, they actually were
7 partners with us during Summer Bridge during the
8 pandemic in 2020, and we are currently in discussions
9 with them on building out partnerships with all of
10 their tech businesses as well. We're looking for ways
11 on expanding their involvement in the program in
12 terms of number of companies, the types of
13 internships, the types of enrichment opportunities
14 that they can provide to our young people as well. In
15 terms of how we expose young people to the tech
16 field, one of the things that we do through our Hats
17 and Ladders work curriculum platform is we offer to
18 older students the opportunity to hone their skills
19 around various disciplines, and one of them is
20 through information technology and green data science
21 as well so along with their work experience they have
22 the opportunity to also hone some of their skills
23 when it comes to those industries so that they're
24 better prepared when they're actually out on the job
25 market and making their resumes even more attractive

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

to that industry. As Valarie stated, our Employer Engagement team has done a number of convenings last year, we already have the calendar full for this year, in terms of really building on the momentum of last summer and galvanizing the business community to come forward and continue to support SYEP and our young people and definitely using the 60th anniversary as a way to really galvanize the whole city, whether you're a young person or someone who's able to provide an opportunity to a young person this summer, there's a way for you to get involved.

COUNCIL MEMBER RILEY: Thank you. Just two more questions, Chair. I hope we can get in a space where we're providing a lot more tech jobs for our young people. I think that will increase engagement because thinking about our children, my daughters are very young and they're engaged with their iPads and just technology and just doing different things so I think if we go into that space, we will encourage more young people to be involved with the program. When I was 14, I like rushed to go into the workforce so it's kind of mindboggling to me that a lot of young people aren't registering or getting their permits. Are you guys working with the DOE to ensure,

1
2 like is there more of an aggressive approach with
3 getting young people to get their worker's permits
4 and to get into the work field?

5 My last question is you spoke about the
6 Financial Literacy Training program. Could you just
7 describe how that program looks?

8 ASSOCIATE COMMISSIONER MONTANEZ: Sure.
9 I'll start with your last question on the Financial
10 Literacy training. Last year, the Mayor made a real
11 push to ensure that every young person who goes
12 through SYEP also receives financial literacy
13 training, and that's a component of our Hats and
14 Ladders curriculum that all young people must
15 complete before they start the summer. That looks at
16 everything from savings, investments, budgeting to
17 thinking about student loans, reading your W-2 forms,
18 taxes, etc., and it was actually a very popular
19 component of the Hats and Ladders curriculum, and
20 we're looking forward to continuing to grow the
21 content on that.

22 Through our Career Ready model, this year
23 we're going to be serving 21,000 young people, that
24 opportunity allows our schools and our providers to
25 work to support students throughout the enrollment

1
2 process into SYEP, and it is during those
3 partnerships and the recruitment and enrollment phase
4 that we will be working closely with our school
5 partners to ensure that our students have everything
6 that they need in order to enroll into the program,
7 and that includes working papers.

8 COUNCIL MEMBER RILEY: The question about
9 the DOE working with them?

10 ASSOCIATE COMMISSIONER MONTANEZ: I'm not
11 sure I understand the question.

12 COUNCIL MEMBER RILEY: What I was stating
13 is, I visited a school last week and this is why I'm
14 asking the question. A lot of the kids didn't even
15 have their working permits and they were like 16, 17,
16 and I stated when I was growing up, as soon as I
17 turned 14, I ran to get my working permit so what is
18 DYCD doing with working with the DOE to ensuring that
19 these students are at least getting their working
20 permits so they're at least going in the right path
21 to start their careers.

22 ASSOCIATE COMMISSIONER MONTANEZ:
23 Absolutely. Our providers that are working in our
24 Career Ready schools are working closely with our
25 school partners to ensure that young people

1
2 understand the enrollment requirements, which include
3 the working papers as well.

4 COUNCIL MEMBER RILEY: How many Career
5 Ready schools do you guys have?

6 ASSOCIATE COMMISSIONER MONTANEZ: We have
7 226 this year.

8 COUNCIL MEMBER RILEY: ALL RIGHT.

9 ASSOCIATE COMMISSIONER MONTANEZ: And
10 21,000 young people will be engaged in that
11 opportunity so that means that 21,000 young people
12 automatically through that option will be working
13 with their providers on getting the necessary working
14 papers, and that also doesn't count towards all of
15 the other students who apply through our community-
16 based options so it is a tenet of a process of really
17 helping young people understand what they need in
18 order to be prepared for work as part of their work
19 readiness process.

20 COUNCIL MEMBER RILEY: Thank you, Chairs.

21 CHAIRPERSON STEVENS: Thank you. Does
22 anybody else have questions? All right.

23 I have questions so I'm back. I just have
24 a question. You said there's 220 Career Ready
25

1
2 schools. What exactly is that and why aren't all
3 schools Career Ready?

4 DEPUTY COMMISSIONER MULLIGAN: Sure. The
5 Career Ready SYEP model was built to really
6 intentionally marry what happens in a DOE school with
7 SYEP. It's one of the main ways we try to make it
8 more cohesive, and so that's the program where the
9 provider is in a school and contracted by DYCD to
10 recruit a specific number of young people directly
11 from that school. They go around the lottery. The
12 schools were selected based on criteria that includes
13 economic needs index, postsecondary enrollment rates,
14 and DOE was a partner in selecting those schools so
15 the idea was that those programs would be in the
16 highest-need schools that really need the highest
17 level of support, which is why right now we're in 226
18 of them.

19 Just to add, that program, we love it.
20 It's grown massively. We started out with 6,000 slots
21 and I think 60 schools and are now over just three or
22 four years including a pandemic year in 226 schools
23 so we are looking at the size and scope of that
24 program.

1

2

CHAIRPERSON STEVENS: Council Member Riley
would like to know how many are in the Bronx.

3

4

DEPUTY COMMISSIONER MULLIGAN: How many
Career Ready schools are in the Bronx?

5

6

CHAIRPERSON STEVENS: Yes.

7

8

DEPUTY COMMISSIONER MULLIGAN: We can
absolutely get you that offline.

9

10

CHAIRPERSON STEVENS: You can send it to
me to. I'd like that information as well.

11

12

DEPUTY COMMISSIONER MULLIGAN: I will
share with both of you.

13

14

15

16

17

18

19

20

21

22

CHAIRPERSON STEVENS: The 2020
Disconnected Youth Taskforce, which I hate the name
by the way, found a large share of out-of-school and
out-of-work youth obtained some college credits but
far too many leave without earning a degree. The
report called for support for campuses and CBOs
working to help students balance the obligations of
school and work. Has the DYCD explored a
collaboration with CUNY to improve the students'
retention?

23

24

25

DEPUTY COMMISSIONER MULLIGAN: One, also
agree with you on the name. I think that over the
last several years we've really built more and more

1
2 partnership with CUNY, and I find it to be
3 tremendously impactful. I think the students do too.
4 One of the specific ways that we're doing this is
5 through the Work, Learn, and Grow program. I think
6 you know that as part of our partnership with CUNY
7 students who go from SYEP into Work, Learn, and Grow
8 get the paid internship opportunity through Work,
9 Learn, Grow as we've always done, but we've added a
10 component of it where they're also getting accredited
11 college course through the program paid through DYCD.
12 Research shows, as you know from the Taskforce
13 report, that if you get a credit in your high school
14 experience you have a better chance of a good outcome
15 as a freshman and going on to retention in college,
16 and so we've really thought about that as we've built
17 out our workforce programs and our partnerships with
18 CUNY, and we're trying based on the success of Work,
19 Learn, and Grow to expand that so this year we added
20 special initiatives SYEP participants into the mix so
21 900 of our special initiatives youth were able to
22 have access to that opportunity if they wanted. We
23 had an amazing pass rate, which I can get you the
24 numbers offline, we're really proud of that, and we
25 added it now to Learn and Earn, which is our program

1
2 for young people who are juniors and seniors in high
3 school that have barriers to employment and meet the
4 (INAUDIBLE) criteria so we're really trying to make
5 sure that we're matching the highest-need young
6 people at the highest risk of disconnection to these
7 college opportunities to help bridge the gap with
8 CUNY.

9 CHAIRPERSON STEVENS: All right. Thank
10 you. In 2019, the former administration announced
11 Career Ready SYEP, which I think is Ladders for
12 Leaders, which is a school-based SYEP where 27
13 community-based organizations partner with 60 schools
14 to help students align their academic and career
15 goals for schools. I know specifically for Ladders
16 for Leaders when I was doing my tour this summer, a
17 lot of the feedback from providers were they feel
18 like that program is very segregated, it's not as
19 diverse as it should be, and they feel like it
20 literally creams the kids out, which I think is a
21 problem, so how many students will be served under
22 these programs in SYEP this summer and have you
23 expanded the number of schools and students served
24 under this program now that SYEP expanded to 90,000
25 slots.

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

DEPUTY COMMISSIONER MULLIGAN: Sure. Thank you for the question. First, just to clarify, Career Ready is the school-based model, the 21,000 slots in 226 schools. Very different from Ladders for Leaders. The way that we envision Ladders for Leaders is that it's the capstone of SYEP so the idea of that is that there are employers who really want to work with youth who have already had experience, youth who have a little bit more, they might be in college, a lot of them are CUNY students, that's another way we work really closely with CUNY to recruit for the Ladders for Leaders program, and those jobs are really envisioned as, if you think about SYEP as a spectrum of services and we're trying to expand that to middle school this year, we want a young person to have career exploration all the way through with Ladders being their capstone experience so I've definitely heard that feedback about creaming, but I think the way we envision it is not so much that. It's more that it's the capstone experience for young people who want to get that really professional internship at the end of the day. We've also been making moves to try to diversify that portfolio. We've heard that feedback. We've seen that in the data so we're adding

1
2 new providers to the portfolio that are in different
3 communities, something we've been pushing really hard
4 to do, and we're going to keep building on that.

5 Daphne, do you know the numbers for ladders?

6 ASSOCIATE COMMISSIONER MONTANEZ: Last
7 year, we served roughly 1,700 young people, and this
8 year we're hoping to serve over 2,000.

9 CHAIRPERSON STEVENS: Yeah, I mean I think
10 having it as a capstone is nice, but if the capstone
11 consistently looks like the same group of young
12 people, it's not really capstone. That means we're
13 only going after and recruiting specific young
14 people, which then becomes a problem, and then other
15 young people only having very basic experience, and a
16 lot of the feedback typically is a lot of times
17 they're just kind of thrust into camps and not
18 getting any of their experience, and even they were
19 saying like the job selections are better for Ladders
20 for Leaders and they got more outreach and they were
21 more connected whereas it felt a little bit more
22 disorganized on the other side and so thinking about
23 if that's the capstone then how are we fixing the
24 other things to kind of model that as well so it
25 could be more seamless.

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

Another question I had was how are we encouraging employers to actually hire some of the students that they're working with? What does that look like and how are they being encouraged to do that and is that a goal when you are setting up sites, like the thought is like yes, maybe you could hire one or two afterwards, are those conversations part of the conversations providers are having with them at the start of the summer and then are we keeping track of how many are then hired after the summer?

ASSOCIATE COMMISSIONER MONTANEZ:

Interestingly enough, this past summer we recorded over 40 percent of our SYEP participants were asked to stay on by their employers, either past the summer or were invited to return back again the following summer, and I think that that's a testament to really our young people and really our employers wanting to really diversify and expand their employee pool and entry-level employees and so we've seen consistently, particularly in Ladders for Leaders, on a consistent basis a third of our Ladders participants are invited to return again, and we do a variety of employer surveys where we capture some of this feedback and

1
2 also our providers are working intentionally with
3 employers to best meet their needs, and when those
4 matches are done right we're able to see these
5 wonderful outcomes of over 40 percent this past
6 summer.

7 CHAIRPERSON STEVENS: So 40 percent were
8 hired on into some of these roles? Is that what
9 you're saying?

10 ASSOCIATE COMMISSIONER MONTANEZ: They
11 were either asked to continue on or invited back
12 again in the following summer.

13 CHAIRPERSON STEVENS: I don't like them
14 asking them to come back. I feel like hiring them
15 then. Don't just use them for the free labor. How are
16 we encouraging that, like you hired them, they came
17 back two summers, are you going to hire them now? I
18 think those things need to be part of the
19 conversations because sometimes employers can't and
20 that's fine, but sometimes they can and because we
21 didn't ask that's not fair so thinking about if an
22 employer is asking for a specific young person to
23 come back summer after summer then we need to be like
24 why haven't you hired them. That's just my thinking.

1
2 I mean I used to work in LTW, and I was like no, you
3 hire my young people. You guys don't get free labor.

4 Executive order 22 issued on August 15,
5 2020, stated that the Mayor's Office for Talent and
6 Workforce Development shall incorporate the Mayor's
7 Office for Youth Employment. Now that the two offices
8 have merged, how are DYCD and SBS working with the
9 Office of Talent and Workforce Development to
10 implement their programming for out-of-school and
11 out-of-work youth?

12 DEPUTY COMMISSIONER MULLIGAN: Thanks for
13 the question, and I'm really glad that Abby Jo Sigal
14 is here, the Executive Director of that office, to
15 speak to it some more but, just from my perspective,
16 what I can say is we've always worked really closely
17 previously with the Mayor's Office of Youth
18 Employment who has now been wrapped into that office,
19 and I am really excited to see that that office has
20 taken a really youth-focused approach and they're
21 very invested and excited about our work. I can
22 attest to the fact that I talk to staff in that
23 office several times a week.

24 CHAIRPERSON STEVENS: I just want to say I
25 didn't even know this existed until we were doing

1
2 this Committee Report so I don't know why this is a
3 secret and why, did you know, did you know, so none
4 of the Council Members knew so that's a problem so
5 that means we ain't working a partnership so we need
6 to figure this out because I have an issue with that
7 so, hello, welcome. I did not know who you were the
8 whole time you were here so hello.

9 EXECUTIVE DIRECTOR SIGAL: Thank you. I'm
10 thrilled to be here and appreciate the question. I'm
11 not happy to hear that you hadn't heard of the office
12 before, but we will change that. I think there's real
13 opportunity, and we do work with both SBS and DYCD on
14 a regular basis and are very focused, particularly..

15 CHAIRPERSON STEVENS: But what does that
16 look like? I don't even know what that means. I need
17 details.

18 No, you're the Executive Director. What
19 does it look like (INAUDIBLE)

20 EXECUTIVE DIRECTOR SIGAL: Part of it is
21 as it says in Executive Order 22, one of the goals
22 citywide is really how do we make sure young people
23 launch into fulfilling and economically secure
24 careers and really thinking about that beginning in
25 K-12 and all the way lifelong. Therefore, we work

1
2 DYCD, really thinking about what needs to happen when
3 a young person is in middle school and early high
4 school and later high school or while they're in
5 postsecondary as well as all the places where we
6 know...

7 CHAIRPERSON STEVENS: But how do you
8 actualize that because that sounds like a lot of
9 words but what does that look like on the ground?

10 EXECUTIVE DIRECTOR SIGAL: Part of it is
11 very much helping through program development so
12 looking at the data and asking the questions. For
13 instance, one of the things the office did
14 historically was really help to develop Career Ready
15 SYEP so how do we make sure we're working with DYCD
16 and working with New York City Public Schools to
17 really think about career readiness as a priority of
18 a student's educational experience so that's
19 something that really helped progress, and it's a
20 partnership to do that, and Valarie or Daphne can
21 speak to that as well.

22 Another place I would just say where
23 we're hopeful to do this is you asked a lot about
24 what industries are really important and really
25 driving the city's economy and making sure young

1
2 people, we develop career pathways into that so
3 that's part of why we're bringing the offices
4 together to really help make sure that developing
5 talent is well-positioned for those future
6 industries.

7 CHAIRPERSON STEVENS: I'm not going to
8 lie. I still don't know what you guys do.

9 CHAIRPERSON MENIN: Can I ask a couple of
10 questions?

11 CHAIRPERSON STEVENS: Of course.

12 CHAIRPERSON STEVENS: I have to say I'm
13 surprised as well. I haven't heard of it either so
14 that's concerning. I want to recommend that you reach
15 out to all the Council Members so that at least we
16 are aware of this entity and the work that you're
17 doing and so we can also help to make sure that
18 there's outreach. Have you done outreach to all of
19 the city's Community Boards. I would suggest a
20 presentation to all 59 Community Boards so that
21 they're aware of it as well. I think it's so
22 important to have this kind, because just in reading
23 about the office's mission, you're trying to break
24 down the silos, but we need to know about it in order
25

1
2 to try to be helpful so I just wanted to make that
3 suggestion.

4 EXECUTIVE DIRECTOR SIGAL: That's really
5 helpful, appreciate that.

6 CHAIRPERSON STEVENS: I'm just trying to
7 understand, I'm so sorry, maybe we have to explain
8 this to my 5-year-old, that's how I like things
9 explained to me so are you guys focusing more around
10 like the data issue, are you guys helping, like what
11 is the gap, because I know it's saying that you guys
12 are working with SBS and DYCD so just trying to think
13 about how are you closing that gap in between them,
14 what does that look like? Are you guys meeting
15 regularly, are you helping them develop curriculum,
16 are you helping DOE develop curriculum? I don't see
17 the throughline.

18 EXECUTIVE DIRECTOR SIGAL: Let me try to
19 go back a little bit. First of all, the Office of
20 Talent and Workforce Development, there was the
21 Office of Workforce Development and the Office of
22 Youth Employment, and that came together as the
23 Office of Talent and Workforce Development so it was
24 building on the existing work that was happening
25 before so it's not a new office (INAUDIBLE).

1
2 Additionally, some of the industry partnerships which
3 were at SBS are now part of our office so they can
4 support citywide beyond SBS as an agency but also
5 support DYCD. Some of the work that we're doing is we
6 were asked, and it was in Executive Order 22, to
7 convene the Future of Workers Taskforce so we could
8 bring together external experts from industry, from
9 education, from non-profits, from communities to
10 really think about what needs to be done differently
11 so we can achieve the objectives outlined in
12 Executive Order 22. That was a time-specific group
13 between October and January, and we're working on the
14 recommendations there so that's been really pulling
15 together on-the-ground information what's happening,
16 what's working, what's not working. Additionally, in
17 Executive Order 22, convened the Interagency Talent
18 and Workforce Development Cabinet so have all the
19 agencies appoint the Touch Workforce and Talent
20 Development Education, have them appoint Chief
21 Workforce Officers so that we would meet on a monthly
22 basis to have the clarity about what we're doing in
23 terms of talent and workforce development across all
24 the agencies.

1
2 CHAIRPERSON MENIN: Can you just say which
3 agencies are going to be sending someone to that
4 entity?

5 EXECUTIVE DIRECTOR SIGAL: We can get the
6 list to you. It's all the agencies and Mayor's
7 Offices that are relevant to talent and workforce
8 development. We've had about four meetings, and
9 there's approximately 45 different Chief Workforce
10 Officers who have been attending. Part of this was
11 really to address some of the fragmentation that you
12 mentioned in this hearing.

13 CHAIRPERSON MENIN: How many staff members
14 do you have?

15 EXECUTIVE DIRECTOR SIGAL: Currently, we
16 have 13 staff members. Chair Stevens, to your
17 question, the goal is really to support the efforts
18 on the ground of all the agencies and help better
19 coordinate against the citywide objective that are
20 outlined in Executive Order 22. One of it is to
21 really look at the data and make sure we're pulling
22 up data from all the different agencies to really
23 look at some of the population level outcome so we're
24 working on figuring out how best to do that in a city
25 this size.

1

2

CHAIRPERSON STEVENS: All right.

3

Obviously, we need to have a meeting because I have

4

no idea what you're talking about so we need to have

5

a meeting so I can get more details. I have so many

6

questions. We'll get it on the books.

7

EXECUTIVE DIRECTOR SIGAL: I look forward

8

to it.

9

CHAIRPERSON STEVENS: Yes, we'll get it on

10

the books soon.

11

I just have a couple more questions, and

12

these are pertaining to the State Comptroller's

13

report. In 2022, State Comptroller report noted that

14

the wide disparity between young males and female

15

workers in the city, young male workers are the only

16

age and gender group that experience a rise in

17

unemployment rate in 2020 and 2021. Young males'

18

unemployment currently sits at 23.6 percent, that's a

19

lot, guys, significantly higher than the pre-pandemic

20

of 11.8 percent. What is the City doing to target

21

this population in need? I also just want to say when

22

we think about this very high number of young males

23

being unemployed, it is an indication of other things

24

that are going on in the city so if we are not being

25

hyper-focused and targeted to make sure that we are

1
2 supporting men and men of color with their
3 unemployment, other things will continue to rise like
4 crime and poverty and all the other things that we
5 see in the city, homelessness, so I think that this
6 is really important, this number is so alarming to
7 me, and hopefully we can really start making sure
8 that we're being more targeted to make sure we get
9 this number down because it's really important and
10 scary.

11 DEPUTY COMMISSIONER MULLIGAN: I totally
12 agree with you. That's a really alarming number. It's
13 something that we've been tracking. Again, I can only
14 speak for DYCD's specific portfolio of programs, and
15 none of our programs are specifically targeted
16 towards the male population, but all of our programs
17 are offering all the services we just talked about,
18 recognizing the mental health component, really
19 doubling down on that, all the challenges that this
20 population has that are preventing them, we're
21 looking at how to add those into our program,
22 especially in the context of this new RFP that I
23 referenced, what sectors are we offering, how are we
24 working on pre-apprenticeships, apprenticeships, and
25 things that will reengage this group. The other thing

1
2 I want to highlight that I can't speak to much too,
3 but I think it's worth noting because it was a really
4 significant investment that this Administration made
5 is the Precision Employment Initiative which is over
6 50 million dollars and over 3,000 jobs over time
7 specifically targeted to young people who are at high
8 risk of violence. That's an investment that the City
9 is working on and we are partnering with MOCJ. That
10 is a program I think we should talk offline and
11 really look deeply at how that program is going to
12 serve this population.

13 CHAIRPERSON STEVENS: Absolutely. Even
14 thinking about some of the other programs that DYCD
15 has, I know they have a Fathers Initiative and some
16 of these other programs that never get any shine or
17 ever gets any plugs and thinking about how are we
18 making sure we're connecting those programs to kind
19 of help leverage some of the other things and just
20 really being creative around it. We'll definitely
21 talk offline about that more in detail.

22 According to the Comptroller's report,
23 young workers commonly work in the hospitality and
24 retail trades (INAUDIBLE) such service industries,
25 they have disassembled by the pandemic. In New York

1
2 City, 36 percent of young people were employed in
3 those industries in 2020. Those industries have been
4 slow to recover from the pandemic and downturn to not
5 provide steady career paths for workers. What do DYCD
6 programs for out-of-school, out-of-work youth do to
7 prioritize jobs that don't provide a paycheck but
8 long-term career success and stability?

9 DEPUTY COMMISSIONER MULLIGAN: Thank you
10 for the question. The entire philosophy behind our
11 out-of-school, out-of-work programs is that they're
12 leading to long-term careers. For example, the
13 trainings that we offer, I just want to list some of
14 them off to you so you can see where we focus. HVAC,
15 5G tech, construction, green jobs, healthcare,
16 culinary. These are all sectors that we know lead to
17 long-term sustainable careers so that's where our
18 programs are really investing their resources right
19 now. We're going to keep looking at that, especially
20 the green jobs space. It's an area that our
21 Commissioner is really focused on and that we've been
22 partnering with every agency as a part of this
23 conversation. We're talking to Parks, to DCAS to see
24 how we can involve jobs in those sectors into this
25 new RFP that we're developing.

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

CHAIRPERSON STEVENS: That is it for questions for me. I just want to do another round.

CHAIRPERSON MENIN: Council Member Ung, do you have questions?

COUNCIL MEMBER UNG: I'm good.

CHAIRPERSON MENIN: You're good? Okay. I just have two last questions for SBS and then I am done. SBS's Manufacturing, Industrial, and Innovation Council collaborated with the Mayor's Office of Youth Employment and CUNY to create an advanced manufacturing collective targeting students. I was just curious what are the results of that program and does this program still exist as Apprenticeship NYC?

ASSISTANT COMMISSIONER JONES SEO: Yes, the program still exists. We currently market it as Apprentice NYC Advanced Manufacturing Program. It's really designed to help New Yorkers develop in-demand and in-growth industrial occupations. The program really consists of two phases. The first phase is really pre-apprenticeship. It last for about a four-week period of independent and instructor-led online training. During this phase, trainees interview with employers to be considered for the apprenticeship itself. The second phase is the apprenticeship, and

1
2 that's eight weeks of paid in-person training focused
3 on practical learning and technical skills followed
4 by paid on-the-job training at an employer partner's
5 location.

6 CHAIRPERSON MENIN: How many participants
7 have gone through this program?

8 ASSISTANT COMMISSIONER JONES SEO: As of
9 now, we've had about 15 enrollments of the 18 to 24-
10 year-old demographic.

11 CHAIRPERSON MENIN: I'm sorry. How many
12 did you say?

13 ASSISTANT COMMISSIONER JONES SEO: 15 for
14 FY-22...

15 CHAIRPERSON MENIN: 15, 1-5?

16 ASSISTANT COMMISSIONER JONES SEO: 1-5.

17 CHAIRPERSON MENIN: That's it?

18 ASSISTANT COMMISSIONER JONES SEO: That's
19 it currently.

20 CHAIRPERSON MENIN: Okay. Is there a
21 reason why that number is so low?

22 ASSISTANT COMMISSIONER JONES SEO: It's
23 open to all of our Workforce1 participants so anyone
24 that's 18 and over, those are specific to the
25 enrollments for youth.

1

2

CHAIRPERSON MENIN: Is there more we can
do to try to get more participants? What can we do to
make sure young people know about this opportunity?

5

6

ASSISTANT COMMISSIONER JONES SEO: Yeah.
We're currently in the process of reevaluating and
looking at opportunities to ensure that people are
aware. FY-23 so far has seen a slight uptick.

9

10

Currently, we're going to continue to strive for
more, but we have about 28 enrollments as of now.

11

12

13

14

15

16

17

18

CHAIRPERSON MENIN: It kind of goes back
to the first point I made in my questioning about
outreach. Again, and I know DYCD is going to get back
to both of our Committees on the outreach, but we
have to reach young people where they're out
obviously and they're on social media and other
things so I'm just curious what the outreach has been
for that program.

19

20

21

22

23

24

25

ASSISTANT COMMISSIONER JONES SEO: With
the outreach of this program, again, it's open to all
of our participants within Workforcel so that's a big
number, but in terms of outreach we do outreach to
our 300+ community partners, our CBOs are all across
New York City, we do social media advertisement as
well in terms of specific platforms. We are

1 experimenting more with TikTok and all those.

2 Traditionally, we had used Facebook, Twitter, but
3 we're really kind of...

4 CHAIRPERSON STEVENS: Young people are not
5 on Facebook or Twitter.

6 ASSISTANT COMMISSIONER JONES SEO: But
7 we're getting better. We're going to be there, and we
8 are developing a robust marketing plan just overall
9 in general for the Workforce1 (INAUDIBLE)

10 CHAIRPERSON MENIN: Okay, so both agencies
11 are going to share with our respective Committees the
12 social media and overall public outreach?

13 ASSISTANT COMMISSIONER JONES SEO: Yeah,
14 we can do that.

15 CHAIRPERSON MENIN: Okay, and last
16 question is SBS targeted out-of-school and out-of-
17 work young adults with their Bridge to Tech program.
18 Does that program still exist as Tech to Talent
19 Pipeline, and, if so, what is SBS' role and how many
20 participants have gone through that?

21 ASSISTANT COMMISSIONER JONES SEO: Yeah.
22 It has slightly shifted in terms of the way that
23 we're modeling the program itself. We no longer offer
24 a standalone Bridge to Tech program. We believe
25

1
2 bridge training is needed to be connected to
3 successful occupational trainings that would lead to
4 in-demand job oversight so as a result whenever
5 possible we work to build bridges within existing
6 training programs to create one comprehensive
7 training instead of separate bridge programs. With
8 that said, we piloted our Web Development Program,
9 which we talked about a little bit earlier, so the
10 updated model incorporates that bridge curriculum
11 into a longer program in lieu of having them
12 separate. We believe it's going to be more effective
13 for supporting successful completion of training, and
14 the new model is designed to prepare New Yorkers with
15 no previous web development experience for careers in
16 web development at salaries of 65,000 dollars or
17 more. Again, while the program is not exclusive to
18 out-of-school, out-of-work young adults, we work very
19 closely with our West Farm Center, our community
20 partners program. In the program's first two pilot
21 cohorts, there were about 21 enrollments of 18 to 24-
22 year-olds.

23 CHAIRPERSON MENIN: 21?

24 ASSISTANT COMMISSIONER JONES SEO: Yes.

25

1

2

CHAIRPERSON MENIN: That's the Web

3

Development Fellowship or that's different?

4

ASSISTANT COMMISSIONER JONES SEO: It's

5

the Web Development Fellowship that had previously

6

been...

7

CHAIRPERSON MENIN: Okay, so that was

8

previously Bridge to Tech but now is a web

9

development, and you've got 21 participants. Again,

10

these numbers are incredibly low. We have to figure

11

out what the problem is, again we're trying to be

12

helpful here, I think we're trying to be value added

13

in terms of making sure that you have the outreach

14

that you need to try to get to a bigger reach and to

15

scale this up to more than, because the last two

16

programs, 15 and 21 respectively, are very low.

17

CHAIRPERSON STEVENS: It's interesting

18

too, especially when you have so many Council Members

19

who in their top five constituents' outreach is

20

usually employment so thinking about how are you

21

working with Council Members to get that information

22

out about these programs and things like that is just

23

always a good start. I think sometimes agencies

24

forget that we're here to be helpful. Look at us as

25

partners and resources especially when numbers are

1

2 low, like okay, how do we get to the people who are
3 on the ground, that's us, we're on the ground, so
4 just think about it.

5 I do not have any more questions. I think
6 we will be opening it up for testimony from the
7 public, but I do want to say that one, this does not
8 all fall on DYCD and SBS. It's important that you
9 guys are part of the conversation, but this
10 definitely needs to be Workforce Development and,
11 like I said before, we need to really be reimagining
12 what the workforce looks like for young people
13 because it does not look like how it did 10 years ago
14 where most of us could get a job at a McDonald's or a
15 Foot Locker or whatever. That is not the case
16 anymore, and so I think it is our obligation as a
17 city to be thinking about how does it look now and
18 how do we support a system that's going to work. It
19 is new my pet peeve, thus and such, Valarie, we're
20 about to spend a lot of time together talking and
21 chatting because I think it's really important, it's
22 one of the places that we say that we're doing but
23 we're not doing it well, which is why we have huge
24 vacancy gaps and huge numbers of unemployment so the
25 math is not matching so how are we making sure that

1
2 we are coming to a middle head to make sure that we
3 are connecting people who want to work with the jobs
4 that are available because they are not connected as
5 of right now.

6 We will open it up for public testimony,
7 and I will stop chatting for a couple of minutes.

8 COMMITTEE COUNSEL: Thank you to this
9 panel. We will now turn to public testimony.

10 We will be limiting public testimony
11 today to three minutes each. For in-person panelists,
12 please come up to the table once your name has been
13 called. For virtual panelists, once your name is
14 called, a Member of our Staff will unmute you and the
15 Sergeant-at-Arms will set the timer and give you the
16 go-ahead to begin. Please wait for the Sergeant to
17 announce that you may begin before delivering your
18 testimony.

19 Our first in-person panel will be Lauren
20 Galloway, David Hiraldo, and David Calvert.

21 LAUREN GALLOWAY: Okay, thank you. Good
22 afternoon. My name is Lauren Galloway, pronouns are
23 they and she, and I'm the Advocacy Coordinator at the
24 Coalition for Homeless Youth. CHY has advocated for
25 the needs of runaway and homeless youth in New York

1
2 for 45 years. Thank you to Chair Stevens and the rest
3 of the Members of the Committee on Youth Services for
4 holding today's hearing as well as Chair Menin and
5 the Committee on Small Businesses.

6 We appreciate this opportunity and the
7 Council's ongoing support for youth experiencing
8 homelessness. I will be submitting longer testimony,
9 and I really the questions that were addressed here
10 today around summer youth employment. I really want
11 to focus on the unemployment aspect for youth and the
12 barriers that they're facing right now. Runaway and
13 homeless youth are always experiencing barriers to
14 income access. However, the current policies and
15 COVID-19 have only made things worse for this
16 vulnerable population. RHY are already navigating
17 stressors due to lack of housing security by not
18 having equal access to many permanent housing
19 resources like CityFHEPS, and employment barriers are
20 a major contributing factor to obtaining housing. In
21 many cases, youth and young adults lack the ability
22 to even begin to find employment. When that makes
23 them unqualified for certain housing vouchers,
24 permanent supportive housing, rapid rehousing, and
25

1
2 therefore are left into the cycle of the shelter
3 system.

4 CHY has a few recommendations for the
5 City to address those barriers to employment. The
6 first barrier being identification. As we know, you
7 must have identification in order to find employment,
8 but when obtaining an ID must have proof of address
9 and have original vital documents which poses a
10 barrier for many homeless young people to obtain the
11 ID due to their age and disconnect from their legal
12 guardians also makes it hard to obtain those
13 documents and on their own which creates a delay in
14 them being able to find and start the process of
15 getting an ID. For those undocumented youth, access
16 to legal services also creates an additional barrier
17 to obtain legal authorization which is impacting an
18 unprecedented amount of young people currently due to
19 the influx of migrant youth we are seeing in RHY
20 programs currently, and the City needs to obtain and
21 make it easier for vital documents, IDs, and working
22 permits to be more accessible for runaway and
23 homeless youth including those migrant youth and
24 young adults.

1
2 The second one, which I know is a hot
3 topic right now. Drop-in centers no sleep protocol.
4 The recent 24-hour drop-in center no sleep directive
5 issued by DYCD is not only inhumane, but it creates
6 an additional barrier to youth gaining and
7 maintaining employment. Having the ability to rest is
8 vital to a person's overall health and wellbeing and
9 the lack of sleep impacts humans' ability to function
10 to the need to maintain employment so if we're
11 denying youth sleep, how are they able to arrive to
12 work rested, how are they able to arrive on time and
13 functioning? They DYCD-funded 24-hour drop-in centers
14 have been operating as instructed and celebrated by
15 DYCD since 2019, which is why this is so confusing
16 (INAUDIBLE) the directive was issued in the first
17 place. Just a few final thoughts if that's okay. DYCD
18 needs to immediately rescind this directive and
19 respond to providers and advocates requesting for
20 that guidance to ensure that youth are able to rest
21 and that providers are supporting and providing this
22 service that youth have been relying on since the
23 inception of the 24-hour drop-in centers.

24 Lastly, the last barrier is job security
25 and discrimination. Due to the over-representation of

1
2 youth of color and LGBTQIA+ youth in the RHY
3 population they face an increased employment
4 discrimination, and it only increased for youth that
5 have been involved in the criminal legal system. The
6 City needs to better enforce antidiscrimination
7 protections and fund youth-designed employment
8 programs that specifically support RHY in accessing
9 livable wage employment across all sectors. In
10 addition, the City must support those protections for
11 individuals with conviction records and alleviate
12 those barriers that currently are being posed.

13 Thank you. Please let me know if you have
14 any questions, and I look forward to our continued
15 partnership.

16 DAVID HIRALDO: Hi. My name is David
17 Hiraldo. I am the Executive Director of Renaissance
18 Technical Institute. Thank you for this opportunity.
19 This is my first time.

20 Renaissance Technical Institute is a not-
21 for-profit organization that we offer free vocational
22 training to youth 17 years old or older. Because we
23 recognize how important it is for youth to get a job,
24 we decided to bring down all the walls that they may
25 face when they apply for vocational training. In our

1
2 Institution, we don't ask for high school diploma, we
3 don't ask for (INAUDIBLE) As long as you are 17 years
4 or older, you qualify for our program. We divide our
5 program in three different fields, construction,
6 health, and technology. We offer free vocational
7 training for (INAUDIBLE) plumber, electricity, HVAC,
8 solar panel installation, dry wall. We also offer
9 nurse assistant, phlebotomy, EKG, optometry assistant
10 classes. All those classes are free for our students.
11 We also offer information technology and basic
12 computer skills. We have been doing this since 2017.
13 We started with 20 students. Now, last year we
14 graduate 150 students. We're working very closely
15 with high schools. For example, New Vision that is
16 (INAUDIBLE) they send 24 guidance counselors to
17 Renaissance Technical Institute to learn more about
18 (INAUDIBLE) and we're going to be working together to
19 identify those students who are at risk of not
20 completing high school to train them in a vocational
21 training. We're going to start next month offering
22 them these three basic classes. OSHA 40, flagger, and
23 scaffolding. Just with the OSHA 40, it's good enough
24 for them to get a job in any construction site. The
25 plan is to introduce them to the construction

1
2 environment, and we're hoping that most of them come
3 back to take a career in construction. When they
4 complete our construction program, they receive a
5 national certificate that is valid in all the states
6 in the United States. In only six months, they can
7 graduate from our school. Just to let you know, in
8 eight weeks we were able to graduate 980 immigrants
9 that came to this country with OSHA 40 and most of
10 them are working so we did that thanks to the support
11 that we received from the Speaker, Miss Adams, Carmen
12 De La Rosa, and Pierina Sanchez. They support our
13 program, and we have been doing this, again, since
14 2017, and we are located in Johnson Houses. That's at
15 112th Street and 3rd Avenue. Our next goal is to open
16 another site in Sedgwick Houses in the Bronx. We have
17 one school again, Johnson Houses, and the next one
18 would be by July in Sedgwick Houses. All our schools,
19 we want to open in NYCHA locations because we want to
20 give the opportunity to the underserved community. In
21 our school, if you live in NYCHA, you have priority.
22 You don't have to go to the waiting list. We have a
23 huge waiting list. We want to open more classes. We
24 have the population to do so but, because of the
25 funding unfortunately, we cannot open as many classes

1
2 as we want. If you have any questions, please. Thank
3 you.

4 DAVID CALVERT: My name is David Calvert,
5 Youth Build NYC Collaborative. I would like to say
6 first of all that I've been to the program that David
7 Hiraldo was just describing, and it is excellent and
8 he's also partnering with Youth Build which is who I
9 work with in doing the work. This is part of the
10 answer, I think, for this hearing is real intensive
11 training and orientation and confidence building for
12 young people that need to get into this workforce.

13 Actually, the paper I gave in just now is
14 not exactly what I would've done if I had known what
15 this hearing was about. I gave in sort of a budget
16 hearing kind of paper, but I'll send a new paper with
17 new thoughts.

18 I am (INAUDIBLE) accordingly. I think
19 that I can maybe connect a few dots for the
20 Committee, and it's kind of surprising and I'm a
21 little dismayed to see the DYCD and Small Business
22 people just walk out of the room. They should stay
23 for the public hearing and stay engaged in it.

24 CHAIRPERSON STEVENS: She's right there.
25

1
2 DAVID CALVERT: Oh, thank you. I withdraw
3 the comment, but it is important for everyone to be
4 part of the conversation and not just...

5 CHAIRPERSON STEVENS: But I say it every
6 time too, they all should stay.

7 DAVID CALVERT: They should because not
8 just presenting and then leaving but listening in to
9 the public as well.

10 I would like to say that we were asked by
11 the Deputy Mayor who is now the First Deputy Mayor
12 Sheena Wright in the past year and by Commissioner
13 Howard of DYCD to come in, this is Youth Build
14 Citywide, to come in with a proposal that addressed
15 both the violence issues and the gun issues in the
16 community, safety issues, and at the same time
17 engaged expanding and strengthening Youth Build
18 opportunities to more young people. We came in with a
19 good proposal, and the Deputy Mayor has been
20 supportive but not funding it yet, and Commissioner
21 Howard, we had a great meeting with him, and he said
22 look, I would like to do this but I don't really have
23 the money. The costs is around 15 million a year for
24 the next three years, and it would greatly expand the
25 impact of Youth Build and it would be along the line

1
2 of what this Committee is talking about, both on the
3 quality of life side in the community and also for
4 young people getting into the workforce. We have an
5 extremely interesting opportunity right now in New
6 York City and in the country really that there's
7 millions and millions of jobs open and yet our people
8 are not working and so this is an extraordinary
9 opportunity. When I was coming up as a kid, there
10 were no jobs, and some of you around my age, there
11 just weren't any jobs, it was so hard to get a job,
12 but right now employers are looking to hire people
13 but they're not finding people that have the
14 confidence and the skills and maybe the contacts to
15 walk into those jobs and perform well. That's our
16 goal. Our goal is to give people the confidence, the
17 skills, and, you know, the skills are almost
18 secondary to the confidence and the attitude that it
19 needs and the punctuality issues and so those soft
20 skills are so central to what it's all about. We find
21 that the young people we serve, which is out-of-
22 school and out-of-work youth 16 to 24, and by the way
23 our proposal to the City we suggested expanding that
24 to up to 30 years old because there are so many 25,
25 why should they be timed out, they're 27, if they've

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

got a high school degree even and they're not working, they need someone to come and support them and say how do I get to the next step, what's the next thing, how do I get out of this cycle of just playing this video game or just staying home or just feeling frustrated, just feeling disappointed, drifting toward prison, how do I get out of that and get into what I really want to be which is a productive tax-paying person, build a family, and so forth, and that's the central goal of Youth Build and I think of this Committee, and I'd be delighted to share the proposal we sent to the City to the Committee for your review.

CHAIRPERSON STEVENS: Absolutely.

Definitely would be interested in seeing that. Interestingly enough, I was actually just in a meeting, and my Chief recommended your program to some management companies around getting some young people hired and stuff like that so we were actually just talking about you so happy to see you here in person and thank you for the work that you guys are doing. Just even with Renaissance, you're coming to my District? This is the first time I'm hearing it because you know Sedgwick is my District so

1
2 definitely would like to talk to you before that
3 happens. It would be nice. I think even when we were
4 saying with DYCD, I think sometimes people forget
5 that Council Members are on the ground and local and
6 so coming to my District, we should definitely set up
7 a meeting, but even in the future thinking about when
8 you are coming into different areas, you should start
9 with the Council Member because we do get so many
10 calls around programming and stuff like that, and I
11 truly see my office as being a place to connect the
12 dots so definitely want to set up some time to talk
13 with you, but my question for you, Renaissance, is, I
14 know you talked about like getting into construction
15 and things. Do you partner with unions as well? Do
16 you partner with any of the unions and is there a
17 pathway for people to become unionized and things
18 like that through your program?

19 DAVID HIRALDO: Unfortunately, we don't
20 have no partnerships with unions. In our experience,
21 this is my personal opinion based on my experience,
22 unions they're very jealous of who they take in, they
23 want to take their own people, people that they
24 train. Even though my students, they have the
25 knowledge and the skills, sometimes it's very hard

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

for them to get into the union. Another thing is that when these unions open positions, people have to go to this line for days in order for them to get a chance so what we do is, me personally, I go and I talk to the developers, I talk to business owners, and I explain to them what we do and they are more willing to take our students even before they graduate our classes, but the answer is no, we don't have any coordination with the unions yet.

CHAIRPERSON STEVENS: Again, I think that that's where partnering with some of your local electeds would be helpful because how do we get those partnerships, right? Yes, we want young people to get jobs and all those things, but we also want them to have long-term partnerships and being in a union kind of like helps stabilize that so when we meet we'll definitely talk more about that.

DAVID CALVERT: Can I address that just a moment?

CHAIRPERSON STEVENS: Yeah, of course.

DAVID CALVERT: The union has always been so complicated because it was a real shut door for us all through the '80s, the '90s, but right now the unions are looking to expand, partly because of

1
2 public policy and partly because of their own kids
3 are not coming into the construction fields and so
4 they have to...

5 CHAIRPERSON STEVENS: They're struggling
6 too to find people.

7 DAVID CALVERT: They have to find people,
8 and they do have some really interesting programs to
9 build in training, and we have been able to refer
10 people to those trainings, but even if you get
11 through the training and you start paying union dues
12 and we've seen this happen, they still have to get
13 called out on jobs, and there's still a supervisor
14 that works the site that's not the one that did the
15 hiring, not the recruiting and the training into the
16 union so it's a deep question of values and a deep
17 question of participation, and it's been a struggle.

18 On the other hand, it's the best times
19 we've had in 40 years right now is with the unions
20 and they reaching out to us and they are trying to
21 find a way to make something work.

22 CHAIRPERSON STEVENS: So if it's the best
23 time, let's make it better.

24 DAVID CALVERT: It's an opportunity. Let's
25 go.

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

CHAIRPERSON STEVENS: Yeah, so that's what it is. Just lastly, with the drop-in centers, I will say that has been at the top of my priority list and understanding that it's not just a city issue and also we want to make sure we're holding the State accountable who is actually pushing this down so I just want to say that on the recognize because I feel like sometimes, especially in this issue specifically, DYCD is following a directive and really how we're working with our State electeds to hold them accountable, to hold OCFS accountable to make sure that this policy is looked at in a real way and a real solution is brought to the table and not what they're offering.

LAUREN GALLOWAY: Completely agree with you and want to say thank you for being a champion and hearing that and also going to the drop-in centers to hear what they need as well because we have to listen to providers and youth on this one so thank you, and we're going to work further with you on that.

CHAIRPERSON STEVENS: Now you know I don't like people thanking people for doing their job. We don't do that over here. It's my job.

1
2 LAUREN GALLOWAY: I know, but sometimes I
3 like stating the obvious.

4 CHAIRPERSON STEVENS: Thank you, guys. I
5 don't have any more questions.

6 CHAIRPERSON MENIN: I have one question
7 for Coalition for Homeless Youth. Thank you for that
8 compelling testimony. You mentioned that one of your
9 recommendations is on identification. What about the
10 City's Muni ID program? Have you experienced issues
11 with that program?

12 LAUREN GALLOWAY: That's a great question,
13 and I know for some people on an individual level
14 it's been great. I know for our undocumented people,
15 it's been a little bit of a barrier.

16 CHAIRPERSON MENIN: Okay, yeah, so I just
17 want to address that because I was part of the launch
18 of the Muni ID. We launched that to address
19 undocumented individuals. The whole point of the Muni
20 ID program was because undocumented individuals, and
21 particularly parents, could literally not go into
22 their children's school because they could not get
23 sufficient identification so we launched it because
24 of that so if you are having issues surrounding
25 undocumented homeless youth, I want to specifically

1
2 hear about that because that was what we launched
3 Muni ID to fix so if there are issues, I'd firsthand
4 would like you to come to me please.

5 LAUREN GALLOWAY: Definitely will, and
6 what I can do is I'll start asking a lot of our Youth
7 Action Board as well as our providers what they're
8 experiencing and then we'll link up with you to give
9 you a real-time experience on it.

10 CHAIRPERSON MENIN: Thank you.

11 LAUREN GALLOWAY: Thank you for starting
12 that.

13 DAVID CALVERT: I said I would send a
14 document. Just send it through the regular upload for
15 this Committee or how will it get to everybody? How
16 should I do that?

17 CHAIRPERSON STEVENS: You could also email
18 it.

19 DAVID CALVERT: What?

20 CHAIRPERSON STEVENS: My Chief is right
21 there. Give him a card. He can email me too.

22 COMMITTEE COUNSEL: You can email at
23 testimony@council.nyc.gov.

24 DAVID CALVERT: Thank you.
25

1
2 COMMITTEE COUNSEL: Thank you to this
3 panel. Our next in-person panel will be Christopher
4 Morris Perry and Lovelle Shaw.

5 Please wait for the Sergeant to announce
6 that you may begin before delivering your testimony.

7 CHRISTOPHER MORRIS PERRY: Hello. Good
8 afternoon. Thank you for allowing me to testify. I'm
9 a little bit nervous, but I have to get out the
10 words.

11 CHAIRPERSON STEVENS: Let me tell you
12 something, don't be nervous. We are all friends here.
13 I'm so friendly.

14 CHRISTOPHER MORRIS PERRY: Yeah, yeah, I
15 can tell. Thank you so much. I'm not prepared. I did
16 have something, but it doesn't affect what went on
17 today. I just want to say we are failing our youth.
18 The things I heard today was very disappointing. I'm
19 an Energy Consultant. I've been an Energy Consultant
20 for 11 years, and I did great enough to stop and work
21 on being a community activist. I live in Harlem, and
22 the black community is being affected really bad when
23 it comes to jobs. We talk about jobs, but we didn't
24 get to skills. When I grew up, we had trade schools,
25 and, in middle school, I took up woodshop and in high

1
2 school I took up electrical technology so with those
3 skills I have certificates that makes me valuable so
4 what I'm saying is we don't want to just bring them
5 jobs. We want to bring them skills so it can be
6 permanent. That's all I have to say today. Thank you.

7 LOVELLE SHAW: Hi. How are you? It's a
8 pleasure being here today and thank you for this
9 experience. I also prepped something beforehand, but
10 it also didn't apply so I rephrased it while I was
11 sitting and listening.

12 First of all, when we're having these
13 meetings about young people, there should be young
14 people there is what I think. I'm 26 years old and,
15 if it wasn't for my friend and brother, Christopher
16 Morris Perry, I wouldn't really know much about
17 politics other than what they teach you in school
18 which is not much.

19 CHAIRPERSON STEVENS: Yeah, they don't
20 teach you anything.

21 LOVELLE SHAW: They don't teach you
22 anything. All they're doing is prepping you to get
23 out there and work a 9 to 5, and they don't do a good
24 job at that either. My mother taught me early that
25 I'm your teacher and education starts in the home.

1
2 She also taught me it takes a village to raise a
3 child. There's a quote by Noble Drew Ali says "If I
4 could just get you all thinking again, you would save
5 yourselves." We're not taught critical thinking.
6 We're taught to just answer questions and get the
7 right answer without the critical thinking process in
8 school. We've all heard the phrase "young and dumb."
9 Dumb simply means temporarily unable or unwilling to
10 speak. Oliver Wendell Holmes, an American physician
11 and poet, wrote "It is the province of knowledge to
12 speak, and it is the privilege of wisdom to listen"
13 so without the proper knowledge on how to speak on
14 what's to be spoken on, you can't speak. I'll give
15 you an example, my brother, Christopher Morris Perry
16 is running for office, and he gave me the privilege
17 of being his campaign manager. I tried to quit so
18 many times because I can't find, I love knowledge,
19 when I took my personality test, they gave the
20 perfect explanation. It said most people get
21 overwhelmed by a lot of knowledge; I'm like a fish in
22 water. I just piece everything together. The more I
23 have, the better, but you can't find anything on
24 politics, particularly how to be campaign manager
25 online, and in order to do my job now with the

1
2 opportunity I have to go back to school but then I'm
3 missing out on this opportunity and when you go to
4 school they don't prep you for everything. I've been
5 an entrepreneur since age seven. You hear
6 entrepreneurs speak, Steve Harvey and other ones,
7 they said they didn't go to school, and actually
8 school doesn't prep you on everything you need to
9 know to be a proper entrepreneur, you know what I'm
10 saying. What I'm saying is we have to get the youth
11 involved. We don't know what's going on. It's great
12 y'all are making things to keep us entertained. It's
13 not enough. Something I have and I don't want to take
14 up too much, here we go, I'll just read this part, if
15 we have the youth, young adults, middle aged, and
16 elderly collectively involved in X, whatever, no one
17 has to figure it out from scratch like I've been
18 doing.

19 CHAIRPERSON STEVENS: Thank you. Just to
20 address one thing. I know even when you talk about
21 the skills part, that is something that I believe we
22 do need to get back to. We've had multiple
23 conversations, specifically in the Bronx Delegation,
24 where we've talked about the lack of vocational
25 skills and the lack of training and how do we get

1
2 those back into the skills because for so long it's
3 just been college prep and not understanding that
4 when we're not looking at some of the hard skills, we
5 have left out a population of folks so I do agree. I
6 think that even in this Council we're doing a number
7 of things to really try to get back to the workforce
8 type of skill training and vocational trainings
9 because it is a huge void in that piece. I know you
10 spoke about youth should always be in every space so,
11 if you know my story, you know that every space I'm
12 in young people are always with me because I'm always
13 evoking them in everything that I do and it does
14 become hard in these settings because it is during
15 school hours and so typically, in most spaces I try
16 to have young people, but it's just hard because it's
17 just how things work, but I do agree. I don't believe
18 us old people should be making decisions for young
19 people, but in any space I'm in I'm invoking them so
20 always trust and believe. They're the people who told
21 me to run so those are the people who I owe
22 everything to at this point.

23 Thank you guys for being here, and we
24 really appreciate your testimony.

25 CHRISTOPHER MORRIS PERRY: Thank you.

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

LOVELLE SHAW: Thank you.

COMMITTEE COUNSEL: That concludes our in-person testimony. If we missed anyone who would like to testify in person, please visit the Sergeant's table and complete a witness slip now.

We will be now turning to virtual testimony, and our first panel will be Susan Povich, Amanda Rosenblum, Caitlyn Passaretti, Monia Salam, and Terrence J. Tubridy. Susan Povich, you may begin when the Sergeant starts your clock.

SERGEANT-AT-ARMS: Starting time.

SUSAN POVICH: Hi. My name is Susan Povich. I own the Red Hook Lobster Pound in Red Hook, Brooklyn. I just want to advocate for more youth training. As an independent owner in the hospitality business, it's very important that we are able to bring in young people, teach them about responsibility, and teamwork, organization and business. We happen to be a very seasonal restaurant because of our location in Red Hook so summer hiring has always been very important to us and also very difficult, and it's very difficult to hire a young person who has no training. It takes a while to train them and we only have three months so we would really

1
2 prefer to have people that are trained so I'm very
3 curious about your proposals to do mentoring and
4 training in the hospitality industry before we're
5 doing our hiring. I also feel that, again, the
6 mentoring program would be very helpful to us if we
7 were able to hire people who had some training, even
8 sort of basic food skills, knife skills,
9 understanding of food safety which is very important
10 in the restaurant business. My one concern is the
11 monetary situation. I know you're looking to partner
12 with private businesses who would bring in your
13 trained young residents of New York City, but it
14 would also be very beneficial if they aren't really
15 trained to have some sort of city subsidy, whether
16 that be some sort of rebate of certain taxes we paid
17 or some per hour contribution, it would definitely
18 increase the number of people that I could bring in.
19 We are operating on very tight labor margins now in
20 New York City. Wages have gone up substantially, and,
21 as restaurant owners, we are limited at this point
22 with how much extra labor we can take in for training
23 and/or mentoring so I just wanted to potentially
24 speak about some sort of subsidy. I am, again, very
25 much in favor of it, can't wait to bring in young

1
2 people. Hospitality has always been an area where
3 young people can come in and start and get great
4 training. I look forward to the work you're going to
5 do and the bill being passed. I would, again, just
6 like to throw a little request in there that there's
7 some sort of subsidy to help out the small businesses
8 like myself who are bringing people in. That's it.

9 COMMITTEE COUNSEL: Thank you for your
10 testimony. Amanda Rosenblum, you may begin when the
11 Sergeant starts your clock.

12 COMMITTEE COUNSEL: Starting time.

13 AMANDA ROSENBLUM: Greetings, Committee
14 Chair Stevens and Menin and Distinguished Members of
15 the City Council Committee on Youth Services and
16 Small Business. My name is Amanda Rosenblum. I'm a
17 Vice President at JobsFirstNYC. We provide research
18 and develop systems for philanthropy and government
19 to invest in workforce development to make New York
20 City more inclusive and advance economic mobility for
21 all young adults and the communities they call home.
22 Thank you so much for allowing us to provide
23 testimony today. We want to share a data brief we
24 just commissioned with the Community Service Society
25 that explores the state of out-of-school, out-of-work

1
2 young adults, I'll call that OSOW population. Some
3 key findings in this brief. We note that the number
4 of OSOW young adults has increased significantly
5 since the start of the pandemic. This has actually
6 reversed a decade-long trend. In absolutely terms,
7 we're seeing an additional 25,500 young people
8 joining the out-of-school, out-of-work population
9 with the most increases in the 18 to 24-year-old
10 population. Black and LatinX communities had the
11 largest increases. Also, we saw the population
12 increase in some of the city's economically
13 marginalized districts, especially in Manhattan and
14 Queens. Some of the districts with the largest
15 increases were Queens CD1, Manhattan CDs 4, 5, and 9,
16 and Bronx CDs 4 and 8. Larger gap between male and
17 female rates with the rates of males in out-of-
18 school, out-of-work growing, and seeing lack of
19 college education in those populations, lack of
20 options in the labor market, industrial sectors where
21 young adults are traditionally in play tend to not
22 have returned to pre-pandemic levels and wage growth
23 is also slow for young workers.

24 The key recommendation related to SYEP is
25 to continue to increase the number of slots

1
2 available, making it accessible for OSOW young
3 adults, making this a year-long program so we really
4 support this bill to greatly increase young adults
5 educational and career development outcomes which we
6 know is very hard to do in a short-term program,
7 improve the quality of employer preparation, and
8 expand private and public sector partnerships to
9 create opportunities for young adults to be more
10 competitive in our changing labor market. We're ready
11 to support the City's efforts to really serve our
12 young people both in the summer and year-round with
13 work-based learning and skills training, and we'll be
14 happy to share this data brief with each of your
15 offices upon release and follow up with each of you
16 to discuss more.

17 Thank you so much for your time.

18 COMMITTEE COUNSEL: Thank you for your
19 testimony. Caitlyn Passaretti, you may begin when the
20 Sergeant starts your clocks.

21 SERGEANT-AT-ARMS: Starting time.

22 CAITLYN PASSARETTI: Good afternoon,
23 everyone. I would like to start by thanking Chair
24 Stevens and Chair Menin and all the Members of the
25 Committee on Youth Services and Small Businesses for

1
2 holding today's oversight hearing on support of
3 unemployed youth.

4 My name is Caitlyn Passaretti, I use
5 she/her pronouns, and I'm a Policy and Advocacy
6 Associate at the Citizens Committee for Children of
7 New York.

8 CCC is multi-issue child advocacy
9 organization that documents the facts, engages and
10 mobilizes New Yorkers, and advocates for solutions to
11 ensure that every New York child is healthy, housed,
12 educated, and safe.

13 The State Comptroller reported that New
14 York City's average youth employment rate was 17.9
15 percent in 2022. Additionally, young people are still
16 experiencing the effects of COVID, both socially and
17 economically. CCC's recently published Keeping Track
18 of New York City's Children found that 62 percent of
19 youth aged 18 to 24 reported a loss of employment
20 income since March 2020, and nearly a quarter of
21 youth age 16 to 24 are out-of-school and out-of-work
22 in New York City. This data shows that too many young
23 people are facing barriers to accessing education,
24 employment, and other community supports. The Summer
25 Youth Employment Program remains a critical resource

1
2 for New Yorkers. This program has been shown to
3 significantly reduce the likelihood of arrest and
4 incarceration as well as support opportunities for
5 young people to develop skills for their future. SYEP
6 is one of the many programs offered by the City that
7 can be supportive and impactful for young people.

8 CCC wants to also uplift that even those
9 youth programs and after-school programs that are not
10 explicitly employment programs are still a critical
11 resource for young people to build skills, deepen
12 relationships, and find support.

13 CCC therefore urges City leaders to take
14 necessary steps to strengthen the entire youth
15 services ecosystem including SYEP and Work, Learn,
16 Grow so providers can meet the needs of youth while
17 also meeting the needs of their staff.

18 I'm going to highlight some top-line
19 recommendations that CCC and the Campaign for
20 Children have developed. However, you will find a
21 more robust list in the written testimony.

22 We recommend the following to ensure that
23 youth programs are supported. First, we must
24 prioritize programming for special populations of
25 youth. Young people who have lived experience in the

1
2 foster care system, shelter system, justice system,
3 or immigration system may be unaware of opportunities
4 available to them and lack resources to connect to
5 them. The City should make a concentrated effort to
6 conduct outreach and connect young people to
7 employment and programmatic opportunities.

8 Additionally, there's a growing body of research that
9 shows that the crucial developmental milestones youth
10 achieve through extracurricular activities in summer
11 camp models. There are data showing better mental
12 health outcomes, higher achievement in academic
13 settings, and successful job attainment as a result
14 of engaging in these types of programs. Given the
15 clear role youth programming plays in supporting
16 skill development and opportunities for young people,
17 we must ensure adequate resources for the youth
18 services system more broadly. One of the primary
19 challenges New York City's providers are facing is
20 payment delays, threatening the fiscal solvency of
21 many organizations and impacting their ability to
22 provide well-resourced programs. This is why we are
23 urging City leaders to ensure a timely contract
24 registration and payment for services.

25 SERGEANT-AT-ARMS: Your time has expired.

1
2 CAITLYN PASSARETTI: Oh, can I go really
3 quickly through my last two priorities?

4 I'm going to go really quick.

5 Summer programming providers normally
6 have to wait a very long time to see what their
7 budget is and so we are urging the City to ensure
8 Sonic and Compass have year-round procurement process
9 that actually reflects the cost of providing
10 services.

11 Finally, we're in a workforce crisis so
12 we have a lot of turnover and burnout amongst
13 providers so we want to make sure that the City
14 increases the cost-per-participant rate for Sonic and
15 Compass to a wage floor of 21 dollars an hour.

16 Finally, we know that we must provide a
17 more robust and comprehensive training to support
18 District 75 young people.

19 Sorry for going over. The rest of my
20 testimony will be in the written form and thank you
21 for this opportunity.

22 COMMITTEE COUNSEL: Thank you for your
23 testimony. Monia Salam, you may begin when the
24 Sergeant starts your clock.

25 SERGEANT-AT-ARMS: You may begin.

1

2

MONIA SALAM: Good afternoon, Chair

3

Stevens, Chair Menin, and Distinguished Members of

4

the Youth Services Committee and Small Business

5

Committee. My name is Monia Salam, and I coordinate

6

the New York City Work-Based Learning Coalition.

7

I want to start this testimony off by

8

commending the City in their large-scale efforts in

9

expanding youth employment programs to 100,000 slots

10

last summer and continuing that effort to this

11

summer.

12

That said, our Coalition is concerned

13

that the ongoing expansion of youth employment

14

programs have overlooked immigrant students and other

15

vulnerable young people. The application and

16

enrollment process for the City's youth employment

17

process requires young people to submit a large

18

number of documents including Social Security cards,

19

work authorization, proof of age, address, working

20

papers and so on and so on, and during this process

21

many vulnerable young people lose their opportunity

22

to access these paid opportunities due to their

23

inability to submit these documents in a timely

24

manner, and this issue primarily impacts young people

25

who immigrant and are awaiting immigration

1
2 proceedings and lack work authorization documents and
3 are impacted by significant delays of renewal
4 paperwork due to the COVID pandemic, undocumented
5 young people who lack a Social Security number,
6 asylum-seekers who are still awaiting immigration
7 proceedings, and those in foster care and
8 transitional housing who often are unable to access
9 the required documents and lack sufficient supports
10 to renew/replace those documents due to their
11 unforeseen circumstances. (INAUDIBLE) New York City
12 students can access career-connected learning. We
13 recommend that DYCD invests in a year-round
14 enrichment program that is flexible in terms of its
15 time requirements so it's not as rigid as this six-
16 week summer employment program, creates greater ease
17 and access in terms of enrollment, and lowers its
18 documentation requirements, and more accessible entry
19 points and offboarding points to ensure that young
20 people are able to enroll when they're able to based
21 on whatever circumstances are happening in their
22 lives.

23 We ask that DYCD create this initiative
24 in parallel to the SYEP and Work, Learn, and Grow
25 special initiative contract such as the Emerging

1
2 Leaders program to ensure that all young people
3 across the city are able to access the program unlike
4 initiatives like Career Ready that is...

5 SERGEANT-AT-ARMS: Your time is expired.

6 MONIA SALAM: Can I just finish with one
7 more sentence? Sorry.

8 In closing, our Coalition is looking
9 forward to working with Chair Stevens and DYCD to
10 ensure that young people in New York City can access
11 high-quality work-based learning (INAUDIBLE)
12 experiences. The FY-24 budget is an opportune moment
13 to provide this investment to make this program a
14 reality.

15 COMMITTEE COUNSEL: Thank you for your
16 testimony. Terence J. Tubridy, you may begin when the
17 Sergeant starts your clock.

18 TERENCE J. TUBRIDY: Thank you, Council
19 (INAUDIBLE)

20 CHAIRPERSON STEVENS: You're going in and
21 out.

22 TERENCE J. TUBRIDY: Hosting this
23 Committee. My name is Terence Tubridy. I am the owner
24 of In Good Company Hospitality which owns and manages
25

1
2 many (INAUDIBLE) I'm sorry. I'm on my cell. Can you
3 hear me now? Can you hear me now?

4 COMMITTEE COUNSEL: Yes, we can hear you
5 now. Thank you.

6 TERENCE J. TUBRIDY: Okay. I'm the owner
7 of the Rockaway Hotel as well as Bungalow Bar out in
8 the Rockaways. We employ about 200 young people every
9 summer, and one of the things that we obviously focus
10 on is some of those soft skills that generally don't
11 get taught in high school. Any type of money
12 dedicated towards recruitment, training, and
13 retaining staff such as young people would be
14 welcomed by the hospitality industry and the retail
15 industry, creating a public and private partnership.
16 We could help bridge that gap of the underemployment
17 that's taking place in places like Harlem or the
18 Rockaways, especially Far Rockaway. I don't want to
19 reiterate what everybody already said because I think
20 they're all great ideas, but I just wanted to jump on
21 anecdotally to say when you work in a restaurant
22 business you build life skills that carry on forever.

23 Thank you for hosting. Sorry about the
24 sound.

1
2 COMMITTEE COUNSEL: Great. Thank you very
3 much for your testimony.

4 CHAIRPERSON STEVENS: I don't have any
5 questions, but I just want to make sure JobsFirst
6 sends us the data that they talked about in their
7 testimony because that will be very helpful.

8 COMMITTEE COUNSEL: This concludes our
9 virtual testimony. If we missed anyone who would like
10 to testify virtually, please use the raise hand
11 function in Zoom, and I will call on you in the order
12 of hands raised.

13 Seeing no one else, I'd like to note
14 that written testimony, which will be reviewed in
15 full by Committee Staff, may be submitted to the
16 record up to 72 hours after the close of this hearing
17 by emailing it to testimony@council.nyc.gov. I'll
18 turn it over to Chair Stevens for closing remarks.

19 CHAIRPERSON STEVENS: I would like to
20 first start by thanking my Co-Chair here today,
21 Council Member Julie Menin. I would like to thank
22 DYCD and SBS for being here to offer testimony and
23 thank everyone who testified in person and virtually.

24 Lastly, I just want to say again that it
25 is extremely important that we reimagine what the

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

workforce needs to look like for young people. We cannot ignore the numbers. We need to also make sure that when we see numbers we are being a data-driven government that's looking at the numbers, and some of these numbers are very alarming, especially around young men and young men of color being at such high rates of unemployment so I really want us to make sure that we all look at this as a high priority and really be solution-oriented to get it done and get young people employed.

Thank you, everyone, for being, and I conclude this hearing. Thank you. [GAVEL]

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 3/13/2023