



**NEW YORK CITY COUNCIL
COMMITTEE ON YOUTH SERVICES**

**OVERSIGHT: DYCD PROGRAMS (SYEP,
COMPASS NYC, and SONYC)**

**SUSAN HASKELL, DEPUTY COMMISSIONER
ANDRE WHITE, ASSOCIATE COMMISSIONER**

OCTOBER 11, 2018

Good afternoon Chairwoman Rose and members of the Committee on Youth Services. I am Andre White, Associate Commissioner for Youth Workforce Development. I am joined by Susan Haskell, Deputy Commissioner for Youth Services. Thank you for the opportunity to testify today about DYCD's programs, specifically the Summer Youth Employment Program (SYEP), and the COMPASS and SONYC comprehensive afterschool programs.

I am thrilled to report that this past summer, SYEP was budgeted to serve 75,000 youth ages 14 through 24, and connected them to jobs at 13,701 worksites throughout the five boroughs. Last summer, the program's budget grew by 18% to a new high of \$150 million. Worksite development increased by 14%, exposing participants to a wider variety of opportunities. Forty-four percent of worksites were in the private sector, 41% in nonprofit organizations, and 15% in government agencies. SYEP participants worked in financial, cultural, media, entertainment and health care institutions. Examples of such placements include Bank of America, A&E Networks, The Metropolitan Museum of Art and Maimonides Hospital.

We are grateful the City Council recognizes that SYEP is a vital program that helps young people gain work experience, explore careers, build skills, and prepare for their future. With the Administration and City Council's commitment to SYEP, together we have made incredible progress. Mayor de Blasio has more than doubled the size of SYEP over the past five years and baselined funding for 70,000 slots, which has allowed DYCD and its providers to plan the program more effectively. This has helped to ensure the development of quality job placements, helped providers better manage the staffing of the program, and develop more robust project-based experiences for participants. Stable funding has translated into a higher quality summer job experience for youth, and for that we are truly grateful.

Our work is not done. Later this month, we plan to release several requests for proposals for SYEP, in order to have new contracts in place for summer 2019. The program design builds on the recommendations from the Youth Employment Task Force, commissioned in June 2016 by Mayor de Blasio and former Speaker Mark-Viverito. The Task Force was comprised of a broad array of stakeholders including advocates, providers, foundation and nonprofit leaders. The Task Force focused on how to bring relevant, innovative workforce experiences to youth through SYEP. The recommendations that will be incorporated into the RFPs include:

- Strengthening connections between SYEP providers and public high schools to improve in-school career development for young people;
- Serving younger youth through career exploration and project-based learning experiences; and
- Enhancing support services, including pre-program orientation and counseling, to help meet the unique needs of vulnerable populations.

We encourage all community-based organizations that are considering applying for a contract to begin the pre-qualification process with HHS Accelerator, which is managed by the Mayor's

Office of Contract Services, and to register there for automatic notification of the release of the RFP.

Susan Haskell, DYCD Deputy Commissioner for Youth Services, will now discuss the other topic on today's agenda, the COMPASS and SONYC (School's Out NYC) afterschool programs.

The Comprehensive Afterschool System of NYC (COMPASS) is comprised of more than 920 programs serving young people in grades K-12. Through a network of providers, COMPASS offers high quality programs that offer a balance of enrichment, recreation, arts, academic and cultural activities to support and strengthen the overall development of youth. COMPASS aims to help young people explore interests and skills, to develop social-emotional learning, and to cultivate leadership through service-learning and civic engagement opportunities.

Through a continuum of afterschool programs from COMPASS-Elementary to SONYC for middle school students to COMPASS- High, DYCD helps support young people on a pathway to success.

Programs are offered at no cost and are located in public and private schools, community centers, and parks and recreational facilities throughout the City, both to leverage the use of public spaces and to help youth find a place that best fits their needs. With the COMPASS Middle School Expansion, the City now has the capacity to provide a high-quality afterschool seat to every New York City Middle School-aged youth. In addition, in 2015, COMPASS launched a program to serve middle school youth in detention and homeless shelters. In collaboration with the Administration for Children Services and the Department of Homeless Services, DYCD-funded providers offer tailored programming at six locations that cultivate supportive relationships and encourage participation in enrichment activities.

Fiscal Year 2018 was the fourth year since the historic expansion of afterschool programs under the leadership of Mayor de Blasio. Last year, more than 126,000 young people were served in COMPASS. Of these, 52,000 students were served in 323 elementary school programs, and 69,000 middle school youth were served in 496 SONYC programs.

COMPASS elementary and middle school programs are offered five days per week after school and on some school holidays. Programs aim to (1) foster social and emotional competencies and physical well-being; (2) provide opportunities for youth to explore interests and creativity; (3) build confidence and leadership skills, and facilitate community engagement, and (4) engage parents and other caregivers. The middle school model, SONYC, is structured like clubs, where youth have the opportunity to choose from a variety of activities, including STEM, literacy, leadership development and healthy living.

COMPASS-High is designed to help high school ninth graders navigate their new surroundings and to matriculate to tenth grade. In addition to advocacy within the community, the COMPASS-High model offers targeted academic, social, and emotional supports. Last year, approximately 1,500 youth participated in COMPASS high school programs.

COMPASS Explore allows providers flexibility to create programs with a specialized focus for different age groups. COMPASS Explore programs offer a variety of activities, from preparation for legal careers to boat building. Last year, 2,500 youth participated in 38 Explore programs.

We are excited for the 2018-2019 year, and we have supported our programs through a successful start to the school year.

We look forward to our continued partnership with the City Council to meet the needs of the City's youth and create opportunities for them to grow and thrive. Thank you again for the invitation to testify today. We are ready to answer any questions.

Police Athletic League, NYC

City Council Testimony

October 11, 2018

For over 100 years, the Police Athletic League (PAL) has successfully inspired millions of youth to become productive citizens of society, based on one simple value *"Police officers helping kids helping communities."* From our signature program model of PLAYSTREETS, championed by Captain John Sweeny in 1914, to our current collaboration with NYPD Neighborhood Coordination Officers, PAL's success is forged in our partnership with NYPD and the law enforcement community.

PAL is similarly proud of our long standing and productive partnership with the Office of the Mayor, the City Council, and the New York City Department of Youth and Community Development. As an experienced youth development organization, PAL has relevant insight regarding the programming, funding and the request for proposal processes. It is in the spirit of partnership and continued pursuit of program quality in service of New York City youth that we offer the following observations on the SYEP, COMPASS and SONYC program models to the Youth Services Committee.

I. SYEP; COMPASS; and SONYC

SYEP:

The Police Athletic League (PAL) has been an active Summer Youth Employment (SYEP) provider since the inception of the program. During the summer of 2018, PAL served 1248 SYEP teens at 250 work sites, including 350 vulnerable youth. The program is a tremendous benefit to working age youth, the organizations that employ them and the communities PAL serves. Based on our experience, improvement of the program requires consistent communication, documented guidelines, and standardized supervision of contracts from the Department of Youth and Community Development (DYCD). Specifically, PAL, and I suspect other providers, would benefit greatly if guidelines were put into writing. In addition, oversight requirements are best followed by PAL and other providers where those requirements are consistent from one work site to another.

In addition, were our funding allotments determined earlier, with as much time before the summer commences as possible, it would allow organizations to meet the needs of the youth applying to the program and the administrative requirements of DYCD in a more comprehensive and timely manner. Specifically, we ask that DYCD provide the forms for processing vulnerable youth applications six months in advance, so organizations can address the unique needs of this particular population. Similarly, we would benefit from the number of SYEP placements being set at least three months in advance of the summer, so that organizations to do a credible job of providing productive work opportunities for summer employment youth.

COMPASS and SONYC PROGRAMS:

PAL commends the Mayor of New York and the New York City Council for the unprecedented expansion of out of school time programming. Furthermore, DYCD has managed the exponential growth of out of school time programming with determination, knowledge and professionalism. We applaud DYCD for their efforts to hire more program managers with youth development experience and to leverage technology, such as DYCD Connect, to achieve greater administrative efficiencies. Based on our experience, improvement of these programs requires even greater collaborative and consistent communication; and expanded resources to support professional development for providers and a rededication to the technical assistance role of the Department of Youth and Community Development.

In addition, we look for DYCD to recognize and address that contract requirements often do not match the resources provided for programming and administrative support. Organizations are increasingly leveraging limited unrestricted funds to provide program enhancements that are required to meet minimum contract requirements. Specifically, program enhancements related to STEM instruction and social-emotional learning require hiring professional staff that command higher part-time salary rates and allocating more hours in the budget for staff to support these types of program expectations in a quality manner. This dynamic of unfunded minimum requirements has led to oversight and compliance challenges. PAL and other organizations find ourselves being funded at a level that does not permit to us to meet the DYCD program requirements. This condition is exacerbated when the DYCD oversight process takes on the feeling of a punitive – “got-cha” process, rather than collaborative partnership. We believe there is opportunity for greater impact on the development of New York City youth if we can achieve greater collaboration between provider organizations and DYCD in the determination of contract requirements, participant outcomes and corrective action as required.

II. FUNDING

FUNDING:

PAL has worked diligently with the Office of the Mayor, the New York City Council, and the New York City Department of Youth and Community Development to manage public funds responsibly. PAL has consistently earned excellent Vendex scores in the area of fiscal management, due to our agency culture and the dedicated work of our fiscal professionals. We are grateful for financial resources provided by the City of New York to assist in the delivery of our mission to support and inspire New York City youth. Based on PAL’s experience, improvement of fiscal management requires an accurate alignment of funding and program expectations and simplification of the contract and contract amendment process.

DYCD contracts, particularly COMPASS and SONYC, have expectations for quality programming, however the funding is only enough to cover the bare minimum of the program requirements. Without significant additional investment, it is difficult to meet the standards that we are then held to on the program evaluations. Worse, program evaluations have become so

intense that the PAL Program Directors are spending significantly more time on the administrative end of the program – adversely affecting the quality of the programing. We appreciate that DYCD must be good stewards of public funds, but the time has come to re-visit the program evaluations and ask if they, in their complexity and intensity, are harming the effectiveness of programs receiving funds.

In addition, the delay in registering contracts (some unregistered contracts date back to 2017) create significant problems for delivering a quality program. Some summer programs begin and end before the contract is registered, and funding is disbursed. We have seen RFPs that do not take into account city mandates to raise hourly wages or new state guidelines on earning minimums (\$59,000 at the end of this year) for exempt employees. We therefore urge the city to ensure that new RFPs fully incorporate increased hourly rates and other fiscal mandates such as exempt employee earnings into the funding allotments provided to support programs.

CONTRACTS:

Over the last 70 years of our existence, PAL has successfully managed a variety of contracts with the Office of the Mayor, the New York City Council and DYCD in service of New York City youth. In recent decades, we have adapted to the increased administrative and programmatic complexity related to the processing and fulfilment of contracts. As an agency, we are extremely grateful for the recent cost of living increases to meet the city's minimum wage increases, as well as the recent 2% indirect cost increase, added participant slots and the addition of several program innovations.

Based on our experience, the contract management process can be significantly streamlined to reduce complications and redundancies. We appreciate that additional funding requires additional processing; but the current contract management process involves an administrative and fiscal burden that is daunting for organizations.

FY 2018 PAL DYCD Contracts (exclusive)

PAL currently has:

- 27 base contracts with DYCD
- 47 amendments
- 31 of the 47 amendments are still unregistered

FY 2017 and 2018 PAL DYCD Contracts

PAL held:

- 33 base contracts
- 112 amendments
- 23 of the 112 amendments still unregistered

The current contract management process has resulted in PAL awaiting reimbursement for work completed in *fiscal year 2017* and early *fiscal year 2018*. This requires organizations to carry the expense of running these programs across fiscal years, which is a financial burden, affects our audit and nonprofit reporting requirements, and asks us to obtain and use limited unrestricted funds to support these programs while waiting for reimbursements.

The sheer number of contracts and amendments makes their management inefficient and difficult. We believe a streamlined process could be achieved to put more focus on delivering quality programs, and less effort spent on managing contracts and amendments.

In addition, while we greatly appreciate the influx of funding to afterschool and SYEP, earlier and more consistent communication is required for organizations to ramp up when additional funds are available. For instance, we begin to look for job sites for summer placements in the winter, making it practically impossible to add quality slots in June. The situation is similar for SYEP, COMPASS and SONYC, when additional funding is announced in June, organizations struggle to create job sites, hire and train staff to operate a quality program, secure program space and inform parents.

III. PROGRAM EXPANSION

In general, PAL welcomes a deeper investment in existing programs. Based on our experience, the current attempts to expand the number of youth served comes too late in the program calendar to allow for meaningful program expansion and development. We advocate for a less restrictive and more collaborative program design model. This would allow DYCD to let CBOs be more flexible and creative in their program models. For instance, during the summer months we have consistently received additional funding in June through July to provide additional slots for teenage and middle school youth camps to be run that same summer. We suggest a deeper investment in the originally identified number of participants as opposed to a last minute addition of slots. This proposed approach would allow organizations to leverage their youth development experience to plan program enhancements such as training, trips, education enrichment and post summer employment internship opportunities for New York City youth.

IV. RFP PROCESS

RFP PROCESS:

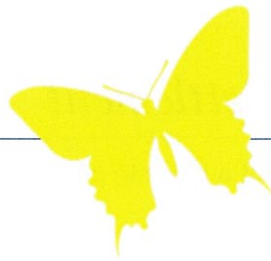
PAL recommends greater consideration of organization input in response to the Concept Papers. In addition, PAL and other organizations would benefit from more transparency regarding why concepts or feedback that were shared are not incorporated into the RFP. PAL feels that more respect for the practitioners “on the ground” would result in a better RFP, and better programs for young people.

Organizations are managing a myriad of internal changes during the course of a year – including changes in leadership, funding. As such, the cancelling of an RFP process can represent a significant additional burden on the organization in terms of fiscal resources, personnel time and reputation with community partners. When an RFP is issued and cancelled, as it was recently, organizations like PAL have squandered hours, and hours of staff time that could have been productively used elsewhere. We implore the city to consider a 12-week timeframe for proposals when creating RFP due dates, taking into account key scheduling factors such as school schedules, established testing dates, holidays, and the like.

It is also difficult, and potentially damaging to PAL's reputation, to secure community partnership agreements one year in advance of program activities, with no guarantee of funding. We urge the city instead to consider requiring a demonstration of organizational history of working with community organizations, and require that the partnership agreements are in place by the time a contract is registered. Based on this process, only organizations with funding would be required to secure agreements.

CONCLUSION

In partnership with DYCD, PAL has made a tremendous impact on New York City youth. In 2017, 97% of parents give the afterschool program positive ratings, 93% of parents say their children enjoy going to the program and 82% of afterschool youth report improved social-emotional skills in the areas of self-management, social awareness, and responsible decision making. PAL is proud and appreciative of this partnership and we value the opportunity to provide feedback on the DYCD programs SYEP, COMPASS and SONYC. Based on our experience, improvement in these programs is achievable through, allowing more feedback from organizations regarding programs, consistent communication, and standardized oversight of contract facilitation.



Good afternoon,

Thank you Chair Rose and members of the City Council Youth Committee.

Nicole Kay for Jacob A. Riis Neighborhood Settlement; a multiservice agency working to build and strengthen underserved communities in Western Queens. I am here on behalf of the youth and families that we serve as well as the community at large; specifically, as it relates to the need for increased elementary school program slots, the COMPASS and SONYC rates and the SYEP program.

Jacob Riis provides after-school and summer programming to over 1,100 youth operating from seven sites: five in public schools and two in the community centers at Queensbridge Houses and Ravenswood Houses.

Increased Need for Elementary programs:

There is a severe need to examine the lack of slots for elementary youth in our program area and across the city.

- Six of our locations provide afterschool for elementary school youth however only four operate on DYCD contracts; all four have waiting lists (two school sites, two community centers).
- Waiting lists are often so large that we turn parents away from even submitting an application; often causing other challenges
 - Too often parents need to take off work to wait in line to submit applications
 - Some locations have lines so long that they wrap the building causing issues relating to crowd control and traffic congestion
 - Programs fill up so far in advance that parents with any last minute changes (i.e., relocation; previous child care arrangements falling through) can't get on a waiting list and have nowhere else to be referred to.
- Both school sites also have additional afterschool providers in their buildings; some of which are fee for service
- The two locations without COMPASS contracts can only provide limited programming
 - Fewer weeks, no holidays, no summer camp, and potentially less slots
 - Both principals have requested (numerous times) that we increase the level of service and they also have additional afterschool providers in their schools
- At least one other principal has asked our organization to consider providing services in their school as well.



Without increased slots, many families will go without the ability to provide safe and quality care for their children. If these slots cannot be provided, then it is suggested that the city work with the providers and allow them flexibility to help serve as many families as possible. I propose that the possibility be examined to allow organizations who operate from multiple locations, the ability to transfer slots from one location to another if the provider determines a higher need therefore possibly reducing waiting lists and alleviating some of these issues.

Thank you for your time.

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**Testimony of United Neighborhood Houses
Before the New York City Council
Committee on Youth,
Honorable Debi Rose, Chair**

**At the Oversight Hearing on COMPASS, SONYC and
the Summer Youth Employment Program**

Presented by Gregory Brender, Co-Director of Policy & Advocacy

October 11, 2018

Good Afternoon. Thank you, Chair Rose and members of the Committee on Youth Services for the opportunity to testify. My name is Gregory Brender and I am here on behalf of United Neighborhood Houses. United Neighborhood Houses (UNH) of New York is New York City's association of settlement houses and community centers. Rooted in the history and values of the settlement house movement begun over 100 years ago, UNH promotes and strengthens the neighborhood-based, multi-service approach to improving the lives of New Yorkers in need and the communities in which they live. UNH's membership includes 40 organizations with 30,000 employees and volunteers working across 680 locations to provide high quality services and activities to over 765,000 New Yorkers each year.

Typical settlement house services range from early childhood education and after-school, to youth employment and college access, to adult education and workforce development, to behavioral health services, homelessness prevention and older adult services. Essentially, our members provide "one-stop" shopping for all community members—be they children, youth, immigrants, older adults, or working families.

Settlement Houses have a deep commitment to fostering the development of New York City's youth. As part of this work, settlement houses are major providers of after-school programs offering:

- COMPASS elementary school after-school and summer programs serving more than 12,400 students in both public schools and community based sites;

- SONYC middle school after-school and summer programs for more than 8,700 students at both public school sites and in community spaces;
- Beacon Community Centers in public schools and Cornerstone Community Centers in NYCHA developments in which more than 22,000 youth and adults participate in programs;
- State Funded 21st Century Community Learning Centers, Empire State After-School programs and Advantage After-School programs which serve nearly 5,000 youth.

Settlement Houses also play a large role in providing young people with work experiences. This includes:

- Serving as the SYEP contractor who trains young people, recruits worksites, and monitors and inspects SYEP placements for more than 14,000 youth in the summer of 2018.
- Serving as the SYEP worksite for many youth whose summer jobs are in settlement house summer camps, senior centers, early childhood programs or central offices;
- Coordinating Work, Learn & Grow programs- the school year component to SYEP more than 1,100 youth.
- Developing internships for high school students completing their degrees in Transfer Schools through the Work, Learn and Grow Program.

UNH is part of the steering committee of *Campaign for Children*- a coalition of more than 150 organizations working towards high-quality early childhood education and after-school programs for every child in New York City. Along with *Campaign for Children* we work with the Youth Committee members and other City Councilmembers to bring the voices of youth to City Hall.

UNH also leads the *Campaign for Summer Jobs* which advocates for City and State investment in the Summer Youth Employment Program (SYEP). In this role, UNH trained over 250 young people to be advocates for SYEP funding.

COMPASS and SONYC Rates

COMPASS and SONYC are indispensable programs for New York City's children and youth. They provide young people with the recreational activities, homework help and the social-emotional learning that a classroom experience alone cannot provide. These programs are also a lifeline for working parents who rely on these programs for care and support. .

On May 10th, DYCD released two Requests for Proposals for COMPASS and SONYC after-school programs.

- **EPIN: 26018I0007** - The latest SONYC RFP to re-procure 81 existing SONYC After-School and Summer Programs for middle school students which in this testimony we will call the SONYC RFP;

- **EPIN: 26018I0006** - The latest COMPASS RFP to re-procure 271 existing COMPASS After-School and Summer Programs for elementary school students which in this testimony we will call the SONYC RFP.

These requests for proposals (RFPs) were initially due July 10th and then extended until October 2nd after UNH, other advocates and providers raised concerns about the funding levels. We analyzed provider financials to show that the rates as proposed in the RFPs would not cover the costs of the Cost of Living Adjustments and the indirect rate contract adjustments that the City had been in the process of implementing as part of its non-profit resiliency work.

We commend the Administration for recognizing this unintended consequence and on September 24th, cancelled both the COMPASS and SONYC RFPs and announced plans to extend contracts for the providers serving the 352 public schools that were included in the RFP. Moreover, the City promised an engagement process that would include both current and prospective providers to “gain a deeper understanding of the costs associated with program delivery and draw out best practices across the sector for managing to the City’s standard per participant funding structure.”

Moving Forward

UNH is very excited to engage in this process with the City. We have begun working with after-school providers of different sizes and program models to develop sample budgets for both COMPASS and SONYC programs that can show the true costs of providing high-quality after-school programs.

Furthermore, UNH has identified several issues that must be addressed for this process to success:

- **Disparate Funding Levels:** COMPASS After-School programs for elementary School Students that were previously funded by the City Council or are currently funded by the City Council are funded at a base rate of only \$2,800 per child which is \$400 lower than the \$3,200 base rate for COMPASS programs.
- **Full Implementation of Indirect Rates and Cost of Living Adjustments:** A survey of 206 COMPASS and SONYC programs conducted by United Neighborhood Houses found that 51.9% of programs has not received funding for at least one round of COLAs or to adjust the indirect rate. These costs must be fully addressed.
- **The Increase in the Minimum Wage:** COMPASS and SONYC budgets must reflect the increased costs of paying staff at the minimum wage and allow for increases for staff who have gained seniority so that they earn above minimum wage.
- **Funding to cover the cost of an increased threshold for overtime exemptions.** On December 31, 2018, the threshold salary for classifying an employee as exempt from overtime regulations for an organization with more than 11 employees in New York City

will rise to \$1,125 per week or \$58,500 annually. Almost all COMPASS and SONYC directors work longer than a 35-hour workweek particularly in the summer when New York City Health Department requirements mandate coverage for as much as 10 hours per day. COMPASS and SONYC budgets typically do not allow for providers to pay directors salaries at this level. Budgets must include funding to ensure that providers can comply with both the strict standards of the Health Code and labor law.

In order to develop adequate rates for COMPASS and SONYC programs, UNH urges DYCD and the administration to:

- Work collaboratively with providers to address the issues detailed in this testimony;
- Inquire from providers about the true costs of services;
- Create a concept paper with a model budget which gives providers, advocates and other stakeholders and opportunity to respond before another RFP is released.

SONYC- Summer Programs for Middle School Students

Background

Summer programs are essential both as a youth development program and a key work support for working families who need a positive, safe space for children and youth. Summer programs provide the recreational activities and educational reinforcement that keep young people engaged and learning.

And summer programs are a key support for families. In fact, in a survey conducted by *Campaign for Children* of 2,500 parents with children in summer programs, nearly 90% of parents reported they rely on summer camp so they can work or go to school, and that their children learn crucial academic skills while in summer camp. Nearly two-thirds of parents also reported that they relied on the free meals at summer camp to ensure their youth receive nutritious meals.

One of Mayor de Blasio's important investments upon taking office was the expansion of middle school after school programs now known as SONYC. The SONYC initiative expanded access to after-school programs for middle school students to that every student who wanted a place in an after-school program could get one. SONYC is operated entirely through community-based organizations which provide programs in schools, public housing developments and other community spaces.

And SONYC is a success. Mayor de Blasio said "...kids are learning and – and they like it. We're growing tomorrow's leaders, keeping kids safe and busy while parents are at work, building their confidence and closing in on the achievement gap."

After school programs typically include summer activities as part of their model both because parents need care for their children when schools are closed and because keeping kids active and engaged is the most effective strategy for combating summer learning loss. The inclusion of a summer component is a key part of SONYC's success up until this point. However, in the four out of five of Mayor de Blasio's Executive Budgets, summer activities for at least 34,000 middle school students at more than 400 sites has been eliminated.

Moving Forward

The FY 2020 Budget presents an opportunity to get this right. By funding SONYC summer programs in his FY 2020 Budget, Mayor de Blasio can ensure that:

- Parents know months before summer begins that they have a safe, positive developmentally appropriate place for their children to be during the school day;
- Providers can develop a plan for the summer ensuring that programs link their curriculum to what is happening in school and quality events and trips are planned;
- Schools and providers can begin to collaborate on ensuring appropriate space is available and maintained;
- Programs can register youth and hire staff.

UNH is thrilled to join Chair Rose next week for a celebration of summer programs for middle school students at City Hall Wednesday October 17th at 3:00. We urge the administration to ensure that these crucial programs are fully funded in the FY 2020 Preliminary Budget.

COMPASS After-School Programs for Elementary School Students

Background

With the launch of SONYC, the City made a commitment that made after-school programs available to every student who wanted one. Working with a large network of community-based providers, the City defied skeptics and achieved this important goal in under two years.

However, there remain service gaps for elementary school students in neighborhoods throughout the City. Providers often have lines of parents waiting to sign their children up for programs and many carry significant waiting lists. Moreover, many principals have reached out to their local settlement house in the hopes of getting an after-school program in their school or the capacity to serve more children in the programs that already exist.

Moving Forward

UNH urges the City to expand after-school programs for elementary school students so that every family who needs a program can find one. This will build on the successful expansion of SONYC and ensure that children have these option during the crucial first years of school.

Summer Youth Employment Program

Background

In May 2016, United Neighborhood Houses and the *Campaign for Summer Jobs* released a white paper, *Summer Jobs for NYC's Youth: A Plan for Expanding NYC's Summer Youth Employment Program to Meet Demand by FY2019*, which explains how the City can expand SYEP while meeting the needs of the provider community for a program with stable, predictable growth.

Thanks in large part to the City Council's leadership, the FY19 Budget included baselined funding for a record high 75,000 young people to work in the summer through the Summer Youth Employment Program.

In September, DYCD released a Concept Paper for eight new competitions for the different SYEP models listed below:

- SYEP School Based Model (Programs that work intensively with a single school to match students with internships that relate to school curriculum or student interest)
- Younger Youth SYEP (SYEP for 14-15 year olds)
- Older Youth SYEP (SYEP for 16-24 year olds)
- Ladders for Leaders (Internship for High-Performing Youth)
- Year-Round Sector Focus Programs (SYEP linked to work during the school year such as through Work, Learn and Grow)
- SYEP for vulnerable youth (SYEP that served high-needs populations including youth in foster care)
- SYEP for Mayor's Action Plan for Neighborhood Safety (Universal access to SYEP for youth living in one of 15 New York City Housing Authority (NYCHA) developments that are part of the Mayor's Action Plan)
- SYEP for Cure Violence (SYEP linked to a Cure Violence program)

DYCD released the RFP for the School-Based model in December and awards were made in March. HHS Accelerator indicates that the RFP for all other models will be released next Monday October 15th.

Moving Forward

The future of SYEP very much depends on whether this next procurement ensures that programs have adequate resources to achieve the goals of the program. UNH and Campaign for Summer Jobs prepared a response to the DYDC Concept Paper which is included with this testimony.

Our greatest area of concerns are summarized below:

- Price Per Participant: This range for Price Per Participant in the DYCD Concept Paper represents the current range of PPP for the existing SYEP models with \$325 being the amount, excluding wages, for the standard Younger Youth (YY) and Older Youth (OY) service options, and \$1000 as the amount for Ladders for Leaders. \$325 has been the rate for YY and OY since the 2008 RFP (it was \$300 in the 2004 RFP), and must be increased. However, the DYCD Concept Paper envisions a system where SYEP providers are expected to provide a much more intensive level of service to ensure higher-quality job experiences for youth.

UNH urges the City to at least double to provider rate for all models and to work with providers to determine costs of the new services proposed in the Concept Paper to ensure that the PPP allows providers to offer a meaningful job experience for youth.

- Younger Youth Model: In DYCD's Concept Paper for SYEP, the new service option for 14- and 15-year-olds, or Younger Youth (YY), outlined in the Concept Paper is one of the most radical, and controversial, changes to SYEP from previous RFPs. This proposed service option would eliminate traditional job placements for 14- and 15-year-olds and replace jobs with career exploration and skill development via project-based experiences led by CBO staff.

We are very concerned that the RFP may not contain the funding necessary to operate a program which requires full-time staff and space for programming. We are also very concerned that the program will be less attractive to youth both because it will not be a work experience and the stipended system means that they will earn significantly less.

The Concept Paper also proposes to pay stipends instead of wages to Younger Youth participants. With this stipended system, youth will be paid below the minimum wage. Our response to the Concept Paper shows some of the issues with that system and proposes changes.

Work, Learn, and Grow

Background

Work, Learn and Grow (WLG) is the school year component to the Summer Youth Employment Program. WLG provides career readiness training and paid employment opportunities during the school year for youth enrolled in SYEP.

The program was piloted in FY16 with \$16.2 million and allowed more than 6,000 youth who had taken part in the Summer Youth Employment Program (SYEP) the previous summer to engage in employment activities during the school year. Younger youth (14 and 15) engage in workforce preparation (workshops, job shadowing), while older youth (16-24) simply work at a private employer. Wages are paid by the City. The program was continued at the same funding level in FY17 and increased to \$19 million in FY 2018.

The launch and expansion of WLG also support the work of SYEP providers. WLG gives SYEP providers the year-round staff they need to recruit and inspect worksites prior to the summer. SYEP

Moving Forward

UNH is a strong proponent of the WLG model and to strengthen the program UNH urges the City to:

- Baseline funding for WLG;
- Increase funding for WLG to make it truly year-round allowing a young person to stay with the same employer in both the school year and the summer;
- Designate 250 slots for Out of School Out of Work Youth (OSOW)

Thank you for the opportunity to testify. I am happy to take any questions.



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United Neighborhood Houses and the Campaign for Summer Jobs Response to the DYCD Concept Paper for the Summer Youth Employment Program

October 2017

United Neighborhood Houses (UNH) is New York City's membership organization of settlement houses and community centers. Nearly 14,000 youth participate in SYEP through settlement house SYEP providers and settlement houses are worksites for thousands of SYEP participants who gain experience in a wide range of programs including summer camps, senior centers, administrative offices and early childhood education programs. UNH has, for 17 years, convened the Campaign for Summer Jobs (CSJ)- a coalition of more than 100 organizations working to support the Summer Youth Employment Program (SYEP).

UNH and CSJ are grateful for the opportunity to submit comments in response to the Department of Youth and Community Development's (DYCD) *Summer Youth Employment Program Concept Paper*. SYEP is the City's largest youth employment and youth development program and has proven effective at giving youth both work experience and often their first paycheck. UNH and CSJ are proud to have worked with the City to expand SYEP. Several recommendations that UNH and CSJ made regarding administrative improvements to SYEP, notably in its 2016 white paper, *Summer Jobs for NYC's Youth*,¹ have become policy. Similarly, UNH was honored to take part in the City's Youth Employment Task Force, many of whose recommendations are reflected in this Concept Paper.

The Concept Paper outlines promising new visions for SYEP. However, a thorough reading of the paper by current SYEP providers reveals several necessary changes and considerations that must be made to the eventual new SYEP RFPs to ensure program quality.

In order to prepare a response to this Concept Paper, UNH and CSJ convened providers to offer their perspective on the ideas proposed in the *Concept Paper*. SYEP providers bring direct knowledge of how and why the program benefits their communities, and historical knowledge of what program changes have aided or hindered their services.

¹ United Neighborhood House and the Campaign for Summer Jobs. *Summer Jobs for NYC's Youth: A Plan for Expanding NYC's Summer Youth Employment Program to Meet Demand by FY2019*. Available at http://www.unhny.org/Advocacy/Final_SYEP_white_paper_05172016.pdf

Our response is in two parts: the first outlining improvements and general feedback, and the second a section-by-section response to the *Concept Paper*.

Improvements and General Feedback

UNH and CSJ applaud the City for engaging in a deliberate process, via the Youth Employment Task Force and subsequent pilot programs in the summer of 2017, to arrive at the proposed service options in this Concept Paper. The Concept Paper shows dedication to ensuring that SYEP is a youth development program that can meet the needs of youth at many developmental stages, and of many different circumstances (vulnerability, disability, residency in neighborhoods with high incidences of violence). It is also heartening to see SYEP open to take advantage of synergies between the program and institutions, such as schools or year-round employment programs, that can deepen employment experiences with supplemental lessons outside of SYEP's typical six-week structure. The concept of rolling application and contract approvals, as noted at the end of the Concept Paper, will be vital to ensuring a larger provider base and greater capacity for the program to expand.

However, there are general concerns about some ideas in the Concept Paper that apply to all service options, and some administrative issues that do not appear to be addressed by this Concept Paper:

- **An eight-hour orientation is unnecessary and overlong, and does not respond to the core problem of the need for *relevant, engaging, and dynamic* orientation. Providers should have flexibility to make orientations as long as the material they teach demands.** The Concept Paper suggests, in line with the 2012 SYEP RFP, eight hours of unpaid orientation for 16-24 year-olds in the program. This is excessive. However, UNH and CSJ hope to work with DYCD to make the orientation more relevant to the issues youth face and more engaging for them. Furthermore, since orientation material is now the same year-to-year, UNH and CSJ hope to work with DYCD to prevent young people from tuning out the orientation.

UNH and CSJ urge DYCD to make the orientation material more:

- **Relevant:** Orientations do not address vital issues dealt with on jobsites. Important questions, such as “What do you do if you disagree with your manager?”, or other common workplace dilemmas that highlight vital soft skills, are not dealt with in the standard orientation that DYCD offers to providers. Including such material would help youth develop a framework for building the social skills necessary in navigating the workplace. Some providers address these questions, but through materials they have developed in-house.
- **Engaging:** Making orientation useful is a matter of presentation, such as providers taking the initiative to include interactive components, e.g., small group breakout sessions, or role-playing. Inclusion of more interactive components would help youth pay attention.

- Dynamic: If youth are to repeat the program as some currently do, and as the Task Force report recommends become more commonplace, orientations will need to be varied year-after-year to maintain youth attention.

Finally, administrative costs play a role in the current problematic status of orientations, something that a new mandatory orientation length would complicate. Orientations are almost necessarily done in large spaces (auditoriums, gyms) with high youth to staff ratios.² Shorter timespans for orientation are helpful to make sure providers do not end up with many youth, whose attention is liable to wander, in a single space for too long. Providers' limited base rates for the program (currently \$325 for the most popular service options) keep providers from finding multiple spaces and multiple instructors. There is only so much space available in the city; there is only so much money for staffing. Thus orientations are held in large spaces with many youth. This is not to suggest youth-to-staff ratios should be implemented. Simply, providers should have flexibility to make orientations as long as they need, and in line with what they can accomplish given the space they have procured.

Increasing the orientation time to eight hours, if done in one day, would be an overload of material. Spreading orientation over several days would only increase the burden upon providers to secure extra space. And then, the major problems of making the material engaging and relevant would remain.

- **Per participant price (PPP) is too low, and is unspecified for each service option.** PPP is only provided as a range from \$325 to \$1000 per youth, and these amounts are not matched with any specific service options in the Concept Paper. This range is unfortunately the current range of PPPs, with \$325 being the amount, excluding wages, for the standard Younger Youth (YY) and Older Youth (OY) service options, and \$1000 as the amount for Ladders for Leaders. \$325 has been the rate for YY and OY since the 2008 RFP (it was \$300 in the 2004 RFP), and must be increased. UNH and CSJ called for a doubling of this rate to \$650 in our policy paper *Summer Jobs for NYC's Youth*. The need for this funding increase is made more urgent by the increased demands of the new program models proposed in the Concept Paper. Furthermore, before the RFPs are released for the new SYEP service options, specific PPP for each option should be made available for comment to the public. Further comments on reasonable PPPs per section will be discussed in proceeding sections.
- **The Concept Paper does not address the onerous paperwork burdens of the program, which must be addressed to improve program quality.** UNH and CSJ recognize that DYCD is in the process of overhauling and standardizing its data collection systems.³ It is necessary that SYEP's data collection systems be digitized as soon as is practicable. As we

² One provider, due to space costs, held 300-person orientation sessions prior to summer 2017. After borrowing money from other contracts and finding extra schools to donate space, this provider was able to decrease orientation class sizes to 30-40 youth. Another provider was able to hold orientations with no more than 25 youth per session, which was partially facilitated by earlier enrollment in 2017.

³ Current online login, active for several programs, is available at <https://www.dycdonline.org/Pages/SystemAccess/Login.aspx>

noted in *Summer Jobs for NYC's Youth*, the program's paperwork and physical administrative burdens could be eased by greater use of digital technology. Timesheets provide an example of the burden of paper information collection. The current system of writing hours on a paper timesheet is wasteful and onerous. Providers waste time when they are told to re-do timesheets simply because there is a scratch-out. Perhaps paper timesheets can be used for *some* providers who lack consistent online access, but overall, the paperwork burden of filling out timesheets without scratchouts, and having provider staff go to worksites to collect paper timesheets, is an unnecessary burden and cost. Timesheets should be entered with an online payroll interface. All elements currently on paper, from supervisory evaluations to worksite assessments and the closeout package, should be completed online and provided to DYCD digitally.

Finally, as urged in *Summer Jobs for NYC's Youth* and the Youth Employment Task Force report, the City must follow through on leveraging City government resources to engage in employer recruitment, which would increase the worksite development capacity for providers.

Community-Based RFP: Younger Youth

The new service option for 14- and 15-year-olds, or Younger Youth (YY), outlined in the Concept Paper is one of the most radical, and controversial, changes to SYEP from previous RFPs. This proposed service option would eliminate traditional job placements for 14- and 15-year-olds and replace jobs with career exploration and skill development via project-based experiences led by CBO staff.

Suggestions and comments to improve upon the outline in the Concept Paper include:

- **Maintain a traditional SYEP option for 14- and 15-year-olds, given the success that providers have had in developing successful placements for such youth.** It is helpful to see DYCD acknowledge the difficulty of finding placements for 14- and 15-year-olds, and provide an alternative for youth. It is not unreasonable to allow providers to have an option, where, as the Concept Paper outlines, youth will work on skills-building projects. This could help providers who have difficulty placing YYs, and this option may be developmentally appropriate in a way that a standard work site would not be for some youth. However, despite the difficulty of finding YY placements, providers *have* successfully developed them, and are distressed at the notion of seeing their work superseded by this new model. Since some 14- or 15-year-olds are developmentally ready for traditional jobs, and providers should be able to continue their successful work in placing 14- and 15-year-olds. UNH and CSJ urge DYCD to maintain the current YY model of SYEP as an option.
- **If there is a stipend, it should be higher to more effectively incentivize 14- and 15-year-olds to apply or stay in the program, and provide necessary money to low-income families that depend on SYEP income. It should also be indexed with inflation.** YY program participants may be disinclined to apply to SYEP if they believe that they can get a job at minimum wage, which is significantly more (\$1,150 more per summer

than the maximum earning level of the proposed stipends in the model introduced in the Concept Paper) than \$700 for 6 weeks. Furthermore, SYEP youth have told CSJ year after year that they rely on SYEP money to contribute to their families' income. This is more than anecdotal: as the Youth Employment Task Force shows, 77% of SYEP youth are eligible for Temporary Assistance for Needy Families (TANF), and 69% for the Supplemental Nutrition Assistance Program (SNAP). Families of SYEP youth actually need this money. If youth enter the program a week or two late, they can only make a total of \$500, which is another potential setback for youth who truly need this money. If the YY service option switches to a stipend, that stipend should be higher than \$700, and it should be indexed to inflation.

- **If the program is stipended, youth should receive a transportation subsidy.** Without supplemental funding for transportation fare to and from program sites, youth will see their stipends further diminished. If youth are given less than minimum wage, that should be balanced by a Metrocard or other transportation subsidy that maximizes the potential of the payment as discretionary income.
- **Stipends should be paid weekly.** Whether stipends are paid on a weekly basis is unclear from the Concept Paper. Youth and their families should not have to wait six weeks for payment. Furthermore, regular payment at least every two weeks, as per the Fair Labor Standards Act, is an important expectation to build for future jobs.
- **Regardless of the stipend level, DYCD should, to ensure adequate retention, advertise very clearly that the new YY model is stipended and of a potentially very different program model.** If youth apply assuming the traditional SYEP model and then are told they will receive a stipend and something other than a traditional job, they may not stay in the program.
- **Youth should be able to work more than 15 hours a week.** SYEP, in addition to being a youth development and employment program, is one of several City-funded programs that occupies youths' time while their parents work during the summer. Three days a week is at least one day less of engagement than the current SYEP YY model. Youth should have more than three days' worth of engagement. The unusual schedule will also make it harder to find qualified staff as few workers can afford to take a position that only offer three days of work per week. From multiple programmatic angles, greater than 15 hours a week is worthwhile.
- **If youth do not work a full 15 hours each week, there should be special considerations given as to why they should not receive pay for the week.** It is not uncommon for some youth to miss a few hours of work per week. With such a low amount of income under the new YY model, youth should still be eligible for pay if they have an acceptable excuse (e.g., doctor's appointment, important family activity).

- **Youth who, as 14-year-olds, had a regular job in summer 2018 and get selected in the lottery for summer 2019 should be able to work in real job placements.** Youth who previously worked real jobs should not be limited to spending a summer in the project-based YY model. They should have the full opportunity to once again work a traditional job and build upon their skills in a real work environment.
- **Providers will struggle to find staff and space for this model.** As was previously noted, finding staff with the qualification to provide this model's educational experiences to youth will be difficult to find at only 15 hours of work a week. Furthermore, finding program space has always been a problem with SYEP, and this program will create yet another space need. Some providers have also noted that the staff to youth ratio listed in the Concept Paper of 1:25 is too large for the quality of program outlined—yet decreasing the ratio would build upon the space-finding problem.
- **This program should have a PPP commensurate with a high level of services, and should be at least \$1000, exclusive of wages.** Ladders for Leaders is currently compensated at \$1000 per participant, and the proposed YY model is at least as laborious as Ladders for Leaders. In place of job placement (a requirement for Ladders for Leaders that would be obviated under the new YY model), there are staffing needs to cover the 15 hours of instruction per week.

Community-Based RFP: Older Youth

This service option is the most similar to the current SYEP model: it provides a subsidized minimum wage job. The major changes are that for the majority of youth (those not eligible for one of the Special Initiatives RFPs discussed below), the program as outlined in the Concept Paper would only be available for 16-21-year-olds (as opposed to 24-year-olds) and would require an eight-hour orientation, as discussed above.

UNH and CSJ Urge DYCD to:

- **Ensure the sector focus does not come at the expense of staffing summer camps.** Jobs at summer camps, which are quality introductory-level social service work, should not be excluded from the new sector focuses outlined in the Concept Paper. In other words, sector focuses for the OY service option should not ultimately limit the number of youth that can be placed in summer camps. Summer camps and SYEP have long been mutually-reinforcing, with summer camps being staffed with considerable support from SYEP youth.
- **Allow providers to demonstrate the need for providing SYEP for 22-24-year-olds in their RFP Response.** While 22-24-year-olds made up only 5% of total SYEP participants in summer 2016, some providers have seen a strong need to continue hiring 22-24-year-olds. Providers should be able to demonstrate in their RFP responses whether SYEP for 22-24-year-olds is appropriate for the neighborhoods they serve. Some CBOs have found they can

get better cooperation from worksites for hiring high schoolers if they can also offer college students.

Community-Based RFP: Ladders for Leaders

Providers have been enthusiastic about Ladders for Leaders as a programmatic model, as it provides more intensive, competitive internship opportunities for youth who have at least a 3.0 Grade Point Average. However, the Concept Paper implies an expansion of the program, and expanded slots in the program would necessitate more job development. Furthermore, a greater sectoral focus means job training will have to align with industry needs, which will ultimately require extra work on behalf of Ladders providers. Thus, the **PPP should be increased from its current rate of \$1000 to compensate for the new job development and training needs.**

Special Initiatives: Year-Round Sector-Focus Programs

UNH and CSJ applaud the inclusion of the year-round sector-focus programs, which would guarantee SYEP slots for programs that already provide sector- or industry-focused, school-year or afterschool programs (e.g., Girls Who Code).

This competition is not unlike Work, Learn, and Grow in offering a year-round model. We support the creation of a truly year-round Work, Learn, and Grow, and ask that funding for Work, Learn and Grow be baselined.

Special Initiatives: Vulnerable Youth and Youth With Disabilities

UNH and CSJ applaud DYCD for creating separate service options that will create specialized SYEP options for both vulnerable youth (homeless or runaway, justice involved, in or aging out of foster care, youth in families receiving preventive services from the Administration for Children's Services) and youth with disabilities.

While Vulnerable Youth and Youth With Disabilities are different service options, UNH and CSJ have similar feedback on the two service options.

- **Vulnerable Youth and Youth With Disabilities utilizing the YY model outlined in this Concept Paper may need to be in classes with even smaller staff to youth ratios (e.g., 1:10) than as outlined in the YY section of the Concept Paper (1:25).** All such youth, given their various psychosocial needs, will need more staff reinforcement.
- **The need for higher stipends applies even more strongly with vulnerable youth and youth with disabilities.** Families with vulnerable youth and youth with disabilities may have higher costs, given needs for various supports. Thus, it is even more important that their families receive more income than \$700 over the course of six weeks.

- **Vulnerable Youth and Youth With Disabilities providers will both need to hire specialized staff (e.g., social workers), and PPP needs to reflect that extra hiring cost. DYCD should consider applications from organizations who propose a PPP above \$1000, to ensure that organizations who accurately price the cost of services can receive contracts.**

Special Initiatives: SYEP for the Mayor's Plan for Neighborhood Safety

This service option would set aside SYEP slots for youth in NYCHA sites with the highest crime rates.

The major concern with this service option is its requirement that “at least 90 percent of job placements for older youth must be outside of the proposed NYCHA development.” NYCHA developments have programming outside of summer camp (senior centers, Cornerstones) that could use staffing, and requiring that 90% of jobs be outside of one's NYCHA development accordingly seems high. **If DYCD wishes to disqualify certain jobs at NYCHA developments from being eligible for SYEP enrollment, DYCD should list those jobs rather than leave the overbroad 90% requirement. DYCD should also provide an explanation for why it would not want to offer jobs in those fields.**

Special Initiatives: SYEP for CURE Violence

SYEP for CURE Violence provides skill-building and work-readiness programming for youth who are at greatest risk of gun violence, and eligible participants are youth who are involved with CURE Violence.

The major concern with this service option was that contracting for SYEP for CURE Violence should **keep the name and purpose of CURE Violence, but otherwise be separate from the contracting process for CURE Violence.**

This model could similarly be used to support programs working in conjunction with similar youth serving anti-violence programs such as the Youth Opportunity Hubs funded by the Manhattan District Attorney's Office. UNH and CSJ urge DYCD to explore similar opportunities to link SYEP to other youth serving programs.

Special Initiatives: School-Based SYEP RFP

The School-Based SYEP RFP, which seeks to “strengthen connections between academic learning and summer career exploration,” left providers with several comments:

- **The School-Based SYEP RFP be should be further elaborated upon in a revised Concept Paper so that providers have more time to discuss program specifics *before* release of an RFP for this service option.** In general, the collaboration between schools and SYEP outlined in the Youth Employment Task Force Report is clearer in intent and content than the Concept Paper. As the Youth Employment Task Force outlines,

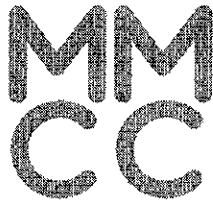
collaboration between schools and SYEP providers could “provide more student training, and additionally, ensure more deliberate planning in advance of the summer experience, as well as follow-up through the fall.” Based on the current concept paper, providers were confused as to what they were supposed to offer to schools other than 15-20 hours of workshops to youth. **Several questions should be answered in the elaborated-upon concept paper:**

- **Who picks the students for this service option?**
 - **How are the students being targeted?**
 - **If students don’t “pass” a program during the academic year, are they still provided with an SYEP slot during the summer?**
 - **Are the programs during school hours?**
 - **To what extent is the school participating and/or open during the summer?**
- **The WIOA ISY program offers an excellent model for CBO-school collaboration that should be followed by the School-Based model.** CBOs have a history of providing dynamic services to youth in a school context, such as with the WIOA ISY program, where providers provide a combination of post-secondary preparation and work-based learning. The WIOA ISY program, with its PPP of \$3,308, would have to be decreased, with an attendant decrease in services, in order to meet the anticipated scale of the School-Based SYEP model. Nevertheless, a modified ISY program serves as worthwhile basis
 - **More than one CBO should be able to contract with a school, i.e., different CBOs should be able to run the YY and OY competitions within the same school.** Different CBOs may have different capacities to work with different age groups, and competition should be open to ensure that multiple CBOs can work within a single school.
 - **DYCD should not limit the list of participating schools to a to-be-announced list. CBOs who already have successful partnerships with schools should be allowed to apply even if the schools in question are not on the DYCD-provided list of eligible schools.** Experiences with several extant CBO-school relationships (e.g., community schools, Learning to Work) has shown that the most successful partnerships are those where there is an organic relationship between a CBO and a school administration.
 - **Finally, School Partnership Agreements, which are stipulated in the Concept Paper, should be true Memoranda of Understanding.**

Conclusion

UNH and CSJ appreciate the opportunity to engage in this process to strengthen the SYEP model. We are excited to work with the City to ensure the success of SYEP into the next decade, and with several innovative options to meet the varied needs of New York’s youth.

If you have any questions, please contact Gregory Brender at gbrender@unhny.org.



Building
communities
one life
at a time

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TESTIMONY

**NY City Council Committee on Youth Services
Thursday, October 11, 2018**

Submitted by Mosholu Montefiore Community Center (MMCC)

Good afternoon, Chairperson Rose, and members of the New York City Council's Committee on Youth Services. My name is Johanna Dehler and I am here to testify on behalf of Mosholu Montefiore Community Center (MMCC), one of the largest non-profits in the Bronx, offering support, education and enrichment programs to more than 35,000 children, teens, adults and senior citizens per year.

MMCC has been a provider of COMPASS, SONYC, and SYEP programming for decades, currently offering 7 COMPASS programs for 1,150 elementary school students, 11 SONYC programs for 1,687 middle schoolers, and an SYEP program that enrolled 2,788 young people this past summer. All of these programs are in high demand: we routinely have about 350 students on waitlists for COMPASS, 250 for SONYC, and our SYEP program handled 7,673 applications this summer. For the most recent COMPASS/SONYC RFP, of our schools that were eligible for a proposal, all six elementary school principals and one middle school principal asked us to increase service levels to meet ongoing demand.

Today, I want to speak to some of the challenges that we have perceived with the recent RFPs that have been released (and withdrawn) for COMPASS and SONYC as well as concerns about the pending SYEP RFP, now scheduled to be released on October 15. This includes:

The Need for Realistic Cost Per Participant Rates (PPP): One of the biggest challenges that we share with other community providers is the price per participant rates, which needs to be reflective of the actual program cost, specifically increased Cost of Living adjustments, increased minimum wage and salary rates, and increased indirect costs. This has been a concern since some of our programs would be operating with a lower cost per participant rate under the new RFP than we have on current contracts after recent COLA increases and indirect cost adjustments. Also, we need to make sure that funding is available to cover the cost of an increased threshold for classifying an employees as exempt from overtime regulations, which will rise to \$1,125 per week or \$58,500 annually. As all of our COMPASS and SONYC directors work more than a 35-hour workweek (particularly in the summer time when NYC Dept. of Health requirements mandate coverage for as much as 10 hours per day), COMPASS and SONYC budgets have to include funding to ensure we can comply with the standards of the Health Code and the labor law. We appreciate the administration's willingness to work with the nonprofit community to determine a rate structure that reflects these costs realistically.

Ongoing Sustainability of the Summer SONYC Program. In four of the last five executive budget proposals, the Mayor has not included the SONYC summer component. Last year's budget provided for 2,880 city-wide slots for one year only. If the SONYC summer program cut is

proposed again, it will have a particularly negative impact on the low-income communities and families that we serve. We appreciate the City Council's ongoing support in restoring funding on an annual basis and thereby helping us to continue the SONYC summer component. However, not knowing whether funding is available or not until days before programming is scheduled to start, presents an enormous logistical challenge, based on the time necessary to secure and confirm space, complete the outreach/enrollment process, plan the curriculum (including trips and events), and hire/conduct background checks on staff. It is also extremely difficult for parents to plan the summer months if they do not know if their child will have a SONYC summer slot or not. We therefore approach the City Council to urge the Mayor that funding for SONYC summer programming be baselined in the Executive Budget.

SYEP Cost Per Participant Rates: In regard to the SYEP program, we look forward to the planned RFP release on October 15. As we have pointed out in our comments to the Concept Paper for SYEP that DYCD had released in advance of the RFP, an appropriate cost per participant rate is also critically important to allow us to offer a high quality program. As with the COMPASS and SONYC programs, funding needs to allow for a realistic cost per participant rate that allows us to cover increased costs reflective of Cost of Living adjustments, minimum wage and salary increases, as well as indirect costs. We are concerned that the concept paper only provided a price per participant rate in the range from \$325 to \$1,000 per youth – with \$325 the rate that has been used for Younger Youth and \$1,000 for Older Youth since the 2008 RFP. As United Neighborhood Houses and the Campaign for Summer Jobs has repeatedly pointed out, this rate needs to be adjusted. In fact, according to their *Summer for NYC's Youth* policy paper, the \$325 rate should be doubled to \$650 to reflect the actual cost of running the program. We hope that the actual RFP will reflect this feedback.

SYEP Service Option for 14 to 15-Year-Olds: We also hope that the new SYEP RFP will be reflective of our suggestions in regard to the new service options for 14-15 year-olds. We hope that traditional job placement options for this age group will remain, in addition to career exploration and skill development activities. While placing younger youth in jobs may be challenging, we have been successful in developing job placement options and we would like to be able to continue offering these placements to younger youth who are developmentally ready. Also, we hope that stipends for this age group will be higher to more effectively incentivize 14- and 15-year-olds to apply or stay in the program, and provide necessary money to low-income families that depend on SYEP income (younger youth program participants may be disinclined to apply to SYEP if they believe that they can get a job at minimum wage, which is significantly more). In addition, if the program is stipended for younger youth, they should receive a transportation subsidy and stipends should be paid weekly, so youth and their families do not have to wait six weeks for payment. We also hope that youth will be able to work more than 15 hours a week they have more than three days' worth of engagement.

Finally, we wish that the turnaround time to complete the SYEP proposals will be more than one month, as is necessary for a proposal of this complexity.

Thank you for this opportunity to testify, and for your partnership on all issues impacting the young people we serve in our community.

Leydy Avila
Deputy Director, Youth Development Centers
Queens Community House
Written Testimony submitted to the
NYC Council FY'19 Oversight Hearing
DYCD Programs (SYEP, COMPASS & SONYC)
October 11, 2018

Good Morning Chairwoman Rose and council members on the Youth committee. Thank you for the opportunity to testify and submit written testimony to the Youth Services Committee and the New York City Council regarding the oversight of COMPASS, SONYC, & SYEP. My name is Leydy Avila and I am the Deputy Director of Youth Development Centers for the Queens Community House. Queens Community House (QCH) is a proud member of United Neighborhood Houses, Neighborhood Family Services Roundtable and Campaign for Children. QCH is a modern interpretation of the traditional settlement house; committed to identifying the emerging needs and challenges of our diverse borough by providing individuals and families with the tools to enrich their lives and build strong, healthy, and inclusive communities.

We serve 25,000 participants annually through 50 programs at 32 program sites in 14 different neighborhoods and in 20 public schools.

QCH is appreciative of the administration's openness to hearing about the true costs of SONYC and COMPASS programs by its cancellation of the most recent proposals.

There are many issues that need to be continuously considered in developing a new rate. We ask that the following be carefully considered

- **Disparate Funding Levels:** Within DYCD there are two different funding levels for providing the same level of service and expectation for quality. COMPASS elementary programs funded by the city council are at a base rate of only \$2800 which is \$400 lower than the \$3200 base rate for COMPASS programs. Within QCH, we have 3 programs in this category that operate with \$124,000 less and yet the standards are still the same when DYCD monitors our programs. We urge that these programs should be funded at what they truly cost if not raised to at least \$3200 until a new RFP comes out
- Fully implement indirect rates and Cost Of Living Adjustments as we have yet to receive COLAs and adjustments to indirect rates for Fiscal Year 2018.
- The increase in the Minimum Wage-SONYC and COMPASS budgets which are also regulated by NYS DOH and school age child care regulations (OCFS) require a certain number of staff to participant ratios. The increase in minimum wage should account for increased costs to be in compliance with SACC regulations, while also allowing increases for staff to be retained and earn higher wages due to their seniority, expertise, and skill levels.

Funding to cover the cost of the increased threshold for overtime exemptions. On 12/31/18, the threshold salary for classifying an employee as exempt from overtime regulations for organizations with more than 11 employees in NYC will rise to \$1125 per week of \$58,500 annually. The current budgets don't support this level of salary and yet contractually we need to provide 10 hours of service during the summer months at our Elementary sites. Budgets must include funding to ensure that providers can meet and exceed the strict standard of NYS DOH regulations, labor law. More importantly, funding must be adequate to ensure that providers are properly positioned to provide high quality programming for our youth by attaining and retaining highly qualified staff.

There is a great need for an increase in elementary school programs. In almost all of our elementary schools, our principals and parents have asked us for an increase in slots for their schools. In two of our schools which serves K-8th grades, we are only serving the middle school students through our SONYC program. The principals and parents continuously also ask why their elementary children cannot be served as well.

Due to the limited slots available, parents are often left to seek paid afterschool programming for their children.

PS 82—135 served out of a school population of 646

PS 117—161 served out of a school population of 1061

PS 86—142 served out of a school population 1016

While we try to educate both our parents and principals of the process of being awarded a DYCD contract; the sentiment is still one of frustration and disappointment.

Baseline SONYC Summer Programs- As you all are aware, the past 4 executive budget proposals by the Mayor didn't include a summer component for SONYC middle school programs. While we appreciate the city council's strong support of summer programs, the budget adoption and notification to programs happens on a very short timeline before the summer camps are supposed to open. On top of this is also the uncertainty of where the programs will be relocated due to DOE's consolidation of which schools will be open during the summer. Operating summer camps requires a massive amount of undertaking, securing space, hiring & training staff, enrolling children and planning lessons, trips and events. Notification of funding only a week or even two before programs are supposed to start is insufficient for programs to operate at high quality. Parents were frustrated and couldn't wait till the last of June to find out if there was a program for they needed to make plans for their children in advance. We have also lost staff that couldn't wait till June if they were going to have a summer job or not. Please understand that operating in this manner creates an atmosphere of instability and distrust within our staff and parents which does not allow us to have continuity within our programs—*a key ingredient for high quality programming*. We ask the city council to urge the Mayor to include the summer funding in the Executive budget.

QCH is also a SYEP provider and we place 1350 young people in summer employment every year. In DYCD's concept paper, the price per participant is too low and unspecified for each service option. \$325 is the price per participant for the Younger Youth and Older Youth service options, a rate that hasn't increased since the 2008 RFP. As cited above for the reasons to increase the COMPASS & SONYC contract amounts, they are the same for SYEP. Increased minimum wage and salaried threshold increases affect the quality and implementation of new program models. As UNH and Campaign for Summer Jobs has referenced in their policy paper-Summer Jobs for NYC's Youth, a doubling of the rate to \$650 would help to contribute to the quality and retention of staff. We also ask that the Younger Youth option outlined in the concept paper be reconsidered for the following improvements:

- Maintain a traditional SYEP option for this younger youth category given its record of success
- Stipends should be higher to incentivize and retain the younger youth to stay in the program and work more hours given the minimum wage will increase. It should also include transportation, and opportunities to work at job placements if was in program previous year.

Thank you again for the opportunity to testify before you today. I hope you will consider the issues I have described organizationally and consider the recommendations made by Campaign for Children, Campaign for Summer Jobs and the providers here today.



The Committee for Hispanic Children and Families, Inc.

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NYC Council Committee on Youth Services

Testimony Submitted by The Committee for Hispanic Children & Families, Inc. (CHCF)

October 11, 2018

Good Afternoon: My name is Diana Noriega and I am the Chief Program Officer for the Committee for Hispanic Children and Families. CHCF is a non-profit organization with a 35-year history of combining education, capacity-building, and advocacy to strengthen the support system and continuum of learning for children and youth.

CHCF currently has Advantage After-School at PS 59 and PS/MS 279, serving 240 elementary school students; Empire State After-School at PS 59 serving a further 110 elementary students, and SONYC After-School for 100 middle school students at PS/MS 279. Through these programs, we are able to bring much needed child care for working families, engage students in high quality extended learning time programming, and provide a positive environment that mentors and supports our youth for three additional hours every day after school.

After 19 years of serving the community of PS/MS 279 and 8 years serving PS 59, we have grown a tremendous rapport and connection to our families and students. In light of recent threats to our funding, we engaged our parents and students in meaningful discussions about the value and impact of our programming. Parents overwhelmingly expressed how fortunate they feel to have access to high quality after-school programming that they do not have to pay for and that supports their children and families in such a holistic and culturally affirming way. They have also made clear that while they are so grateful for the services they have access to at PS 59 and PS/MS 279, there is still a tremendous need in their own schools and in neighboring schools. As of today, roughly one week after programs began for the year, the elementary program at PS/MS 279 has a waitlist of 58 students and the middle school program has a waitlist of 28 students. At PS 59 there is a waitlist of 20 students, with a higher demand for the younger grades (K, 1st, and 2nd). Our program director at PS 59 also shared his anticipation for an influx of families in need of after-school care with new housing developments near completion in the neighborhood. While we do not want to disillusion parents, we feel it is important to reflect the true need in our schools and communities that are not currently being fully met.

A report released by the Afterschool Alliance in 2016 demonstrated what anecdotal evidence tells us is true. Children in low-income communities are more likely to participate in after-school programs when available and accessible, yet continue to experience disparate access. The study looked at communities where at least 30% of families were low-income and found that 25% had their children enrolled in after-school programs, compared to the national average of 18%. Among low-income families with children not enrolled in after-school programs, 56% said they would enroll their children if programming were available and accessible. Parents surveyed recognize the benefits of after-school programming; beyond providing a safe space for their children while parents are at work, these programs provide more opportunities for physical activity, homework help, extended learning time activities to enhance day school learning, opportunities for children to explore their interests, and ultimately support the development of positive choices and behaviors.¹ Looking at the rates of after-school availability for

¹ American After 3 PM (2016) The Afterschool Alliance. <http://www.afterschoolalliance.org/AA3PM/>



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children over the age of 5, New York City's neighborhoods with the highest rate of families in poverty are mirrored in the districts with the highest rate of unmet demand for care.²

CHCF commends the Mayor on his consistent messaging around expanding after-school access as part of his education agenda and we applaud the Schools Out NYC initiative. While we appreciate conversations around the successes of City programs, discussions of marginal increases in slots for elementary school students is not enough. We must begin to envision and actualize universal access to out-of-school-time programs for *all* school-aged students, with immediate expansion beginning in communities with the highest rates of low-income families. Programs must also be fully funded to reflect the true cost of high-quality care³, accounting for the minimum wage increase for program staff and to allow for wage increases for staff that have gained seniority. This is an issue with both state- and city-funded programming, but CHCF, like many after-school program providers across the city, continues to be underfunded per seat and as a result has difficulty attracting and retaining staff through competitive wages and professional development opportunities. Underfunding and high-staff turn over rates ultimately compromise the delivery of consistent high-quality programming for our students, a shortfall which perpetually places the responsibility on organizations to ensure families and students don't feel the impact.

As the City moves forward in its plans to create educational equity and close the achievement and opportunity gaps, we must address the value and need for extended learning programming including after-school and summer enrichment programs.

Thank you for the opportunity to speak today.

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CHCF Vision

CHCF envisions a future where Latino children, youth, and families have equitable access to opportunities to succeed, are empowered to realize their full potential, and are affirmed in their culture.

CHCF Mission

CHCF combines education, capacity-building and advocacy to strengthen the support system and continuum of learning for children and youth.

² Online Needs Assessment Map (2018). New York City Child Care Resource and Referral Consortium.
<https://www.nyccrr.org/online-needs-assessment-map>

³ The Cost of Quality Out-of-School-Time Programs (2009). The Wallace Foundation.
<https://www.wallacefoundation.org/knowledge-center/Documents/The-Cost-of-Quality-of-Out-of-School-Time-Programs.pdf>



Testimony of

Alice Bufkin

Director of Policy for Child and Adolescent Health

Presented to the

New York City Council

Committee on Youth Services

Oversight:

DYCD Programs (SYEP, COMPASS NYC & SONYC)

October 11, 2018

Good afternoon. My name is Alice Bufkin and I am the Director of Policy for Child and Adolescent Health at Citizens' Committee for Children of New York (CCC). CCC is an independent, multi-issue child advocacy organization dedicated to ensuring every New York child is healthy, housed, educated, and safe. I would like to thank City Council Youth Services Committee Chair Deborah Rose, as well as all the members of the City Council Youth Services Committee for holding today's Oversight Hearing on DYCD Programs, including SONYC, COMPASS NYC, and SYEP.

CCC is grateful for the City Council's longstanding commitment to youth services. The Council has been a steadfast ally and partner to protect and expand the programs that provide youth with positive social, academic, and career-development supports that contribute to numerous benefits for the youth throughout their lives. This past year, thousands of additional children and youth were able to participate in summer camp programs, elementary after-school programs, the Summer Youth Employment Program (SYEP), and Work, Learn & Grow because of the City Council's commitment to the next generation of New York City's leaders.

We also appreciate the investments Mayor de Blasio and DYCD Commissioner Chong have made in youth services over the past five years, including expanding the middle school after-school program, increasing capacity in SYEP, and increasing the number and rate for Beacon community centers.

We believe more work remains to build upon earlier investments and program expansion, and we urge you to consider the following recommendations to strengthen elementary, middle, and high school after-school programs, summer programming, and the Summer Youth Employment Program.

1. Ensure all SONYC after school programs include summer programming.

CCC is grateful for the City Council's strong support for SONYC summer programs, which helped lead to the inclusion of \$17.5 million in the FY 2019 Adopted Budget to fund 22,800 slots in summer programs for middle school students.

Despite these critical restorations, we know that we have yet to meet the full need for summer programming for middle school students. The \$17.5 million in the FY 2019 Adopted Budget is \$2.5 million less than these programs were funded in FY 2017, and funding is only for one year. Funding does not currently enable every middle school student enrolled in SONYC after school programs to access a summer program, as was originally envisioned when the model was developed.

In four of the last five Executive Budget proposals, the Mayor has eliminated the summer component for at least 34,000 middle school students. This year, funding for a portion of the summer slots was not restored until shortly before the programs needed to launch. This caused anxiety for parents, and placed particular burdens on low-income parents who need to work during the summer months.

SONYC summer programs must be funded and baselined at \$20.35 million in the upcoming FY 2020 Preliminary Budget to serve the 34,000 middle school students who need access to summer programming.

Included in this testimony is a map and chart detailing where the 34,000 children live who will not have summer programming if a cut is proposed again. Notably, much of this capacity is in high needs districts, with over 1,000 slots due to be cut in East Tremont in the Bronx, East New York and Brownsville in

Brooklyn, the Lower East Side, Central Harlem and East Harlem in Manhattan, and The Rockaways in Queens.

If summer programming is not restored for these 34,000+ middle school students, families will be left with hard decisions. Parents or guardians will be forced to either take time away from work, pay for costly private child care, or leave children unsupervised. For students, programming during the summer months is just as important as programming during the school year. Summer programs provide extra-curricular education support, positive social environments, safe supervision, recreation and healthy living activities, and a multitude of artistic, cultural, and job-exploration opportunities. Alternatively, students who are idle all day long in the summer months are particularly vulnerable to experimenting in negative behavior and losing academic gains. Idle teenagers are also likely to spend more time in front of a tv, computer, or cell phone screen.¹

It is also imperative that the funding for summer programming be included in the Preliminary Budget and not restored at the last-minute as part of the budget dance. This past summer, funding was not restored until the budget was adopted in June. This meant many summer after-school providers were not able to adequately plan, hire, and prepare for their summer programs. Similarly, many families faced great anxiety over whether summer programs would be available, and were not prepared to take advantage of summer programming with such short notice.

This past summer Citizens' Committee for Children and the Campaign for Children surveyed agencies providing SONYC after-school and summer programming to learn more about the impact that the late partial restoration had on summer camp programs this summer (see attached). The survey documented that while thousands more middle school students were able to go to camp this summer due to the restoration, there were thousands more unable to attend.

The programs we surveyed collectively serve 11,076 middle school students during the school year. Without the restoration, they would have only been able to serve 2,247 middle school children, or 20% of students served during the school year. With the partial restoration, these agencies were able to serve 6,371 children.

CCC asks the City Council to continue to be strong defenders of summer programming, and to champion ending the budget dance over summer camp programs once and for all.

2) Implement universal access to full-year after-school/summer programs for elementary school children and increase rates.

CCC greatly appreciates the City Council's commitment and support for elementary after-school programs. After-school programming enables parents to work while their children are safe and participating in academically and developmentally appropriate activities. Afterschool is particularly critical for children in elementary school who are too young to care for themselves.

The Council's leadership led to \$16.8 million being restored and partially baselined in last year's adopted budget, allowing 9,000 additional elementary school students to participate in COMPASS after-school programming. Unfortunately, this funding was only for one year. **We believe that \$8 million in funding should be restored and baselined in the upcoming Preliminary Budget to maintain current**

¹ Jean M. Twenge, Thomas E. Joiner, Megan L. Rogers, and Gabrielle N. Martin. *Increases in Depressive Symptoms, Suicide-Related Outcomes, and Suicide Rates Among U.S. Adolescents After 2010 and Links to Increased New Media Screen Time*. Clinical Psychological Science. 2017. Summary available at <https://www.sciencedaily.com/releases/2017/11/171114091313.htm>.

levels of afterschool capacity. We also look to the administration to build on its investment by expanding COMPASS elementary capacity so it can become a universal program.

In addition, there are still issues related to reimbursement that must be addressed to allow providers to adequately implement programming. We appreciate that, in response to concerns from nonprofit providers, the City cancelled the most recent requests for proposals for COMPASS and SONYC programs. We are also glad that the administration has stated their intention of collaborating further with the nonprofit community to determine an appropriate rate structure.

A remaining challenge is that there are still two different rates for elementary after-school programs, despite these programs offering similar services. Programs that had been previously funded by the City Council (before they were baselined at the end of the Bloomberg administration) are funded at a lower rate, as these programs are not required to have an educational coordinator.

We ask that this inequality in rates be rectified so all elementary after-school programs can be funded at the same rate. We also believe that the rate should be increased to address the actual costs to providers who carry out these programs.

We also urge DYCD to address several other issues to improve reimbursement for both SONYC and COMPASS. These include fully implementing indirect rates and Cost of Living Adjustments; addressing the increase in the minimum wage; and funding to cover the cost on an increased threshold for overtime exemptions.

3) Address enrollment priorities for students in shelters and prioritize their enrollment in after-school and summer programs.

In New York City last year, one in ten public school children were homeless. Nearly 62% of homeless children are chronically absent from school, more than twice the rate for those in permanent housing.² It is our hope that DHS and DYCD can work together to ensure that these children are enrolled in afterschool and summer programming. Afterschool and summer programming are critical supports for all children, and particularly homeless students who can benefit from social and academic supports that help to breakdown social isolation and promote academic success.

Unfortunately, there are a number of barriers for students in shelters and hotels with regard to participating in afterschool and summer programs. For example, children who are bused from school typically leave school before the program starts. Children who transfer schools mid-year, particularly elementary school children, often find the programs are full at their new school. Additionally, summer programming currently gives priority to children in the after-school program, meaning that if a student in shelter is not participating in the after-school program, they will not be given priority for summer enrollment.

As the city continues to develop its after-school and summer programming, we urge the City Council, DHS, and DYCD to consider the unique needs and vulnerabilities of children in shelters.

4) Provide stable, reliable, multi-year funding to create sustainable programs, including by providing a sufficient per-child rate in SYEP to ensure quality standards are met.

² The City of New York Independent Budget Office. "Testimony of Liza Pappas: To the New York City Council Committees on Education and General Welfare on Support for Homeless Students." October 11, 2017.

SYEP provides youth with a paid job during the summer period. This benefits youth in many ways, including providing the youth with compensation, basic personal finance skills, workplace experience, vocational skills, career planning opportunities, professional interactions with adults, resume building, and potentially beginning long-term employment with the employer. It also benefits the participating businesses and organizations as they gain subsidized workers who may become full-time staff.

CCC was a member of the Mayoral Task Force on SYEP and hopes to see a plan that will enable SYEP to grow to meet the needs of at least 100,000 youth in a time frame that is workable for the providers. After the SYEP lottery was completed, nearly 50% of youth who applied for SYEP (over 70,000) were denied participation due to lack of available capacity.³

The City Council's leadership led to a FY19 Budget that baselined funding for a record high 75,000 young people to work through the Summer Youth Employment. We look forward to working with the Council, the Administration, DYCD, the providers and the advocates to ensure SYEP can continue to grow in future years.

In the fall of 2017, DYCD released a Concept Paper for SYEP. CCC would like to highlight several issues that we hope will be addressed in the upcoming RFPs for SYEP:

- **To effectively operate SYEP, there must be a sufficient per-child rate to ensure quality standards are met.** DYCD's Concept Paper for the upcoming SYEP Request for Programs does not specify actual per-participant-price (PPP) for each service option, but merely states a range of \$325 to \$1,000 PPP. DYCD should specify the PPP for each service option in the RFP. Additionally, \$325 for any service option is too low for providers to effectively administer and support youth in SYEP placements. The \$325 PPP has been the rate since 2004, and new contracts are an opportune time to address this low rate. We urge DYCD to increase this rate, particularly considering increased demands of the new program models proposed in the Concept Paper.
- **CCC opposes the SYEP Concept Paper's proposal to eliminate the worksite option for younger youth and replace it with project-based experience.** We believe both options should be available to Younger Youth. We also believe the stipend for Younger Youth should be increased, as the current \$700 stipend is equivalent to less than minimum wage. This means participating youth will be discouraged from applying, and those that participate will have less money available to support their families. Finally, we believe youth should be provided with a transportation subsidy, so they do not face additional barriers to reaching their program sites.

In conclusion, we greatly appreciate the City Council's commitment to protecting, supporting, and championing youth services in New York City, as these services provide the support and opportunities that often provide the tangible difference for a youth's long-term success.

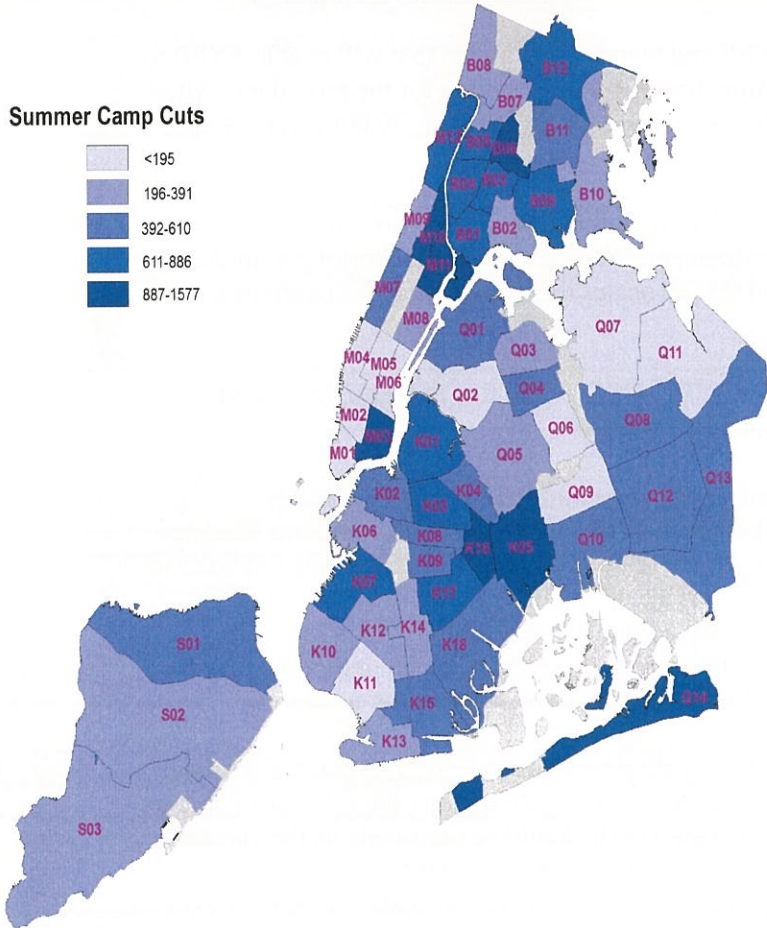
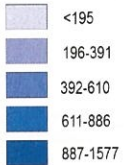
Thank you for the opportunity to testify.

³ 2017 Annual Summary – Summer Youth Employment Program. NYC Department of Youth and Community Development. Accessed on March 8, 2018. Available at https://www1.nyc.gov/assets/dycd/downloads/pdf/2017SYEP_Annual_Summary.pdf.

Appendix 1: Summer Camp Slots at Risk, by Community District

Cuts by Community District

Summer Camp Cuts



Community District	# of Summer Slots at Risk
Mott Haven (B01)	870
Hunts Point (B02)	350
Morrisania (B03)	715
Concourse/Highbridge (B04)	816
University Heights (B05)	646
East Tremont (B06)	1097
Bedford Park (B07)	300
Riverdale (B08)	390
Unionport/Soundview (B09)	886
Throgs Neck (B10)	375
Pelham Parkway (B11)	500
Williamsbridge (B12)	735
Williamsburg/Greenpoint (K01)	671
Fort Greene/Brooklyn Hts (K02)	505
Bedford Stuyvesant (K03)	845
Bushwick (K04)	541
East New York (K05)	1319
Park Slope (K06)	391
Sunset Park (K07)	727
Crown Heights North (K08)	595
Crown Heights South (K09)	435
Bay Ridge (K10)	281
Bensonhurst (K11)	195
Borough Park (K12)	330
Coney Island (K13)	260
Flatbush/Midwood (K14)	335
Sheepshead Bay (K15)	442
Brownsville (K16)	1577
East Flatbush (K17)	671
Canarsie (K18)	591
Battery Park/Tribeca (M01)	131
Lower East Side (M03)	1030
Chelsea/Clinton (M04)	190
Midtown Business District (M05)	100
Murray Hill/Stuyvesant (M06)	50
Upper West Side (M07)	526
Upper East Side (M08)	295
Manhattanville (M09)	265
Central Harlem (M10)	1087
East Harlem (M11)	1281
Washington Heights (M12)	798
Astoria (Q01)	470
Sunnyside/Woodside (Q02)	145
Jackson Heights (Q03)	242
Elmhurst/Corona (Q04)	475
Ridgewood/Glendale (Q05)	305
Rego Park/Forest Hills (Q06)	195
Flushing (Q07)	185
Fresh Meadows/Briarwood (Q08)	555
Woodhaven (Q09)	80
Howard Beach (Q10)	491
Bayside (Q11)	105
Jamaica/St. Albans (Q12)	610
Queens Village (Q13)	560
The Rockaways (Q14)	1137
St. George (S01)	510
South Beach (S02)	390
Tottenville (S03)	320



Summer Camp Restoration Helped Thousands of Middle School Children, But Abbreviated Timeline of the Partial Restoration Left Thousands of Children Without Camp:

**CFY 2019 Funding was for One Year Only—So Thousands of Children, Families and Providers Will Face
This Cut Again and Districts Set to Lose the Most Summer Programs Have High Rates of Child Poverty**

October 2018

Despite the well-known fact that summer camp programming can help close the achievement gap, prevent summer learning loss, and keep children safe and participating in developmentally appropriate activities while parents work in July and August, the de Blasio administration has once again failed to fund summer programs for 34,000 children for future summers, including the summer of 2019.

Summer camp programming is a critical component of the after-school system. From its inception, the City's original Out of School Time (OST) after-school model included summer camp programs. When the de Blasio administration rebranded and expanded the system to be universal for middle school students, advocates, families, providers and children applauded this critical investment. Unfortunately, after the first year of implementation, the approximately 34,000 middle school after-school slots created by the de Blasio administration no longer included summer camp programs for the middle school children. This left advocates, providers, families and City Council Members advocating for their restoration year after year.

While the advocacy efforts have been successful each year and City Council members are committed to summer camp, the uncertainty that accompanies the annual budget dance is stressful for parents, particularly low-income parents, trying to make arrangements for their children, as well as for the staff who are unsure whether they will have a job. The one-year restoration has also come at different times during the year, including the February Preliminary Budget, at the Youth Services Executive Budget Hearing in May, in early June for an early budget and in mid-June for an on-time budget. It is very challenging for programs to hire and screen staff, find adequate space and recruit children in June for a program that begins in July.

Given the annual budget battle resulted in a partial restoration in June this past summer and the difficulties expressed by families and providers, Citizens' Committee for Children and the Campaign for Children surveyed agencies providing SONYC after-school and summer programming to learn more about the impact that the late partial restoration had on summer camp programs this summer. The survey documented that while thousands more middle school students were able to go to camp this summer due to the restoration, there were thousands more unable to attend. SONYC agencies discussed the obstacles

to fully utilizing even the 22,800 slots budgeted¹ due to barriers such as hiring and screening staff, finding space, and recruiting children.

This past spring, thousands of middle school children wrote letters to the Mayor telling him why summer camp was so important to them and their families. Child after child wrote that without summer camp programs they would be home watching tv, playing video games or on their phones, though they would rather be active and healthy in camp, going on trips, socializing with friends and learning new things that they do not learn in school.

"Dear Mr. Mayor... Summer camp is really important to me because I have nothing to do during the summer. It is important to be active, stay healthy and be on the run. Kids like me just sit on the couch, eat potato chips, and use their phones....Do you want to know a secret? Summer camp is one of the best things I've ever attended. At summer camp we learn to be kind to one another. We also learn about problem-solving and being nice to our community. We get free food and we also meet a bunch of fun new faces," wrote 11 year old Isbriel from Manhattan.

"Summer camp is important for my family and I because it provides safe supervision. If there was no summer camp I would be home alone playing video games and watching tv," wrote 14 year old Justin from the Bronx.

"By you not funding our program for summer camp, you are putting burdens on families that don't know where to put their child during the summer when they are working. If we didn't have camp, then many of us would be left wandering the streets and making bad decisions. During camp we go on trips, we learn about STEM related topics, and we do art. We did physical activities and many more gym related activities," wrote 13 year old Sy'ra from Queens.

These children inherently know what the research has proven. According to the National Summer Learning Association, summer learning loss accounts for two-thirds of the ninth grade achievement gap in reading, and low-income youth lose two to three months of achievement each year.² As the Community District map of these cuts shows in Appendix 1, the proposed cut impacts children and families in every corner of the City – and the cuts are particularly drastic in communities with the greatest needs.

Research has also shown the negative impact of screen time on children and teenagers. A 2017 study published in *Clinical Psychological Science* found a correlation between teens who spent significant time on electronic devices (e.g. computers, cell phones and tablets) had an uptick in symptoms of depression and suicidal thoughts, especially among girls.³

In November 2016, the American College of Pediatricians issued a position statement on media use and screen time which stated, "While the limited use of high-quality and developmentally appropriate media may have a positive influence, excessive or developmentally inappropriate use carries grave health risks for children and their families. Excessive exposure to screens (television, tablets, smartphones, computers and video game consoles), especially at early ages, has been associated with lower academic performance,

¹ The full restoration would be \$20.35 million for 34,000 slots.

² National Summer Learning Association. *Research Brief: More Than a Hunch: Kids Lose Learning Skills Over the Summer Months*. http://c.ymcdn.com/sites/www.summerlearning.org/resource/collection/CB94AEC5-9C97-496F-B230-1BECD8C2DF8B/Research_Brief_04_-_Cooper.pdf.

³ Patti Neighmond, *Increased Hours Online Correlate With an Uptick in Teen Depression, Suicidal Thoughts*, NPR Radio All Things Considered. November 14, 2017.

increased sleep problems, obesity, behavior problems including increased aggression, lower self-esteem, depression, and increased high risk behaviors, including sexual activity at an earlier age.”⁴

With a mere \$20 million, the City would ensure that 34,000 middle school students were able to participate in summer camp programs rather than stay home to watch tv, play video games or be unsupervised in their communities.

The most recent survey conducted by Citizens’ Committee for Children and the Campaign for Children surveyed SONYC agencies during the first two weeks of August 2018. Twenty-nine agencies, with programs serving all 5 boroughs, responded to the survey. Together these programs serve 11,076 middle school students during the school year. Without the restoration, they would have only been able to serve 2,247 middle school children, or 20% of students served during the school year. With the partial restoration, these agencies were able to serve 6,371 children.

Even with the restoration coming just weeks before summer camp programs were starting, 20 of the surveyed agencies were able to use all of the slots the City offered to them. For the remaining 9 agencies, 7 were not able to use all of the slots offered, 1 agency had no slots offered to them and 1 agency had no slots cut (and thus none offered). Even with so many of the surveyed agencies using all of the slots offered, only 6 of the surveyed agencies (including the one that did not have any cut) were able to serve the same number of children during the summer as during the school year. Thus, while the restoration enabled an additional 4,705 middle school children to attend, the agencies were still only able to serve 58% of their middle school capacity this past summer of 2018.

While the survey asked the agencies to rank the potential obstacles to using the summer camp slots awarded to them in June/July, the survey results showed that of the 6 potential obstacles offered, there was no one or two primary obstacle that stood out in the survey. Securing space for summer camp; finding staff to work in summer camp; screening staff to work in summer camp; getting the word out to families; recruiting children; and ensuring high quality programming was in place in time for the start date were all obstacles the agencies needed to try to overcome.

The voices of the agencies themselves are helpful to understanding how difficult it is to organize and run a high-quality summer camp program when the funding comes just weeks before the start date. The agency voices, in addition to those of the children discussed earlier, also show how critical it is to do everything possible to make this less than perfect situation work because the children and families rely on these programs.

“In order to provide a robust summer program service to our participants it is important that information is shared earlier than the end of June. This approach hinders finding appropriate applicants for the various staffing positions, recruitment of participants, and ensuring summer sites are confirmed.

“Although we started to recruit, notify families, and have staff “on call” before the funding was secured in order to be ready, this isn’t the ideal way of working. If we hadn’t received the slots, we would have had to call back families and leave staff with no work, which tarnishes our reputation within the community.”

⁴ American College of Pediatricians. *The Impact of Media Use and Screen Time on Children, Adolescents and Families*. November 2016.

"It is extremely difficult to organize a camp in a couple of weeks."

"The notice of funding came too late for us to staff up all of our camps. We had already reassigned the staff who normally work in our SONYC programs to other sites. In addition, many staff had already left us for other job opportunities since we could not guarantee summer work."

"Parent interest was high and space was available. But the wait time for slots and planning time were obstacles."

The Campaign for Children strongly urges the de Blasio administration to avoid this unnecessary fight in the upcoming FY2020 budget for the summer of 2019. The \$20.35 million needed for the 34,000 middle school children to attend summer camp must be restored and baselined as soon as possible. In addition, the City needs to return to the original after-school model whereby summer camp programming is a component of the program model. Every child participating in an after-school program should be able to participate in a summer camp program. Middle school children are typically 11-13 years old (with some as young as 10 and as old as 14). The same parents who need their children to be in a safe and developmentally appropriate environment from 3-6 PM during the school year also need their children in this type of environment during the months of July and August.

Notably, if this is not resolved, it will once again negatively impact all 34,000 children across the five boroughs, but the poorest children in New York City – those who need summer learning the most – would bear the brunt of these cuts. A closer look at the seven Community Districts with over 1,000 slots at risk shows that nearly all of these communities have child poverty rates exceeding the citywide child poverty rate of 26.6%. Furthermore, academic achievement in the school districts of these communities falls well below the citywide average, with significantly fewer children meeting math and reading comprehension standards.

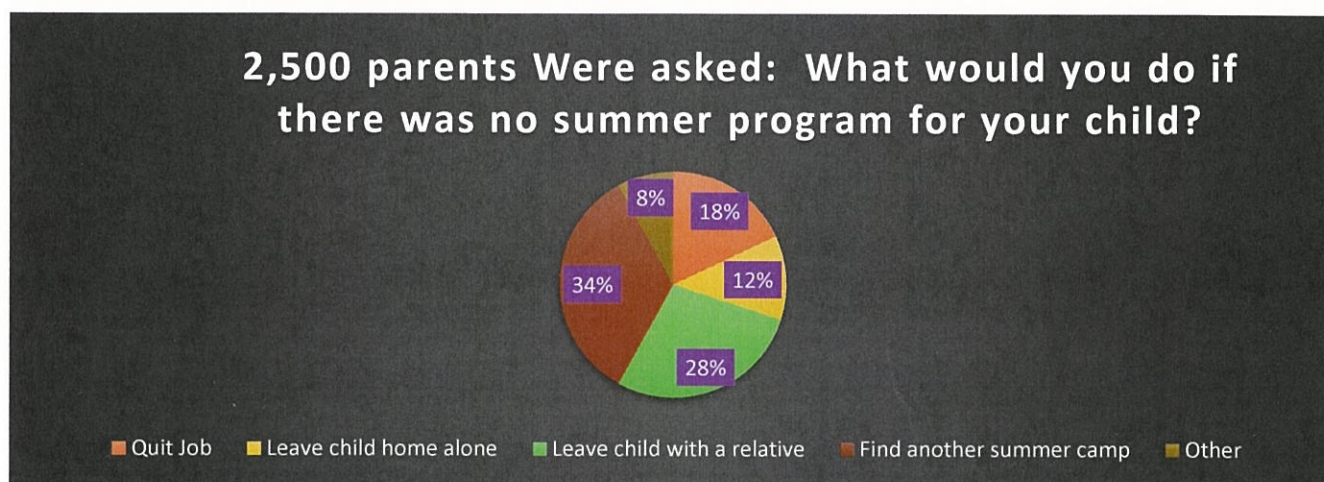
Cuts to Summer Camp Compared to Child Poverty Rate⁵

Community Districts with Largest Summer Camp Cuts	Number of summer camp slots at risk	Child poverty rate (CD)- 2016 (Citywide= 26.6% child poverty rate)
Brownsville	1,577	38%
East Harlem	1,281	47%
East New York	1,219	41%
The Rockaways	1,137	30.8%
East Tremont	1,097	46.9%
Central Harlem	1,087	42.6%
Lower east side	1,030	25.4%

⁵ Citizens' Committee for Children, *Keeping Track Online*. <http://data.cccnewyork.org/data/map/96/child-poverty#96/a/3/146/22/a>

We know, too, that summer programs are an essential resource for working parents and in particular the poor and working poor in New York City. In fact, during the 2015 budget fight for summer camp, Citizens' Committee for Children and the Campaign for Children surveyed⁶ nearly 2,500 parents whose children were in city-funded summer programs and documented that over 91% of the surveyed parents relied on summer programs to be able to work or go to school.

The survey also asked parents what they would do if they did not have a summer program. The responses showed just how much of a struggle it would be for these parents. A third of parents would leave the child with a relative in the absence of an educational environment; another third hoped they could find another summer camp, which is unlikely given the overall reduction in programs across the city. **Nearly 20% of parents said they would quit their jobs if they lost access to a summer program for their child, and 12% said they would leave the child home alone.**



In addition, 64% of surveyed parents said they relied on summer programs for free, nutritious meals for their children, who may otherwise go without.

A few parents summed up the need for summer programs, saying:

"I need them to be in a safe place while I work. I do not have anyone I trust to care for them while I work so I would be unemployed without summer camp. They also learn while having fun."

"It is important for me, my child and my family because he will have an advantage come September. Because while other kids are watching TV and playing video games, my child is learning and that means so much to us."

There is no mistaking that summer programs play a critical role in addressing income inequality and improving educational outcomes, especially for low-income children. Summer programs enable parents to work. Summer programs keep children safe. Summer programs keep children positively engaged. Summer programs prevent summer learning loss. Summer programs are essential – that is why the administration

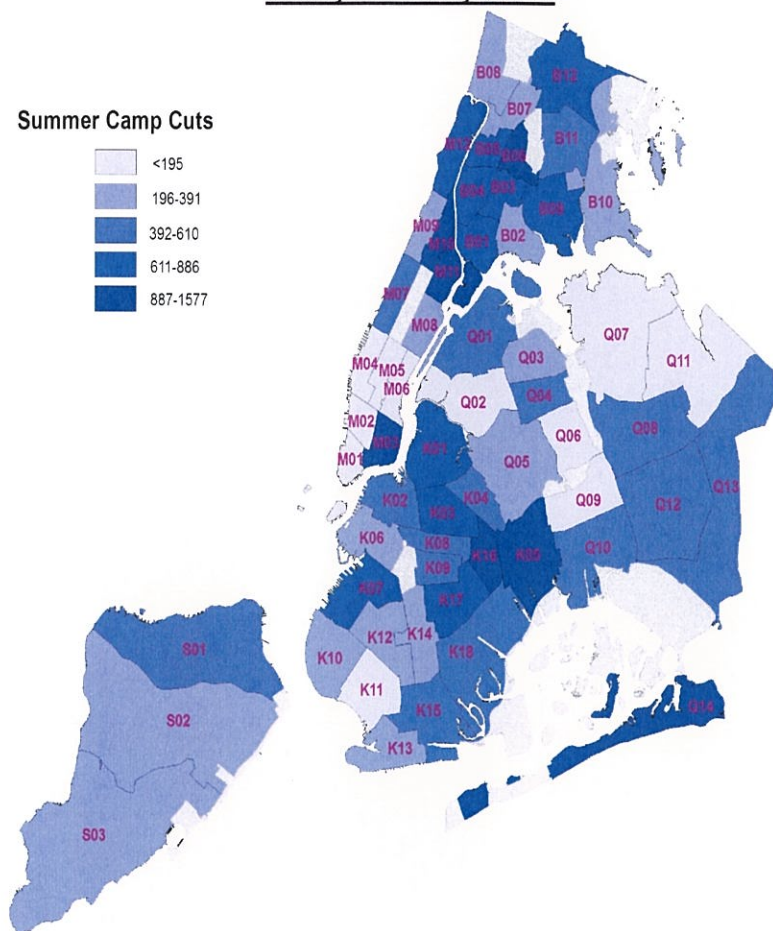
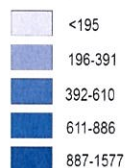
⁶ Campaign for Children, *Status Report on NYC's After-School System: Demand for Elementary, High School and Summer Programming Remains High*. September 2015. <https://www.cccnewyork.org/wp-content/uploads/2015/10/CampaignforChildrenAfterSchoolReportSept2015.pdf>

must baseline and restore summer programs for 34,000 middle school students and once again make summer programming a component of all of the City-funded after-school programs.

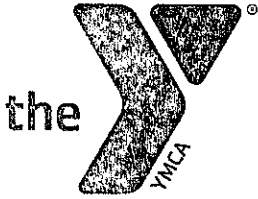
Appendix 1: Summer Camp Slots at Risk, by Community District

Cuts by Community District

Summer Camp Cuts



Community District	# of Summer Slots at Risk
Mott Haven (B01)	870
Hunts Point (B02)	350
Morrisania (B03)	715
Concourse/Highbridge (B04)	816
University Heights (B05)	646
East Tremont (B06)	1097
Bedford Park (B07)	300
Riverdale (B08)	390
Unionport/Soundview (B09)	886
Throgs Neck (B10)	375
Pelham Parkway (B11)	500
Williamsbridge (B12)	735
Williamsburg/Greenpoint (K01)	671
Fort Greene/Brooklyn Hts (K02)	505
Bedford Stuyvesant (K03)	845
Bushwick (K04)	541
East New York (K05)	1319
Park Slope (K06)	391
Sunset Park (K07)	727
Crown Heights North (K08)	595
Crown Heights South (K09)	435
Bay Ridge (K10)	281
Bensonhurst (K11)	195
Borough Park (K12)	330
Coney Island (K13)	260
Flatbush/Midwood (K14)	335
Sheepshead Bay (K15)	442
Brownsville (K16)	1577
East Flatbush (K17)	671
Canarsie (K18)	591
Battery Park/Tribeca (M01)	131
Lower East Side (M03)	1030
Chelsea/Clinton (M04)	190
Midtown Business District (M05)	100
Murray Hill/Stuyvesant (M06)	50
Upper West Side (M07)	526
Upper East Side (M08)	295
Manhattanville (M09)	265
Central Harlem (M10)	1087
East Harlem (M11)	1281
Washington Heights (M12)	798
Astoria (Q01)	470
Sunnyside/Woodside (Q02)	145
Jackson Heights (Q03)	242
Elmhurst/Corona (Q04)	475
Ridgewood/Glendale (Q05)	305
Rego Park/Forest Hills (Q06)	195
Flushing (Q07)	185
Fresh Meadows/Briarwood (Q08)	555
Woodhaven (Q09)	80
Howard Beach (Q10)	491
Bayside (Q11)	105
Jamaica/St. Albans (Q12)	610
Queens Village (Q13)	560
The Rockaways (Q14)	1137
St. George (S01)	510
South Beach (S02)	390
Tottenville (S03)	320



**FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

**New York City Council
Committee on Youth Services
Honorable Debi Rose, Chair**

**Testimony of YMCA of Greater New York
Presented by Jacqueline Bravo, Youth and Family Director at the McBurney YMCA**

**Oversight Hearing: DYCD Programs – SYEP, COMPASS NYC and SONYC
October 11, 2018**

Good afternoon, my name is Jacqueline Bravo, Youth and Family Director at the McBurney YMCA and SYEP alum, and I will be testifying on behalf of the YMCA of Greater New York. Before presenting my testimony, I want to thank Chair Rose and the Youth Services Committee, as well as the Speaker, for calling this hearing to examine DYCD's youth services contracts – SYEP, COMPASS NYC and SONYC, on the heels of the release of new RFP's for these services. We are grateful for the Administration heeding the concerns and warnings from the community of youth services providers by cancelling the recent COMPASS and SONYC RFP's. As for the SYEP RFP, there may be many causes for the year long delay, we hope that one of those causes is that DYCD has taken great efforts to develop an RFP that addresses the providers' concerns raised during the concept paper comment period. The cancellation and delaying of RFP's highlight the need for collaborative planning between DYCD and the providers.

New York City's YMCA is committed to empowering youth, improving health, and strengthening community. Our organization of over 4,000 employees works every day to help people make positive changes in their lives and we invest in the communities we serve. With 24 YMCA physical branches and more than 100 community sites across the city, the Y is among the city's largest providers of human services spanning from infancy to adulthood — and an important anchor, convener, and catalyst for transformational change in underserved communities.

One of the primary ways the Y reaches the community is through our youth programs, which help put kids on the path to success by developing skills for life, community, and leadership. Across all of our youth programs, the Y helps young people build the social and emotional skills necessary for success. Through the Y After School we empower around 10,000 children and teens each day to develop a ferocious love of learning, an excitement to try new things, and to access information, resources and people that will amplify their potential. Most importantly, we provide a safe and caring after school and summer camp environment in over 70 NYC public school buildings across the five boroughs, with many programs funded by COMPASS and SONYC.

It has become increasingly challenging to provide quality youth services in a fiscally responsible manner under the current structure of the system. COMPASS currently has 2 tiers: one cohort of nearly 200 programs has a per participant rate of \$2,800 and the other cohort of approximately 125 sites is currently funded at a rate of \$3,200, with the cancelled RFP raising that to \$3,516.

I would like to highlight the \$2,800 cohort were the Council-funded sites that the Bloomberg Administration baselined, however the current Administration has opted not to align the pre-existing after school system with the COMPASS system. These programs are demonstrably in needier neighborhoods: for example the Y holds these contracts in Graniteville and Park Hill in Staten Island and Mott Haven in the Bronx. Yet these sites allow an education specialist to work for less than 9 hours per week, while the \$3,200 sites require a minimum of 9 hours per week. Furthermore, the \$2,800 cohort has no additional funding for youth with disabilities. Essentially the neediest of neighborhoods and most vulnerable of children are starkly underserved by this per participant rate. We cannot have parity and high quality services without aligning the two tiers into one with a higher per participant rate for all sites.

Furthermore, these rates and funding gaps do not account for increasing cost: minimum wage increase, COLA, increase to minimum salary for overtime exempt employees, which all trigger fringe benefit increases. Consider the fact the \$3,200 cohort contracts were executed in 2012 when the average salary for a Site Director was \$45,000 and front line staff earned about \$11.50/hr. Fast-forward to the 2018 RFP where the price per participant was scheduled for \$3,516 while minimum wage requirements will call for a Site Director salary of \$58,500 and front line staff earning at least \$15/hr. Under the proposed scheme, a site with 100 slots would have received a \$31,600 increase, however, the increased salary for the Site Director and front line staff creates a shortfall of \$5,350 even before considering fringe or specialist rates. The City cannot merely abdicate its duty to children by shifting the burden to the non-profit community to shoulder the increasing costs.

Simplified Cost Comparison for 100-slot Site*

	2011 RFP	2018 RFP	Variance
Price per Slot	\$3,200	\$3,516	\$31,600
Site Director Annual Salary	\$45,000/average	\$58,500 FT exempt minimum wage	\$13,500
Front Line Staff Hourly Rate	\$11.50/hour	\$15/hour	\$23,450 (10 staff x 670 required hours x \$3.50 difference)
			\$5,350 shortfall

**Does not include fringe or specialist rates, which vary more widely*

Additionally, there are gaps in summer camp funding under SONYC. Unlike COMPASS, SONYC does not provide for summer funding for all contracted sites. Under the canceled RFP approximately 80 middle school programs with summer camp would have been contracted at \$3,792 per participant. However, there continues to be an open question as to the

approximately 400 middle school programs without summer camp enrichment services, and how the City might look to reconcile that pressing ongoing summer to summer struggle to support 34,000 middle school students. It is thanks to the Council that SONYC summer programs are restored. However, it is not best practice to momentarily disrupt the SONYC system for the uncertainty of budget negotiations. In order to create parity within the SONYC funding scheme an additional \$16 million would be needed. We would also like to note to the Council that the cancelled RFPs do not include any reference to non-public school sites that were awarded at the same time as the cohort of school sites that were eligible for funding. We estimate that there are approximately 25-30 non-public school sites for which there is no known expectation for continuity of services, including a YMCA program in Greenpoint, Brooklyn.

It is undisputed that after school, summer camp and youth employment are critical services that have a tremendous impact on children and their families. A barrier to accessing these services is the availability of services. As a provider of COMPASS and SONYC services to 4,000 youth at over 30 locations throughout the City, we have a responsibility to our families, communities, and the City to provide quality services. While preparing for the COMPASS and SONYC RFPs that were cancelled, we had principals asking if we could increase the number of children served. We were also approached by principals at schools that serve low-income communities but have always been excluded from the COMPASS and SONYC eligibility lists. When possible the Y works with PTAs to operate fee-based Y After School, such as at PS 228 in Jackson Heights and otherwise funded Y After School programs like PS 33 in Chelsea.

I have the privilege of providing leadership to PS 33. PS 33 is located in the Chelsea area of Manhattan, within feet from the New York City Housing Authority's (NYCHA) Chelsea Houses and a few short blocks from the High Line and the Hudson Yards Development. Monday through Friday from 2:30pm-6pm, we serve families representing a broad range of economic realities. Over 50% of the families we serve receive some form of public assistance, food stamps, and/or live in a NYCHA development. In the last three years, PS 33 has gone from serving six families in transitional housing to 45. Our program empowers families meet the conditions of transitional housing by providing childcare through 6pm, so that our families can seek and maintain employment while their children are engaged in homework help, literacy and STEM activities that serve as an extension of the school day.

If I may, I'd like to share a story about a child we'll call Rani. Rani came to us two years ago as a 3rd grader. She and her family were beneficiaries of the transitional housing program and were lucky enough to find permanent housing in the Chelsea Houses, which meant that Rani could continue to study at PS 33 and participate in the McBurney YMCA's after school program. This is not a story about how after school changed this child's life and made her better. This is a story about how after school helped facilitate the phenomenal qualities that already exist in her. Rani is a role model and a leader. Other kids look up to her, they ask her for help with homework, and she's one of the first picked when her peers are choosing teams for a kickball game. She's a team player who exemplifies peacemaking, resolves conflicts amongst her peers; she even loops an adult in if she needs more support and will follow up to make sure that adult

has resolved the issue. Rani deserves a safe space where she can flex her leadership muscles. Rani, and all the Rani's citywide, need and deserve funded after school programs to tap into and develop their unlimited potentials. As the City reviews lessons learned surrounding the increased cost, which are quantifiable and un-recovered, and program model price per participant funding inequities in the system, we hope they will address the need to increase capacity and expand the list of eligible schools in high needs communities. By increasing and expanding the system, the City will achieve a more equitable after school system.

As for SYEP, we commend the Administration and DYCD for seriously considering how to expand and enhance the current program. The concept papers that DYCD issued over a year ago outlined the vast substantive changes to the program. Though we agree with re-visioning the program, we have reservations on how the RFP will address concerns that we shared in our response to the concept papers, such as:

- Will the RFP provide more specifics on how they are defining business/ professional services?
- How will the RFP reconcile work readiness in some of the named professional fields where college / technical school / certifications is a requirement? Is there a push to include more college access programming in SYEP.
- What value will the RFP process place on college readiness? The concept papers showed a clear goal that securing a job with career potential, but it did not explicitly address the need for college / technical school and how awardees can support that need.
- The concept papers stated - "Providers would organize multiple cohorts to accommodate all program participants." A good intent, however, participants picked by lottery with limited experience with programs present scheduling challenges – their commitment level and flexibility to meet CBO's request.
- Will the RFP provide more detail on requirements for obtaining guardian consent for programming for minors?
- For the school-based RFP, would students be able to get credits for workshops? Or would that vary based on the school partnership agreements provided during the submission process?
- For the Year – Round Sector program – will the RFP clarify what is meant by – "Eligible organizations must be running a standalone sector- or industry-focused, school-year or afterschool program"
- Will the RFP provide more detail on the SYEP for Cure Violence on precinct selection and how to identify a Cure Violence CBO partner?

As an SYEP alum, I can speak to the benefits of this program. As a 15- and 16-year-old in the program, I learned transferable job skills that continue to serve me as a professional today. The exposure I received to the workforce made me a more competitive candidate in future jobs and inspired my perseverance through undergraduate and graduate school. My experiences in SYEP also prepared me to work while I was in school and made it possible for me to defray some of

my college expenses. As a youth and community development worker, having been on both sides of SYEP, I can attest to the benefits of the program for the young people it employs and the organizations that benefit from youth employment. Young people need to be empowered through meaningful work experiences and organizations need to be enriched by the support and input provided by our future leaders. It is a laudable undertaking to develop a yearlong SYEP program. Growing pains are expected; however, the Administration has an opportunity now to fine-tune a yearlong program before committing to an RFP that may not address all the concerns from the youth service provider community.

We appreciate your support, leadership, and partnership in helping deliver quality youth services, and helping more youth learn, grow, and thrive. Thank you for the opportunity to testify. We look forward to continuing our successful collaboration and to working with your committee and the City of New York for many years to come.

If you have any questions, please contact Michael Rivadeneyra, Senior Director of Government Relations, at mrivadeneyra@ymcanyc.org or 212-630-9717.



**Testimony of Michelle Jackson
Public Hearing on Youth Services: DYCD Programs
(SYEP, COMPASS NYC & SONYC)
October 11, 2018**

I am Michelle Jackson, Deputy Executive Director of the Human Services Council of New York ("HSC"), and I appreciate the opportunity to submit this testimony.

About the Human Services Council of New York

HSC fosters a diverse network of human service organizations. Together, we discuss ideas and take collective action on issues that impact the entire sector and those they serve. Through advocacy and collaboration, we support member organizations and their leaders in addressing concerns of public policy, economic trends, and the regulatory environment. The human services workforce encapsulates 200,000+ providers in subsectors including: housing access, childcare, elder care, shelters, food pantries, mental health counseling, and disaster response. As the voice of the human services community, we highlight the struggles of those we serve, and amplify the need for a strong, well invested sector.

COMPASS NYC and SONYC RFP

We are grateful for the City in working with providers to discuss their suggestions and concerns for the COMPASS and SONYC RFPs and delaying the requests for proposals for these programs. Great progress was made by engaging and collaborating with providers and we appreciate this hearing to highlight the number of issues that still need to be addressed in improving these RFPs.

RFP Rater

HSC developed the RFP Rater, which is a procurement evaluation tool designed to aid nonprofit human services organizations and government agencies in understanding the risks and challenges inherent in government funding opportunities. The RFP Rater serves as a two-way mirror for the nonprofit sector and government. It allows nonprofit organizations to understand the risks inherent in the funding opportunities they pursue. This may result in their forgoing opportunities, negotiating from a better informed position, or putting in place clear plans for mitigating the associated risks. At the same time, the Rater challenges government agencies to make human services procurement less risky and more conducive to high-quality delivery.

We have rated both the COMPASS and SONYC RFPs, which received overall scores of 61% and 60%, respectively. These scores imply that there is a high risk for nonprofits to pursue these program opportunities. The following reasons establish the basis of these scores:

Reduction in Funding

COMPASS, SONYC, and SYEP program funding is based on a price per participant, but the rates provided are not enough to cover all aspects of program requirements to implement high-quality programs.

Even with the lack of proper funding to run these programs, nonprofits also have to bear the burden of unfunded mandates. Although there has been a minimum wage increase, the contracts do not reflect the increased costs of implementing this increase or any adjustments for a prevailing wage, which makes it difficult for providers to retain or attract qualified employees. Funding is not provided to include the increase in threshold salary to \$58,500 for classifying an employee as exempt from overtime regulations or developing a system to track overtime or pay overtime for non-exempt employees. Without proper funding in place, providers struggle to comply with these mandates.

Also, there are COMPASS and SONYC programs providers who have not received funding for cost-of-living adjustments (COLA) or to adjust the indirect rate. With rising direct and indirect costs, the underfunding of human services contracts and an inadequately compensated workforce, it is risky for providers to engage in these procurements. We urge the City to develop budgets that include sufficient funding to ensure that providers comply with these mandates and deliver high-quality programs.

Unnecessarily Burdensome Licensing Requirements

The State requires that all COMPASS and SONYC awardees comply with the requirements set out in the New York State School Age Child Care (SACC) Regulations. Compliance with these credential requirements is notoriously laborious, so providers have to factor in the administrative cost and potential liability associated with the requirements. According to Section 390 of the Social Services Law, however, the regulations do not apply to

“ . . . a program for school-age children conducted during non-school hours, operated by a public school district or by a private school or academy which is providing elementary or secondary education or both in accordance with the compulsory education requirements of the Education Law, provided that such . . . program is located on the premises or campus where the elementary or secondary education is provided.”

The SACC regulations are intended to ensure that “day care” programs are safe and deliver positive outcomes. Unfortunately, they regulate even minute details of program operation, imposing requirements that drive up costs and, in some cases, hinder effective program delivery. The requirements can be particularly onerous for small community-based organizations that might otherwise be in the best position to deliver high-quality, localized programs, whether through COMPASS, SONYC or similar programs.

COMPASS and SONYC programs are operated by independent nonprofit organizations rather than by schools, which is why they are subject to the SACC regulations, but they are not “day care” programs in the traditional sense. We encourage the Legislature to revisit the SACC regulations as they pertain to programs like COMPASS and SONYC and consider alternate approaches to safety and quality control that are better suited to these school-based programs.

Using a Collaborative Approach

When the COMPASS and SONYC RFPs were released, providers noted the funding issues and we were able to sit down with DYCD and the Mayor's Office of Contract Services to review the issues with the RFP. The Nonprofit Resiliency Committee has developed a *Guide to Collaborative Communication with Human Services Providers* which outlines the many ways City Agencies can solicit feedback and collaborate with providers in the development of an RFP. We would like to see this guide incorporated in to the planning process of every RFP, so that there is real collaboration before the RFP is released. The Summer Youth Employment Program is set to be released soon, and there are concerns about program rates and structure outlined in the concept paper; a more robust collaborative approach as outlined in the *Guide to Collaborative Communication* could have resulted in a concept paper that addressed those concerns.

Conclusion

Government agencies continue to issue high-risk solicitations, and providers find it necessary to respond because they are mission driven organizations and do not want their community to lose out on vital services. At the same time, nonprofits cannot continue to operate in a high risk environment and still provide high quality programs. We know the City Council recognizes the integral role that nonprofit human services providers play in making a more livable New York and the risks that they take to ensure excellent programs. We look forward to working with the City during this hearing to improve procurements and implement positive changes for the benefit of all New Yorkers.

Thank you for the opportunity to testify.

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COJO of Flatbush - - - NSHDS SYEP

request to keep actual work experience available for 14 and 15-year-olds

To increase the amount of high school age youth participating in SYEP, in fall '17 the administration developed an SYEP "Concept Paper". That plan added new options for underserved groups such as vulnerable youth, youth with disabilities, youth with violent backgrounds and a School-Based portion.

The plan for Summer '18 proposed leaving

- 25% (approximately 18,000) of the youth to be served from the 14 to 15-year-olds (referred to as Option 1 – Younger Youth - YY) and
- 65% (approximately 49,000) of the youth to be served 16 years old and up - (referred to as Option 2 – Older Youth - OY). (It was proposed that the OY continue to receive traditional SYEP services.)

In an attempt to lower the per participant cost the Concept Paper proposed that the 18,000+ Younger Youth to be served – (YY) were to *"participate in project-based experiences that offer enrichment and opportunities to build skills... That enhance the purpose of mastering academic subjects; deepen self-awareness as well as empathy and respect for others... These activities could entail service learning or community benefit projects."* In other words, an 'enhanced' educational experience.

Experienced CBO directors, as well as Council members testified at last year's Council Youth Committee hearings that 14 and 15 year old youth needed to work – ***the "Concept Paper's" plan proposal for Younger Youth (YY) – Option 1 was disastrous.***

When Deputy Mayor Buery left, that plan was put aside.

Now

The current HHS listings, which include the old "Concept Paper", indicate that the administration is requesting that DYCD proceed with, what we understood was the **abandoned "Concept Paper"**.

Option 1 – YY does not work

- 1- the youth will not have been served
- 2- monies spent will have been wasted

Such pilot projects were tried the past 2 summers with little success, projects reporting that a high percentage of youth did not remain all 6 weeks as they "had enough of school during the winter and did not want to spend their vacation in a semi educational setting".

DYCD tried the same proposed plan for YY during the 1st year of the Work Learn and Grow Program (WLG).

Finding it did not work well DYCD eliminated the proposal for the 2nd and 3rd year (2017 – 2019 WLG programs).

Success of the "Concept Paper's" proposed Option 1 ~ YY program requires:

- 1- **Youth Maintaining Interest** - the proposal does not encourage this as:
 - i. it requires a semi educational type program with excellent summer attendance
 - ii. It reduces the minimum wage youth would receive to sliding scale stipends offering enrollees less than half the minimum wage (and that, only if they were to stay for the whole summer ~ appreciably less should the youth start late or drop out early, as a high percentage did in last year's SYEP and in 1st year WLG).
- 2- **The Lack of Available, Sufficiently Talented "Pied Piper's"** who could engage the interest of the youth in such a program for the whole summer. (Only a small fraction of teachers are capable of that)
- 3- **The Lack of Sufficient Funding**, At the proposed \$325 per youth level and with groups averaging 20 youth ("maximum group size 25 youth") agencies would receive a total \$6,500 per group.

Average school teacher's salaries run more than that \$6,500 for 2 months, not counting the cost of an assistant, rent and supplies, in addition to the administrative costs of the SYEP program.

Over decades New York City has contracted with multiple CBO's with quality experienced staff. Building symbiotic relationships with Worksites enabled CBOs to operate superior programs with the minimal \$325 per participant DYCD provided. The majority of that \$325 was used for recruiting, registering, orienting, interviewing, placing youth and handling hours and payroll details of SYEP. CBOs rely heavily on the relationships built with Worksite Employer's supervisory staff who provide the daily timekeeping, job assignments, practical skill training and supervision of SYEP enrollees during the course of the day.

Option 1 - of the "Concept Paper" is an untested option which should not replace work experience

Experienced SYEP directors, as well as DYCD personnel,
have seen 14 and 15-year-olds flourish in an exciting, real work environment,
accept responsibility, develop interest in one of many diverse fields, becoming
part of a team effort, start career plans, improve their desire for education and eventually
obtaining employment in the field that they explored on their SYEP job.

Off the record, DYCD personnel, as well as seasoned youth workers and program directors
feel the current "Concept Paper" plan for **14 and 15 year olds** is a serious error.

Option 1 - of the "Concept Paper" would harm local neighborhood service agencies which have come to depend on the summer help from young SYEP enrollees to provide their services to the public.

Option 1 - of the "Concept Paper" will harm the very younger youth it should be serving
as lack of interest will put them out on the street as opposed to gaining real job market experience.

COJO and NSHDS do not feel we could service the thousands of younger youth we serviced in the past under this proposal. The proposed Option 1 would be a blow to our community, as well as many communities across the city.

**We request the Council impress upon their partner, the NYC's administration,
the need to restore direct employment SYEP for the 18,000 Younger Youth.**

Thank you!

FOR THE RECORD

Testimony of Danielle DeAngelis, Senior Director of Youth Employment Programs
of the Central Queens YM & YWHA
at the New York City Council Committee on Youth Services
Hearing on the **Oversight-DYCD Programs (SYEP, COMPASS NYC & SONYC)**

October 11, 2018

On behalf of the Central Queens Y, we are truly grateful for the leadership of New York City Council, particularly relative to the Summer Youth Employment Program. With your financial support, CQY has provided summer and academic year internship opportunities to thousands of youth since 2014. This past summer we served over 2,200 young people in our Summer Youth Employment and Ladders for Leaders programs.

However, there are several areas within the current SYEP concept paper where we are deeply concerned and questions that must be answered.

We are concerned about the Price Per Participant (PPP). PPP is only provided as a range from \$325 to \$1000 per youth, and these amounts are not matched with any specific service options in the Concept Paper. The PPP needs to be increased across all service options in order to provide high quality services to our youth. Each service option has its own expectations that need appropriate funding: enrollment, orientation, ongoing participant supervision, educational services, audit compliance, and worksite development.

If we are truly looking to create program models that emphasize quality career exploration, work readiness skill development, barrier reduction, and casting a wide social service net, level funding, as indicated in concept paper, is not an option.

The new stipend model for 14 and 15-year-olds, or Younger Youth (YY), could affect earning potential to low income families that depend on SYEP income. This program model would replace hourly wage earnings with a stipend. There are many youth that rely on their earnings and have a responsibility to help support their families with basic needs, housing, healthcare, education, etc. We fear this stipend model will not incentivize younger youth to apply and participate in the SYEP program.

If you have any questions, please contact Danielle DeAngelis, Senior Director of Youth Employment Programs at ddeangelis@cqy.org or 718-268-5011 ext. 164.



Testimony of the Partnership for New York City

FOR THE RECORD

New York City Council
Committee on Youth Services

Summer Youth Employment Program
October 11, 2018

Thank you Chair Rose and members of the committee for the opportunity to testify on the Summer Youth Employment Program (SYEP). The Partnership for New York City represents the city's business leaders and largest private sector employers. The Partnership has consistently advocated that the summer jobs program should be more focused on giving students meaningful work experience and exposure to future career opportunities.

We participated in the 2017 Youth Employment Task Force sponsored by the Mayor and the Council which recommended improving coordination between the Department of Youth and Community Development and the Department of Education (DOE) to offer youth participating in the summer jobs program a continuum of experiences that better prepare them for future employment. The intention was to ensure that summer job experiences reinforce the academic and vocational course work that students take during the school year.

In 2016, we worked with DOE, the Center for Youth Employment, and Grant Associates to establish a demonstration program that has been funded through SYEP called Industry Scholars. This program provides students who are enrolled in Career and Technical Education (CTE) programs with summer job placements in industries that are relevant to their career objectives and areas of study. This year, almost 2000 CTE high school students will participate in the Industry Scholars Program. But there are over 100,000 public high school students in CTE studies, and we would like to see many more have the opportunity to gain relevant work experience during the summer.

SYEP is a large city funding commitment, so it is important that participating youth gain maximum benefit from the experience. Industry Scholars has proven that a summer job can result in the development of meaningful job skills and enhance future job prospects. We urge the Council to expand the number of SYEP slots allocated to Industry Scholars, which is one of the most rigorous and successful applications of SYEP funds.

Thank you.

COMPASS/SONYC RFP Funding Testimony

Good afternoon. My name is David Slotnick and I am the Senior Director of Youth Education Services at the Samuel Field /Central Queens Y with main locations in Little Neck and Forest Hills, New York. We currently oversee 8 COMPASS programs, 6 SONYC programs, and 3 Beacon programs. There are over 2,100 elementary and middle school students who utilize these programs during the school year and summer for recreational and educational enrichment, which they would otherwise be unable to access or afford.

However, the proposed RFP for COMPASS and SONYC programs should include increased funding per student, so our young people can participate in additional activities and enhancements, such as trips to cultural institutions and entertainers, as well as access to STEM and Literacy subcontractors who provide additional options for educational enhancement. In addition, this funding will allow us to enhance our academic curriculum in the areas of reading, math and other core subjects, and establish methods to track homework completion and academic growth. Equally important will be our ability to expand opportunities related to the social and emotional growth for our participants, expand our community partnerships and the professional development of our staff, and allow for more quantitative evaluation of how our programs and activities impact youth.

An increase in funding means that these programs would move beyond the provision of safe space for the children of working parents to programs that positively impact the trajectory of participants' educational performance and attainment. Thus, investing in these programs means not only investing in our participants, but also investing in our city's future.

I thank you for this opportunity to speak on what additional funding would mean to our programs, our participants and our future.

could allow participants time to complete requirements such as interviews, background checks, physicals, etc. before the start of the program. Participants enrolled close to the SYEP start date have difficulty completing these items without losing out on hours. This window would also allow worksites to have an official roster before the start of the program. Worksites that receive placements on a rolling basis face challenges with scheduling and task allocation.

While UAU agrees with the aforementioned propositions, we have concerns in other areas as follows:

Overall, the Price Per Participant (PPP) is too low and the stated range is not specific enough for each service option. \$325 has been the rate for the traditional YY and OY model since the 2008 RFP, after rising from \$300 in the 2004 RFP. While the PPP should inherently be indexed for inflation, the need for increased funding is made more urgent by the increased demands proposed in this concept paper.

YY:

The most conspicuous change to the younger youth model is the shift to a stipend model of compensation. This is problematic for several reasons. Firstly, a fixed rate of pay does not provide the flexibility needed to accurately compensate participants, as the hours participants work will inevitably fluctuate. This fails to reflect the style of compensation participants will experience in future jobs, which is something youth should be exposed to.

It is also unclear when participants will receive this pay. Many participants and families, especially youth with disabilities and those considered “vulnerable,” depend on this compensation and cannot afford to wait to receive it. To that

point, the significant pay cut that comes with this model would be detrimental to individuals and families who rely on this income. This pay cut will likely deter participants from pursuing SYEP as they may feel they can earn a higher wage elsewhere.

UAU does not disagree with the city's vision to expand on the service learning model, but asks the council to acknowledge the funds needed to adequately facilitate it. The proposed 1:25 classroom ratio requires space and administrative costs, and competent staff.

We ask that the council also reconsiders the cut in hours. 15 hours per week is roughly 3 days of work per week, and it would be difficult to keep participants engaged in learning when they are present for less than half of the week. Furthermore, competent staff is essential to the success of service learning, and it would be challenging to attract qualified staff when only 15 hours of work per week is offered.

OY:

It seems unfair to restrict the upper age limit for the older youth model to 21, especially when it remains at 24 for the special initiatives model. Many of the 22-24 year olds we serve are still in college and want to use their summers off productively to earn wages and gain work experience that will make them valuable in their upcoming post-graduation job search. Furthermore, the older segment of the OY population (18-24) in NYC has an unemployment rate three times higher than all other workers.

WLG:

UAU can appreciate the city's vision for "year round sector-focused programs," and asks that this vision manifests by baselining the WLG program. The lack of security surrounding WLG hinders the providers' ability to adequately plan for the program. The experience providers have with year round programming comes in the form of WLG, so we ask for the chance to build on it, rather than change it.

The extended duration of the program allows participants to get fully engrossed in their work experience and teaches them how to balance their commitments. Parent Julie Caduzi, parent of a WLG participant, gave a compelling testimony on how WLG helped shape her son. She said:

"These programs have provided my son with valuable experiences that will guide him through his college years and into the workforce. Through these programs he has received guidance on resume writing, mock interviews, personal finance training, has become a productive member of various teams, and this past summer held an engineering internship! This internship alone will help him tremendously as he looks to apply to Mechanical Engineering programs at various colleges for next fall. It is so important that we give our children these opportunities.

Sector-Focused Approach:

UAU does not disagree with the city's vision to move towards a "sector-focused" approach, but investing in various specialized industries will require additional resources. For example, providers would need to recruit experts in their respective fields to provide or assist with work readiness training for participants. Providers would also need to expand on job development to acquire worksites in each sector.

UAU would like to thank the council for the opportunity to voice our concerns and hope that they are taken into consideration moving forward.

Sincerely

Tatiana Arguello

United Activities Unlimited

SYEP Director

RE: Youth Services Committee Hearing Oversight - DYCD Programs (SYEP, COMPASS NYC & SONYC)

Thank you for inviting me to testify at the hearing on - *"Youth Services Committee Hearing Oversight - DYCD Programs (SYEP, COMPASS NYC & SONYC)" on Tuesday, October 9, 2018 at 10:00 A.M. in the Committee Room, City Hall. I would be delighted to attend and testify as well.*

As you know 18 years ago I founded the "Harlem Children Society" in my Laboratories at Memorial Sloan Kettering Cancer Center - for various After-school Programs in STEM Research and Careers for Under-resourced and Underserved students City-wide - in all Burroughs of NYC - mostly from the NYC Public Schools and Undergraduates - who have gone through our High school program.

I believe that we have considerable experience in this filed - especially for the *Youth from the Public School system - focussed more on the under-served and under-resourced students and their families - training them in STEM (Science, Technology, Engineering, and Math) & Allied fields. Over 3,000 students from over 500 schools have gone through our programs in the last 15 years*, since I founded the 'Harlem Children Society' (HCS) in my laboratory at Memorial Sloan Kettering Cancer Center. This **Hands-on Training program typical starts at grades 9-12 (although we have started with lower grades as well), and continue this process - where they are still in the program in the under-graduate and graduate schools. We follow our students through till adulthood.**

Even though, almost all of our students are below poverty and many in extreme dire situations at home - with the training they receive, including the format of interacting with the diverse population - prepares them for college & University retention and increase their career prospects. Over 20% of the students go on to Ivy League Colleges. And over the years, 100% have remained in college at different stages, with 80% still in STEM filed. Many already are doctors, engineers and other professionals - and have started their own giving-back! I believe that this cultural engagement in this high-end STEM programs - prepares them in college and much after that in their professional careers and help in assimilating themselves in the mosaic of our society - and be productive citizens of our communities!

I strongly believe that support by the city of such programs would go far in keeping our city competitive and retain skills and minds - preparing ourselves for the 21st century.

You may know more of our programs

at: <http://www.harlemchildrensociety.org> and <http://www.harlemchildrensociety.info>

I am looking forward to sharing our experiences and contribute to the growth of our communities, city and country.

Feel free to contact me on my cell at 646-643-8543 anytime.

Warm regards,

Dr. Sat Bhattacharya

Dr. Sat Bhattacharya

M.S., M.Sc., MD DCS, PhD, FRMS (Oxford),

Founder, President & CEO,

Harlem Children Society,

Web: www.HarlemChildrenSociety.org

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New York City, U.S.A.

President,

Sigma Xi Scientific Research Society,

Rockefeller University Chapter, New York, U.S.A.

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Founder, President & CEO

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Member

The National Press Club, Washington, DC

Co-Founder, President

Indo-Latin American & African Association of Film Makers (ILAAFM)

New York, New York, U.S.A. & Coonoor, Tamil Nadu, India

Web: www.ILAAFM.org

T.V. Executive Producer & Director, & Host,

Dr. Sat's Science & Society Show:

...Of Mice, Cows, Bees & Butterflies,

...Of Mixed Reality, Artificial Intelligence & Quantum Computing

...Of Nanotechnology, Internet of Things (IoT), Robotics, Autonomous Vehicles & 3D Printing,

...Of Biodiversity, Smart Urbural Environs, Water, Land & Air Resources, And Space Technologies

...Of Ethics & Moral Issues

AND

. . . Addressing UN SDG Goals with:

*Fourth Industrial & Emerging Technologies AND Knowledge-based Economy. .
. Engaging Grassroots Organizations, Schools, Universities, Institutes & Individuals;
Constitutional Governments & Businesses, and Financial & Investment Firms ...Fostering
Entrepreneurship & collaboration worldwide....*

Manhattan Neighborhood Network,

New York, NY, USA



WE are also proud to share with you some recent PRESS in MEDIA on the work we do:

* “Future Scientists On Display ”, **New York Times**, 2011: <http://www.nytimes.com/schoolbook/2011/10/03/future-scientists-on-display/?scp=1&sq=Future%20scientists%20on%20display%20and%20harlem&st=cse>

* “Young Scientists On Display in Harlem on Saturday”, **Fox News**, 2011:

http://www.myfoxny.com//dpp/news/local_news/young-scientists-on-display-in-harlem-on-saturday-20111001-gjw

* “Spotlight Nonprofit: Bringing Scientists and Low-income Students together to create a New Future”, **Latina News**, 2011:

http://www.latinalista.net/mediacasts/2011/06/harlem_childrens_society.html

* “Science Parade: Young Scientists Gather for Harlem Street Fair: Dr. Sat Bhattacharya says Programs like these need to be Supported for America to be Competitive in the Global Workforce”, **New York 1 News** 2011: <http://www.ny1.com/>

* “Cancer Scientist Brings Science to the Streets in Harlem”, **Desi Talk News** 2011: <http://www.epapergallery.com/DesiTalkNewYork/7Oct2011/Enlarge/page12.html>

* “Getting NYC Teens into Science”, **WYNC News**, 2010:

<http://beta.wnyc.org/articles/wnyc-news/2010/jul/19/getting-nyc-teens-science/>

* “The Science of Dr. Sat”, **The Responsibility Project**, **New Times Reporter**, 2010:

<http://www.responsibilityproject.com/reporting/the-science-of-dr-sat#fbid=aJi6kkFbFen>

* “Bio-Med Program Helps Mentor Young Minds”, **New York 1 News**, 2010: <http://www.ny1.com/content/122345/bio-med-program-helps-mentor-young-minds?ap=1&MP4>

* “Worms May Hold Clues to Neurological Disorders”, **National Science Foundation (NSF) News**, 2010:

<http://www.livescience.com/health/motor-neuron-disease-worms-100910.html>

* “Taking Science into the Streets”, **United Nations (IPS) News**, 2010: <http://www.ipsnews.net/news.asp?idnews=52121>

* “Harlem Hearts Science”, **Science Cheerleader**, 2010: <http://www.sciencecheerleader.com/2010/09/harlem-hearts-science/>

* “Worms May Hold Clues to Neurological Disorders”, **Harlem World**, 2010:

<http://harlemworldblog.wordpress.com/2010/09/23/worms-may-hold-clues-to-disorders-in-harlem/>

* “The Harlem Science Renaissance,” **Scientific American**, 2010:

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* “Med Student will come back and help her Staten Island Community”, **Staten Island News.com**,

2009: http://www.silive.com/northshore/index.ssf/2009/10/med_student_will_come_back_and.ht ml

* “Harlem Children Society Searches for the Einstein of the Bronx” – **The New York Sun**; 2008:

<http://www.nysun.com/new-york/harlem-children-society-searches-for-the-einstein/81123/>

* “From the Streets to the Science Lab: The program has produced Future Scientists” – **National Science Teachers Association (NSTA)**, 2008:

<http://harlemchildrensociety.org/misc/pr/NSTA%20Report-A-Oct1-2008-USE.pdf>

* “Harlem Children Society & Dr. Sat Bhattacharya Score an “A”” – **Education Update**, 2008: <http://harlemchildrensociety.org/misc/Education%20Update%20Combination-Aug13-2008.pdf>

* **New York Academy of Sciences (NYAS) Archie Lacey Award to Dr. Sat Bhattacharya for making strides in Advancing Minority Student participation in the Sciences:**

<http://harlemchildrensociety.org/hcs-founder-president--ceo/hcs-founder/new-york-academy-of-sciences-awards-45-1.html>

* **Daily News: Dr. Sat Bhattacharya among ’50 Unsung New York Heroes”: The Doctor is in touch** (*In a special Thanksgiving tribute to salute those who make New York City a better place to live*):

<http://www.harlemchildrensociety.org/misc/dailyNews.pdf>

INTERNATIONAL NEWS:

* **The Indian Express, 2012: “One-man Army promoting science among poor kids”:**

<http://harlemchildrensociety.org/images/pdfs/1-Indian-Express-Tri-State-Newsline-One-Man-Army-Promoting-Science-Among-Poor-Kids-July20-2012.pdf>

* **The Hindu, 2012: “One-man Army promoting science among poor kids”:**

<http://harlemchildrensociety.org/images/pdfs/1-Indian-Express-Tri-State-Newsline-One-Man-Army-Promoting-Science-Among-Poor-Kids-July20-2012.pdf>

*** NDTV News, 2012: “Indian Origin Researcher Promotes Science Among Poor kids”:**

<http://www.ndtv.com/article/world/indian-origin-researcher-promotes-science-among-poor-us-kids-244648>

*** The Hindu, 2012: “Indian Origin Researcher Promotes Science Among Poor kids”:**

<http://www.thehindu.com/todays-paper/tp-in-school/article3655464.ece>

*** IndoLink, 2012: “In Harlem, an Indian Initiative”:**

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*** The Pioneer, 2012: “Indian Origin Researcher Promotes Science Among Poor kids”:**

<http://www.dailypioneer.com/home/online-channel/396-india-abroad/81534-indian-origin-researcher-promotes-science-among-poor-us-kids.html>

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PUNJAB NEWS:

*** Hindustan Times, 2011: “Govt ropes in US academy for education reform”:**

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*** The Tribune, 2011: “New York Society to Launch Science, Tech Projects”:**

<http://www.tribuneindia.com/2011/20110120/punjab.htm#>

*** Punjab Star News, 2011: “Govt Ropes in US Academy for Education Reform”:** <http://www.punjabstarnews.com/Chandigarh/Govt-Ropes-In-US-Academy-for-Education-Reform.html>

*** Punjab News, Punjab Latest News, Chandigarh News, 2011: “Govt Ropes in US Academy for Education Reform”:**

<http://punjabnews.org/chandigarh-news-govt-ropes-in-us-academy-for-education-reform.html/>

*** Doaba Headlines, 2011: “Quality Education need of the hour, says Badal”:** <http://www.doabaheadlines.co.in/story/8733>

BENGAL NEWS:

*** Kalantar, 2011: “A Convention of Jute Farmers, Potters, Artisans & Artists: A Dialogue with Science & Society”:**

Bengali: http://www.asciencesociety.org/images/kalantar_9nov.jpg

Translation: http://www.asciencesociety.org/kalantar_9nov.html

*** Dainik Statesman, 2011: “Convention of Jute Farmers, Potters, Artisans & Artists: A Dialogue with Science & Society”:**

Bengali: http://www.asciencesociety.org/images/dainik_statesman_25nov.jpg

Translation: http://www.asciencesociety.org/dainik_statesman_25nov.html

*** Sambad Pratidin, 2011: “Convention of Handicraft Artisans”:**

Bengali: http://www.asciencesociety.org/images/sambad_pratidin_nov7.jpg

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*** The Statesman, 2011: “Employment Opportunities for the New Generation”:**

Bengali: <http://asciencesociety.org/images/b3.jpeg>

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*** Duranta Barta, 2011: “Harlem Children Society’s Innovative Planning”:**

Bengali: <http://asciencesociety.org/images/b2.jpg>

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Translation: <http://asciencesociety.org/images/b1.jpeg>

*** Sambad Prabah, 2011: “Harlem Children Society”:**

Bengali: <http://asciencesociety.org/sambad.html>

Translation: <http://asciencesociety.org/images/b4.jpeg>

Recent Recognitions of HCS Programs from Government: State/ Congress/ Governor/ City Council Bodies:

*** “New York State Senate Majority Leader, Dean Skelos Proclamation:**

<http://harlemchildrensociety.org/images/stories/3-Senator-Dean-Skelos-Proclamation-2012-July20-2012.jpg>

* **“New York Senate Proclamation** honoring HCS Programs & Dr. Sat Bhattacharya”:

<http://www.harlemchildrensociety.org/images/hcspress/New+York+State+Senate+Proclamation+for+HCS.jpg>

* **“New York State Assembly Citation** honoring HCS Programs & Dr. Sat Bhattacharya”

<http://www.harlemchildrensociety.org/images/stories/proclamationnycassemblyfelixortiz.jpg>

* **“New York City Mayor Proclamations** honoring HCS Programs & Dr. Sat Bhattacharya”

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<http://harlemchildrensociety.org/featured-news/highlights/featured-news/highlights/new-york-city-mayor-recognises-hcs-and-dr-sat-992.html>

* **“New York City Council Proclamation** honoring HCS Programs & Dr. Sat Bhattacharya”

<http://harlemchildrensociety.org/images/stories/proclamation-2-oct8-20.jpg>

* **“New York State Senator Liz Krueger Proclamation** honoring HCS Programs & Dr. Sat Bhattacharya”

<http://www.harlemchildrensociety.org/images/stories/proclamationsenatorlizkrueger.jpg>

* **“New York State Senator Ruth Hassel Proclamation** honoring HCS Programs & Dr. Sat Bhattacharya”

<http://www.harlemchildrensociety.org/images/stories/senatorruthhassell-page1.jpg>

<http://www.harlemchildrensociety.org/images/stories/senatorruthhassell-page2.jpg>

* **“New York State Governor Patterson honoring HCS Programs & Dr. Sat Bhattacharya”**

<http://harlemchildrensociety.org/images/stories/governor%20petersons%20letter-oct8-2010.pdf>

* **“New York State Senate Majority Leader, Dean Skelos Support Letters:**

<http://harlemchildrensociety.org/images/pdfs/4-Senator-Dean-Skelos-Support-Letter-July20-2012.pdf>

<http://harlemchildrensociety.org/images/stories/ny%20senator%20dean%20skelos%20letter%20of%20support-sept22-2011.pdf>

* **“New York State Senator Liz Krueger Support Letter:**

<http://harlemchildrensociety.org/images/stories/lettersenatorluzkrueger-oct11-2011.pdf>

* **“U.S. Congressman Hansen Clarke Support Letter:**

<http://harlemchildrensociety.org/images/pdfs/1-Congressman-Hansen-Clarke-July20-2012.pdf>

* **“U.S. Congressman Charlie Rangel Support Letters:**

<http://harlemchildrensociety.org/images/pdfs/2-Congressman-Charlie-Rangel-Support-Letter-July20-2012.pdf>

<http://harlemchildrensociety.org/images/stories/congressman%20charlie%20rangel%5C%27s%20letter-oct8-2010.pdf>

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Jackie Bravo

Address: _____

I represent: YMCA

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 10/11/2018

(PLEASE PRINT)

Name: Faith Behum

Address: _____

I represent: USA Federation

Address: 130 E. 59th Street

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 10/11/18

(PLEASE PRINT)

Name: Adjoa Gbifa

Address: 11154 179th St. Jamaica, NY 11433

I represent: Co-Guardian Community College

Address: 3110 Thompson Avenue, Suite 1101

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: ANDRE WHITE, ASSOC COMM

Address: _____

I represent: DYCD

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Susan Haskell, Deputy Comm

Address: _____

I represent: DYCD

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. @ DYCD Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: FRED WATTS

Address: _____

I represent: POUCE ATHLETIC LEAGUE

Address: _____

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. SHEP Conception Res. No. _____

☐ in favor ☒ in opposition

Date: Oct 11, '18

(PLEASE PRINT)

Name: Don OUSTARCHER

Address: 948 E 13 1546 Conception Island Ave 11230

I represent: COJO-ASTHS

Address: 1546 Conception Island Ave 11230

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☒ in opposition

Date: Option one on Concept Paper

(PLEASE PRINT)

Name: Louis Webb

Address: 1523 Ave M, Bklyn.

I represent: COJO Flatbush

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 10/11/2018

(PLEASE PRINT)

Name: Diane Arweiler

Address: 23-16 30th Ave 3rd Floor Astoria NY 11102

I represent: HANAC Youth Services

Address: 23-16 30th Ave 3rd Floor Astoria NY 11102

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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☐ in favor ☐ in opposition

INcrease \$325 to \$400.00 Date: 10/11/2018

(PLEASE PRINT)

Name: Han Laura P. James/Director

Address: 1534 Bedford Ave

I represent: SYEP/WLGP Research Foundation

Address: 1534 Bedford Ave Medgar Evers College

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: David Slutnick

Address: ~~58-20 Little Neck Pkwy~~

I represent: Samuel Field / Central Queens Y

Address: 58-20 Little Neck Pkwy

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Tamar Trot

Address: # 555 Bergen Ave.

I represent: SOMO

Address: 555 Bergen Ave Bx, NY 10455

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
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Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Leydy Avila
Address: 2001 Pershing Ave North Bellmore 11710
I represent: Queens Community House
Address: 108 25 62nd Drive Forest Hills
NY 11375

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☒ in favor ☐ in opposition

Date: 10/11/2018

(PLEASE PRINT)

Name: Johanna Dehler
Address: 253 89 St. Brooklyn, NY 11209
I represent: Mosholu Montefiore Comm Center
Address: 3450 DeKalb Ave., Bronx, NY 10467

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Brian Licata
Address: 278 New Dorp Ave Sny 10306
I represent: UKU
Address: 1000 Richmond Terr Bx 1111
P 3.0 fl

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Gregory A. Allen

Address: _____

I represent: 1000 1st Ave. New York, NY 10022

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Nicole B. Allen

Address: _____

I represent: Jacob R. B. Allen

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Michelle Jackson

Address: 130 East 59th St, NY NY 10022

I represent: Human Services Council

Address: _____

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

SYEP RFP

Date: 10/11/18

(PLEASE PRINT)

Name: Robert Clarke

Address: 335 E 118th St

I represent: EI Barrio's Operation Fightback Inc

Address: 413 E 120th Street Rm 401

◆ Please complete this card and return to the Sergeant-at-Arms ◆

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 10/11/18

(PLEASE PRINT)

Name: Alice Butkin

Address: 14 Wall St Ste 4E

I represent: Citizens' Committee for Children

Address: _____

◆ Please complete this card and return to the Sergeant-at-Arms ◆