

**Manhattanville in West Harlem Implementation Plan Report
October 16, 2023 Submission**

Declaration Reference and Key Data

Obligation Section Number: **5.07(c)(xv)**

Obligation Title: **Outreach for Disconnected Youth**

Obligation Page Number: **55**

Obligation Trigger: **Acquisition by ESD or CU of all Initial Stage 1 Condemnation Parcel(s)**

Obligation Start Date: **March 12, 2012**

Obligation End Date: **March 12, 2038* (8 Year Pilot; 25 Years from Commencement)**

Obligation Status: **In Compliance**

Obligation

Outreach for Disconnected Youth. Commencing with the acquisition by ESD or CU of all Initial Stage 1 Condemnation Parcels, CU shall initiate a targeted outreach, in partnership with community based organizations, to identify and engage disconnected youth in the community, ages 16-24 who have not completed high school or obtained a GED, in order to enroll them at no cost in existing NYCDOE high school programs or GED programs operated by community partners. Upon completion of a high school diploma or GED, youth will be referred for skills training, internships and work based learning opportunities through community based organizations. For youth successfully completing the GED program, CU will make a good faith effort to place qualified youth in positions with CU. To ensure coordination of program and placement services CU shall fund a position to coordinate program and placement efforts. The program will be reviewed by CU and ESD after eight years and, if effective, will be continued, subject to subsequent reviews of effectiveness for 25 years from commencement.

*Planning activities were still ongoing upon the obligation trigger date. Outreach for disconnected youth was conducted in 2013, one year after the trigger date. Therefore, this obligation will be in effect until 2038, 25 years from the commencement of the obligation implementation.

Evidence of Compliance

1. Annual report

Columbia University's Implementation Plan and all supporting documentation are made available on the Columbia Neighbors Webpage at <https://neighbors.columbia.edu/content/community-commitments>.

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EOC Checklist for Obligation 5.07(c)(xv):

Please check to verify EOC items submitted for review.

1. Annual report

Monitor's Notes / Comments:

Status:

Please check to indicate the status of Obligation 5.07(c)(xv):

In Compliance

In Progress

Not In Compliance

Not Triggered

Annual Report: Connecting Youth Initiative

State Submission Annual Reporting Period: **October 2022 - September 2023**

Executive Summary

The Connecting Youth Initiative (CYI) is the title used to identify the program for the Outreach to Disconnected Youth commitment and is targeted for individuals ages 16-24, residing in Northern Manhattan and parts of the South Bronx, who are not employed, not in school and/or have not completed high school or obtained a high school equivalency degree.

It is well-documented that youth disconnection is not a singular condition but often accompanied by a host of other adverse circumstances that make it difficult for youth to succeed in life. Some examples include: poverty, homelessness, teen pregnancy, incarceration and disabilities. Through a combination of direct services and collaborative partnerships, the CYI seeks to mitigate these obstacles that prevent youth from achieving success in the areas of education and career development. To that end, CYI incorporated a school-based component that takes a preventative approach to disconnection by targeting students at-risk for drop-out or aging-out.

The intended objectives include:

- Enrolling these young people in New York City Department of Education (NYC DOE) high school programs or Test Assessing Secondary Completion (TASC) programs to obtain a New York State High School Equivalency Diploma
- Providing referrals for skills training, internships and work-based learning opportunities through CBOs (Upon completion of high school or receipt of an equivalency diploma).
- Efforts to place targeted youth in positions at and outside of Columbia University

Date of Initial Engagement	Name	Age	Zip Code	Social Worker Assigned?	Services Consumed	Services Provided by	Outcome of Engagement
6/1/2023	[REDACTED]	17	10037	Yes	Case Mgmt	CYI, DP	Student had to be referred back to Social worker at home school for assistance with school transfer
4/14/2023	[REDACTED]	18	10027	No	Initial Outreach	CYI, EAH	In progress
4/14/2023	[REDACTED]	16	10462	No	Initial Outreach	CYI, EAH	In progress
4/15/2023	[REDACTED]	17	10025	No	Initial Outreach	CYI, EAH	In progress
4/15/2023	[REDACTED]	16	10466	No	Initial Outreach	CYI, EAH	In progress
4/14/2023	[REDACTED]	17	10459	No	Initial Outreach	CYI, EAH	In progress
4/15/2023	[REDACTED]	16	10459	No	Initial Outreach	CYI, EAH	In progress
4/15/2023	[REDACTED]	17	10039	No	Initial Outreach	CYI, EAH	In progress
4/14/2023	[REDACTED]	16	10039	No	Initial Outreach	CYI, EAH	In progress
4/15/2023	[REDACTED]	17	10026	No	Initial Outreach	CYI, EAH	In progress
4/15/2023	[REDACTED]	17	10026	No	Initial Outreach	CYI, EAH	In progress
4/14/2023	[REDACTED]	16	10031	No	Initial Outreach	CYI, EAH	In progress
3/23/2023	[REDACTED]	24	10455	Yes	Case Mgmt	CYI	Individual was referred to an internship placement at Columbia University's Office of Communications and Public Affairs. He completed all 175 hrs. of his internship.
2/8/2023	[REDACTED]	23	10466	Yes	Case Mgmt	CYI	Individual was referred to an internship placement at Columbia University's School of Engineering. He completed all 175 hrs. of his internship.

Key:
 CYI - Connecting Youth Initiative
 DP - Democracy Prep HS
 EAH - Eagle Academy Harlem
 NMIC- Northern Manhattan Improvement Corporation

Programmatic Overview

CYI includes a case management service pathway to provide more intensive wraparound services on an individual basis. With a careful assessment of the individuals' presenting problem at intake, CYI staff are able to address some of the other issues contributing to the disconnection. It also provides the opportunity for relationship building between CYI participants and CYI staff. The development of trusting relationships creates a pathway to change for CYI participants and makes it possible for them, along with CYI staff, to navigate the pathway collectively.

In order to increase referrals to employment opportunities at the university, the Office of Government and Community Affairs, under the umbrella of the CYI, has launched the Work-Based Learning Initiative pilot. Through the WBLI, partner organizations have referred candidates who are determined to be work-ready based on age, education status, interests and job skills for placement at three participating university departments. Further development of this initiative is ongoing, with progress depending on the success of the pilot to increase buy-in from both university and community partners. The Office of Government and Community Affairs is overseeing the program development and plans to partner with Columbia University Human Resources to make it a university-backed initiative. In March, a presentation was made at the Columbia University Human Resources Network meeting to solicit departments to serve as internship hosts. Several departments expressed interest, but ultimately two departments followed through with all of the necessary steps. As a result, 2 individuals were able to be placed at internships at the university's School of Engineering and Applied Studies' Human Resources Department and the Office of Communications and Public Affairs. Both individuals received supportive services through the Connecting Youth Initiative's case management service pathway.

Program Process and Results

CYI is designed to assist youth and young adults experiencing disconnection to gain access to services that will ensure they achieve their goals in the areas of education and employment attainment. This is achieved primarily through two service pathways: group workshops and case management. Group workshops are used to provide soft-skill training and development for youth seeking to improve interpersonal skills that will lead to improving their employability. The case management service pathway allows CYI to meet individuals where they are and guide them towards educational and workforce opportunities, including potential job placements at Columbia University. The process of individual work with program participants is divided into four phases:

Phase 1: Initial Outreach: Initial outreach is the process of educating organizations or prospective program participants on the services and supports offered by CYI. These individuals are initially introduced to CYI through a variety of outreach methods listed below:

- **Organizational Outreach:** During the reporting period, CYI met with 15 different organizations and entities to provide information about its services and create new partnerships to enhance its program offerings.

- **Individual Outreach:** During the reporting period, CYI performed individual outreach to 14 individuals to provide information about its services.

Phase 2: Intake and Assessment: The process of gathering more detailed information about individuals who sign up to be in CYI. Information gathered during the intakes is used to determine next steps such as creation of individual achievement plans and determining appropriate referrals for individuals.

-During the reporting period, CYI completed intakes for 3 individuals.

Phase 3: Case Management: The purpose of case management is to create a structured environment and schedule for CYI participants to work towards the completion of their goals. These individuals meet up to twice monthly with CYI staff to engage in informal advising sessions, create individual achievement plans, and receive referrals for further support.

-During the reporting period, 3 individuals received case management from a CYI staff member.

Phase 4: Referral For Services: Referrals are information and assistance given to CYI participants to connect them to resources that meet their educational and employment needs.

-During the reporting period 2 individual received referrals for workforce and education services.

Additional Supporting Documentation

Evidence of targeted outreach to identify and engage youth in the community
List of associated CBOs invited to participate in outreach
Work-Based Learning Initiative Pilot Overview and Criteria
Work-Based Learning Initiative Pilot Job Descriptions Fall 2023
Work-Based Learning Initiative Outreach-Presentation Slides

MANHATTANVILLE RESIDENT ASSOCIATION

1ST ANNUAL

RESOURCE FAIR

Thursday, May 4th

3:00 pm - 6:00 pm

Manhattanville

Community Center

530 West 133rd Street

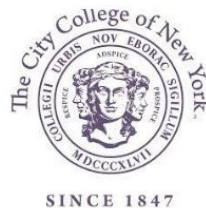


Employment, Health & Educational opportunities for all ages!

COLUMBIA | CONNECTING YOUTH INITIATIVE
Office of Government and Community Affairs



SUCCESS
ACADEMY
CHARTER
SCHOOLS



THE OFFICE OF
MANHATTAN BOROUGH PRESIDENT
MARK LEVINE



More orgs to be added!!!

Contact Veronica at
vnieves328@gmail.com
for more information

GOSO

GETTING OUT STAYING OUT

Stand Against Violence

SAVE
East Harlem

NATIONAL GUN VIOLENCE AWARENESS DAY

Our Streets. Our Future.

A Community Call for Peace

FRIDAY JUNE 2
2PM - 6PM

Community
Speakers
at 5 PM

East 117th St. between Park & Madison

FOOD

MUSIC

SPEAKERS

FUN

OFFICE OF
DIANA AYALA



Deputy Speaker | New York City Council
District 8: East Harlem & South Bronx



External Organizations and Groups Invited to Participate in Outreach

Organization Name	Type	Areas of Focus
Artistic Noise	Community	Arts, Workforce Development
Catholic Guardian Services	Community	Foster Care
CCFY Living Redemption Youth Opportunity Hub at The Soul Saving Station	Community	Youth Development, Violence Prevention, Faith-based
Children's Aid Society-Next Generation Center	Community	Youth Development, College Access, Job Readiness,
Democracy Prep High School	Charter School	Education
Department of Community and Youth Development	City	Education, Workforce Development
Department of Probation/ NEON	City	Youth Development, Violence Intervention and Prevention,
Eagle Academy Harlem	Department of Education School	Education
FDA II High School (03M860)	Department of Education School	Academic
First Corinthian Baptist Church HOPE Center	Community	Mental Health, Faith-based
Grace Outreach	Community	Academic, Youth Development, Employment
Grant Houses Tenant Association	Community	Community Development
Harlem Lacrosse	Community	Education, Sports, Youth Development
Harlem Wellness Center	Community	Health and Wellness
I Have a Dream Foundation	Community	Education
JMS Empire LLC	Community	Community Development
Job Corps	Community	Education, Workforce Development
Manhattan Educational Opportunity Center (MEOC)	City	Workforce Development, Academic
Manhattanville Houses Tenant Association	Community	Community Development
Mayor's Office of Youth Employment-Disconnected Youth Task Force	Government	Youth Development, Workforce Development
Northern Manhattan Improvement Corporation (NMIC)	Community	Workforce Development, Academic, Social Services, Legal Services
NY Presbyterian Hospital - Youth Opportunity Hub	Community	Youth Development, Mental Health, Academic, Health Education
NYPD 32nd Precinct Community Council	Community	Public Safety
Office of Congressman Adriano Espaillat	Government	Policy
Osborne Association- Family Works Harlem	Community	Criminal Justice Reform, Youth and Family Services
P.A.L.A.N.T.E.	Community	Housing Assistance

Part of the Solution (POTS)	Community	Food Insecurity, Housing
Phipps Neighborhoods	Community	Community Development
Quality Services for the Autism Community	Community	Human Services, Workforce Development
S.A.V.E. (Stand Against Violence East Harlem)	Community	Violence Prevention, Youth Development
STRIVE	Community	Workforce Development, Social Services
Tayshana Chicken Murphy Foundation Inc.	Community	Violence Intervention and Prevention, Mentoring, Youth Development
The Center for Alternative Sentencing and Employment Services (CASES)- Jobs for America's Graduates (JAG) Program	Community	Employment
The Isaacs Center	Community	Workforce Development, Academic, Social Services
The Pillars NYC	Community	Mental Health, Substance Abuse,
Thrive Collective	Community	Youth Development, Arts
Upper Manhattan Empowerment Zone	Community	Workforce Development
Urban Assembly School for Performing Arts	Department of Education School	Academic
Urban Resource Institute	Community	Housing, Mental Health, Domestic Violence
West Harlem Development Corporation- Arise SYEP	Community	Youth Development
West Harlem Development Corporation- Harlem Skills Training Center	Community	Workforce Development, Academic, Social Services
West Harlem Empowerment Coalition	Community	Community Development
West Harlem Reentry Coalition	Coalition	Formerly Incarcerated/Reentry
Year Up	Community	College and Career Readiness
Youth Action YouthBuild East Harlem	Community	Education, Workforce Development

***Highlighted orgs have been added during the current reporting period**

Internal Organizations and Groups Invited to Participate in Outreach

Department Name	Type	Areas of Focus
Columbia University Business School	University School	Academic, Business
Columbia University Institute for Social and Economic Research and Policy	Institute	Research
Columbia University Italian Academy	University Center	Research
Columbia University School of Engineering and Applied Studies-HR Department	University School	Human Resources
Columbia University School of Social Work-Field Education Department	University School	Field Education for SW Students
Columbia University Wellness Center	University Department	Health, Internship Opportunities
Community Impact	Community	Academic, Workforce Development, Life Skill
CU Employment Information Center	University Department	Workforce Development
CU Facilities and Operations	University Department	Workforce Development
CU School of Social Work(CUSSW) - Achievement Initiative	University School	Academic
CU- African American and African Diaspora Studies Department (AAADS)	University Department	Academic, Arts
CU- Athletics	University Department	Athletics, Academic
CU-School of General Studies	University School	Non-Traditional Students
CUIT-Women in Technology-Community Outreach group	Affinity Group	Community Outreach, Community Engagement, Career Readiness
Double Discovery Center	University Department/Program	Academic, College Readiness, Enrichment, Health and Wellness
Teachers College-REACH	School Based	Academic
The Workplace Center at Columbia University	School and Community-Based	Workforce Development, Research, Academic

***Highlighted orgs have been added during the current reporting period**

Work-Based Learning Initiative Pilot

Overview

The Work-Based Learning Initiative (WBLI) is a comprehensive workforce and talent development program currently housed in Columbia University's Office of Government and Community Affairs. It provides an infrastructure that assists with organizing a combination of Columbia University departments and community-based organizations (CBOs) with the intention of connecting local, underserved youth and young adults to employment opportunities at various departments across Columbia University's Morningside Heights, Manhattanville, and Irving Medical Center campuses.

The overarching goals of the WBLI are to expose local workforce participants to the employment landscape at the university while building a rich and diverse talent pipeline for future job and career opportunities. The WBLI includes opportunities such as paid internships, mentorship, skill-based workshops and special events such as career fairs and panel discussions.

Participant Eligibility Criteria:

- Between the ages of 16-24
- Resides in the following zip codes:
 - *Manhattan: 10025, 10026, 10027, 10029, 10030, 10031, 10032, 10033, 10034, 10035, 10037, 10039, 10040,*
 - *Bronx: 10451, 10454, 10455, 10474*

Partner CBO Eligibility Criteria:

- Structured internship program that provides stipends for their interns
- Offers basic job readiness and/or skill-based trainings
- Be located in or serve clients in the following zip codes:
 - *Manhattan: 10025, 10026, 10027, 10029, 10030, 10031, 10032, 10033, 10034, 10035, 10037, 10039, 10040,*
 - *Bronx: 10451, 10454, 10455, 10474*

Columbia University Department Eligibility Criteria:

- If participating as an internship host, must be able to provide at least 20 hours of internship hours per week
- Provide personnel to serve as internship supervisors, mentors, speakers, trainers, etc.
- Where applicable, have personnel trained and cleared to work with minors

Work-Based Learning Initiative Fall 2023 Pilot - Current Openings

Department: [School of Engineering and Applied Studies](#)

Human Resources Intern (1 slot available)

Job Duties:

- Assist in the creation of New Hire Orientation Kickoff
- Innovate and organize employee engagement events
- Draft onboarding packet/checklist to be distributed to all departments within SEAS
- Sit in and perform verbatim note taking in Exit/Hiring interviews
- Other tasks as assigned

Preferred Qualifications/Skills:

- At least 18 years old
- Ability to multitask and prioritize accordingly
- Excellent communication/relationship building skills
- Strong attention to detail
- Ability to maintain confidentiality
- Strong knowledge of MS Products (Word, PowerPoint, Excel, Visio)
- Pursuing bachelor's or master's degree in Human Resources, Business, or other related field

Earliest Start Date: 9/1/23

Department: [Communications and Public Affairs, Video Production Team](#)

Video Intern (1 slot available)

Job Duties:

- Cataloging video archive
- Writing captions for existing and new videos
- Uploading videos to Youtube channel

Preferred Qualifications/Skills:

- At least 18 years old
- Ability to work independently
- Ability to multitask and prioritize accordingly
- Excellent communication skills

Earliest Start Date: 11/1/23

Work-Based Learning Opportunities for Local Youth and Young Adults

Presented by Henry Danner, LMSW
Director, Education and Workforce

HR Network Meeting 3/16/23



COLUMBIA UNIVERSITY

Office of Government and Community Affairs



COLUMBIA UNIVERSITY
Human Resources

The Work-Based Learning Initiative (WBLI): What You Need to Know

The Basics

The WBLI -- currently in a pilot phase and housed in the Office of Government and Community Affairs (Morningside) -- is a coordinated effort to organize departments on campus to host work-based learning opportunities and match them with skilled candidates from the surrounding community.

The Objective

Provide meaningful opportunities for participants to build their skills and improve their possibilities to gain full-time employment.

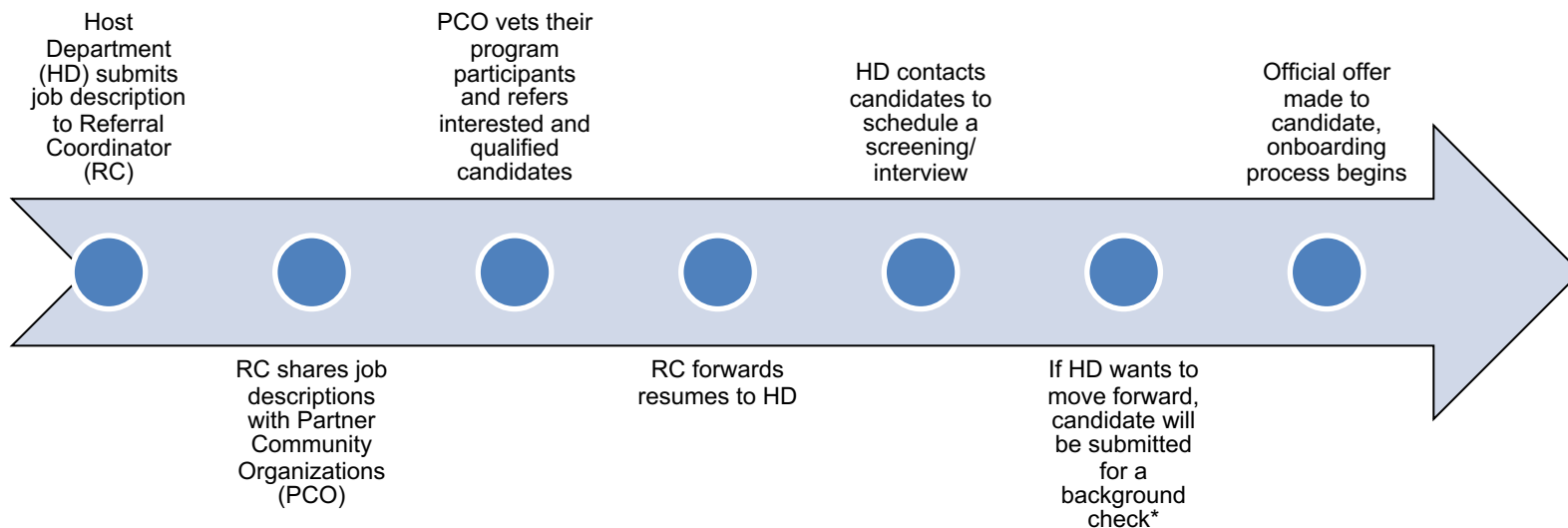
The Participants

16-24 year-olds from underserved neighborhoods in Northern Manhattan and parts of the Bronx. Participants are referred by partner community organizations that offer paid internship programs.

The Benefits

Participants receive a skill and resume-building employment experience. CU departments receive no-cost labor and opportunities to increase their social impact.

WBLI Internship Program: A Snapshot of The Process



*In most cases, background checks will be initiated by the Office of Government and Community Affairs unless departments prefer otherwise.