

WORKFORCE DEVELOPMENT BOARD QUARTERLY MEETING

110 William Street, 4th Floor Conference Room
New York, NY 10007
Thursday, September 17, 2015
8:30 – 10:30 AM

MEETING MINUTES

Board Members Present:

Gina Argento	Bill Chong	Joseph McDermott
Laurice Arroyo	Eddie Christian	John Mogulescu
Eileen Auld	Arnold Dorin	George Ntim
Plinio Ayala	Carolyn Duvall	Paul Ortega
Horace Barker	Mark Elliot	Patricia Ornst
Amy Bennett	Lenore Friedlaender	Jocelyne Rainey
Scott Berger	Kirsten John Foy	Tata Traore-Rogers
Adda Birnir	Laura James	Richard Windram
Les Bluestone	Caress Kennedy	Cynthia Keyser (D)
Paula Caputo	Deborah King	Jackie Mallon (D)

(D) = Designee

Guests Present:

Faith Alexander	Reynold Graham	Chris Neale
Sarah Bennett	Lindsay Greene	Chris Pinnisi
Gillian Bower	Sarah Haas	Edison Rerpes
Kelly Dougherty	Megan Keenan	Sara Schlossberg
Stacie Evans	Elena Lavarreda	Nen Stevenson
David Fischer	Jessica Lau	Stacy Woodruff-Bolte
Katy Gaul-Stigge	Gregoio Morales	

WDB Chair Report

Horace Barker, Workforce Development Board (WDB) Acting Chair, called the meeting to order and welcomed the Board's 14 new members. Mr. Barker gave a brief overview of the agenda items, including overviews of the Board's roles and responsibilities and a panel discussion on job training.

Workforce Development Board Overview from Chris Neale, WDB Director

Chris Neale, WDB Director, provided the Board with an overview of its role in implementing the Workforce Innovation and Opportunity Act (WIOA) and supporting Career Pathways, the city's workforce framework. WIOA was signed into law in July 2014, more than a decade after the previous workforce law, the Workforce Investment Act, had expired. WIOA creates a number of key changes for local areas to implement, including a mandate to establish career pathways and develop industry partnerships, emphasize serving out-of-school youth, and streamline board membership.

The two city agencies the Board works with closely to implement the legislation are the Department of Youth and Community Development, which provides youth services under WIOA, and the Department of Small Business Services, which provides the adult services.

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 is to leverage its resources to help the City implement its Career Pathways framework and provide oversight of the federal WIOA dollars to ensure the public workforce system is effectively serving adults and young people.

Update from Commissioner Bill Chong, Department of Youth and Community Development

Commissioner Bill Chong provided a brief update regarding the agency's campaign to increase the portion of private sector employment opportunities for its Summer Youth Employment Program. In 2015, DYCD added 754 private sector worksites, exceeding its initial goal of adding 100. This increased the portion of private sector worksites from 28% to 35%. Overall, 54,263 young people participated in the program.

Update from Katy Gaul-Stigge, Executive Director, Mayor's Office of Workforce Development

Katy Gaul-Stigge, Executive Director of the Mayor's Office of Workforce Development (also known as "WKDEV" for short), provided the Board with an overview of WKDEV's Career Pathways report, which set the framework for the city's plan to make transformative change to the city's workforce development system. The report's recommendations were created by the Jobs for New Yorkers Task Force. The 30 member Task Force was convened in May 2014 and met from June to September 2014. WKDEV also convened an agency working group to seek input and align agency strategies. In addition, WKDEV surveyed over 800 constituents, and held 15 stakeholder events to gain feedback from the public and from workforce experts.

The Career Pathways framework features three pillars that align the report's vision to the needs of the city's workforce system: building skills employers seek, improving job quality, and increasing system and policy coordination. The report also provides 10 recommendations in these areas, including a focus on developing industry partnerships and implementing career pathways as the city's workforce strategy. Many of the recommendations directly align to the goals of the Workforce Innovation and Opportunity Act.

Finally, Ms. Gaul-Stigge shared a number of ways WDB members could engage with the *Career Pathways* report and the associated system transformation, including participating in DYCD's SYEP Private Employer Campaign, engaging with one of the City's industry partnerships, and completing the Best for NYC impact assessment, which assesses a company's practices with respect to their employees, the community, and the environment, and provides a number of resources for improving those practices.

Panel Discussion on Training: Building Skills Employers Seek

Finally, the Board convened a panel on training, including two heads of the City's industry partnerships in technology and healthcare, a training graduate, and a participating business. Industry partnerships are teams of industry experts focused on addressing mismatches between labor market supply and demand. They also establish feedback loops that formalize regular interaction with employers, work to determine the skills and qualifications that employers need, and continuously upgrade curricula, training, and credential attainment programs to reflect local market conditions. Housed in City government or contracted through a competitive process, industry partnerships collaborate with organized labor, educational institutions, service providers, philanthropy, and City agencies to develop workforce strategies and mobilize resources in their respective sectors.

The City will launch 4 more partnerships in industrial/ manufacturing and construction, which will focus on training more New Yorkers for jobs with career potential, and retail and food service, which will focus on improving the quality of low-wage occupations.

The first panel focused on the Tech Talent Pipeline (TTP), which serves as a collaboration between businesses, community groups, training providers, and government designed to grow the tech sector in NYC and ensure that all New Yorkers have a fair and equal chance at these living wage jobs. TTP was founded with a \$10 million, 3 year commitment from city, state, federal, and private partners. Kristen Titus, TTP Founding Director, spoke about the industry partnership's functions, including recruiting and training New Yorkers, designing new curricula to meet employer needs, and engaging employers in building the talent pipeline. Sebastian King, Web Developer for Foursquare also sat on the panel and shared his experience receiving web development training as part of the TTP's Web Development Fellowship. The Fellowship is an intensive training program designed to equip New Yorkers with the skills necessary to launch careers in web development. Provided by the NYC Tech Talent Pipeline and the Workforce Development Corporation in partnership with the Flatiron School, the 22-week program is provided free of cost to participants and includes a five-month on-campus training, a 12-week paid internship, and connection to jobs in technology.

Next, the New York City Alliance for Careers in Healthcare (NYACH), led by Shawna Trager, spoke to their work in creating real-time feedback loops in healthcare. NYACH brings together multiple stakeholders of the healthcare workforce development system in order to address the industry's rapidly changing labor force needs. NYACH is an initiative of the New York City Workforce Innovation Fund, a public-private partnership between the NYC Department of Small Business Services (SBS) and the NYC Workforce Funders, and is part of the National Fund for Workforce Solutions.

NYACH spoke about its Quality Home Care Worker Program, a multi-faceted initiative which includes CUNY, Workforce1, and the Paraprofessional Healthcare Institute, employer partners who agree to higher graduates of CUNY's training program. The goals of the program include: improve the quality and capacity of the city's home health aide training providers, improve quality of employment, meet the industry's demand for the growing workforce, provide opportunities for those without strong English skills to access training. The program trained over 500 individuals in 2014.

NYACH was also joined by Progressive Home Health Services, which shared its experience as an employer-based home health aide training site, and the 1199SEIU Training and Employment Funds, which offers an English as a Second Language (ESL) course as part of the program. The ESL course is contextualized for work as a home health aide, as a bridge to employer-based home health aide training and employment. Students transition directly from the ESL bridge to home health aide training and employment.

WDB Meeting Wrap Up and Thanks

The WDB Acting Chair, Horace Barker, thanked the members and guests for attending the meeting. The meeting was adjourned.