

**MEETING MINUTES
NYC WORKFORCE DEVELOPMENT BOARD
QUARTERLY MEETING**

Wednesday, April 19, 2023
9:00 A.M. – 11:00 A.M.

Board Members Present:

Maureen Anderson	Scott L. Berger	Adda Birnir
David Bolotsky	Eddie Christian	Saudia Davis
Colleen Galvin	Angie Kamath	Joseph McDermott
George Ntim	Eliana Palmay	Adria Powell

Board Members Participating Remotely:¹

Les Bluestone	Mark Elliott	Lenore Friedlaender
George Ntim	Edgar Romney	State Senator James Sanders, Jr.
Sandi Vito		

Guests Present:

Paula Bailey	Daniel Bustillo (remote presenter)	Michelle Clarke
Cherise Davis	Sharon Doctor	Justin Gale
Lourena Gboeah	Je'Nean Jones	Zain Khan
Liat Krawczyk	Greg Mateo	Rebecca McDonough
Greg Morris	Valerie Mulligan	Noel Parish
Jessica Simonson	Shehila Stephens	Rachel Van Tosh

¹ Members participating remotely met special circumstances and did not have the ability to vote.

Staff Present:

Kimberly Howard	Daniel Liss	Michelle Rosa
Joe Rhoades	Chris Neale	Amanda Sowah
Jayson Swain	Grant Yanney	

Welcome from Chair

Board Chair Adria Powell noted that the meeting was the first in-person board meeting in almost three and half years. She then clarified New York State’s Open Meeting Law: the Workforce Development Board is a public body and as a result, the public can attend these meetings and the meetings are held in-person to facilitate that. She also noted that the Open Meeting Law was temporarily flexible during the worst part of the pandemic, which allowed for virtual meetings, but now requires that we have an in-person quorum.

Updates on Talent and Workforce Development

WDB Director Chris Neale updated the Board on five recent developments in talent and workforce development in NYC:

- **Executive Order 22:** The Mayor’s directive that created the Mayor’s Office of Talent and Workforce Development and codified six citywide talent objectives.
- **Future of Workers Taskforce:** A group of 80+ leaders from the public, private, and philanthropic sectors across NYC, including employers, educators, labor leaders, nonprofit providers, and funders that met six times from October to January. The Taskforce developed a set of recommendations which the City expects to publish soon.
- **Talent Cabinet:** A group of 50 City agencies and offices that has met monthly since November to increase coordination and build a true talent and workforce system that effectively serves jobseekers and employers.
- **State of the City 2023:** Mayor Adams placed jobs front and center in this year’s State of the City in February. The Mayor’s Office of Talent and Workforce Development had five of its initiatives mentioned: the launch of the Apprenticeship Accelerator and the moonshot goal of connecting 30,000 New Yorkers to apprenticeships by 2030; CUNY 2x Tech, a successful program that prepares CUNY students for tech careers; the Nursing Education Initiative, in which the City will partner with CUNY to prepare 30,000 nurses over five years; the Center for Workplace Accessibility and Inclusion, which will increase

employment for people with disabilities; and Community Hiring state legislation, which, if passed, would authorize the City to leverage its enormous spending power to ensure that a portion of the jobs created would be set aside for low-income individuals and communities.

- **NY SCION** (New York Systems Change and Inclusive Opportunities Network): Governor Hochul’s initiative intends to increase employment among people with disabilities by providing funds to local areas to hire staff dedicated to better equip American Job Centers – known in NYC as Workforce1 Career Centers – to provide training and employment services to people with disabilities. New York City will receive \$500,000 per year for up to five years, extended from the original pilot of three years.

Health Industry Update

Daniel Liss, Executive Director of the New York Alliance for Careers in Healthcare (NYACH), gave a presentation on the healthcare industry shortage resulting from the pandemic. The past three years of the pandemic have placed incredible strain on healthcare workers, who have entered a “state of despair.” There is a cycle in which healthcare workers burn out, leave their jobs, and then that places even more strain on the remaining workers. We now have “really serious labor shortages” among critical occupations, including Nursing Assistants, Licensed Practical Nurses, Registered Nurses, and Nurse Practitioners. At the same time, this strain means that employers have limited capacity to engage with organizations like NYACH to recruit new nursing staff or devise new approaches for preparing talent. Moreover, there are still very clear equity issues. Labor shortages vary depending on the subsector within healthcare. In home care, they are strongly linked to the structure of healthcare businesses and the level of wages available to workers, which is set by Medicaid reimbursement rates. Training alone, then, cannot “fix” a labor shortage, because of the underlying reimbursement structure that constrains workers’ wages. There are promising trends, however: new financial models, new technologies, new ways of healthcare workers collaborating. Additional trends include the increased need for mental health services and an increased connectivity between healthcare and social services. Collectively, these trends mean that healthcare workers face numerous changes and demands on them at the present.

Sandi Vito, Board Member and Executive Director of 1199SEIU Training and Employment Funds, argued that two significant equity issues are driving healthcare labor shortages: occupational segregation and educational segregation. With respect to occupational segregation, Member Vito indicated that women of color, low-income women, and immigrant women are underrepresented in professional or technical healthcare jobs (e.g., Radiological Technician or Nurse Practitioner), and overrepresented in jobs where the pay and job quality are lower. With respect to educational segregation, member Vito pointed that at a time of severe labor shortages, there is also declining enrollment in educational degrees in healthcare. There are a number of explanatory theories: people are tired, juggling multiple responsibilities, or face a lack of availability of childcare during school hours. Member Vito implied that women of color, low-income women, and

immigrant women are a disproportionately part of this declining enrollment in healthcare degree programs. Educational requirements, however, are not the primary driver of labor shortages, according to member Vito; rather, it is the quality of the jobs.

Questions from board members included how to keep health insurance companies “honest.”

Update on Adult WIOA Programs

Je’Nean Jones, Assistant Commissioner of Workforce1 at the NYC Department of Small Business Services (SBS) provided an update on the integration of the NY SCION program into the Workforce1 Career Centers. The purpose of the initiative is to better equip American Job Centers – known in NYC as Workforce1 Career Centers – to provide training and employment services to people with disabilities. The pilot will start in one of the large “hub” Workforce1 Career Centers and eventually expand into other centers.

Update on Youth WIOA Programs and Summer Youth Employment

Zain Khan, Director of Strategy and Integration at the NYC Department of Youth and Community Development (DYCD), provided an update on the upcoming procurement of the WIOA Youth programs Train & Earn (for out-of-school youth) and Learn & Earn (for in-school youth). He stated that DYCD has been moving in a direction that is trying to respond to some of the changes in the labor market. Mr. Khan mentioned more supportive services and staffing, which includes Mental Health Counselors and Service Navigators, in addition to beefing up their Case Managers and also being more cohort-based in their approach. He also mentioned that DYCD would be releasing their concept paper for both Train & Earn and Learn & Earn in the next month. The RFP is slated to be going out in the fall with contracts being awarded in June 2024.

Rebecca McDonough, Director of Employer Engagement and Partnerships at DYCD, gave an update on SYEP: this year is the 60th anniversary of the program, which launched in 1963 under President Kennedy. She encouraged Board Members to provide slots and hire NYC youth across different agencies. The program is for NYC youth aged 14 to 24. Participants earn \$15 per hour for up to 25 hours per week for six. Interns will start during the first two weeks in July and run through August.

New York City Apprenticeship Landscape Analysis

The Mayor’s Office of Talent and Workforce Development has been working with Accenture to expand apprenticeships in New York City. WDB Director Chris Neale introduced Rachel Van Tosh to give a high-level analysis of the current landscape of apprenticeship expansion. Her team at Accenture has been analyzing data and

researching different ways to approach the current landscape of apprenticeships in New York City.

Jessica Simonson, Senior Director at NYC Public Schools, gave a brief presentation on the pilot program launched in June 2022. Fifty-eight schools were selected to participate in the Career Readiness & Modern Youth Apprenticeship (CRMYA) initiative, which will provide apprenticeship opportunities to 3,000 high school students over the next three years. CRMYA apprenticeships will provide students with foundational job skills and prepare them for careers. This endeavor is a key investment to help students reach long-term economic security through intensive skill development and career training.

Greg Mateo from Career Wise New York gave the final presentation. He briefly touched on college credit and why there is a need to focus on education. He explained that many high school students attend college, so CareerWise is devising an option for students to participate in both in their third year, which is the year after they graduate. Additionally, according to Mr. Mateo, CareerWise is partnering with CUNY campuses for traditional and nontraditional apprenticeships.

Questions from board members included registration of apprenticeships, required curriculum, and defining the youth apprenticeship model.

Closing of Meeting

Chair Powell thanked the members and guests for attending. The meeting was adjourned at 11:00AM.