



COMPREHENSIVE
DEVELOPMENT, INC.



WHEN
PREPARATION
MEETS
OPPORTUNITY

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From Pamela Craig Board Chair

As CDI looks forward to its 22nd year, I am delighted to report that we are preparing more youth than ever to graduate and pursue higher education and/or careers and that our operation is stable and strong. Thanks to many of you and to our foundation and government funders, CDI is fiscally sound. We continue to be prudent in our expenditures while cultivating new sources of support that allow us to invest in the programming that enables us to fulfill our mission to New York City youth.



As you will see in the following pages, more than 4,000 young men and women, 14-24 years old, continue to benefit from our work at four sites. Executive Director Michael Roberts continues to challenge us to deepen our existing services as we review benchmarks to measure our effectiveness and provide the best combination of services to the young people we serve.

One of the most important aspects of our work at CDI is that we treat students as individuals with unique sets of needs, and help them to develop the self-agency to advocate for themselves. Jeremiah Perez-Torres' story is a vivid example of all the ways that CDI staff work to engage and support students to grow and gain skills to manage the life issues they confront. Jeremiah's circumstances and his successes are his alone, yet represent many of the students we see each day.

I am proud of the courageous and determined young people we serve. I also thank CDI's dedicated staff, our committed Board of Directors and you, who help make our work possible. I look forward to keeping you apprised of our continued progress.

Pamela J. Craig

Inspire, Mentor and Volunteer!

Across industries and backgrounds, volunteers help transform students' lives and expose them to new possibilities. Come to one of CDI's four locations in lower Manhattan or we'll come to you! Students have been motivated by visits to AOL, BNY Mellon, Phillip School of Nursing at Mount Sinai Beth Israel, Credit Suisse, Goldman Sachs, Google, McGraw-Hill, NASDAQ, NYU Hospital for Joint Diseases, UncommonGoods and more.

We invite you to:

- Host a workplace visit
- Join a career panel
- Guide students through a college or career fair
- Help students build skills: College essay editing, mock interviews, financial literacy, tutoring or homework help.

CDI staff provides support and can design a volunteer activity that works for you and your team. Contact nicoleethier@cdi-ny.org to get started.



Diana Owusu gets college essay tips at Credit Suisse

From Michael Roberts Executive Director



Michael wishes CAS student Isiah Dudley good luck before his job interview

Preparation Meets Opportunity

Many think that success is built on hard work and luck. At CDI we know that there's one more key ingredient— opportunity. As I enter my third year as Executive Director, I'm constantly inspired by the young men and women we serve and the commitment of our schools, staff and board members. There are multiple routes to success, and it's our mission to help young people find their path and provide circumstances to help them succeed.

Over 80% of our young people live below the poverty line and reside in communities designated as concentrated or high poverty. They come from all five boroughs and represent 84 nationalities. What they share is the drive to succeed and become self-sufficient young adults. Our first goal is to ensure that they have a high school diploma and then a post-secondary plan that can include college, employment, training programs or other options selected by the student.

This year I met with educational leaders who confirmed how unique CDI's integrated model of college and career services combined with student support is within New York City public high schools. It's even rarer to find among transfer and alternative

schools. Our sector-based workforce development approach for 18-24 year olds, the CDI Career Academy at Borough of Manhattan Community College, has drawn interest from organizations and researchers as far away as Africa. CDI has always been at the forefront of advancing services for older youth and now has the opportunity to share practices to help other young people across the city and beyond.

As we ask our students to prepare for opportunity, we ask ourselves the same thing. Preparation does meet opportunity, but only if we as an organization have the capacity in staff resources and funding to do the work. We need your help to build that capacity while remaining flexible and innovative to address emerging issues that affect the development of young people. It takes a community to build a bridge to success, and I hope you will join us in our efforts. Please enjoy the stories highlighted in this issue and be proud of what our students are accomplishing. With your consistent support, their future is very bright.

Michael Roberts

Vision

Empowering New York City youth to create rewarding futures.

Mission

Comprehensive Development, Inc. partners with NYC public high schools to prepare young adults, ages 14-24, to secure a successful future for themselves and their families. Through this partnership, our students develop the capability to graduate from high school and make informed decisions on higher education and careers.

Opening a Window



Jeremiah with SUNY Chancellor Nancy L. Zimpher (left) and Buffalo State College President Dr. Katherine S. Conway-Turner | Photo courtesy of SUNY

When Jeremiah Perez-Torres arrived at Manhattan Comprehensive Night & Day High School he was 17 and MCNDHS was his fourth high school. His family life was complicated. He was in foster care and within two years he had lived in 10 different homes. “The only way I knew how to release stress was by fighting. I just didn’t care. I weighed more than 300 pounds, and at that point I didn’t think I’d live past 18,” Jeremiah says.

Jeremiah didn't expect MCNDHS to be any different from his previous schools. He rarely came and figured no one would notice, but he was on the caseload of one of CDI's Student Advocates. She noticed.

"My Advocate went out of her way to meet with me. After we talked, I drew her name graffiti style and gave it to her with a note. The next day it was hanging on her wall. It was such a small thing, but seeing that picture in her office made me realize that I mattered. That was the day that started a whole chain effect. I suddenly felt like a window was open."

Through the Student Advocate, Jeremiah was introduced to Assistant Executive Director Margaret Aylward and Beth Novick, Director of College and Academic Services. With their encouragement he started eating in a healthier way, working out and getting involved, first with the Environmental Club and then with an internship.

"My first internship I actually flunked. I still didn't have my act together," Jeremiah says. "I was involved in a court case, and it was all the result of hanging out with the wrong people. CDI helped me figure out the steps I needed to take to distance myself and the behaviors and skills I needed to show at work. We started talking about my future plans."

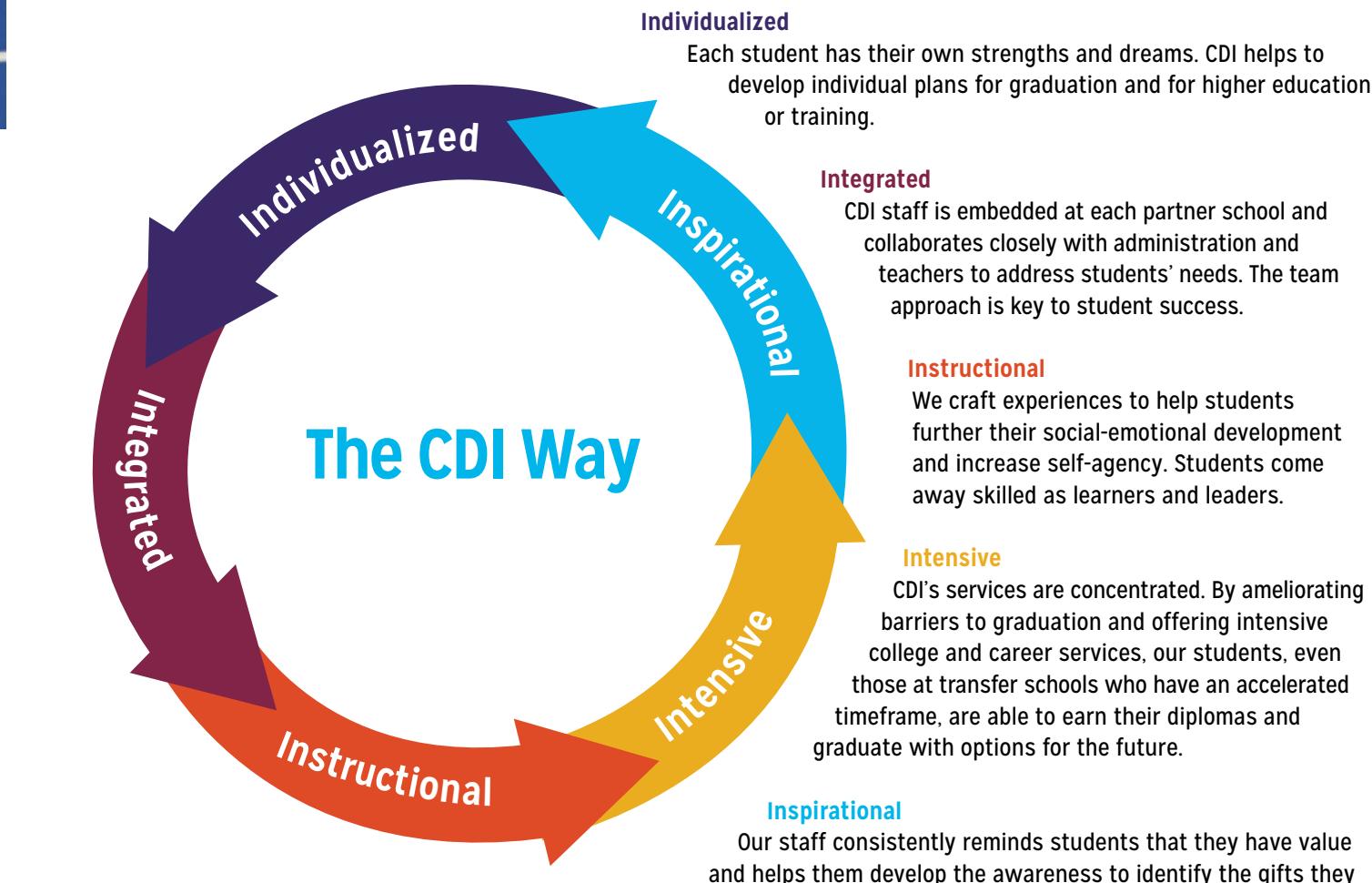
Jeremiah wasn't sure what he wanted to do. CDI helped him get into the summer engineering program at The Cooper Union and find another internship. "I learned a lot, but through talking with Beth I realized I wanted to go to college and study criminal justice because of my experience on the opposite side of it. I wanted to make some kind of change and work for a fair and honest system."

In 2014 he started studying at Borough of Manhattan Community College. There he found himself in a position he would have never predicted—mentoring other students as part of CUNY's Strive for Success Program. "I was good at helping others because I could relate. The best part was when I helped Manhattan Comprehensive grads through their first year at college."

At BMCC Jeremiah's dreams continued to grow. He worked hard and was able to transfer to SUNY Buffalo State with the help of the Delaney Scholarship, a generous fund established by CDI Board of Advisors member Bob Delaney to support alumni at CUNY and SUNY. In May 2017 he earned his B.S. in Criminal Justice and Intelligence Analysis and received SUNY's Chancellor's Award, the highest honor for undergraduates, for his achievement, leadership and community service. He has just started a Master's program on Terrorism and Homeland Security at John Jay College of Criminal Justice.



Left to right: Instructor Ryan Subick and proud graduate Quanasia Dudley at the Career Academy | College & Career Advisor El Hadji Diop and student Ahmadou Thiam | Summer school students from all three schools practice teamwork at Chelsea Piers



"Every day CDI works with students like Jeremiah to open a window to their dreams. When students come to us they often haven't had the luxury of dreaming because they've been focused on surviving. So the first step is encouraging them to dream, and what that inspires helps us to start them on the path to achieve their goals. Not everyone succeeds. But when a student takes the first step, we'll meet them more than halfway. We want to show them what's possible, that there's a whole world out there waiting for them. We're not working miracles, we're shining a light."

Margaret Aylward, Assistant Executive Director

How Do You Spell S-U-C-C-E-S-S?



Manhattan Comprehensive students took home the 1st place student trophy



Goldman Sachs team members prepare for the genius round

Corporate sponsors, board members and guests, teachers and staff, volunteers and CDI supporters came together on May 24th for CDI's first ever Spelling Bee fundraiser. The words were challenging and the competition was fierce. Students from all three partner schools led the way. They had prepared for weeks to show the adults how it's done. The Bee opened with a student round focused on SAT words. The adults then competed hoping to make it to the final "genius" round. *Spellcheck*, a team of individual supporters, took the first place trophy with *oophorectomy*. Thanks to Platinum Sponsors Goldman Sachs and Credit Suisse, we raised more than \$50,000 towards college and career services. The Bee will be back in Spring 2018 with school-wide competitions leading up to the event, spirited adult teams and plenty of sponsorship opportunities. Start studying now!



Dollars and Sense

"I pay rent to my aunt and have a new baby at home. My money always disappears before the end of the month. I made a budget and learned how to read my credit report. I was shocked. I now have a much better idea of how to pace myself and feel more confident about how to manage my money when I get a job," says Maria Y., a student at the CDI Career Academy. Housing, meals, transportation, student loans and financial aid, bank accounts and credit—our students have to cope with a dizzying array of finances and often don't know where to begin. Thanks to a capacity-building grant from Tiger Foundation, CDI is better prepared to meet their needs. Staff across the network were trained as financial coaches using The Financial Clinic's WorkBOOST curriculum and Change Machine online platform. The program launched last year at the Career Academy and at HPHS where rising juniors and seniors planned college expenses. MCNDHS and CAS will host financial clinics in 2018.



Piero Morales fills out his daily expenses worksheet

Aiming Higher



Elianna Smalls explores options at the College Fair

City-As-School was recently selected to take part in the Department of Education's College Access for All initiative. The program aims to create greater equity and ensure that every NYC student has access to higher education and sustainable careers. While CDI already has college and career offices at each of our partner schools, this added support will help to expand CAS's school wide college-going culture and equip teachers and guidance with tools to help students develop their college plans and increase awareness about various educational and training options. The College and Career Office is leading efforts to train staff and bring in more resources. "We want to plant seeds for realistic planning—whether that's pursuing college immediately after high school or entering job training programs that will provide sustainable work over their lifetime and may lead to college later," says Carolina Moquete, CDI's Site Coordinator at CAS. "This support makes it possible for us to add college and career trips and to work with students more comprehensively to build the skills they need to reach their dreams."

Next Generation Health Leaders

In the four years since CDI helped link The High School for Health Professions and Human Services' Career Leaders Program and NYU Hospital for Joint Diseases' Nursing Department, more than 50 students have been galvanized to explore careers in healthcare while receiving hands-on coaching and training. Underclassmen learn the basics: filling out a job application, preparing a résumé and recognizing the skills they'll need to develop a career. Seniors who are selected to take part in the more intensive spring program learn from the pros with a series of visits to the hospital, which include CPR and First Aid training and Nursing Week activities. "One of the best parts was the mock interview. I was really nervous but once we started talking I realized I knew how to talk about my dream of being a nurse. The interviewer gave me some good feedback, and now I feel ready for the real thing," says Nicki B.



PHHS

Seniors gear up for a tour of the operating room

Ready to Respond



Career Academy

CDI is recruiting now for the inaugural class of EMT students

CDI instituted the CDI Career Academy in partnership with Borough of Manhattan Community College in 2015 with a focus on training graduates as Medical Assistants. "As we've recruited participants, we've found that there's a big appetite for other healthcare specialities as well," says Director Sandra Morales. With funding from The Carroll and Milton Petrie Foundation and The Achelis & Bodman Foundation, CDI is expanding its training options in early 2018 by adding an Emergency Medical Technician track. "It's exciting because we are partnering with Northwell Health, the largest employer in New York State. The five-month training also includes Drivers Ed," says Sandra. The Academy brings together alumni from all three CDI schools as well as young adults from around the city. Young men and women receive training in workplace, leadership and customer service skills, an intensive introduction to healthcare, rigorous occupational classroom training and a professional internship.

What Your Gift Makes Possible



Left to right: Walter J. Smith, Managing Director, BNY Wealth Management, and CAS student Kevin Martinez at the BNY Mellon Men's Leadership event | CDI College and Career Fairs attract more than 50 presenters

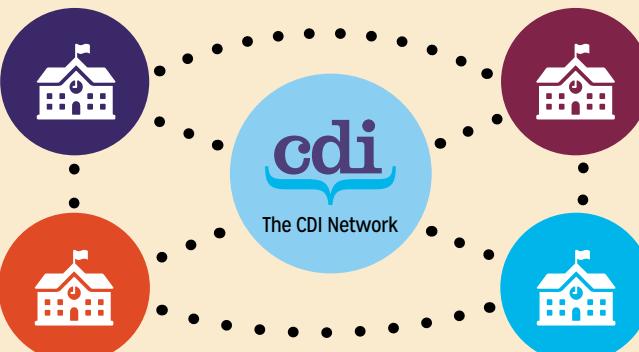
In 2017

- CDI provided services to more than 4,000 young adults, the most in our history.
- 93% of potential graduates across the network earned their high school diploma. 92% of those earned Regents Endorsed or Advanced Regents Diplomas.
- First-year college persistence for our graduates was 82%, which exceeds the National Student Clearinghouse High School Benchmarks average of 78% for minority low income students.
- The 100th student graduated from the CDI Career Academy Medical Assistant program at BMCC. Many of the graduates have been hired at doctors' offices and clinics across the city.

Manhattan Comprehensive Night & Day High School

240 Second Avenue

Offers night and day classes to students ages 17-21 in need of a more flexible schedule.



The High School for Health Professions and Human Services

345 East 15th Street

Offers a strong focus on STEM academics and college preparation for students ages 14-18.

City-As-School High School

16 Clarkson Street

Offers experiential learning where students ages 17-21 split their week between the classroom and internships.

CDI Career Academy at Borough of Manhattan Community College

25 Broadway

A post-secondary sectorially based certificate program that trains CDI alumni ages 18-24.

"Within these walls, I was given access to boundless opportunities..."

Eleven years following her own graduation, Dr. Ria Roberts returned to the MCNDHS stage as the 2017 commencement speaker. She is a graduate of Brandeis University and the George Washington School of Medicine & Health Sciences and is completing her residency training at Yale New Haven Hospital.



"CDI gave me a support system. I was able to see the control I had in my own life. The amount of effort I put in, I got back. I studied hard and never failed a test. Seeing that made me believe I could do more.

They saw something in me that I did not see in myself."

Michelle Maldonado, May 2017 Career Academy graduate, is a Certified Medical Assistant at New York Cardiovascular Associates. She now trains incoming interns at her office.

"When I came to the US I didn't speak English, but through CDI I got tutoring, job experience and I got my high school diploma.

They put me on the right path where I was able to have more opportunities."

Aruna Rashid Latifu, originally from Ghana, earned his B.A. in Engineering from Vaughn College and is an Animal Care Technician at The Rockefeller University where he supervises CDI interns.





Accenture panelists shared career experience with the HPHS Women's Leadership Group during Women's Week

CDI is grateful for the generous support of individual, foundation, corporate and government funding partners who make our work possible.

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Immigrant Opportunities Initiative

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Front Cover: Babacar Niang fine-tunes his team's Rube Goldberg machine on presentation day of The Cooper Union's 2017 Summer STEM Program at The Albert Nerken School of Engineering. Thanks to the longtime support of Lari Stanton, more than 200 MCNDHS/CDI students have participated in this selective six-week program over more than a decade. Qualified students interested in science, technology, engineering and math have the opportunity to explore college-level hands-on applications of engineering design and problem solving.

Back cover: Esmael Dukvaray, Yingyi Chen and Malak Shuja demonstrate the mechanics of their machine illustrating the intricacies of NYC's Financial District.