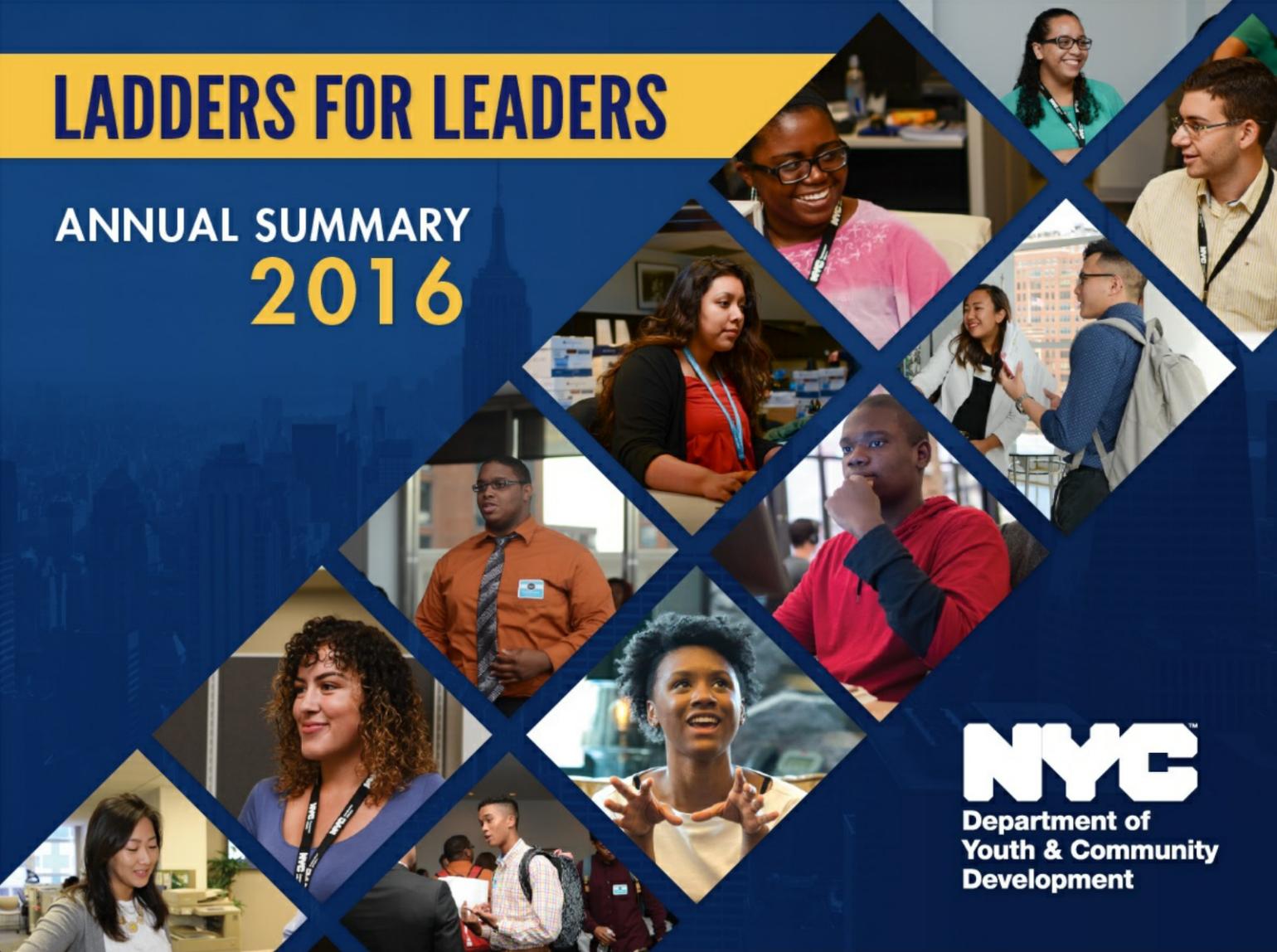


LADDERS FOR LEADERS

ANNUAL SUMMARY
2016



NYC[™]
Department of
Youth & Community
Development

LADDERS FOR LEADERS

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
- Thirty hours advanced pre-employment training to prepare youth for interviews with prospective employers
- Up to six weeks of professional employer-paid internship and educational experience
- Six Program Partners: Central Queens YM & YWHA, Chinese-American Planning Council, Fedcap Rehabilitation Services, JCC of Greater Coney Island, PENCIL, and United Activities Unlimited

PROGRAM HISTORY

2006

Launch of two pilot programs- CAPITAL and GirlsReach

2008

183 participants and 63 unique employers participated in the program

2010

Free checking accounts offered to participants 18+

2007

Pilot programs merged to create NYC Ladders for Leaders

2009

American Airlines awarded eight Ladders participants with Round-Trip Airfare to visit the prospective colleges of their choice

2016

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

2014

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

2012

Online worksite application system created

2015

A record breaking 1,035 participants and 191 unique employers. Launch of the Center for Youth Employment to support youth employment initiatives in NYC, including Ladders for Leaders

2013

The program was contracted out to four Community Partners

Ladders for Leaders 2016 by the numbers



PARTICIPANTS

1,538

↑ Increase of 48%
from 2015



APPLICATIONS

6,115

↑ Increase of 120%
from 2015



WORKSITES

475

↑ Increase of 148%
from 2015



HIRED

34%

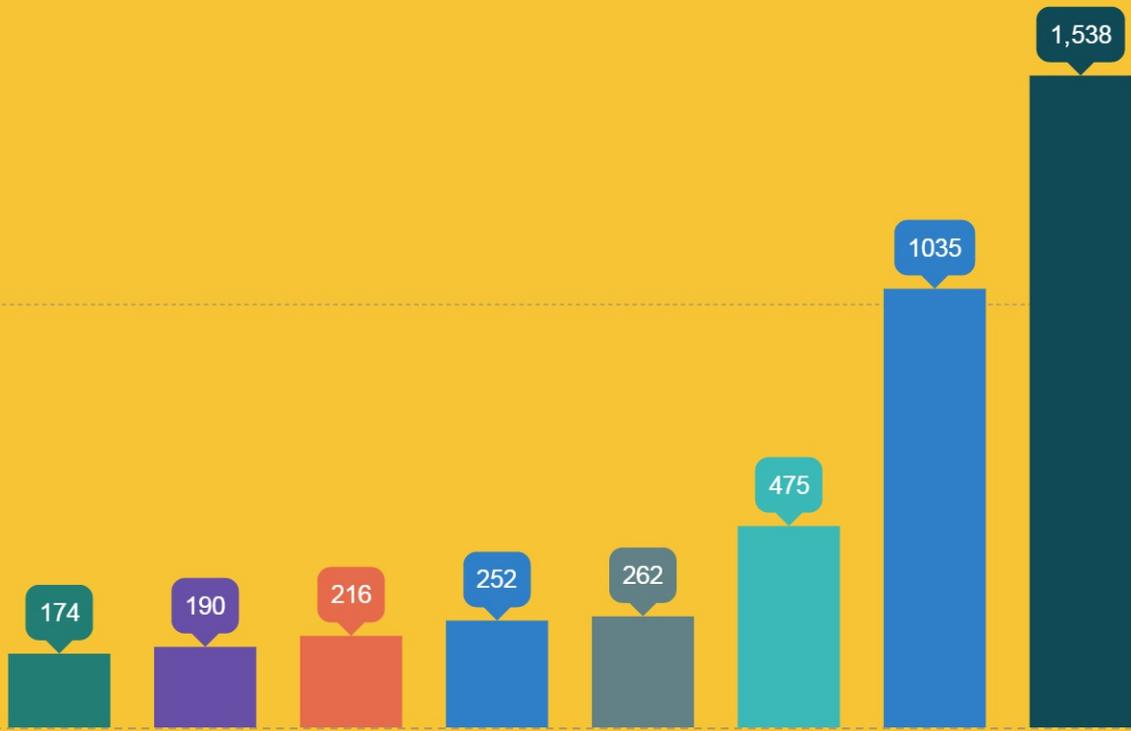
↑ Received an offer
to continue
employment after
the program

HISTORICAL ENROLLMENT

2000

1000

0

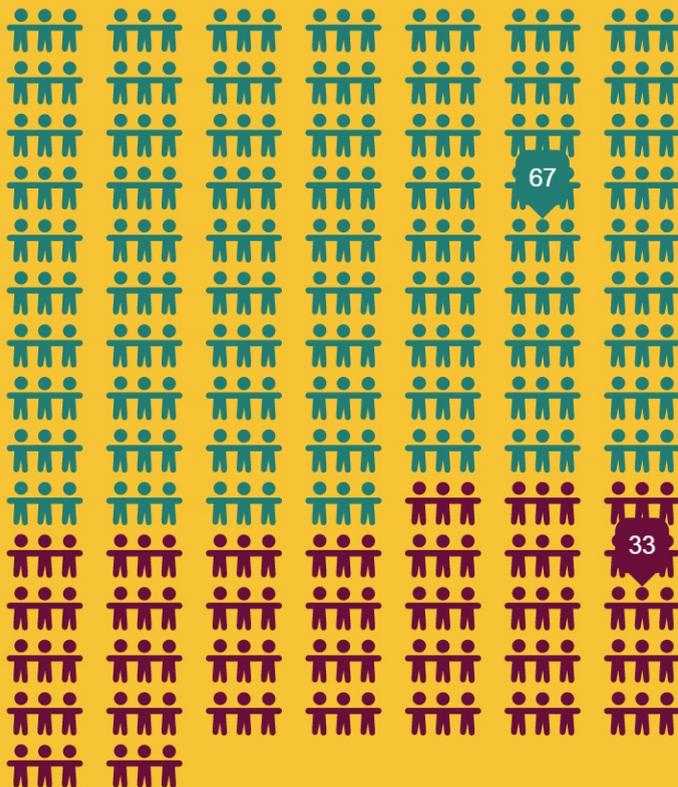


Enrollment

2009 2010 2011 2012 2013 2014 2015 2016

ENROLLMENT BREAKDOWN

By Gender



■ Female (67%) ■ Male (33%)

FEMALE
67%

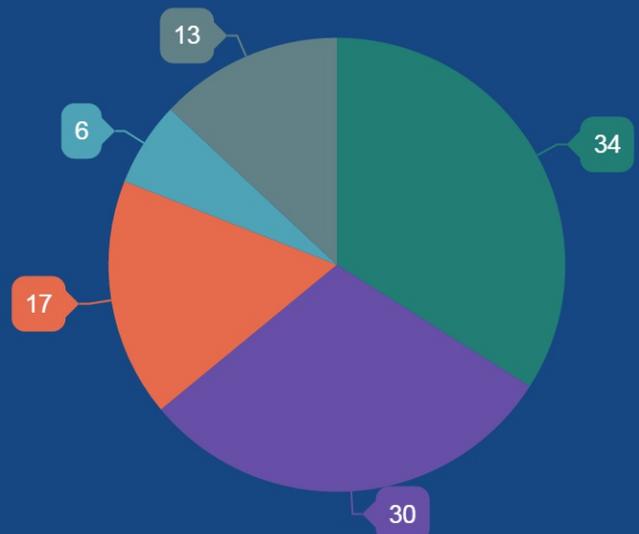
MALE
33%

ENROLLMENT BREAKDOWN

By Borough



By Ethnicity



■ Bronx (16%) ■ Brooklyn (28%) ■ Manhattan (10%)
■ Queens (39%) ■ Staten Island (7%)

■ Asian (34%) ■ Black (30%) ■ Hispanic (17%)
■ Other (6%) ■ White (13%)

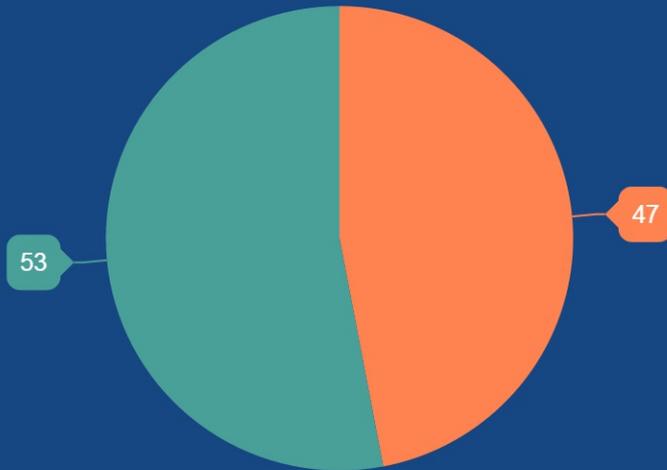
ENROLLMENT BREAKDOWN

By Age



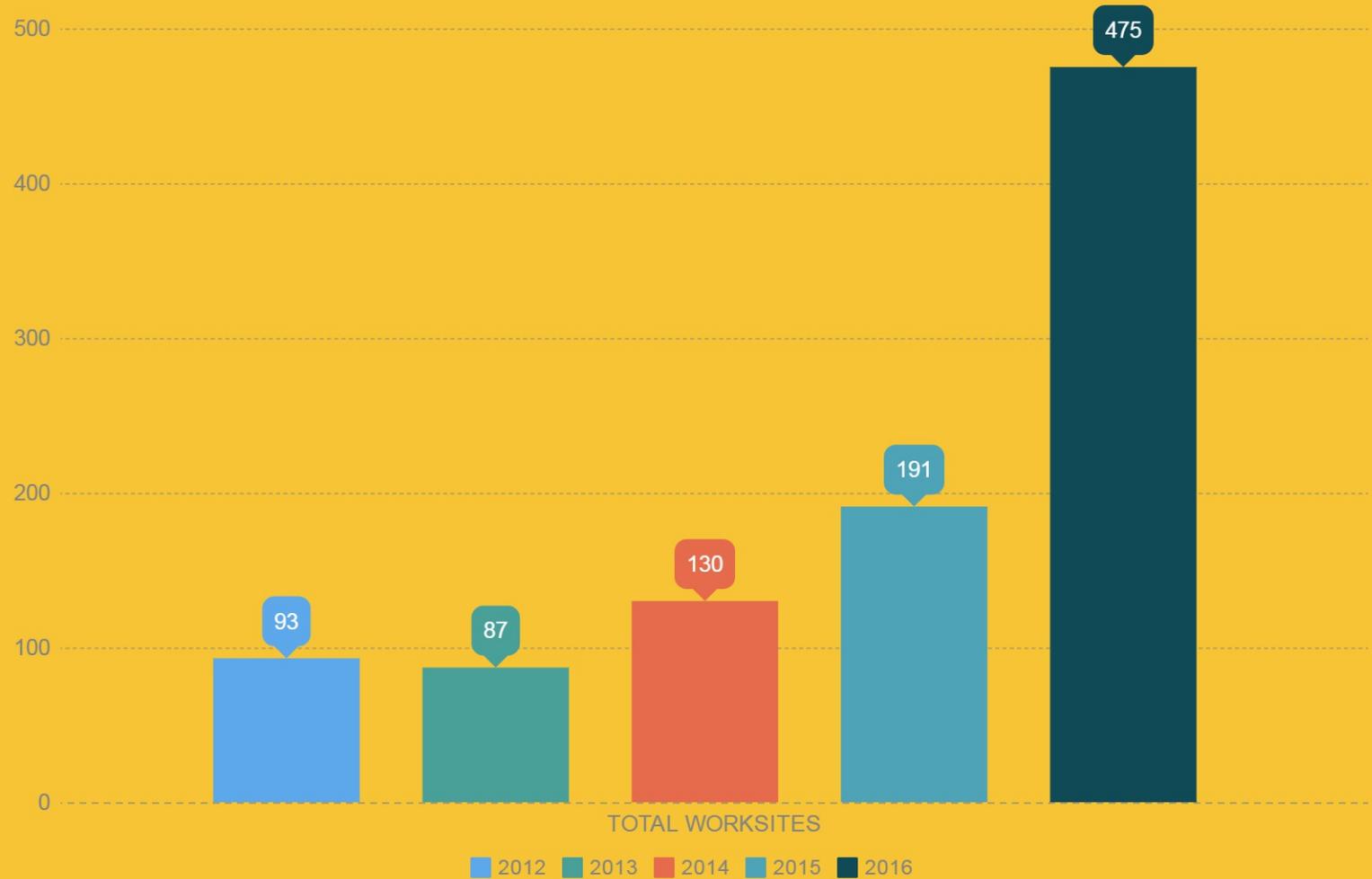
16-17 (37%) 18-19 (35%) 20-21 (25%)
21 and up (3%)

Educational Status

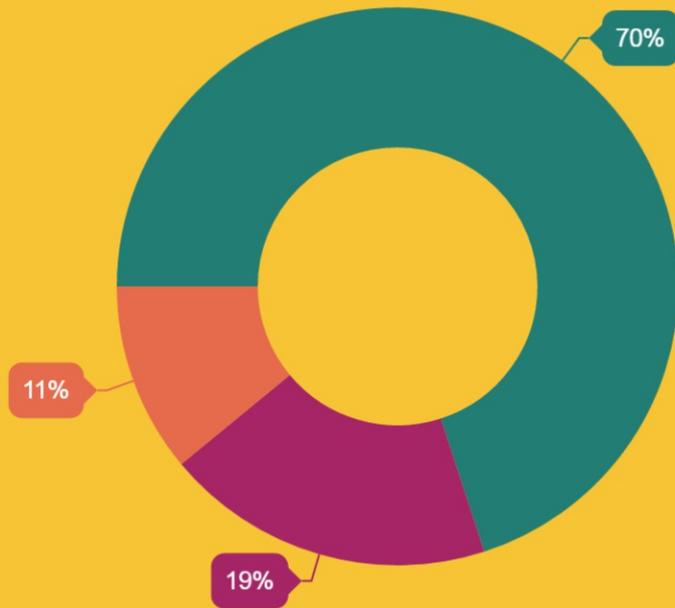


High School (47%) College (53%)

TOTAL EMPLOYERS



INTERNSHIP SECTOR BREAKDOWN



PRIVATE
334

NON-PROFIT
89

PUBLIC
52

■ PRIVATE (70%) ■ NON-PROFIT (19%) ■ PUBLIC (11%)

EMPLOYER HIGHLIGHTS



Financial Services

- Amalgamated Bank
- Bank of America
- JP Morgan Chase



Technology

- AOL
- AppNexus
- Pandora



Media & Entertainment

- Emmis Communications
- Refinery29
- VP Records



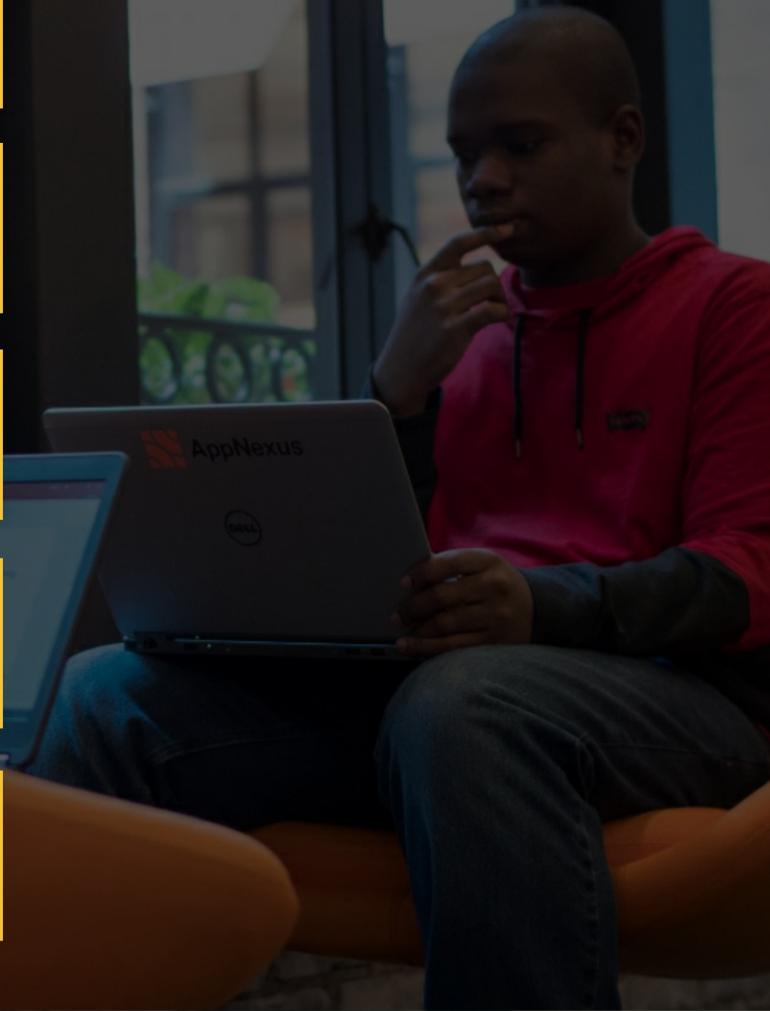
Real Estate

- Sotheby's
- Tishman Speyer
- Toll Brothers City Living



Fashion

- Coach
- Diane von Furstenberg
- Ralph Lauren



PARTICIPANT SURVEY RESULTS



95%

**PROGRAM
EXPERIENCE**

rated their overall
experience participating
in the program as positive



97%

**INTERNSHIP
EXPERIENCE**

rated their overall
experience at their
internship sites positive



94%

MOTIVATED

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



34%

HIRED

of youth received an
offer to continue
employment at the
end of the program

FROM OUR PARTICIPANTS

Ladders for Leaders helped me by engaging in rigorous training which would later prepare me for a huge internship opportunity at the Department of Health and Mental Hygiene (DOHMH). They also gave me the basic comprehension skills of financial literacy, which I was gravely in need of. The result was my growth in professional skills, along with a better understanding of what I wanted to do and how I could get get there.

Breanna James | DOHMH Intern

You really are climbing up ladders faster in Ladders for Leaders. Starting at level one, before we interviewed for our respective employers, we went through pre-hire training. The most important advice I took from these meetings was how to make the most of my internship. To do this, I had to come out of my shell and build my network because the people around you could possibly have a heavy impact on your journey to your career. During my internship, I was able to meet many kind and successful people who mentored me on my future decisions.

Amy Feng | Deloitte Intern

Ladders for Leaders gave me the opportunity of a lifetime to better understand the industry that I have been curious about. If it wasn't for Ladders for Leaders I wouldn't have known about the organization and learned about the different careers in theatre. Thank you Ladders for Leaders!

Vanessa Panora | Broadway League Intern

Participant Story



I can honestly say that being a part of Ladders for Leaders has changed my life. This program helped me to prepare for college, as well as my future, long-term career. The training sessions taught me so much about the interview process, how to network, and how to write a resume--all things that I got to learn as a teenager in high school. I know these lessons are important for every stage of my life going forward. I admire the employees and volunteers who dedicate their time to helping us reach our professional goals and always encourage us to do our best.

Through Ladders for Leaders, I had the opportunity of working at Wunderman, an advertising agency that falls under the umbrella of its parent company Y&R. I've learned so much about the advertising industry, from how market research is done to how a creative idea is developed. Prior to my internship, I had no idea how much time and effort goes into creating advertisements and packaging products. I didn't realize just how much collaborative effort is required in order to produce something for a client. While working here, I've met so many driven, talented, and dedicated people. It was a pleasure working with and learning from each of them.

Ariana Alessandri
2016 Ladders Intern at Y&R
Senior at Queens High School for the
Sciences at York College



**POSITIVE
EXPERIENCE**

99%

rated working with NYC
Ladders for Leaders interns
as positive



QUALIFIED

93%

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

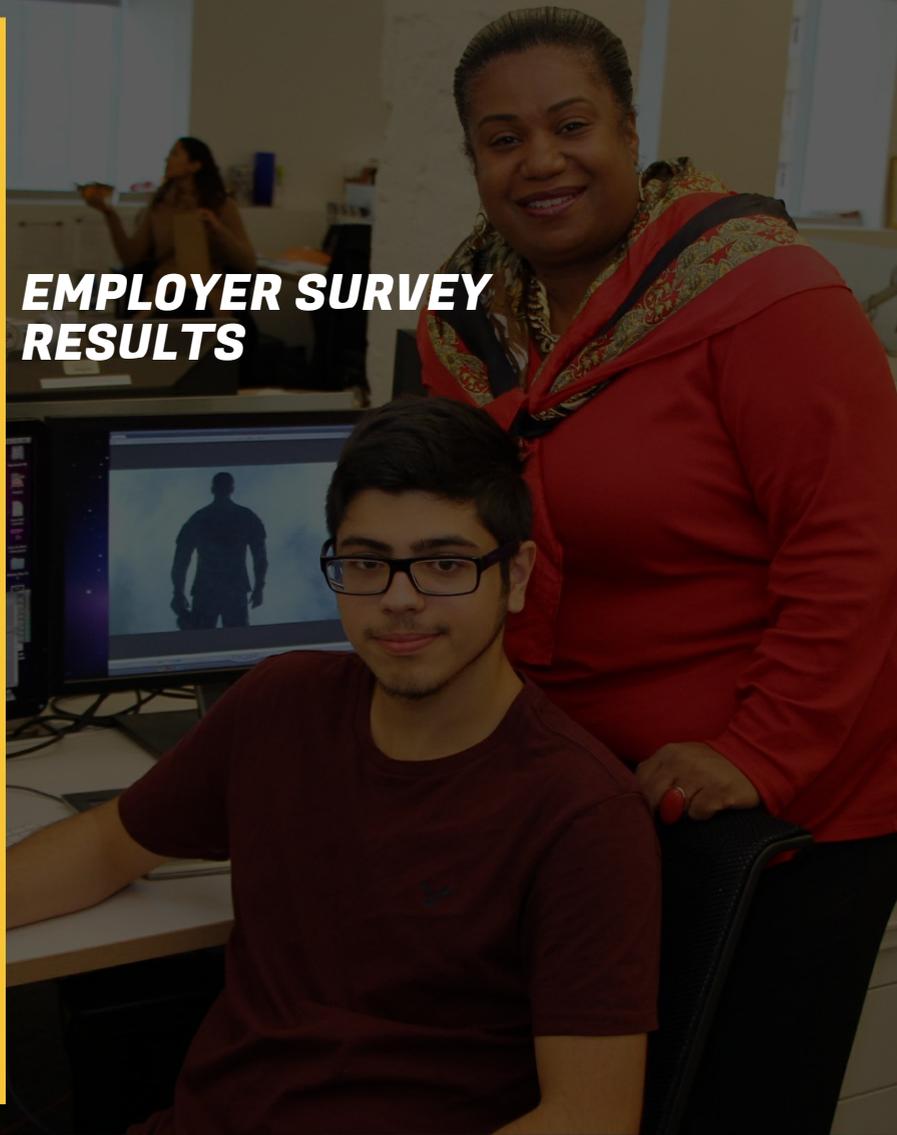


PREPARED

95%

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

EMPLOYER SURVEY RESULTS





FROM OUR EMPLOYERS

"Programs like the Ladders for Leaders are key to not only growth of small businesses and start-ups in NYC, but the career advancement of minority groups. We enjoyed having Interns from the Ladders for Leaders program at our office. They were professional, focused, eager to learn and take on more responsibilities. Best of all, they were qualified!"

Edgina Desormeau | DE | 1989

Working with Ladders for Leaders was a rewarding experience. They provided me with great candidates who were productive and eager to learn. This was a great pool of talent that contributed to the daily operations of the fast paced world of public relations and media strategy. They walked away with valuable business skills that they can use in multiple fields.

Lelani Clark | Seven Squared Media

We had a very rewarding experience working with two Ladders for Leaders interns this summer. They contributed great ideas and perspectives to a variety of projects and tasks and also became quite invested in the work of art on the walls of our museum. It was a great summer for all!

Betsy Gibbons | The Metropolitan Museum of Art

LADDERS 2016 PARTNERS

3.1 Phillip Lim LLC
A2IM
Acritas US Inc
b michael AMERICA
Adventure Pants
alice & olivia
Amalgamated Bank
AOL
AppNexus, Inc.
Atlantic Avenue BID
Atlantic Pictures, LLC
AudioSalad
Bank of America
Barneys New York
Berkeley
Bernard Herold & Co
Blackstone
Boies, Schiller & Flexner LLP
Boston Consulting Group
Briarcliff Hall LLC
Brookfield
CADET USA, LLC
CGI Technologies and
Solutions, Inc.
Coach Inc.
Company Agenda
Connecthings Corporation
Consolidated Edison
Cowboy Bear Ninja
Create-A-Marker, Inc.
Curtis Mallet LLP
Cynthia Rowley
David Wolfs & Associates
DE | 1989
Deloitte
Design Incubator INC.
Digital Girls, Inc.

Discovery Communications
DKNY
DTCC
DVF Studio, LLC
Emmis Communications
Fetner Properties, Inc.
Forbes Media
Frankfurt Kurnit Keiln & Selz
Fuego Fest
fynd.me
GCOM Software, Inc.
GLG
GRID Alternatives Tri-State
Grove Atlantic
Guardian Life Insurance
Habitat for Humanity
HAKS
Halstead Property, LLC
Harris Rand Lusk
Haskell, LLC
Havas Worldwide
HFZ Capital Group
Hollie Watman
Hughes Hubbard & Reed
Impact Hub NYC
Imprint
Industry City
Interactive Advertising
J.Crew
Jack Resnick & Sons
JP Morgan Chase
Junkluggers
K/LLER Collection
Kate Spade & Company
Kickstarter, PBC
KPMG
Krupp Group

LatinoTech
Lawline
League of Women Voters
LIFT
Lilker Associates
Lord & Taylor
Lulu Frost
Lynda Decker Design Inc
Macy's
Mapzen
Marauder
Mastercard
Mayerson & Associates
MD Squared Property
Medidata Solutions
Melissa Joy Manning Inc.
Merry Bright Music
Midboro Management
Misha Nonoo
Morgan Stanley
Motion Traxx
Municipal Credit Union
National Grid
Neuberger Berman
New York Law School
Nfoshare
Nicole Miller
NY Embroidery Studio
NYC Police Department
OCME
OATH
Omnior Music Group
Pandora
Parkchester Preservation
Paulson & Co. Inc.
Pierpoline Films Inc
Quontic Bank

Rada Film Group
Ralph Lauren
Rebecca School
Receptive Tours NYC
Refinery29
Rennert International Ltd.
Rockrose Development
Rudin Management
RY Management Co., Inc.
Scholastic Inc.
Schmidt LLC
Seven Squared Media
Shark Branding
SI Chamber of Commerce
SLGreen
Society of Educational Arts
Sotheby's
Starwood Hotels
The Durst Organization
The Marlton Hotel
The MET
The New Group
The New Jewish Home
The Playwrights Realm
The Public Theater
The Sak Brand Group
Tishman Speyer
Toll Brothers City Living
TOME
Tommy Boy Entertainment
Tommy Hilfiger, USA
Torus
US Attorney's Office
VP Record Distributors Inc
Workman Publishing
XO Group
Young and Rubicam