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We ready, Susan? good morning. Everyone my name is Kelly curtain and I'm with Nyc.

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And company, and I want to thank all of you for joining us this morning.

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Nyc. and Company is striving to be more accessible during all of our webinars.

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The zoom platform is accessible by screen, reader and captioning.

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A button, you will see live transcript. Once you click on that, you will be able to show or hide captioning.

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We will also be providing a full transcript of this webinar along with the recording in our follow-up email you will receive within the next few days.

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So hopefully. You all have your settings adjusted correctly.

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And we just wanted to thank you again for joining us this morning.

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As you know, Nyc. and Company strives to bring our members opportunities opportunities that will help their business.

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And also we want to share opportunities with city programming when appropriate.

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And this is a perfect opportunity for for that next slide, please.

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So this morning we're going to talk about s by Ep.

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Which is the student youth employment program. it's an important program that is part of New York city's department of youth and community development.

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We're gonna talk about the program we're gonna give you the the the one on one on the program. The presentation will be fairly brief.

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Probably about 15 min, or so we expect that you'll have some questions after you hear the details of the program, and you can put your questions in the Q.

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And a function that's at the bottom of your zoom and we'll answer all the questions at that time next slide.

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So Why, yep once again s yep is the student youth employment program.

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It's run, and fully funded by the city and the great thing about the S.

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By Ep program is that it gives local businesses a chance to support local young New Yorkers.

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It helps develop the workforce and the tourism and hospitality industry, and at the end of the day it's free help for your business.

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So we've been long talking about workforce development and specifically in the tourism and hospitality industry.

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You know, there are a number of colleges, universities, and high schools that do have tourism and hospitality programs, but we at Mit in company have been talking about trying to think out better ways to reach high school students and and young college students and let them know about

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all of the opportunities in our industry as you all know It's one of the top 5 industries in the city supporting 400,000 jobs before Kovat and we're heading back in that direction we're gonna get back

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to those numbers. so it really is a great a great way to have a career and to to enter into the middle class quite frankly, too.

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So there's lots of opportunities and We just need to share the opportunities with our young people.

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So this is a great way to do it and again it's basically free interns.

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For 6 weeks this summer to help you in your business next slide, so we're going to be joined by our colleagues with the city.

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We have Daphne, Montana, She's, the Associate, Commissioner of Youth, workforce, development, Sarah Whitney, director of employer, engagement, and partnership, and Jacqueline Chan coordinator of employer,

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engagement and partnership and at this time i'm going to turn things over to Sarah, and she's going to take you through the program. and what you need to know to to help one of these great interns thanks so much thank

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you, Kelly. Hi! Everyone it's wonderful to be here with you all this morning. i'm very excited to share more about Syp with you all. I see some familiar names on our participant list folks who have been part of the program in

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the past. And so today I'm. just going to take you through a few more details of the program, and as Kelly mentioned. if you have questions, you can drop them into the Q and A.

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Box on zoom and we'll answer them towards the end of the presentation. and so i'm going to go over for those of you who may be unfamiliar.

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What is Syp and i'm going to talk about some of the program details logistics of this summers program.

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I'm going to speak about what work experiences for young people will look like this summer, and what they can look like for your business or organization.

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I'll talk about the process, and the timeline of becoming an Syp employer partner, and then i'll have my colleagues, Daphne and Jacqueline join me for A. Q.

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And a to answer any questions that you might have. If you do have access to the chat.

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If you were an Syp participant when you were a young person here in New York, or if you have previously hosted sip participants through your company or organization, feel free to drop that in the chat I love to see some of

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the stories. we like to say that every new yorker has an syp story, and if you don't this summer is your summer to have a story with us, So we're excited to have you on board, and so Kelly spoke a bit about this But

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what is Syp. so syp is actually the Nation's largest and oldest youth employment program The sip program began in 1,963, and so we're coming up next year on our

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sixtieth summer, which is really exciting for us, and this summer is actually going to be the largest Syp program.

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In the history of New York. So we're reaching a 100,000 young people through youth workforce programs and career exploration opportunities this summer, thanks to a commitment by Mayor Adams and his administration to grow

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the program. 90,000 of those opportunities will be coming through Syp.

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We have a big task ahead of us. We typically work with over 50,000 employers across the city, and we're really excited to grow that number again this year to be able to reach the historic number of young people.

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The Syp program connects youth with paid job jobs and career exploration opportunities.

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Each summer it's an opportunity for them to develop skills to develop leadership opportunities to grow their network of potential mentors and future employers to explore career pathways and interests and also to earn a paycheck You know

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the value for a young person in this program is pretty clear.

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They gain all of these things, and they also get to contribute to their own savings to their families.

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Economic stability over the summer, you know, by earning a paycheck through Syp.

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But there's a huge value. Add for employers as well, and Kelly mentioned a bit about this, for you know your specific industry.

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Broadly. it's an operator to you know in this time directly contribute to the economic recovery of the city in the face of the Kovac pandemic, you know at no cost to the employer which is a really amazing

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opportunity. it's also a way to build diverse workforce pipelines.

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Many of our Syp employers discover new talent through the program and end up hiring part-time or full-time staff hyper, locally right?

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It's an opportunity to directly connect with New York City use from every single neighborhood, speaking every single one of our New York City languages. You know.

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I like to say that it's really a way to support block by block.

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If you're located in a particular neighborhood, we can connect you with young people from that neighborhood, and you get to benefit from the energy in the creativity of New York City youth as well young people are eager for these opportunities and

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we're excited to connect you with young people this summer We also have a component of Syp called ladders for leaders, and this is a nationally recognized internship program for select high school and college students.

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It's often an employer paid internship where the young people can work for longer periods of time and go through an interview process and a comprehensive application.

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They receive up to 30 h of pre-employment training, and we have a robust alumni network.

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So for those who might be looking for a bit more of an intensive experience than the program.

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I'm going to speak about we're definitely happy to talk to you about our ladders for leaders in internship opportunity for those select students, and so in detail, what does scp look like so we're placing young people ages

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16 to 24 in paid job and internship operators They're paid $15 per hour directly by the city of New York.

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So there's no cost to you and they can work. up to 25 h per week for 6 weeks during the summer.

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The There's 2 cohorts so you have a bit of flexibility in terms of when the interns the young people start in your company.

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They can start either July, the fifth or July the eleventh, and they work up to 25 h each week for 6 weeks.

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All we ask of you is that you provide them with roles, with tasks, with opportunities that provide immediate and specific value, not only to them, but to your company or organization, and that they receive supportive supervision that at least one

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supervisor supervises up to 12 participants.

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You can have one participant working for for your company, or you can have, you know, 50 as long as you have supportive supervision with a ratio of one to 12 for those young people. And what do work experiences look like this really really

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varies. We want to match young people with jobs and internships that match their age, their skills, and their interests.

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And so the types of roles that you have may be more appropriate for a 16 and 17 year old, or may be more appropriate for a 19 or 20 year old.

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The the young people in those age groups might be looking for a little bit different type of experience, and it also depends on their skills and their interests. When they apply to S.

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Yep. They indicate the type of industry the type of role that they're looking for, and what types of skills or particular interests they have.

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And when you come on board to become an syp employer you also indicate the type of young person you're looking for the type of role you'd like them to fill. and what particular needs you might have Maybe your company.

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Works with a particular high number of speakers of a certain language and So you're looking for young people who can help to support that.

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Maybe you're looking for young people who can support in a customer service role.

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And so you're looking for someone who has a bubbly personality, and is interested in being front-facing.

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Or maybe you want someone with particular social media skills to help to support your brand presence.

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You indicate that when you come on board to be a partner with us, so the work experiences can vary.

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It can be, you know, short-term seasonal support in busy periods or periods, where maybe you want to alleviate some of the the burnout that many employees are experiencing by getting some new young energy to

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support. it can be office-based internships project and community-based roles.

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It's a great experience for if you're looking to energize, maybe some of your marketing with youth focus, and you want to bring on a few young interns to help develop campaigns to to in the in youth voice or focused on

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you know, local community needs You can offer remote or hybrid opportunities.

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So since we, you know, stepped into the pandemic a few years ago we began offering not only in-person roles, but also hybrid and remote opportunities.

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And, as I mentioned earlier, it's an opportunity to really leverage young people's energy and unique skills for us as the department of youth and community development, we very obviously develop programs for young people and we need to make sure that we are meeting our stakeholders where

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they are. And so we love to take advantage of the internship opportunities over the summer by bringing in young people to help us to develop new content.

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New programming that really focuses on youth voice and so there's an opportunity there as well.

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I am not as comfortable with these emerging technologies and the tick talks and new social media of the world. and so it's an opportunity for me to you know, gain that insight from young people those unique skills that some of us in the

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workforce might not actually have it's also a way to foster supervisory skills.

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And your current employees. If you have folks on your team who are on that bubble of taking a next step in their courier than becoming managers.

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But you'd like to give them a bit more coaching and mentoring experience.

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This is a great way to do that for 6 weeks this summer, as I mentioned earlier, to directly increase your community engagement.

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When you hire a young person through soyp you're not only reaching that young person, but when they go home at night, they're speaking to their siblings to their parents to their peers to their extended family

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about their internship opportunity, and it's a way to get your business or your organization's presence.

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Really, you know, solidified across the community by having young people speak about those experiences.

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And this is a very, very brief sample of some past work site experiences.

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Some of you may recognize your own organization's name on this list I saw some of you had Rsvp.

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The the work experiences can really vary across this industry there's a lot of opportunity, and as Kelly mentioned, this is a really great way to introduce young people to an industry that's so vital to our city, and that they may not

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have already thought of as an opportunity. You know we have so many young people here in New York that, and even adults that never leave their own neighborhood.

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And so for the opportunity to be placed in a job maybe in a tourism sector that they don't explore because they're from New York. But they get an insight and they open their eyes into What that career could look like

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for them going forward There really are endless opportunities here and This is really just a sample of some of those workside experiences that we've had in the past.

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And so how can you. support syp so the first and the easiest way is to hire New York city youth, as I mentioned it's free to you.

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It's a great opportunity to contribute to the city and to bring more energy and support into your into your business.

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The second way is to champion the program we have an outreach toolkit.

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We'll share this with you after our session today. and you have the ability to easily share with other but businesses and organizations in your network who might be interested in hiring youth this summer.

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And so a bit about the timeline. We are in the final few weeks of our work site, development, our outreach.

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And so you are able it before June the sixth, to apply online to become an Syp employer.

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This is our website where you can fill out your work. site application, and you can also get into touch with us for more support.

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You'll include details on your company or organization the type of role the responsibilities of the young people the skills or criteria that you're looking for, or this particular age of young person that you'd like to work with you'll

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indicate their schedule. and then you'll work with one of our syp providers who will match participants into your roles, so they'll take a look at all the criteria that you mentioned they'll

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take a look at the students that they're working with in the interests and skills that they have, and they'll work closely with both you and the young people to match young people into the roles for the summer, and Then as I

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mentioned the work assignments. The jobs and internships begin either July, the fifth or July the eleventh, and the young people work for 6 weeks.

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This is a very partial list of our Syp community based providers.

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So we work with a network of over 60 community-based organizations that serve as liaison between the young people and businesses and organizations during the summer.

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So they do that matching. They support you with your application, and they also support the students during the summer, so they'll give you access to either paper or or electronic time sheets to approve the time.

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Of the the young people. you know that you're working with so that they can be paid.

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They'll help troubleshoot any issues on the young people or on the employers end, and they really serve as a wonderful partner throughout the process.

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So you'll see a full list of these community based providers in our workside application, and my team can also help to recommend to you a community-based organization to work with, if you're not familiar with one already and so with

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that i'll ask my team to join me and we'll open it up to Q.

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A I see a few questions in the Q. and A. right now.

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But if you have questions, the Q. and a function is open for you to add them

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So, Sarah is Kelly. Oh, I I guess I can put my my camera back on just for the for the benefit of all.

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I think this was a great question when is the deadline because there's a few people on here that actually know of some young people who might want to get involved in the program Patty Clark is on and I think she's

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on the board of von College. So for young people to apply to be an intern they needed to apply by last Friday.

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Okay, So maybe for next year that's correct our youth application deadline was last Friday.

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But if you have young people that are interested are our website is Nyc.

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Gov slip, so they can find more information about how to connect the program in the future Great. And then, just for the benefit of all, there was a question is a question about minimum hours.

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I know we you said that it was 20 up to 25 h a week, and it's an up to 6 weeks, And is there a minimum number of weeks and or a minimum number of hours.

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The program is 6 weeks and the young people can work up to 25 h per week.

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We ask that they work at least 75 h over the course of the 6 weeks.

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Okay, And then there was another one. Our students that applied a part of sip is the employer application the same as ladders for leaders

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If you are interested in the ladders for leaders, internship program, we can.

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You can reach us. We'll share our contact information but also via our website.

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Nyc. Gov. slash higher nyc youth you can submit an interest form, and we'll reach out to you for the latter's internship program, and the to you know.

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Give a bit more background the latter's program is typically employer paid, and the young people can work longer than the 6 weeks, and they can work up to 40 h per week through that program.

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Okay. And then there was question about just just making sure that Yes, this is

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This is fully paid for by the city so so the employers don't have to pay anything which I think has not always been the case.

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So that's a great great new thing right Now, somebody asked if they have the ability to interview the insurance first.

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Actually then my seeing company. we have have had interns through both ladders for leaders, and S. by Ep.

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And they've been fabulous I don't remember interviewing the interns first is that part of the process.

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I think that might be hard to do with so many kids.

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Part of the process for ladders for leaders, because the students are applying a bit earlier, and they're going through a more comprehensive prep. period.

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But for Soyp Kelly to your point, that our providers do a really great job of matching the young people into roles based on both the needs and requests of the student and the employer.

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Great. And then there was a question: Here are there guidelines on the time of day?

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They are not allowed to work, and they work in the evening.

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They can work. in the evening. we ask that you follow all city and state labor laws.

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So the hours for minors are a bit more limited.

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We can share that with you I believe it's it's midnight or 10 Pm.

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That miners shouldn't work past so they can definitely work you know, early evening hours and weekends as well. okay, great.

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And then somebody just wanted to to reconfirm, which I know you mentioned, that this could be live in the office, or at the sight of your attraction.

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But it could also be virtual, or it could be a hybrid.

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Is that correct? absolutely that's correct? all we would ask is that you have a plan for making sure the young people are supported, whether they're in the office in you know at your your home base, or you know virtually

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Question. I see a few questions here in the box that we can help to answer.

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So Jeanette asks that she submitted an application.

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When should she expect to hear back? If you have submitted an application, you know you should expect to hear back from the community based organization that you selected to work with in the next couple of weeks.

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But you can always reach out to us we'll share our contact information as well, and we can help to to follow up.

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And then someone asked, How does the youth submit their time sheets each week to get paid?

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So you can choose to confirm their time by paper time sheets or electronically through an online portal.

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So the community based provider that you'll be working with will set you up based on your preference paper or electronic time sheets.

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And Sheila asked, How soon can an employer apply today?

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You can apply right now on our website, and if you need additional assistance, you can reach out to us as well.

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And then someone asked, How many interns can each company get There's not necessarily a limit to the number of young people that you can hire through the program.

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We would ask that you, you know, tell us details about what each role would be doing to make sure that they, you know, have fulfilled experience over the summer, and that they have supportive supervision.

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But we have plenty of young people that are excited for roles this summer, and just to confirm something I know we already established that they could.

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The students. The entrance can be on site, or they could be virtual, or they can be a hybrid.

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But if they're if they are a hybrid I would imagine that the employer would need to provide a computer, What if the intern didn't have a computer, someone's asking about that, Yes, if the role is hybrid or

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remote. We would love for you to be able to provide that equipment that the young people would need.

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If there are constraints that you're facing with that we'd love to talk about it, and see if we can support as well.

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But typically employers would provide any equipment that the young people would need while working virtually.

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And then there was a question from Mitch Meyer.

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Our employers based in New Jersey eligible.

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I kind of think not cause this is new York what do you think? yeah, yeah, we're we're open to working with in-person roles that are within a 100 miles of New York city as long as it works for the

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young person and for remote roles obviously it's something that we can support with as well take it out to us.

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Excellent, Mitch. You're in business someone asked what the best email for contact is which I guess we can.

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We can send it a follow up. but which email is that Yep I'm gonna put up our contact information on the screen here, but it will also be shared.

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So you can reach out to Jacqueline or myself.

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And we also have a interest form on our website. Nyc.

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Gov. slash higher. Nyc. youth if you're not quite ready to complete your application yet.

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But you are, you know. Want to get in touch for a little bit more support. Great?

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And then Lauren had asked i'm a first timer in this program, and I recently submitted a workside application.

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I could only tag one organization to source from not sure if I did that correctly, or if there's someone I could reach out to, did she do that correctly?

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Yes, you don't you don't need to select more than one community based organization to work with you have that option.

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But one is fine, and you can definitely reach out to us.

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To chat more

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I think i'm looking at cause there's questions in chat and there's questions in Q.

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A somebody asked to be answer this: What is the age limit?

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Is it? 16 to 2416 to 24 year olds are placed in job and internship opportunities.

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Yes,

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Do we answer this already? Do students have the opportunity for a site visit before accepting a job to ensure it's a good fit

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A site visit to the employer. so the community based organization that you're working with can definitely speak more about whether that's feasible, you know.

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I think it will depend on the timeline of when we get your application and match young people into the roles.

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But it's something that we can explore this is a good question.

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We have our own in office onboarding and training process.

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Is this something that you candidates can go through

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So all of our young people go through 6 to 8 h of general training

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Before they start their roles they learn about workplace etiquette, financial literacy to ensure that they are.

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You know, having resources available for saving during the program when they're earning their paycheck.

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They also receive sexual harassment training, But you're welcome when you bring them on board on their first day to definitely have them go through your onboarding and training process.

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And if you have particular requirements that you need to ensure that your candidates are meeting, you can include that when you submit your workside application

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Do you think we covered it, or did we look at everything here in chat as well

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I see Emma Psalm asks, is 6 weeks.

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The maximum time of employment. for youth if you're interested in exploring an employer paid ladders for leaders internship for longer than 6 weeks.

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It's definitely something that we can discuss with you and match you with great candidates.

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But for Syp for our programs that the city is paying candidate or young people directly the maximum time is 6 weeks.

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You're also welcome, and many companies do this I think we might have some of them on the call to offer your interns.

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The opportunity to continue on. Is there New York based in the fall, or to return in the future, in part-time roles, or even full-time roles, that you might have with your company?

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So it's a great opportunity to get almost a 6 week introductory.

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You know, city paid period with potential new employees it it really really is so great, and the interns that we've had at Mit and Company have been fantastic.

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So I can't speak highly enough about the program from a personal perspective.

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And like you, said Sarah. It is a great way to build a more diverse workforce, because we're all really trying to do that.

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And this is this is such an easy way to do it.

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In addition to getting some free help. I I know and i'm seeing company.

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We're gonna take on some interns and there are so many projects that we just like can't get to and It's It's a great way to to get some of these little projects done that we all have in our

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business and especially any that relates to social media, or you know, because our youth are more adapt at all of that.

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But they also bring a fresh perspective and you know we're all trying to reach the next generation, and that's their generation.

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So you know it's it's it would be nice to you know, to also get some feedback on some of the marketing you're doing, or whatnot in addition to cultivating future employees for your business So it's kind of

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a win-win. so I really really thank Sarah Daphne and Jacqueline for joining us today.

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I thank all of you members for joining us here and I think if there's no other questions I I think we might be good.

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Does anyone see any other questions here? And of course you can reach out directly to the team at S.

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By Ep. DyCD

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I don't see anything else, daphne jacqueline if you had anything to add, feel free.

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But we're really grateful for all of you for being here today for interest in the program, and we look forward to you know we're having a historic number of young people this year.

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We look forward to having a historic number of opportunities in the tourism and hospitality sector.

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So we appreciate all of the support so great so we'll be following.

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We'll welcome up with information you know again, with all your contact information, Everyone that joined us here and I know we included this information on in an email from Fred last week, and we'll probably include it again because We've a