



Public Service Corps Program Annual Report 2025

Local Law 4 (2023)

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| Introduction

This annual report is submitted in accordance with Local Law 4 of 2023 (LL4), which codified the Public Service Corps (PSC) program, administered by the Department of Citywide Administrative Services (DCAS) since 1966. The program allows undergraduate and graduate students to participate in internships across City agencies.

LL4 requires DCAS to submit a report annually to the mayor and the speaker of the council on the administration of the PSC program during the preceding fiscal year. Specifically, the report must, at a minimum, include the following:

- A description of the steps DCAS took to recruit students from diverse backgrounds;
- A description of the steps DCAS took to identify internship opportunities and offer internships at a broad range of agencies;
- The total number of students who participated in the program;
- The number of students who participated in the program disaggregated by race or ethnicity, gender, and academic institution;
- For each agency to which an intern was assigned, the total number of interns assigned to such agency.

This report covers Fiscal Year 2025 (FY25), a period from July 1, 2024, through June 30, 2025, and includes the information required by LL4. It highlights a range of activities conducted to increase awareness of the PSC program and access to public service opportunities, including information sessions, participation in recruitment and hosting a PSC hiring event.

Executive Summary

In FY25, DCAS established a new Workforce Operations Bureau within its Human Capital line of service, which included the formation of a dedicated Career Pathways team. This reorganization brought key early-career and talent pipeline programs, including the Office of Citywide Recruitment (OCR), Public Service Corps (PSC), Summer Internship Program (SIP), Civil Service Pathways Fellowship (CSPF), and the NYC Urban Fellows Program (UF), under a single, unified structure.

During this transition, the PSC program experienced staffing changes that required onboarding and training new staff to support the program. As a result, key efforts were focused on rebuilding the team, streamlining internal operations, and aligning the program with the City's long-term workforce development goals. The emphasis shifted from short-term engagement metrics to strengthening the internship-to-employment pipeline and cultivating sustainable partnerships with schools and agencies.

Outreach efforts expanded under the new structure, with the Office of Citywide Recruitment playing a key role. In addition to traditional engagement with colleges and universities, OCR also connects with nontraditional groups, such as high school students, individuals from justice-impacted communities, and participants in community-based programs, who may not yet meet PSC eligibility requirements. These efforts serve as early touchpoints to build a stronger, more inclusive pipeline into the program, particularly for graduating seniors.

Although the number of student placements declined (down from 116 to 106), these foundational improvements have positioned the PSC program for long-term growth, increased reach, and stronger engagement in future cycles. DCAS remains committed to connecting students from diverse academic and personal backgrounds with meaningful public service opportunities.

| Program Overview

The PSC program offers undergraduate and graduate students who receive Federal Work-Study financial aid grants the opportunity to participate in paid or academic-credit internships at a variety of city agencies. Additionally, the PSC program allows students to participate in America Reads, a national initiative that provides tutoring to preschool and elementary school students.

Students in the PSC program work part-time during the academic year and full-time over the summer and school breaks. To be eligible, students must attend an academic institution that participates in the program and permits off-campus work-study. Interested students apply through their school's financial aid office.

DCAS actively collaborates with New York City colleges, universities, and city agencies to provide diverse internship opportunities across the city. DCAS promotes the PSC program in multiple ways through information sessions, recruitment events, student panels, to existing academic and governmental coalitions, and online jobs and networking platforms to ensure broad access and engagement with students across New York City.

| Diverse Outreach

The consolidation of the Career Pathways programs not only improved operational efficiency but also opened new opportunities to promote the PSC program to a wider audience beyond the traditional college and university setting.

While OCR historically promoted the PSC program as part of its outreach, this reorganization has strengthened coordination and allowed for more intentional integration of PSC messaging into recruitment activities. Beginning in September 2024, PSC promotion at outreach events was enhanced and formally tracked, enabling improved visibility and performance reporting. From September 2024 through June 30, 2025, PSC program information was shared with approximately 11,000 jobseekers at over 240 events, demonstrating the program's expanded reach and OCR's growing role in connecting students to long-term career pathways in city government. This increased outreach also reflects a broader engagement strategy as OCR continues to prioritize outreach to underrepresented communities, including justice-impacted individuals, LGBTQ+ populations, people with disabilities, those in low-income communities, and those residing in temporary housing. OCR also hosts in-person and virtual events across all boroughs.

In addition to the broader events, the PSC team continues to host and participate in events specifically tailored to the PSC program, such as in-person work-study events with individual schools and virtual information sessions hosted by DCAS.

| Identification of Internship Opportunities Across a Broad Range of Agencies

In FY25, DCAS focused on strengthening the organizational foundation of the PSC program and deepening engagement with existing agency partners under the framework of LL4. Rather than expanding outreach efforts, the team prioritized rebuilding internal structures, refining operations, and enhancing coordination with established partners to better position the program for long-term success.

DCAS continued to engage agencies by providing updated information about the PSC program and the benefits of utilizing it to support agency mandates, initiatives, and workforce needs. As a cost-effective workforce development tool, the PSC program offers agencies the opportunity to build a pipeline of emerging talent committed to public service. It also supports city agencies in advancing their diversity and inclusion goals by bringing in interns who offer fresh perspectives and innovative ideas.

The team also employed innovative ways to invite interested candidates to interact with city agencies. DCAS hosted the second PSC Intern Hiring Expo “the Expo”, an intern hiring event designed to strengthen agency partnerships and address the urgent need for intern support in the summer of 2025. This event took place on June 11, 2025, and helped to streamline the recruitment and selection process for interns currently attending summer classes. This centralized event included program-eligible summer undergraduate and graduate students from eight academic institutions across various relevant degree fields. The event attracted a diverse group of students and City agencies with a strong need for intern support during the summer. Of the 30 available internship roles, 16 were successfully filled on the spot.

The Expo empowered agencies to fill positions quickly, allowed internship candidates to expedite their position search, and highlighted the City's commitment to expanding access to a broad range of internships across government. Building on this success, the event will be expanded in the future to meet the diverse needs of student interns and agencies alike.

| Summary of Student Diversity Academic Instruction and Agency Outreach

The PSC internship program remains a diverse and equitable platform focused on college students with financial needs.

Of the 106 PSC interns placed in FY25, 59% (63) self-identified as female, an increase from 57% in FY24, while 37% (39) self-identified as male. Interns represented a wide range of racial and ethnic backgrounds, with the majority identifying as Hispanic (27%, up from 22% in FY24), Asian (26%, up from 22% in FY24), and Black or African American (25%, down from 34% in FY24). These figures highlight the continued racial, ethnic, and gender diversity among PSC program participants.

FY25 marked a pivotal period of transition and strategic investment for the PSC program. While participation numbers were lower than in previous years, the groundwork was laid for long-term growth through team restructuring, improved internal operations, and enhanced outreach strategies. These changes have positioned PSC to more effectively engage students, schools, and city agencies in future cycles.

DCAS remains committed to advancing the goals of LL4 by expanding access to public service internships, strengthening partnerships with educational institutions, and cultivating a diverse pipeline of future city employees. The ongoing evolution of the PSC program will help ensure that students from all five boroughs have equitable access to meaningful opportunities to contribute their skills and talents to city government, and to grow from interns into full-time public servants.

| Report Tables

Table 1: FY24 PSC Interns Disaggregated by Race/Ethnicity and Gender

Race/Ethnicity	Female or Woman	Male or Man	Not female/woman or male/man	Choose not to disclose	Total #PSC Interns
Asian	17	10	-	-	28
Black or African American	18	9	-	-	27
Hispanic	20	9	-	-	29
Two (2) or More Races	-	-	-	-	2
White	-	-	-	-	7
Choose not to disclose	-	6	-	-	13
Total	63	39	-	-	106

Note:

- Race/Ethnicity totals may exceed 100% because applicants can self-identify as Hispanic and select a race/ethnicity; this increases the count in the self-selected categories of race.
- To protect the privacy of program participants, counts between zero and five are not shown and are represented by a “–” symbol, but are included in the total.

Table 2: FY25 PSC Interns by Academic Institutions

Academic Institution	Total #PSC Interns
Borough of Manhattan Community College	7
Bronx Community College	5
Baruch College	10
City College of New York	3
Guttman Community College	1
John Jay College	1
Lehman College	1
Marymount Manhattan College	2
Monroe College	4
New York College of Technology	34
New York University	10
Queens College	2
School of Visual Arts	22
Saint Francis College	4
Total	106

Agency	Total #PSC Interns
Department of Citywide Administrative Services	30
Department of Health & Mental Hygiene	4
Department of Youth & Community Development	4
Human Resources Administration	61
Law Department	5
NYC Employees Retirement System	1
Office of Management & Budget	1
Total	106

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