

YASEP

YOUNG ADULT SECTORAL
EMPLOYMENT PROJECT



In a labor market that increasingly rewards jobseekers and workers with postsecondary educational credentials, extensive work histories and strong professional networks, low-income young adults often find themselves at a disadvantage. As part of its mission to help young New Yorkers connect to stable jobs and career opportunities, JobsFirstNYC launched the Young Adult Sectoral Employment Project (YASEP) in 2013. YASEP represents an attempt to harness the power of sectoral employment strategies—programs that focus on filling the hiring needs of employers within one industry or set of occupations—on behalf of 18- to 24-year-old New Yorkers. The project currently includes seven partnerships, each briefly described below.

YASEP differs from traditional workforce approaches to serving young adults in two key respects. The program emphasizes longer runways and stronger pipelines: sufficient time and preparation to train participants in the skills and competencies employer partners need, and ongoing input from those employers to ensure that workers are ready to contribute from their first day on the job. Also, the seven YASEP partnerships collaborate in a JobsFirstNYC supported and facilitated learning community, to share information and resources, refine practices and jointly develop crosscutting strategies.

As New York City deepens its overall involvement in sector-focused workforce development and reconsiders its menu of programs to help youth and young adults seamlessly transition into career-track work, YASEP offers significant potential to help advance the field.

The seven partnerships are:



Comprehensive Development Inc. and New York Alliance for Careers in Healthcare partnering with Community Health Care Association of New York State and Primary Care Development Corporation to focus on the healthcare sector.

GOAL: Identify and enhance certificate trainings in medical and administrative occupations for out-of-school, out-of-work alumni of CDI's three partner. The partnership will work with CUNY and focus on engaging employers in the ambulatory healthcare sector.



Cypress Hills Local Development Corporation (CHLDC), partnering with Complete Management Solutions, CitiStorage, LLC, Total Transportation Corp., and St. Nicks Alliance to develop career lattices in the transportation, warehousing, and logistics sector.

GOAL: Build growth opportunities by offering a commercial driver's license prep course, investigating relevant certifications, and exploring cost sharing worker programs.



Per Scholas, partnering with FECS, BronxWorks, and the Brooklyn Chamber of Commerce to focus on the Information Technology sector.

GOAL: Create a new assessment model to identify promising young adults to be enrolled into its program, and supporting a bridge program to help more young adults access Per Scholas's training.



Paraprofessional Healthcare Institute (PHI) partnering with Cooperative Home Care Associates (CHCA), Neighborhood Trust Financial Partners, NYACH and Youth Development Institute to focus on the healthcare sector.

GOAL: Find better ways to serve the increasing number of young people seeking training and employment in the home healthcare industry by adopting a case management system focused specifically on the needs of young adults, including customized peer support sessions and staff development training.



Phipps Neighborhoods Career Network partnering with Hostos Community College and Montefiore Medical Center for careers in the Allied Healthcare.

GOAL: Develop healthcare career pathways for young adults who have academic skill gaps and little work experience by incorporating employer-driven contextualized work readiness and experiential hands on instruction.



Queens Community House, partnering with Jacob A. Riis Neighborhood Settlement House, Sunnyside Community Services, and Ocean Bay Community Development Corporation to work together with employers in the food industry.

GOAL: Create a borough-wide collaboration focused, particularly but not exclusively in neighborhood-based food industry businesses.



Wildlife Conservation Society (WCS), working together with FEGS and BronxWorks, on behalf of young adults in the Bronx.

GOAL: Establish a full-time coordinator to work with these neighborhood-based organizations to develop a system for the training, hiring, retaining, and promoting of young adults from the Bronx in various job sectors—hospitality, food services, and retail—at WCS's Bronx Zoo.

Speaking about the YASEP initiative from the employers' perspective, Alan Momeyer, Vice President of Human Resources at Loews Corporation, and JobsFirstNYC Board Chair stated, ***"In an age of specialization, we in corporate employment look for jobseekers who have the unique qualities and talents that let us distinguish our brands from our competitors. YASEP is designed to make employers' lives easier by preparing job placement organizations to understand our particular staffing needs and to provide the people that we must have to survive and prosper."***

As one of the funders that supports YASEP, Laurie Dien, Senior Program Officer at The Pinkerton Foundation, said, ***"Requiring partnerships to build a sturdy three-legged stool—employer engagement, relevant training, and support at the workplace—greatly increases the chance that young people will not only find employment but also succeed on the job."***

The YASEP is made possible with generous support from the following foundations: The Annie E. Casey Foundation, The Aronson Family Foundation, Capital One Foundation, JPMorgan Chase Foundation, The New York Community Trust, and The Pinkerton Foundation.

Additional general support for JobsFirstNYC has been provided by the following foundations: The Achelis and Bodman Foundations, The Clark Foundation, Ira W. DeCamp Foundation, Valentine Perry Snyder Fund, and Viacom International, Inc.