



Good Afternoon, my name is Wanda Imasuen I would like to thank you for given me the opportunity to speak on behalf of Web worker that can't speak out for fear of retaliation from the department of social service or their job site supervisor. I was formerly on Welfare and I too was exploited by the very Welfare system that supposes to give you a helping hand to get back on your feet but instead they put their foot on my neck. Before 911 I had three jobs .When 911 happen due to travel restriction for the Canal and Holland tunnel I was force to resign. I then file for unemployment when unemployment ran out I was force once again to apply for public assistance.

WOW what an educational lesson I was to learn how the welfare system treat its clients. I thought things had change but I would soon realize that the only thing change was this was a different time and place. **Oppression and exploitation** of individual and Families was done on a regular basis. My day consist of coming to the so call job site where they give you a **News Paper** and instructed you to look for and find a job. I told them that I work all my life I know how to search for jobs and I also have a computer and a resume that I posted on line. All I wanted was a job. The Workers acted as if we were there to be a career welfare recipient.

There was a women speaking to the clients about the treatment the clients were receiving by the Social Workers. I must say the families with children were treated better then individuals like me who was made to feel that it was our fault that we did not have a job. The women (**FUREE**) talk about the injustice of people not given the opportunity to choose an education and training to obtain the skills to exit poverty. Being force in **WEB** where you give employee free labor that under the disguise of employment. When your Job assignment cycle is up, guess what clients go back on the welfare rolls and this cycle continual.

This is modern day slavery!!!! First we make policies and put laws in place that makes it a requirement get benefits. These are racist policies that allow for the exploitation of marginalize communities.

Last but not least how about the New York City Parks Department Workers that because of the city using free labor their jobs are in jeopardy or none existing. **Is this how a just and fair society works.**

NOVA Strachan 718-842-2224 x16

Good afternoon ladies and gentlemen

Mother on the move

Sally

I'm here to talk about my experience as a JTP working for the Parks & Recreation Dept for a period of 6 months

Unfortunately due to lack of work at the time I was in need of assistance in order to maintain the roof over my head and food in my stomach so I applied for PA/FS and was sent to FEGG/GOODWILL INDUSTRIES during the 30 day waiting period for my case to be approved. It was while I was there that I was called in by a case manager and was told my name came up in a lottery to work at the parks... I was told it wasn't permanent but there was a great chance if I did what I was told and came into work on time, that I could indeed land a job working for the city...I wanted to be able to take care of my own bills and well being so I jumped at the opportunity head first ready to take on any task asked of me in order to show my willingness to learn and help out in anyway I could. It was the ending of a cold winter so for our first week of training we had to pick Ice to clear walkways, and at a park located by Yankee stadium we had to rake old leaves that have not been touched in years, I could see that this job wasn't going to be easy and we was somewhat like cattle and less like employees, my impression was these jobs that folks would get paid top dollar to do was the task given to us while we get paid a measly 8.00 per hour 40 hrs a week, although I was thankful for that, it still made me wonder. all kinds of dust and dirt we breathe in from the debris and not before long I suffered a sinus infection. Soon we was sent out to sites that we'd have to stay for the remaining months. there you are chosen to either work on the park grounds or to be sent out in the van to go to different locations thru out the city to maintain parkways, sidewalks, etc.

As part of a job readiness program we all would have to attend a session once a week where we prepared our resume and had mock job interviews to test our skills in obtaining a job, we had to take more assessment test.. and also our job developer would line us up interviews and places we can go to fill out applications none of which will bring promising employment so you are still optimistic that you will land a job with the parks.

Thru a scoring system this is how they determine who will be asked for further employment with the parks dept so knowing this I tried as hard as I could to be noticed as a good worker, that treated people with respect, and took pride in what I did as much as I hated it. with the scoring system if you scored a 15 and less you could just forget about it according to different accounts I heard.

As the months went by I still held on to the prospect of me working there since I thought I built good relationships with upper supervisors... I did what I was told and didn't complain much.. but what I did notice was the high level of sexual harassment and indecent behavior that was demonstrated by some supervisors especially when it comes to female jtp workers. some girls I've befriended would tell me many stories or you will just happen to hear this and that....see this kind of environment is a breeding ground for fights, gossip, and many other unwanted encounters. But in these situations sex is use as a tool or as a allure into securing on-going employment and these men know the deplorable situation of some of these women, most are single mothers, once we except this job placement our food stamps are decreased to 10 dollars a months and in my case I didn't get a thing at all, buying metrocards are very troublesome especially when you have to chose between carfare and lunch, (being in the FEGS program and then getting a job is suppose to offer a weekly metro-card for 6 months exactly but we are denied metro cards from them since we got the employment from HRA which really doesn't make any sense) and with these men knowing this they prey on our unfortunate circumstances.

so nearing the end of the 6 months I really pose the question is there really any future in working for the Parks? why is it they would hire contractors to do work they can very well train us to do? what is the percentage of hire within JTP workers? and what is the real concept of having someone work for a 6 month period to only take the position from you...telling you your hire is based on a scoring system not what you have learn and accomplished while you were there. based on the many different duties I have done, what line of work could I really utilize those skills? The only thing that comes to my mind is modern day slavery... although we received payment for our work....the jobs we did was always bigger then our pay checks so it just doesn't add up to me. and believe it's even harder for women...if you had a problem when it came to something you didn't agree to do the supervisor wouldn't waste no time in writing you up which will automatically bring your score down.

If they really feel this is creating promising jobs for many folks that are in need and would really appreciate employment then I can understand the concept but why train folks to do a job they will most likely never get hired to do?

Thank you

Testimony of Janet Rivera
Community Voices Heard Board Member and
Former JTP Worker
City Council Welfare Committee Hearing on JTP Placements
February 25th, 2009

My name is Janet Rivera and I am a public assistance recipient and a Board Member at Community Voices Heard. Since the founding of CVH in 1994, we have been working to end the injustices of the Work Experience Program (WEP) and replace it with paid transitional jobs programs and quality education & training. CVH is here today in support of DC37's proposal because while we fought for and won the creation of the program in the Parks, and know that it is far better than WEP, the program still needs improvements.

I am a single mother with three kids trying to make ends meet. As you know, HRA's Welfare-to-Work programs require PA recipients like me to work for their benefits in unpaid WEP assignments. I receive only \$87.50 in cash assistance every two weeks. In exchange, I am often sent to a WEP assignment 3 days a week, 7 hours each day, which averages to about \$2 an hour. I am expected to work for benefits that amount to less than a living wage.

WEP should be eliminated because it is unsatisfying and unproductive work. I have worked two WEP assignments. My first assignment was at Welfare/ Job Center 23. I was supposed to do clerical and administrative work but all they had me do was sit in a chair all day. I waited on the fourth floor of the building for a basket to fill up with slips filled out by caseworkers for welfare clients' and applicants' carfare. When the basket got full, I brought it down to the first floor to a woman behind a window who collected the slips. I returned to my chair on the fourth floor to repeat this process all over again until I was allowed to leave. Basically, I sat around all day. I would have preferred to do real work and learn skills that could help me work in an office but there was nothing for me to do.

My other WEP assignment was as a sanitation worker for MTA subway stations. I had to change trash liners, wipe off trash cans, and clean turnstiles. Again, I was working this assignment in exchange for my meager benefits. Other workers who were not in WEP – union workers - were being paid at least \$20 an hour to do the same work as me! My coworker was getting paid 10 times more than I was for doing the same job. This is unfair and insulting.

Fortunately I had a chance to participate in a paid transitional jobs program as a Job Training Participant (JTP) through the Parks Department known as POP: the Parks Opportunity Program. I was a JTP Maintenance worker for 6 months and during that time I did a training program as well. As a JTP Maintenance worker I cleaned and swept playground areas in parks, collected and disposed trash, painted over graffiti and park benches, and cleaned the restrooms and gyms in the recreation centers.

When I was not working in the park, the JTP program paid for me to receive training and certification to become a security guard. I would not have been able to afford the training on my public assistance benefits alone.

I liked the JTP program because I was a paid worker making 6 times more than I was getting through public assistance benefits. The JTP program allowed me to purchase more food per month to feed me and my three kids as well as pay for carfare. Not only was I financially better off but JTP gave me what WEP did not: the dignity of work and an opportunity to learn a skill that could lead to a good paying job. JTP is better than WEP because you can get paid, develop skills, get training and education, and build your resume with valuable work experiences. The JTP program should replace WEP.

What I did not like about the JTP program was that I did not have immediate job placement after completing the program. Because of limited job placement I had to go back on public assistance and report to the second unpaid WEP assignment I described earlier. The JTP Program should be improved by assisting JTP workers to better search for and connect to permanent job opportunities. Also, I agree with DC37's proposal to eliminate temporary workers and instead allow JTP workers to access those jobs.

I appreciate the POPs program – it is MUCH better than WEP! And, for people that want to go into maintenance work, it prepares them well. However, I personally was not interested in becoming a maintenance worker. I would have preferred to work in an office or in a health care setting. The JTP program should be expanded to other city agencies and job types to allow people to get work experience in career paths of their choice. That improvement would help people like me prepare themselves for and then access jobs in addition to maintenance positions.

So I am here to ask for three things:

1. Replace the WEP program with the JTP program.
2. Expand the JTP program to more job types and city agencies such as the Health and Hospitals Corporation (for those interested in health care) and the Department of City Administrative Services (for those who are interested in clerical work).
3. Create access to permanent job opportunities for JTP workers once they have completed the program; and allow JTP workers to access the jobs that are currently given to temp workers.

Thank you for your time.

American Federation of State, County & Municipal Employees, AFL-CIO

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Testimony of Susan Harper
Former Job Training Participant
Before the New York City Council General Welfare
Committee
February 25, 2009

Good afternoon Chairman de Blasio and fellow Councilmembers. My name is Susan Harper and I am a former Job Training Participant (JTP). Prior to becoming a JTP, I worked at an "Old Navy" retail store for six years. I decided to leave my job after the company did not provide me with consistent work hours, reduced my hours, and stopped raising my salary the last three years.

I was unemployed in July 2007 when I filled out an application for unemployment. I was denied unemployment benefits because my employer said I left my job willingly. In August 2007, I decided to file for public assistance. While I was applying for public assistance, I was required to participate in programs such as the Work Experience Program (WEP) and Business Link, I also participated in several job fairs. In August 2008, I became a JTP at the Department of Sanitation working forty hour work weeks doing routine maintenance work including mopping, cleaning, and sweeping of the facilities.

Due to the six month time limit of the JTP program, I am no longer working for the Department of Sanitation. Unfortunately, I do not have any other opportunities and left with no choice but to go back on public assistance.

As is the case with most JTPs, I became unemployed after the six month timeframe. With no other employment opportunities in sight, I have no other choice but to apply for public assistance again. By returning to public assistance, this is a costly expense to taxpayers. I am an able bodied person who is willing to work, but unable to find opportunities.

It is not easy being a single mother of two children under the age of ten. I have taken civil service exams for Clerical Aide and Police Administrative Aide titles, but have not been called off the list. I would like the opportunity to work with the city again in a civil service title. I enjoyed working at the Department of Sanitation and earning a livable wage.

My goal is to return to college to obtain a Master's Degree in Social Work and to provide a better and more stable life for my children. All I ask for is an opportunity to gain steady fulltime employment again.

I am urging the City Council to look into ways they can be of use to JTPs transition from this program into fulltime employment with the city. Many people become involved in the JTP program due to various circumstances, but many who are like myself, just want the chance to work at a stable job that pays a decent wage.

I want to thank the Committee for holding this hearing and giving me a chance to share my story.

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Testimony of Jacqueline Estrada
Former Job Training Participant
Before the New York City Council General Welfare
Committee
February 25, 2009

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Good afternoon, Chairman de Blasio and fellow Councilmembers: My name is Jacqueline Estrada and I am a former Job Training Participant (JTP). Prior to becoming a JTP, I worked as a College Assistant for the City University of New York for six years. I was let go from that position due to a disagreement with my supervisor.

Within my first year of being unemployed, I filed for unemployment and received six months worth of benefits. In May 2008, I applied for and received public assistance. In August 2008, I became eligible to be a Job Training Participant (JTP) at the Department of Sanitation working forty hours per week doing routine maintenance work, including mopping, cleaning, and sweeping.

As is the case with most JTPs, I became unemployed after the six month timeframe. With no other employment opportunities in sight, I have no other choice but to apply for public assistance again. By returning to public assistance, this is a costly expense to taxpayers. I am an able bodied person who is willing to work, but unable to find opportunities.

It is not easy being a single mother of two children under the age of ten. I have taken civil service exams for Clerical Aide and Police Administrative Aide titles, but have not been called off the list. I would like the opportunity to work with the city again in a

civil service title. I enjoyed working at the Department of Sanitation and earning a livable wage.

My goal is to return to college to obtain a Master's Degree in Social Work and to provide a better and more stable life for my children. All I ask for is an opportunity to gain steady fulltime employment again.

I am urging the City Council to look into ways they can be of use to JTPs transition from this program into fulltime employment with the city. Many people become involved in the JTP program due to various circumstances, but many who are like myself, just want the chance to work at a stable job that pays a decent wage.

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**Testimony of Gladys Perez
Assistant Gardener, Department of Parks
Before the New York City Council
General Welfare Committee
February 25, 2009**

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Stuart Leibowitz

Good afternoon Councilmember de Blasio and fellow members of the General Welfare Committee. My name is Gladys Perez and I am an Assistant Gardener in the Department of Parks for the City of New York. I am also a single mother raising seven children, of which four are my own and three are adopted.

Before becoming a JTP, I worked at a book factory in the Bronx for three years. Unfortunately, the factory closed down and moved elsewhere. This led to my unemployment. I then became a Job Training Participant (JTP) with the Parks Department for six months. I was then fortunate enough to be hired as a City Park Worker for the Parks Department, which then led to my current position.

My story is one of the positive outcomes of being a JTP. There are others, who are not as fortunate to obtain full-time employment after participating in the JTP program.

I enjoy working as an Assistant Gardener – planting, pruning, watering and caring for plants. The job gives me satisfaction and I am able to support my family on my salary of \$1293.00 every two weeks. The JTP program provided me the opportunity to be independent and self-sufficient.

Unfortunately, my experience is not the norm. I applaud you for holding this hearing and hopefully the outcome of this hearing and its findings will fine tune this program so that others may experience the positive results I and my family have enjoyed.

Thank you for the opportunity to appear before you today.

American Federation of State, County & Municipal Employees, AFL-CIO

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**Testimony of Lillian Roberts
Executive Director, District Council 37
Before the General Welfare Committee
New York City Council
February 25, 2009**

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Stuart Leibowitz

Good afternoon. I would like to thank Chairman De Blasio and the members of the Committee for holding this most important hearing for the City of New York and the families in the Transitional Jobs Program.

My name is Lillian Roberts, Executive Director of District Council 37 (DC 37) – the largest Public Sector Municipal Labor Union in New York City – representing 125,000 members and 50,000 retirees.

In 1996, the Clinton Administration passed the Personal Responsibility and Work Opportunity Reconciliation Act. The intent of the legislation was to “end welfare as we know it”. In addition to the policy change, the legislation placed a five year time limit on individuals receiving benefits and a requirement that a significant portion of the caseload be employed or in training for employment as a condition of the continuation of their welfare benefits.

Today, the Transitional Jobs Program provides us with an opportunity to implement a new policy that will increase the number of entry level jobs available in the public sector for the Job Training Participants (JTPs) and will create savings for the taxpayers in our time of need.

Six years ago, District Council 37 won a court decision awarding the union the right of representation for the Job Training Participants (JTPs) throughout the city (approximately 2,500 – 3,000). Since then, DC 37 has:

- created a new association with the sole mission of representing the interests of the JTPs.
- We have negotiated an agreement with the Office of Labor Relations awarding the same wage patterns reached in DC 37's general economic agreement and negotiated a working conditions contract with a grievance procedure.

- We have assigned an administrator for the JTP Local/association and hired staff to service the need of the JTPs.
- We have worked in partnership with the Health and Hospital Corporation (HHC) to create hiring halls for the JTPs, which has resulted in the placement of hundreds of positions in the areas of Dietary and Environmental Services.
- We have reached out to other agencies, including the Department of Education, The Department of Environmental Protection, The Human Resources Administration and the Department of Citywide Administrative Services, in order to increase the number of entry level positions in non competitive positions when vacancies occur.
- In my capacity as a Vice-President of the Central Labor Council, I have worked with Ed Ott, Executive Director of the New York City Central Labor Council to increase the availability of apprenticeships for the JTPs in the building trades.

Despite all of our efforts of working with the public sector and the efforts of the Department of Park and Recreation in working with the private sector, the rate of placement for JTPs according to our figures has remained at about 15%. In addition, several research studies have found that the majority of individuals who did not receive placement returned back to welfare, thus perpetuating a vicious cycle with no end in sight. That's why we are proposing a different approach.

District Council 37's Proposals (Presented by Henry Garrido)

From July 2006 to June 2007, the city spent approximately \$79 million for the procurement of custodial and cleaning services contracts throughout its city agencies. The bulk of these contracts (about \$60 million) were found in five city agencies: the Human Resources Administration, the Administration for Children's Services, the New York City Fire Department, the Department of Sanitation and the Department of Environmental Protection. HRA procured about one quarter of all the contracts for a total amount of \$17.5 million. As is the case with the temporary clerical contracts, the living wage law establishes comparable hourly wages and statutory benefits for cleaning, janitorial and custodial services, making it cost-ineffective for the city to continue contracting out these services, particularly, since the need for these services is only likely to increase over time. Since the cost of the wages and benefits for JTPs is shared about 50-50 between the city and the state, with food stamps paid by the federal government, District

Council 37 believes that if the city agencies were to terminate the custodial and cleaning contracts and replace their workers with city employees, the city would save our taxpayers' money. The entry level positions could be made available to JTPs graduating from the six-months training program on a priority basis, which would improve the annual income of the participants of the transitional job programs. The savings would be achieved in two ways:

- First, direct savings would be achieved by not having to continue to pay wages to JTPs in the Transitional Jobs Program that are placed in the permanent jobs.
- Second, the city would save by eliminating the 15% profit margin given to the contractors that supply the contract workers.

We offer as evidence of the potential savings in our proposals Mayor Bloomberg's own November Modification Plan for FY '09, where the Department of Citywide Administrative Services indicated that by eliminating the building management contracts for 100 Church Street and 80 Centre Street and hiring staff to clean and maintain the facilities, the city will save \$364,000 in FY 2010, \$682,000 in FY 2011 and \$570,000 in FY 2012 (see enclosed). The proposed changes involve 80 positions covered by custodial and cleaning contracts. In addition, the Human Resources Administration proposed in the same document a yearly savings of \$150,000 by "placing cash assistance recipients into entry level temporary and clerical positions and utilize the recipient's cash grant to offset a portion of the personnel cost" (see enclosed). Imagine the savings we could achieve if we would expand the same ideas to other city agencies. For instance, the New York City Fire Department utilizes a contractor named Urban Building Maintenance, Inc. for cleaning and custodial services of its firehouses. The hourly rate paid to the contractor for cleaners/custodians is over \$30 per hour. The hourly rate including fringes paid to the Custodial Assistants, a comparable title represented by District Council 37, reaches only \$21 per hour. Since the contract requires at least 34,000 custodial and cleaning hours a year, the city could realize savings of over \$300,000 a year. Converting these contract positions for entry level jobs for Job Training Participants would increase the savings even further since the city is spending about \$11,000 per JTP in wages and Earned Income Tax Credit.

As you can see by our enclosed analysis, our cost estimate illustrates how the city would save more than \$14.3 million in total by terminating the custodian and cleaning contracts. More importantly, the yearly family income for the families in the Job Training Participants Program would substantially increase by between \$6,000 and \$12,000. In addition, the placement of the JTPs into permanent city jobs would help to end the vicious cycle of welfare to work to welfare, which has been pervasive throughout the system.

Thank you. I am available for any questions you may have about our testimony.



**Human Resources
Administration**
Department of
Social Services

TESTIMONY

Robert Doar, Commissioner
Human Resources Administration/Department of Social Services

The Job Training Participant Employment Training Model

*Hearing of the New York City Council
General Welfare Committee*

February 25, 2009

Good afternoon Chairman de Blasio and members of the General Welfare Committee. I am very pleased to be here today to discuss the Job Training Participant (JTP) model and some of our more recent efforts to expand and build upon it. With me today is HRA's Employment Services Administration Assistant Deputy Commissioner Raymond Singleton. Also, as the JTP program is a true partnership, our partner agencies are here with us; Annika Holder, Chief of the Park's Opportunity Program at the Park's Department and Lorenzo Cipollina, Deputy Commissioner for Administration from the Department of Sanitation.

This hearing is well-timed with recognition at all levels of government that we must focus our attention on supporting employment. Employment focused programs are a key component of Mayor Bloomberg's economic recovery plan announced in his State of the City address. HRA has a proven track record in these programs and even in this economic downturn we have increased the number of cash assistance applicants and recipients moving into employment. In 2008, we had over 80,500 job placements, increasing our total when compared with 2007, with a three-month retention rate of 88 percent and a six-month retention rate of 80 percent. Within this figure, over 6,600 were in subsidized jobs predominately through our JTP programs.

My goal is to further improve upon these job placement figures but I know it will be difficult if unemployment levels continue to grow. However, we are hopeful that the recently passed federal economic stimulus legislation will direct needed resources to the City. Our successful JTP program is one model that, if additional resources are available, could be expanded to provide employment for low income New Yorkers and to assist City government in meeting the needs of those we serve.

The JTP is a temporary employment program where a cash assistance (CA) recipient is hired into City employment on a temporary basis. Under our current model, the weekly schedule involves four days at a work site and the remaining day dedicated to training, career or other educational advancement activities. During the time in the program, CA recipients are hired as City staff under the Job Training Participant title and are paid for five days of work at an hourly rate, after the recently approved union increases are implemented in March, of \$9.22. The goal is to provide recipients with real work experience that will ultimately assist them to find unsubsidized jobs in the private sector.

Overview of Present NYC Job Training (JTP) Models

Presently, HRA has partnerships with Departments of Parks and Recreation (since March 2003), and Sanitation (since July 2007) to operate job training programs. In addition, we are committed to creating an additional program within our own Agency.

The Department of Parks and Recreation Parks Opportunity Program (POP)

The primary POP program is a six month program aimed at cash assistance recipients who have been on assistance over 12 months. This program serves approximately 2,500 trainees at one time who are referred through HRA's job centers. Participants perform valuable work for Parks, increasing civic pride and "greening" city neighborhoods while pursuing sustainable employment and financial self-sufficiency. They work four days each week and receive one day for paid job search, training, and education services offered through Parks Department in-house staff as well as in cooperation with outside providers such as CUNY and the City and State Departments of Education. Individual Training Account (ITA) vouchers are also utilized for specialized training in many areas including building maintenance, security, food service, and office administration.

In addition to the main POP program, three specialized pilots were recently developed to serve more targeted populations. They are as follows:

POP Plus is a one year program created for younger adults between 18 and 25 years of age (disconnected youth). The mission for this pilot is to help trainees establish self-sufficiency through a combination of employment, education, and professional mentoring. Trainees work in small, closely supervised crews for three days of work experience and are provided two days of employment readiness workshops, counseling developed specifically for youth, and education and training experience. They also have the opportunity to earn their regular and/or commercial driver's license to increase their job marketability.

POP Education Horticulture Program (POP Ed) is a one year program that targets recipients with an expressed interest in horticulture (greening and sustainability). It involves four days at work and one day focused on counseling, education, driver training, and training with Parks, the New York Botanical Gardens or TreesNY. In addition to the primary objective of obtaining sustainable employment in horticulture, goals also include education, certification and earning other credentials. The Parks Department uses its relationships with entities in the horticulture field to help place those who complete this program.

POP Works is a one year pilot program that began in January 2008 for non-custodial parents with an open cash assistance case. The program is geared towards helping fathers become a more active participant in their children's lives both financially and emotionally. In addition to transitional employment and job training, this program also includes intensive parenting classes and child support services through HRA's Office of Child Support Enforcement to help navigate and participate in the system. Some of the issues participants are dealing with are suspended driver's licenses, mediation, and dealing with a smaller paycheck due to child support deductions.

Overview of Job Training Participant Models

PROGRAM	TARGETED POPULATION	WORK	TRAIN	TIME	TRAINEES
Parks	Case Heads with attention to those with at least 12 months on assistance				
POP	referred through job centers	4	1	6 mos.	2500
POP Plus	18-25 yrs	3	2	12 mos.	105
POP Ed.	horticulture interest	4	1	12 mos.	25
POP Works	Non-custodial parents with an open cash assistance case	4	1	12 mos.	75
Sanitation	successfully participating in WEP	4	1	6 mos.	up to 70
HRA	WEP Participants	4	1	9mos.	75

Department of Sanitation Job Training Program

The Department of Sanitation's program is similar but not identical to the POP program. It is only a little over a year old and is much smaller in scale. Participants are recruited from those performing well in the Work Experience Program (WEP) at the Department of Sanitation. Up to 70 participants can be placed in cleaning assignments at Department of Sanitation garages and field offices. Training and employment placement services were initially provided through HRA's BEGIN program but with the recent growth in the numbers enrolled, will now be shifted to HRA's Back to Work program.

Human Resources Administration Job Training Program Pilot

As you know, I believe in this model and would like to see it expanded to other City agencies. However, this model requires both a large financial and time commitment. While the City uses grant diversion, a method to pay the employer a portion of the cash grant that went, before being hired, to the cash assistance recipient, funding is needed for the balance of the wages. In these difficult times, this type of funding is not easy to identify. I am hopeful that the JTP pilot we are now in the process of developing at HRA will show that even on a small scale a program

can assist city agencies in completing their missions and they will consider developing their own similar programs.

This pilot will focus on 75 cash assistance recipients who will be identified through our WEP program. Participants will interview for positions throughout the agency. While we will use a small number of JTPs in cleaning tasks, HRA will offer a number of clerical assignments, adding some greater opportunities to a program that has until now focused mostly on cleaning, maintenance and security work. While at HRA individuals will be assigned a supervisor to also act in a mentoring capacity and the trainee, for the most part, will work as administrative support to that office. One day a week participants will attend a specialized training program that will include a strong emphasis on preparing people to find jobs once their work at HRA is complete. This effort, which is presently being designed, will include a financial literacy component coordinated with the City's Office of Financial Empowerment and using HRA's resources to provide appropriate education, training and job search services.

We will also include an evaluation component into the pilot from the very beginning. Our Office of Evaluation and Research will conduct a process and an outcome evaluation including a preliminary process evaluation to provide timely feedback to program staff. The process evaluation will help us better understand what works and does not work in implementation of the program and will involve interviews with supervisors and participants of the program. The outcome evaluation will examine the effectiveness of the program in achieving participant outcomes, such as employment and at least six month job retention, as well as the associated program costs.

The HRA pilot will be self-funded by HRA. The annualized cost of wages for the 75 positions, at full utilization, is estimated to be \$1.258 million, which will be offset by \$249,000 in grant diversion funds for a net annual cost to HRA of \$1.009 million. As indicated earlier, HRA will use its existing resources to develop and implement a specialized one-day-a-week specialized training program and will use its existing Back to Work vendor contracts for employment placement services. As we move forward with this initiative, we will be investigating other funding mechanisms.

Thank you and we would gladly answer any of your questions.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 2/25/09

(PLEASE PRINT)

Name: Henry Garrido

Address: 125 Barclay Street NY NY 10007

I represent: Assistant Associate Director, DC 37

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Gladys Perez

Address: 1220 Pelham Place #4 Bklyn NY 11211 53

I represent: Assistant Cooker, PWS Dept (DC 37)

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 2/25/09

(PLEASE PRINT)

Name: Susan Harper

Address: 2154 Pitkin Ave, 2nd fl. Bklyn NY 11207

I represent: Home JTP, DC 37

Address: _____

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General
welfare

JTP Placement

THE COUNCIL THE CITY OF NEW YORK

Appearance Card

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☐ in favor ☐ in opposition

Date: 2/25/09

Name: Janet D. Rivera (PLEASE PRINT)

Address: 335 E. 112th St apt 5A

I represent: Community Voices Heard

Address: 145 E. 106th St 3rd Fl. 10029

THE COUNCIL THE CITY OF NEW YORK

Appearance Card

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☐ in favor ☐ in opposition

Date: 2/25/09

Name: Jose Sierra (PLEASE PRINT)

Address: 125 Barclay Street NY NY 10007

I represent: Director Blue Collar Division, DC37

Address: Representing Jacqueline Estrada (former JTP)

THE COUNCIL THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
☐ in favor ☐ in opposition

Date: _____

Name: Wanda Lmasven (PLEASE PRINT)

Address: 522 Midwood St #3

I represent: Parks Dept Worker

Address: 81 Willowby St #701

Brooklyn NY 11201
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THE CITY OF NEW YORK**

Appearance Card

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☐ in favor ☐ in opposition

Date: 2/25/09

(PLEASE PRINT)

Name: Lillian Roberts

Address: 125 Barclay Street NY NY 10007

I represent: Executive Director, DC37

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☒ in opposition

Date: 2/25/09

(PLEASE PRINT)

Name: Nova Strachan / Mothers on the Move

Address: 1128 FINDLAY AVE Bronx, NY 10436

I represent: Mothers on the move / DC37

Address: 928 Intervate Ave Bronx NY 10454

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Commissioner Robert Dear

Address: _____

I represent: Human Resources Administration

Address: 180 Water Street, NY, NY

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Raymond Singleton

Address: _____

I represent: Human Resources Administration

Address: 180 Water Street NY NY

◆ Please complete this card and return to the Sergeant-at-Arms ◆