

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

Declaration Reference and Key Data

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

Obligation Title: **Workforce Training Program**

Obligation Page Number: **57**

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

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

Obligation End Date:

Obligation Status: **In Compliance**

Obligation

Workforce Training Program. Commencing with the acquisition by ESD or CU of all Initial Stage 1 Condemnation Parcels, CU shall provide up to \$750,000 to fund and support the design, development and implementation of industry response (skills-based) education and workforce development training. Materials to be developed shall include competency based curriculum, assessment strategies, recommendations for textbooks, instructional aides, delivery strategies and include implementation training for service providers.

Evidence of Compliance

1. Annual report
2. Copy of contract with selected provider

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: Workforce Training Program

State Submission Annual Reporting Period: October 2024 - September 2025

Executive Summary

Columbia University, via the Office of Government and Community Affairs (GCA), has allocated funding to eligible not-for-profit organizations that focus on impact driven education and workforce development training programs for disconnected and at-risk youth in Northern Manhattan as detailed in the table below.

A grant in the amount of \$60,000 was awarded to Youth Justice Network (YJN) in April 2025. This grant, approved by the proposal review committee for a period of one year, was awarded to fund a Youth Advocate to work with YJN staff to target justice-impacted young people living in West Harlem and the surrounding zip codes.

Youth Justice Network’s mission is to break cycles of incarceration and build an equitable justice system by providing young people with individualized advocacy, mentorship, and opportunities to grow, thrive, and lead. The organization empowers justice-involved young people ages 16-24 with access to individual advocates and vital opportunities for personal growth and economic independence, so they can effect change in their lives, families, and communities. Formerly known as Friends of Island Academy, YJN was created on the school floors of Rikers Island at a time when 3500 young people – ages 16 to 18 and almost entirely people of color – were held daily in custody. Since founding, the agency has learned, grown, and is sought after as a leader in youth justice innovation.

Workforce Training Program Payments To Date

| Organization | Payment Date | Amount Awarded |
|---|--------------|------------------|
| Friends of Island Academy | Apr-18 | \$75,000 |
| Friends of Island Academy | Jun-19 | \$75,000 |
| Friends of Island Academy | Jul-20 | \$75,000 |
| Entrepreneurial Design Thinking | Feb-20 | \$25,000 |
| User Research Lab Fellowship (UxR) | Feb-20 | \$30,000 |
| User Research Lab Fellowship (UxR) | Mar-21 | \$30,000 |
| Entrepreneurial Design Thinking | Aug-21 | \$40,000 |
| Youth Justice Network (formerly Friends of Island Academy) | Sep-21 | \$75,000 |
| Entrepreneurial Design Thinking | Sep-21 | \$32,500 |
| Entrepreneurial Design Thinking | Feb-22 | \$53,000 |
| User Research Lab Fellowship (UxR) | Mar-22 | \$30,000 |
| Youth Justice Network | Nov-22 | \$75,000 |
| Youth Justice Network | Apr-25 | \$60,000 |
| TOTAL ALLOCATED TO DATE: | | \$675,500 |
| Remaining Funding | | \$74,500 |

Youth Justice Network Report (April 2025 - September 2025)

Funding provided by Columbia University is used to support and sustain YJN's capacity to offer a social network of support for Manhattan- and Bronx-based youth to achieve outcomes in health and wellbeing, jobs and careers, educational advancement, civic engagement, and youth leadership. Funds are primarily allocated toward the salary of a Youth Advocate dedicated to young people who reside in Harlem and the South Bronx and are attached to the Harlem youth hub.

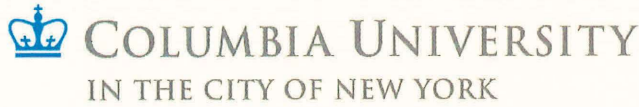
YJN pairs individual youth with a Youth Advocate who provides ongoing, unconditional mentorship throughout all the different phases of incarceration and reentry. Many Advocates have lived experience in the justice and/or child welfare systems themselves. Anchored by community hubs in Harlem, Brooklyn, and the Bronx, YJN's integrated programs include:

- Individual Advocates for youth in custody and post-release.
- High School Equivalency classes and tailored academic pathways.
- Crisis support for emergency needs.
- Support for fathers to promote healthy engagement with their children.
- Support for parents/guardians of court-involved youth.
- Job readiness, career exposure, and internship/job placement.
- Visual, music, and language arts programs.
- Group and individual art therapy.
- Law library services for youth in juvenile detention.
- Defender-based mitigation for felony-charged youth.
- Shifting Gears™, a mobile advocacy bus that travels citywide.

YJN is on track to meet projected targeted goals, and, to date, has successfully engaged 99 local participants in Manhattan and the Bronx from the targeted zip codes. Key to this are recent successes in expanding education and employment offerings.

YJN completed the first cohort of specialized education services (CARE), that seeks to shift justice-impacted youths' relationships with their own educational progress. Altogether, 14 YJN young people graduated from high school or earned their high school equivalency in Summer 2025. This was matched by our diversified career services. With support from new city contracts supplementing support from Columbia, YJN has been able to expand career services in the Bronx. See below for a chart demonstrating YJN's reach and progress towards targeted outcomes.

| Outcome Indicators | All participants | Local participants | Local % |
|---|-------------------------|---------------------------|----------------|
| Youth engaged | 411 | 99 | 24% |
| Achieve positive outcome in at least 3 of 5 areas: health and wellbeing, education, employment, civic engagement and creativity | 45 | 34 | 76% |
| Advanced Academic Goals | 59 | 11 | 19% |
| Enrolled in job readiness workshop | 39 | 21 | 54% |
| Completed job readiness workshop | 31 | 19 | 61% |
| Placed in employment | 39 | 19 | 49% |



OFFICE OF GOVERNMENT AND COMMUNITY AFFAIRS

April 28, 2025

[REDACTED]
Executive Director
Youth Justice Network
63 W. 125th Street, 4th Floor
New York, NY 10027

Dear [REDACTED]

Thank you for your recent proposal and for your longstanding partnership with Columbia University in addressing the needs and challenges of justice-impacted youth in our community.

We are very pleased to renew our commitment to the Youth Justice Network (YJN) with a \$60,000 grant to “strengthen and sustain YJN’s capacity to offer a foundation of support for youth in custody and the community, helping them achieve their goals in health, wellbeing, jobs, and careers, education advancement, civic engagement, and youth leadership.”

Pursuant to this letter, funding will be available on or around May 1, 2025.

As in previous years, we request a brief mid-year progress report (by 9/30/25), along with a detailed end-of-year report sufficient to satisfy our reporting requirements to Empire State Development outlined on the following page.

Please review those requirements as well as the above terms and return a signed copy of this letter at your convenience. Thank you for your continued partnership.

Sincerely,

Loftin Flowers
Vice President, Government & Community Affairs

[REDACTED]
52E2DF4821F0409...
Signature

4/29/2025

Date

Columbia University Education & Workforce Development Fund
Annual Reporting Requirements

This commitment is included as part of an annual report that is submitted by Columbia University to Empire State Development each October 15. As such, information regarding any grantees of this funding and their corresponding programs must be submitted to the Construction Business Initiatives unit by September 30 of each year. This information, required for the report, includes the following:

- *Description of the scope of the program and delivery method (in-person/online)*
- *Number of cohorts conducted with the grant*
- *For any cohort funded:*
 - *Number of participants*
 - *Number of participants who reside in the local community (Zip codes include 10025, 10026, 10027, 10029, 10030, 10031, 10032, 10033, 10034, 10035, 10037, 10039, 10040, 10451, 10454, 10455, and 10474)*
- *Explanation of outreach process*
- *Explanation of application/interview/acceptance process*
- *Description of program objectives or impact*
- *Information about plans for additional cohorts*
- *Explanation of any follow up that was provided to program participants after the cohort concluded*
- *Copies of any materials, curriculum, or collateral for the program*