CITY OF ALBANY
SYEP REPORT
2018

Program Review
PRESENTED BY PROGRAM DIRECTOR
PAUL COLLINS-HACKETT
PROGRAM OVERVIEW

For over 30 years the Summer Youth Employment Program (SYEP) has served as a way to introduce youth into the labor market, concurrently helping them acquire skills that can be used to improve school performance and become responsible adults. Since many youth, especially those from low income households, face the prospect of a difficult transition into work or college, constructive labor market experiences can provide great benefits. Besides the income earned, experience in the labor market and interactions with employers and other role models can help youth understand why education is important. These teachable moments help to expand their worldview, as youth are encouraged to expand their aspirations and career goals.

The 2018 SYEP operated from 7/9/18 to 8/10/18. Youth worked a total of 20 hours a week and were paid at the rate of 10.40/hr. Youth worked at their job assignments Monday through Thursday, with Fridays being reserved for enrichment sessions. Enrichment sessions helped youth develop their soft skills, prepare or enhance their resumes, and discuss career options with local elected officials, professionals and more.

Our staff is grateful to have worked with Albany’s youth, worksite supervisors, our administrators, and each other. We look forward to continuing to build on this year’s success and shaping the future of our city.

CLINICS

Informational sessions across the city

Volunteers and staff provided support to assist youth and families with completing applications, discussing work assignment options, answering payroll questions, and more. Youth and families who attended were better prepared for registration and SYEP participation.

ALBANY PUBLIC LIBRARY

- Washington Main Branch- 161 Washington Ave, Albany, NY 12210
- Howe Branch- 105 Schuyler St, Albany, NY 12202
- Bach Branch- 455 New Scotland Ave, Albany, NY 12208
- Arbor Hill Branch- 148 Henry Johnson Blvd, Albany, NY 12210
- Delaware Branch- 331 Delaware Ave, Albany, NY 12209
- Pine Hills Branch- 517 Western Ave, Albany, NY 12203

ALBANY PUBLIC SCHOOLS

- Albany High School- 700 Washington Ave, Albany, NY 12203
- William S. Hackett Middle School- 45 Delaware Ave, Albany, NY 12202
- West Hill Middle School- 395 Elk St, Albany, NY 12206
- Stephen & Harriet Myers Middle School- 100 Elbel Ct, Albany, NY 12209
- Albany Leadership Academy- 19 Hackett Blvd, Albany, NY 12208
- Green Tech High School- 99 Slingerland St, Albany, NY 12202
2018 saw a record number of applicants, click bulb for Times Union Article

This year, the Summer Youth Employment Program saw a record number of applicants. Over 1,200 youth from across the city registered for summer employment, with a significant increase in the number of refugee and immigrant applicants. Registrations were held on four dates, at four locations around the city. Sessions were offered in the morning and the evening to accommodate families and youth.

REGISTRATION DATES AND LOCATIONS

- March 18, 2018 (9am-12pm) - TOAST- Lincoln Park Albany, NY 12202
- March 22, 2018 (4pm-7pm) - West Hill- 395 Elk St, Albany, NY 12206
- March 29, 2018 (4pm-7pm) - Hackett- 45 Delaware Ave, Albany, NY 12202
- April 1, 2018 (9am-12pm) - Bleecker- 721 Clinton Ave, Albany, NY 12206

ORIENTATION

Mandatory for youth and their families

All summer youth employees attended a mandatory orientation at the Thomas O'Brien Academy of Science and Technology. Parents were encouraged to attend with youth in order to ensure that accurate information was conveyed and questions were addressed. Students who were unable to attend were given an opportunity to attend a make up session. Youth who failed to attend orientation were not permitted to enter the program.

Orientation began the process of setting standards for attendance and behavior which were applied throughout the program. During this time, the evolving role of Employment Coaches was explained, program protocol was detailed and wrap around services such as NYS health-plan marketplace representatives and SEFCU financial resources were offered. Specific questions about topics such as payroll were addressed and several families made arrangements to meet at the Youth Opportunity Office at a later date.
Most of the youth in the program resided in the 12206 zip code.

508 young men and 609 young women participated.

Most youth in the program were 15 years old.

Employment coaches worked with the youth at their placements as a liaison between the youth and employers. For many youth, their SYEP position was their first time working. Additional guidance was provided to ensure that the transition was as seamless as possible. Coaches assisted with program coordination as well as day to day disciplinary issues. Coaches also facilitated enrichment sessions with presenters at enrichment locations. Before the program launched, coaches completed workplace safety training, as well as mentoring, conflict resolution, social/emotional indicators, financial literacy, and more. Coaches were encouraged to form relationships with youth, at their worksites. Being proactive and more involved throughout the summer had the immediate impact of creating organic relationships and making conflict resolution a smoother process.
This year more than 100 businesses joined the program to provide meaningful work experiences for youth employees. Worksites attended mandatory orientation to understand program structure and expectations. Worksites ranged from City Hall positions and office positions at local schools, to summer camps and community driven initiatives around the city. Here are some highlights from projects with local businesses.

**EDEN ROSE FOUNDATION**
With the Eden Rose foundation, youth learned to garden and built a community garden for the residents in the area. They established a market stand for residents to sell their produce and learned about healthy living habits.

**THE RED BOOKSHELF**
At the Red Bookshelf, youth repaired children's books for placement on local bookshelves for children to bring home. With their efforts, productivity skyrocketed and the Red Bookshelf was able to prepare more than 3,000 books for the community.

**IMPRINT UNIVERSE**
New worksite Imprint Universe, showed youth how to design, create, and market their own clothes. Youth created t-shirts and hats as well as learned the creative process from start to finish. At the recognition ceremony, youth were able to sell items that they created. The picture to the left is a link to a local news article.

**CITY OF ALBANY - DEPARTMENT OF GENERAL SERVICES**
Youth worked with the Department of General Services (DGS) to spearhead a new recycling initiative in the City of Albany. Youth visited area residents and discussed recycling and waste disposal with them. The picture to the left is a link to a local news article.

**LIGHTS, CAMERA, ACTION**
A cohort of youth interested in photography and entrepreneurship were placed into the Lights, Camera, Action worksite. Youth learned photography from local filmmakers and created final projects to display what they learned.
Enrichment sessions covered topics like financial literacy, college access, career planning and exploration, time management, wellness, business planning, and workplace safety among others. Local officials, small business owners, and local providers conducted workshops and spoke at length with youth. In an effort to expose youth to college campuses, as well as community resources available to them, enrichment sessions were conducted at local post secondary locations around the city.

SEFCU- 700 Patroon Creek Blvd., Albany, NY 12206
Albany Public Library-161 Washington Ave., Albany, NY 12210
Capitol South Campus Center- 20 Warren St. Albany, NY, 12202
Workforce Development- 175 Central Ave., Albany, NY 12206
St. Rose- 432 Western Ave., Albany, NY 12203
SAGE- 140 New Scotland Ave., Albany, NY 12208
UAldine- 135 Western Ave., Albany, NY 12222

KNOW YOUR RIGHTS
The Albany Police Department and the Center For Law and Justice provided "Know Your Rights" training. Police officers, attorneys and youth discussed police interactions, knowing their rights and identified resources to refer to if needed.

SEFCU
A cohort of youth attended and completed a financial literacy program at the SEFCU corporate offices. SEFCU staff assisted youth by developing budgets, helping to plan for college as well as learning how to be more mindful and intentional in their spending.

COLLEGE ACCESS
Many youth in the program had not visited local post secondary institutions and were eager to learn more. Every enrichment site conducted tours of their campuses and discussed the admissions process with a representative from the location.
At the end of the summer, the Department of Recreation and Youth and Workforce Services hosted a family event at Bleecker Stadium to celebrate the growth of the participants and their accomplishments during the program. Local providers set up tables of information and connected family resources like health and dental insurance with parents. A DJ played music for the youth to dance to, as others played tug of war and attempted to dunk the Commissioner in the dunk tank. Youth were nominated for awards which were presented to them by Mayor Sheehan on stage at the event. Several worksites set up displays with items the youth created over the summer, some of these items included clothing, board games, art work and more. Local businesses donated ice cream, food, games, raffle prizes and more, providing positive reinforcement to every youth in attendance.
PARENT
Parent of program participant

"...I am a long time City resident and homeowner....City life always presents its challenges. But the existence of the Program itself...are examples of one of the many positives that the City has to offer."

MELISSA MUSCATO
LaSalle School For Boys

"BIG THANK YOU for...your efforts...in trying to help out during this difficult time....I'm truly thankful for your support with all our needs!"

YOUTH
Youth testimonial from a program participant

"What I liked about this program is that I got to learn different things and explore possibilities and to know what not to say in an interview."

STEPHANIE MILLER
New York State Museum

"[Youth] were a bit nervous on the first day, but once they realized how much they had to share with Museum visitors, they were psyched to get out there and teach what they had learned. The students served over 1100 Museum visitors. Over 500 in one day!"