



2017

ANNUAL

SUMMARY

# LADDERS FOR LEADERS

**NYC**

Department of  
Youth & Community  
Development

## About Ladders

Launched in 2006, Ladders for Leaders is a nationally recognized program that offers outstanding high school and college students the opportunity to participate in paid, professional summer internships with leading corporations, non-profit organizations, and government agencies in New York City.

The program has been cited by the U.S. Chamber of Commerce Foundation and the Center for an Urban Future as a model program for connecting qualified youth to professional internships.

## Program Structure



Open to high-achieving NYC students 16-22 years old



Up to thirty hours advanced pre-employment training to prepare youth for interviews with prospective employers



At least six weeks of professional employer-paid internship and educational experience



Six Community Partners: Central Queens YM & YWHA, Chinese-American Planning Council, Fedcap Rehabilitation Services, JCC of Greater Coney Island, PENCIL, and United Activities Unlimited



## 2006

Launch of two pilot programs - CAPITAL and GirlsReach

## 2007

Pilot programs merged to create NYC Ladders for Leaders

## 2009

60 unique employers provided internship opportunities to 174 participants

## 2011

105 interns received partial college scholarships

## 2012

93 unique employers provided internship opportunities to 252 participants

## 2017

A record-breaking 1,855 young adults and 583 unique employers from 17 different industry sectors participated in the program

## 2016

10-year anniversary of Ladders for Leaders and the most successful year to date, with 1,538 participants and 475 participating employers

## 2015

Launch of the Center for Youth Employment to support youth workforce initiatives in NYC, including Ladders for Leaders

## 2014

Partnership formed with Citi Foundation, which resulted in enhanced Financial Empowerment Programming for youth and an increased number of opportunities for Ladders for Leaders

## 2013

The program was contracted to four Community Partners



# Fast Facts & Figures

↑  
**1,855**  
Increase of 21%  
from 2016

  
**PARTICIPANTS**

↑  
**7,990**  
Increase of 31%  
from 2016

  
**APPLICATIONS**

↑  
**583**  
Increase of 23%  
from 2016

  
**WORKSITES**

**31%**  
Received an offer  
to continue  
employment  
after the program

  
**HIRED**





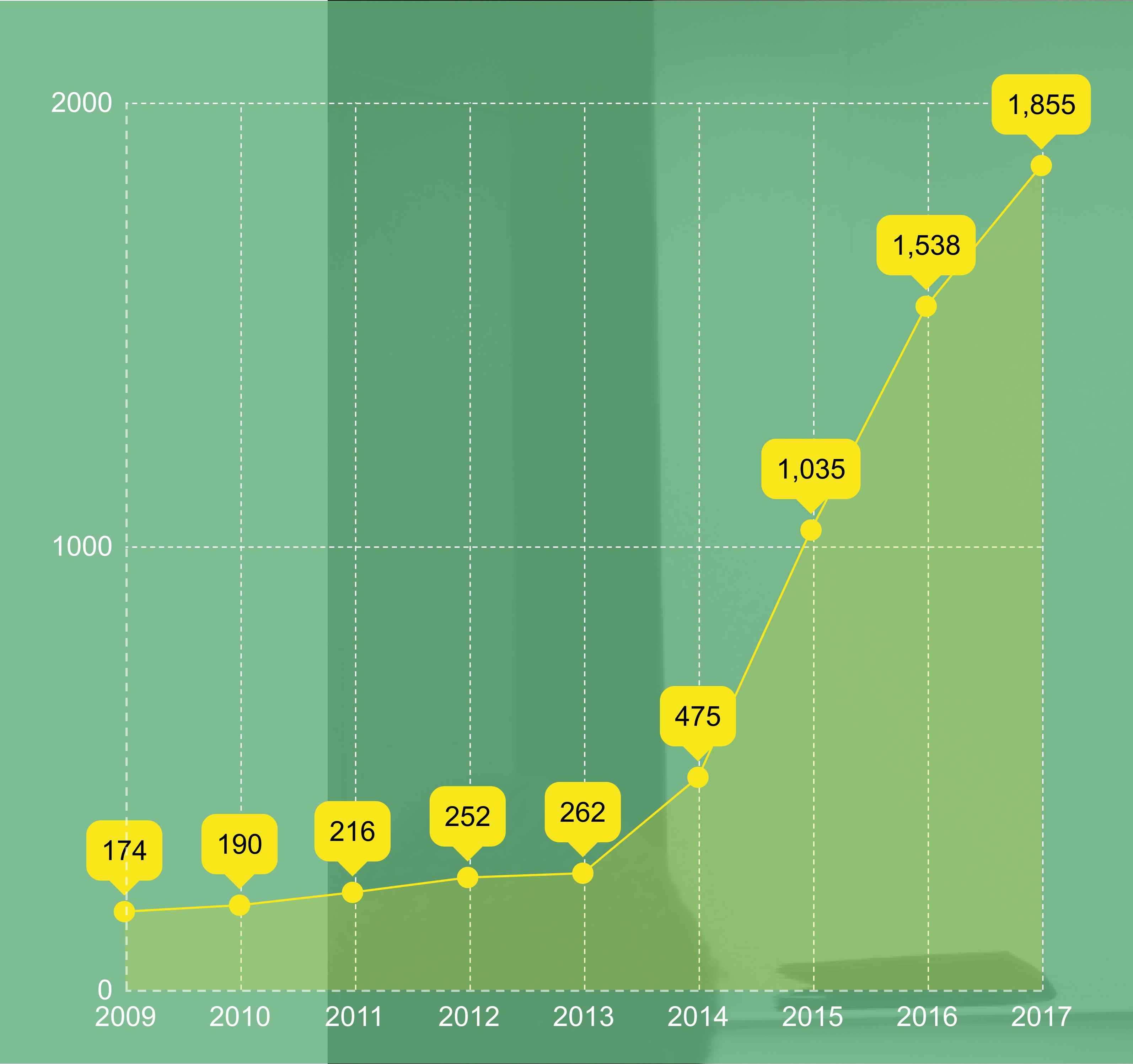


"I'm so proud to have something like Ladders for Leaders in my life, to be able to say that I was in Ladders and got to experience amazing internships where I could grow professionally. **space150** had so much confidence in my intellect and ideas—throughout the summer I felt supported and encouraged to be creative. **Ladders really uplifted me and allowed me to find the confidence in myself that I will need throughout my career.**"

**Aniyah Smith**  
Fashion Institute of  
Technology



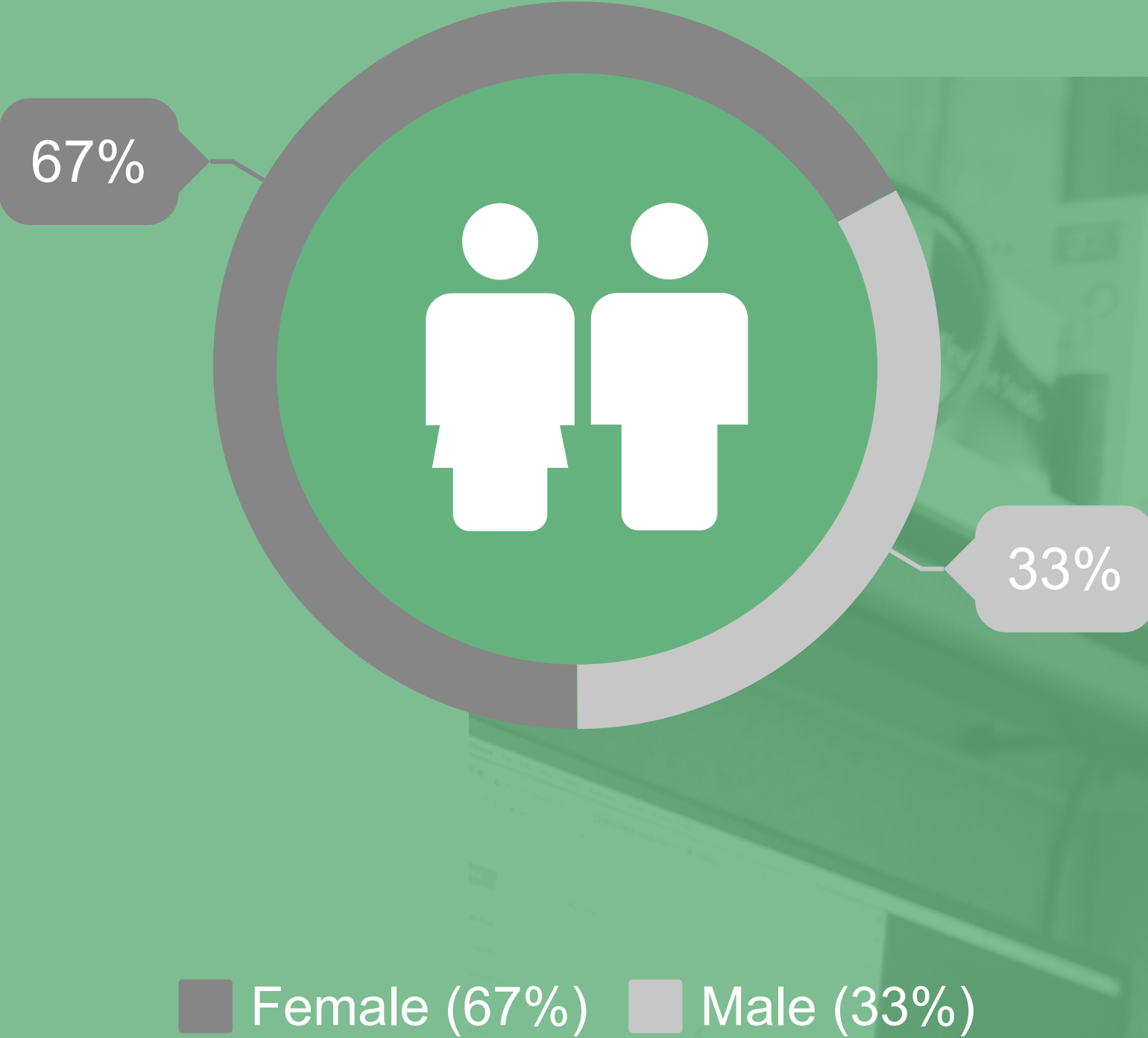
# Historical Enrollment



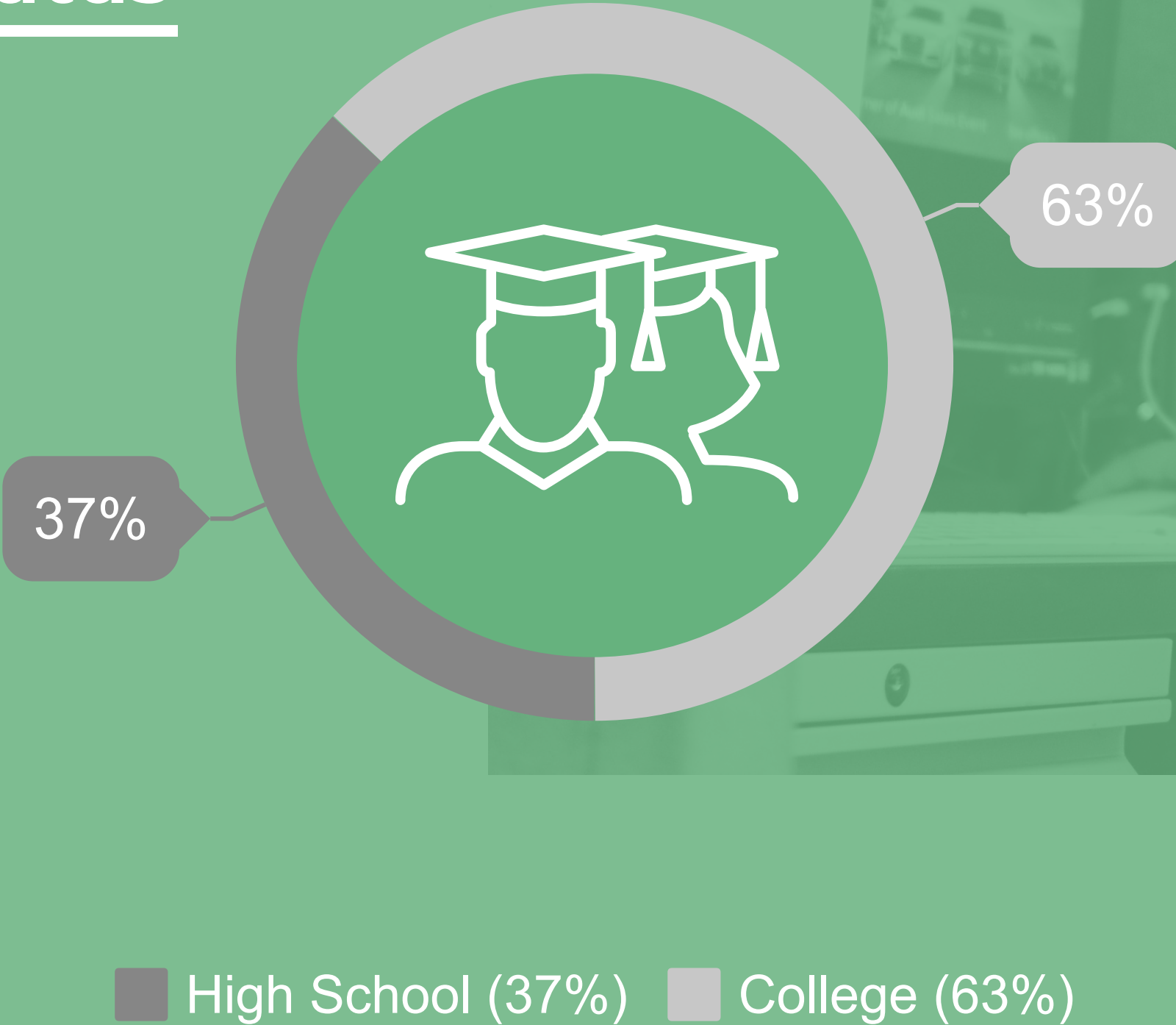


# Enrollment Breakdown

## By Gender



## By Educational Status







"As a recent college graduate, my internship through Ladders for **Leaders** has taught me the skills I need to venture into my job hunt. At **VP Records**, I've found a way to marry my two majors, communications and writing, while learning how to be a professional in the media industry. I've learned that I can work in this industry without giving up my creative pursuits! "

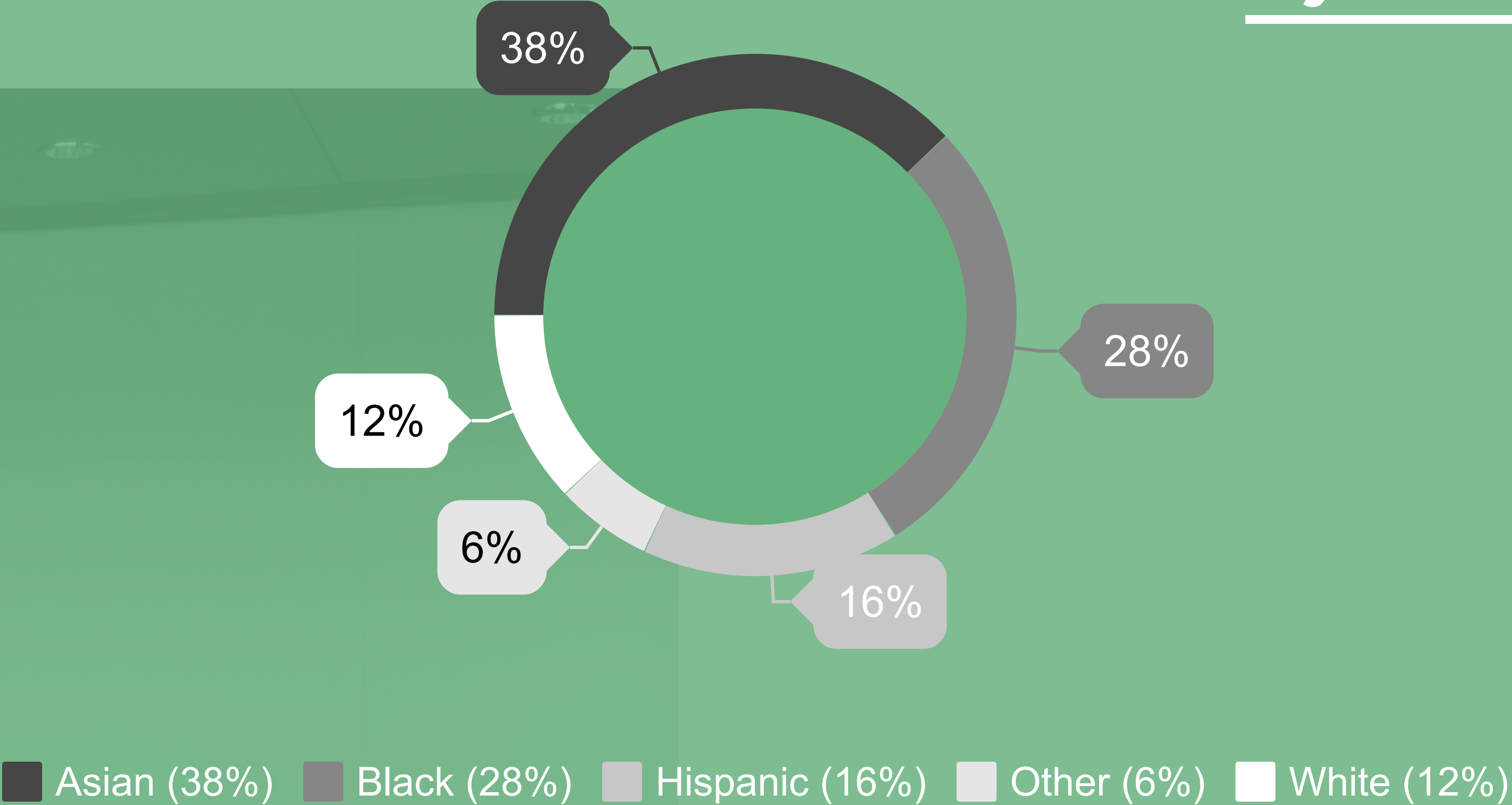
**Steven Prada**  
St. Francis College



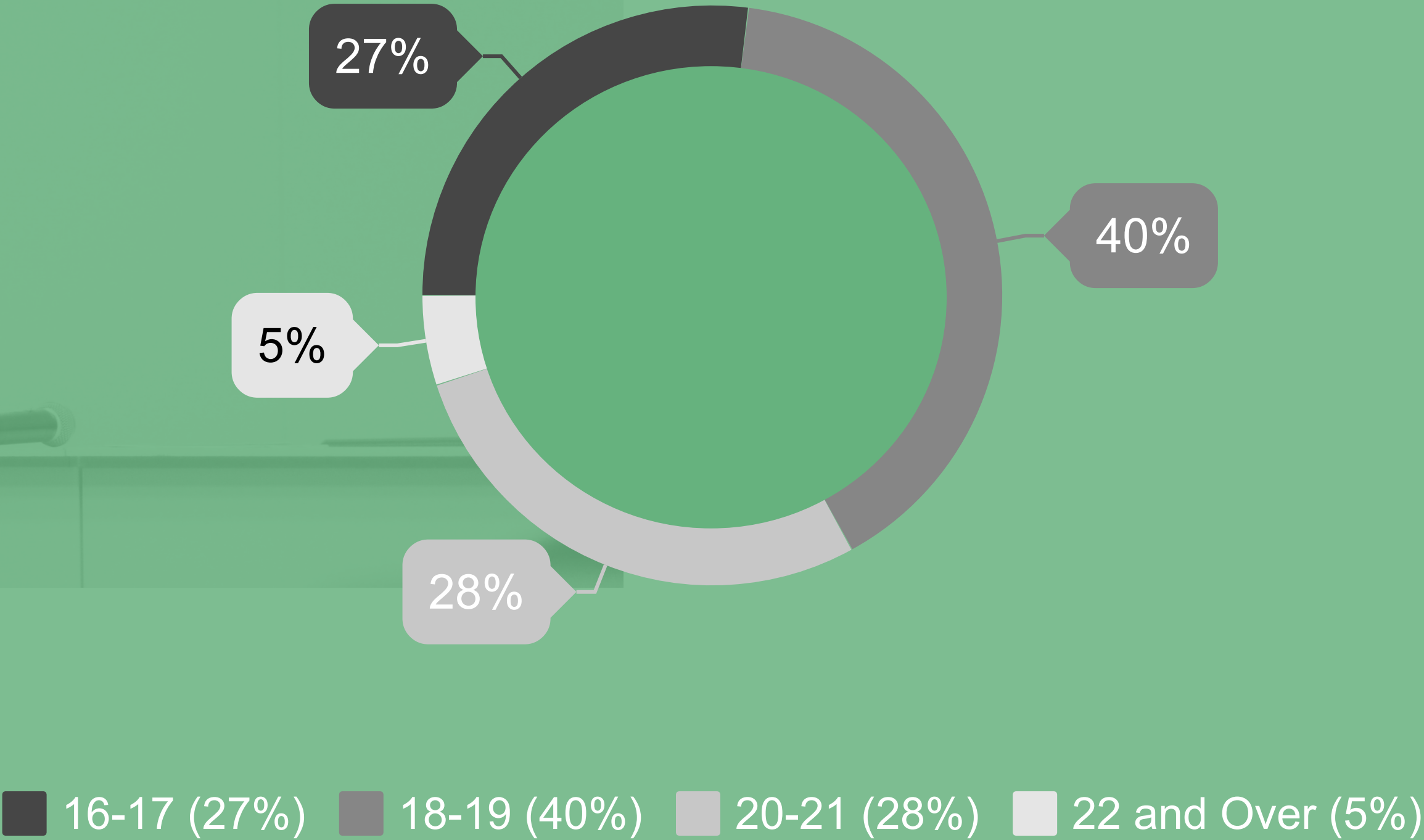
# Enrollment Breakdown



By Ethnicity

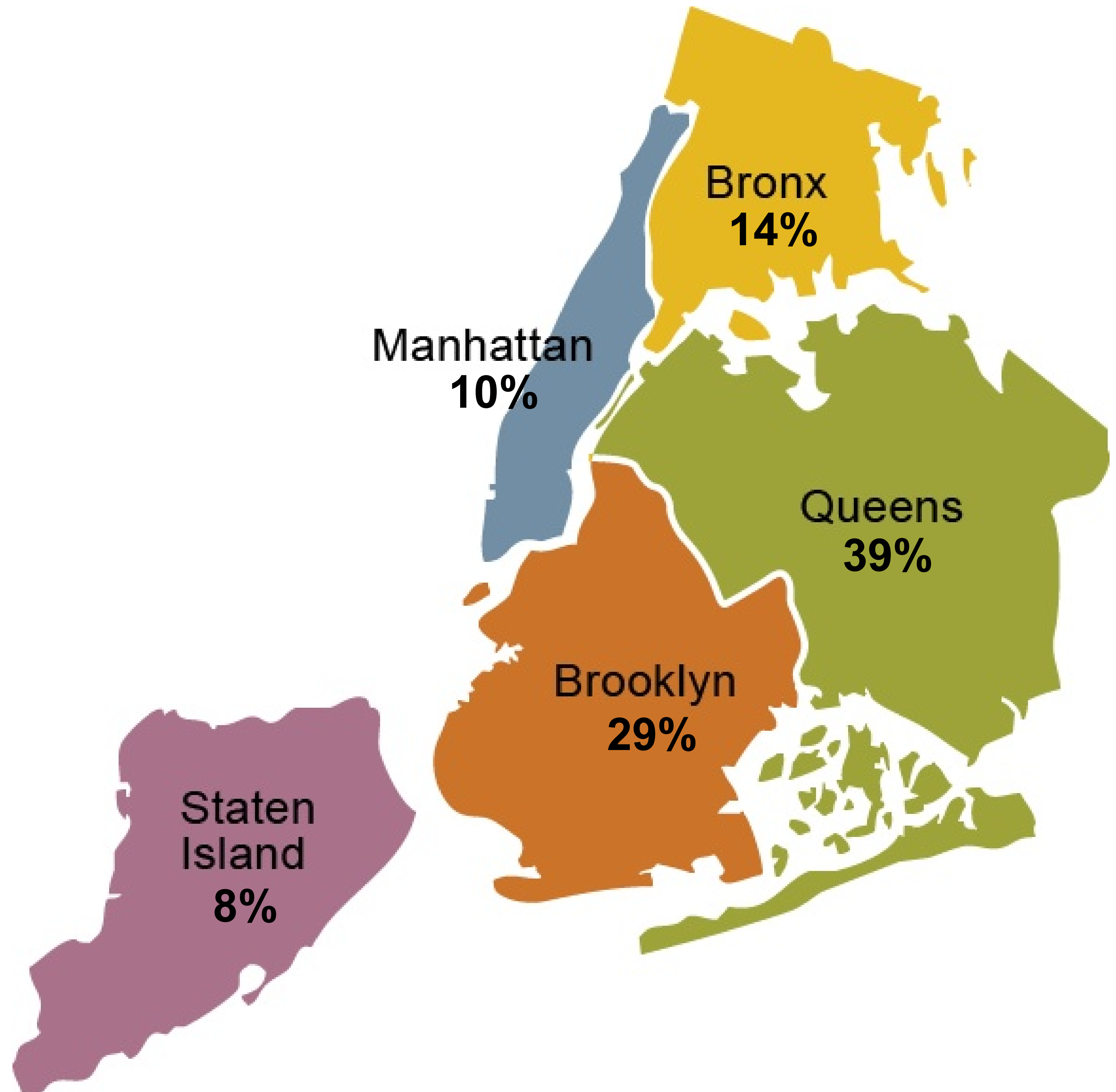


By Age



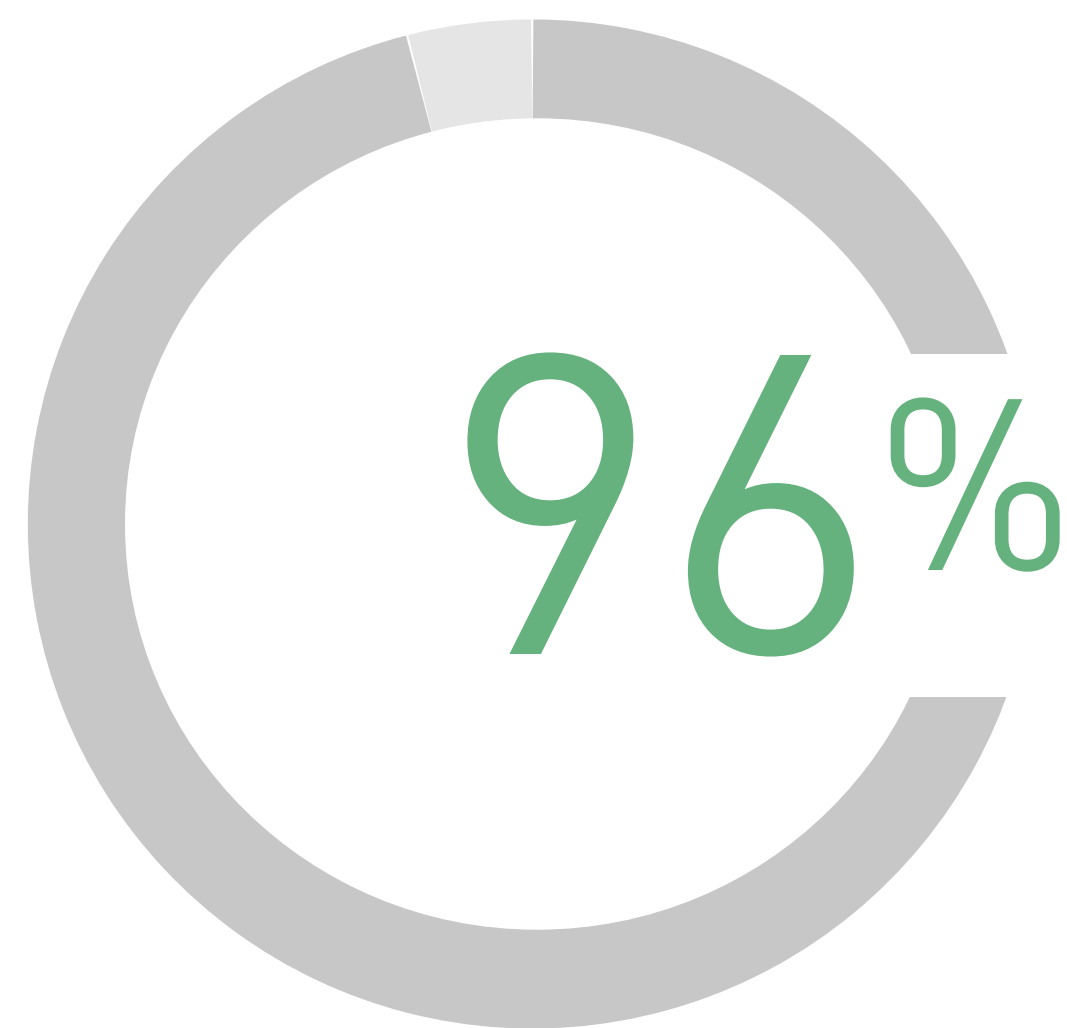
# Enrollment Breakdown

## BY BOROUGH



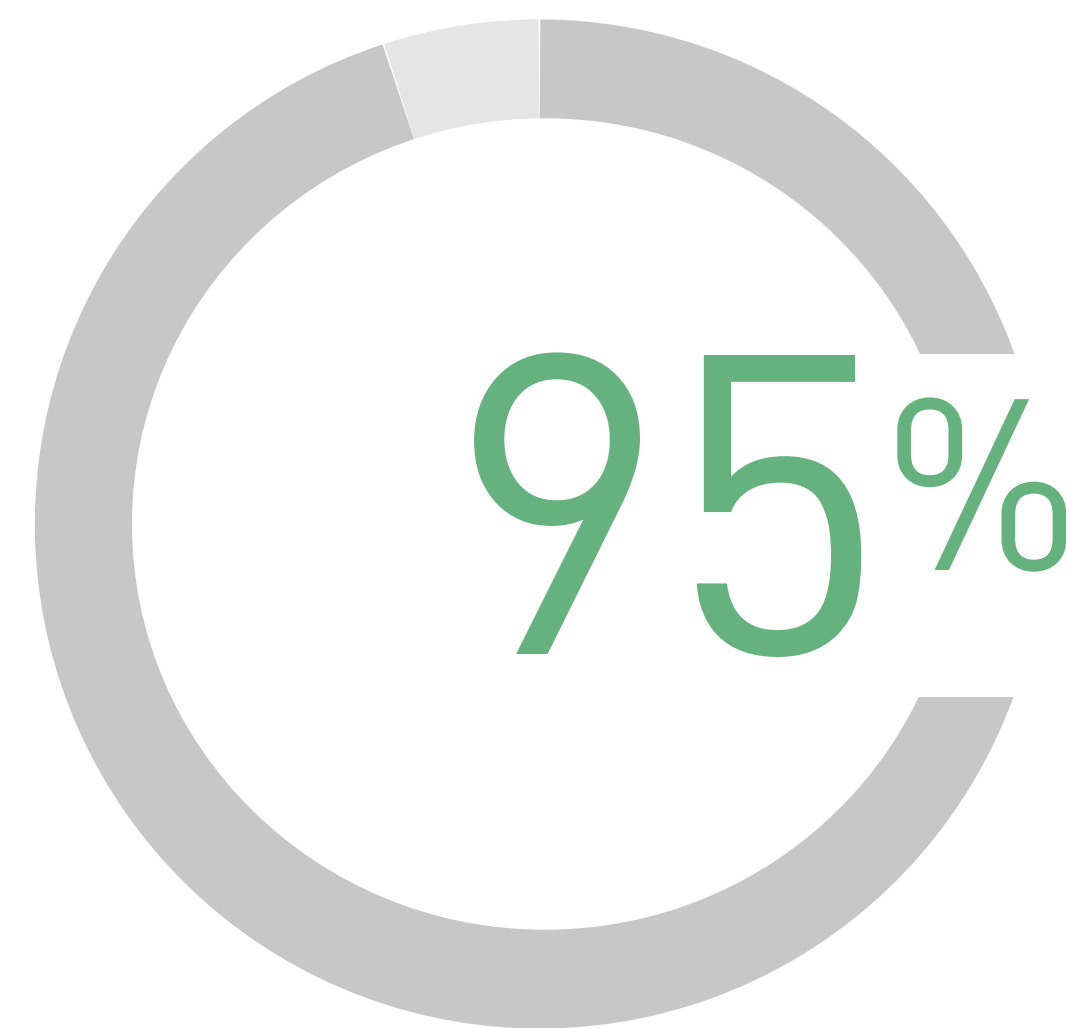


## PARTICIPANT SURVEY RESULTS



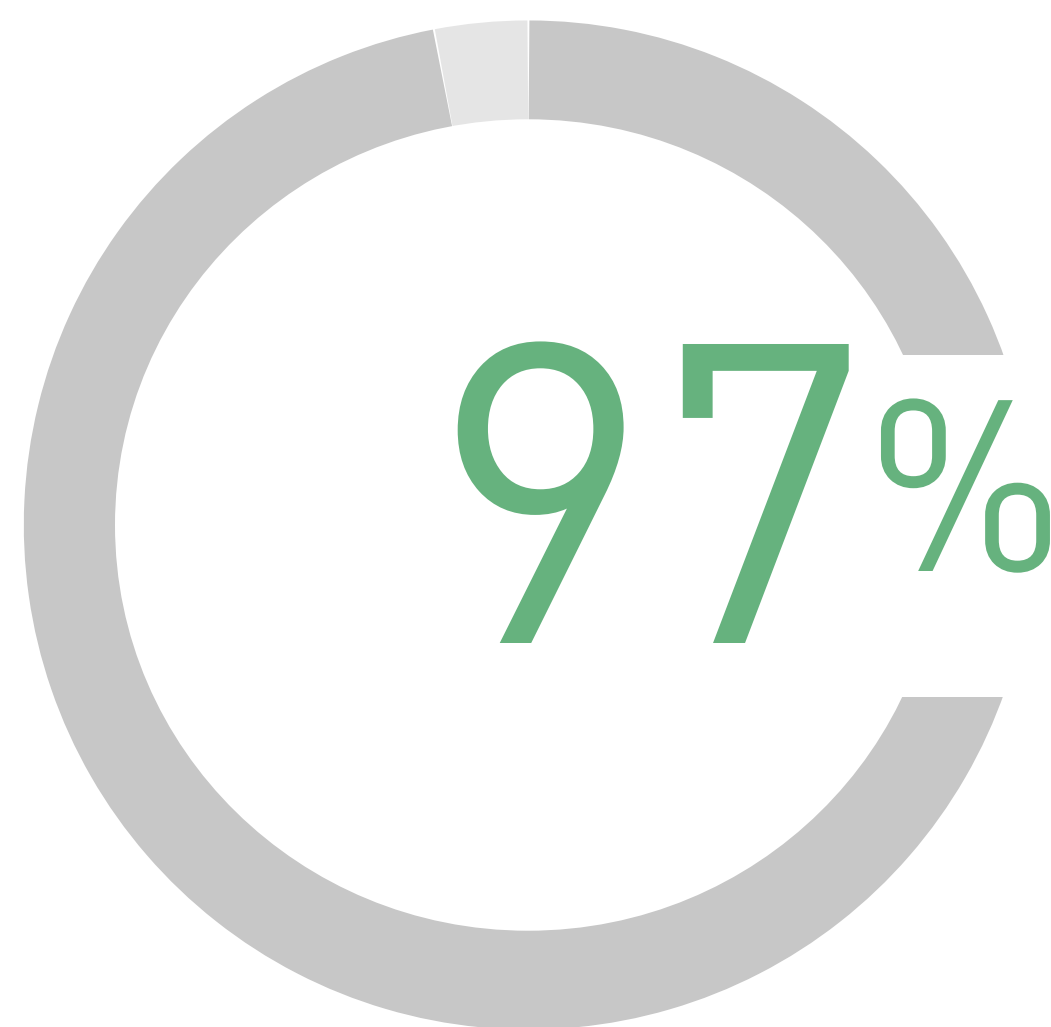
### PROGRAM EXPERIENCE

rated their overall experience  
participating in the program as  
positive



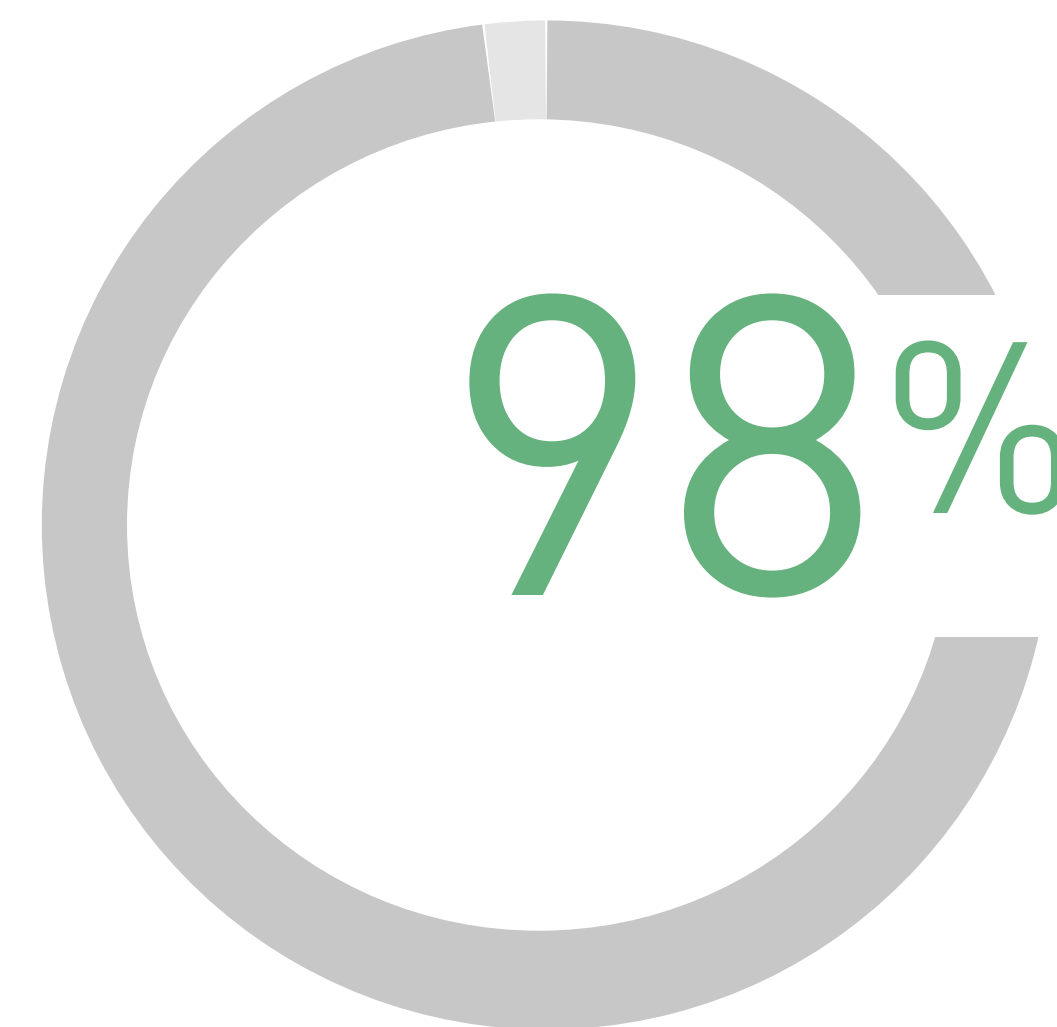
### INTERNSHIP EXPERIENCE

rated their overall experience at their  
internship sites positive



### MOTIVATED

said they are motivated to pursue a  
degree as a result of participating in the  
program



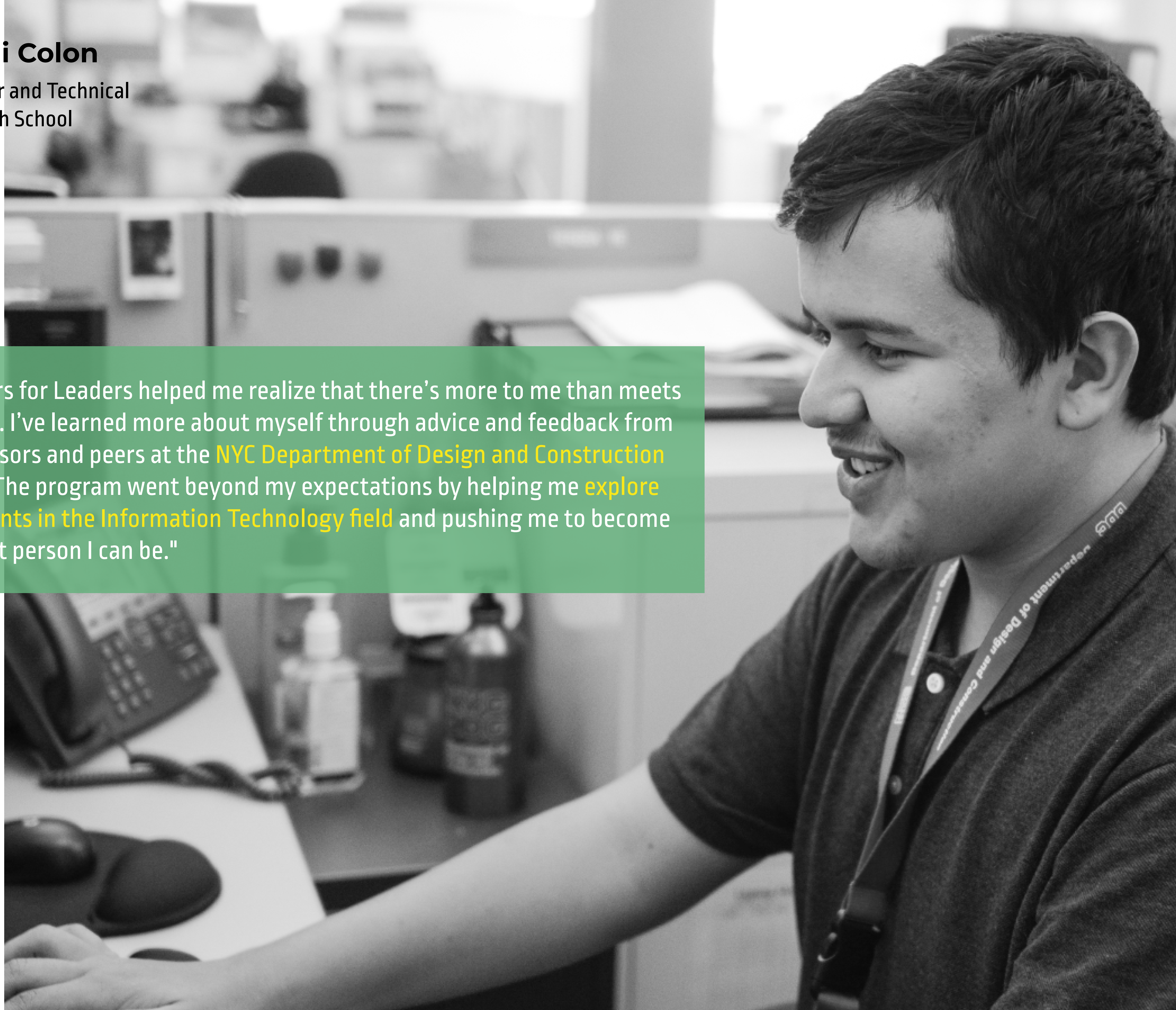
### PREPARED

of youth noted that the pre-  
employment training helped them  
prepare for their summer internships

## Geovanni Colon

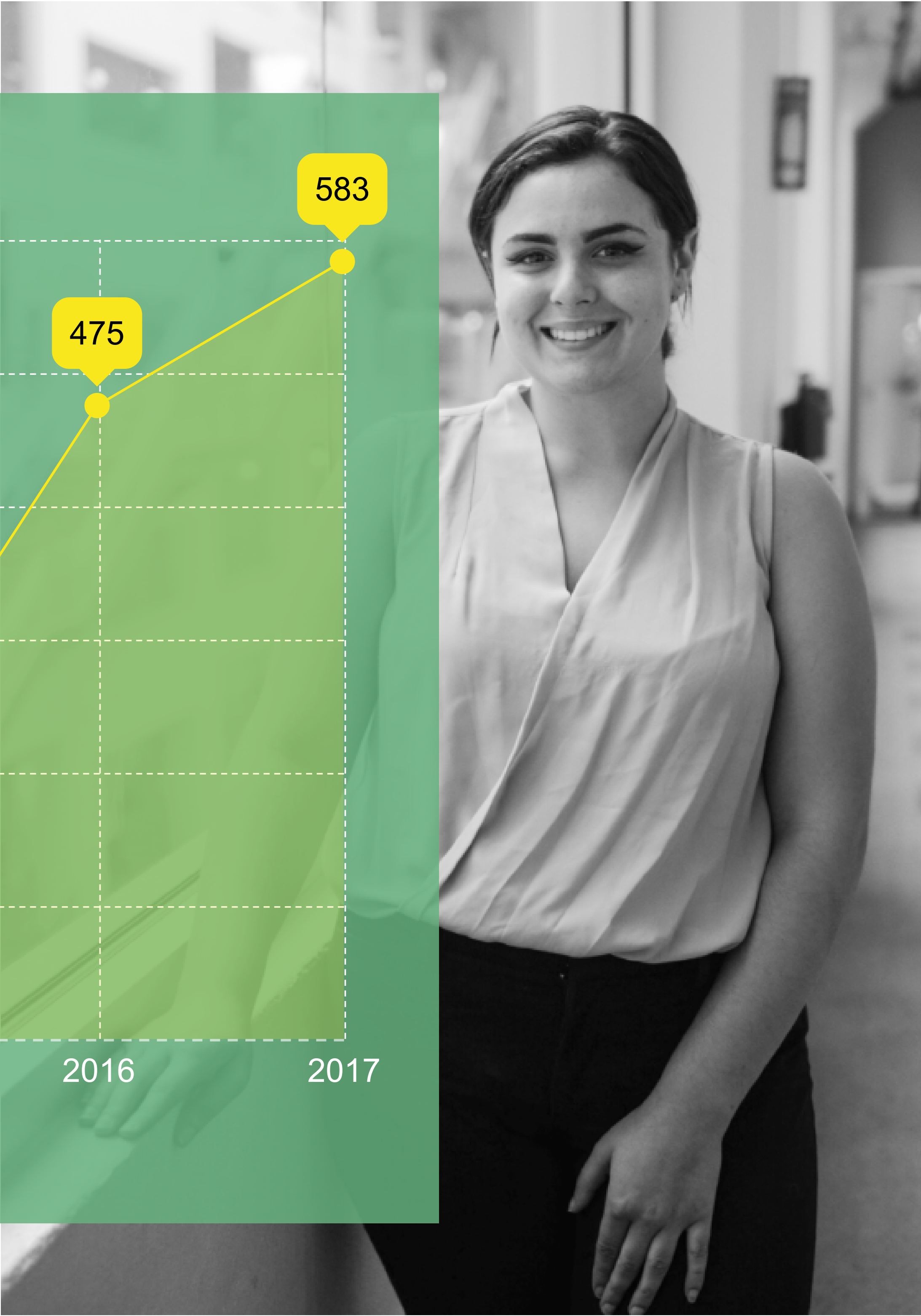
Chelsea Career and Technical  
Education High School

"Ladders for Leaders helped me realize that there's more to me than meets the eye. I've learned more about myself through advice and feedback from supervisors and peers at the **NYC Department of Design and Construction (DDC)**. The program went beyond my expectations by helping me **explore my talents in the Information Technology field** and pushing me to become the best person I can be."

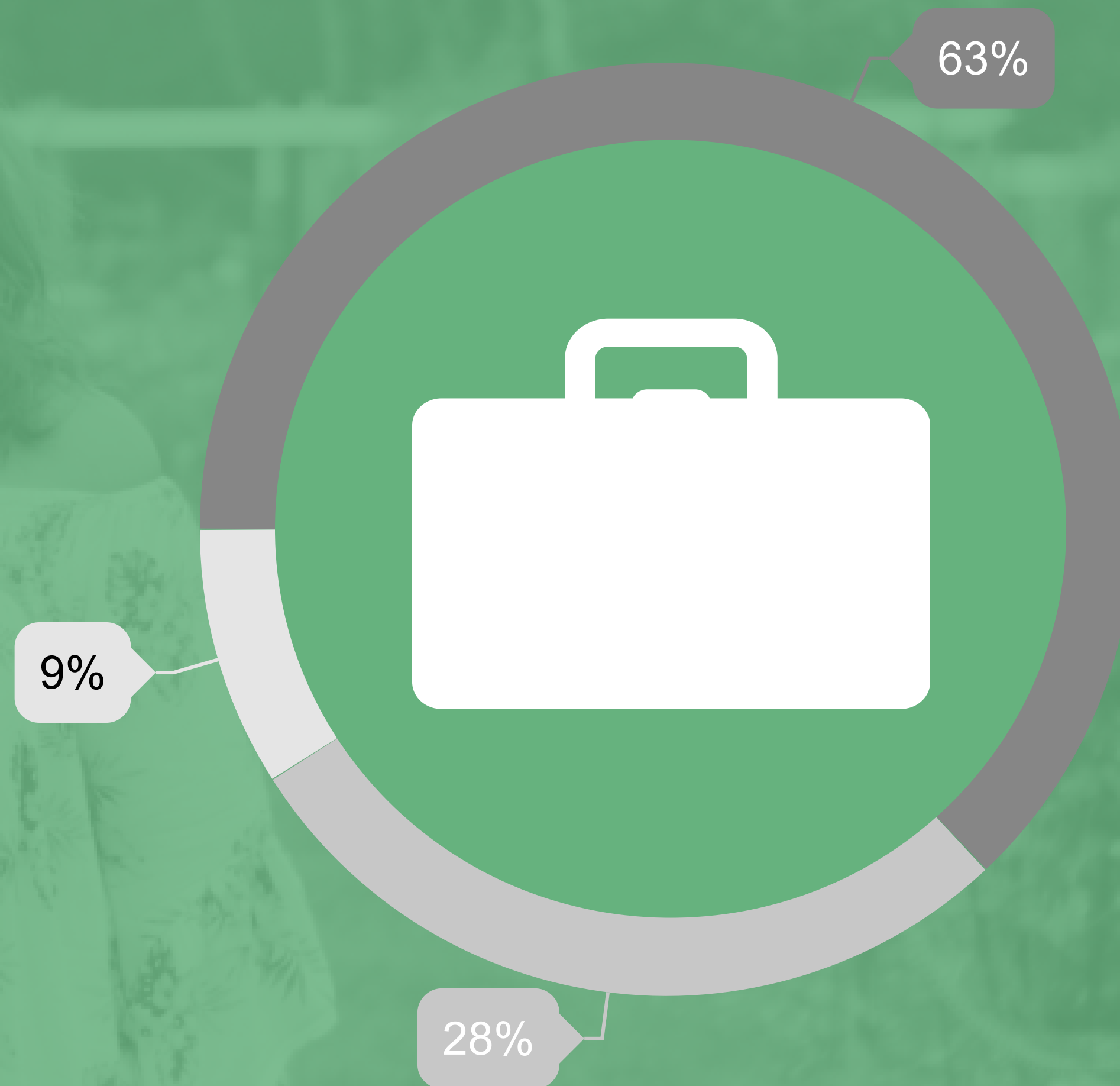




# Employer-Partners



# Internship Sector Breakdown



**PRIVATE**  
**371**

**PUBLIC**  
**51**

**NON-PROFIT**  
**161**

■ PRIVATE (63%) ■ NON-PROFIT (28%) ■ PUBLIC (9%)



# Employer Highlights

## Financial Services

- Bank of America
- JPMorgan Chase
- KPMG

## Technology

- App Nexus
- Grand Central Tech
- Medidata

## Media & Entertainment

- Discovery Communications
- Emmis Communications
- The Shark Group

## Healthcare

- Maimonides Hospital
- Mount Sinai Hospital
- NYC Health + Hospitals

## Real Estate

- Jack Resnick+Sons
- Rudin Management
- Tishman Speyer

## Fashion

- Coach
- Cynthia Rowley
- Nicholas K





“Working with Ladders for Leaders has been an enriching experience. We value the partnerships and relationships we’ve built and have been highly impressed with the quality of students presented to us. **These students are motivated, driven and enthusiastic individuals ready to accomplish** any tasks put in front of them with a positive attitude.”

**Discovery Communications**

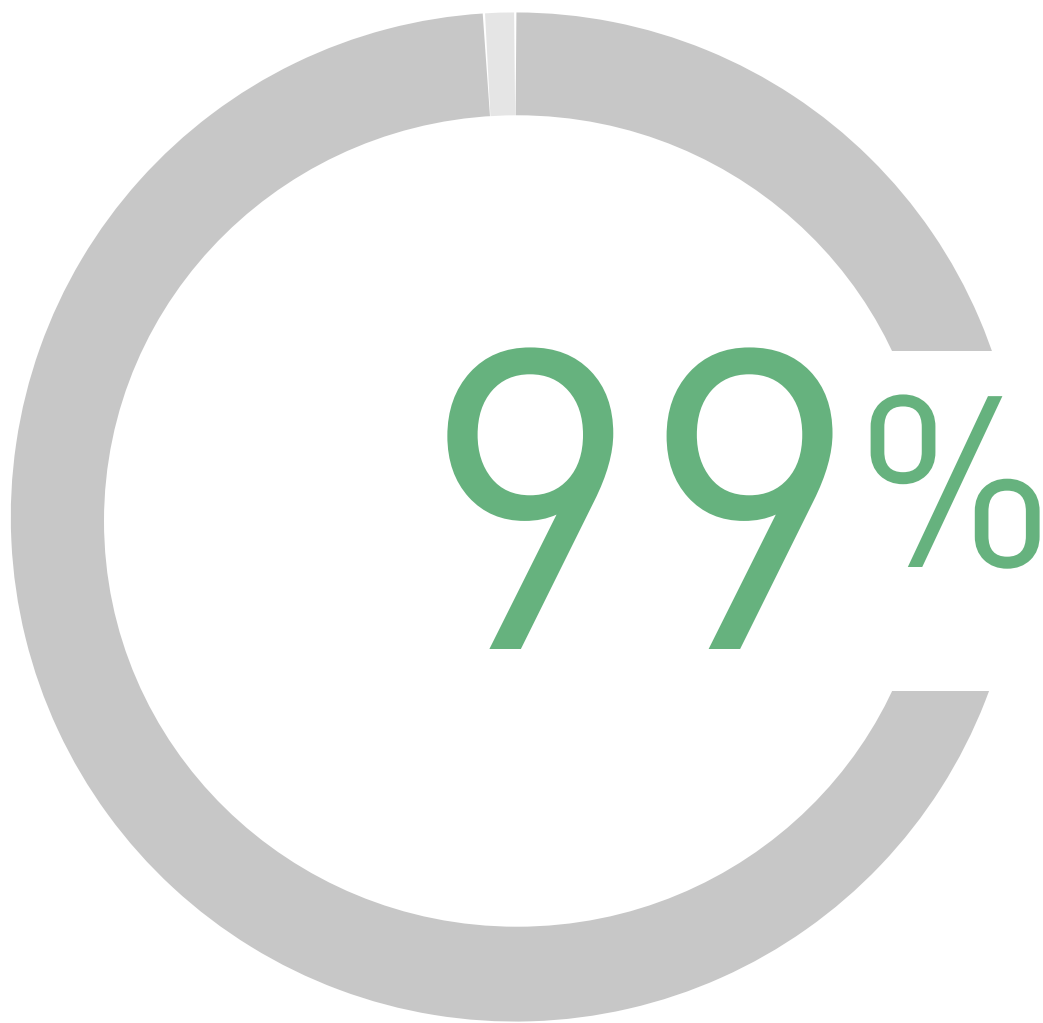
"Powerful Ladders for Leaders talent that joined through the Skills to Succeed Internship Program - **filled with passion, responsibility, and hunger to learn and contribute**, was channeled to our Accenture family this Summer 2017. Hearing several interns share lessons learned and reflect newly cultivated confidence while with us was mutually rewarding: a true win-win."

**Accenture**



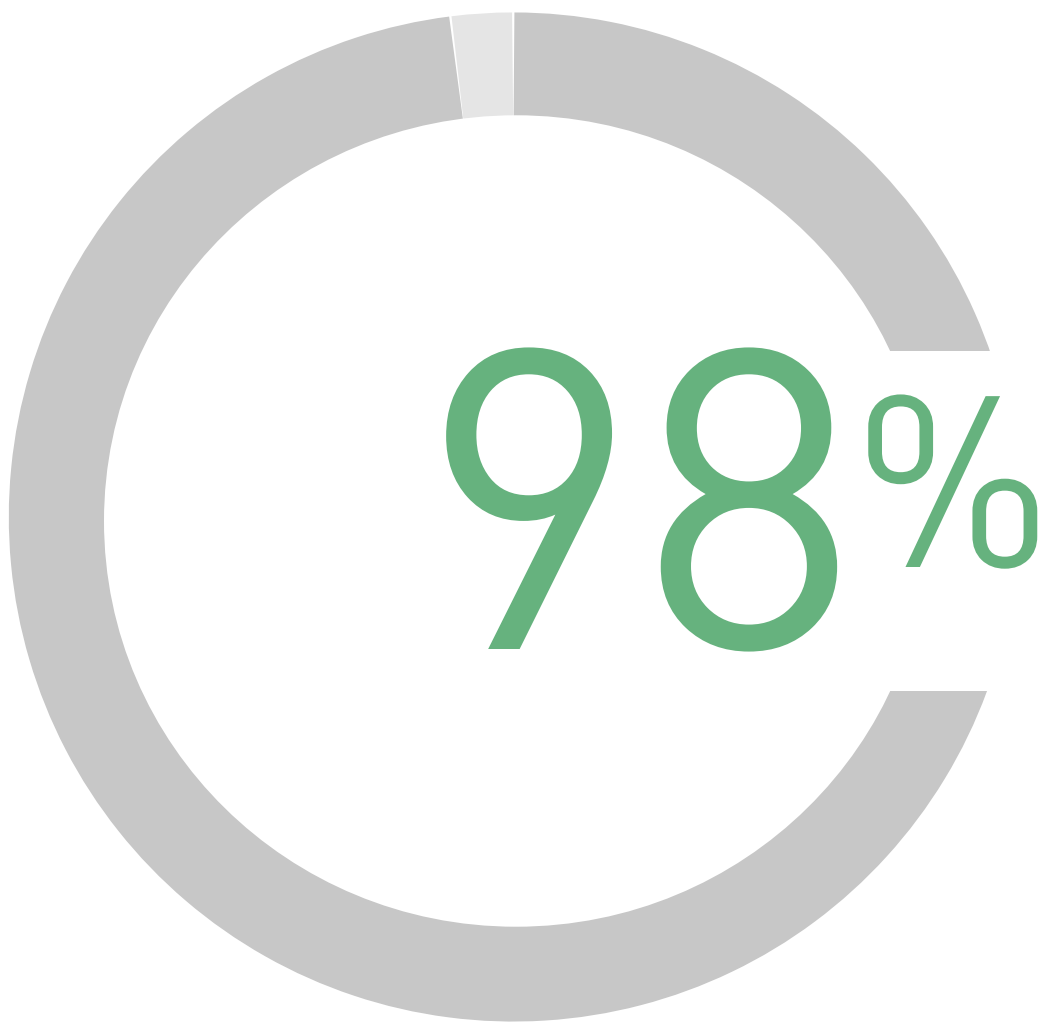


EMPLOYER  
SURVEY  
RESULTS



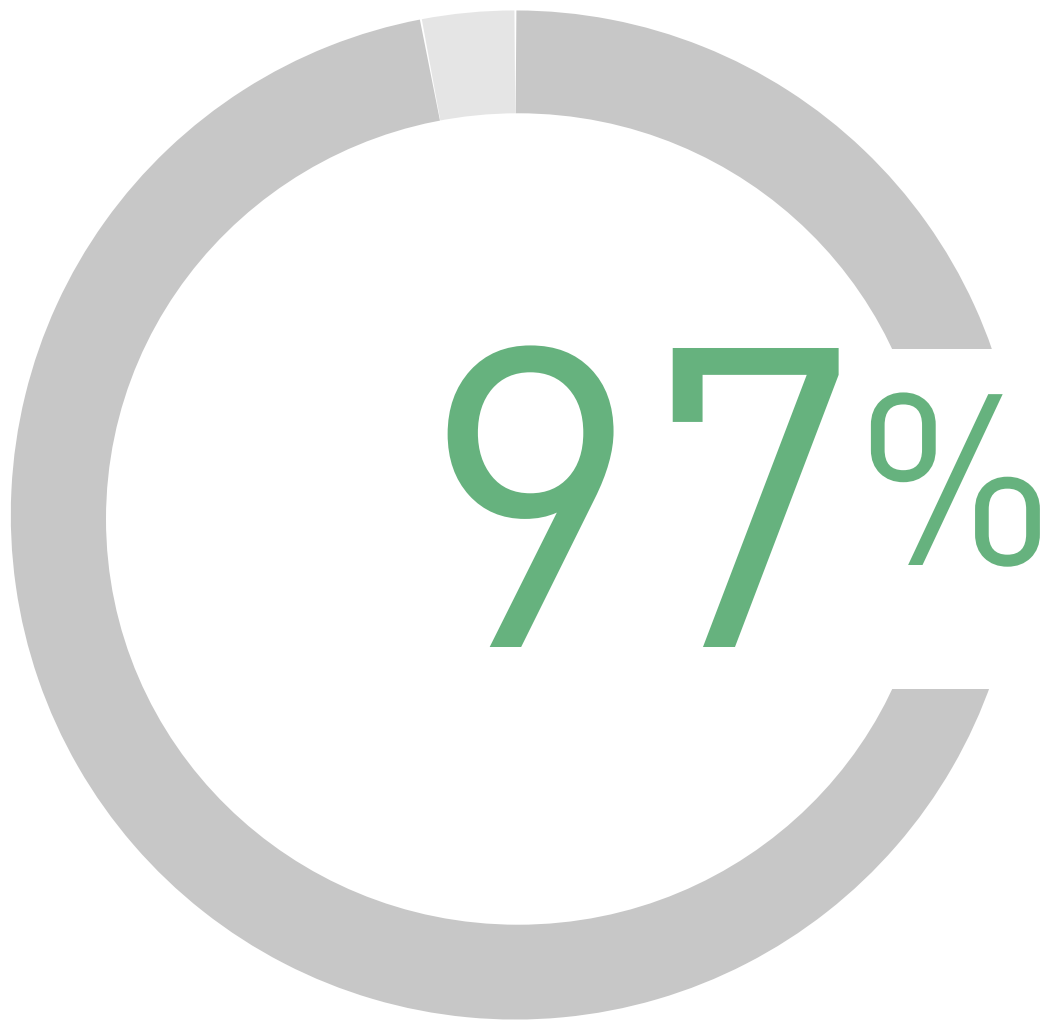
POSITIVE EXPERIENCE

rated working with NYC Ladders for Leaders interns as positive



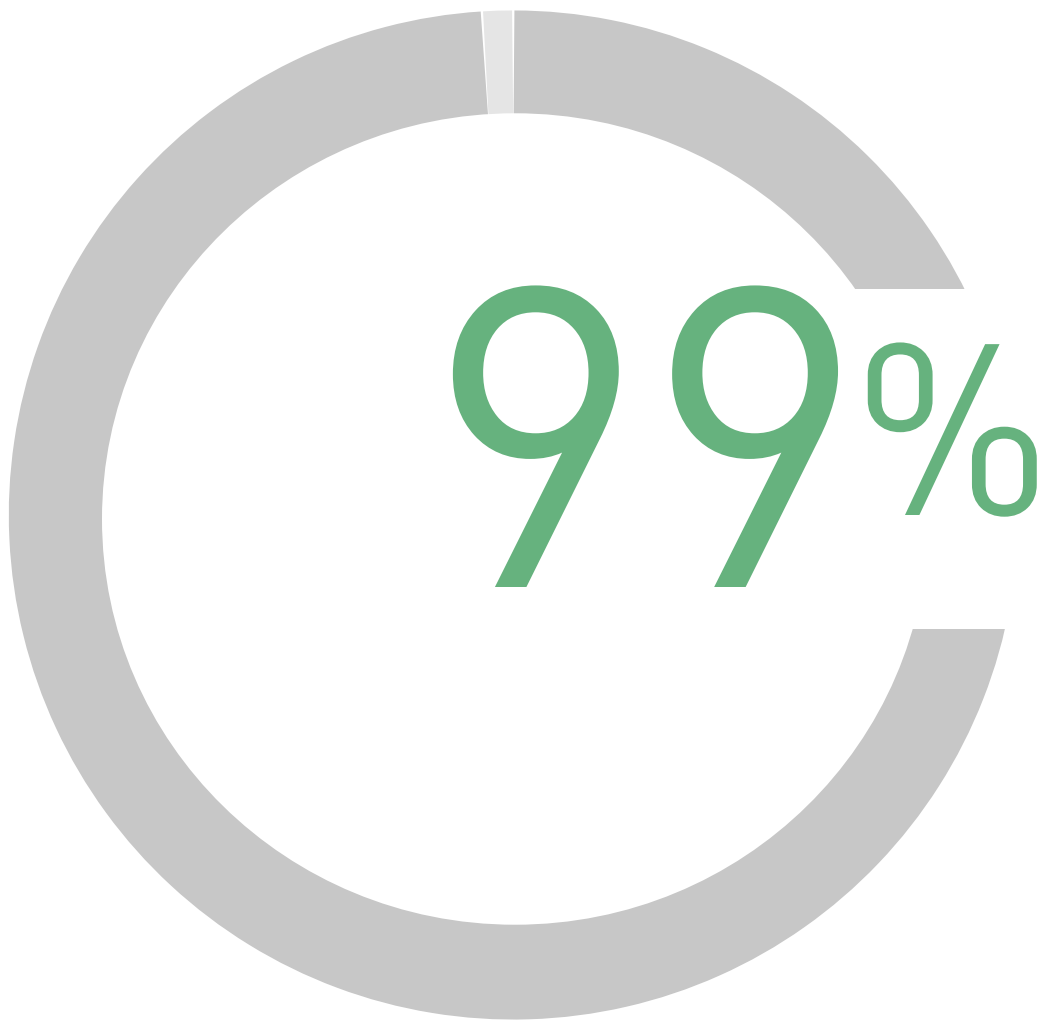
QUALIFIED

said the NYC Ladders for Leaders resume pool met their company's internship needs



PREPARED

believed NYC Ladders for Leaders interns were sufficiently prepared for the workplace



INTEGRATION

said it was easy to integrate Ladders interns into their workplace



“We are delighted to support NYC Department of Youth and Community Development’s initiatives and the Ladders for Leaders program. Our 2017 Ladders for Leaders **intern joined our formal summer internship program and was a great addition** to the team and organization.”

**Sotheby's**

“National Grid has a long-standing commitment to our local communities and investing in the future workforce. Through our partnership with Ladders for Leaders **we have created opportunities for young people to explore various career options**, learn about the energy industry and secure internships. I am proud of the leadership that Laurice Arroyo, National Grid Assistant General Counsel, brings to the City’s Workforce Development Board, enhancing the lives of New Yorkers.”

**National Grid**





## 2017 Employer Partners

Accenture  
 Access Theatre  
 Adventure Pants  
 Amalgamated Bank  
 AOL  
 Aon Risk Solutions  
 AppNexus, Inc.  
 Atlantic Pictures, LLC  
 B. Michael America  
 Bank of America  
 Beazley Group  
 Blackstone  
 Blueberry Builders, LLC  
 Boston Consulting Group  
 Brooklyn Navy Yard  
 Brown Sparrow  
 Caraa Sport  
 Castmate  
 Civic Hall, LLC  
 CleanWork Solutions, LLC  
 City of New York  
 Coach, Inc.  
 Code to Work  
 Con Edison  
 Council for Unity  
 Currency Cloud  
 CyberCentric  
 Cynthia Rowley  
 Danielle Frankel Design  
 David Wolfs & Associates  
 Defy Ventures  
 Deloitte  
 Digital Girls, Inc.  
 Direct Fuse Technologies  
 Discovery Communications  
 Emmis Communications  
 En Garde Arts

Ense, Inc.  
 Entertainment Partners  
 Epic Theatre Ensemble  
 Experis  
 Fetner Properties, Inc.  
 FiBrick Financial Services  
 Film Fatales NYC, Inc.  
 Financial Times  
 Firelight Films  
 First Tee NY  
 Flamtech Appliance Inc.  
 Flower Publishing  
 Foursquare Labs, Inc  
 General Electric  
 Grand Central Tech  
 Grove Atlantic  
 Guardian Life Insurance  
 Haerfest  
 HAKS  
 Her Agenda  
 HFZ Capital Group  
 Hughes Hubbard & Reed  
 Impact Hub NYC  
 Imprint  
 Industry City  
 Jack Resnick+Sons  
 JPMorgan Chase  
 Justice Resource Center  
 K/LLER Collection  
 Kickstarter, PBC  
 KPMG  
 Kudzoo, Inc.  
 La Ligne, LLC  
 LePage-Miller, Inc.  
 Limebeat  
 LimeLight by Alcone  
 Lincoln Center

Lulu Frost  
 Macy's, Inc.  
 Maimonides Medical  
 MD Squared Property  
 Medidata Solutions  
 Morgan Stanley  
 Municipal Credit Union  
 Museum of the Moving Image  
 National Grid  
 Neuberger Berman  
 New York Code + Design  
 New York Law School  
 New York Media, LLC  
 New York Mets  
 New York Musical Festival  
 New York Public Radio  
 Nicholas K  
 Nielsen  
 NYC Progressive Caucus  
 Pantora Bridal  
 Paulson & Co, Inc.  
 Penguin Random House  
 Perfect Strangers of NYC  
 Pierpoline Films  
 Plaxall  
 Popwallet  
 Prospect Park Alliance  
 Pulse Foods, LLC  
 PurH2O  
 Queens Botanical Garden  
 Rada Film Group  
 Ralph Lauren Corporation  
 Ready Computing  
 Receptive Tours NYC  
 RISA Management Corp.  
 Rudin Management  
 Rue 107, LLC

Schmidt, LLC  
 Scholastic, Inc.  
 Seven Squared Media  
 Shahla Karimi, LLC  
 Silicon Harlem  
 Silver Sound  
 SLGreen  
 Solarus Technologies Inc.  
 Sotheby's  
 space150  
 Spotify  
 Statue Cruises  
 Streetmix  
 Susana Monaco, Inc.  
 T3 Interactive  
 Tangerine Entertainment  
 Taylor James  
 TCI College of Technology  
 The CaribBeing House  
 The MET  
 The Point  
 The Public Theater  
 The Rubin Museum of Art  
 The Sak Brand Group  
 The Shark Group  
 Theatreworks  
 Thomson Reuters  
 Thurgood Marshall  
 Tishman Speyer  
 Tome  
 Tommy Boy Entertainment  
 Vizalytics Technology, Inc.  
 VP Records Distribution  
 W New York Hotel  
 WIN  
 York Capital Management  
 Young and Rubicam

\*Sample of 2017 Ladders employers



## Department of Youth and Community Development

c/o Workforce Development  
2 Lafayette Street, 19th Floor  
New York, NY 10007

[www.nyc.gov/dycd](http://www.nyc.gov/dycd)

## New York City DYCD Youth Connect

Toll free: 1-800-246-4646

or call: 646-343-6800

Call 311 for government  
information and services

Out-of-City: 212-NEW-YORK  
(212-639-9675)

[youthconnect@dycd.nyc.gov](mailto:youthconnect@dycd.nyc.gov)

# NYC

Department of  
Youth & Community  
Development

Ladders for Leaders



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