

WORKFORCE INVESTMENT BOARD QUARTERLY MEETING

Borough of Manhattan Community College, Fiterman Hall, 245 Greenwich Street, New York,
NY 10007

Thursday, December 11, 2014
8:30 – 10:30 AM

MEETING MINUTES

Board Members Present:

Eileen Auld	Colvin Grannum	Rose-Marie Mills (D)
Horace Barker	Celeste Gudas	John Mogulescu
Benjamin Branham (D)	Sarah Haas (D)	Thomas Moloney
Amy Bennett	Kim Hernandez (D)	Chris Neale (D)
Scott Berger	Leo Hindery	Jocelyne Rainey
Les Bluestone	Caress Kennedy	Maria Serrano (D)
Alan Cheng (D)	Rae Linefsky	Sideya Sherman (D)
Arnold Dorin	Olinda Marin	Richard Windram
Edward Jay Goldberg	Joseph McDermott	

(D) = Designee

Guests Present:

Patricia Connelly	Jeremy Halbridge	Sara Marks
John Albert	Gillian Bower	Anthony Ng
Sunil Gupta	Sharon Sewell	Shammara Wright
Mary Ellen Clark	Annie Garneva	Blake Foote
Kim Hernandez	David Berman	Christian Gonzalez-Rivera
Bob Garefolo	Leah Hebert	
John Twomey	Liz Brown	

Welcome from Sunil B. Gupta, Dean, Center for Continuing Education and Workforce Development

Sunil B. Gupta, Dean of the Center for Continuing Education and Workforce Development, welcomed the WIB and its guests to the Borough of Manhattan Community College. The Center provides over 300 continuing education and workforce development courses to adult

learners each year. The Center's course offerings include allied health and information technology, sectors in which the city has convened industry partnerships.

WIB Chair Report

Horace Barker, the WIB Acting Chair, called the meeting to order and welcomed board members and guests. Mr. Barker highlighted the de Blasio administration's focus on creating pathways to the middle class for all New Yorkers. In alignment with this new vision, in September 2014, Mayor de Blasio expanded the Fair Wages for New Yorkers Act, raising living wages for employees working for commercial tenants at projects that receive more than \$1 million in city subsidies. These tenants will be required to pay employees \$11.50/hr with benefits or \$13.13/hr without benefits. This expansion will impact approximately 18,000 workers over the next five years, compared to 1,200 under the current law. Increasing and expanding the Living Wage law is part of a comprehensive approach the de Blasio administration has undertaken to tackle income inequality.

Mr. Barker also outlined the November 21st release of *Career Pathways: One City Working Together*, by the Jobs for New Yorkers Task Force. The report represents a major shift in workforce development. The report emphasizes increased investments and industry aligned training that can lead to good-paying jobs in fast-growing fields.

Finally, Mr. Barker highlighted the Obama Administration's initiatives to reduce student debt at community colleges and to provide expanded relief for up to five million undocumented individuals nationally, providing temporary work authorization.

Sherazade Langlade, WIB Director, Provides WKDEV Update

Sherazade Langlade, Workforce Investment Board Director, provided the WIB with an update from the Office of Workforce Development. Ms. Langlade highlighted the WIB's recommendations for regulations regarding the transition to and implementation of the Workforce Innovation and Opportunity Act (WIOA), which was signed into law on July 22, 2014. The WIB provided the United States Department of Labor (USDOL) with recommendations for the regulations on November 7th. The WIB solicited input and feedback from various workforce stakeholders, including the New York State Association of Training and Employment Professionals (NYATEP), New York City Employment and Training Coalition (NYCETC), National Skills Coalition, the United States Conference of Mayors, USDOL, and John Twomey, among others, throughout the process. The recommendations highlight regulations for local flexibility and authority, transitioning from the Workforce Investment Act (WIA) to WIOA, and providing high-quality services for young people.

In addition, Ms. Langlade presented an overview of the goals of WIOA legislation, which emphasizes a number of new priorities for local Workforce Investment Boards around the country. These goals include increasing access to education, training, and employment, particularly for people with barriers; aligning workforce and education investments; and meeting the needs of employers.

WIOA also adds more explicitly defined responsibilities for Workforce Investment Boards, including employer engagement, developing career pathways, coordinating with education

providers, convening, brokering, and leveraging relevant workforce stakeholders, and providing accessibility for individuals with disabilities. Ms. Langlade's presentation also included an analysis of the strengths, challenges, opportunities and threats for New York City as it transitions to WIOA. WIOA regulations are due to be drafted by January 18, 2015, and the law goes into effect on July 1, 2015.

Ms. Langlade then shared that the New York State Department of Labor (NYSDOL) has provided a revised Notice of Obligational Authority (NOA) which includes a revised PY14 total allocation amount of \$64,244,689 for the WIB, a 2% reduction of the WIB's original allocation. This NOA reflected adjustments to Adult, Dislocated Worker, and Youth funding to reserve 2% of the total New York State PY 2014 WIA allotment for state and local WIOA implementation needs as authorized by Section 503(g) of the WIOA. Of the 2% withheld, 1% will be re-distributed to the WIB at a later date.

Ms. Langlade also highlighted JP Morgan's *New York City Skill Gap* report. The report revealed increasing opportunities for middle-skill jobs in the healthcare and tech sectors, two of the city's priority sectors. Middle-skill jobs are positions which require more than a high school diploma but less than a bachelor's degree. These positions, particularly those in healthcare, often remain vacant for at least a month, which reflects the high need for middle-skill workers in this sector. The report provided foundational steps city policy makers, community colleges, training providers, and private sector employers can take to fill specific jobs in these industries and to provide economic opportunity to more New Yorkers.

Finally, Ms. Langlade informed the board of the upcoming site visit to the Workforce1 Healthcare Career Center. The site visit will provide members with an on the ground example of one of the City's Industry Partnerships, which convene educational and training institutions with industry leadership to create informed pathways to available jobs for New Yorkers.

Agency Partner Updates

Chris Neale, Assistant Commissioner at the Department of Small Business Services (SBS), provided SBS' program update. For the period of July 1 to September 30, 2014, SBS helped connect New Yorkers to more than 3,700 jobs. The proportion of full-time hires in the adult system increased significantly, from 40% from January to March, to nearly 60% over the past two quarters. In addition, the average wage of these hires has also increased. The average hourly wage in July to September was \$11.57 per hour. This represents an increase of nearly a full dollar compared to the same period in 2013.

Mr. Neale also provided an update about the agency's work with the city's Industry Partnerships, the New York Alliance for Careers in Healthcare (NYACH) and the Tech Talent Pipeline. Industry Partnerships align training curricula to the needs of employers and create real-time data feedback loops. Mr. Neale shared that NYACH has connected over 900 individuals to trainings in healthcare thus far. The Tech Talent Pipeline, which launched in May 2014, has also launched a new iteration of the NYC Web Development Fellowship. The Fellowship provides a pathway to web developer positions to 18- to 26-year-olds without college degrees or previous web coding experience.

Alan Cheng, Assistant Commissioner at the Department of Youth and Community (DYCD), provided DYCD's program update. Mr. Cheng highlighted the successful launch of 271 new School's Out New York City (SONYC) middle school programs as a part of the Mayor's after-school and Universal Pre-K initiative. As of November 21, 2014, all of the programs were fully enrolled, totaling 45,069 young people enrolled citywide. In addition, Mr. Cheng highlighted the agency's role in the City's "Renewal Schools" program. Led by the Department of Education, the "Renewal Schools" program will provide additional wrap around social services for students and their families in underperforming schools based on ratings from the Department of Education's (DOE) Quality Review. DYCD will manage the procurement process and support the selection of the community based organizations providing the services.

Mr. Cheng also described DYCD's role in implementing the *Career Pathways* report. DYCD has been especially involved in the process of launching a bridge program pilot with the Human Resources Administration (HRA). Bridge programs provide contextualized literacy and math education for those performing at 5th to 10th grade levels, levels that are typically too low for acceptance into a vocational training program. Additionally, Mr. Cheng shared DYCD's goal to increase the portion of private sector Summer Youth Employment Program worksites. Finally, DYCD anticipates serving 1,329 Out-of-School Youth (OSY) and 1,852 In-School-Youth (ISY) during this Program Year. The agency currently spends 64% of its WIA funding in OSY, which DYCD estimates is appropriate to meet the 75% OSY spending requirement in WIOA. This past summer, DYCD served over 47,000 young people in the Summer Youth Employment Program, the highest number of young people since 2009.

Executive Committee Update

The Executive Committee met on November 13, 2014. At the meeting, SBS presented a resolution authorizing a local policy for internships and work experience for adults. The resolution will allow SBS to establish subsidized internship and work experiences for adults. SBS believes that this will increase participants' employment opportunities as the skills and experience gained through internships and work experiences are in-demand among local employers.

Katy Gaul-Stigge, WKDEV Executive Director, provided the Committee with an update on the progress of the Jobs for New Yorkers Task Force. Ms. Gaul-Stigge shared that the Mayor and the Jobs for New Yorkers Task Force released its report, *Career Pathways: One City Working Together*, on November 21st. *Career Pathways* is the city's strategy to overhaul the city's workforce development system and provide New Yorkers with the skills they need to succeed while also finding businesses the talent they need.

Finally, Ms. Langlade shared an overview of the WIB's Workforce Innovation and Opportunity Act implementation recommendations submitted to the U.S. Department of Labor. The recommendations were created after the WIB attended listening tours with the National Skills Coalition, U.S. Conference of Mayors, the New York City Employment and Training Coalition, and the New York Association for Training and Employment Professionals. The recommendations' major themes include local flexibility, increased funding, and core program integration.

Youth Council Update

The Youth Council met with the Youth Board on December 2, 2014. DYCD Commissioner Bill Chong provided highlights of DYCD's work over the last several months, including DYCD's SONYC and Renewal Schools program initiatives. Ms. Gaul-Stigge also provided a presentation on the City's new workforce strategy and shared how this vision will align to DYCD's strategy to engage more private employers through their Summer Youth Employment private employer campaign. DYCD has also developed an internal workgroup to scope out and to create a project plan for how Youth Council members, including WIB members, can support this initiative.

Katy Gaul-Stigge provides Jobs for New Yorkers update

Ms. Gaul-Stigge, provided the WIB with an update for 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 goal of the report was to help bring about a transformational shift of the workforce system in New York City. Specifically, the report featured 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 integrating 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 WIB 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 NYC Best for NY assessment (name changed from NYC Good Business), which recognizes high-road employers with good business practices.

Action Item Approval

Finally, Mr. Barker called for a motion to approve the meeting minutes from the September 18, 2014 quarterly meeting. The minutes were unanimously approved.

In addition, Mr. Barker introduced a resolution to the board which supports *Career Pathways: One City Working Together* as the city's comprehensive workforce strategy and affirms the City's alignment to the Workforce innovation and Opportunity Act.

WIB Meeting Wrap Up and Thanks

The acting WIB chair, Horace Barker, thanked the members and guests for attending and the meeting was adjourned.