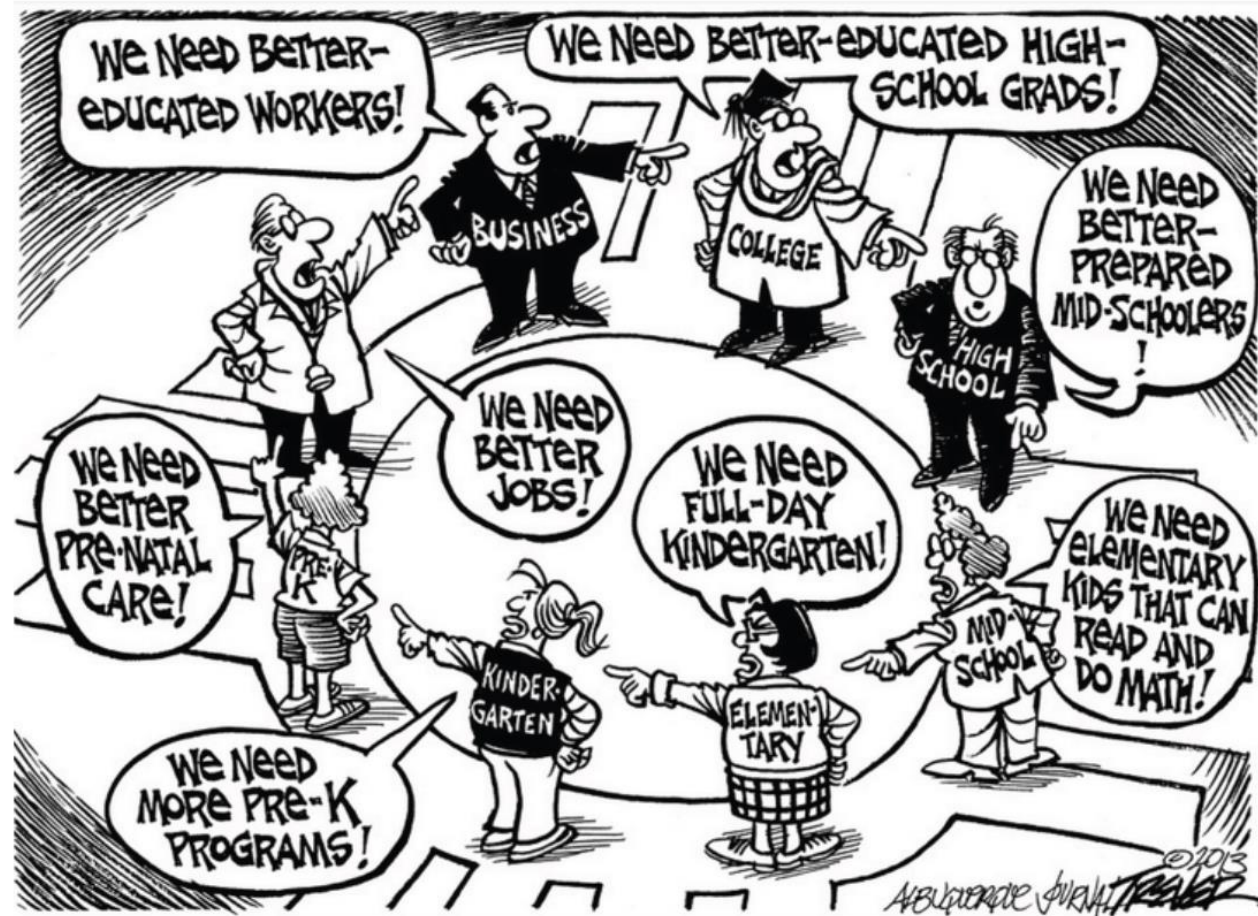


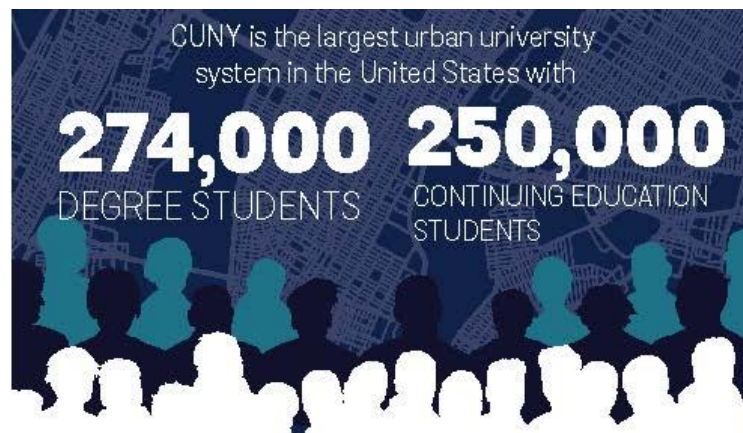


CU NY | Career Success Initiatives

Career Development & Internships

October 17, 2019





2017 CUNY GRADUATES

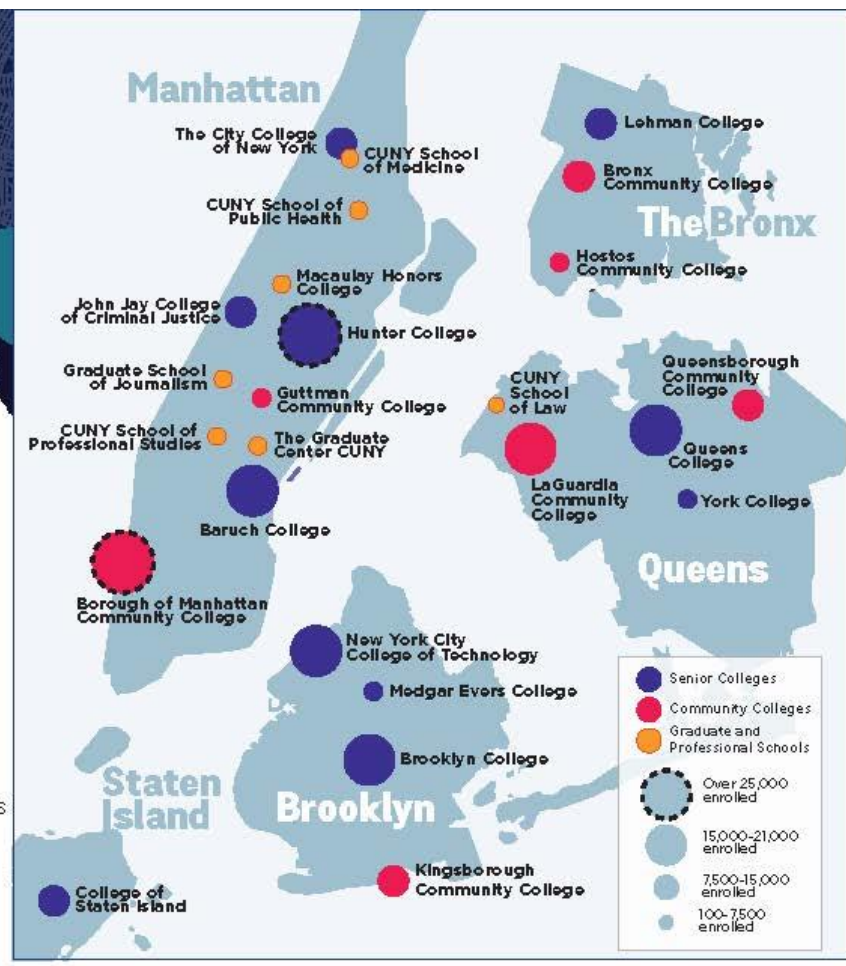
17,372 ASSOCIATE'S DEGREE
24,456 BACHELOR'S DEGREE
8,175 MASTER'S DEGREE
616 DOCTORATE

11 SENIOR COLLEGES each with a rigorous baccalaureate degree program and enriching campus experience.

7 COMMUNITY COLLEGES provide high-quality associate degree programs that prepare students for senior colleges and entry into professional careers.

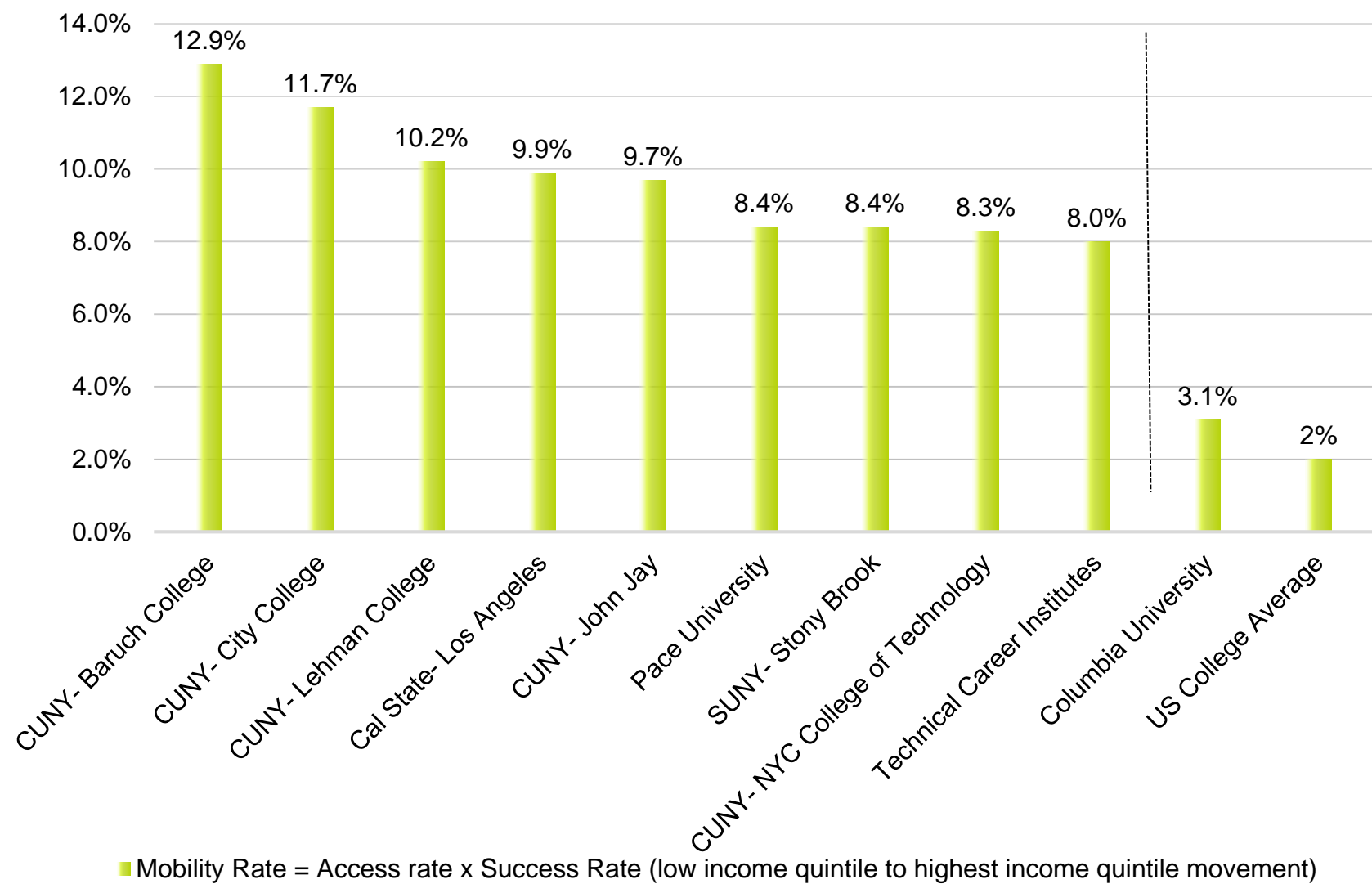
7 GRADUATE, HONORS AND PROFESSIONAL SCHOOLS offer more than 30 doctoral programs.

CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT PROGRAMS at 17 campuses that range from English Language education to certificates in User Experience Design.



5 CUNY colleges are ranked among the **TOP 10** nationwide in propelling students into the middle class and beyond.

Five CUNY colleges are among the top ten for intergenerational mobility (Chetty et al., 2017).



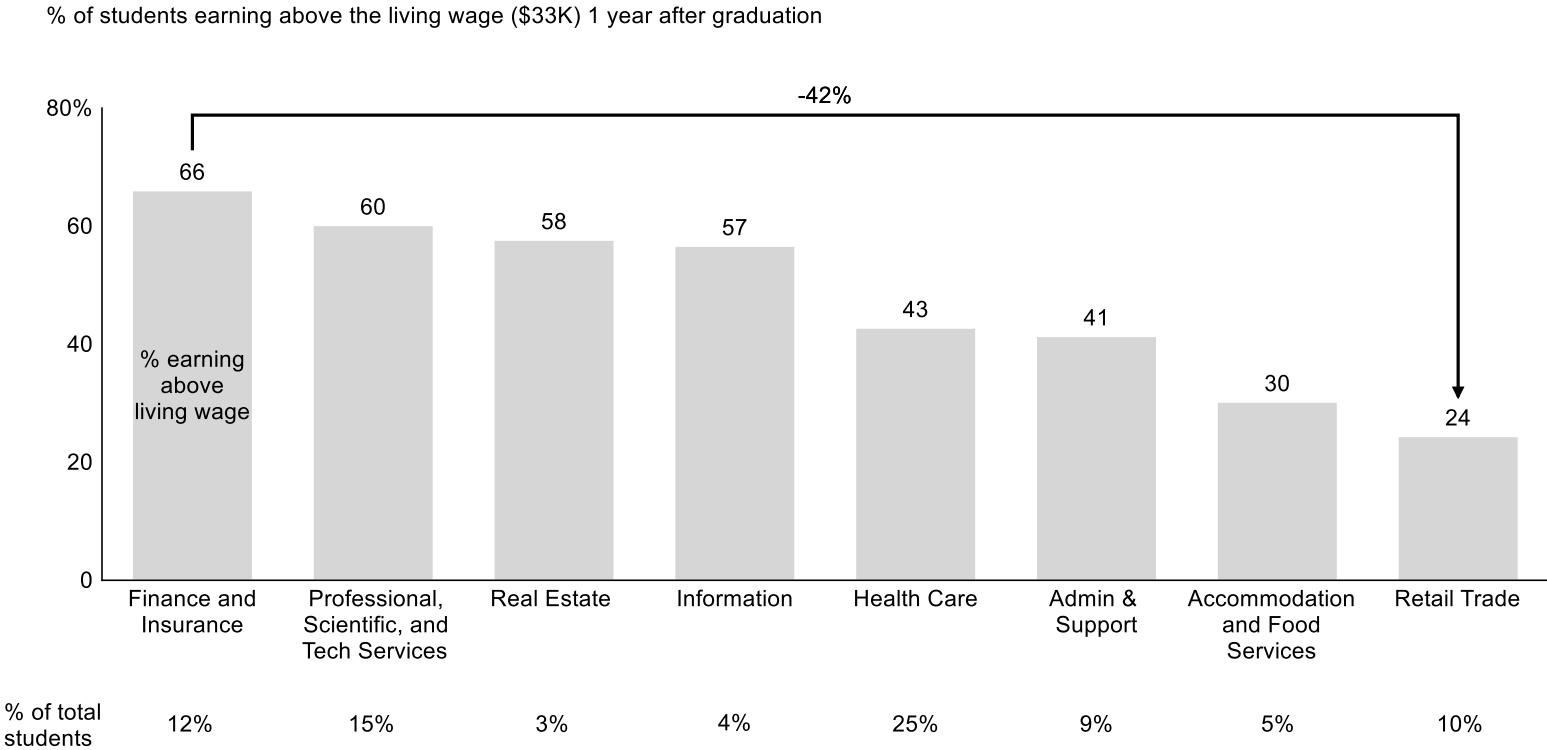
An Emerging Challenge: Automation

Occupation	Automation Potential	Jobs in NYC in 2016	Average Salary
Bookkeeping, accounting, and auditing clerks	86%	55,040	\$38,293
Combined food preparation and serving workers, incl. fast food	87%	49,540	\$26,051
Stock clerks and order fillers	86%	40,320	\$25,292
Cooks, restaurant	84%	33,510	\$28,771
Food preparation workers	91%	28,400	\$27,349
Bus drivers, transit and intercity	85%	15,900	\$33,351
Heavy and tractor-trailer truck drivers	81%	15,740	\$48,390
Dishwashers	86%	14,310	\$24,329
Billing and posting clerks	88%	13,560	\$28,784

Industry is a key predictor of earning above the living wage: 42% living wage gap between highest and lowest performing industries

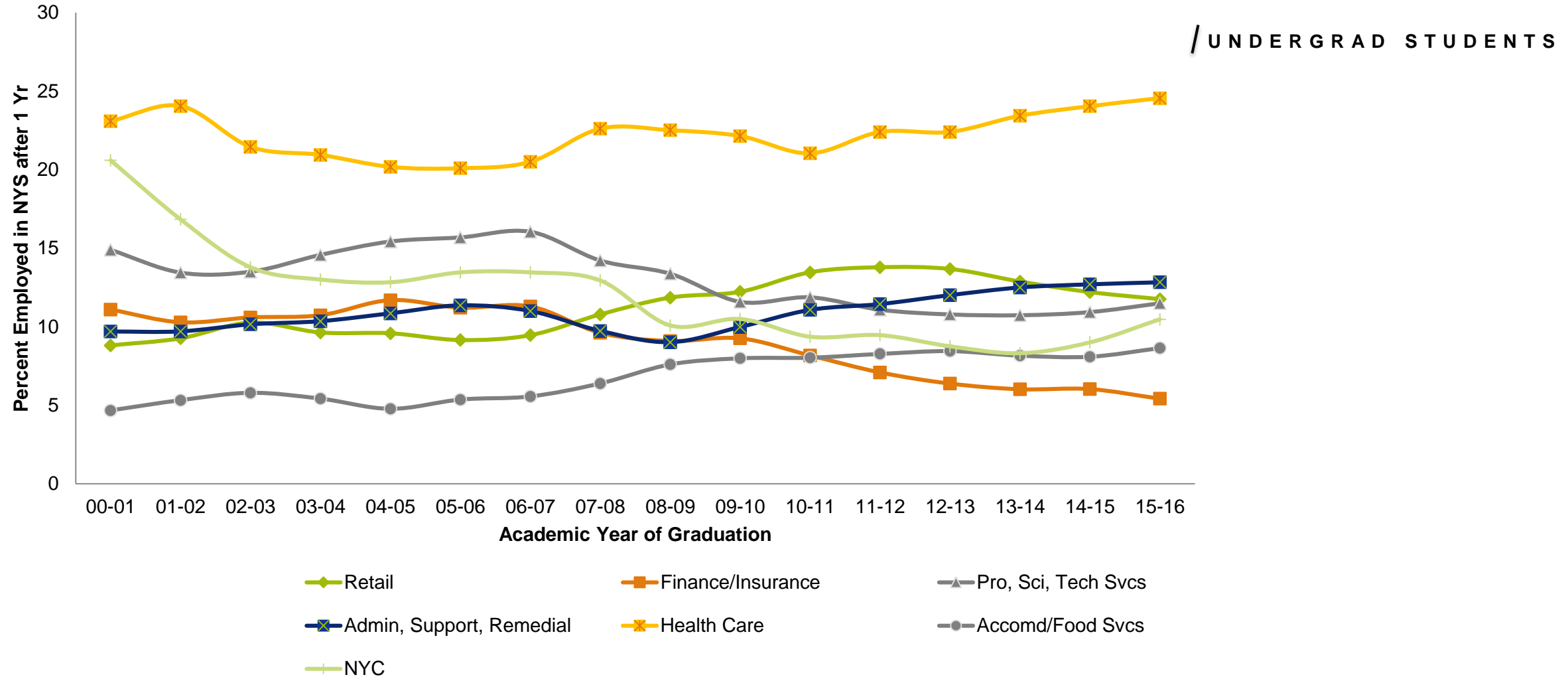
In the last decade: the share of undergraduate students in more highly paid professional services and finance/insurance industries has fallen; NYC employment has fallen; food services and retail have grown.

/ UNDERGRAD STUDENTS



Note: Educational Svcs. left off since ~50% of edu. majors do not have an industry code (many likely work for DOE); Government (incl. NYC) employment excluded; smaller industries excluded (e.g. Manufacturing, Arts & Recreation, Wholesale, Construction, etc.)
Source: CUNY PTC and Wage data 2000-2017

The Problem: Fewer undergraduate students are entering living wage professions, and more are entering lower wage professions.



The Solution: Encourage students to engage early on career plans.

Research

Today, many students are not making active, informed choices about their futures

Starting point



College

often based on proximity and/or familiarity



Academic field

often without knowledge of career options



Industry

often most easily accessible job



Students fail to graduate, take longer to find jobs, and end up in industries they're not interested in and pay below living wage

Using outcomes data, students can actively research careers and make informed decisions on field and college

Best practice



Industry

based on interests, knowledge of outcomes, and discovery of opportunities



Academic field

most relevant to industry of choice



College

based on strength in the student's academic field of choice



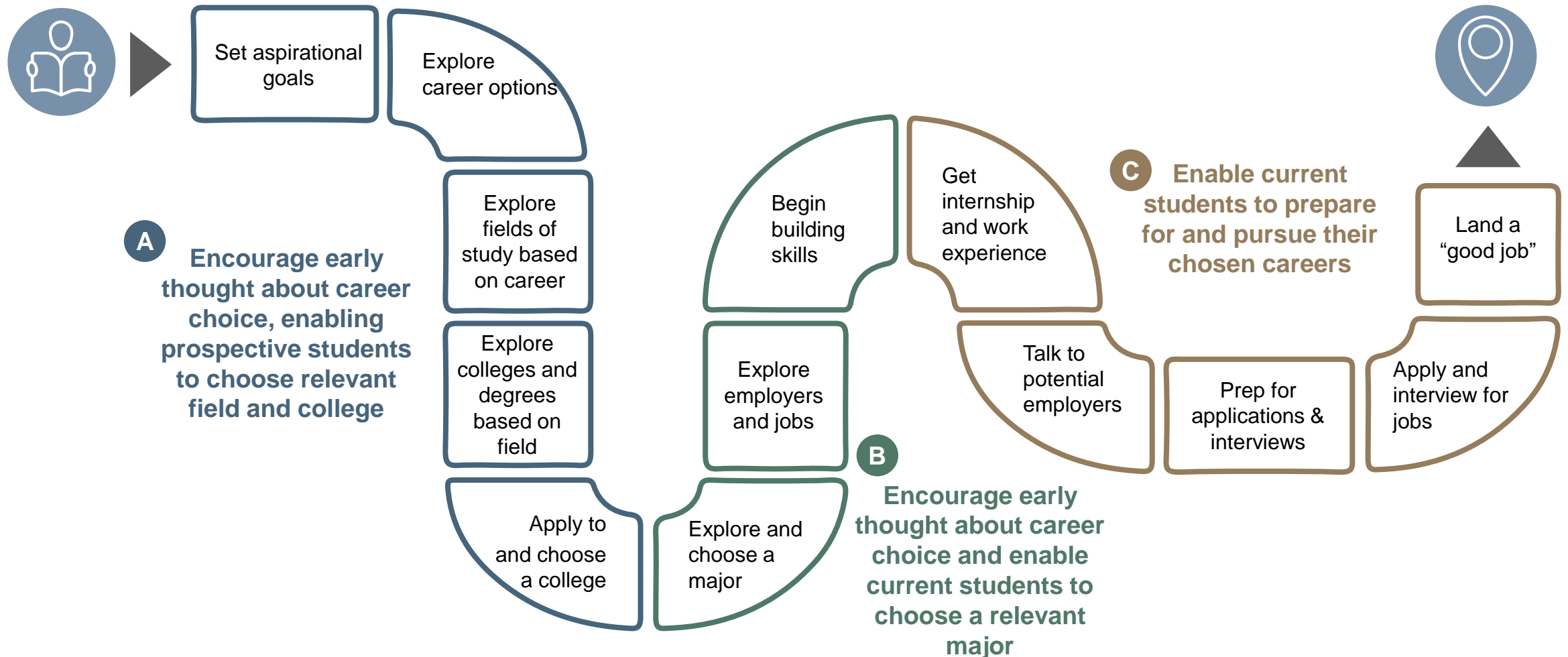
Steps to success

using successful graduates as examples



Students graduate faster, find jobs more easily, and choose industries they are passionate about and pay above living wage

Students need tools and information to understand and make decisions about career choices before and throughout college.



Career Pathway Competency Map

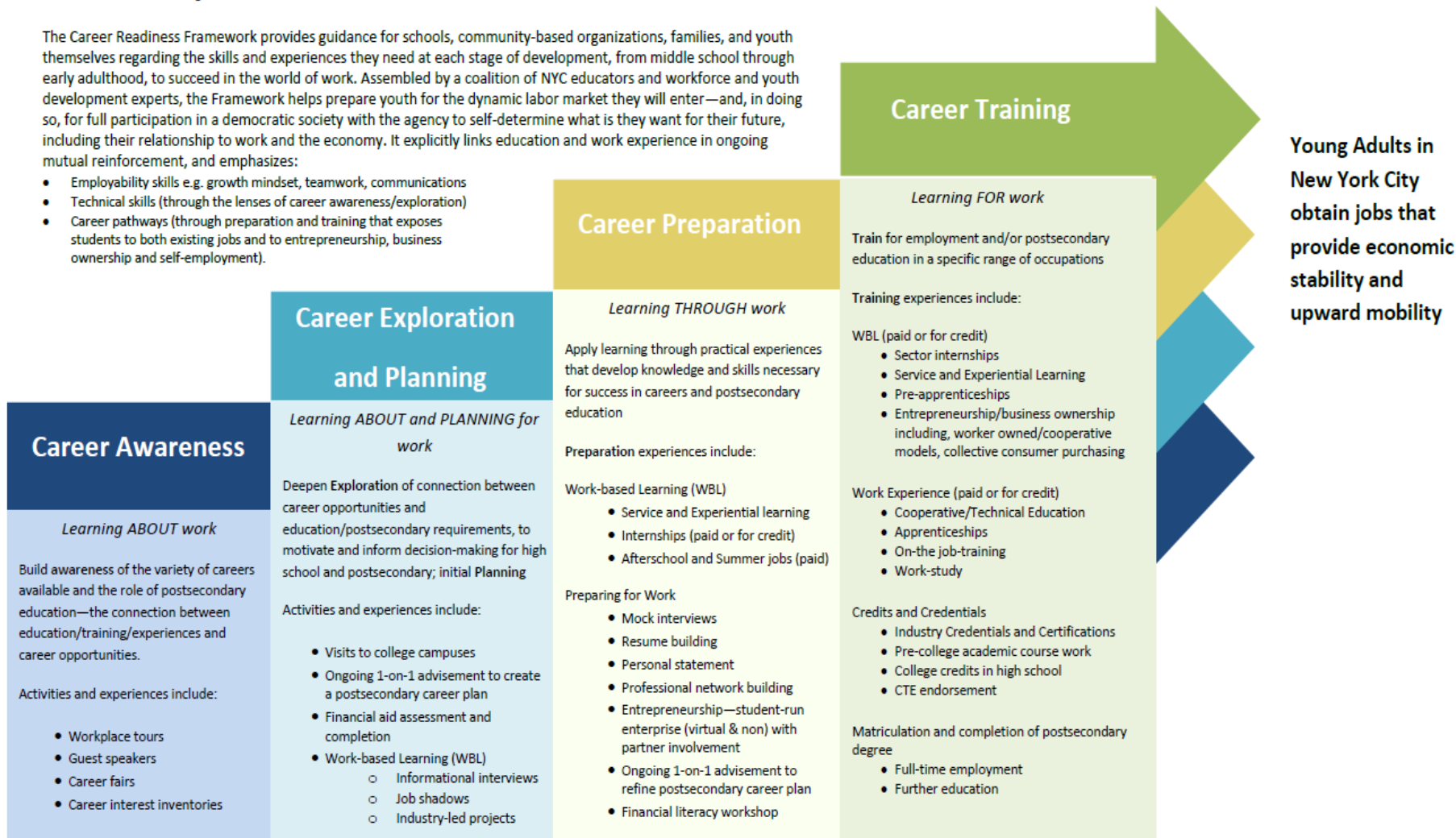
Stages of Growth	Career Exploration	Skill Building	Internships/Work Experience	Full time Jobs
Activities to build competencies	<p>Learn basics of career planning</p> <p>Introduction to industries and occupations</p> <p>Basic resume and interview skills</p> <p>Start to build a network</p> <p>Connect with a peer mentor</p>	<p>Applied learning and team based work</p> <p>Refine resume development, interview, and networking skills</p> <p>Refine target career interests</p> <p>Develop a career development portfolio</p>	<p>Gain work experience and/or an internship</p> <p>Learn networking skills and grow network</p> <p>Acquire skills, credentials, competencies</p> <p>Increase ability to effectively network and self-market</p>	<p>Develop a clear career map for post-graduation</p> <p>Achieve full time job placement</p> <p>Develop skill advancement plan</p> <p>Grow network</p> <p>Mentor</p>

CareerReadyNYC Career Readiness Framework

CareerReadyNYC Career Readiness Framework

The Career Readiness Framework provides guidance for schools, community-based organizations, families, and youth themselves regarding the skills and experiences they need at each stage of development, from middle school through early adulthood, to succeed in the world of work. Assembled by a coalition of NYC educators and workforce and youth development experts, the Framework helps prepare youth for the dynamic labor market they will enter—and, in doing so, for full participation in a democratic society with the agency to self-determine what is they want for their future, including their relationship to work and the economy. It explicitly links education and work experience in ongoing mutual reinforcement, and emphasizes:

- Employability skills e.g. growth mindset, teamwork, communications
- Technical skills (through the lenses of career awareness/exploration)
- Career pathways (through preparation and training that exposes students to both existing jobs and to entrepreneurship, business ownership and self-employment).



CareerReadyNYC Builds on Existing Initiatives



Equity and Excellence for All

Graduation and college readiness rates at record high

Increased focus on postsecondary planning and transitions through College Access for All



CUNY Career Success

New focus on graduates' labor market outcomes

Hiring of Sector Innovation Specialists to engage employers and support on WBL



"SYEP 3.0"

Program has doubled in size over last five years

Clear alignment to youth development goals

Connection to year-round education and long-term career interests

CareerReadyNYC Current Investments

Program	Fiscal Year	Funding Total	Total Number of Students Served
DOE PROGRAMS			
Learning to Work	2017-18	\$39,984,398	12,695
CTE Internships (school-specific)	2017-18	\$3,300,490	1,762
CTE Industry Scholars Program	2017-18	\$2,062,250	4,500
Youth CareerConnect	2017-18	\$428,133	2,235
Pathfinders	2017-18	\$80,120	92
CTE Summer Scholars	2017-18	\$275,298	98
Career Mentoring	2017-18	\$77,000	135
Work-Based Learning Coordinators/Tool Kit	2017-18	\$2,025,762	
SUBTOTAL		\$48,233,451	21,517
DYCD PROGRAMS			
COMPASS (Middle School/High School)	2018	\$177,309,971	74,430
In-School Youth (ISY) program	2018	\$4,807,096	1,056
Summer Youth Employment Program (SYEP)	2018	\$126,932,574	69,716
Work, Learn & Grow	2018	\$22,290,398	5,880
SUBTOTAL		\$331,340,039	151,082
CUNY PROGRAMS			
Call Centers Internship Program	2018	\$2,556,130	261
CUNY ASAP	2018	\$72,850,399	22,398
Service Corps	2018	\$3,495,751	668
STEM Internship Placements	2018	\$6,827,513	558
Cultural Corps	2018	\$833,333	125
College Now	2018	\$9,598,092	22,100
WITNY (Women in Technology)	2018	\$480,000	1,100
SUBTOTAL		\$96,641,218	47,210
TOTAL		\$476,214,708	219,809

CareerReadyNYC Priority Initiatives

1. **Middle School Career Exploration**
2. **Work-Based Learning (WBL) Institute to support high school WBL Pathways**
3. **College Now**
4. **CUNY Sector Internships**

CareerReadyNYC Priority Initiatives: CUNY Sector Internships

Build CUNY capacity

- Faculty and administrators at participating campuses lead sectoral employer engagement
- WBL opportunities are connected to coursework and degree requirements

Foundational WBL experiences

- Meetup events and industry information/networking sessions
- Resume prep, mock interview, social media presence
- Mentorship support

Paid internship opportunities

- Aligned to degree requirements
- Designed to support post-graduation transitions
- Establish CUNY as a preferred option for sourcing talent

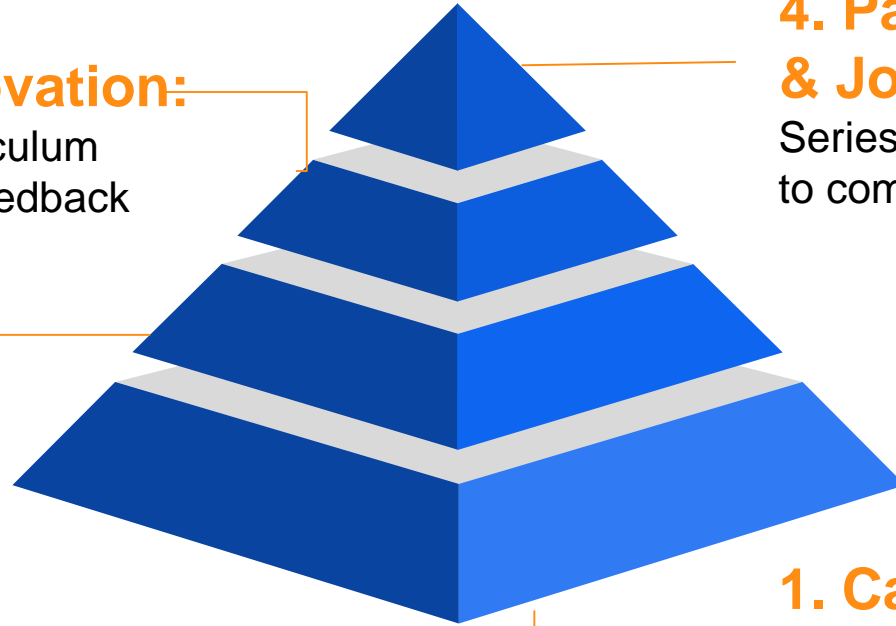
CUNY prepares students for career success in four key areas.

3. Course Innovation:

Adjustments to curriculum based on industry feedback

2. Experiential Learning:

Workshops and programs to improve technical skills



4. Paid Internships & Jobs:

Series of internships leading to competitive jobs

1. Career Exploration:

Events and programs to expose students to a variety of career opportunities

Targeted Sectors

1. Finance
2. Technology
3. Healthcare
4. Hospitality
5. Life Sciences
6. Media + Design
7. Nonprofit
8. Public Sector
9. Education
10. Energy

By the end of 2020, we will serve 25,000 students a year in career success programs

1. Career Exploration: Events and programs to expose students to a variety of career opportunities.

CUNY has launched a series of sector specific *meetup* events that expose over 5,000 CUNY students (and growing!) to career opportunities and industry professionals in Tech, Finance, Life Sciences, Health, Digital Marketing, Civil Service, Arts, and Entertainment.



2. Experiential Learning: Workshops and programs to improve technical skills.

CUNY has partnered with PepUp Tech and Salesforce to train students in the Salesforce platform through 10-week virtual training programs and 4-day in-person bootcamps that include technical skills, soft skills, and networking. This has led to internships for participants.

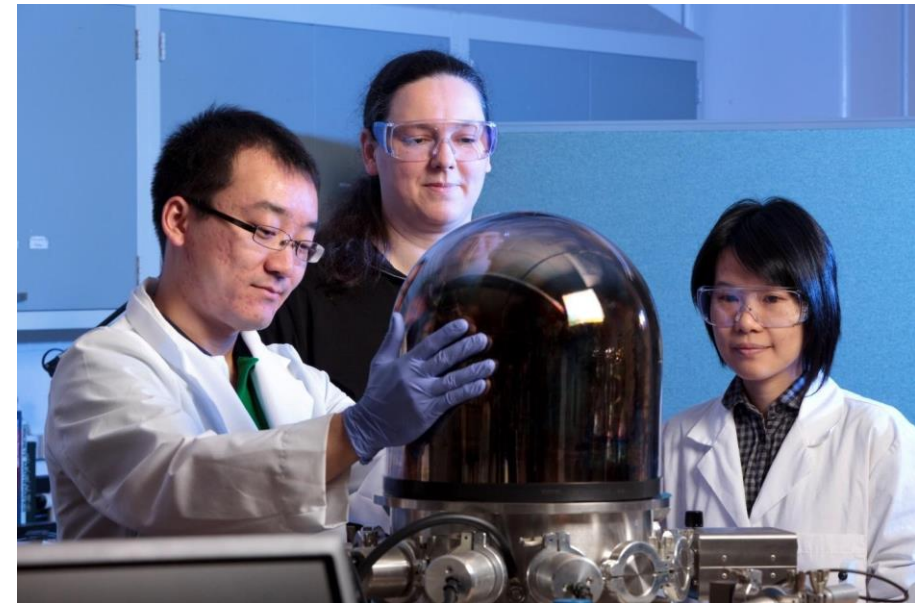


In 2018, CUNY launched the Industry Investment Fellowship Program in collaboration with Centerbridge Partners and the Centerbridge Foundation. The Fellowship introduced students to the alternative investment sector and provided students with tailored career development support through a series of 8 monthly workshops and 1-on-1 mentorship.



3. Course Innovation: Adjustments to curriculum based on industry feedback.

CUNY has issued over \$1M in funding to 16 colleges to co-develop new courses and programs with industry that better prepare students for careers in emerging sectors such as translational medicine, digital marketing, life sciences, data science and cloud-based technologies.



4. Paid Internships and Jobs: Series of internships leading to competitive jobs.



Other College and Career Resources at CUNY and Beyond

CUNY K-16 Initiatives	Career Services	Adult & Continuing Ed	Pipeline Programs	Alumni
CUNY offers college courses to 22,000 DOE students annually, and oversees 21 early college high schools in partnership with NYC DOE.	Each of CUNY's 26 campuses offer resources to our 274,000 degree students: <ul style="list-style-type: none">• Career Fairs• Resume Review and Workshops• Interview Preparation• Job and Internship Postings	Currently serving 250,000 students, CUNY colleges offer: <ul style="list-style-type: none">• Language and academic immersion programs• Contract and customized employer trainings• Bootcamps• Professional trainings	<ul style="list-style-type: none">• Women In Tech• Black Male Initiative• CUNY Vets• CUNY Meetups• Applied Learning programs	<ul style="list-style-type: none">• 80%+ of students remain in NYS (according to state wage data)• ~200,000+ alumni from past 5 years in NYC

SIGN UP TO STAY IN THE KNOW!

<https://bit.ly/2qon8iN>