

## WORKFORCE DEVELOPMENT BOARD QUARTERLY MEETING

110 William Street, 4<sup>th</sup> Floor Conference Room  
New York, New York 10038  
Thursday, June 23, 2016  
8:30 – 10:30 AM

### MEETING MINUTES

#### Board Members Present:

Husam Ahmad	Lenore Friedlaender	John Mogulescu
Laurice Arroyo	Henry Garrido	Patricia Ornst
Eileen Auld	Caress Kennedy	Richard Windram
Adda Birnir	Deborah King	Kelly Dougherty (D)
Les Bluestone	Chauncy Lennon	Daphne Montanez (D)
Carolyn Duvall	Joseph McDermott	Lusheena Warner (D)

(D) = Designee

#### Guests Present:

Tony Aguilar	Lisa Futterman	Lannia Small
Barbara Chang	Les Halpert	Peter Sullivan
Mary Ellen Clark	Brett Halverson	John Twomey
Doug Cotter	Inna Kesler	Gladys Valverde
Liza Elrich	Jesse Layman	Stacy Woodruff-Bolte
David Fischer	Mark Misrok	Mark Yushak
Mike Fuce	Ashley Putnam	

#### WDB Chair Report

Laurice Arroyo, Workforce Development Board (WDB) Chair, called the meeting to order and welcomed the Board's guests. Ms. Arroyo gave a brief overview of the agenda items, which included an introduction from Barbara Chang, the newly appointed Executive Director of the Mayor's Office of Workforce Development (WKDEV) and various updates on ongoing initiatives from the Department of Youth and Community Development (DYCD), Department of Small Business Services (SBS), and WDB staff.

### **Action Item Approval**

Ms. Arroyo called for a motion to approve the meeting minutes from the March 17, 2016 quarterly meeting. The minutes were unanimously approved.

### **Update from the Department of Small Business Services**

Kelly Dougherty, Assistant Commissioner for Training, provided the Board with a brief update related to SBS' initiatives. From the period between January 1 and March 31, SBS helped connect New Yorkers to more than 6,100 jobs. For those connected directly through Workforce1, the proportion of full-time hires was 84% and the average wage was \$12.54 per hour for this period. This performance is consistent with SBS' policy to raise its wage floor for part-time positions.

Since the last meeting, SBS launched 3 additional Industry Partnerships in the following sectors: industrial/manufacturing, construction, and food service. SBS also launched new trainings in tech, healthcare, and industrial and connected more than 1,400 jobseekers to training through its Individual Training Grant program.

### **Update from the Department of Youth and Community Development**

Daphne Montanez, Assistant Commissioner, Youth Workforce Development, provided the Board with a brief update related to DYCD's initiatives. Starting on July 1, DYCD will commence new contracts with 23 service providers as part of its Out-of-School Youth (OSY) program. OSY will provide young people ages 16 to 24 with work readiness training, High School Equivalency preparation, case management, supportive services, vocational training, job placement and follow-up services. OSY will provide two distinct tracks for young people: Career Development Connect and Youth Training Network.

Career Development Connect offers basic preparation services as well as connections to a range of career paths depending on the individual young adult's interest. The program is designed to provide participants with basic occupational and work readiness skills, as well as academic instruction and support services. These programs will be positioned to help youth acquire and practice work readiness skills through training and work-based learning as well as helping youth increase their academic skills and work toward a HSE if needed. Through this Service Option, providers will offer short-term training leading to a credential for 100% of participants. Participants will choose from among a variety of paths, including preparing for college, getting a job, or participating in advanced occupational training to get a job. The agency anticipates that a minimum of 50 percent of enrollees will participate in advanced occupational training to get a job, which will be offered through a number of CUNY colleges.

Youth Training Network is targeted to young adults who generally have a clear idea of the kind of career path they wish to pursue and, for the most part, already meet academic requirements of training (typically a High School Diploma or Equivalent or 10th grade reading and math levels). The program is sector-focused and connects 100% of young adult participants to advanced occupational training to prepare them for jobs in one of the City's six target sectors identified in the Career Pathways report. Providers will deliver training instruction directly or through a subcontractor. Further, providers will leverage strong employer linkages within the

sectors of focus. Bridge programming – or programming that helps individuals with low literacy or English language proficiency “bridge” the gap between their current skills and the qualifications of a next step, like a training program – will be available to at least 15% of the participants.

On September 1, the agency will begin 18 contracts with In-School Youth service providers. The program targets high school juniors and seniors for support with high school completion, including career exploration in high growth sectors, academic counseling, case management, job placement, and college matriculation.

DYCD will also administer the City’s Summer Youth Employment Program (SYEP). This year the De Blasio administration and the City Council agreed to fund the program to employ 60,000 young people during the summer. This commitment will be the largest in DYCD’s history.

### **Introduction of Barbara Chang, Newly Appointed Executive Director of the Mayor’s Office of Workforce Development**

Laurice Arroyo introduced Barbara Chang to the Board and its guests. Barbara has more than 30 years of nonprofit management experience in the NY-metropolitan area. Most recently, she was the CEO of Code to Work, a new employer-focused nonprofit venture whose mission is to seed greater diversity in the IT sector by introducing qualified diverse job candidates to employers through a skills-based hiring approach. Prior to Code to Work she served as Executive Vice President of Per Scholas, the largest IT workforce development organization in New York City, overseeing fundraising and the training program. Previous to Per Scholas, Barbara was the CEO of NPower National and Executive Director of NPower New York. The NPower network is a federation of twelve locally-based nonprofits dedicated to helping other nonprofits use technology effectively in their communities. In that capacity, Barbara oversaw affiliate growth and financial stability as well as initiated service delivery standardization across the federation. The network annually sustained an overall budget of over \$20 million. Barbara also held senior leadership positions at the Primary Care Development Corporation in New York City and Planned Parenthood in Nassau County. She holds a Masters in Administration from the University of North Carolina – Chapel Hill and a Bachelor’s degree from Johns Hopkins University.

Ms. Chang highlighted a few priorities for WKDEV under her leadership, including promoting increased use of hiring based on competencies, rather than screening out candidates based on their educational credentials, and improving employer engagement.

### **Results of the WDB’s Youth Internship Campaign from Reynold Graham, WDB Coordinator**

Reynold Graham, WDB Coordinator, presented the results of the Board’s Youth Internship Campaign. At the Board’s December 2015 meeting the Board set a collective goal of securing 250 internships, at least five per member, for this summer’s SYEP. Board members could participate in three ways: hiring a young person directly, connecting someone in his/her network to SYEP or Ladders for Leaders, or financially sponsoring an internship slot.

Mr. Graham announced that to date the Board had secured 331 internship slots, 132% of the Board's goal of 250 and more than four times what the Board achieved last summer. In addition, 20 out of a possible 28 Board members (71%) participated. To drive the initiative, members with past experience as SYEP or Ladders employers acted as coaches and supported other members to become employer worksites or connect people in their networks to either program.

Afterwards, members Carolyn Duvall, Senior Vice President of Human Resources at Macy's and Chauncy Lennon, Managing Director of Global Philanthropy at JP Morgan Chase, shared insights regarding their organization's success.

Moving forward, the Board will look to continue its success and scale its commitment to both SYEP and Ladders for Leaders next summer. The Board staff will conduct a survey of its members to gauge their feedback, then devise a strategy to grow the Board's commitment next summer.

### **Progress and Next Steps on Apprenticeships from Sarah Bennett, WDB Policy and Project Director**

Sarah Bennett, WDB Policy and Project Director, presented the Board with an update on progress towards learning about how apprenticeships can be used as an effective tool for building skills employers seek. The previous quarterly Board meeting convened at the Plumbers Local 1 Training Center where members learned about the apprenticeship program as well as Registered Apprenticeships more generally from Jane Thompson from the New York State Department of Labor.

In addition, the WDB Skill Development Committee met in May to discuss steps the Board could take to support apprenticeships in New York City. Specifically, the Committee discussed ways in which the Board could support promoting apprenticeships among low-income communities and promote the adoption of apprenticeship programs by individual businesses or industries in the City, particularly in non-traditional sectors.

Apprenticeships are a beneficial tool to support employer staffing and staff development goals, including filling expected shortages of skilled labor, reducing turnover, and increasing productivity.

Moving forward, the Board staff will work with employers and industries to learn about occupations that are difficult for employers to fill due to skill gaps, identify resources available for implementing apprenticeship programs, and work with the State to streamline the apprenticeship registration process.

### **Reduction of WIOA Funding, Impact, and Next Steps from Chris Neale, WDB Director**

Chris Neale, WDB Director, shared the Board's efforts to mitigate the proposed funding reductions by the New York State Department of Labor (NYSDOL). In Fiscal Year 2017 (July 1, 2016 - June 30, 2017), New York State saw a net decrease of \$3 million in federal funding from the Workforce Innovation and Opportunity Act allocation. Local Workforce Boards across New York State bore the brunt of the decrease and lost a total of nearly \$10 million.

Locally, New York City saw a decrease of nearly \$4 million in funding. This reduction could result in 200 fewer SYEP slots, 500 adults who won't receive occupational training, and nearly 1700 adults who will not be connected to an employer through the Workforce1 Career Centers. The funding cuts disproportionately impacted local areas due to the State's decision to keep the maximum 15% of discretionary WIOA funding from each of the Youth, Adult, and Dislocated Worker funding streams.

In partnership with other Workforce Development Boards around the State and the New York Association for Training and Employment Professionals, the NYC WDB helped lead efforts to educate the State on the impact the local cuts would have on jobseekers and local businesses and to discuss possible alternatives. Specifically, the NYC WDB along with the majority of local Boards across the state, wrote letters to the Governor's Office and held a phone conversation with the Deputy Secretary of Labor to advocate on behalf of local areas across the state.

### **The Board Thanks Deborah King for Her Years of Service**

Deborah King, Executive Director of Training and Employment Funds, 1199SEIU and Board member for 11 years is retiring in the coming weeks and subsequently resigning from the WDB. Mr. Neale shared some congratulatory remarks on behalf of the Board.

### **WDB Meeting Wrap Up and Thanks**

Ms. Arroyo thanked the members and guests for attending the meeting. The meeting was adjourned at 10:30am.