

# NYC Ladders for Leaders 2013 Program Report



*Bank of America Ladders for Leaders Interns*

# 2013 Program Overview

- 262 students participated in the program in 2013
- 87 private, public and nonprofit organizations hosted interns
- Partnered with four community based organizations:
  - Central Queens YM & YWHA
  - Chinese-American Planning Council
  - Fedcap Rehabilitation Services
  - Research Foundation CUNY - LaGuardia Community College



*"I think this is a fantastic program that everyone should try to get into. It helps build great connections and teaches you necessary things to know in the workplace."*

**– 2013 Intern**

# 2013 Participant Recruitment & Preparation

- 2,257 applications received:
  - ❑ 100% applications submitted online
- Participants completed 30 of hours pre-employment training on topics such as:
  - ❑ Resume Writing & Interviewing Skills
  - ❑ Workplace Culture, Business Etiquette & Attire, Communication

*96% of interns believed the orientation sessions, workshops, and mock interviews were very helpful in preparing them for their internship experience and explaining the goals of NYC Ladders for Leaders.*



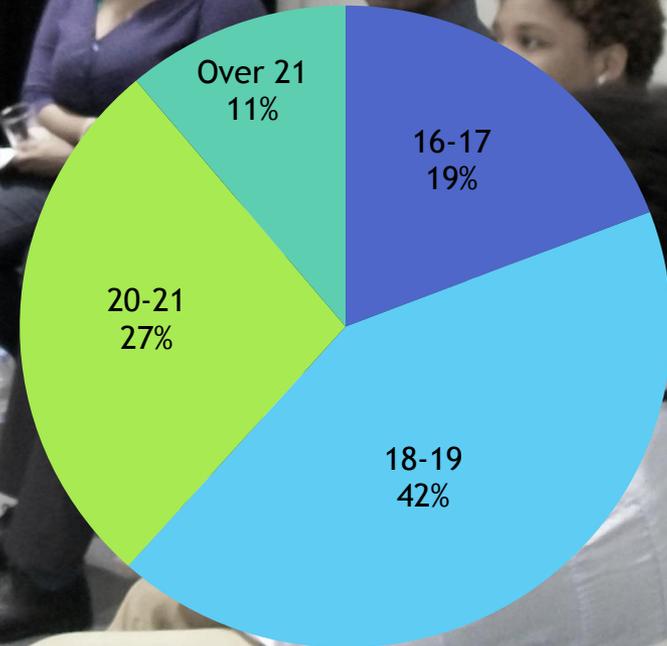
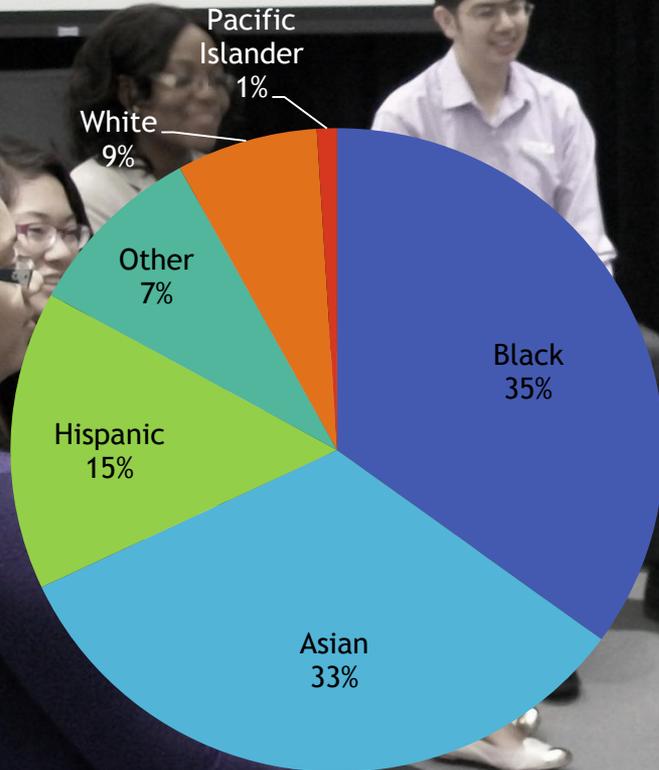
*"I believe the workshops were extremely helpful and definitely gave me a leg-up in the long run."*

**– 2013 Intern**

# 2013 Intern Demographics

## Ethnicity

## Ages

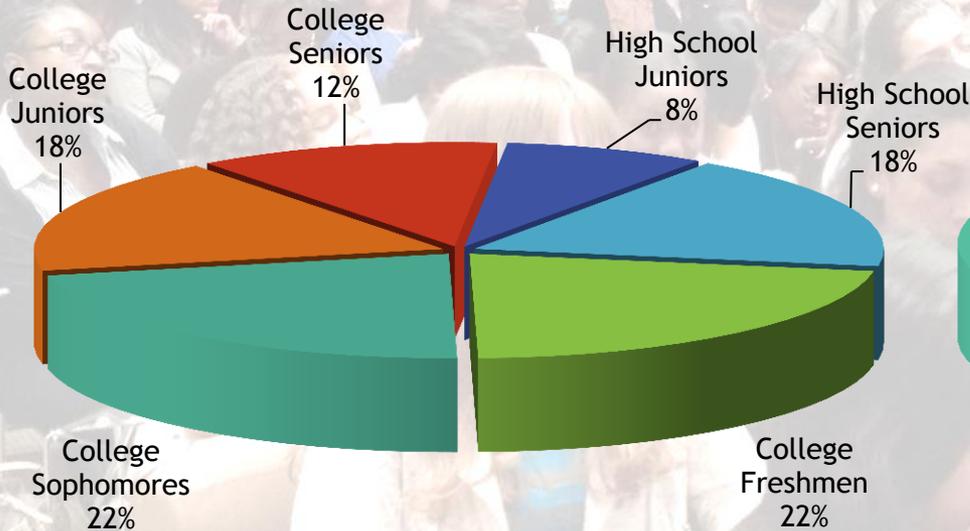


*"The experience was priceless. It opened up so many doors and I'm so happy I applied."*

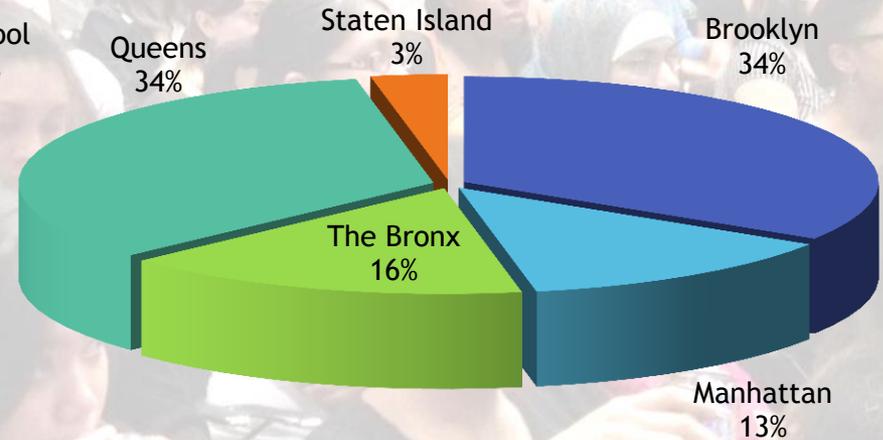
**- 2013 intern**

# 2013 Intern Demographics

## Grade level



## Borough



*"The prestigious opportunities given were amazing to a college freshman trying to find their way."*

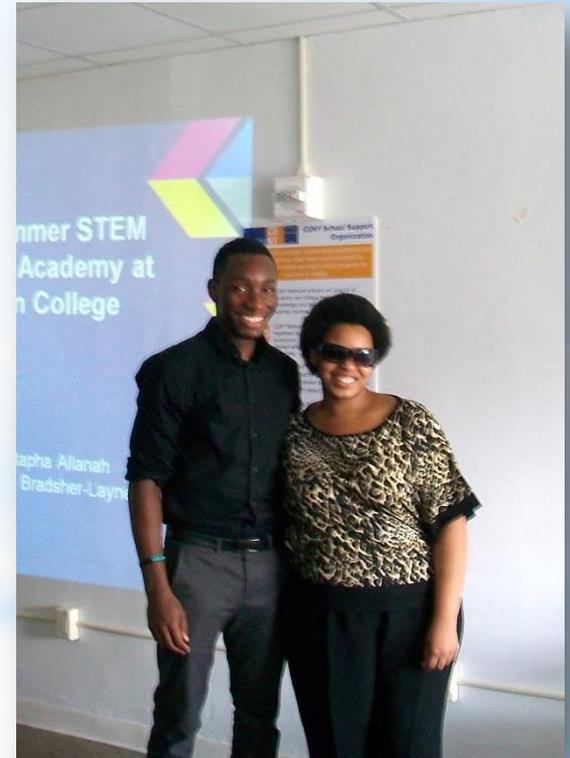
**- 2013 intern**

# 2013 Ladders for Leaders Employers

- 87 employers
- 25-40 hours work week
- Minimum of six weeks
- Salaries ranging from \$7.25 to \$24.00 per hour
- 29% of interns offered employment beyond the end of the program

## Employers by Industry

Industries	Worksites
Financial Services	11
Education	10
Healthcare	8
Media/Marketing	7
Legal	5
Professional Services	5
Retail	2
Hospitality/Tourism	1
Technology	1
Transportation	1
Not-for-Profit	25
City Agencies	11



*"It's always gratifying to have quality interns."- 2013 Employer*

# Corporate Partners

38 Businesses Employed 121  
Interns

Business Name	Intern(s)	Business Name	Intern(s)
ABM	1	Huge Inc.	1
Accenture	1	JP Morgan Chase	5
Bank of America	12	Kaplan	1
Berkeley College	3	KPMG	1
Bloomberg L.P.	6	Laura Devine	1
British American Business Foundation	1	Macys	16
Columbia Journalism School	4	Madame Paulette Dry Cleaners	1
Columbia University Hospital Medical Research Lab	2	Mannings Pharmacy Corporation	1
Continuum Health Partners, Inc.	3	Major League Soccer	1
Curtis, Mallet-Prevost Colt and Mosle	1	Manpower	2
Empire State Building Observatory	10	Mindshare	2
Everyday Health	2	Municipal Credit Union	2
Flint Lock LLC	1	Neuberger Berman	1
Frankfurt Kurnit Klei & Selz	1	Nike Fitness	20
Gartner	1	Peter J. Solomon Company	1
Gotham Inc.	1	SLS Conference Center/Ivy Real Estate School	1
Grey New York	1	The Office of Edward V Giannasca	1
Happy Days Summer Camp	1	The Ogilvy Group	4
Harlem Pediatric Associates	1	Tishman Speyer	6

*"As always, the interns seemed very eager to learn and very positive." - 2013 Employer*

# Not for Profit Partners

36 Nonprofits Employed 92 Interns

Organization Name	Intern(s)	Organization Name	Intern(s)
AHRC New York City	1	Kalusugan Coalition Inc.	3
Baby Buggy Inc.	1	LaGuardia Community College	2
Brooklyn College	1	Latin Women In Action	7
Brooklyn Greenway Initiative	1	New-York Historical Society Museum and Library	1
Catalyst	3	NPower	5
Catholic Medical Mission Board	1	NY Law School	8
Children's Museum of Manhattan	1	P.U.L.S.E. High School	3
Classic Center	4	Plaza Del Sol	4
Community Health Action of Staten Island	3	Reserve	2
CUNY College Now	2	Safe Horizon	1
Empire State Coalition	1	State of New York Supreme Court	2
Explorer Day Camp	3	The Central Queens Y	2
Fedcap	3	The Children's Law Center	3
Friends of the High Line	1	The Door	1
Girls Inc.	1	The Leukemia & Lymphoma Society - NYC Chapter	2
Greater Jamaica Development Corporation	2	The One Club	1
Harvest Home Farmer's Market	10	Women's Venture Fund	2
Healthcorps	2	York College, Continuing Education	2

*"The interns completed exceptional work that was highly valued at our office." - 2013 Employer*

# New York City & State Agency Partners

12 City and State Agencies Employed 49 Interns

Business Name	Intern(s)
New York City Department of Youth and Community Development	3
New York City Office of Chief Medical Examiner	8
NYC Department of Health and Mental Hygiene	8
Mayor's Office to Combat Domestic Violence	4
Mayor's Office of Contract Services	3
New York City Administration for Children's Services	3
New York City Department of Probation	3
New York City Department of Environmental Protection	2
NYC Taxi and Limousine Commission	1
Office of the Manhattan Borough President Scott M. Stringer	2
NYC & Company	2
New York State Department of Financial Services	10

*"Our program has been understaffed for many years due to budget cuts. Ladders to Leaders participants allowed staff to not only complete the duties that lied ahead but to also complete the duties that needed catching up on.." - 2013 Employer*

# 2013 Sponsors

- Association for a Better New York
- Avon Foundation
- The Estee Lauder Companies
- IBM
- JKS Foundation
- Young & Rubicam Brands



*"Our intern provided much needed support, which gave us the opportunity to work with a poised, intelligent young person." - 2013 Employer*

# 2013 Summer Workshops



Ladders for Leaders interns attended a series of summer workshops and reflection sessions on topics such as financial literacy, career exploration and health & wellness.

*"The peer networking and gaining experience around your college major were the highlights of the program."*

**– 2013 Intern**

*Intern presenters at a summer workshop hosted by Young & Rubicam*

# 2013 Participant Survey Results

- 98% rated their overall experience participating in the program as positive
- 87% said the most valuable aspect of the program was the “unique opportunity to gain experience in a corporate/professional environment”
- 79% felt “Professionalism” was the most useful thing they learned during their internship
- 69% became role models to family and friends as a result of their participation in Ladders
- 40% were the first in their families to attend or apply to college
- 25% were the first in their families to work for a major corporation
- 11% were the first in their families to graduate from high school
- 29% were offered extended employment after their internship
- 60% of interns found the relationship with their internship manager or mentor very valuable

# 2013 Participant Survey Results

## Top Five Industry Areas of Interest for Interns

- Media and Entertainment
- Health / Science
- Finance
- Sales/Marketing/Advertising
- Fashion/Art



*"The NYC Ladders for Leaders program is a great program. It helped get my resume to a major company that opened many doors for me."*

*– 2013 intern*

# 2013 Employer Survey Results

## Overall Experience

- 100% would like to participate in the program again
- 92% rated working with NYC Ladders for Leaders interns as positive

## Internship Experience

- 94% said the NYC Ladders for Leaders resume pool met their company's internship needs.
- 92% reported intern productivity as above average.
- 90% were able to integrate NYC Ladders for Leaders interns into the workplace without disruptions.
- 86% believed NYC Ladders for Leaders interns were sufficiently prepared for the workplace.

*"Our interns were a great assets to our organization. They provide assistance to the staff whenever needed. They were well qualified in dealing with the many different situations that going on day to day." – 2013 Employer*

# NYC Ladders for Leaders Strengths

The unique opportunity for New York City youth to gain experience in a corporate/professional environment

89.1 %

The pre-selection of motivated, qualified interns through a rigorous application and eligibility program

60.9 %

The focus on a college education as the pathway to successful careers and futures

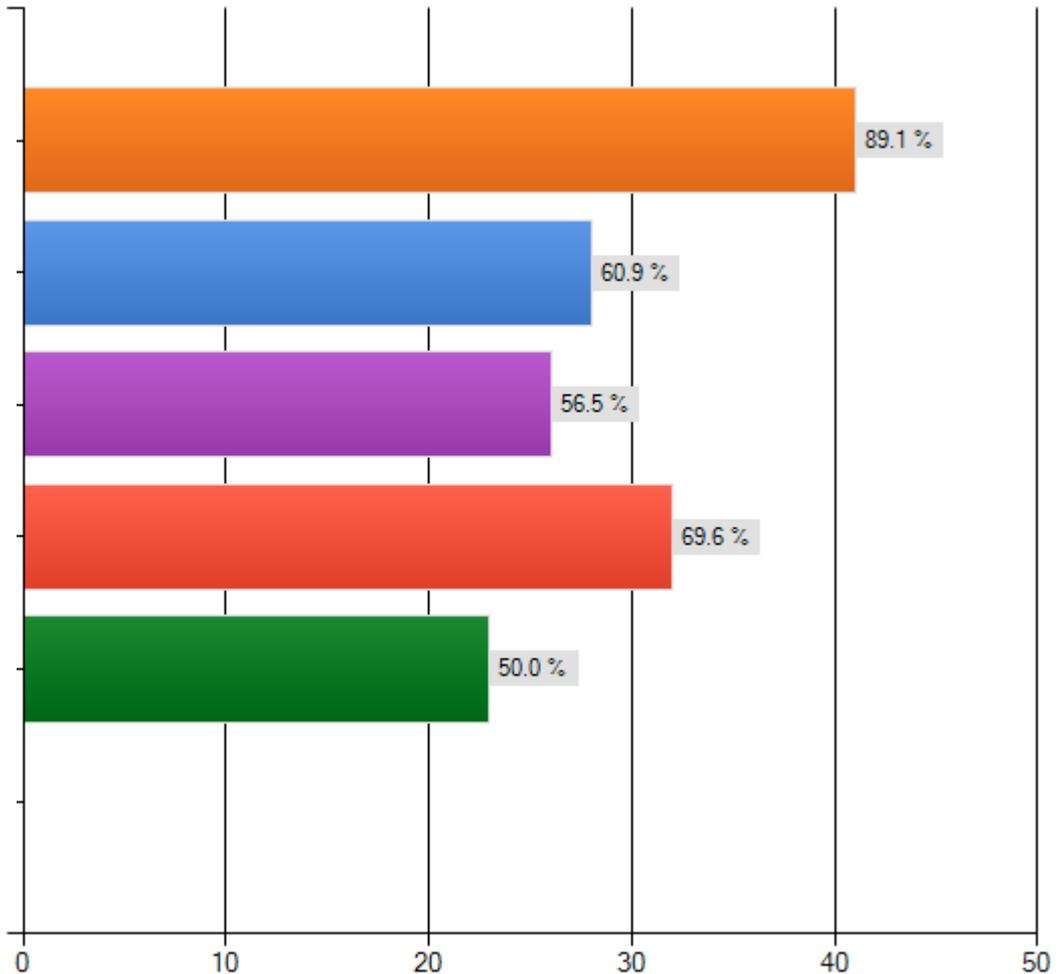
56.5 %

The pre-employment training on professional etiquette, resume building, and interviewing for the interns prior to the internships

69.6 %

The support and responsiveness of NYC Ladders for Leaders staff

50.0 %



*"Our interns were very well prepared. They had workplace skills as well as the basic preparation to work with us." – 2013 Employer*

# 2013 Partners List

ABM	Everyday Health	Municipal Credit Union
Accenture	Explorer Day Camp	Neuberger Berman
AHRC New York City	Fedcap	New York City Administration for Children's Services
American Airlines	Flint Lock LLC	New York City Department of Environmental Protection
Avon Foundation	Frankfurt Kurnit Klei & Selz	New York City Department of Financial Services
Baby Buggy Inc.	Friends of the High Line	New York City Department of Probation
Bank of America	Gartner	New York City Department of Youth and Community Development
Berkeley College	Girls Inc.	New York City Office of Chief Medical Examiner
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British American Business	Greater Jamaica Development Corporation	Nike / DYCD Partnership
Brooklyn College	Grey New York	NPower
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Catalyst	Harlem Pediatric Associates	NYC & Company
Catholic Medical Mission Board	Harvest Home Farmer's Market	NYC Department of Health and Mental Hygiene
Central Queens Y, The	Healthcorps	NYC Taxi and Limousine Commission
Children's Law Center, The	Huge Inc.	Office of Edward V Giannasca, The
Children's Museum of Manhattan	IBM	Office of the Manhattan Borough President Scott M. Stringer
Classic Center	JKS Foundation	Ogilvy Group, The
Columbia Journalism School	JP Morgan Chase	One Club, The
Columbia University Hospital Medical Research Lab	Kalusugan Coalition Inc.	The Partnership for a Healthier NYC
Community Health Action of Staten Island	Kaplan	P.U.L.S.E. High School
Continuum Health Partners	KPMG	Peter J. Solomon Company
Continuum Health Partners, Inc.	LaGuardia Community College	Plaza Del Sol
CUNY College Now	Latin Women In Action	Reserve
Curtis, Mallet-Prevost Colt and Mosle Door, The	Laura Devine	Safe Horizon
Empire State Building Observatory	Leukemia & Lymphoma Society - NYC Chapter, The	SLS Conference Center/Ivy Real Estate School
Empire State Coalition	Macys	State of New York Supreme Court
Estee Lauder Companies, The	Madame Paulette Dry Cleaners	Tishman Speyer
	Major League Soccer	Women's Venture Fund
	Mannings Pharmacy Corporation	York College, Continuing Education
	Manpower	Young & Rubicam
	Mayor's Office of Contract Services	
	Mayor's Office to Combat Domestic Violence	
	Mindshare	

# Thank You!

“What I learned this summer will carry with me for the rest of my life, and it’s so valuable – especially at my age”  
- **2013 Intern**



“Our interns exceeded all expectations and goals!” - **2013 Employer**