

# 2026

**DYCD**  
The Department of Youth  
& Community Development

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## Ladders for Leaders FAQs

### ? What is Ladders for Leaders?

Ladders for Leaders is a nationally recognized program that offers high school and college students the opportunity to participate in paid professional summer internships with leading corporations, nonprofit organizations, and government agencies in New York City.

### ? Am I Eligible?

To apply for Ladders for Leaders, you must be:

- ✓ a rising Senior or college student
- ✓ between the ages of 16 and 24
- ✓ legally able to work in the U.S.
- ✓ prior paid or volunteer work experience

### ? How Much Will I Get Paid?

At minimum, all participants will be paid at least \$16.50 an hour. Your hourly wage may be higher depending on your employer.

There are no fees to apply for or take part in Ladder for Leaders. You'll only be responsible for covering your own transportation and meal costs.

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### What is the Time Commitment for the Program?

Internships will take place over 6 weeks. You will work 25 to 40 hours per week depending on the needs of your individual employer. You will also be required to partake in up to 30 hours of pre-employment workshops and trainings at the discretion of your Ladders Community Partner.



### How Can I Apply?

You can fill out the application online at <https://application.nycsyep.com> and submit it to the Community Partner of your choice. Applicants can apply to any of the Ladders partners regardless of their borough of residence



### What is the Application Process?

**Phase 1: Initial Application Submission & Selection**  
**Phase 2: Pre-employment Workshops & Mock Interviews**  
**Phase 3: Interviews with Potential Employers**

Participants selected into the program must complete each of the three phases. Failure to complete or attend mandatory program events will result in dismissal from the program.

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### What is Pre-employment Training? Is it Mandatory?

The pre-employment period may take place at any time before the start of the internship. Depending on prior work experience, participants may be required to attend up to 30 hours of unpaid workshops. This will be at the discretion of your Ladders Community Partner. The workshops provide participants with opportunities to explore career interests and help them understand training requirements for different roles. You must attend all pre-employment events in order to be referred to a company for an interview.



### Can I Choose Which Employer(s) I Want to Interview With?

During the pre-employment training, your supervisor will have the opportunity to learn more about your career interests and goals. They will use this information in deciding which company they forward your resume to or which employer you interview with. They will also consider the career options you selected in the Ladders application in determining an appropriate internship site for you

### **Important!**



Do not forget to submit the following along with your application:

- personal statement, video, portfolio or cover letter
- most recent copy of your transcript
- your resume (include any previous job, volunteer experiences, leadership roles, or extracurricular involvements)