

MEETING MINUTES
NYC WORKFORCE DEVELOPMENT BOARD QUARTERLY MEETING
VIRTUAL MEETING
Tuesday, June 8, 2022
9:00 A.M. – 11:00 A.M.

Board Members Present:

Laurice Arroyo	Maureen Anderson	Scott L. Berger
Adda Birnir	Les Bluestone	Toby Sheppard Bloch
David Bolotsky	Eddie Christian	Saudia Davis
Mark Elliott	Lenore Friedlaender	Colleen Galvin
Laura James	Angie Kamath	Joseph Kenner
Chauncy Lennon	Joseph McDermott	George Ntim
Patricia Ornst	Eliana Palmay	Adria Powell
Jocelynn Rainey	Edgar Romney	Daphany Sanchez
State Sen. James Sanders Jr.	Sandi Vito	

Guests Present:

Eileen Auld	Talia Barzel	Idowu Babatunde
Leonard Battle	Megan Keenan-Berryman	Nina Bershadker
Maricela Brea	Lena Bhise	Imani Council
Michelle Clarke	Aaron Covarrubias	Ronin Davis
Elizabeth Ehrlich	Tamara Foye	Charles Franchino
Justin Gale	Annie Garneva	Lucinda Glover

Alia Jones-Harvey	Taniqua Hunter	Kim Hill
Martha Jackson	Janet (Guest)	Je'Nean Jones
Zain Khan	Daniel Liss	Yang Li
Kathy Lubinsky	Shereen Margolis	Jamell Mitchell
Valerie Mulligan	Rasheida Maharaj	Daphne Montanez
Siveem El-Nashar	Ashley Newton	Diana Nazar
Evelyn Ortiz	James Parrott	Valeria Payne
Kseniya Palishchuk	Charlan Waldron-Paul	Lori Barrett-Peterson
Rebecca (Guest)	Crystal Rivera	Elise Hahn-Rubin
Maria Serrano	John Sasso	Alysia Steinmann
Robert Taylor	Andy Tsai	Natalie Ubias
Jessica Weis	Maureen White	Kristia Winter
Christina Williams		

Staff Present:

Kimberly Howard	Abby Jo Sigal	Chris Neale
Grant Yanney		

Update on A Blueprint for New York City's Economic Recovery

Executive Director Abby Jo Sigal started off with a brief introduction and then provided an updated overview to Deputy Mayor Torres-Springer's conversation with the Board on the [Blueprint for Economic Recovery](#) plan. She spoke about the importance of the NYC Workforce Development Board and the work that will empower all New Yorkers in every borough with an affinity to areas that often are overlooked and underserved.

Abby Jo Sigal championed the good set of programs here in the city, but also mentioned the fractured, siloed workforce development system, and the disparities when it comes to employment outcomes and shared prosperity. She mentioned that there is still optimism about working with all New Yorkers and mentioned that the silver lining from the pandemic was that system can be built back in a way that is better and more equitable.

Faith in the new administration/Leveraging the Board. Mrs. Jo Sigal is excited to be working in partnership with the new administration where there is a true commitment from the Mayor on "*getting stuff done*" and doing it in a way that builds on the work of others. Abby stressed the need for communication and WDB outreach.

Close the gaps. Get back to the shared goals to combat fragmentation. Creating intentional workforce development systems. Working in unison with the non-profits, educational institutions, community-based organizations, city agencies and understanding what they all are doing to embolden talent and workforce strategies. Abby reiterated that its about working across all of government because it's not one single agency that drives workforce development.

Community Hiring/Project Labor Agreements. Driving momentum for community hiring legislation. Currently, the bill was introduced and has a bill number that the administration will continue to push in the next legislative session. She also shared the good news about the Project Labor Agreements being in place and using city dollars and investments to make sure New Yorkers are positioned for family-sustaining careers.

Creation of a Talent Portal. Making it easier for New Yorkers to access not just jobs, but also for the talent developers. Another case where it's fragmented but the goal is to really landscape, utilize tech, and understand the different resources out there now.

Disability Plan: The Mayor's Office of Talent and Workforce Development partnered with the Mayor's Office for People with Disabilities on a plan to increase employment for New Yorkers with disabilities. The core objective of this plan is to level the playing field for people with disabilities on employment. The jobless rate for working age adults (18 to 64 years old) with disabilities is dismal--about 66%. That figure includes people who are

either unemployed or no longer in the labor force at all. By comparison, the jobless rate for all working age adults in NYC is closer to 40%.

Good Jobs Challenge: The NYC HRA led application was a finalist in the national Department of Commerce competition. Update: That same NYC HRA application was announced as a winner for the Good Jobs Challenge. Over \$18M will be going towards building pathways for cash assistance recipients into apprenticeships in the construction trades and industrial/transportation sectors. The Good Jobs Challenge is administered by the Commerce Department's Economic Development Administration and will enable communities across the country to invest in innovative approaches to workforce development that will secure job opportunities for all New Yorkers.

Future of Workers Task Force: A major objective is to reimagine the public workforce system, which includes the right roles and functions of the NYC Workforce Development Board. Mrs. Jo Sigal mentioned the taskforce would likely invite one or more members of the NYC Workforce Development Board to join the Task Force.

The presiding officer thanked the presenter and opened the floor for questions regarding city and state workforce development efforts, workforce development funders, small businesses, and gender parity gaps within the city.

Employer Best Practices: EY's Inclusive Hiring Practices of People with Disabilities

Martha Jackson, Acting Commissioner of the Mayor's Office for People with Disabilities, gave a presentation on employer best practices that empower people with disabilities. Acting Commissioner Jackson began the presentation stating that there are over 400,000 working New Yorkers with disabilities living in the city. During the pandemic it was over 80% of New Yorkers with disabilities who were jobless and not in the labor workforce. New Yorkers with disabilities are the largest untapped talent pipeline with adults at poverty rate nearly doubling that of the average for all city residents (34% versus 17%). To leverage these opportunities and address substantial barriers, New York City will launch a new partnership between the Mayor's Office of Talent and Workforce Development and MOPD (Mayor's Office for People with Disabilities). Both agencies were tasked to study the many challenges concerning people with disabilities and delivering a plan that will increase the accessibility of career training and employment opportunities. Martha stressed that this partnership represents "unprecedented systems change that will affect and support people with disabilities, their families, and the nonprofits that serve them, transitioning students, CUNY lead students and those from our private colleges, city agencies and the business community." Martha Jackson opened the floor for business partners Alysia Steinmann and Jamel Mitchell of EY (Ernst and Young) to share their employer best practices on neurodiversity recruiting. EY has a four-step recruiting process (Qualifying Interview, Technical Assessment, Live Video Interview, and Super Week—which includes a cohort system to assess candidate behavior in simulated EY work environment). Jamel Mitchell clarified that neurodivergent candidates are those who identify as being on the spectrum, ADHD, Asperger's, ADHD, OCD, bipolar disorder,

dyspraxia, and any other cognitive difference that individuals identify with. The interview questions in the process are geared towards neurodivergent hiring, but overall holistic in nature. The goal is to be more inclusive in the workforce. This includes a dedicated EY Manager, EY Neurodiversity job coach, consistent 1-on-1 touch points. All these things represent the “non-traditional workforce” system that EY provides each organization with a network of behind-the-scenes sustainable support from EY leadership.

The presiding officer thanked the presenters and opened the floor for questions regarding the EY retention rate, academic partnerships, wrap-around services, and EY’s hiring/recruitment of talent.

Board Business

Adria Powell, NYC Workforce Development Board Chair, called for a motion to approve the previous meeting minutes from the last meeting on March 29th. The motion was made by Board Member Les Bluestone and seconded by Board Member Joseph Kenner. The presiding officer then called WDB Director Chris Neale to the floor in regards to a resolution that required a board vote. The resolution request to the Board was to transfer \$3 million in WIOA Dislocated Worker funding to WIOA Adult funding. Chris Neale reiterated that the full Board must approve any kind of WIOA funding transfers per NYSDOL Technical Advisory 17-06.

Definition:

- A Dislocated Worker is an adult who has lost their job or been notified of a layoff and is unlikely to return to their previous occupation or industry.
- Program Year 2021= the current WIOA fiscal year we’re in (equivalent to Fiscal Year 2022, which runs 7/1/2021 to 6/30/2022)

Chris mentioned that historically SBS has brought these resolutions to the table in June, but he mentioned that for the future the Board will have more time to mull over these decisions.

Ultimately, the motion to approve the WIOA funding transfer was moved by Board Member Mark Elliott and seconded by Board Member Les Bluestone. All Board members were in favor.

Budget Update

WDB Board Director Chris Neale gave an update on the increased budget. Last year’s budget was 63 million. That’s more than a 33% increase in WIOA funding for the current fiscal year. The budget for the upcoming fiscal year is now \$23.5 million more than it is for the current year (\$63m). It includes:

- \$15m in additional dollars to serve adults
- \$8.5m in additional dollars to serve youth and young adults

Funding Stream	PY2022	PY2021	Change	Percentage Change
Adult	\$ 31,727,365	\$ 23,489,133	\$ 8,238,232	35%
DW	\$ 23,628,404	\$ 16,840,774	\$ 6,787,630	40%
<i>Subtotal SBS</i>	\$ 55,355,769	\$ 40,329,907	\$ 15,025,862	37%
Youth	\$ 31,186,306	\$ 22,673,408	\$ 8,512,898	38%
Total	\$ 86,542,075	\$ 63,003,315	\$ 23,538,760	37%

The presiding officer thanked the presenter and opened the floor for a question regarding what the Board could do differently with funding for the future.

Update on the City’s Approach to Disconnected Youth

Zain Khan, Director of Policy and Programs at the Mayor’s Office of Youth Employment, gave an update on the City’s Approach to Opportunity Youth. Out of school, out of work youth saw a forty percent decline from 2010-2018. Gains driven by improved high school completion and sustained job growth. Unfortunately, almost all jobs were part-time/ low-wage; college retention/completion remained relatively low. The Disconnected Youth Task Force was created by NYC Council in 2017. The Task Force includes 14 different NYC agencies or offices that serve OSOW. The pandemic/Covid-19 impacted jobs and disruptions to education. Zain also stated that a significant majority of OSOW young adults are Black and Latinx. Most OSOW young adults are 20-24 years old and a majority live with some family.

Re-engagement strategies for OSOW are below:

- Prioritize programs and services that reconnect young New Yorkers to education, employment, and training, as part of the City’s COVID-19 response.
- Improve and enhance program quality and outcomes by establishing clear standards and goals across City agencies for serving this population.
- Ensure that young adults’ input and leadership are centered across the portfolio of programs to meet the needs of a diverse, evolving OSOW population.

- Integrate career awareness and readiness into middle school and high school to ensure young New Yorkers are prepared for long-term careers.
- Support programs to improve college retention and completion, along with the transition into the workforce after graduation.
- Prioritize services for job retention and advancement for young New Yorkers in low-wage, part-time, and/or gig employment.

SYSTEMS CHANGE

- Invest in research and evaluation to establish best practices for serving OSOW young adults and to foster seamless connectivity between programs that serve this population.
- Create a robust and centralized system for employer engagement to facilitate relationships between employers, providers, and young New Yorkers.
- Centralize and specify responsibility for coordinating OSOW services within the Mayor's Office.

The presiding officer thanked the presenter and opened the floor for questions regarding how OSOW is measured and the share of long-term OSOW data on youth aging out of foster care

Update on Youth WIOA Programs

Valerie Mulligan, Deputy Commissioner at the Department of Youth and Community Development, provided an update on Summer Youth Employment.

Ms. Mulligan pointed out that the city closed applications with over 165,000 SYEP student applications. DYCD surpassed their enrollment numbers and began preparation for their summer jobs program. With this year's expansion, DYCD has also increased slots for youths who live in NYCHA, youth with disabilities and in the ACS system. Lastly, she highlighted SYEP partnerships with new employers. There were over 100 new employer partnerships which have led to more than 1000 new worksites across the five boroughs.

Highlight of Adult Programs: Training Stipends Pilot (SBS)

Jessica Weis, Assistant Commissioner for SBS, provided a presentation on *Needs Related Stipends*. The purpose of incentivizing training stipends is to encourage enrollment in training programs from low-income individuals who may be unemployed to join full-time training and to support them financially while doing so. The Adams administration has also included stipends in the Economic Blueprint report. These stipends are designed to help offset their expenses during the training and in the weeks of the job search. The preliminary analysis is ongoing, and it's stated in the report that there was a 30% reduction in "worry" about financials amongst the treatment group who

received stipends. The same treatment group was reported to being less worried about housing stability or distracted about their finances during the program.

Closing of Meeting

Chair Powell thanked the members and guests for attending the meeting. She requested a motion (Board Member Dave Bolotsky) to adjourn the meeting, which was properly seconded by Board Member Sen. Sanders. The meeting was adjourned at 11:00AM