



What a summer! As we gear up for fall, let's take a moment to look back on all that's happened over just a few short months—all the successes, challenges, and findings. As we call out our shared achievement, let's honor both the collaboration, commitment, and engagement required to create transformative summer experiences and each step we've taken collectively to build more equitable paths to opportunity. We appreciate everyone's hard work: all the educators, employers, CBOs, SYEP providers, and families. And of course, all the students who worked hard all summer committing their valuable time, exploring career options, and developing their professional skillsets. Cheers to all! Now, some learnings, reflections, and updates.

Summer Wrap-Up



The Bronx PIC Celebrates a Successful Opportunity-Filled Summer

This summer, The Bronx PIC continued to strengthen The Bronx workforce by working with 28 PIC employers to provide nearly 500 young people with meaningful employment opportunities that align with the needs of local businesses. Paid, summer experiences are vital to providing young people the time and space to explore careers and contribute their talent to local businesses. They are also essential to building a skilled talent pipeline for companies in the area. Thanks to all the PIC employer supervisors who

stepped up this summer to provide quality support and mentorship for so many young people!

In addition to internships, The Bronx PIC also launched the Thinkubator, a consultancy-style program that challenges Bronx PIC Innovators (Bronx high school students) to create solutions to real-world business problems. This summer two PIC members, Johnson Securities and Spring Bank participated in the Thinkubator, presenting students with real business challenges and providing the context and support to help Innovators develop tangible solutions. Following an innovative program designed by The DO School, Bronx PIC Innovators developed potential opportunities for Johnson Securities to grow its

client base and created solutions to help Spring Bank earn the trust of the local community and make banking more appealing to currently unbanked residents.

The Thinkubator pilot provided Bronx youth with paid, hands-on opportunities to develop project management and leadership skills, while offering employers fresh ideas to enhance their businesses. After the summer experience, we are happy to announce that we will continue the Thinkubator throughout the academic year!



Refining and Growing SYEP

This year, building off pilots over the past two years, SYEP's School-Based Initiative (SBI) offered another successful summer of opportunity and mentorship for high school students. SYEP SBI allows students to learn more about the world of work in a professional environment and receive increased mentorship, all while continuing to provide businesses with the benefits of summer hires and the ability to help shape tomorrow's workforce. We're thrilled that SYEP was able to provide 687 H2H network students with paid summer experiences, 588 of which were through SBI!

DreamYard, one of H2H's founding partners and a new SBI SYEP provider, succeeded in offering intensive work-based learning opportunities to 163 students across DreamYard's three schools at the Taft Campus (DreamYard Prep, Bronx Collegiate Academy & Bronx High School of Business). DreamYard has been growing its programming to include a greater work-based learning focus and robust creative career pathways, and has leveraged its learnings to provide a holistic summer learning experience.

Shout out to all the SYEP providers who did incredible work to drive more opportunities for students this summer, and all the young people who showed up ready and eager to learn!



Interns Are a Vital Piece of H2H Summers

At the end of summer, we said farewell to H2H's eight high school and seven college interns who, for six weeks, supported cross-organizational projects such as conducting interviews to learn about the work experience of young people, supporting the Thinkubator pilot, implementing SYEP, and helping to develop new and needed assets like photos, a social media strategy, and the student-driven, asset-deficit Language Glossary. Our young people demonstrated how vital they are, not only to our work, but also as co-creators who provide invaluable feedback on how we can better serve them and their peers.

Before heading back to school (or off to college!), each intern presented their summer work and learnings to peers, supervisors, and staff. Hearing how they were impacted by their work at H2H, the

relationships they built with staff and other interns, and the skills they developed during their experience, reinforces that learning does not stop when the school year ends. Similarly, learning does not happen in a vacuum. Successful summer experiences take the initiative of students determined to spend their summers working and learning, supervisors who show up ready to provide mentorship, and all the partners who not only facilitate summer opportunities but help mobilize a culture change that values greater access for all.



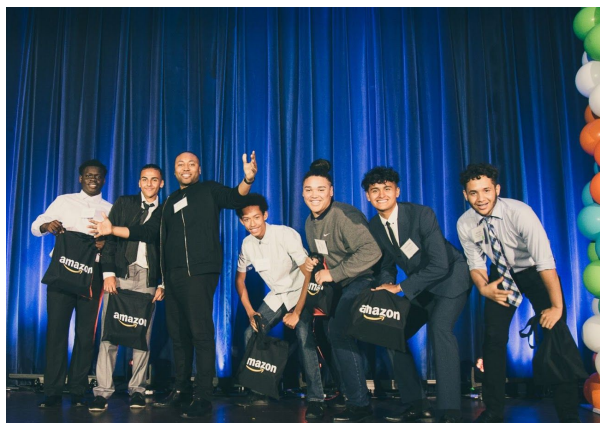
Preparing
Young New
Yorkers
for Career
Success

CareerReady NYC Launch

In July, NYC officially announced CareerReady NYC. The launch signaled the commitment of CUNY, the NYC Department of Education, the Department of Youth & Community Development, the Center for Youth Employment, and the Mayor's Office to embedding a career readiness framework (based on positive youth development principles) into every student's educational experience. CareerReady NYC represents an important foundational development in the effort

to expand career readiness, work-based learning, internships, and apprenticeship to all NYC students!

CareerReady NYC reflects and supports H2H's mission, and validates our goals and work. Thank you to all who supported in brainstorming, framing, and tirelessly demonstrating why work-based learning *works*. You can read the full report [here](#). Be sure to check out the Career Readiness Framework, beginning on page 17.



CareerWise New York Apprenticeship Officially Kicks Off

This summer, H2H's CareerWise New York led supervisor and coach trainings for employers who will be working directly with apprentices. These sessions aimed to get all our employers geared up and ready to receive students at their companies. The training included, among other sessions, a discussion with Julia Freeland Fisher on Who You Know and a seminar on the adolescent brain, a particularly fascinating topic for all the parents in the room.

CWNY also organized apprenticeship boot camps to prepare student apprentices for their new roles. During a three-day program, apprentices participated in stress management & mindfulness exercises, bolstered their saving skills with a financial literacy lesson from Cents Ability, activated their professional communication skills in a personal branding training from LinkedIn, and took a deep dive on diversity and inclusion during a seminar from our friends at projectBASTA. Apprenticeships officially started on September 16th.

As H2H begins its first year of apprenticeship with our own apprentices, Tasnia and James, we hope all our CWNY employer partners are getting to know their apprentices, looking forward to the learnings ahead, and taking a moment to recognize the lasting impact apprenticeship will have on both young

people and the workplace. Apprenticeship at scale has the potential to radically alter how we think about work and education, and to spark systems change that creates increased access to a brighter, more equitable future.



H2H Visits Concrete Plant Park

This summer H2H joined the [Bronx River Alliance](#) at [Concrete Plant Park](#) for a day of marsh clean-up, weeding, and a look at what's growing in The Bronx. The centerpiece and namesake of the park are a number of restored concrete plant structures, vestiges from what once occupied the site. The park is located beside The Bronx River estuary, an ecological location that invites unique wildlife. It also offers full community access to all the produce and herbs that grow along its greenway garden. Concrete Plant Park is not only a beautiful reinvention of land but also a functional space that offers reading circles and other community events.

Learning about what grows in The Bronx, our team was reminded of how important access to local, fresh food is to the physical and mental health of a community. Shout out to our awesome guides, Diana, Liz, and Amber, who shared their knowledge of plants, including the various ways they can be used in teas and tonics. Thank you, Bronx River Alliance for the opportunity to support our community in such a concrete way!



Designing a System for the Future of Workers

Were you able to attend NYCETC's annual [conference](#) on September 23? The theme this year was "Designing a System for the Future of Workers," and featured sessions and seminars focused on the systemic, programmatic, and business challenges and opportunities currently affecting young people, employers, workforce organizers, policymakers, and other stakeholders invested in the future of work. NYCETC is a valuable leader in the field and an advocate for work-based learning, championing young people, and creating partnerships that foster better student

and workforce outcomes.

That's why we're so excited that two members of the H2H leadership team were part of the blockbuster line-up. Barb Chang spoke on the panel, Workforce Policy & the Future of Workers, with Madhuri Kommareddi, Director of Workforce Development in the Office of Governor Andrew M. Cuomo, and Lazar Treschan along with David Fischer from the Center For Youth Employment, led an afternoon workshop, CareerReady NYC: Preparing New Yorkers for Back-to-School Success.

You can follow H2H's coverage of the event on [Twitter](#) and [LinkedIn](#) and tag us in your own reflections. We're eager to learn about your "Aha!" moments.

What's on Tap



H2H's Work-Based Learning Labs Team Gearing up for Fall

Over the past few months, the WBLL team has evaluated our school support action plan to ensure we work more strategically with high schools in a way that expands work-based learning and makes it more broadly available to all students during their high school experience. Currently, we are updating our menu of school services to provide more tailored supports focusing on the individual capacity-building needs of each school. We are also building

out our Key Distinguishers based on learnings to date and our continued research on best practices.

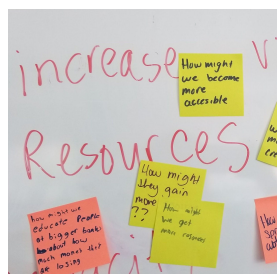
As a part of this effort, the WBLL team will launch a Learning Community to support in-school teams within the H2H High School Network. The Learning Community will serve to empower and bolster some of our greatest champions to create a strong and thriving WBL ecosystem in their schools.

We will also be launching the Student Ambassador program to embed and amplify student voice. Student Ambassadors are students from H2H Network Schools who will work together to help raise awareness of work-based learning, shape experiences that braid earning and learning, and advocate for policies that expand access to these opportunities. You can read more about Student Ambassadors below, in "Amplifying the Most Important Voice in the Room."



Deepening Our Work with CUNY

In partnership with [NYU Steinhardt](#) and [Jobs for the Future](#), H2H has developed an Employer Bright Spot Analysis (EBSA), which highlights successful employer-connected CUNY programs, identifies faculty champions, and makes recommendations on how to significantly expand applied learning to more CUNY students. We will be sure to share the final report with you when it's published later this fall!



Working with Our Partners to Improve Policy & Impact

This summer our new Policy & Impact team hit the ground running, collecting information about the rollout of School-Based SYEP—which our Policy & Impact team helped conceptualize and develop—and conducting research on the disparities high school students face when seeking work-based learning opportunities. Thank you to all the students who shared their stories in our SYEP focus groups, and all the partners who took the time to speak with us about disparities in high schools. Your voice, feedback, and insight helps us advance and refine our work!

This fall, the Policy & Impact team will continue to support H2H's system change strategy, working internally to create frameworks for data collection and reporting that will allow us, among other things, to document and share learnings, conduct new research to further build the case for work-based learning, and ensure findings and metrics drive our decision-making so we and our partners can maximize impact.

Stay tuned for news about forthcoming policy briefs and events!



Amplifying the Most Important Voice in the Room

H2H and Teens Take Charge invite you to its inaugural Youth Summit this fall! Date and location forthcoming, the Youth Summit will be a half-day conference that gathers Bronx students, and educators and employers from across NYC. The event will provide students the space and platforms to share successes and hurdles in their career journeys, in and outside of the classroom. The event will be entirely youth-led with students acting as hosts, moderators, and facilitators throughout the day.

As mentioned above, we're also launching the Student Ambassador Program this fall, which gives young people the chance to not only inform school, city, and state decisions that affect them, but to become leaders of social and economic changes that will create a brighter future for their peers and community. By placing the student voice at the center of systems change, we hope to motivate an authentic culture shift that recognizes the needs of the most important voice in the room: young people.

Lastly, H2H will participate and host a number of programs this fall, including the second cohort of Safe Space Radio, which will offer students paid positions to act as production assistants working on new episodes. If you haven't already, we encourage you to check out the Safe Space Radio episode produced during the first cohort, which focuses on how white parents talk to their kids about race and racism.

Student Feature



Meet N'Kaylah

During the summer of 2019 N'Kaylah interned at HERE to HERE to lead our Summer Documentation work. As an aspiring journalist, N'Kaylah applied her passion for conducting and producing powerful interviews. She sat down with employers, service providers, and young people to hear about the importance of work-based learning and community building.

Check out some of her interviews [here](#), [here](#) ... and [here](#).

This fall, N'Kaylah will begin her postsecondary career as a freshman at Ithaca College where she will major in journalism. Thank you, N'Kaylah for your dedication and hard work, and for truly owning this project. We can't wait to see what you'll do next!