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NYS SENATE COMMITTEES ON
CIVIL SERVICE AND PENSIONS AND HIGHER EDUCATION

Civil Service Pathways Fellows

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Background

Through a partnership between the City University of New York (CUNY) and Department of Citywide Administrative Services (DCAS), with support from the Center for Youth Employment (CYE), the Civil Service Pathways Fellowship was developed in 2018 as a vehicle for recent CUNY graduates to pipeline into NYC Civil Service jobs. The fellowship is a two-year placement with a City government agency wherein Fellows train, prep for the civil service exam, and receive professional development in order to enter a civil service position at the completion of their fellowship.

Fellows are placed among three tracks identified by surveying various city agencies on their employment needs:

- Policy and Program Analysis, Procurement and Finance, and Data and Digital Service.

CSP was formally launched in January 2019 with 18 fellows placed in 9 City government agencies. A second cohort in June 2019 with 25 fellows across 8 agencies. So far, two fellows were hired before completing the first year of the fellowship. One from Cohort 1/Finance and Procurement and one from Cohort 2/Data and Digital

Reason for the Fellowship

As the city looks to attract young talent, many of those individuals who want to work in public service struggle to access the limited available pathways into civil service. Some of the benefits of the fellowship for New York City is that it helps reduce agency unfilled lines by matching the fellowship tracks with agency needs. The agency is matched with a dedicated employee as a result of having a competitive application and matching process in which both agencies and candidates rank their preferences. The fellows are then fast tracked to receive the two years of full-time work experience to sit for entry-level position exams.

The fellowship also provides a structure of support for current City employees and the fellows. The fellows receive a City oriented professional development program to prepare recent fellows for the civil service exam and with additional skills they might need in order to obtain civil service roles. The program also offers support for City supervisory staff with specialized training.

The fellowship also benefits the City as taxpayers pay for CUNY students' K-16 education and 70% of DOE students become CUNY students. This is a great way for CUNY students to stay in the city, give back, and contribute back to the tax base. By becoming permanent civil service employees the fellows will contribute to the pension fund.

Within CUNY the Fellowship directly addresses two of its organizational goals. One, government employment provides CUNY students with a livable wage and job stability. Two, it provides students with employment opportunities relating to their degrees and salaries above the living wage.

Benefits of Expanding the Program:

The expansion of the fellowship program can increase its impact in a variety of ways. Firstly, it will allow for more tracks in up-and-coming harder to fill roles in the City, such as Sustainability. Secondly, it creates a strong recruitment pipeline by connecting the Civil Service Pathways Fellowship tracks to specific CUNY schools and degree programs. Lastly, it will provide more CUNY students with the opportunity for a fair wage and increased economic mobility in a career that is aligned with their degree.