

## EMPLOYMENT INITIATIVES

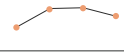

CEO's research shows that 45.2% of New Yorkers are at or near the poverty-line, including over 648,000 New Yorkers working full-time who continue to live in poverty.<sup>1</sup> To improve the lives of low-wage and unemployed workers, CEO has developed a range of strategies to build the skills of low-wage workers, meet the needs of employers, and promote job placement, retention, and advancement. The programs below use diverse strategies including partnering with employers to advance incumbent workers, focusing programs around particular industry sectors or communities, and tailoring services to unique populations, such as individuals with a criminal history, young adults, or public housing residents. To monitor program effectiveness, CEO and agency partners track service utilization and participant outcomes, such as occupational certifications attained, job placement levels, wages earned, and employment retention rates.

### ► Low-Income Adults

#### Community Partners (SBS)

*Connects customers referred by community-based organizations to specific job openings at the City's Workforce1 Career Centers.*

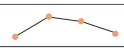
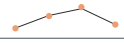
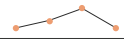
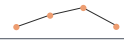
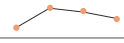
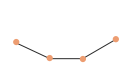
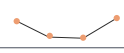
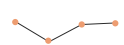
START DATE: 07/2007 | FY 2015 BUDGET: N/A<sup>2</sup> | STATUS: Successful (2010) | SITES: N/A

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
Number of Career Centers	17	-	17	
Referred to Workforce1 Career Centers for Jobs by Community-Based Organizations	18,191	-	20,263	
Placed in Jobs <sup>3</sup>	2,984	-	3,997	

#### Customized Training (Formerly Business Solutions Training Funds) (SBS)

*Helps businesses afford professional training services that can reduce employee turnover and increase productivity, thereby saving them money and growing their business. Workers benefit by developing new skills and earning salary increases upon training completion.*

START DATE: 02/2007 | FY 2015 BUDGET: \$599,000 (CEO) with additional Federal Funding | STATUS: Implementation | SITES: 25

	FY 15 Actual	FY 15 Target	FY 14 Actual <sup>3</sup>	FY 12-15 Trends
<b>Data for New Grants in FY15</b>				
Grants Awarded	19	25	25	
Dollars Awarded	\$844,092	-	\$1.55M	
Dollars Contributed by Employers	\$512,071	-	\$1.17M	
Total Number of Trainees <sup>4</sup>	438	500	893	
Low-Income Incumbent Trainees <sup>5</sup>	232	-	279	
Projected Average Wage Gain for Incumbent Trainees <sup>6</sup>	16%	10%	10.8%	
<b>Data for Trainings Completed in FY15</b>				
Incumbent and New Trainees Who Completed the Training	257	-	138	
Average Wage Gain for Incumbent Trainees <sup>7</sup>	19%	11%	20.0%	
Percent of Incumbent Trainees Receiving a Wage Gain	85%	90%	83%	

**English Language Bridge to Home Health Aide Training (SBS)**

*Improves the English language proficiency of non-proficient NYC immigrants in areas specific to home care with the ultimate goal of job attainment.*

START DATE: 05/2015 | FY 2015 BUDGET: \$28,179 | STATUS: Newly Launched (2015) | SITES: 1

	FY 15 Actual	FY 15 Target
Clients Served	13	72
Industry-Based Credential Attainment	10	10
Part-Time Hires	8	8
Full-Time Hires <sup>8</sup>	-	-

**Far Rockaway Economic Advancement Initiative (SBS)**

*An economic advancement initiative tailored to meet the immediate workforce development and supportive service needs, as well as the advancement and retention needs of workers in the Far Rockaway community.*



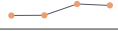

START DATE: 05/2015 | FY 2015 BUDGET: N/A<sup>9</sup> | STATUS: Newly Launched (2015) | SITES: 1

	FY 15 <sup>10</sup> Actual	FY 15 <sup>10</sup> Target
Clients Served	53	167
Number of Full-Time Hires and Part-Time Hires	-	50
Number of Full-Time Hires Over \$13.13/hour	-	11

**Jobs-Plus (NYCHA/HRA/DCA-OFE)**

*Offers NYCHA residents employment and training services, community-based support for work, and financial empowerment tools including rent-based incentives. Two additional sites are funded by the federal Social Innovation Fund (SIF); see the SIF section of the appendix for these sites' performance data. The program was expanded through the Young Men's Initiative in spring 2013.*


START DATE: 10/2001<sup>11</sup> | FY 2015 BUDGET: \$8,016,308 (YMI, HRA) | STATUS: Successful (2014) | SITES: 8

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
New Enrollees <sup>12</sup>	3,639	-	4,533	
Full-Time and Part-Time Hires	1,377	1,513	1,268	
3-Month Job Retention	617	983	726	
6-Month Job Retention <sup>13</sup>	538	756	344	

**NYC Training Guide (SBS)**

A web-based research tool that matches jobseekers with appropriate training programs to promote skill development and career advancement. The Guide provides detailed information about training courses and providers, and offers an opportunity for participants to rate their training experience.





START DATE: 02/2008 | FY 2015 BUDGET: N/A<sup>14</sup> | STATUS: Successful (2010) | SITES: NA

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
Website Visits	231,352	-	318,846	
Trainee Reviews <sup>15</sup>	N/A	-	N/A	

**Sector-Focused Career Centers (SBS)**

Provides low-income workers with the opportunity to prepare for jobs or advance their career in specific economic sectors. Works closely with employers in these sectors to meet their hiring and training needs. Centers include healthcare, and industrial and manufacturing.

START DATE: 06/2008 | FY 2015 BUDGET: \$4,583,591 (SBS) with additional Federal Funding | STATUS: Successful (2010) | SITES: 2

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
New Enrollees	15,246	-	13,523	
Placed in Jobs Paying \$10/hour or More or Promoted <sup>16</sup>	1,969	3,137	2,373	
Placed in Jobs Paying \$10/hour or More	1,958	-	2,358	
Promoted into Jobs Paying \$10/hour or More	11	-	15	
Placed in Jobs at \$15/hour or More <sup>17</sup>	1,834	-	1,239	

## ► Young Adults

**Scholars at Work (SBS/DOE)** *Scholars at Work (Scholars) helps to close skills gaps in critical economic sectors by preparing Career and Technical Education (CTE) high school students for and connecting them to good jobs and higher education in these sectors. Scholars supplements CTE students' school-based learning of technical skills with exposure to career opportunities, real-life work experience in companies, and development of workplace skills.*

START DATE: 08/2009<sup>18</sup> | FY 2015 BUDGET: \$490,000 (YMI & CEO) with additional DOE Funding  
STATUS: Implementation | SITES: 14

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
Program Participants	238	200	202	
Received Career Exploration Services <sup>19</sup>	123	100	102	
Placed in Internships	115	115	100	
Completed Internships	103	100	89	
Placed in Jobs through Workforce <sup>20</sup>	23	100	31	

## **Work Progress Program/ NYC Recovers/Green Applied Projects for Parks (HRA/Parks)**

*Work Progress Program (WPP) provides wage reimbursements to community-based organizations seeking to provide short-term employment opportunities to the low-income young adults they serve. NYC Recovers is modeled after WPP and reimburses service providers for placing residents who were affected by Hurricane Sandy in general employment opportunities, and unemployed New Yorkers in recovery-related work within Sandy-affected communities. The Green Applied Projects for Parks is a subsidized jobs program for young adults administered by the Department of Parks and Recreation.*

START DATE: 02/2012 | FY 2015 BUDGET: \$2,886,961(CEO) | STATUS: Implementation  
SITES: 32

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
Participants	1,177	1,171	1,107	
Completed Subsidized Employment	676	-	641	
Average Subsidized Earnings	\$1,138	-	\$1,204	
Placed in Job or Education <sup>21</sup>	549	-	467	
Placed in Job	355	-	218	
Placed in Education	194	-	249	

**Young Adult Internship Program (DYCD)**

*Offers youth who are out of school and out of work the opportunity to develop essential workforce skills through a combination of educational workshops, counseling, short-term paid internships, post-program follow-up services, and post-program placement in education, advanced training, or employment.*

START DATE: 11/2007<sup>22</sup> | FY 2015 BUDGET: \$11,797,617 (CEO & YMI) | STATUS: Implementation  
SITES: 19

	FY 15 Actual	FY 15 Target	FY 14 Actual	FY 12-15 Trends
Participants	1,857	-	1,830	
Placed in Internships	1,810	1,810	1,805	
Completed Internships	82% (1523/1857)	75%	83% (1519/1830)	
Placed in Job or Education	52% (966/1857)	70%	49% (897/1830)	
Retained in Job or Education at 9 Months Post-Program	759	1,115	821	

See Also: *Employment Works (Justice), Food Handlers Certification (Justice), Jobs-Plus (Social Innovation Fund), Justice Community (Justice), Justice Scholars (Justice), NYC Justice Corps (Justice), Project Rise (Social Innovation Fund), WorkAdvance (Social Innovation Fund), and Young Adult Literacy Program (Education).*

<sup>1</sup> Calculated from data in The CEO Poverty Measure, 2005-2014 (New York, N.Y.: Center for Economic Opportunity, 2016).  
<sup>2</sup> This program has been fully integrated into the way that all of the Career Centers & Sector Centers operate, and therefore no longer has a separate CEO budget line. Federal funds currently support this program.  
<sup>3</sup> Due to the program's two-year cycle, data is updated as programs close out in the following fiscal year. FY 2015 data reflects updated closeout information.  
<sup>4</sup> Because this program targets incumbent workers, most trainees are incumbent workers who already work at participating employers; businesses can also use training funds to train newly hired employees. Please note that each grant made to an individual business has its own target for number served and wage gains.  
<sup>5</sup> A Low-Income Incumbent Trainee is a participant who makes under \$15/hour. The number of low income trainees changes based on applications received.  
<sup>6</sup> This metric has been re-named to more accurately reflect that it is measuring the projected wage gains based on the grants awarded in the reporting year.  
<sup>7</sup> This metric was added in the FY 2015 Annual Data. Data prior to FY 2014 is not available for publication at this time.  
<sup>8</sup> Home health aides' schedules vary week to week. These home health aides worked full-time hours some weeks and part-time hours other weeks, but are classified here as part-time hires.  
<sup>9</sup> For FY 2015, the program didn't use CEO funds during start-up, but plans to spend a total of \$680,000 over the life of the contract (5/1/2015 – 4/20/2017).  
<sup>10</sup> FY 2015 data reflects only first two months of performance.  
<sup>11</sup> Jobs-Plus began as a CEO pilot at one site in FY 2010. YMI funded an expansion in FY 2013.  
<sup>12</sup> In the third and fourth quarters of FY 2013, the program expanded services from one site to seven, which is reflected in the trendline.  
<sup>13</sup> 6-month retention was newly added as a high-level indicator in FY 2013; historical data before FY 2012 is not available.  
<sup>14</sup> This program has been fully integrated into the SBS website and therefore no longer has a separate CEO budget line.  
<sup>15</sup> Trainee reviews were suspended during FY 2014 to allow for process revisions and will be relaunched in FY 2017. There have been delays due to changes in both technology and staff.  
<sup>16</sup> SBS reduced the Industrial and Transportation Career Center's budget in FY 2015 compared to FY 2014, and its placements and promotions target accordingly. This accounts for some of the change in placements and promotions across these two fiscal years. Changes in performance was also a result of high staff turnover at both Front Line and Management level positions. Staffing issues were resolved in FY 2015 Q4 and placements increased by 50% between Q3 and Q4 of FY 2015. SBS also transitioned the Healthcare Center to a new implementation vendor at the beginning of FY 2015, and the new vendor experienced some performance challenges in its first year.  
<sup>17</sup> Wages over \$15/hour was not collected prior to FY 2013.  
<sup>18</sup> Scholars at Work began in FY 2010 and first received funding from YMI in FY 2011.  
<sup>19</sup> Career Exploration is a standalone component of the Scholars program; students who participated in internships were mostly not the same students who participated in Career Exploration.  
<sup>20</sup> These figures include participants who found employment on their own and verified their hours and wages with Workforce1. Additional placements not included in these totals include 2 unverified placements for FY 2015, and 19 unverified placements for FY 2014. Data not available prior to FY 2013.  
<sup>21</sup> Participants counted in this indicator may be counted twice if a participant obtained both an education outcome and a job placement outcome.  
<sup>22</sup> The Young Adult Internship Program began as a CEO pilot in City FY 2008. YMI funded an expansion in FY 2012.