

WORKFORCE DEVELOPMENT BOARD QUARTERLY MEETING

110 William Street, 4th Floor Conference Room
New York, NY 10007
Thursday, December 10, 2015
8:30 – 10:30 AM

MEETING MINUTES

Board Members Present:

Husam Ahmad	Paula Caputo	Kirsten John Foy
Plinio Ayala	Arnold Dorin	John Mogulescu
Amy Bennett	Mark Elliot	Paul Ortega
Scott Berger	Lenore Friedlaender	Tata Traore-Rogers
Adda Birnir	Colvin Grannum	Richard Windram
Gregg Bishop	Paloma Hernandez	Cynthia Keyser (D)
Les Bluestone	Laura James	Daphne Montanez (D)

(D) = Designee

Guests Present:

Justin Alexander	Evelyn Fernandez-Ketcham	Aishat Jalloh
Sarah Bennett	David Fischer	Sheeren Margolis
Darren Bloch	Annie Garneva	Chris Neale
Julia Breitman	Katy Gaul-Stigge	David Nidus
Jean-Marie Callan	Reynold Graham	Daniella Olibrice
Mary Ellen Clark	Sarah Haas	Chris Pinnisi
Patricia Connelly	Bret Halverson	Katie Schwab
Doug Cotter	Leah Hebert	Maria Serrano
Rina Desai	Kim Hernandez	Beatrice Stein
Sandy DeShong	Michelle Henry	Valerie Westphal
Liza Ehrlich	Martha Jackson	Andre White

WDB Chair Report

Scott Berger, Workforce Development Board (WDB) Acting Chair, called the meeting to order and welcomed the Board's guests. Mr. Berger gave a brief overview of the agenda items, including a moderated panel discussion on the City's Summer Youth Employment Program.

Workforce Development Board Overview from Chris Neale, WDB Director

Chris Neale, WDB Director, provided the Board with an overview of the Board's committee structure and opportunities for Board members to get involved. Overall, the role of the Board is to engage leaders from private sector companies, labor unions, community-based organizations, educational institutions, and government agencies to inform the City's workforce development policies and services. Additionally, the Board leverages its resources to help the City implement its Career Pathways vision and provide oversight of the federal WIOA dollars to ensure the public workforce system is effectively serving adults and youth.

The Board currently has two committees, the Executive and Youth Committees, and a workgroup whose goal is to engage Board members to secure more private sector summer internship opportunities for the City's young people. The Board staff is launching additional committees, including Skill Building, Financial Empowerment, and System Coordination, each of which is in line with the Mayor's Career Pathways vision.

Update from Commissioner Gregg Bishop, Department of Small Business Services

Commissioner Gregg Bishop provided a brief update. The Commissioner was recently appointed by Mayor Bill de Blasio on November 30, 2015. Commissioner Bishop previously served as Deputy Commissioner of the Business Development Division at SBS, and was responsible for a suite of programs designed to make it easier for businesses to start, operate, and grow in New York City, including NYC Business Solutions, Business Incentives, and Business Recovery. He also managed the expansion of business services to immigrant and women entrepreneurs, improved programming for outer borough communities, and collaborated with agencies such as EDC, DCA, HPD, and NYCHA to help build the capacity of entrepreneurs and operating businesses. Prior to his service at SBS, Commissioner Bishop served in a number of leadership positions at private companies and nonprofit organizations, including NPower, Oxygen Media, TheStreet.com, and VIBE Magazine.

Introduction of the Center for Youth Employment

Two staff from the Center for Youth Employment (CYE) – David Fischer, Executive Director, and Sandy DeShong, Director of Employer Engagement – provided the Board with a brief overview of the Center's vision and approach. In May 2015, the Mayor and First Lady launched the Center, a new public-private initiative designed to increase the quality and quantity of employment-related opportunities available to New York City's youth and young adults -- including mentorship, internships, and placement into jobs. The Center coordinates with a number of City agencies and offices and local employers in developing youth workforce programming, and facilitates greater coordination and strategic thinking among the public and

private groups already supporting college- and career-readiness activities. CYE plans to support 100,000 jobs, internships, and mentorships through its agency partners by 2020.

Summer Youth Employment: Background and Panel Presentation

As background, Daphne Montanez, Assistant Commissioner of Youth Workforce Development, and Julia Breitman, Senior Director of Youth Employment Programs, of the Department of Youth and Community Development, provided a brief overview of the Summer Youth Employment Program and the Ladders for Leaders Program.

The Summer Youth and Employment Program is a six week program where young people prepare for the world of work with six weeks of paid work experience. Participants are paid the New York State minimum wage (\$9.00 per hour in 2016). The program is open to New York City residents ages 14 to 24 who apply to the program through a lottery system. The program runs through July to August.

Ladders for Leaders is a selective six week program for young people aged 16-21 with prior work experience and who meet certain academic criteria. Participants undergo a rigorous application and pre-employment process, including 30 hours of pre-employment training provided by a community-based organization. Ladders for Leaders interns are typically paid more than the State's minimum wage, as they are usually hired directly by the participating organization and typically earn an appropriate wage for that organization.

In the summer of 2015, DYCD received more than 130,000 applications for the Summer Youth Employment Program (SYEP). Ultimately, DYCD connected 54,263 young adults to summer internships across nearly 9,200 worksites. Of this total, 1,035 young adults participated in the Ladders for Leaders program.

After DYCD provided background, the Board convened a panel on the Summer Youth Employment Program and Ladders for Leaders Program. The panel featured two Ladders for Leaders participants, Jason Alexander, a Senior at Xavier High School who worked at KPMG, and Aishat Jalloh, a Freshman at Columbia University who worked at Metadata. The panel also featured Board members Amy Bennett, Founder and CEO of The Greene Grape; Paloma Hernandez, President and CEO of Urban Health Plan; and Colvin Grannum, President of Bedford Restoration Corporation, who also moderated the panel. These members had experience hiring young people through DYCD's summer internship programs.

Each Ladders for Leaders participant shared their experience at their respective workplaces. Ms. Jalloh worked in the facilities and security division at Metadata supporting an effort to expand the security database for the company's offices around the world. Mr. Alexander supported KPGM's internal functions and focused on data analysis.

Additionally, the employers on the panel shared their experiences hosting summer interns. Ms. Bennett of The Green Grape, a community gourmet grocery which includes a provisions store, wine and spirits shop, cafe and bar, and an ice cream shop during the summer. 2015 was the first year the ice cream shop, Scoops, operated and Ms. Bennett sought to employ young people to support the store's operations. After learning about the SYEP program at a previous Workforce Development Board Quarterly meeting, Ms. Bennett inquired about the

program and eventually hired four young people to staff the store as ice cream scoopers. Ms. Bennett stated that she was very impressed by the young people she hired and that the process of being an employer worksite was simple.

Ms. Hernandez of Urban Health Plan hosted 13 interns in 2015, having hosted SYEP interns for more than 30 years. The interns were placed in a number of divisions within the organization and worked on a number of projects, including creating marketing projects to help patients access electronic health records. Ms. Hernandez also spoke highly of the interns' ability to use technology to accomplish assignments efficiently and effectively.

Finally, Board members Paul Ortega, National Director of Training and Organizational Development, Swiss Post Solutions and Tata Traore-Rogers, Executive Director of Turning Point Brooklyn, shared ways Board members could get involved to support DYCD's summer youth employment opportunities. They explained that Board members could support SYEP and Ladders in three ways: hiring an intern directly, connecting someone in his/her network to the program, and/or sponsoring an internship slot. This effort is part of the Board's Youth Internship Workgroup, convened to support DYCD's campaign to increase the portion of private sector summer internship worksites. Some Workgroup members who have past experience hosting an SYEP or Ladders for Leaders intern will serve as coaches for other Board members to support them in securing internship slots. Overall, Board members set an individual goal for each member to secure five internship slots while also setting a collective goal to secure 250 internships as a Board.

Action Item Approval

Mr. Berger called for a motion to approve the meeting minutes from the September 17, 2015 quarterly meeting. The motion was offered and seconded. The Board then unanimously approved the minutes.

WDB Meeting Wrap Up and Thanks

Mr. Berger thanked the members and guests for attending the meeting. The meeting was adjourned at 10:40am.