

Dear Friends,

When my Administration created the NYC Center for Youth Employment in spring 2015, we set the goal of supporting at least 100,000 jobs, internships, and mentorships per year by 2020 for New Yorkers ages 14 to 24.

Since the Center's launch, we've seen robust growth in both summer and year-round work opportunities for our City's rising workforce. We're committed to continuing that progress, and to ensuring that each of these opportunities helps participants gain experience, add skills, and advance toward great jobs and family-supporting careers.

Fulfilling that commitment means working not only with youth and young adults, but also with the businesses that ultimately will hire them to meet their own evolving talent needs. Without a stronger partnership with the employer community, we won't be able to expand or improve the system of youth workforce services.

Since the Center began its work, we've heard from many New York City employers that are enjoying great success in working with youth as interns and entry-level hires. We've also talked with many other firms that are open to trying out young workers, but aren't sure how to bring them onboard, give them assignments or supervise them.

The Center created this Employer Best Practices Playbook to collect and share the effective strategies of local employers in utilizing young talent, at every step from recruitment to evaluation. The firms interviewed for this Playbook range in size from a handful of workers in one location to tens of thousands spread across the City and far beyond, and in areas of focus from technology and finance to education and nonprofit services.

What these employers have in common is a commitment to giving our youth a chance, and a belief informed by experience that they themselves benefit from doing so. The Center has created this Playbook to share their practices in a format that's easy to grasp and implement. Our team is here to follow up with customized support and training.

As this work continues over the next several years, we look forward to partnering with you to expand opportunity for young New Yorkers, utilizing their energy and talents to strengthen our City's economy and communities.



Mayor Bill de Blasio