

Findings at a Glance

*“Evaluation of the Young Adult Internship Program (YAIP):
Analysis of Existing Participant Data”*

CEO’s Young Adult Internship Program Shows Promise In Engaging Disconnected Youth

The Westat-Metis report, released in July, 2009 is an analysis conducted using existing YAIP participant data to understand characteristics of participants in the program, predictors of internship completion, and predictors of success after the conclusion of the internship.

The report discusses both placement and retention outcomes. Placement (into an unsubsidized job, education program or training program) refers to outcomes immediately post-internship, while retention examines positive outcomes 9 months after internship participation. The data, collected from YAIP’s partner-organizations, concluded that 76% of youth achieved positive placement outcomes and 63% report positive retention outcomes, such as being in school, employed or involved in a training program.

Factors Associated With Positive Outcomes

The Westat-Metis report examined factors which influenced success in both the internship placement and retention period.

There is a correlation between the following program participants’ background and characteristics and positive outcomes:

- Internship attendance (was shown to have the strongest relationship)
- Internship completion
- Being a high school graduate
- Family income and assistance
- Family size
- Sites in Brooklyn, Staten Island or Queens

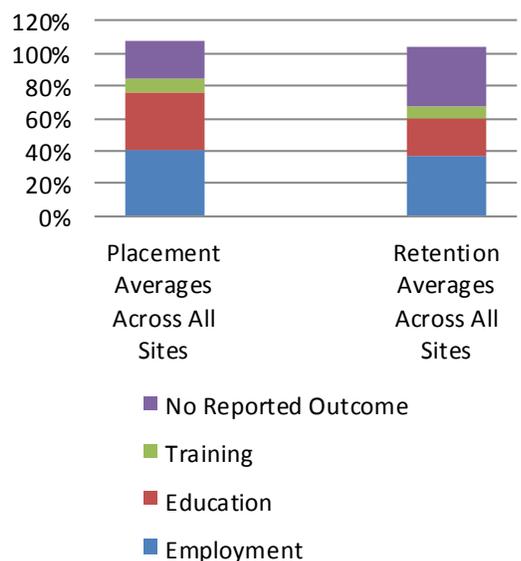
YAIP Program Overview

The Young Adult Internship Program (YAIP) is an innovative employment internship program designed to re-engage youth who are disconnected from school and work. The program is intended to reach young adults who are already equipped with necessary skills to enter the labor market and need only a short-term intervention to connect to sustainable employment or educational and training opportunities to advance their career potential.

YAIP Participants must be: 16-24 years old, reading at a 6th grade level or above, not enrolled in school or working, and living in New York City (with special emphasis on youth living in a CEO-DYCD designated community with a high rate of poverty and high concentrations of disconnected youth).

The program runs for 14 weeks and providers deliver services in 3 phases: Orientation (2-4 weeks), Internship/Education (10-12 weeks) and the Follow-up Phase (up to 9 months later).

Placement and Retention Averages Across All Sites*



*All data cited here, and throughout the report, represent both verified and unverified data. Verified means that the participant has provided documentation proving the outcome. Second, the outcome type figures can add up to more than 100% because participants can have more than one outcome.

A Closer Look at Employment and Educational Outcomes

- Participants who had a high school diploma were more likely to have an educational placement immediately post-internship than those who did not.
- Those who left high school before graduating and those with a High School Equivalency diploma were more likely to be employed post-internship.
- Most education placements were in GED and pre-GED programs. Follow-up with these participants revealed that most education placements evolved into enrollment in a 2 year post-secondary program.

Next Steps

At the end of the evaluation, Westat-Metis had a few key recommendations for providers and the Department of Youth and Community Development, CEO's partner agency which oversees implementation. These recommendations include:

- Concerns about "missing data." Having no data is counted as a negative outcome, which may not necessarily be the case. Therefore, a tracking category of "outcome unknown" and "no placement" would help nuance the results.
- Tracking completion of an education program or receipt of a training certificate to bolster proof of outcomes.
- Providing incentives so that participants bring in their documentation (and thus, data can be verified)

Applying Lessons From YAIP

The demonstrated success of the YAIP model inspired the creation of several robust, youth-targeted, subsidized jobs initiatives, such as:

1. Social Innovation Fund Initiative, **Project Rise (2010)**: a cohort-based initiative that provides educational and employment opportunities to low-income youth who are out of work and school.
2. The expansion of YAIP through the **Young Men's Initiative (2011)**: YAIP was expanded by the Young Men's Initiative, which is an investment of public and private funds to support new programs and policies designed to address disparities between young black and Latino men and their peers.
3. **The Work Progress Program (2012)**: The Work Progress Program (WPP), is a subsidized wage program for low-income young adults enrolled in CBO services. The program responds to the fact that many CBOs serve youth who are out of work and out of school, but do not have the means to employ them or re-engage them in education. WPP fills the gap between services/trainings and real-world work experience.

In addition, YAIP's success is being evaluated through a comparative, national lens. In the Subsidized and Transitional Employment Demonstration (STED) Project, YAIP is one of six programs being evaluated in a federally funded project focused on the effectiveness of innovative subsidized jobs models, sponsored by the Administration for Children and Families in the U.S. Department of Health and Human Services. As part of this study, the research firm MDRC is conducting a random assignment evaluation of YAIP. MDRC's partners in the study are: Decision Information Resources (DIR), Branch Associates, and MEF Associates. An implementation and impact report on YAIP (with 1-year results) is set to release in 2016 along with a final cross-site impact report (with 30-month results) in 2017.

To read the full reports on YAIP, please see *"Evaluation of the Young Adult Internship Program: Analysis of Existing Participant Data"* (http://www.nyc.gov/html/ceo/downloads/pdf/yaip_report_2009.pdf) and *"Westat-Metis Program Review Summary"* (http://www.nyc.gov/html/ceo/downloads/pdf/yaip_prr.pdf) on the CEO website ([nyc.gov/ceo](http://www.nyc.gov/ceo)).