



Happy Spring! It's a season of growth, inspiration, and change for good. Yet, we are mindful that while the flowers bloom, we are collectively battling the ongoing challenges presented by the pandemic, actively building an equitable economic recovery, and navigating unrest, both here in NYC and globally. It is in that context that we at HERE to HERE remain focused on the incredible progress being made daily among all our partners, and we're glad to share with you signs of growth and inspiration in this season of change.

Together, students, educators, and employers have contributed to the unprecedented momentum our movement is experiencing today, including:

- a new DOE chancellor naming ["career pathways" as his North Star and creating the new Chief of Student Pathways](#) and appointing pathways champion Jade Grieve to the role;
- [a new mayor expanding the Summer Youth Employment Program \(SYEP\) to 100,000 slots and investing in New York City's talent](#);
- a new governor strengthening bridges [between education and work and increasing work-based learning opportunities at SUNY](#);
- and, of course, our Founding CEO Abby Jo Sigal joining the Adams administration as the [Executive Director of the Mayor's Office of Talent and Workforce Development](#).

Collectively, we know these leaders will bring vision and action to drive economic mobility for Bronx and NYC youth. We look forward to working together with these leaders, and with all of you, to maintain momentum and deepen impact in the future.

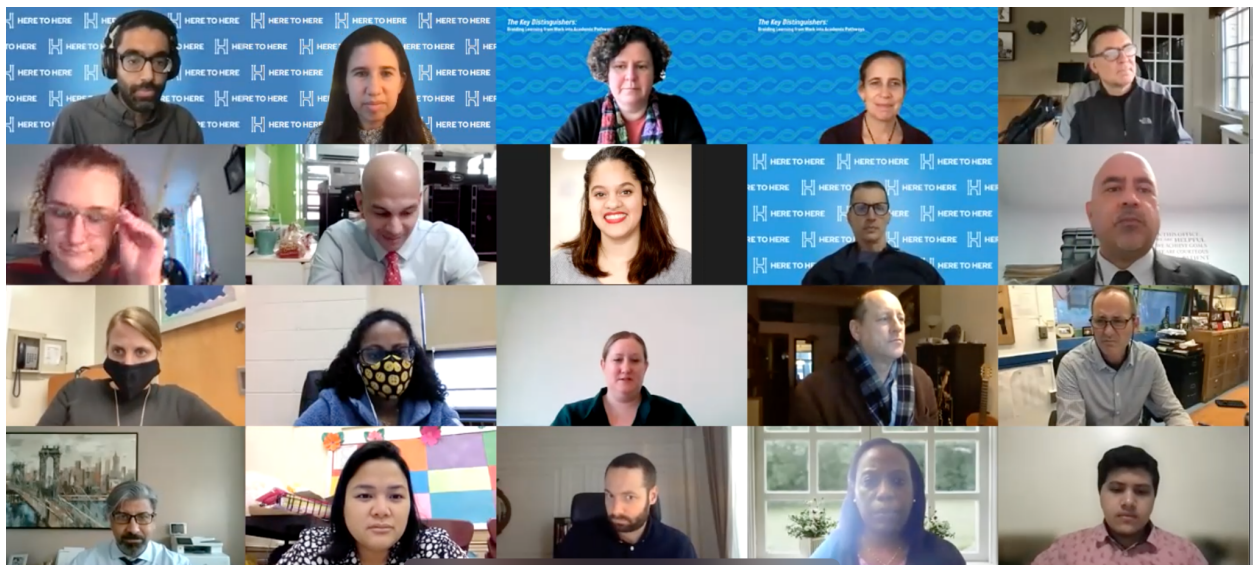
I am humbled to share that our board has named me Interim CEO to continue our work together. I am a founding member of the HERE to HERE team, serving as Vice President of Administration and External Affairs for the last five years. Some of you know me from our Community of Practice, from our pass-through grantmaking, or from a variety of other projects. Abby's leadership of HERE to HERE has brought together an incredible coalition of partners and leaders. I am thrilled to continue to serve NYC youth, working closely with all of you, and alongside HERE to HERE's deep bench of talented and motivated staff and strong partners.

The groundswell of support for braiding learning from work into academic pathways across New York City that we are currently experiencing would not be possible without all of your collective efforts to underscore the tremendous work that is underway throughout the City. From that energy, we can create ongoing change for the better.

Looking forward,

--[Victoria](#)

## Community of Practice Focuses on the Key Distinguishers



HERE to HERE's [Braided Pathways Community of Practice](#) builds and enhances high school and postsecondary efforts to braid work learning from work into academic pathways in ways that align with the [Key Distinguishers](#) framework.

This Community of Practice has been meeting since Fall 2021, and [participants](#) represent more than 50 braided pathways champions and include 26 high school, post-secondary and community-based organization teams across New York City. Together, this community is building a shared language and framework for braided pathways; elevating exemplar practices that can be lifted up across the youth talent development field and drive community-wide change; and designing solutions to shared challenges to advocate for what's possible in the youth talent development system. As one member, Alyssa Getzel, an English Teacher and Work-based Learning Coordinator at Bronx Leadership Academy 2, shared, *"Here, in this community of practice, I get re-energized every time we meet."* Learn more about [our members](#) and the [braided pathways projects](#) they're engaged in.

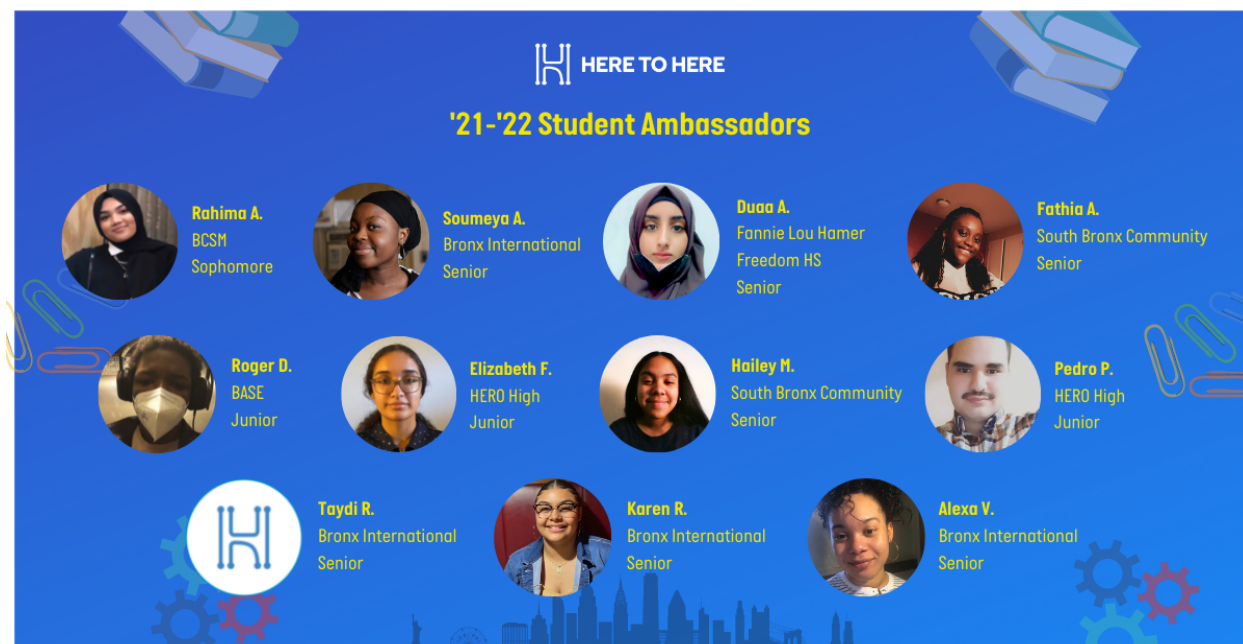
Our February and March meetings delved into [Key Distinctioner 3: Staffing and Infrastructure](#) and [Key Distinctioner 4: Data & Accountability](#), as well as [Key Distinctioner 5: Student Career Success](#) and [Key Distinctioner 6: Credit for Learning from Work](#), to spotlight what they look like in action and how they can be further championed at the systems level. [Jade Grieve](#), the newly appointed Chief of Student Pathways at the Department of Education, joined in on the February

discussion, sharing, *“What excites me most is the fact that we have a Chancellor at the DOE who has made his north star the long-term economic success of every graduate... I feel a huge amount of potential because the north star that’s been set, the alignment across the administration and then the foundations that you all have played a large role in setting create a great point for us to jump off and do more together.”*

Building on this practitioner momentum, in March we convened 40+ philanthropic leaders from across the country to strategize how the Key Distinguishers can drive change across the youth talent development system. Featured practitioners in the field included South Bronx Community Charter High School’s Natalie Ferrell, LaGuardia Community College’s Sunil Gupta, New York University’s School of Professional Studies Angie Kamath, Comp Sci High’s Albert Paez, and HERE to HERE’s Joshua Poyer. Representing different perspectives on a shared goal, the discussion spotlighted ways to braid learning from work into academics, the best practices and challenges learned along the way, and how efforts can be scaled citywide. [Watch the panel discussion.](#)

The solutions and opportunities identified by the Community of Practice are being codified into a case study series, written and developed in partnership with faculty and graduate student researchers at Baruch College. **For more information about our Braided Pathways Community of Practice, please contact [Ally Margolis](#) or [Apurva Mehrotra](#).**

## Introducing the '21-'22 HERE to HERE Student Ambassadors



We are so thrilled to announce the third cohort of [Student Ambassador Fellows](#)! The Ambassador Fellowship serves as a platform for students across our network schools to band together to shift how work-based learning looks in their schools and communities. During this year's focus on "legacy", Ambassadors will be developing personalized student-voice proposals for their schools. These strategies will be rooted in lifting student agency, shifting school culture, and promoting youth-adult partnerships. By the end of the year, our goal is to have developed a

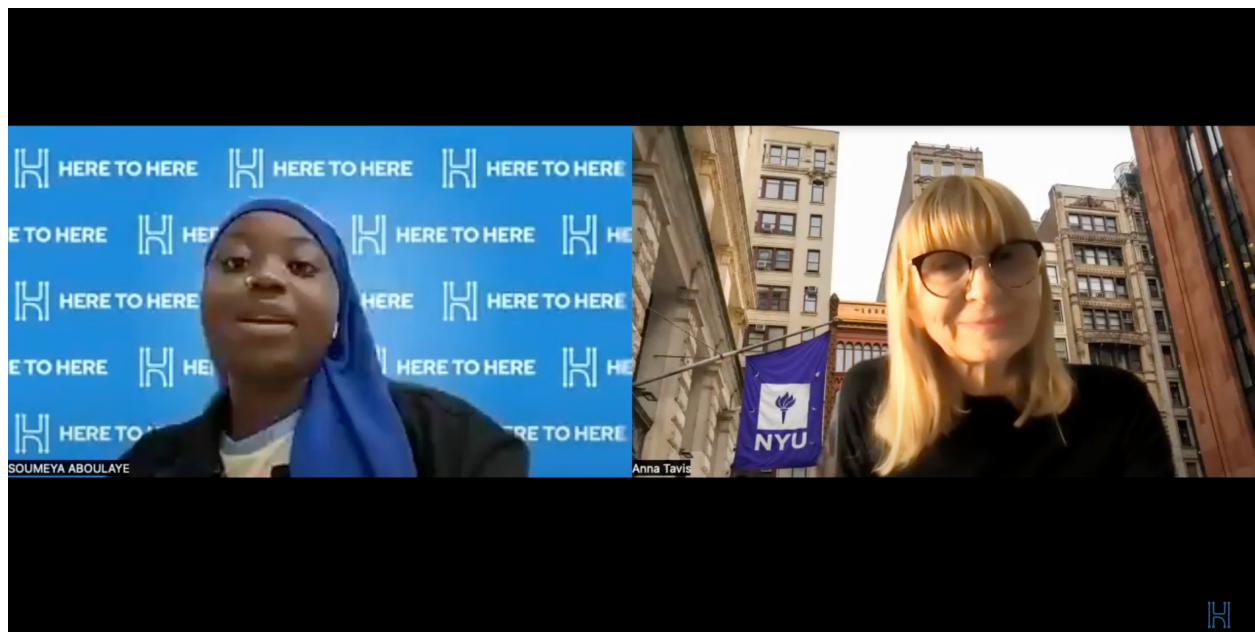


Student Voice Playbook, a collection of student-designed, school-based strategies that will help increase youth voice.

HERE to HERE continues to look for new ways to elevate youth voice and leadership. We are currently exploring opportunities to engage with the DOE's Borough Student Advisory Councils (BSAC) and the Chancellor's Student Advisory Council (CSAC) in an effort to mobilize a broader coalition of young people around work-based learning efforts. We are excited for the potential that exists in this moment and look forward to having young people, from The Bronx and beyond, lead us into a brighter, more equitable future.

**For more information about our Student Voice work, contact [Joshua Poyer](#).** And, did you hear? Joshua was recently named a [2022 CUP New York Fellow](#)! Congratulations, Joshua!

## Advice Corner with HERE to HERE



With the rise of remote work over the last few years, employers are having difficulty engaging young workers in a remote setting. According to a PwC survey of 1,200 U.S. workers in early 2021, 34% of respondents with less than five years of work experience were “[more likely to feel less productive while working remotely](#)” compared to 23% of all survey respondents. HERE to HERE Student Ambassador Soumeya A. recently spoke with Dr. Anna Tavis, Clinical Associate Professor and Academic Director of Human Capital Management Department at NYU School of Professional Studies, who offered some practical suggestions on lessons learned about working remotely over the last few years.

One piece of advice Anna had for young people: “***Build relationships***, even if it is online, and reach out to people outside of the work time and information sessions, for example, with people on the larger team, people who might not be involved in the projects [you're] specifically working [on].”



[Watch Now](#)

## HERE to HERE High School Network



The effects of the pandemic continue to affect students in new and unpredictable ways. For seniors, the pandemic appears to be influencing the traditional transition from high school to college and careers pathways. As schools and students look towards high school graduation and supports needed for post-secondary planning, HERE to HERE has received an increasing number of requests for assistance in identifying professional secondary (“pro-secondary”) pathways. Schools have expressed that more and more students are electing to by-pass applying to college and are seeking industry-specific programs and boot camps that will allow them to learn the skills and earn the certifications for family-sustaining careers.

Pro-secondary pathways represent a wide variety of career pathways (i.e. vocational programs, boot camps, certifications, etc.) that enable students to enter into professional careers at the conclusion of their secondary experience. HERE to HERE is organizing a set of sessions this spring intended to bring together locally based programs, professionals, schools, and interested youth to share and learn about Pro-Secondary Pathways.

***To learn more about Pro-secondary Pathways and sign up for one of our upcoming information sessions, please contact [Jennifer Cortez](#).***

## Policy Updates

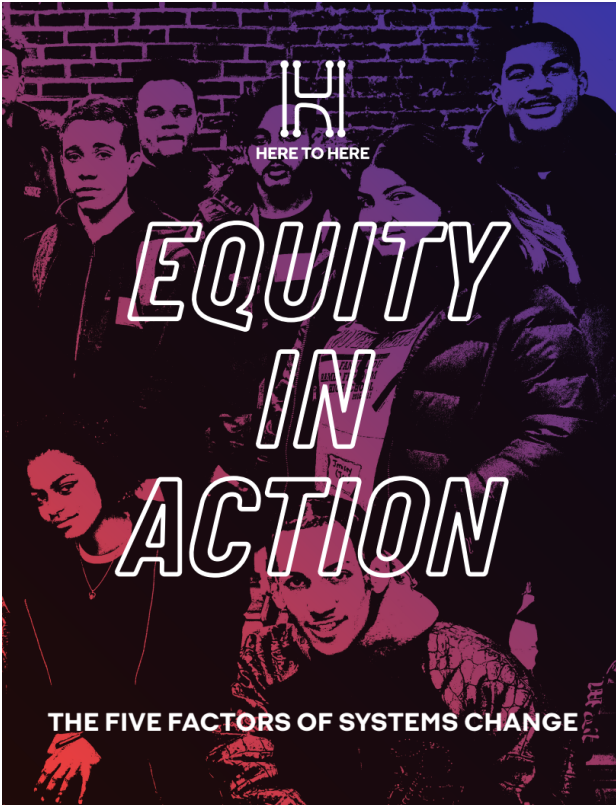


Support for braided pathways continues to gain momentum at the city and state levels! New York's City's new schools Chancellor, David Banks, consistently calls career pathways his "north star," including at the CTE Impact on Achievement conference in January. At this same conference, [HERE to HERE presented our efforts to take the best practices of CTE and make them common practice across all schools](#). We are energized by the Chancellor's creation of, and appointment of, Jade Grieve to the new high-level position, Chief of Student Pathways. This represents a step toward a greater commitment to and resources for braided pathways work across NYC high schools, in line with efforts we have helped lead through our Braided Pathways Fund and the NYC WBL Coalition.

Further, [Mayor Adams has committed funding for a record 100,000 job opportunities this summer for young people ages 14-24](#), with 90,000 of the opportunities stemming from the Summer Youth Employment Program (SYEP) and 10,000 opportunities coming from other city programs. The 90,000 opportunities through SYEP are the largest number of jobs ever made available in the program's 60-year history. Expanding SYEP will not only provide more students with valuable skills and insights that will inform their career pathways, but also helps develop a robust talent pipeline critical for local businesses and for a thriving, inclusive economy. This incredible milestone would not be possible without advocates like United Neighborhood Houses, Teens Take Charge, Lucy Friedman, Lazar Treschan, JT Falcone, ExpandedED Schools, Michelle Yanche, Community Service Society of New York, Andre White, La'Toya Beecham, Kai-Lin Kwek-Rupp, and countless others who have fought to expand SYEP through the years!

At the state level, the governor appointed a new Deputy for Economic and Workforce Development, James Katz, and we are hopeful that this represents a step toward better connecting economic development and ways to develop local talent. Additionally, the NY Board of Regents is seeking to utilize learnings from CTE in its review of graduation requirements. HERE to HERE has developed research and recommendations—in collaboration and featuring interviews with students—for how to do this in equitable ways, which we will share in a new report coming out this summer.

## HERE to HERE Releases Equity in Action Report



HERE to HERE was born from a question: In the Bronx, student after student, upon finishing high school and/or college struggles to find access to a career. What would it take to change that trajectory?

In our new report “Equity in Action”, we outline the five factors that are essential to reinvent our youth talent development system, and the ways that students, schools, employers, and other changemakers are creating equitable paths to career success.

Read on to see how you’ve contributed to Equity in Action.

[Read the Report](#)

## Bronx Recovery Corps Kicks off Second Cohort





As the Bronx fights to revitalize its economy two years into the pandemic, a new cohort of Lehman College students has been dispatched to small businesses and nonprofits in the borough as part of the [Bronx Recovery Corps](#), a program that allows students to earn academic credit and gain work experience while contributing to the region's comeback. The program also recently received [\\$250,000 in federal aid secured by Rep. Adriano Espaillat \(NY-13\) to grow the program](#).

Like the Corps' inaugural cohort in Spring 2021, the new cohort includes up to 40 student fellows over the 2021-22 academic year. Participating employers include Alpha Ridge Inc., BronxCare Health System, the Bronx District Office of Congressman Ritchie Torres, Duro Workforce, Equity Design, Lehman College (the Office of International Programs and Community Engagement and the Office of Wellness Education and Promotion), the Riverdale Y, Sapna NYC, South Bronx United, and Volunteers of Legal Service (VOLS).

Braiding workplace learning into students' academic development, the Corps pairs students with local businesses and community organizations for paid, part-time positions. The program offers students training, mentoring, and the opportunity to expand their networks, preparing them for careers in growing industries like health care, hospitality, and education. It benefits local businesses and community organizations by connecting employers with a pool of diverse, local talent at a critical time. What's more, job funding for these students comes not from the employer but a generous grant from Deutsche Bank Americas Foundation and, if students are eligible, the federal work study program.

[Read the full press release about the second cohort](#) and watch [NY1's recent story about the Bronx Recovery Corps](#).

## What We're Reading

# Making career-connected learning work

## The challenge



The powerful forces shaping the global economy are **creating millions of good jobs**, requiring new skills. But education-to-employment pathways **aren't equipping young people with the skills** they need to access and succeed in those jobs

## The solution



**Career-connected learning** — combining classroom learning and meaningful work experience — is essential to prepare young people for the jobs of the future

Bain recently released, "[Taking Flight: How to Maximize the Potential of Career-Connected Learning](#)," which shines a light on how the most effective CCL systems are succeeding, highlighting potential pitfalls to be avoided, and providing a blueprint for sustained economic growth powered by equitable career access and outcomes for all students. The report validates our work and our focus on braided pathways (they call it career-connected learning.)

Our friends at [Big Picture Learning](#) are working with a small, diverse group of schools located throughout New York State to design and implement innovative work-based learning programs. In their report "[Leaving to Learn in New York](#)," four of the participating schools are profiled for the innovative ways in which they're: anchoring students' individual interests, incorporating internships, and providing ongoing mentor support; all aimed at the mission of helping more students in New York graduate ready to successfully pursue a postsecondary path of their choosing.

High-quality career and technical education (CTE) programs represent an effective way to provide young adults with an educational experience that prepares them for both college and career success. But not all CTE programs provide accessible pathways to a bounty of educational options without dead ends. To address the false dichotomy—college versus job preparation—in our nation's public education system, JFF offers practitioner-informed policy considerations, rooted in a commitment to equity, that federal and state officials can use as a guide to strengthen CTE college and career pathways for today's youth. [Read the full report, "No Dead Ends".](#)

## The Kicker



Our Work-Based Learning Labs team and our friends at Big Picture Learning volunteered last week to celebrate spring and clean up St. Mary's Park in The Bronx.