

EMPLOYMENT INITIATIVES

The Center's Poverty Measure research shows that over 650,000 New Yorkers live in a family with at least one full-time worker and yet remain in poverty.¹ To improve the lives of low-wage and unemployed workers, CEO has developed a range of strategies to build the skills of low-wage workers, meet the needs of employers, and promote job placement, retention, and advancement. The programs below use strategies such as partnering with employers to advance incumbent workers, focusing programs around particular industry sectors or communities, and tailoring services to unique populations such as individuals with a criminal history, young adults, or public housing residents. To monitor program effectiveness, CEO and agency partners track service utilization and participant outcomes such as occupational certifications attained, individuals placed in employment, wages earned, and individuals retained in employment.

Low-Income Adults

Customized Training (Formerly Business Solutions Training Funds) (SBS)

START DATE: 02/2007 | **FY 2013 BUDGET:** \$899,000 (CEO) with additional Federal Funding | **STATUS:** Implementation | **SITES:** 27

		FY 2013		FY 2012	FY 10-13
		Actual	Target	Actual	Trends
Provides New York City employers with funding to develop the skills of their workers. Businesses provide funding to match the training award and agree to raise the wages of employees who complete the trainings.	Grants Awarded	27		26	
	Dollars Awarded	\$1.23M	-	\$1.02M	
	Dollars Contributed by Employers	\$0.79M	-	\$0.57M	
	Trainees ²	691	-	570	
	Low-Income Incumbent Trainees ³	307	-	218	
	Average Wage Gain for Incumbent Trainees	11%	8%	11%	
	Incumbent and New Trainees Who Completed the Training	403		257	
	Percent of Incumbent Trainees Receiving a Wage Gain	66%	-	69%	

Community Partners (SBS)

START DATE: 07/2007 | **FY 2013 BUDGET:** N/A⁴ | **STATUS:** Successful | **SITES:** 262

		FY 2013		FY 2012	FY 10-13
		Actual	Target	Actual	Trends
Connects job-ready community-based organization clients to specific job openings at the City's Career Centers.	Referred to Workforce1 Career Centers for Jobs By Community-Based Organizations	22,625	-	18,522	
	Placed in Jobs ⁵	3,605	-	4,862	

Jobs-Plus (NYCHA/HRA)

START DATE: 10/2009⁶ | **FY 2013 BUDGET:** \$1,838,462 (YMI) | **STATUS:** Implementation | **SITES:** 7

		FY 2013		FY 2012	FY 10-13
		Actual	Target	Actual	Trends
Offers NYCHA residents employment and training services, community-based support for work, and work supports including rent-based incentives. Two additional sites are funded by the federal Social Innovation Fund (SIF); see the SIF section of the appendix for these sites' performance data. The program was expanded through the Young Men's Initiative in spring 2013.	New Enrollees ⁷	1,650		423	
	Placed in Jobs	227	207	173	
	3-Month Job Retention	78	163	90	
	6-Month Job Retention ⁸	73	109	50	

NYC Training Guide (SBS)

START DATE: 02/2008 | **FY 2013 BUDGET:** N/A⁹ | **STATUS:** Successful | **SITES:** NA

		FY 2013		FY 2012	FY 10-13
		Actual	Target	Actual	Trends
A web-based research tool that matches jobseekers with appropriate training programs to promote skill development and career advancement. The Guide provides detailed information about training courses and providers.	Website Visits ¹⁰	331,523	-	66,761	
	Trainee Reviews	189	-	136	

Sector-Focused Career Centers (SBS)

START DATE: 06/2008 | **FY 2013 BUDGET:** \$4,957,926 (SBS) with additional Federal Funding | **STATUS:** Successful | **SITES:** 2

		FY 2013		FY 2012	FY 10-13
		Actual	Target	Actual	Trends
Provides low-income workers access to jobs in industries with career advancement opportunities by focusing workforce development on targeted economic sectors. One site focuses on healthcare, while the other focuses on manufacturing/transportation.	New Enrollees	7,123	-	12,185	
	Placed in Jobs or Promoted	3,795	3,433	2,229	
	Placed in Jobs	3,745	-	1,942	
	Promoted	50	-	287	
	Placed in Jobs at \$10/hour or More	3,768	-	1,509	

Young Adults

Scholars at Work (SBS/DOE)

START DATE: 08/2009¹¹ | **FY 2013 BUDGET:** \$302,000 (YMI) with additional DOE Funding | **STATUS:** Implementation | **SITES:** 13¹²

		FY 2013		FY 2012	FY 11-13
		Actual	Target	Actual	Trends
Prepares Career and Technical Education (CTE) high school seniors to enter the workforce by enriching existing curricula with work-readiness training. A smaller group is offered a paid internship and another is offered career exploration.	Program Participants	320	-	355	
	Received Job Readiness Assistance	320	-	282	
	Placed in Internships	125	-	75	
	Completed Internships	95	-	67	
	Placed in Jobs ¹³	19	-	N/A	

Work Progress Program/Green Applied Projects for Parks/ NYC Recovers (HRA/Parks)

START DATE: 02/2012 | **FY 2013 BUDGET:** \$1,477,000 (YMI & CEO) | **STATUS:** Implementation | **SITES:** 26

		FY 2013		FY 2012	FY 12-13
		Actual	Target	Actual	Trends
Work Progress Program provides wage reimbursements to community-based organizations seeking to provide short-term employment opportunities to the low-income young adults they serve. NYC Recovers is modeled after CEO's Work Progress Program and reimburses service providers for placing residents who were affected by Hurricane Sandy in general employment opportunities and unemployed New Yorkers in recovery-related work within Sandy-affected communities. The Green Applied Projects for Parks is a subsidized jobs program for young adults administered by the Department of Parks and Recreation.	New Enrollees	762	1,046	674	
	Completed Subsidized Employment	491	-	488	
	Average Subsidized Earnings	\$1,478	-	\$1,024	
	Placed in Job or Education ¹⁴	288	-	226	
	Placed in Job	166	-	40	
	Placed in Education	122	-	186	

Young Adult Internship Program (DYCD)					
START DATE: 11/2007 ¹⁵ FY 2013 BUDGET: \$11,585,417 (CEO & YMI) STATUS: Implementation SITES: 19					
		FY 2013		FY 2012	FY 10-13
		Actual	Target	Actual	Trends
<i>Offers youth who are out of school and out of work the opportunity to develop essential workforce skills through a combination of educational workshops, counseling, short-term paid internships, post-program follow-up services, and post-program placement in education, advanced training, or employment.</i>	New Enrollees	1,831	1,830	1,740	
	Placed in Internships	1,793	1,793	1,725	
	Completed Internships	1,536	1,373	1,444	
	Placed in Job or Education	966	1,281	771	
	Retained in Job or Education at 9 Months	806	1,190	497	
Expanded Training Opportunities (SBS) ¹⁶					
START DATE: 09/2011 FY 2013 BUDGET: \$330,000 (YMI) STATUS: One-time Investment SITES: 1					
		FY 2013		FY 2012	FY 12-13
		Actual	Target	Actual	Trends
<i>Supports a range of one-time occupational training initiatives. This year dispatcher and inventory trainings were supported.</i>	Enrolled in Training	220	-	1,323	
	Completed Training	152	-	1,033	
	Placed or Promoted in Jobs	51	-	561	
Programs Launched in FY 2013					
LEAP (Learn As You Earn Advancement Program) (NYCEDC)					
START DATE: 03/2013 FY 2013 BUDGET: \$101,669 (YMI) ¹⁷ STATUS: Newly Launched SITES: 4					
		FY 2013			
		Actual	Target		
<i>Seeks to increase the employability of Associate's degree and Certificate program candidates through paid work experience combined with workplace-relevant classroom learning.</i>	New Enrollees	113	-	The data here represents one quarter of performance data.	
	Number Completed Training	75	86		
	Placed in Internships	25	80		
	Number Completed Internship	21	29		
	Placed in Jobs	3			
DigitalWork NYC (NYCEDC)					
START DATE: 03/2013 FY 2013 BUDGET: \$306,406 (YMI) ¹⁷ STATUS: Newly Launched SITES: 2					
		FY 2013			
		Actual	Target		
<i>Targets young adults to increase awareness of online work opportunities that allow participants to earn money completing digital tasks, build an employment history, and create a pathway to digital employment.</i>	New Enrollees	58	-	The data here represents one quarter of performance data.	
	Number Completed Online Work	13	68		
	Placed in Internships	6	-		
	Completed Internships	0			
	Placed in Jobs	3	15		

Construction Works (CEO & Mayor's Fund to Advance New York City)**START DATE:** 04/2013 | **FY 2013 BUDGET:** \$135,431 (Private) | **STATUS:** Newly Launched | **SITES:** 4

		FY 2013		
		Actual	Target	
Connects NYC residents to appropriate training and construction jobs related to rebuilding in communities affected by Hurricane Sandy.	New Enrollees ¹⁸	156	131	The data here represents one quarter of performance data.
	Industry Related Credentials Achieved	31	-	

See Also: *CUNY Fatherhood Academy* (Health), *Employment Works* (Justice), *Food Handlers Certification* (Justice), *Jobs-Plus* (Social Innovation Fund), *Justice Community* (Justice), *Justice Scholars* (Justice), *Nurse Career Ladders: License Practical Nurse & Registered Nurse Programs* (Education), *NYC Justice Corps* (Justice), *Project Rise* (Social Innovation Fund) and *WorkAdvance* (Social Innovation Fund), *Young Adult Literacy Program* (Education).

Footnotes:

¹ Calculated from data in the CEO Poverty Measure report. NYC Center for Economic Opportunity. The CEO Poverty Measure, 2005-2011 (New York, N.Y.: Center for Economic Opportunity, 2011).

² Most trainees are incumbent workers who already work at participating employers; businesses can also use training funds to train newly hired employees. Please note that each grant made to an individual business has its own target for numbers served and wage gains.

³ A Low-Income Incumbent Trainees is a participant who makes under \$15/hour.

⁴ This program has been fully integrated into the way that all of the Career Centers & Sector Centers operate, and therefore no longer has a separate budget line. Federal funds also support this program.

⁵ In 2012, SBS redefined what counts as a placement in order to further strengthen the Workforce1 system. As of 2012, Workforce1 Career Centers report only on direct job placements, which is when Workforce1 directly places a jobseeker in a job due to its relationship with a business customer who came to Workforce1 for recruitment services. In FY 12, SBS made 3,398 direct job placements through the Community Partners programs.

⁶ Jobs-Plus began as a CEO pilot in City FY 10. YMI funded an expansion in FY 13, and it was a year of significant startup for new sites. Budget information reflects actual expenditures in FY13. FY14 will reflect a full year of program operations for sites.

⁷ In the third and fourth quarters of 2013, the program expanded services from one site to six, which is reflected in the enrollment numbers.

⁸ 6-Month Retention was newly added as a high-level indicator; historical data before FY 12 is not available.

⁹ This program has been fully integrated into the SBS website and therefore no longer has a separate budget line.

¹⁰ The Training Guide saw a significant increase in use in FY 13 as the City's Individual Training Grant program was relaunched. Total visits are calculated monthly.

¹¹ Scholars at Work began in FY 10 but did not become a YMI-funded program until FY 11.

¹² In FY 13, the program expanded to include two additional high schools and also a small group of students from a public university.

¹³ Job placements in FY 13 are primarily for students who participated in the FY 12 program. Results for FY 13 participants will be reported in FY 14.

¹⁴ Participants counted in this indicator may be counted twice if a participant obtained both an education outcome and a job placement outcome. See the breakdown below.

¹⁵ The Young Adult Internship Program began as a CEO pilot in City FY 08. YMI funded an expansion in FY 12.

¹⁶ Expanded Training Opportunities are one-time investments that support different training initiatives based on need. The FY 12 budget was significantly higher at \$2,380,000.

¹⁷ The FY 13 Budgets for the EDC programs reflect spending.

¹⁸ Construction Works is a 12-month program spanning FY 13 and FY 14 with an enrollment target of 392. The target shown is prorated to reflect one quarter of FY 13.

Appendix : Acronyms in the NYC Center for Economic Opportunity FY 2013 Performance Data

AIM	Advocate, Intervene, Mentor
ASAP	Accelerated Study in Associate Programs
BPL	Brooklyn Public Library
CEO	Center for Economic Opportunity
CEPS	Community Education Pathways to Success
CUNY	City University of New York
DCA	Department of Consumer Affairs
DOC	Department of Correction
DOE	Department of Education
DOF	Department of Finance
DOHMH	Department of Health and Mental Hygiene
DOP	Department of Probation
DYCD	Department of Youth and Community Development
EITC	Earned Income Tax Credit
FEN	Financial Education Network
HHC	Health and Hospitals Corporation
HRA	Human Resources Administration
HSE	High School Equivalency
LPN	Licensed Practical Nurse
NCLEX	National Council Licensure Examination
NYCEDC	New York City Economic Development Corporation
NYCHA	New York City Housing Authority
NYPL	New York Public Library
OFE	Office of Financial Empowerment
QPL	Queens Public Library
RN	Registered Nurse
SBS	Small Business Services
SIF	Social Innovation Fund
VITA	Volunteer Income Tax Assistance
YAL	Young Adult Literacy
YMI	Young Men's Initiative