

**Manhattanville in West Harlem Implementation Plan Report  
October 15, 2025 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>.



## Annual Report: Connecting Youth Initiative

State Submission Annual Reporting Period: **October 2024 - September 2025**

### 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.

Through a combination of direct services and collaborative partnerships, the CYI seeks to mitigate the obstacles (such as poverty, homelessness, teen pregnancy, incarceration, and disabilities) that prevent youth from achieving success in the areas of education and career development. The CYI also incorporates a school-based component that takes a preventative approach to disconnection by targeting students at-risk for drop-out or aging-out.

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 a 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 Office of Government and Community Affairs is actively recruiting and interviewing candidates for the position that oversees both this program as well as the Workforce Training Program and has temporarily paused any activities in this initiative until that position is filled. For the reporting period covering October 2024 through September 2025, no activities occurred.**

### Additional Supporting Documentation

· Job Description for Open Position: Assistant Director, Community Partnerships & Education



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- Job Type: Officer of Administration
- Regular/Temporary: Regular
- Hours Per Week: 35
- Building: Low Library
- Salary Range: \$70,000- \$80,000

*The salary of the finalist selected for this role will be set based on a variety of factors, including but not limited to departmental budgets,*

*qualifications, experience, education, licenses, specialty, and training. The above hiring range represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting.*

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## Position Summary

Reporting to the Executive Director, Community Affairs, the Assistant Director will support the Executive Director and other staff in Columbia University's Office of Government & Community Affairs while maintaining an active portfolio of programmatic commitments related to education, workforce, and youth-related programming in the local community. Under the direct supervision of the Executive Director, the Assistant Director is responsible for supporting and growing the University's partnerships established by the Manhattanville-related Community Benefits Agreement and Declaration of Covenants. The Assistant Director will also work with community stakeholders, Columbia partners, and governmental entities to grow the capacity and extend the reach of programming across the University that serves the educational and workforce-development needs of the local community, including University-based internship and training programs that have emerged in the post-Manhattanville era. In addition, the Director will work with colleagues in GCA and Communications & Public Affairs to enhance department-wide efforts to communicate its priorities with key audiences.

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## Responsibilities

- Support the work of the Executive Director and other colleagues in Columbia's Office of Government & Community Affairs while maintaining a focus on growing and strengthening the Office's commitment to supporting Upper Manhattan's educational & workforce development ecosystem.
- Under guidance from the Vice President and the Executive Director, manage the day-to-day planning and implementation of key Columbia programs and partnerships, including GCA's Connecting Youth Initiative, workforce development grant program.
- Maintain relationships with program partners and other key University and community stakeholders involved with education, workforce, and youth outreach and programming.
- Identify strategic opportunities for program enhancement and growth, working with stakeholders to build capacity and expand reach of programs targeting the education and workforce needs of the local community.
- Support the day-to-day implementation of Columbia's "In Kind Facilities & Services" Benefit in partnership with the West Harlem Development Corporation and other local community-based organizations.

- At the direction of the Executive Director and other senior leaders, liaise directly with community organizations, including the West Harlem Development Corporation. Seek opportunities for additional funding support from government and/or private funders.
  - Support and guide the work of student interns as required.
  - Track relevant community developments and advise University stakeholders on community relations issues.
  - Respond to inquiries from community groups, organizations, and neighbors.
  - Maintain active communications and garner community support for University projects and priorities.
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## Minimum Qualifications

- Bachelor's degree.
  - Minimum 3 years of experience in community relations, urban affairs, education, youth and workforce development.
  - Strong analytical and problem-solving skills required, along with excellent presentation, writing and oral communications skills.
  - Strong relationship-building and stakeholder engagement skills.
  - Project coordination and organizational skills.
  - Ability to exercise sound judgment and discretion.
  - Cultural competency and experience working with various communities.
  - Proficiency in Microsoft Office and basic data tracking tools.
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## Preferred Qualifications

- Advanced degree preferred.
  - Additional experience providing social and educational services to youth and young adults is highly desired.
  - Familiarity with governmental and private-sector youth and social services agencies and organizations, including NYC Dept. of Youth and Community Development, NY State Department of Health regulations, NYC Housing Authority, and others.
  - Grant-writing skills and management experience is a plus.
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