

EMPLOYMENT INITIATIVES

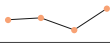

NYC Opportunity’s research shows that 45.2% of New Yorkers are below or near the poverty-line, including over 648,000 New Yorkers working full-time who continue to live in poverty.¹ NYC Opportunity uses tested workforce strategies that address the needs of both low-wage workers and employers to improve incomes and grow businesses. These strategies, coupled with job quality enhancement efforts, such as customized training and sector focused career advancement, are essential steps in addressing income inequalities and promoting economic mobility. NYC Opportunity has developed a range of strategies that build the skills of low-wage workers, meet the needs of employers, and promote job placement, retention, and advancement. These programs below use data and innovation to make finding a job more accessible, focus programs around particular industry sectors or communities, and tailor services to unique populations, such as individuals with criminal history, young adults, or public housing residents. To monitor program effectiveness, NYC Opportunity 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 2016 BUDGET: N/A² | STATUS: Successful (2010) | SITES: N/A

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
Number of Career Centers	18	N/A	17	
Referred to Workforce1 Career Centers for Jobs by Community-Based Organizations	25,801	N/A	18,191	
Placed in Jobs	2,863	N/A	2,984	



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

Helps businesses provide 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 2016 BUDGET: \$599,000 (NYC Opportunity) with additional Federal Funding | STATUS: Implementation | SITES: 25

	FY 16 Actual	FY 16 Target	FY 15 Actual ³	FY 13-16 Trends
Data for New Grants in FY16				
Grants Awarded	24	25	19	
Dollars Awarded	\$1,508,194	N/A	\$844,092	
Dollars Contributed by Employers	\$926,658	N/A	\$512,071	
Total Number of Trainees ⁴	845	500	438	
Low-Income Incumbent Trainees ⁵	412	70%	232	
Projected Average Wage Gain for Incumbent Trainees ⁶	12.40%	11%	16%	
Data for Trainings Completed in FY16				
Incumbent and New Trainees Who Completed the Training	189	-	257	
Average Wage Gain for Incumbent Trainees ⁷	25%	11%	19%	
Percent of Incumbent Trainees Receiving a Wage Gain	80%	-	85%	



**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 2016 BUDGET: 680,000 (NYC Opportunity)⁸ | STATUS: Newly Launched (2015) | SITES: 1

	FY 16 Actual	FY 16 Target	FY 15 ⁹ Actual
Clients Served	1,975	1000	53
Number of Full-Time Hires and Part-Time Hires	216	300	-
Number of Full-Time Hires Over \$13.13/hour	18	65	-



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: 10/2009¹⁰ | FY 2016 BUDGET: \$9,176,581 (YMI, HRA) | STATUS: Successful (2014) | SITES: 8

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
New Enrollees ¹¹	3,148	4,800	3,639	
Full-Time and Part-Time Hires	1,418	1,632	1,377	
3-Month Job Retention	848	1,060	617	
6-Month Job Retention	636	816	538	

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 2016 BUDGET: N/A¹² | STATUS: Successful (2010) | SITES: NA

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
Website Visits	177,127	-	231,352	
Trainee Reviews ¹³	N/A	-	N/A	



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, industrial, and manufacturing.

START DATE: 06/2008 | FY 2016 BUDGET: \$4,583,591 (SBS) with additional Federal Funding | STATUS: Successful (2010) | SITES: 2

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
New Enrollees	17,362	N/A	15,246	
Placed in Jobs Paying \$10/hour or More or Promoted ¹⁴	2,819	3,375	1,969	
Placed in Jobs Paying \$10/hour or More	2,789	3,375	1,958	
Promoted into Jobs Paying \$10/hour or More	30	N/A	11	
Placed in Jobs at \$15/hour or More ¹⁵	1,346	1,813	1,834	

► Young Adults



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 | FY 2016 BUDGET: \$490,000 (NYC Opportunity) with additional DOE Funding | STATUS: Implementation | SITES: 14

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
Program Participants	225	200	238	
Received Career Exploration Services ¹⁶	109	100	123	
Placed in Internships	116	100	115	
Completed Internships	111	100	103	
Placed in Jobs through Workforce ¹⁷	39	88	23	



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: \$2,304,234 (NYC Opportunity) | STATUS: Implementation | SITES: 32

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
Participants	1,532	1,442	1,177	
Completed Subsidized Employment	1,106	-	676	
Average Subsidized Earnings	\$1,198	-	\$1,138	
Placed in Job or Education ¹⁸	995	926	549	
Placed in Job	613	-	355	
Placed in Education	382	-	194	



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: 11/2007¹⁹ | FY 2016 BUDGET: \$12,108,996 (NYC Opportunity & YMI) | STATUS: Implementation | SITES: 17

	FY 16 Actual	FY 16 Target	FY 15 Actual	FY 13-16 Trends
Participants	1,803	1,795	1,857	
Placed in Internships	1,781	100%	1,810	
Completed Internships	82% (1,487/1,803)	75%	82% (1,523/1,857)	
Placed in Job or Education	57% (1,023/1,803)	70%	52% (966/1,857)	
Retained in Job or Education at 9 Months Post-Program	51% (916/1,803)	60%	41% (759/1,857)	

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)*.

Employment Footnotes:

- ¹ Calculated from data in the CEO Poverty Measure, 2005-2014 (New York, N.Y.: Center for Economic Opportunity, 2016).
- ² This program has been fully integrated into standard Career Centers & Sector Centers operation, and therefore no longer has a separate NYC Opportunity budget line. Federal funds currently support this program.
- ³ 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.
- ⁴ 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.
- ⁵ A Low-Income Incumbent Trainee is a participant who makes under \$15/hour. The number of low income trainees changes based on applications received.
- ⁶ This metric has been renamed to more accurately reflect that it is measuring the projected wage gains based on the grants awarded in the reporting year.
- ⁷ This metric was added in the FY 2015 Annual Data. Data prior to FY 2014 is not available for publication at this time.
- ⁸ The program plans to spend a total of \$680,000 over the life of the contract (5/1/2015 – 4/20/2017).
- ⁹ FY 2015 data reflects only first two months of performance.
- ¹⁰ Jobs-Plus began as a NYC Opportunity pilot at one site in FY 2010. YMI funded an expansion in FY 2013.
- ¹¹ In the third and fourth quarters of FY 2013, the program expanded services from one site to seven, which is reflected in the trendline. An eighth program site started in the second quarter of FY 2015.
- ¹² This program has been fully integrated into the SBS website and therefore no longer has a separate NYC Opportunity budget line.
- ¹³ Trainee reviews were suspended during FY 2014.
- ¹⁴ Challenges for the Industrial & Transportation performance are the result of high staff turnover at both Front Line and Management level positions.
- ¹⁵ Mid-Wage performance improved quarter to quarter in FY16 with Q4 bringing in the most hires with wages of \$15 or more for the Industrial & Transportation Sector Center. In addition, the Healthcare Center revised staff's performance bonus structure midway through FY16 to better align staff incentives with performance objectives.
- ¹⁶ 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.
- ¹⁷ These figures include participants who found employment on their own and confirmed their employment with Workforce1. The job placement number for FY15 was updated to 35 to reflect all placements that occurred within the FY15 period, including placements for past alumni of the program. The previous placement number of 23 for FY15 consisted only of students from the FY15 cohort that were connected to jobs.
- ¹⁸ Participants counted in this indicator may be counted twice if a participant obtained both an education outcome and a job placement outcome.
- ¹⁹ The Young Adult Internship Program began as a NYC Opportunity pilot in City FY 2008. YMI funded an expansion in FY 2012.