

CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

of the

JOINT COMMITTEES ON CIVIL SERVICE AND LABOR,  
ECONOMIC DEVELOPMENT,  
AND SMALL BUSINESS

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March 23, 2010  
Start: 1:03 pm  
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HELD AT: Council Chambers  
City Hall

B E F O R E:

JAMES SANDERS, JR.  
Chairperson, Civil Service and  
Labor

THOMAS WHITE, JR.  
Chairperson, Economic Development

DIANA REYNA  
Chairperson, Small Business

COUNCIL MEMBERS:

Council Member Margaret S. Chin  
Council Member Mathieu Eugene  
Council Member Julissa Ferreras  
Council Member James F. Gennaro  
Council Member Peter Koo  
Council Member Brad Lander  
Council Member Melissa Mark-  
Viverito  
Council Member Ydanis Rodriguez  
Council Member Larry B. Seabrook

Council Member Mark S. Weprin

## A P P E A R A N C E S [CONTINUED]

James Sanders, Jr.  
Opening Statement  
Chairperson  
Civil Service and Labor

Matthew Carlin  
Counsel  
Committee on Civil Service and Labor

Shauneequa Owusu  
Policy Analyst  
Committee on Civil Service and Labor

Keisha Corbin  
Financial Analyst  
Committee on Civil Service and Labor

Kim Tie  
Press Officer  
Committee on Civil Service and Labor

Diana Reyna  
Opening Statement  
Chairperson  
Committee on Small Business

Jessica S. Lappin  
Sponsor of Bill re: Office of Skills and Education  
New York City Council Member

Philip Weinberg  
President  
New York City Workforce Investment Board

Angie Kamath  
Deputy Commissioner  
Workforce Development  
New York City Department of Small Business Services

Other Officials representing aspects of City's  
workforce system

## A P P E A R A N C E S [CONTINUED]

Michelle Pinnock  
Senior Advisor  
Resident Economic Empowerment and Sustainability  
New York City Housing Authority

Thomas White, Jr.  
Opening Statement  
Chairperson  
Committee on Economic Development

Roger Green  
Former State Assembly Member  
Distinguished Lecturer  
School of Business  
Department of Public Administration  
Medgar Evers College  
Senior Fellow  
Executive Director  
Dubois Bunche Center for Public Policy

Ed Ott  
Senior Staff Member  
Consortium for Worker Education  
Distinguished Lecturer  
Joseph Murphy Institute  
School of Professional Studies  
City University of New York

Joe McDermott  
Executive Director  
Consortium for Worker Education

Tasha Lilly  
Representing Wanda Fossett  
Member and Leader  
Community Voices Heard

John Val Verde  
Representing Jessica Rooks  
Green Career Center  
The Osborne Association

## A P P E A R A N C E S [CONTINUED]

Carol Rodat  
New York Policy Director  
PHI

2 [START 1002.MP3]

3 [Gavel banging]

4 CHAIRPERSON SANDERS: Good

5 afternoon. Good afternoon all. I'm Council  
6 Member James Sanders, Jr. or was I Tom White,  
7 I'll know in a few. And, [chucking] in fact I--  
8 we're going to get this one together. And I'm  
9 really glad that we're here because to me this one  
10 is kind of personal. I was on my way to my job  
11 today and I got stopped by several people who were  
12 saying to me, I need a job, I need some type of  
13 work, I need something that I can do to bring home  
14 to family.

15 And I didn't know what to tell  
16 them. And I, on a personal level, I'm tired of  
17 not knowing what to do, what to say. So I'm  
18 hoping that we will hear from some of the most  
19 committed people on this issue of ways that we as  
20 a City can go forward.

21 Now I'm going to tell you a secret  
22 and I don't want you to tell anyone. My secret  
23 object here is to get the different parts of the  
24 City agencies to work together. It's to find a  
25 way to create a type of--sorry, a type of someone

2 in charge who can say to all of the body parts,  
3 all of the parts of the City; this is the  
4 direction we're going in. If its green jobs, if  
5 it's education, if it's any of these very worthy  
6 things, here is where we're going, here's how much  
7 we need to get there, here's how much HRA will put  
8 in and this one and that one until finally we have  
9 a seamless whole and that's the direction.

10 So I'm more interested in--and  
11 here's a hint to anyone who's going to come up and  
12 testify, I'm more interested in hearing of how we  
13 can work together than a list of some of the  
14 magnificent things we believe that we are doing.  
15 Because to people who are drowning in an ocean, an  
16 ocean that we find ourselves in called poverty,  
17 unemployment, to people who are drowning in an  
18 ocean, that a person speaks of how well they are  
19 doing with the people who are the shore does not  
20 bring any comfort.

21 So this hearing is for those who  
22 are drowning in the ocean. And if we can have  
23 that mindset we will do well. Now let me give you  
24 a more traditional greeting.

25 Good afternoon. And thank you for

3 coming. My name is Council Member James Sanders,  
4 Jr. And I'm the Chair of the Committee on Civil  
5 Service and Labor. Today's hearing is being held  
6 jointly with the Committee on Economic Development  
7 chaired by Council Member Thomas White, Jr. who's  
8 on his way here and the Committee on Small  
9 Business chaired by the very able Council Member  
10 Diana Reyna who will each speak in a moment?

11 Thank you both for your Committee's participation  
12 and it really could not be done without you guys.  
13 And I'm really, really appreciative.

14 Today's hearing is titled Examining  
15 the Coordination of New York City's Workforce  
16 Development Efforts and its Impact on  
17 Unemployment. A mouthful but let's see what we  
18 get from it. We will also hold a hearing, we will  
19 also be hearing a Preconsidered bill assigned to  
20 the Economic Development Committee which Council  
21 Member White will elaborate on when he gets here.

22 As we know this country is  
23 experiencing the worst economic conditions since  
24 the Great Depression. In fact we call it the  
25 Great Recession. Although we hope that we are now  
in a period of recovery and that's debatable, the

3 City's unemployment rate is still extremely high.

4 As of last month the national unemployment rate

5 was 9.7% which means roughly 14.9 million

6 Americans are out of work, roughly 15 million

7 Americans are out of work. And of course the

8 unemployment that we speak of does not include the

9 workers who have given up trying. It certainly

10 does not include them.

11 When raced is added to the equation

12 the number jumps for so-called minorities with

13 Whites below the average of 8.8% unemployed but

14 Blacks at 15.8% and Latinos at 12.4% unemployed.

15 The numbers are worse in New York City. In

16 January the rate was 10.4%. In addition to

17 unemployment we also have a problem in this City

18 with under-employment and low wage workers as our

19 friends from 32 BJ who are here today would no

20 doubt testify about.

21 We hope to hear from the City's

22 Workforce Investment Board commonly referred to as

23 the WIB and the Department of Small Business

24 Services regarding the City's Workforce

25 Development Programs and what they are doing to

address the unemployment problem in our City. Our

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3 Committee's report goes into greater detail  
4 regarding numerous workforce development programs  
5 administered by the City; a large number of these  
6 programs are administered by the Department of  
7 Small Business Services.

8 But other programs are run by the  
9 Human Resources Administration, the Department of  
10 Youth and community Development and the City  
11 University of New York. How these various  
12 programs are coordinated and how such coordination  
13 can be improved will be the major theme of this  
14 hearing.

15 Before turning over the microphone  
16 to my Co-Chairs I want to thank the Committee  
17 staff, Matthew--about to rename you my friend,  
18 Matthew Carlin our Counsel, Shauneequa who's last  
19 name I'm going to--I'm going to practice. I'm  
20 going to get there. Our Policy Analyst, Keisha  
21 [phonetic] Corbin, our Financial Analyst and Kim  
22 Tie [phonetic] our Press Officer who put together  
23 the press conference before the hearing.

24 I again want to say that--and I  
25 want to commend the City's agencies. These--  
you're going to hear a lot of passion in this

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3 hearing but remember that this is passion of  
4 people who are very concerned, two people who are  
5 very concerned about what is going on. And what  
6 we are doing. So let no one mistake the passion  
7 for any nonprofessional--that we do not respect  
8 the great people who are sitting on the other side  
9 of that table when they sit there.

10 I think that individually they're  
11 doing excellent work. It's the collective that I  
12 want to do something about. I'm going to stop and  
13 have one of the most capable and disciplined  
14 people who are interested in this issue speak but  
15 first of course I should say who's here among my  
16 colleagues. From Queens I have Council Member  
17 Weprin. I have to really get used to Council  
18 Member, he has had so many placed that--

19 COUNCIL MEMBER WEPRIN:

20 [Interposing] Just stick with Weprin and we'll be  
21 what we're used to--

22 CHAIRPERSON SANDERS: [Interposing]

23 I, always stick with Weprin. I'll quote you. I  
24 like that. I also, let's see, that's Queens, but  
25 wait a minute, Brooklyn is here. Manhattan, I  
stand corrected. Is it Brooklyn?

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3 [Off mic]: Brooklyn.

4 CHAIRPERSON SANDERS: Absolutely.

5 Just was checking, wanted to know if--

6 [Off mic]

7 CHAIRPERSON SANDERS: Brad Lander  
8 one of Brooklyn's brightest and he will show that  
9 if you had any question. And right now I'm going  
10 to stop while I'm ahead and turn it over to  
11 Council Member Reyna. Thank you for being here.

12 CHAIRPERSON REYNA: Thank you Chair  
13 Sanders. Good morning. I am Diana Reyna, Chair  
14 of the Committee on Small Business Services. I  
15 apologize. The Chair of the Committee on Small  
16 Business. I am very pleased that my fellow  
17 Chairs, Council Member Sanders and White, have  
18 agreed to hold a hearing on how we as a City can  
19 ensure that our Workforce Development programs are  
20 operating at their full potential. This is free  
21 advertisement for all the programs that Small  
22 Business Services does provide for the City of New  
23 York.

24 During these tough economic times  
25 with unemployment hovering at an unacceptable high  
level it is the utmost importance that we

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3 consistently provide workforce programs that train  
4 and place people in high quality jobs.

5 Fortunately the City is in no short supply of  
6 these programs. Numerous City agencies from HRA to  
7 CUNY, to DYCD and the Department of Education all  
8 run various workforce programs.

9 The Department of Small Business  
10 Services has a large role as well. In that it  
11 administers programs funded by the Federal  
12 Workforce Investment Act, known as WIA.

13 Specifically the City's Workforce One Centers  
14 which have been increasing their job placement  
15 rates over the last couple of years. In fact  
16 during the last fiscal year the City's workforce  
17 programs increased a great deal due to an influx  
18 of Federal stimulus money.

19 And I wanted to just mention we had  
20 a press conference minutes before this hearing  
21 where I highlighted we have in the City of New  
22 York 27,000 young individuals who have entered the  
23 Workforce Centers without a high school diploma,  
24 27,000 young people. My concern here and I  
25 believe the concern of my fellow Chairs is not  
that we don't have enough programs, but that we

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3 have many programs that need to be coordinated in  
4 an effort and streamlined way. For example,  
5 though the Workforce Investment Board oversees the  
6 implementation of WIA funded workforce programs,  
7 the remaining non-WIA funded programs are run by  
8 the different agencies that I have mentioned  
9 before.

10 This can sometimes lead to  
11 overlapping and uneven strategies and confusion  
12 among those who are seeking these services. A  
13 2008 report issued by then City Comptroller  
14 Thompson stated that there is no single entity  
15 providing oversight, strategy or interagency  
16 communication within the City's workforce  
17 development system. And that no less than three  
18 Deputy Mayors and eight City agencies run the  
19 City's system. It sure sounds like we need a more  
20 unified approach.

21 That's why I am interested in  
22 Council Member Lappin's bill and I understand the  
23 agency don't feel that we have to recreate a wheel  
24 or provide another--yet another office and yet  
25 another layer. This bill seeks to address this  
issue by putting the coordination of all these

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3 programs under one roof. I look forward to  
4 examining the bill in greater detail today.

5 I'm very eager to examine this  
6 issue in further depth and look forward to hearing  
7 from the Administration and all the advocates who  
8 have come here today to testify. Thank you again.

9 CHAIRPERSON SANDERS: Thank you  
10 Madam Chair. I will let Council Member Lappin, of  
11 course, take her seat and get her breath. We are  
12 going to be discussing and I believe voting on  
13 your bill. No vote on your bill? Madam.

14 [Off mic]

15 CHAIRPERSON SANDERS: Well I'm sure  
16 you're in a rush too. I'm just in a rush to get  
17 there. Yeah I'm trying to wait until the Chair  
18 comes to really speak about your bill and have him  
19 speak. But I don't mind stopping for more--in  
20 fact why don't we do that. Madam. Would you be  
21 kind enough to speak about your bill and why are  
22 you doing this?

23 COUNCIL MEMBER LAPPIN: Sure.

24 [Off mic]

25 CHAIRPERSON SANDERS: Okay good.  
Then this is the appropriate moment. Would you be

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3 kind enough Council Member Lappin?

4 COUNCIL MEMBER LAPPIN: Good  
5 morning. First of all I wanted to thank Chair  
6 White, Sanders and Reyna for putting this on the  
7 agenda today. And for initiating what I hope will  
8 be a very productive and lively discussion. And  
9 before we get there I want to share with you why I  
10 introduced this legislation.

11 We are in the midst of the most  
12 serious or one of the most serious recessions in  
13 recent history and unemployment in the City has  
14 hovered around 10% for quite some time. A strong  
15 worker retraining program is more important than  
16 ever as we seek to bounce back from this  
17 recession.

18 We now have over 33 workforce  
19 development programs that are offered by a myriad  
20 of City agencies. Despite covering essentially  
21 the same territory there appears to be almost no  
22 communication between these different offerings.  
23 As a result residents remain confused about where  
24 to go to find a job or upgrade their skills. At a  
25 time of high unemployment we should be finding  
ways to streamline these offerings under one roof

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3 with the ultimate goal of making it easier for  
4 City residents to find jobs.

5 We obviously need to find ways to  
6 reduce costs in the City as well. And it seems to  
7 me that many City agencies are currently offering  
8 duplicative programs. For example, programs to  
9 reduce barriers to employment by improving basic  
10 literacy skills are funded through HRA, DOE, DYCD,  
11 SBS and CUNY. And that is just one example.

12 If New York City is going to remain  
13 competitive during and after this recession we  
14 need to develop an integrated approach to job  
15 development. Right now agencies pursue their own  
16 programs and priorities with no reference to a  
17 citywide economic development strategy.

18 The Office of Skills and Education  
19 as set forth in my bill calls for a look at  
20 employment trends and asks for strategies to be  
21 developed around gearing up our residents for  
22 employment in emerging sectors. This legislation  
23 would create an integrated, coordinated workforce  
24 development system. It would increase access to  
25 those offerings already being funded by taxpayer  
dollars, increasing the likelihood that those

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3 participating in the programs will find  
4 employment.

5 It's also my hope that it would  
6 save taxpayer dollars by eliminating the need for  
7 the same program to exist in multiple agencies.  
8 And perhaps most important this Office would make  
9 the labor market and job search information  
10 available on the web at one designated location.

11 So. I think that's sort of the  
12 overall sense of where I came from in approaching  
13 this legislation. With this bill as with every  
14 bill that I introduce I'm always most interested  
15 in getting to the goal not always with what I lay  
16 out as what I view to be a first step in achieving  
17 that goal. So I look forward to hearing your  
18 thoughts and finding ways that we can save the  
19 taxpayer's money, streamline programs that are out  
20 there but ultimately help New Yorkers get back to  
21 work.

22 CHAIRPERSON SANDERS: Very  
23 thoughtful, very creative. I'm sure that we will  
24 hear many of the answers that you're looking for,  
25 God willing. With that in mind we are going to  
hear from our first panel. And we're going to

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3 hear from Mr. Philip Weinberg, the President of  
4 the New York City Workforce Investment Board. And  
5 you will introduce your fellow panelists, Sir.

6 MR. PHILIP WEINBERG: Good  
7 afternoon. I'm Philip Weinberg, President of the  
8 New York City Workforce Investment Board. I am  
9 joined by Angie Kamath, Deputy Commissioner for  
10 Workforce Development for the New York City  
11 Department of Small Business Services. We are  
12 also joined by a number of colleagues representing  
13 various aspects of the City's workforce system.

14 Thank you for the opportunity to  
15 testify today about the New York City workforce  
16 system and the purpose and accomplishments of the  
17 organization I have the honor to lead. I will  
18 also offer some brief thoughts concerning the  
19 preconsidered introduction in relation to creating  
20 an Office of Skills and Education. And I would  
21 just like to echo Chairman Sanders' comments about  
22 the passion we all share for this issue of getting  
23 jobs for New Yorkers and getting folks on a career  
24 path that will really lead to better outcomes for  
25 their lives. The theme of collaboration and  
coordination that you touched upon is one that

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3 we'll be coming back to again several times in  
4 this conversation.

5 I'd like to start by offering some  
6 brief background and context on the Workforce  
7 Investment Board. In 198 Congress passed and  
8 President Clinton signed the Workforce Investment  
9 Act of WIA which overhauled federally funded  
10 programs to provide employment services and job  
11 training. The key insight of WIA compared to its  
12 predecessor legislation was that previous efforts  
13 to support workforce development had not been  
14 sufficiently mindful of or responsive to labor  
15 market demand.

16 In plainer English too much job  
17 training was going on without regard to what  
18 employers actually needed in filling their job  
19 vacancies. Among the other measure to correct  
20 this problem and as a condition for receiving  
21 Federal money for workforce programs, more than  
22 \$60 million of which came to New York City in 2009  
23 in regular WIA funding, each local area was  
24 obligated to convene a Workforce Investment Board  
25 or WIB. The chief local elected official, in our  
case the Mayor, appoints the members of the WIB.

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3 By law each board must draw a majority of its  
4 members from the private sector as well as the  
5 board chair.

6 The New York City Board includes  
7 executives from key economic sectors such as  
8 health care, finance, information technology,  
9 retail, hospitality among others. Their presence  
10 helps keep us focused on employment trends within  
11 these sectors. At the same time the strong  
12 presence of organized labor on our board helps  
13 ensure that our system serves both employers and  
14 workers.

15 In addition to our private sector  
16 members the WIB includes Commissioners and other  
17 senior officials of New York City agencies most  
18 deeply engaged in workforce development. The  
19 Department of Small Business Services, Department  
20 of Youth and community Development, the Human  
21 Resources Administration, Department of Education,  
22 City University of New York, the Center for  
23 Economic Opportunity, Department for the Ageing,  
24 the Economic Development Corporation, the New York  
25 City Housing Authority. Also represented are the  
New York State Department of Labor and State

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3 Education Department, two important State partners  
4 with extensive workforce programming in the five  
5 Boroughs.

6 The full board meets every quarter  
7 as do its standing committees which include one  
8 focused on youth issues and another on policy  
9 development. A full time staff of six carries out  
10 the day to day work of the board.

11 With these key public and private  
12 workforce stakeholders at the table the WIB serves  
13 as a forum for coordinating and advancing the  
14 common interests of the City's workforce  
15 development system in pursuit of two goals.  
16 Ensuring that our City's businesses have the  
17 skilled workers they need to grow and prosper and  
18 that New Yorkers at every level of skill and  
19 educational attainment can further their  
20 employment and career goals.

21 To accomplish this mission the WIB  
22 is pursuing a number of citywide initiatives  
23 consistent with the coordination role it plays for  
24 the City's workforce system. I'll briefly  
25 highlight a few of them.

First we are deeply engaged in

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3 connecting workforce services in the City with  
4 literacy and adult basic education services for  
5 older youth and adults. Later this week we will  
6 join the Mayor's Office of Adult Education and the  
7 New York State Education Department and Department  
8 of Labor to co-sponsor an all day conference on  
9 bridging the divide between literacy and adult  
10 education and job training and employment  
11 services.

12 A number of City agencies with  
13 workforce programming will be represented at this  
14 event. We will be joined by Council Speaker  
15 Christine Quinn who has graciously agreed to speak  
16 at the event and whose commitment to literacy and  
17 adult education has been a tremendous support to  
18 our work in this area. Also in partnership with  
19 Speaker Quinn we are working with Department of  
20 Small Business Services and Department of  
21 Education's Office of Adult and Continuing  
22 Education to better assist low skilled adults  
23 toward earning their GEDs in two ways: through  
24 services available at Workforce One Career  
25 Centers; and developing an online portal to help  
navigate a complex array of programs.

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3 Second, at the direction of Mayor  
4 Bloomberg, we have taken the lead on coordinating  
5 workforce components for the City's green economy  
6 plan, a set of 30 initiatives to help lead New  
7 York City's transformation to a sustainable  
8 future. To ensure that our workforce has the  
9 skills that emerging green jobs will require we  
10 are working closely with the Mayor's Office of  
11 Long Term Planning and Sustainability and the New  
12 York City Economic Development Corporation and  
13 numerous other City agencies on this comprehensive  
14 effort.

15 Third, we serve as a strong  
16 advocacy voice at the local, state and national  
17 levels for New York City's workers and businesses.  
18 Advancing the City's interests on issues such as  
19 the recent jobs bills, the American Recovery and  
20 Reinvestment Act, and pending reauthorization of  
21 the Workforce Investment Act to name a few. In  
22 2009 we held a series of six listening sessions  
23 with public, private and nonprofit leaders across  
24 the City to inform this advocacy agenda.

25 And fourth, since 2008 the WIB has  
joined with CUNY's Center for Urban Research to

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3 launch and run the New York City Labor Market  
4 Information Service or LMIS. Now entering its  
5 third year this partnership between the WIB and  
6 CUNY provides labor market analysis for the City's  
7 full public workforce system and has quickly  
8 emerged as a national model for local labor market  
9 information initiatives.

10 LMIS reports such as the one  
11 entitled Gauging Employment Prospects in New York  
12 City offer analysis on growth industries and  
13 occupations in the City that inform the day to day  
14 work of service providers in neighborhoods across  
15 the five Boroughs. I hope these examples provide  
16 some insight into the leadership and coordinating  
17 role that the WIB plays on behalf of the City's  
18 workforce system, the largest in the nation.

19 With that as background and context  
20 on the WIB I'd like to briefly speak about the  
21 proposed preconsidered introduction. We share the  
22 Council's conviction that the City must have  
23 accountability and coordination across its network  
24 of workforce programs. Indeed we think about these  
25 issues every single day. But while we agree these  
are the right questions to ask, we respectfully

3 take issue with the proposed answer of creating a  
4 new Office of Skills and Education within the  
5 Executive Office of the Mayor.

6 Our belief is that the Workforce  
7 Investment Board fulfills the accountability and  
8 coordination role we all agree is necessary.  
9 Accordingly, we believe the proposed legislation  
10 would be counterproductive, particularly at a time  
11 when ever dollar and effort is needed to provide  
12 direct service to the struggling workers and job  
13 seekers of New York City.

14 As envisioned in the bill, the  
15 proposed Office would largely duplicate the  
16 functions of the New York City Workforce  
17 Investment Board as I have just described them.  
18 Worse, it could threaten to undo much of the  
19 progress our system has made since 2003 when the  
20 City with the support and through the legislative  
21 authority of the New York City Council dissolved  
22 the Department of Employment and shifted  
23 responsibilities to SBS and DYCD, Department of  
24 Youth and Community Development, with the passage  
25 and enactment of Introduction 500-A.

Since then our system has boosted

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3 job placements from a few hundred to over 25,000  
4 in 2009 despite the recession while bringing  
5 workforce services for youth into the 21<sup>st</sup> Century.  
6 In 2009 over 52,000 young people age 14 to 24  
7 participated in DYCD's Summer Youth Employment  
8 Program, the largest and most well-regarded of its  
9 kind in the country, thanks in large part to the  
10 strong advocacy and support of the Council.

11 The reason for the 2003  
12 organization was twofold. At a parallel moment of  
13 diminished resources it was in the City's interest  
14 to find resourceful solutions to meet budget gaps  
15 by eliminating duplicative oversight and  
16 consolidating functionality and overlapping  
17 services to better fulfill the workforce  
18 development mission. The Administration and  
19 Council came to the same conclusion as the  
20 Congressional drafters of WIA. Our system could  
21 not begin to deliver on its workforce development  
22 mandate until we effectively engaged the business  
23 community.

24 Frankly employers at that time had  
25 little faith in the ability of government job  
training and employment programs to add value

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3 which meant they did not hire the New Yorkers who  
4 came through our programs in hope of finding work,  
5 building careers, and providing better lives for  
6 themselves and their families. Placing the adult  
7 workforce portfolio within the Department of Small  
8 Business Services sent a clear signal that our  
9 programs would be responsive to facts on the  
10 ground in our local labor market.

11 In addition to the success story of  
12 our Workforce Investment Act funded system over  
13 the past several years, we are also pleased to  
14 report that workforce-related agencies not  
15 primarily funded through WIA have registered  
16 significant gains as well. I would like to take a  
17 few moments to highlight the successes of these  
18 other key entities within our City's workforce  
19 system and some of the substantive ways that  
20 coordination within the full system is taking  
21 place each and every day.

22 First and most importantly we are  
23 serving more New Yorkers and achieving better  
24 outcomes than at any point in our history. For  
25 instance the City University of New York, our  
City's largest education and training provider,

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3 has over 275,000 students enrolled in continuing  
4 education programs, preparing for careers in many  
5 of the City's leading industries such as health  
6 care, information technology, real estate,  
7 business, construction and teacher education.

8 The New York City Human Resources  
9 Administration, the City's social service agency  
10 which administers employment programs to  
11 recipients of temporary assistance to needy  
12 families, placed over 75,000 New Yorkers into jobs  
13 through its employment programs in 2009. The  
14 City's Summer Youth Employment Program  
15 administered by the Department of Youth and  
16 Community Development ran the nation's largest  
17 summer youth employment program serving over  
18 52,000 young people at over 8,000 worksites  
19 including a record number of them in the private  
20 sector in 2009.

21 The New York City Housing Authority  
22 under new leadership has recently created a new  
23 Department of Resident Economic Empowerment and  
24 Sustainability to oversee its employment services  
25 which placed over 600 residents directly into jobs  
in 2009. Another 2,000 residents found jobs

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3 through the Workforce One Career Centers operated  
4 by SBS. And the Department of Education now  
5 offers over 330 career and technical education  
6 programs of study across 126 of the City's public  
7 high schools.

8 Not only is the City's workforce  
9 system performing at higher levels but it is also  
10 aligning its programming among City workforce  
11 agencies and education and training providers in a  
12 number of intentional and innovative ways. I'd  
13 like to cite just a few examples.

14 First it is important to note the  
15 work of the Center for Economic Opportunity housed  
16 within the Mayor's Office which collaborates with  
17 26 City agencies to create, implement and evaluate  
18 a range of new anti-poverty programs, policy  
19 proposals and research projects that represent  
20 nationwide best practices and cutting edge ideas.

21 CEO supports dozens of highly  
22 targeted and performance based anti-poverty  
23 interventions that build on the strengths and  
24 assets of individual communities, individuals and  
25 communities. CEO works with an array of City  
agencies to launch new initiatives. CEO's

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3 workforce related programs are implemented by City  
4 agencies including SBS, DYCD, CUNY, DOE, the Parks  
5 Department and Department of Correction.

6 These pilot efforts target a range  
7 of populations with tailored interventions  
8 including both unemployed and employed low wage  
9 workers, disconnected youth, and people with a  
10 history of involvement in the criminal justice  
11 system. Over the past year, CEO and its partner  
12 agencies were able to leverage nearly \$50 million  
13 to serve approximately 65,000 New Yorkers through  
14 its promising programs.

15 Second, CUNY is tightly linked with  
16 a number of the City's workforce agencies through  
17 a host of innovative connections. Operating a  
18 Workforce One Health Care Career Center with SBS  
19 at LaGuardia Community College. Partnering with  
20 NYCHA, HRA and CEO on the Jobs Plus Program at  
21 Jefferson Houses in East Harlem. Partnering with  
22 Department of Education on the CUNY Prep  
23 Transitional High School. And collaborating with  
24 the WIB itself to support the New York City Labor  
25 Market Information Service, to name a few.

The Department of Education has

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2 ECONOMIC DEVELOPMENT AND SMALL BUSINESS

3 partnered with the WIB and the Workforce One  
4 Transportation Career Center on a new pilot  
5 program to provide paid internships to a number of  
6 seniors in good academic standing at selected  
7 career and technical education high schools who  
8 are considering employment after graduation.  
9 These internships offer both compensated work  
10 experience and the possibility of full time  
11 employment upon graduation.

12 Finally the Department of Small  
13 Business Services which manages the City's full  
14 array of WIA funded job training and employment  
15 services for adults including ten Workforce One  
16 Career Centers coordinates programming with a host  
17 of City agencies. As I mentioned I am joined by  
18 Deputy Commissioner Angie Kamath who will testify  
19 in greater detail regarding the role and successes  
20 of SBS in this area.

21 I hope the examples I just  
22 described paint the picture of a workforce  
23 infrastructure that is not only stronger than ever  
24 but is also closely connected through a host of  
25 partnerships and programs under the guidance of  
the Workforce Investment Board, harnessing the

3 best of our City's workforce system on behalf of  
4 New Yorkers.

5 But make no mistake, with over  
6 400,000 New Yorkers out of work and many more who  
7 are working but not earning enough to pull  
8 themselves out of poverty, we are certainly not  
9 prepared to proclaim mission accomplished. We  
10 work aggressively every day as a WIB and as a  
11 workforce system to identify new ways to continue  
12 improving our services to New Yorkers to further  
13 align resources and programming and to help our  
14 City weather these difficult economic times.

15 While we disagree with the  
16 prescribed approach of the proposed legislation,  
17 we appreciate the engagement that we have had with  
18 the council, in particular with the Speaker's  
19 Office. And we thank you for the benefit of the  
20 insights that will come out of this hearing.

21 Finally as we continue to  
22 strengthen and align the City's workforce  
23 programming we look forward to continuing to work  
24 with the City Council toward our shared goal of a  
25 system of job training and employment services  
that offers value to every New York City

3 jobseeker, worker, and employer. Thank you for  
4 the opportunity to testify today. And I welcome  
5 any questions you might have following Deputy  
6 Commissioner Kamath's testimony.

7 MS. ANGIE KAMATH: Thank you Phil  
8 and good afternoon. I appreciate the opportunity  
9 that the Council has given us to testify this  
10 afternoon.

11 I'm just going to elaborate on a  
12 number of areas that Phil talked about in my  
13 testimony. For context, SBS administers New York  
14 City's Workforce Investment Act, WIA, adult  
15 employment and training programs. By statute, SBS  
16 is accountable to the members of the New York City  
17 Workforce Investment Board for most policy and  
18 financial matters. We're really closely aligned  
19 with the WIB and we work closely with them each  
20 and every day.

21 Seven years ago with the support of  
22 the WIB, Mayor Bloomberg placed the City's WIA  
23 adult programs within SBS to strengthen the  
24 connection between economic and workforce  
25 development. By doing so the Mayor created a  
national model for business-drive workforce

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3 development that meets the needs of both  
4 businesses and jobseekers.

5 Over the past six years our 10  
6 Workforce One Career Centers have placed New  
7 Yorkers in over 90,000 jobs. The Centers achieved  
8 a record 25,128 job placements in 2009, a 46%  
9 increase over 2008. And we're not stopping there.  
10 To date we've actually experienced or we're  
11 experiencing over a 10% increase in placements  
12 this year in the first 2.5 months alone.

13 SBS has brought strategic focus to  
14 a program that when we inherited it from the  
15 Department of Employment was operating just one  
16 center in the entire City achieving only hundreds  
17 of annual job placements, yet with 40% more in  
18 annual funding. It's amazing to see what we've  
19 been able to accomplish over the past 6 years.

20 A large part of our success has  
21 been driven by the guidance and support of the  
22 WIB. As a convener of workforce development  
23 stakeholders in the City, the WIB and its staff  
24 have brought agencies, colleges, and other  
25 partners together to advance our shared agenda of  
preparing more New Yorkers for good jobs with

3 career opportunities. While SBS has a mandate to  
4 serve a universal customer pool through our Career  
5 Centers we have learned that a one-size fits all  
6 solution does not always best serve individuals  
7 with varied education and employment needs.

8 By leveraging the outstanding work  
9 done by our partners and serving as a resource for  
10 those same partners we collectively ensure that  
11 New Yorkers receive the services necessary to meet  
12 their goals. Today I'll briefly highlight a few  
13 examples of SBS' work with City partners.

14 As we seek to increase the skills  
15 and competitiveness of the City's labor force the  
16 City University of New York, CUNY, is an important  
17 resource for SBS and the jobseekers we serve.

18 Last October we launched the Workforce One Health  
19 Care Career Center at LaGuardia Community College,  
20 a sector-specific center that trains and prepared  
21 New Yorkers for careers in the growing health care  
22 industry. To date the center has particular  
23 excelled in training retention by utilizing a  
24 model that combines basic skills education or  
25 English language instruction with supportive  
services such as tutoring. This has been an

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3 instructive example of different partners building  
4 on their strengths in support of comprehensive and  
5 effective services.

6 SBS is also making advances with  
7 the Department of Education. This year we  
8 launched Scholars at Work, a pilot program that  
9 Phil mentioned that provides career and technical  
10 education high school seniors with career  
11 preparation and internships. Students from  
12 Aviation High School. Transit Tech High School  
13 and Automotive High School are enrolled in the  
14 program working for 15 hours a week at an employer  
15 in their chosen field while receiving ongoing  
16 professional development services from the  
17 Workforce One Transportation Career Center in  
18 Jamaica.

19 Additionally with Speaker Quinn's  
20 support, SBS is working with DOE's Office of Adult  
21 and Continuing Education to pilot an innovative  
22 model aimed at helping more Workforce One Career  
23 Center customers pass the GED test. As the front  
24 door for thousands of New Yorkers who do not have  
25 a GED as Council Member Reyna mentioned, SBS is  
well positioned to help individuals achieve this

3 important first step towards increased career  
4 potential and lifetime earnings.

5 There are numerous other examples  
6 where communication within the workforce community  
7 is strong. Last year the Workforce One Career  
8 Centers placed about 2,000 New York City Housing  
9 Authority residents in jobs. The Human Resources  
10 Administration has been at the forefront in  
11 providing necessary work support such as Food  
12 Stamps to New Yorkers affected by the economic  
13 downturn including our customers.

14 Investments from the Mayor's Center  
15 for Economic Opportunity let us launch the New  
16 York City Screening Guide, an online tool  
17 available to the public that helps individuals  
18 receive job training vouchers from HRA and SBS  
19 make better and informed decisions.

20 Also community based organizations  
21 will refer thousands of individuals and hopefully  
22 6,000 of those clients will actually be placed in  
23 jobs at the Workforce One Career Centers in this  
24 calendar year. SBS will well over 100,000  
25 unemployed New Yorkers this year together with our  
partners at the New York State Department of

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3 Labor.

4 So while this is by no means an  
5 exhaustive list it is a representative sample of  
6 SBS' ongoing relationships and our commitment to  
7 collaboration. With a dynamic new Chairwoman at  
8 the WIB, Kathy Kearns, active relationships with  
9 the agency leaders and workforce development  
10 thought leaders and a well respected staff; we are  
11 looking forward to cultivating new and existing  
12 partnerships under the leadership of the WIB.

13 As the City's workforce development  
14 system becomes increasingly and more necessarily  
15 linked, the WIB is laying the foundation to  
16 further advance the quality of services provided  
17 to New York City jobseekers. Thank you.

18 CHAIRPERSON SANDERS: I want to  
19 draw your attention that we have been joined by my  
20 colleague from Queens, Julissa Rivero--whose name  
21 I just ruined again. Save me from myself.  
22 Absolutely. And of course Mathieu Eugene from  
23 Brooklyn. I guess it's the nervousness of being  
24 among such brilliance.

25 [Off mic]

CHAIRPERSON SANDERS: And another?

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3 Oh my goodness. We've been joined by a little bit  
4 of everyone from Manhattan, of course, and I'm  
5 having my senior moment. Council Member  
6 Rodriguez. I'm really having fun up here. If  
7 that's a question I'd better get immediately to  
8 what I'm better at.

9 I have a couple of points to make  
10 and then I'd want to--and Council Member Seabrook  
11 from the Bronx. We're really--and of course Peter  
12 Koo. Council Member from Queens, Peter Koo.

13 [Off mic]

14 CHAIRPERSON SANDERS: Save me from  
15 myself. Now that I have gotten rid of all dignity  
16 and we don't have to worry about that part anymore  
17 I will bring your attention to--it is true that we  
18 are serving more people. But a counterargument  
19 could be that it's because there's so many more  
20 people to be served and therefore we would serve  
21 more anyway which is not to say that you're not.  
22 I'm just giving a worthy counterargument.

23 I also want to bring your attention  
24 to some work that the New York City Council did in  
25 NYC Works, a program that we created. One of the  
most important parts in that was that we

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3 commissioned a study with NYU and we discovered  
4 that 75% of New York City's poverty was  
5 concentrated in 25 zip codes which my logic then  
6 states that we should put 75% of our resources  
7 physically in those zip codes. It seems that that  
8 is a solid logic. And sadly that logic has not  
9 been followed. We are, from my point of view,  
10 still too Manhattan-centric and we're just not  
11 getting to it.

12 Let me ask. It's my tradition when  
13 I'm with such a great panel whose names I really  
14 messed up, I'm only going to ask two questions.  
15 And then I'm going to let other people speak. And  
16 then I'm going to come back with more questions.  
17 I don't like to hog everything. There's too much  
18 brilliance up here.

19 I want to ask a rhetorical question  
20 first. Who is in charge, the one person short of  
21 the Mayor, in charge of the poverty solutions for  
22 New York City? Is there one person? Is there one  
23 Deputy Mayor? Who's the czar? Who is the one  
24 person who can say to all the different agencies,  
25 we're going this way? Or helping to come up with  
a strategy that goes in a certain way. If you

3 want to pass, I don't mind.

4 MR. WEINBERG: No I'd be happy to.  
5 So I think you accurately surmised that the Mayor  
6 clearly is leading the charge on this. And has  
7 empowered the Workforce Investment Board whose 40  
8 plus members he appoints who represent the various  
9 stakeholders of our workforce system to really  
10 lead the charge and map the direction and thread  
11 together the various programs and resources of our  
12 City's workforce system in the goals that we share  
13 of getting folks jobs and onto careers that really  
14 lead to better outcomes.

15 CHAIRPERSON SANDERS: Sir, if I've  
16 heard you right, you're saying that the WIB is the  
17 focal point that can bring all of the different  
18 agencies together in one direction.

19 MR. WEINBERG: Correct.

20 CHAIRPERSON SANDERS: All right.  
21 If you've accepted that mission, I will accept  
22 that from you but I do have one or two questions.  
23 What is our direction? Is there one goal? And  
24 how much per agency--when I think of someone in  
25 charge, I'm thinking of someone who says if green  
jobs are important, education or whatever we

3 believe is important, we're all going to focus on  
4 education. HRA, we need 25% of your budget or all  
5 of the different agencies to come up with a solid  
6 amount of money that we target. Does the WIB have  
7 that power?

8 MR. WEINBERG: So I think you  
9 rightly touched upon some of the challenges that  
10 our City's facing. And so when it comes to green  
11 jobs or it comes to literacy, the role that the  
12 WIB does play is to bring together our City's  
13 leaders around literacy so later this week with  
14 Speaker Quinn we will have the Mayor's Office and  
15 DYCD and SBS and CUNY and Department of Education,  
16 and State Education Department come together to  
17 really focus on how as a City we can devise and  
18 implement strategies that really work best for all  
19 New Yorkers. And in the case of green jobs,  
20 similarly, the Mayor has charged us with taking  
21 the programs that are being implemented and  
22 operated across probably a dozen different City  
23 agencies and making sure that we have a clear  
24 focus and point of accountability and that we keep  
25 our eye on the ball.

CHAIRPERSON SANDERS: Now in New

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3 York City Sir as you know well, reports are  
4 plentiful and we can get many of them. Think  
5 tanks we have in abundance. Money and resources  
6 however are the coin of the realm. If we say that  
7 green jobs are the way to go, as an example, not  
8 the only example, I'm looking for a goal that we  
9 New York City are going to spend \$10 million, \$5  
10 million, \$1 billion, whatever it is, and this  
11 money will come from the different agencies' pots.  
12 This agency will give this much. This one will  
13 give that much, etcetera. Does the WIB have that  
14 power to, a, come up with that strategy which I  
15 believe is existent and to come up with the budget  
16 to do that?

17 MR. WEINBERG: The WIB provides the  
18 forum through which these types of issues are  
19 dealt with on a citywide basis.

20 CHAIRPERSON SANDERS: I will be  
21 kind Sir and I will take that to mean that not  
22 yet, the WIB does not yet have the power to decide  
23 how much money each agency is going to come up  
24 with a goal. I'm not saying that this is a power  
25 that you guys even wanted. I'm just stating that  
it doesn't not have the power. And from my point

3 of view, I don't believe that anyone in New York  
4 City short of the Mayor and the Mayor we've  
5 entrusted to do many more things and I wouldn't  
6 have him do this every day. Sir.

7 MR. WEINBERG: I think we would  
8 share your point of view that there are a variety  
9 of funding sources that flow into this City, some  
10 Federal, some State, TANF and Workforce Investment  
11 Act and block grants. And I think we all  
12 recognize that many of them have various strings  
13 attached to them. So what we do as a workforce  
14 board is try to keep our eye on the strategy, on  
15 the end game, to ensure that we are best targeting  
16 and leveraging the various dollars that come into  
17 the City toward a common goal, particularly in a  
18 world where our Federal funding has been  
19 decreasing.

20 CHAIRPERSON SANDERS: I will just  
21 take one last stab at it and say CSS and other  
22 very, very worthy groups have given excellent  
23 proposals and reports on what to do. How does the  
24 WIB differ from any of these other folk who can  
25 give me an excellent report on what to do?

MR. WEINBERG: Well we have the key

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3 decision-makers at our table. So at our board  
4 meetings we have the Commissioners of the City  
5 agencies, of the State departments, of our  
6 community colleges and our education system,  
7 combined with labor and business at the table in a  
8 position to make those decisions. So we have the  
9 decision makers at the table.

10 CHAIRPERSON SANDERS: That's a  
11 start. Council Member Lappin.

12 COUNCIL MEMBER LAPPIN: Thank you  
13 very much. I'm going to pick up to some extent  
14 where you left off. So--and go through maybe your  
15 testimony kind of section by section. So you  
16 mentioned that the WIB was created to support  
17 workforce development because it had previously  
18 not been mindful or responsive to the labor market  
19 demand. And I wrote down some of the words you've  
20 used in answering Council Member Sanders'  
21 questions. Strategy, big picture, trends, you  
22 said forum. So my understanding from your  
23 testimony today is that that's really what you're  
24 there to do. You meet four times a year. And you  
25 have people who are in the private sector who are  
looking big picture, at how we can train people to

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3 meet the needs of the private sector. But you're  
4 not doing the nitty-gritty. SBS is doing the  
5 nitty-gritty. Is that accurate?

6 MR. WEINBERG: That's accurate.

7 COUNCIL MEMBER LAPPIN: Okay. You  
8 met four times last year?

9 MR. WEINBERG: As a full board we  
10 met four times and in committees and work groups  
11 met many more times.

12 COUNCIL MEMBER LAPPIN: And of the  
13 40-plus members in the private sector, they all  
14 come themselves or they send representatives?

15 MR. WEINBERG: The vast majority of  
16 our members come themselves.

17 COUNCIL MEMBER LAPPIN: And the  
18 Commissioners, for example, how many Commissioners  
19 were at your last meeting?

20 MR. WEINBERG: We had, at our last  
21 meeting; we had 3 Commissioners, Commissioner Doar  
22 from HRA, Commissioner Mullgrav from DYCD and  
23 Commissioner Walsh from SBS. We were also joined  
24 by Mayor Bloomberg who really joined our  
25 conversation around how we bring together a common  
workforce system on behalf of all New Yorkers.

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3 And then of course all the other agencies were  
4 represented by various other senior members of  
5 their teams.

6 COUNCIL MEMBER LAPPIN: The Mayor  
7 came and only three Commissioners showed up?

8 MR. WEINBERG: Yep. And I'm sorry;  
9 we also had Veronica White out of the Center for  
10 Economic Opportunity.

11 COUNCIL MEMBER LAPPIN: Okay. When  
12 you discuss--are these meetings open to the  
13 public?

14 MR. WEINBERG: Yep. They're all  
15 open to the public.

16 COUNCIL MEMBER LAPPIN: Great.  
17 When you meet, do you discuss what's happening at  
18 a nitty-gritty level within each agency?

19 MR. WEINBERG: So in a time  
20 constrained meeting we use opportunities to look  
21 at a broader theme. In the case of this last  
22 meeting we looked at the theme of career  
23 advancement, how we make sure that we are helping  
24 to pull the working poor out of poverty. And we  
25 really zeroed in on a number of successful  
initiatives and pilots in the City that were

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3 helping to do that. So in some cases we really  
4 dove in deep. We had an employer who joined us  
5 who was collaborating with SBS and Center for  
6 Economic Opportunity in receiving funds to do a  
7 training for his workforce on site. And in other  
8 cases we talk more broadly about strategy.

9 COUNCIL MEMBER LAPPIN: I mean I  
10 think it's great to have periodic big picture  
11 discussions. I think sometimes it's very easy to  
12 get lost in the day to day in any environment.  
13 But I think what I really want to get at is you  
14 may decide here is our overarching goal. We want  
15 to create green jobs, for example. But are you  
16 really having or, for example, literacy, saying  
17 okay DOE how is your program performing compared  
18 to how HRA or are you really doing sort of side by  
19 side comparison and having an exchange within or  
20 discussion amongst the Commissioners about the  
21 actual programs that they're running? Or is that  
22 something that SBS is doing?

23 MR. WEINBERG: So clearly there's a  
24 lot of operationalizing of the programs and much  
25 of that happens within the partner agencies  
themselves. And then as a WIB we provide a forum

3 to look broadly at the issue to see if we're on  
4 track and to identify gaps, to play the strategic  
5 role that the Board is intended to play.

6 COUNCIL MEMBER LAPPIN: Okay. I  
7 mean and you do advocacy which is great. And  
8 you've worked with CUNY which is a fabulous, I  
9 mean the program that they're working on is  
10 fabulous, I'm not trying to sort of minimize what  
11 you're doing. It's just I think sort of separate  
12 from what I wanted to really focus on with the  
13 legislation. And so I mean there also seem to be  
14 the groups that are funded by WIA, right, and then  
15 the ones that are not. It's a little dizzying.  
16 So that's why I think when I was going through the  
17 testimony I had to sort of raise some questions  
18 for me. So the entities that are working within  
19 the City's workforce system and it's SBS that's in  
20 charge of them. Is that correct? Who's  
21 overseeing sort of all of the entities within the  
22 workforce system that are being funded by WIA  
23 versus the ones that are not.

24 MR. WEINBERG: Yep. So there are  
25 different funding sources that come with different  
mandates from oftentimes Federal legislation. And

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3 so SBS implements all of the workforce programming  
4 that comes through the Workforce Investment Act  
5 for adults and what we call dislocated workers,  
6 basically laid-off workers. And it's SBS that  
7 operates the City's network of ten Workforce One  
8 Career Centers that are located throughout the  
9 five Boroughs.

10 The Workforce Investment Act funds  
11 intended for youth and folks know well programs  
12 like Summer Youth Employment and our programs for  
13 out of school youth, disconnected youth, in school  
14 youth, are operated by Department of Youth and  
15 Community Development.

16 COUNCIL MEMBER LAPPIN: And so  
17 who's coordinating them?

18 MR. WEINBERG: Well for one we have  
19 Commissioners of those agencies who clearly are  
20 focused on those agencies and the WIB is the  
21 coordinating body, forum to oversee all of that  
22 programming from those two agencies.

23 COUNCIL MEMBER LAPPIN: But I guess  
24 I'm getting--but I don't get the impression that  
25 you are. You're doing sort of the big picture  
stuff. Are you doing sort of side by side

3 comparisons of each agency and then non-WIA  
4 funding and saying what are you doing, what are  
5 you doing, are there duplicative programs. Who's  
6 providing those programs? Is it the same provider  
7 to multiple agencies? Who's doing that?

8 MR. WEINBERG: That's the reason  
9 why we're taking on issues and convening forums  
10 like the one later this week on literacy. Because  
11 we realize that the landscape in this City around  
12 an issue like literacy and workforce is  
13 complicated. And to the spirit of this  
14 conversation, on coordination and accountability,  
15 we're not all the way we want to be but we feel  
16 like we've got the right structure in place.  
17 We're on the right path. We've got the right  
18 leadership. And we really have the right body to  
19 ensure that our City's very complicated and large  
20 workforce system is focusing on common goals and  
21 common outcomes. And we've got the right level of  
22 coordination and accountability.

23 COUNCIL MEMBER LAPPIN: But I mean  
24 let's talk about literacy for a moment because I  
25 mentioned that HRA, DOE, DYCD, SBS and CUNY are  
all doing different literacy programs. So you said

3 you became aware that maybe there wasn't--you're  
4 having this meeting in the near--near future.

5 MR. WEINBERG: Yep. Thursday.

6 COUNCIL MEMBER LAPPIN: Thursday.

7 Because you became aware that there wasn't  
8 coordination. What prompted the meeting on  
9 Thursday?

10 MR. WEINBERG: Sure. Well there  
11 were probably several confluences of events that  
12 happened. One is that we have been, as a City,  
13 spending a lot of time thinking about the  
14 reauthorization of the Workforce Investment Act  
15 that directs a lot of these adult and youth  
16 workforce funding to the City, and thinking about  
17 as a City how would we like to better tie together  
18 the funding that comes in for literacy and  
19 workforce within WIA.

20 There's two different titles of WIA  
21 and we as a City want to really have a voice at  
22 the table as Congress and as the US Department of  
23 Labor is crafting this legislation. So we've  
24 started a citywide dialog through these many  
25 listening sessions we talked about, I mentioned in  
my remarks, to really help focus us as a City. In

3 parallel we started a very productive series of  
4 conversations with the Speaker's Office and in her  
5 State of the City; she referenced some of the  
6 projects that we're going to be collaborating on  
7 together.

8 And so as we looked at the basic  
9 skills needs of our workforce and we really dug in  
10 deep on a topic that is we have an opportunity as  
11 a City to really weigh in on at a national level,  
12 we thought the time was right to not wait for the  
13 Feds to tell us what to do but to really get our  
14 best ideas on the table, look at our best practice  
15 and figure out how we move ourselves forward as a  
16 City.

17 This is the role that the WIB plays  
18 on key strategic issues that are important to all  
19 of us. How do we make sure our workforce has the  
20 skills and the basic education that they need to  
21 be successful?

22 COUNCIL MEMBER LAPPIN: I love the  
23 big picture. I'm just going to keep drawing you  
24 back to the weeds. So which provides the best?  
25 HRA, DOE, DYCD, SBS or CUNY. Are they the same?  
Are they different? Which one is serving the most

3 people? Which one's the best? Who's looking at  
4 that on a regular basis?

5 MR. WEINBERG: So we have a number  
6 of programs--oftentimes I think there's often a  
7 perception that there's a lot of duplication in  
8 the system. And where we find duplication and  
9 inefficiency we try to weed it out. But what  
10 often tends to be the case is that there are funds  
11 and programs that are geared toward different  
12 populations. So there may be a literacy program  
13 geared toward disconnected youth that might be  
14 administered in a different agency than those that  
15 are geared toward adults who are immigrants that  
16 have come into the system.

17 Similarly there are those with high  
18 barriers that come in and need social service  
19 supports and cash assistance that might enter our  
20 TANF system that in many cases are not appropriate  
21 for our Workforce One System. In some cases there  
22 is overlap and where we find that overlap we work  
23 hard to identify ways to leverage and coordinate  
24 those programs.

25 But the sense that there's this  
mish-mash of programs and funding where it happens

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3 we dig in and we try to move toward a more  
4 rational and more fully leveraged system.

5 COUNCIL MEMBER LAPPIN: You know, I  
6 wouldn't say that I think--let me say it a  
7 different way. I think you should have programs  
8 targeted to different populations. I think that's  
9 a good thing. I just want to know who's  
10 coordinating and who are they accountable to. Is  
11 it you? Is the Chair of the WIB? Is it with the  
12 Mayor? And who's really making sure that you said  
13 that when there is duplication you root it out.  
14 So who is finding the duplication?

15 MR. WEINBERG: We as a convening  
16 body look at these issues and try to figure out  
17 how we ensure that we've got the best strategies  
18 and we've got the right resources in place. We  
19 leverage our partners. So the Center for Economic  
20 Opportunity conducts research and analysis on  
21 pilot programs to help tell us where we're getting  
22 the best return on our investment. So we're able  
23 to make decisions based on the best available  
24 facts.

25 COUNCIL MEMBER LAPPIN: I'm being  
told I have only one more question. We could talk

3 about this forever; you can tell I have a lot of  
4 questions about this. But maybe a question for  
5 SBS. I'll take you off the hot seat for a minute.  
6 And ask so you're, I mean I guess what I thought  
7 from the testimony that was laid out by the both  
8 of you is that the WIB really was the bigger  
9 picture and SBS has been charged with actually  
10 running some of these programs. So what are you  
11 doing as an agency to manage the WIA-funded  
12 training programs and assess them and coordinate  
13 amongst them?

14 MS. KAMATH: So if we stick for a  
15 minute with just the literacy example since it's  
16 one that we're talking about, from just picking up  
17 on where Phil left off, so folks are coming  
18 primarily into the Workforce One system, largely  
19 unemployed looking for work. If in the course of  
20 that assessment, that career planning session, we  
21 understand that in addition to getting a job they  
22 really need help with either ESL or GED prep or  
23 adult basic education, we work with that  
24 individual to do a couple of things.

25 We currently are working with CUNY  
and CUNY offers in three of our centers direct

3 access to instruction in GED. If folks aren't  
4 looking for GED but maybe they're looking for ESL  
5 or adult basic ed we work with a network of about  
6 200 community based organizations that we refer  
7 both folks coming into our system for jobs, we  
8 refer folks out who are looking for some of those  
9 basic services which can include literacy  
10 services.

11 We have really strong partnerships  
12 with the public library system particularly in the  
13 Bronx, in Brooklyn, in Queens, with a number of  
14 libraries across the system, again, to refer  
15 individuals who come to us in each of our ten  
16 centers looking for literacy services.

17 We work with the Department of  
18 Education and their Adult Learning Centers to,  
19 again, refer individuals who are coming into our  
20 system looking for jobs and literacy programs out  
21 to those programs. In each of our ten Career  
22 Centers we manage what we call partner networks  
23 where we are really trying to--we recognize the  
24 fact that in each of our centers we can't offer  
25 everything to everyone.

And it's why we leverage the--

3 whether it's City partners, whether it's community  
4 based organizations, whether it's public  
5 libraries, we try to figure out who are those  
6 partners that offer services that our jobseekers  
7 demand and how do we get people to those services  
8 as quickly as possible. So that's just in terms  
9 of how do we--you asked the question, how do we  
10 evaluate, assess, look at the effectiveness, in  
11 terms of our community partners, we manage  
12 effectiveness on a monthly basis in terms of how  
13 many folks were referred into our system, what  
14 were the quality of those workers as determined by  
15 did they ultimately get jobs within our system.

16 We manage performing partners to  
17 just understanding who are they sending to us and  
18 how well are those folks able to navigate our  
19 employer interviews and ultimately get placed. A  
20 huge benefit that the Center for Economic  
21 Opportunity gave to us a couple of years ago was  
22 to create a training guide. So this is, I  
23 mentioned in my testimony, it's called the New  
24 York City Training Guide.

25 Open, free to the public, it's a  
training guide where we assess and very publicly

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3 display accountability and performance for  
4 training providers. Anyone who receives our  
5 dollars and HRA's dollars for training, we  
6 actually post how many folks who started that  
7 training completed it. We post employment  
8 outcomes, so how many folks who started that  
9 training ended up with a job. We have student  
10 reviews.

11 So we sort of informally called  
12 ours the GAP Guide. So we actually use a third  
13 party call center to survey folks who enroll in  
14 any of these training programs and say what did  
15 you think of that program, how was it. Was it  
16 effective? Was it connected? Was it what you  
17 expected? Were the instructors good, etcetera?  
18 And so individuals, any New Yorker who's  
19 interested in training can go to that website and  
20 really assess what happens when I go to that  
21 program--

22 COUNCIL MEMBER LAPPIN:

23 [Interposing] Do you track where people are beyond  
24 six months out? How long do you track their  
25 employment?

MS. KAMATH: Depends on the

3 program. So our Workforce Investment funded  
4 programs, our main indicator is six months out.  
5 For a lot of our Center for Economic Opportunity  
6 programs we care about six month retention, one  
7 year retention. So it really depends on the  
8 program model and what we're trying to achieve.  
9 And some of our programs where we work really  
10 closely with the Department of Probation, for  
11 example, it's called Employment Works, we have  
12 performance indicators at one year because that's  
13 a program where we're trying to work with folks  
14 that have criminal backgrounds.

15 We're trying to focus on literacy.  
16 We're trying to focus on occupational skills and  
17 ultimately job placement. But not job placement,  
18 it's really the retention. So it just really  
19 depends on the program model what we are funded to  
20 achieve and what the intensity of that  
21 intervention looks like and it's different for  
22 different programs. And sometimes those are set,  
23 as Phil said, by the funding stream. Sometimes  
24 it's set by the strategy of the program and  
25 ultimately it's different sizes for different  
populations and different program models for

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3 different types of impact that we're striving to  
4 achieve.

5 CHAIRPERSON SANDERS: Please come  
6 back with your questions. I know that you have  
7 many more. And worthy ones, all. Council Member,  
8 my Chair, Council Member Reyna.

9 CHAIRPERSON REYNA: Thank you  
10 Council Member Sanders. I just want to thank you  
11 both for your testimony. I just wanted to  
12 specifically highlight on the issue of literacy,  
13 we'll continue with that particular subject, the  
14 literacy program that obviously in earlier years  
15 had been expanded for ESL adult education over  
16 time, in recent years has decreased. At what  
17 level, what is the amount of money in total  
18 amongst all the agencies that you have mentioned  
19 in your testimony, are we dedicating to adult  
20 education ESL literacy programs?

21 MR. WEINBERG: I don't have that  
22 figure readily available. I'd be happy to follow  
23 back up with that. I would ask if any of our  
24 partners in the room who are deeply involved in  
25 literacy would have a handle on that. But we  
could follow up with you.

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3 CHAIRPERSON REYNA: And the reason  
4 why I ask, you know, one of the hardest moments is  
5 when these particular decrease in funding  
6 scenarios occur, going back into our districts we  
7 see them first hand how they affect people's  
8 lives. And at St. Mathias Parrish in Ridgewood,  
9 Queens, the area I represent, Consortium for  
10 Worker Education, CWE, had a tremendous amount of  
11 ongoing immigrant, whether that was Polish, Latino  
12 from different, you know, countries, they were  
13 learning English together.

14 And they were in tears because they  
15 had to close down the program and had nowhere else  
16 to go. And so these were ladies that could have  
17 perhaps, you know, started a career ladder, if  
18 having learned English that could lead to GED  
19 test-taking which obviously the Consortium for  
20 Worker Education is very good at. So, you know,  
21 once again, considering that we've heard all these  
22 agencies and City partners, I'm assuming that your  
23 City partners do include nonprofit service  
24 providers.

25 MR. WEINBERG: Absolutely. And I'm  
glad you mentioned CWE. I see Joe McDermott who's

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3 one of our valued board members for the Workforce  
4 Investment Board. So we made sure we've got--

5 [Off mic]

6 MR. WEINBERG: So I think the short  
7 answer is yes, we work with a number of partners,  
8 public, private and nonprofit including our  
9 friends in organized labor.

10 CHAIRPERSON REYNA: Well I  
11 appreciate that, you know, they have a seat at the  
12 table to give you firsthand outlook as to when  
13 there is a void and how, you know, their work  
14 translates into affecting number lives, households  
15 as well.

16 MR. WEINBERG: Yes.

17 CHAIRPERSON REYNA: And, you know,  
18 acknowledging that Mr. McDermott is in the  
19 audience and he has spoken and we have spoken and  
20 that they're working on trying to restore this  
21 particular classroom, I look forward to seeing  
22 further involvement and coordination to understand  
23 where these pockets do exist. And the enrollment,  
24 another example is the issue of the Department of  
25 Education hosting ESL adult literacy opportunities  
in sites where they're paying for an enrollment of

3 five individuals.

4 And taking that particular site and  
5 transferring it to a more central area where  
6 perhaps a school where there's a demand of 100  
7 people signing up proving that over a certain  
8 period of weeks there's a commitment to continue  
9 this particular class. I know that in Bushwick we  
10 took a program that was, I believe, in a different  
11 part of the neighborhood, I can't remember if it  
12 was a public school or just a community space  
13 where we transferred it into a school that was  
14 requesting ESL classes and didn't have an  
15 opportunity for it.

16 And the principal was interested in  
17 dedicating space for it and working with the PTA,  
18 we were able to transfer adult literacy and ESL  
19 classes and eventually hopefully seeing GED  
20 opportunity to be able to have a committed amount  
21 of individuals of no less than 25. So I don't  
22 know if these are the types of discussions that  
23 are occurring at your meetings amongst the  
24 interagencies and the City partners.

25 MR. WEINBERG: Yes. Well you--  
thank you for raising those points. I think that

3 the notion of taking the best practices from our  
4 City and making sure that we're able to scale  
5 those and share learnings across agencies, this is  
6 one of the core missions of this forum that we've  
7 described as the Workforce Investment Board. And  
8 so we are constantly in search, whether it's CWE  
9 or 1199 another important health care union member  
10 of ours.

11 I think you've also highlighted the  
12 fact that funding is tight for all of us. And so  
13 it's all the more reason with reduced Federal  
14 funding and State funding, that we find  
15 opportunities to coordinate and to leverage the  
16 resources that we have across our full City,  
17 whether it's public, private or nonprofit. And  
18 the work that we're doing with youth, for example,  
19 the Summer Youth Employment to make sure that we  
20 have those opportunities for our youth is a  
21 perfect example of how we take those issues and  
22 try to ensure that we have a strong voice as a  
23 City and that we are best leveraging all the  
24 resources that are around us.

25 CHAIRPERSON REYNA: And I  
appreciate that. I just wanted to, now that you

3 just brought it into the conversation, youth, if  
4 you can just give us an update as to whether or  
5 not particularly the Automotive High School, I  
6 know that Angie, Deputy Commissioner Kamath had  
7 mentioned students from Aviation High School,  
8 Transit Tech High School and Automotive High  
9 School are programs that are enrolled in the  
10 Career and Technical Education Scholars at Work  
11 internship opportunity.

12 One of the greatest faults of the  
13 Department of Education I believe is that these  
14 career ladder schools are not fully funded to  
15 capacity where these students once they graduate  
16 and learn all the technical trade necessary to go  
17 and move onto taking the tests that are required  
18 which are seven different ones at automotive.  
19 They are not paid for. And so therefore that  
20 child will leave that high school with a high  
21 school diploma at best but the career stops then  
22 because there's no money.

23 There's money for this student that  
24 perhaps wants to enter the career of auto trades,  
25 cannot afford to spend \$600 times 7. And so is  
this one of the issues that at the WIA board

3 meetings are these discussions taking place to  
4 address some of these concerns. Because if you  
5 have a class graduating of 60 in Automotive High  
6 School, why not just go the full gamut of making  
7 sure that that student not just only graduates  
8 with a high school degree but actually completes  
9 the career they were intended to receive.

10 MR. WEINBERG: I can start with  
11 that and then if we have colleagues from the  
12 Department of Education or SBS who want to jump  
13 in. The collaboration between schools like  
14 Automotive and our Career and Technical Education  
15 High Schools and our adult workforce system is  
16 exactly the kind of conversation and collaboration  
17 and leveraging of resources that we take on and  
18 that I think describes our City's workforce at its  
19 best.

20 And so as we have developed a  
21 sophisticated adult workforce system in our City  
22 and we have a Transportation Career Center,  
23 Workforce One Center in Jamaica, Queen that does  
24 nothing but identify and secure relationships with  
25 employers in the transportation industry. We  
realized as we spoke to our friends at the

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3 Department of Education and I am fortunate to sit  
4 on the Advisory Council of the Career and  
5 Technical Education Schools, that the principals  
6 and teachers tell us we are preparing these  
7 students but--

8 CHAIRPERSON REYNA: [Interposing]

9 Yep.

10 MR. WEINBERG: --we don't have the  
11 jobs for them. How do we make the connection?

12 CHAIRPERSON REYNA: Not just jobs.  
13 I think the communication is lost there if that's  
14 what they're reporting back to you. Because what  
15 they're reporting is not just the jobs, it's that  
16 they're not taking the test because they cannot  
17 afford the test.

18 MR. WEINBERG: Well I will look  
19 into this issue. It's not one that has been--

20 CHAIRPERSON REYNA: [Interposing] I  
21 would very much appreciate it.

22 MR. WEINBERG: --involved in our  
23 conversation but the notion of how we ensure that  
24 a young person at a CTE school, whatever their  
25 goals are, whether they go to college or want to  
enter the workforce, have the opportunities

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3 available to them to get into the workforce--

4 CHAIRPERSON REYNA: [Interposing]

5 Um-hum.

6 MR. WEINBERG: --to get exposed to  
7 the opportunities out there. This has been a  
8 terrific experience for all of us to pursue the  
9 types of collaboration that I think we are all  
10 hoping happens within the workforce system and in  
11 fact is happening within the workforce system.

12 CHAIRPERSON REYNA: I appreciate  
13 that. And I look forward to your diligent  
14 investigative work in understanding this issue  
15 specifically with the CTE high schools who are  
16 very unique in the City of New York. And if we  
17 only stop at giving these students a high school  
18 diploma but do not follow their career by making  
19 sure that we're providing the resource to take the  
20 test, it has to be part of a curriculum. They  
21 should be leaving that school with a ready to work  
22 career master's certificate. And that is very  
23 specific. You cannot start working without it.

24 The other issue, and last issue, I  
25 wanted to just raise in the midst of listening to  
all the agencies whether that was HRA, SBS, DOE,

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3 DHS and I apologize for all the acronyms, DOP,  
4 there are no mention of let's say contracts that  
5 perhaps are receiving some type of City benefit,  
6 whether that's a tax abatement, tax incentive, you  
7 know, a subsidy where those contracts are  
8 connected to job opportunity. And if there is,  
9 can you share with us whether or not there is such  
10 a collaboration because it's not just about City  
11 agencies and the resources that they get from CDBG  
12 money for workforce, it's the workforce  
13 development efforts and the impact on  
14 unemployment, whether that's private or public or  
15 both in combination, to leverage everything.

16 MR. WEINBERG: [Off mic] You want  
17 to speak to that? [On mic] Great. We're going to  
18 have one of our colleagues from NYCHA speak to  
19 that. I will just, as she's walking up, Michelle  
20 Pinnock [phonetic] speak to the work that we do  
21 with our colleagues at the Economic Development  
22 Corporation. We are all very focused,  
23 particularly with the jobs bill pending in  
24 Congress and being considered, how do we make sure  
25 that we are aggressively marketing this to  
businesses and we can make sure that as a

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3 workforce system, our private sector employer  
4 community is well versed in all of the tax  
5 incentives available to them to help grow our  
6 workforce and that--

7 CHAIRPERSON REYNA: [Interposing]

8 And I hope you understood my question. It's  
9 specific to, for instance, IDA grants benefits.  
10 There are contracts. Maybe some people know about  
11 it, maybe some people don't. Is there an  
12 opportunity every time there's a contract approved  
13 by the IDA to have a securitization opportunity  
14 for a job employment program connected to  
15 Workforce One? To advertise its job postings with  
16 Workforce One? Or the City partners that  
17 Workforce One has entered into with? I'm sorry  
18 Michelle--

19 MS. KAMATH: [Interposing] I'll  
20 take that one quickly and then pass it off to  
21 Michelle. In terms of the partnership that Phil  
22 mentioned with EDS, so particularly for economic  
23 development partnerships whether it's the East  
24 River Plaza or the Gateway Terminal or Atlantic  
25 Terminal from a number of years ago, in terms of  
the full time permanent jobs, so often those

3 tenant jobs that come, we're very much--we at SBS  
4 are very much kind of part of the process.

5 So through some really good work  
6 between EDC and SBS over the past few years we've  
7 actually written workforce development plan  
8 components into RFPs. There's a staff member who  
9 is shared between SBS and EDC who sits on  
10 evaluation committees when proposals for  
11 development projects are being considered. And  
12 part of that criteria upon consideration and  
13 evaluation of projects is how robust is that  
14 workforce plan.

15 The requirement for that connection  
16 at the RFP stage then continues forward as that  
17 development breaks ground and as tenants are  
18 courted for those programs. SBS is meant to be  
19 there, mandated to be there, to be able to market  
20 our services for recruitment and training. And so  
21 we've, you know, been very much involved in terms  
22 of the hiring for some of the large development  
23 projects that have happened over the past few  
24 years.

25 And then kind of going forward in  
terms of some of the other large projects that are

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3 in the pipeline, we are absolutely a part of the  
4 pitch team that's talking to the developer,  
5 talking to the tenants to be able to get the  
6 Workforce One jobseekers into those positions. So  
7 that's very much part of what we're doing. It's a  
8 strong partnership that's been about a year and a  
9 half in the making between SBS and EDC. And so I  
10 know Michelle wants to talk about section  
11 [phonetic].

12 CHAIRPERSON REYNA: Absolutely.

13 And Angie if you can provide the Council with a  
14 database of each project with the number of jobs  
15 that perhaps has been placed or are in need of  
16 placement so that we can actually start  
17 visualizing exactly how this coordination is  
18 effectively working. Thank you.

19 MS. MICHELLE PINNOCK: Good  
20 afternoon Chairwoman and members of the Committee.  
21 I'm Michelle Pinnock; I'm Senior Advisor for  
22 Resident Economic Empowerment and Sustainability  
23 for the New York City Housing Authority. And so  
24 thank you.

25 As was mentioned, we've established  
my office as a new office, really our Chairman

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3 John Rhea created--this is a new entity for the  
4 New York City Housing Authority in August 2009.  
5 And a couple of things that he's charged us with  
6 is some things that are being discussed here  
7 today. And it's really strengthening in the area  
8 of economic empowerment and economic opportunities  
9 for residents, strengthening partnerships across  
10 City agencies as well as in more community based  
11 organizations.

12 And so since the creation of our  
13 office we've spent a significant amount of time  
14 working very closely with both Phil and Angie in  
15 strengthening our work with the WIB and  
16 participating more fully with the WIB as well as  
17 establishing stronger connections with the City's  
18 workforce system and the Workforce One Centers and  
19 specifically with Small Business Services to  
20 figure out how do we better integrate services and  
21 better serve public housing residents.

22 But specific to your question  
23 around contracts, we actually are mandated through  
24 the Housing and Urban Development Act of 1968,  
25 there's something called Section 3 which I know  
Chairwoman you're very familiar with. And what

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3 that requires is that where we receive Federal  
4 money to help with housing assistance, we need to  
5 create economic opportunities for residents. And  
6 that could be training and that could be  
7 employment or contracting.

8 And so in fact we require in our  
9 contracts that there are economic opportunities  
10 created for residents. And in most cases that's  
11 focusing on employment. And we have focused, just  
12 given the core of our business, on our  
13 construction contracts. But some of the  
14 enhancements that we're currently making is really  
15 broadening that to other types of contracts. So  
16 whether that's our security contracts or contracts  
17 delivering other types of services, looking to  
18 where we can create additional opportunities.

19 And in fact NYCHA also has  
20 strengthened even that regulation where for our  
21 larger contracts over \$500,000, we've required  
22 that entities doing business with us, now again  
23 usually in construction and we're looking to  
24 broaden this, that 15% of their labor costs goes  
25 specifically to hiring, you know, residents.

And we spent, again, in the nature

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3 of creating additional partnerships, you know,  
4 we've been talking very much with the unions and  
5 various organizations to look for how do we, you  
6 know, in many ways following the SBS and the WIB's  
7 lead, how do we start getting to the quality of  
8 the opportunities that are created. So looking at  
9 where we can actually gain access for residents  
10 into the unions, into apprenticeship programs, how  
11 do we create longer, higher skilled opportunities  
12 is one of our main focuses.

13 And I'll be happy to provide the  
14 Committee members with any, you know, specifics  
15 or, you know, any data after the Committee  
16 meeting.

17 CHAIRPERSON SANDERS: Mr. Weinberg,  
18 let me, since you're here and please don't go  
19 anywhere, I want to use this as an example.  
20 Section 3 which I'm very familiar with, part of my  
21 district is the Rockaways, Queens which arguable  
22 has the largest public housing in all of Queens.  
23 Section 3 has been less than useful to us.  
24 Section 3 basically says that where developers are  
25 doing repairs in the housing developments, they  
should use the residents. But then they put in

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3 two words that gut the whole thing and those words  
4 are wherever possible.

5 By saying that without defining  
6 that, you've given the developers every chance to  
7 say it wasn't possible. And there's no one who  
8 can turn around and say it is. If we had a czar  
9 of one type or another, we can find a way to  
10 either remove these words or combat that, to get  
11 to DC and say to whoever, these two words gut this  
12 project. Quietly Sir, do a check on Section 3.  
13 And I'm not trying to focus on you. I'm just  
14 trying to speak of something that I know. Quietly  
15 see how many people have been employed through  
16 Section 3 and you will see that it's a false hope  
17 and it's very--it's in one sense a cruel hope to  
18 the residents where you're going to discover that  
19 the amount of people hired versus the millions of  
20 dollars that we are putting in, often City  
21 dollars, it's just we need someone in charge.

22 My colleague was kind enough to let  
23 me just intrude. I do want to say that we've been  
24 joined by Council Members Margaret Chin and  
25 Melissa Mark-Viverito who were here. And today's  
the day there are many Committee hearings going on

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3 at one time. So you'll see people jumping up and  
4 coming in and doing all kinds of stuff. I turn it  
5 back to you for your last question. And then  
6 we'll hear from Council Member Seabrook and  
7 Lander.

8 MS. PINNOCK: I'm sorry Council  
9 Member if I could just address--

10 CHAIRPERSON SANDERS: [Interposing]  
11 By all means.

12 MS. PINNOCK: And actually Section  
13 3 is an area that we have been talking to our  
14 partners about because, again, that's another  
15 charge of my office is looking at ways that we can  
16 strengthen that. And in fact in one year's time  
17 we've, you know, we've increased I guess hiring in  
18 Section 3 by over 500%. But part of it is because  
19 we had a long way to go and so I'm happy to say  
20 that we're moving in the right direction. We're  
21 not there yet.

22 But last year about 260 individuals  
23 were placed on Section 3 jobs. So there's  
24 different things that we're doing. In fact we're  
25 in discussion, partnering with SBS and others  
looking at ways that we can increase training

3 opportunities where residents will be trained in  
4 some of the areas that matches where our contract  
5 work is. What I mentioned about looking at our  
6 larger contracts and how do we get around the  
7 language to the greatest extent feasible, you  
8 know, how do we, you know, how do we strengthen  
9 that?

10 And that's the program I mentioned  
11 before that's like getting away from greatest  
12 extent feasible to like look, you're receiving X  
13 amount of dollars that goes towards labor costs.  
14 Well 15% of that needs to go towards hiring  
15 residents. So that's not again, greatest extent  
16 feasible, is you're doing work with the Housing  
17 Authority. And besides getting modernization work  
18 done we also have a commitment to creating  
19 economic opportunities to residents. This also  
20 needs to be adhered to.

21 And our board is, this is a high  
22 priority of our board where every board meeting,  
23 every contract that gets approved, they're asking.  
24 Well how many people are going to be hired? How  
25 much money is expended? And looking at the issues  
that you mentioned, comparing our spend and you

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3 think about ways to leverage that to, again, the  
4 number of people that will either be trained,  
5 hired or some other type of opportunity. But  
6 again we're not there yet.

7 We're making improvements though in  
8 this area and part of that is working with the  
9 WIB, with SBS, with HRA, with CUNY to strengthen  
10 training, preparing residents and then actually  
11 connect them and holding our contractors  
12 responsible to this mandate.

13 CHAIRPERSON SANDERS: Let me  
14 commend you and the new Chair, your position is  
15 new and the Chair, for taking great strides but I  
16 do want to give the context under which we speak.  
17 And it's, you know, the 500-plus% increase has  
18 yielded approximately 200-some-odd jobs. At the  
19 same time, the amount of public monies that we  
20 have put into the development would have to be  
21 certainly more than the tens of millions, you're  
22 probably heading towards--well I'll stop at the  
23 tens of millions. And the total population of  
24 NYCHA is a million people. So under those  
25 conditions--

MS. PINNOCK: [Interposing] Yeah

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3 and as I mentioned though I know we're not there  
4 yet--

5 CHAIRPERSON SANDERS: [Interposing]  
6 Yes, yes no I'm--

7 MS. PINNOCK: --and some of the new  
8 things that we're putting in place.--

9 CHAIRPERSON SANDERS: [Interposing]  
10 I just wanted to give us context--

11 MS. PINNOCK: --um-hum.

12 CHAIRPERSON SANDERS: --that you're  
13 doing great but if 500% increase, what was it  
14 before this worthy administration?

15 MS. PINNOCK: Um-hum. But the  
16 other thing we're doing as well as looking to  
17 diversify the type of opportunities--

18 CHAIRPERSON SANDERS: [Interposing]  
19 Yes.

20 MS. PINNOCK: --because  
21 construction, for example, isn't for everyone.  
22 And so it's looking at other areas that we spend  
23 money are also again using the City's system and  
24 network to be able to ensure that public housing  
25 residents are getting access to those as well.  
And as Deputy Commissioner Kamath mentioned, you

3 know, kind of our working together and looking at  
4 data over 2,000 people, you know, were placed  
5 through the City's--so that's on top of what NYCHA  
6 is doing but I think that's a great example again  
7 of how we're working together and coordinating  
8 services and trying to maximize all the resources  
9 that the City has.

10 But, you know, we have, you know, a  
11 way to go. But we're working together.

12 CHAIRPERSON SANDERS: I will yield  
13 back to my great colleague.

14 CHAIRPERSON REYNA: Thank you  
15 Council Member. I just wanted to get some  
16 clarification. You know, the Resident Employment  
17 Services Department existed in NYCHA.

18 MS. PINNOCK: Um-hum.

19 CHAIRPERSON REYNA: Is it my  
20 understanding that this is a revamped department  
21 or services to NYCHA residents that for the first  
22 time is coordinating with WIA or it's always been  
23 this way?

24 MS. PINNOCK: Yes. Resident  
25 Employment Services has been in existence and one  
of the changes that was made with the creation of

3 my office was for it to be a part of this office  
4 and again creating a broader vision. So not just  
5 focused on employment and strengthening that area,  
6 strengthening training but then also looking at  
7 other types of opportunities including financial  
8 planning, asset building. So again once people  
9 obtain employment or a job now how do you manage  
10 your resources? How do you start building wealth?  
11 We have been a member of the Workforce Investment  
12 Board probably since the beginning. I believe  
13 we're a mandated partner. But recent discussions  
14 have been about how do we maximize and improve  
15 that relationship.

16 So for example, you know, we  
17 participated in meetings, we've worked with Small  
18 Business Services and the WIB in terms of the  
19 Workforce One Centers and having a presence there.  
20 But we're now looking at how do we improve that.  
21 And so to your question about Resident Employment  
22 Services, it is now part of my area. We're  
23 actually reporting to the Vice Chairman of the  
24 Housing Authority which is a unique--

25 CHAIRPERSON REYNA: [Interposing]

Right.

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3 MS. PINNOCK: --in terms of our  
4 structure--

5 CHAIRPERSON REYNA: [Interposing]  
6 Right.

7 MS. PINNOCK: --just to give us  
8 higher visibility. And also we are undergoing,  
9 you know, an internal assessment and talking again  
10 with many of our partners to look at ways that we  
11 strengthen the work in this area, ways that we  
12 ensure that we're not duplicating efforts going on  
13 in the City and looking at ways to make sure we're  
14 being efficient as well as effective.

15 CHAIRPERSON REYNA: I just wanted  
16 to point out, you know, it's great that you're  
17 actually approaching the Resident Employment  
18 Services in a more expansive opportunity, holistic  
19 approach to each resident. But one of the issues  
20 that I know I hear firsthand back at my public  
21 housing development is the fact that you're almost  
22 penalized for entering the workforce where, you  
23 know, obviously their rent is immediately  
24 increased.

25 They're underreporting members of  
households and that therefore disqualifies that

3 person who is not reported on the lease which then  
4 in turn increases the rent if they're added to the  
5 lease. If you're an ex-offender you're not  
6 supposed to be living with that family. And so  
7 they're not reported on the lease. And that  
8 disqualifies the person from seeking the services  
9 that you provide.

10 And I hope that in the discussions  
11 of WIA that this is brought to light because these  
12 are issues that are chronic and are holding back  
13 the very mission that you're trying to provide for  
14 New Yorkers. And there is no reason why something  
15 like this could be piloted with a few development  
16 to see how it works out where no questions asked,  
17 you know, if you're coming for these services  
18 there's no reason why better coordination of not  
19 having to highlight this as appoint of barrier.

20 MS. PINNOCK: I would say you must  
21 have been in many of our meetings because you  
22 touched upon some of the, you know, basic, you  
23 know, fundamental issues that we're looking at and  
24 looking at ways to address. And it really gets to  
25 again the core of what should NYCHA's role be in  
workforce development.

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3 And that's part of the discussions  
4 that we're having with the WIB, with SBS, again,  
5 HRA and other agencies and they're all things that  
6 we're looking at how do we address and so in fact  
7 one of the initiatives that I believe may have  
8 been mentioned in the testimony was an example of  
9 collaboration among City agencies working with the  
10 Center for Economic Opportunity, HRA, Small  
11 Business Services--

12 CHAIRPERSON REYNA: [Interposing]  
13 Right.

14 MS. PINNOCK: --and CUNY. We're  
15 piloting an initiative at Jefferson Houses in East  
16 Harlem--

17 CHAIRPERSON REYNA: [Interposing]  
18 Right.

19 MS. PINNOCK: --called Jobs Plus.  
20 And it gets to some of the things that you talked  
21 about in terms of making work pay so people are  
22 not penalized if they obtain employment, providing  
23 wraparound support services and creating a culture  
24 of work. So--

25 CHAIRPERSON REYNA: [Interposing] I  
appreciate that.

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3 MS. PINNOCK: --we are looking at  
4 many of these issues.

5 CHAIRPERSON REYNA: And I just  
6 wanted to share with the WIA board--you know, with  
7 Mr. Weinberg, as far as the WIA board is  
8 concerned, can you please look at the document  
9 provided by Community Services Society as  
10 requested by this Council to highlight the top 25  
11 concentrated zip codes of poverty, of unemployment  
12 specifically, structurally unemployed, so that you  
13 can concentrate these resources in making a better  
14 effort in collaborating these opportunities and  
15 matching them up with the appropriate zip codes  
16 that are of highest priority.

17 MR. WEINBERG: Absolutely. And we  
18 pay very close attention to our partners in CSS.  
19 They crafted a very instructive report on NYCHA as  
20 well. We've been working closely with Michelle,  
21 with Chairman Rhea, and I think we fully embrace  
22 the goal which is how do we take these issues that  
23 run across agencies, that are important to all of  
24 us, and really move the ball forward and get  
25 something done. I think the only place we're  
differing is what's the structure we need to do

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3 it. And from our standpoint we really don't need a  
4 czar, we need the stakeholders and the  
5 Commissioners that are really driving the charge  
6 at a table working this out, rolling up their  
7 sleeves and getting the job done.

8 CHAIRPERSON REYNA: It has to  
9 happen from the ground up.

10 MR. WEINBERG: And that's the forum  
11 that we have.

12 CHAIRPERSON REYNA: It's the only  
13 reason why I know all these issues. It's talking  
14 to people out in the street, in our communities.  
15 And if you're not out there, I know 11206 is one  
16 of the chronic zip codes. I never see these  
17 programs out there. Thank you.

18 CHAIRPERSON SANDERS: Well put.  
19 Council Member Seabrook from the Bronx.

20 COUNCIL MEMBER SEABROOK: Thank you  
21 very much Mr. Chair and Chairladies, etcetera.  
22 Just a point of information and clarification and  
23 I'm glad that the Chairman Sanders raised that  
24 issue about when possible, when necessary. And I  
25 just want him to be reminded that there was an  
amendment to take out the word maximum feasibility

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3 of the poor. And so when they amended it and  
4 changed that so that they did not have to deal  
5 with those poor people and so they didn't have to  
6 do that and so it was amended when they did the  
7 act.

8 But I just want to point and Mr.  
9 Weinberg I think you have some--an excellent  
10 opportunity and I think your desire to do what is  
11 right and what is just, but there's some  
12 information that needs to be in how you connect.  
13 Because Section 3 has been on the books for a long  
14 time but it's never been administered. And it's  
15 an embarrassment in this town. And in other  
16 places it has but the people in which it is  
17 represented because all public housing is not--in  
18 America is not situated with just people of color.  
19 And when you go around in other places in Iowa and  
20 other places, Section 3 is implemented.

21 Section 3 is not only about  
22 employment. Section 3 has something to do with  
23 entrepreneurship and everything else. And people  
24 need to understand that. And the participation of  
25 what Section 3 is supposed to be in terms of the  
members and the people who live in the project

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3 having that opportunity to participate. And  
4 therefore it brings about entrepreneurship when  
5 you can put those agencies together to make that  
6 happen when it's in statute. But it has to be the  
7 will. And you said that you was in charge. And  
8 so that will to make that happen, can happen by  
9 doing that with NYCHA. Because NYCHA has not done  
10 that. And there's almost a half a billion dollars  
11 that's going to be placed in NYCHA. What better  
12 way to implement that than doing it now?

13 CUNY. CUNY is under the Dormitory  
14 Authority which is in statute, 15-A, which says in  
15 statute that 15% of all employment, minority and  
16 women participation. That's in statute. Been in  
17 statute. You need to marry CUNY with the literacy  
18 and everything else with their construction  
19 projects and everything else that they're doing.  
20 They're doing over \$1 billion with 3 colleges.  
21 Make that part of a model as to how you're  
22 training people and preparing them and doing green  
23 training that's going to take place that allows  
24 that to happen.

25 School construction and the  
construction authority; make that as a part

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3 because none of them, none of them, reaches the  
4 level of even near 10% of participation. And it's  
5 an embarrassment to talk about that when we look  
6 at these zip codes. When we look at these zip  
7 codes that people are in that the United Way did,  
8 that the Social Justice, Medgar Evers and Eddie  
9 Ellis and others that talked about the number of  
10 people that was in these zip codes that was going  
11 to prison and the employment level in terms of  
12 people that's there, you reach them.

13 We've got training programs that  
14 said if you don't have a GED you can't  
15 participate. At all. So therefore there's a  
16 whole lot--when the dropout rate is over 50% and  
17 the lack of participation, so now you've got a  
18 permanent unemployable class. And guess where  
19 they live? In the housing projects.

20 And so there has to be some  
21 creativity, some innovation as to how you look at  
22 it and will do to this, to make this happen. And  
23 it can happen. It's already in statute. It's on  
24 the book. If people just played by one set of  
25 rules. And the rules are there. And the business  
sector is there.

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3 When we talk about a construction  
4 trade and green, where is the green training going  
5 to take place? 32 BJ say they've got it. Are  
6 ya'll working with 32 BJ to talk about training  
7 these people, putting monies there and resources  
8 there to talk about dealing with all of these  
9 buildings, apartment buildings that need to take  
10 place? You're creating opportunities for training  
11 and jobs. But if we're training people for the  
12 same things that they're not going to be employed,  
13 and you're just reaching numbers, and taking the  
14 government's money then what happens is, what  
15 happens is that the City agency becomes truly the  
16 administrators of poverty.

17 And taking advantage of people by  
18 plugging in numbers but never having jobs. And so  
19 I would hope that you can take a look at Section 3  
20 and have an ironclad commitment about spending and  
21 training with this new money that's coming down.  
22 To talk about it because it has to be something  
23 creative and innovative. And you talk about CUNY  
24 and all of these colleges, John Jay College, Bronx  
25 Community College, Medgar Evers, in those same zip  
codes that people can be trained to do--and

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3 developing an entrepreneurship and ownership of  
4 business out of Section 3.

5 So people need to make her give you  
6 a copy of what Section 3 really is. And then when  
7 you find out what Section 3 really is, it's more  
8 than just an employment, more than that. And  
9 that's what people need to understand. If they  
10 live by that we could solve a lot of problems in  
11 this City about jobs and job creation. And that's  
12 my issue. If you can do that and it is an  
13 embarrassment, Mr. Chair, that the lack of jobs  
14 out of Section 3 is an embarrassment and anybody  
15 who give it out, they should be embarrassed by  
16 giving it out.

17 Because they have not lived up to  
18 the commitment in which they were supposed to live  
19 up to in terms of providing those opportunities.  
20 Get a copy of that bill. See what it is. See  
21 what it means and it will show you that it could  
22 do a lot about lifting those people at the bottom  
23 out of those housing projects to do what's right  
24 and what's just. I believe that you can do that.  
25 Thank you Mr. Chair.

CHAIRPERSON SANDERS: Thank you.

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3 If there's no response, we will go to Council  
4 Member Lander, sorry just to--

5 MR. WEINBERG: [Interposing] I  
6 would like to thank you for the passion of your  
7 remarks and assure you we will continue our  
8 conversations with Chairman Rhea and his team to  
9 ensure that we are taking full advantage of these  
10 programs.

11 CHAIRPERSON SANDERS: Thank you  
12 Sir. Council Member.

13 COUNCIL MEMBER LANDER: Thank you  
14 Mr. Chairman. Thank you both for being here to  
15 testify. I have a few questions. To start with  
16 one the job creation, job opportunity, workforce  
17 development programs that is especially important  
18 to me in a moment of high unemployment and  
19 difficult economic times are transitional or  
20 subsidized jobs. You know, from what I can tell  
21 it looks like Human Resources Administration sort  
22 of takes some, plays some role in coordinating  
23 those. There are programs across a number of  
24 agencies.

25 But they are slated for some  
significant cuts at this point. And some of that

3 you can argue is a part of the end of stimulus  
4 dollars but a meaningful percent of that is City  
5 tax levy dollars that are proposed to be cut from  
6 next year's budget. And I wonder has the WIB  
7 looked at this? Does the WIB have a strategy on  
8 subsidized and transitional employment? Has the  
9 WIB considered making a recommendation that this  
10 is not the moment to reduce subsidized and  
11 transitional jobs?

12 MR. WEINBERG: So this is an area  
13 of interest to us. You're correct that this  
14 happens in multiple agencies that are members of  
15 our board. HRA being the primary one. And I  
16 wonder if Michelle you'd like to join us to make  
17 any comments--

18 COUNCIL MEMBER LANDER:

19 [Interposing] I'm sorry. So I had a chance to  
20 talk to HRA about this and not that you're not  
21 welcome to--I'm happy to hear but I had a chance  
22 to talk to HRA at the oversight hearing. And I  
23 guess my question pertinent to the bill and the  
24 conversation today relative to coordination of  
25 workforce development policy is because I would  
hope we don't leave it to HRA to fight for the

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3 transitional and subsidized jobs since the WIB is  
4 coordinating our policy, I'm eager for the WIB to  
5 step up and take a stand and say this is a program  
6 we shouldn't cut tax levy dollars on at this time.

7 So I think that's my question for  
8 that.

9 MR. WEINBERG: Great. Thank you.  
10 We are fighting for resources for this City's  
11 workforce left and right. And so we're working  
12 with our partners at HRA and CEO and the State on  
13 TANF emergency funds which can surely be used to  
14 subsidize wages. Summer Youth Employment which  
15 does that work for youth in the summer, on the job  
16 training for adults within HRA, so clearly this is  
17 an area where there are resources for us to access  
18 as a City. We will keep our eye on the ball.

19 COUNCIL MEMBER LANDER: So I mean  
20 the advocacy role is important and I'm glad and I  
21 look forward to working with you to advocate in  
22 Washington and in Albany to make sure that we get  
23 the resources there. But we're proposing a very  
24 significant tax levy cut to transitional and  
25 subsidized employment.

And if there's a place where we're

3 coordinating City policy, I think the argument is  
4 this is exactly the wrong time to cut subsidized  
5 or transitional employment, in fact it's in a  
6 recession that you try to do counter-cyclical  
7 spending of this type. And I would hope that the  
8 WIB would be the place 'cause I thought this was  
9 sort of relevant to the bill.

10 We're looking for the place that's  
11 going to say you know what, here's how in a tough  
12 time we decide where to focus our tax levy dollars  
13 and where to focus our cuts. Now you could  
14 disagree with me and say actually we think at this  
15 moment--and you mentioned literacy many times and  
16 so I agree literacy is important, whether or not  
17 you're going to do a site visit with the Speaker  
18 on it.

19 But I guess I would argue that I  
20 think subsidized and transitional employment is  
21 that. And so there's really two questions there.  
22 One, have you taken a look specifically at it to  
23 say that this is a strategically important thing  
24 at this moment? And two, do you help decide how  
25 to spend scarce tax levy dollars on the smartest  
workforce development, job training, job placement

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3 programs given scarce resources?

4 MR. WEINBERG: The answer is yes  
5 and yes. This is clearly an area of interest to  
6 us. And as the largest, I guess, implementer of  
7 transitional jobs, we work closely with our  
8 partners at HRA on this, and look broadly across  
9 the City where there are other opportunities to  
10 implement transitional jobs, subsidized wages and  
11 other types of work supports for New Yorkers--

12 COUNCIL MEMBER LANDER:

13 [Interposing] Okay so since you said yes to my  
14 question, have you taken a stand that it's an  
15 important time to invest in transitional and  
16 subsidized jobs with scarce tax levy dollar? I'd  
17 love to see whatever document it is that that was  
18 done in because I think as we consider in the  
19 Council how to work with the Administration on the  
20 budget, if that has been stated as a priority by  
21 the WIB, I'd love to get it in writing. So both  
22 in our advocacy Federally and at the State level  
23 but also as we think about the City budget, we  
24 could take that under advisement.

25 MR. WEINBERG: Right. This is not  
an area where the WIB has put out a position paper

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3 on this but it's certainly an area of interest  
4 that we are working with our partners to determine  
5 how we have the best resources we need to serve  
6 New Yorkers.

7 COUNCIL MEMBER LANDER: Okay. I'll  
8 end this line of questioning but I'll just point  
9 out that isn't what I asked. I asked have you  
10 helped us try to figure out what to prioritize in  
11 scarce times. And it sounds to me like the answer  
12 is no. Like you agree that it's good and we could  
13 all agree it's good but we have to make tough  
14 choices right now. We don't have the resources  
15 that we need.

16 And while I totally agree the WIB  
17 should figure out for disconnected youth, for  
18 summer youth employment, let's get every possible  
19 penny of State and Federal dollars and match it to  
20 the area that it can go for, with scarce tax levy  
21 funds which don't have those restrictions, we need  
22 to help and guidance making those decisions about  
23 what makes the most sense. So I mean you can hear  
24 my point of view that I would like to see the  
25 transitional jobs be that--

MR. WEINBERG: [Interposing] Yep.

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3 COUNCIL MEMBER LANDER: --but what  
4 I think the hearing is about is how is the City  
5 making those decisions. And I think with lots of  
6 respect for the great work that happens at the  
7 WIB, it's unclear whether that is happening. And  
8 I guess what I'll just add is--and I'll make--it's  
9 unclear whether that's happening with data. You  
10 know, one of the great hallmarks of the Bloomberg  
11 Administration is collecting data on what works.

12 MR. WEINBERG: Um-hum.

13 COUNCIL MEMBER LANDER: Trying to  
14 figure out for a given investment against a given  
15 goal what are the outcomes and how do we figure  
16 out whether this is a good place to continue  
17 investing, not always easy to compare those  
18 investments, you know, apples to apples, 'cause it  
19 costs more to provide extra services for people  
20 that are more disconnected, may need additional  
21 services. But it doesn't sound to me like there's  
22 a place that collects data on what's working and  
23 then helps evaluate that data across similar goals  
24 with different populations.

25 MR. WEINBERG: So just to go back  
for a quick moment to your comment on transitional

3 jobs. This is an area that we feel is good policy  
4 and a priority for us. And so clearly we work  
5 with our partners and the Mayor's Office to figure  
6 out, you know, in a world of scarce resources, how  
7 we can best ensure that we are balancing the  
8 multiple priorities that we have. But as far as  
9 is this an area that we think is worth continuing  
10 investment, absolutely.

11 As far as a place where we collect  
12 data, we do have a team that is constantly  
13 analyzing, we leverage the good work of our  
14 partners and agencies at the Center for Economic  
15 Opportunity to ensure that we are constantly  
16 looking and taking a broad view at what's working,  
17 what's not working, where are we getting good  
18 return and how do we continue good investments on  
19 behalf of our City.

20 COUNCIL MEMBER LANDER: Okay. All  
21 right. And then just one more set of questions,  
22 following up a bit on what Council Member Reyna,  
23 one of the Chairs today, asked in relationship to  
24 the Economic Development Corporation, the  
25 connections between our workforce strategy and our  
economic development strategy.

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3 And I'm going to--while I agree  
4 with her questions and the line of thinking that  
5 we'd be better off if we had a first source hiring  
6 policy that required subsidized, you know,  
7 businesses who are receiving subsidies through the  
8 IDA or other subsidies to have to hire through the  
9 Workforce One Centers, I'm going to take my  
10 questions in a little bit of a different  
11 direction. I guess what I'd love to know is does  
12 the WIB thinking, the Labor Market Information  
13 Service which I was looking at while you were  
14 speaking, does that drive our economic development  
15 policy?

16 It sounds to me like you gather  
17 information on what's happening in the private  
18 sector and try to gear training programs to help  
19 people get into growing sectors of the economy.  
20 Very smart thing to do. But I haven't heard  
21 anything about whether we're using our economic  
22 development tools in deciding where to put them  
23 based on where we think good jobs could be created  
24 for folks who are unemployed or, you know, are  
25 under employed.

And, you know, we've, you know,

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3 Deputy Commissioner Kamath and I have now talked  
4 about this in a couple of hearings. It's great  
5 that there is a matching program on some of those  
6 investments but it's not the same as saying the  
7 first goal of our economic development policy  
8 should be to provide those subsidies in the places  
9 where unemployed and under employed New Yorkers  
10 would have the best shot at getting good jobs.

11 And so since we've got this great  
12 Labor Market Information Service and all the data  
13 and coordination of the WIB, wouldn't it make  
14 sense to use that to help us decide through the  
15 Capital Resources Corporation and the IDA and the  
16 EDC where to target our economic development  
17 dollars? And what could we do to take next steps  
18 in that direction?

19 MR. WEINBERG: Great. Well I would  
20 just point out and I in part echo the comments  
21 that Angie and others have mentioned. We do work  
22 closely with EDC. As a WIB, as members of the WIB  
23 there are several instances where there are shared  
24 resources in the case where there is joint  
25 staffing between EDC and SBS in trying to identify  
how to best ensure that our economic development

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3 efforts are linked to our hiring and workforce  
4 efforts.

5 We work closely with EDC on our  
6 Labor Market Information Service in ensuring that  
7 we have good data out there. And so this is a  
8 close partner of ours. And we have a strong  
9 interest as a WIB in making sure that we are  
10 identifying employers to the City in neighborhoods  
11 where there are good jobs and we can then use good  
12 labor market data to inform our provider community  
13 and our agencies on how to make that connection  
14 into the workforce.

15 COUNCIL MEMBER LANDER: So that's a  
16 good answer and I accept that it's a lot of work  
17 just to have that side of the partnership but it's  
18 a one side--what you describe is a one-sided  
19 partnership. We use data to--and our workforce  
20 tools to try to train people for jobs that are  
21 being created in the private sector.

22 What I guess I'm asking is we also  
23 give out a lot of subsidies. Shouldn't those be  
24 organized by where we think we can create the job  
25 opportunities that folks in your system need? We  
can't do that mostly in the private sector. The

3 private sector is out there creating jobs and  
4 largely workforce development policy has to mirror  
5 that. But where we're going to give tax breaks or  
6 subsidies or incentives, shouldn't that be  
7 informed by where we think we want to and can  
8 create good jobs for low income New Yorkers?

9 And what's the, you know, that's  
10 sort of the other half of the partnership. And  
11 that's a question for the EDC and the IDA and not  
12 exactly for the WIB. But I'd love to know if it  
13 was happening and if not how we might extend on  
14 what you've built to make it happen more.

15 MR. WEINBERG: I would just, in the  
16 absence of having, I think, EDC here to respond to  
17 that, I'd just say that we share it. Economic  
18 development has to go both ways. It's the exact  
19 reason why we took workforce and put it in Small  
20 Business Services to make sure that we are  
21 simultaneously thinking about the needs of our  
22 businesses and of our workforce.

23 So I will make note of this and we  
24 will be sure to follow up with EDC and continue to  
25 look for opportunities to strengthen that loop  
that you talked about. Good jobs and good career

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3 pathways are a critical part of making sure that  
4 we have the prosperity that we need in the City.  
5 And so we will continue to make that a focus.

6 COUNCIL MEMBER LANDER: Thank you.

7 CHAIRPERSON SANDERS: Thank you  
8 Sir. Very good questions there. Let me do this  
9 as we try to conclude this panel. There are other  
10 worthy panels also. Let's see. I want to request  
11 from you, Department of Small Business Services,  
12 I'd like to see a copy of a list of the jobs that  
13 the Centers have provided and the titles that have  
14 gone along with those jobs. That helps me to  
15 determine the quality of the jobs.

16 I also want to speak of, just a  
17 technical point, back to the WIB. You mentioned  
18 the good relations that you have with the Speaker.  
19 Why isn't a member of the Council, perhaps the  
20 Speaker, on the WIB board? We have a state here.  
21 We are kind of stakeholders here. That's a  
22 rhetorical question Sir. Please take it back and  
23 don't answer that one. I want you to stay  
24 employed. We don't need you going to that center.

25 [Laughter]

CHAIRPERSON SANDERS: If you would

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3 be kind enough to take that back, you see we're  
4 dealing with a type of alphabet soup. And it's  
5 hard to deal with. I hear all kinds of alphabets.  
6 I've heard IDA, TANF, HRA, DOE, SBDC, DHS, DSBS,  
7 Department of Probation; we didn't even get to  
8 CDBG. And we didn't get to CBAs, Community  
9 Benefits Agreements. All of these are, can be,  
10 worthy tools in the right hands. Worthy tools.  
11 I've heard a lot of conversation that we are doing  
12 and I'm really having a hard time seeing the  
13 difference between the WIB board and think tank.

14 The WIB board is a great place and  
15 it has a lot of good ideas but it's the  
16 implementation that I'm most concerned about. How  
17 do we decide, and I don't care which direction--I  
18 care a little, which direction we need to go in,  
19 we just need to all go in the same direction.  
20 Even if it's not the best one by going in the same  
21 direction we can figure out the best one.

22 I see that Council Member Lappin's  
23 idea has value under those conditions because it  
24 is starting to focus us in a direction that not  
25 only do we need to be around the table and at your  
great table there are people missing. The IDA is

3 mot at the table. Community Benefits Agreements  
4 and we have some mega-ones are not really at the  
5 table. But we need to figure a way to say that if  
6 green jobs are the way, as an example, we're going  
7 to put our money where our mouth is.

8 We're going to say that New York  
9 City will invest \$10 million, \$100 million,  
10 whatever the number is, and that money will come  
11 from all of the people around this table. And  
12 until that day when we can get to that point of  
13 saying this is the way to go and each will  
14 contribute according to what you have, we  
15 understand that there are regulations.

16 Once you say government, you've  
17 said regulations. Once you say that you have  
18 different Federal, State and City funding streams,  
19 you've said a world of regulations. We understand  
20 that. But I also understand that this is New York  
21 City. And in New York City we manage to find a  
22 way to make it work in spite of. That we just had  
23 that type of entrepreneurial spirit here that we  
24 are going to make this place work.

25 And I look for the day when the WIB  
or any board if it's not the WIB then it should be

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3 someone has the ability to herd cats. And that's  
4 what we're really speaking, the ability to herd  
5 cats, to bring different agencies with different  
6 agendas together and say we are all going this  
7 way. And if that, and I don't mean the Mayor, I  
8 mean a person and an organization, something. I  
9 will let you have your closing statements here.  
10 I'm sure you may see it slightly--oh I'm sorry, oh  
11 my, my. Well at least I've been consistent.

12 CHAIRPERSON WHITE: Okay.

13 CHAIRPERSON SANDERS: Before you  
14 got here I messed up everything else, Council  
15 Member White. So we could not have this conclude  
16 without me messing with you too. My Co-Chair in  
17 dealing with this and the audience themselves can  
18 say that I have been consistent. Council Member  
19 White.

20 CHAIRPERSON WHITE: Hello how are  
21 you? Can you hear me? Okay. I'm Council Member  
22 White. I'm the Chairman of the Economic  
23 Development Committee. One of the things that has  
24 always interested me is I see here where there's a  
25 statement, you know, in the Mayor's Fiscal Year  
20111 Preliminary Budget, it will affect the

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3 current and future initiatives. What are the  
4 future initiatives? Do you know?

5 MR. WEINBERG: Pardon, I'm not  
6 clear on what you're referring to.

7 CHAIRPERSON WHITE: Okay. Strike  
8 that. You know there's a 37% cut in Federal  
9 workforce funding over the past five years, is  
10 that correct?

11 MR. WEINBERG: That is correct.

12 CHAIRPERSON WHITE: Okay. How do  
13 you, and I always hear this, and he said a word  
14 I'm going to get to that, how do you do more with  
15 less? That has always interested me. Because if  
16 we could do more with less then that means we've  
17 got more than what we should have right now. Now  
18 do you do more with less?

19 MR. WEINBERG: Well I would start  
20 by saying that we as a City have taken a huge hit  
21 in our funding, in our Federal funding. And I  
22 think what was once \$115 million in 2001 is down  
23 to about \$60 million in Federal WIA funding and it  
24 keeps going down. And so we ask ourselves this  
25 question constantly.

Part of the answer is by getting

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3 smarter and working more efficiently. And we now  
4 have built a Workforce One system in the City, for  
5 example, that had 160,000 people walk in the doors  
6 last year. And that put over 25,000 to work. And  
7 we were able to do this by leveraging a scaled  
8 system that is working smarter than ever.

9 The other thing we know about doing  
10 more with less that it takes more partners. And  
11 it's exactly why the spirit of this bill is so on  
12 point for the financial world we're living in  
13 right now. We know we can't do it. We can't  
14 tackle literacy as a workforce system if we don't  
15 partner with our friends at CUNY and Department of  
16 Education and DYCD and our provider community.

17 We weren't able to get the  
18 placements we had in the Workforce One systems  
19 without the hundreds of community based  
20 organizations that were referring the jobseekers  
21 that they were case managing into our system and  
22 into the jobs that, by the way they did an  
23 excellent jobs of referring for and placing I  
24 think 5,000 [off mic] 4,500 New Yorkers into jobs.  
25 So we can't do it alone.

We did it by working with NYCHA and

3 the 2,000 placements that they had and we did it  
4 with our training partners where we issued over  
5 10,000 training grants this past year and placed  
6 over 5,000 into jobs. We can't do this in a  
7 resource constrained world alone. And it's why as  
8 a WIB we take so seriously this charge that you've  
9 given us and are articulating today around how do  
10 we do more with less, how do we thread this  
11 together, how do we harness the resources we have.  
12 It's why we're experimenting with programs like  
13 Scholars at Work that was discussed earlier where  
14 we're connecting CTE schools with the adult  
15 workforce system.

16 We can't duplicate a job system  
17 within the CTE schools but we certainly can  
18 leverage the resources we have in the Workforce  
19 One Career Centers. So it is a challenge. We are  
20 open to good ideas wherever they come from. We  
21 are not there yet.

22 We are on this path; we feel a very  
23 positive one. But we do not have all the answers.  
24 And so as we march down this path and try to  
25 address that unemployment situation that none of  
us finds acceptable, we will just continue to

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3 innovate and continue to become more efficient and  
4 continue to collaborate on behalf of the  
5 businesses and workers of the City.

6 CHAIRPERSON WHITE: Nice speech. I  
7 saw an interesting program Sunday on TV 1. And it  
8 was a group from the National Urban League and a  
9 president, a couple of presidents from various  
10 colleges. And they were over in China. And you  
11 know what they were doing in China? They were  
12 over in China because no one has ever really  
13 clearly defined green jobs for me.

14 Okay, it's like saying affordable  
15 housing. I don't know what that means. I know  
16 what the word means but in terms of dollars and  
17 cents what does it really mean. They were over  
18 there seeking knowledge, seeking exchange  
19 students, seeking curriculum to introduce into  
20 their various colleges in order to prepare  
21 individuals to meet the demand and be in the  
22 business of green jobs, not just a job, but  
23 regional ownership like distributorships, like if  
24 you opened up a store and you wanted to get Boars'  
25 Head turkey. And you call Boar's Head. You could  
not get a direct order from them. They will tell

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3 you you would have to call Philip Weinberg because  
4 he has that region. And we would have to purchase  
5 from him.

6 My concern is that we put a lot of  
7 emphasis on going green and green jobs but what  
8 about the ownership and the distributorship of  
9 those commodities, I mean those things that are  
10 needed in order to go green, in order to provide  
11 jobs. You know, like the lumber yards, okay, you  
12 know, they become the future suppliers of green  
13 fixtures and other things. Solar paneling,  
14 etcetera, etcetera.

15 I don't hear any of that going on.  
16 I hear the same thing about getting somebody a job  
17 whereby if those individuals with the technology  
18 could learn in higher education, they can be  
19 future owners and managers of various areas and  
20 districts in particular the districts we talk  
21 about the ones that are not as well educated.  
22 They may have a very good interest.

23 This may fall into the old  
24 vocational category but let's say vocational high  
25 tech or high tech vocational kinds of training. I  
don't know and maybe it does exist of any

3 institution of higher learning that is teaching  
4 for the future for ownership, production and  
5 management of green job industry, not a green job  
6 job. Could you help me with that?

7 MR. WEINBERG: So for a fear of  
8 making another speech, I'll just share. We also  
9 don't have the answers on green jobs. The one  
10 thing we do know as a City is that when these new  
11 opportunities emerge, whether it's a current job  
12 that we're up scaling for or a new job, we want to  
13 be positioned to take advantage of it. So we have  
14 as a WIB true to this mandate that we discussed  
15 about convening and formulating policy with our  
16 City's best and brightest, we are working with  
17 CUNY in fact the Center for Sustainable Energy in  
18 the Bronx, and we do have representatives from  
19 CUNY here as well.

20 We hosted a forum last week with  
21 many of our City's employers and labor unions,  
22 from 32 BJ to we had Con Ed and Johnson Controls  
23 and GE, and we had NYSERDA and other key leaders  
24 in this to help us think through how do we  
25 commercialize on green jobs. How do we take good  
business concepts and turn them into real

3 opportunities? And then how do we work with our  
4 provider community, whether it's CUNY or our  
5 nonprofits groups, CWE, which, you know, is one of  
6 the large providers now, thanks in part to a large  
7 Federal stimulus grant on green jobs, how do we  
8 make sure we're equipping folks?

9 And so the short answer is we want  
10 to get there. We don't want to miss opportunities  
11 as a City and we have a good start. We've got a  
12 green economy plan in this City that has taken the  
13 best ideas from around the City, 30 initiatives, a  
14 million trees, planting trees and how to work with  
15 companies like Green Depot that's providing home  
16 supplies and helping to skill up their workforce  
17 so they're earning higher wages. We've got a lot  
18 of pieces and we as a WIB are playing the role  
19 that you're looking for here.

20 Who's looking at the big picture?  
21 And who's helping us move down the road to get  
22 there? And green jobs is not the only place we  
23 are doing this. We are doing it in health care,  
24 in transportation, and you name a place where we  
25 think there are jobs to be grown and then filled  
and we are focusing in. And certainly green jobs

3 is one of those areas.

4 CHAIRPERSON WHITE: Well one of the  
5 things that I would like to see is green  
6 manufacturing. I don't know to what degree we  
7 import goods from abroad to go green. I don't  
8 know of any. And there's probably some. But I  
9 think that if you're talking about looking down  
10 the road and we're talking about a green economy  
11 and opportunity, that we should be in the  
12 manufacturing area. Manufacturing those things  
13 that are going to be needed.

14 And those training programs for  
15 people who are going to have to make various  
16 adjustments to new homes and existing homes.  
17 Solar paneling. I just came back from Israel and  
18 I was amazed. I was really amazed. I've seen so  
19 much solar paneling, okay? That does so much in  
20 terms of housing and keeps the hot water and we  
21 have a water tax. I mean there are things that  
22 are going on and we seem to be behind. Okay?

23 The number one city in the world,  
24 all right, and there are things around the world  
25 that are ahead of us. And instead of us going out  
and trying to get some of that knowledge and bring

3 it back home and develop it here, which in and of  
4 itself would create jobs, changing the curriculum  
5 in some of the institutions of higher learning and  
6 high tech so that people will be able to manage if  
7 not own these plants to employ people.

8 I think that's the way to go. I  
9 mean if we keep, we're collaborating, we're  
10 meeting with ourselves. Okay. You're meeting  
11 with HRA. You're meeting with the Institution,  
12 everybody's meeting. What I'm saying is as a  
13 suggestion and I didn't mean to say you made a  
14 good speech, I was just saying that to say it. I  
15 think you're representing very well. I think that  
16 one of the things that we've got to is we've got  
17 to see what we've got to do here at home.

18 We have to go aboard and learn and  
19 send some of our students abroad to various  
20 countries to learn what is being done to bring it  
21 back home. So that we can develop it even better  
22 because we know how to develop things very fast.  
23 I also saw the electric cars in Israel. There's  
24 four models that's going to be demonstrated herein  
25 New York City in the next couple of months. Okay?

[Off mic]

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2 CHAIRPERSON WHITE: Huh? Oh you--  
3 yeah I drove one too. Council Member Lappin drove  
4 one too. But I mean to see things going on around  
5 the world and here we're talking about jobs, I  
6 don't know how much money we put in the workforce  
7 to come up with 5,000 jobs which I don't think is  
8 a lot. I really don't--depending what the jobs  
9 pay. I'm just saying that my suggestion is we  
10 should broaden our scope and we should be  
11 partnering with other businesses around the world--  
12 -

13 [Ring tone on tape]

14 CHAIRPERSON WHITE: --that would  
15 fit into the workforce training--

16 [Ring tone on tape]

17 CHAIRPERSON WHITE: --that you want  
18 to give for what's coming down the road.

19 [Ring tone on tape]

20 CHAIRPERSON WHITE: Man that is a  
21 loud phone.

22 MR. WEINBERG: Great. Thank you.  
23 those points are very well taken.

24 [Ring tone on tape]

25 CHAIRPERSON SANDERS: Whoever

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3 claims that phone is in trouble. I'm going to--

4 [Ring tone on tape]

5 CHAIRPERSON SANDERS: --that phone  
6 is telling me that this panel has served its time.  
7 Let me say this. Let me thank you very much--

8 [Ring tone on tape]

9 CHAIRPERSON SANDERS: -for being  
10 here. I'm just--every time I leave these places  
11 on the one hand I am thrilled to hear of the good  
12 things that the City is doing but then I reach  
13 home and I have to walk past folk who are for all  
14 practical purposes out of it. And I am reminded  
15 of a Serb saying where they say that heaven is  
16 high and the Emperor is far away. And that's just  
17 a feeling that I get when I try to connect all of  
18 this good stuff and I go home and the need is just  
19 so great.

20 But thank you for the good work  
21 that you are doing. Continue to do it. We will  
22 continue this conversation.

23 MR. WEINBERG: Thank you.

24 CHAIRPERSON SANDERS: Thank you  
25 very much.

MR. WEINBERG: Thanks very much.

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3 CHAIRPERSON SANDERS: Call your  
4 next panel Sir.

5 COMMITTEE CLERK: Roger Green and  
6 Ed Ott.

7 [Pause]

8 CHAIRPERSON SANDERS: Well we'll  
9 make it work.

10 [Witnesses getting settled]

11 CHAIRPERSON SANDERS: Because we  
12 have so many panels we're going to move along.

13 [Off mic]

14 CHAIRPERSON SANDERS: I'm going to  
15 move this because we have one or two other  
16 panelists. And Assemblyman, why don't you be kind  
17 enough to identify yourself and start your  
18 testimony. Assembly Member Green.

19 MR. ROGER GREEN: Okay. Former  
20 State Assembly Member Roger Green. Thank you.  
21 I'm currently the Distinguished Lecturer in the  
22 School of Business and Department of Public  
23 Administration at Medgar Evers College and also  
24 serving as a Senior Fellow and Executive Director  
25 of the Dubois Bunche Center for Public Policy.

And I want to thank you, thank your

3 leadership of my good friends and colleagues in  
4 City Council for having the vision and insight to  
5 pull this particular hearing together at a time  
6 where I think we're really faced with a moral  
7 imperative to address the crisis of the  
8 unemployed, particularly in certain communities  
9 that have been historically marginalized as  
10 economically. And I think that's going to be the  
11 gist of my remarks.

12 I want, I've presented you with a  
13 proposal which is entitled The Thurgood Marshall  
14 Plan, which really came out of a commission from  
15 both the New York City Council Caucus, the African  
16 American and Latino and Asian Caucus, as well as  
17 the State African American and Latino and Asian  
18 Caucus that occurred a few months before the  
19 inauguration of Barack Obama as President of the  
20 United States.

21 About two months before his  
22 inauguration, the Urban League, Dubois Bunche  
23 Center, Community Service Society and others were  
24 summoned to a summit to begin the process of  
25 beginning to look at the potential for a workforce  
development initiative based upon the crisis that

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3 we were seeing unfolding. And this occurred in  
4 response to first the reality that prior to the  
5 collapse of global markets the unemployment rate  
6 for African American males was already at 50%  
7 within the City of New York. And so what we  
8 thought we needed to do was to begin the process  
9 of working to contextualizing some public policy  
10 that would address this particular issue.

11 At that time the Executive Director  
12 was a gentleman by the name of Owen Brown who had  
13 served as one of the Directors of Workforce  
14 development for the National Urban League. Owen  
15 is now a Senior Fellow at the Dubois Bunche  
16 Center. And I would say also that this document  
17 also was--other people contributed to it. It was  
18 John Flateau, who is a Senior Fellow at the Dubois  
19 Bunche Center, now serves as Deputy Chief of Staff  
20 for John Sampson, the Majority Leader of the  
21 Senate. And Congressman Major Owens who is a  
22 Senior Fellow at the Dubois Bunche Center who was  
23 the first poverty czar for the City of New York  
24 before being elected to the Senate. In Congress  
25 he served as the Commissioner of the Council  
Against Poverty. He contributed to this paper.

3 And finally Dr. Joan Fonseca who was appointed as  
4 by former President Bill Clinton as the Director  
5 of National Minority Business Development under  
6 the late Ron Brown and the Department of Commerce.  
7 She is also a Senior Fellow at the Dubois Bunche  
8 Center.

9 So we attempted as best as possible  
10 to pull together the intellectual capital at the  
11 Dubois Bunche Center to come up with this  
12 particular document. I would like to point you to  
13 pages 7, start there, which calls for a  
14 legislative policy action for a plan, for  
15 workforce development. I would like to do this in  
16 context with Councilwoman Lappin's proposal. I  
17 want to put it all together if I can.

18 And say first that we agree that  
19 there should be a Skill and Education czar,  
20 absolutely agree with that. That there should be  
21 some person that coordinates all of these  
22 resources. But we would say that the coordination  
23 of the resources would be the form. What we call  
24 for the substance of the resources being targeted  
25 to communities that have been economically  
marginalized historically and that were already

3 faced with long term, chronic unemployment. We  
4 think that has to be a priority of in fact you  
5 establish any office of this nature.

6 And in that context our first step  
7 that we propose is the establishment of what we  
8 would define as recovery neighborhoods. Recovery  
9 neighborhoods. And they would have the following  
10 indices: high rates of long term, chronic  
11 unemployment; large concentrations of disconnected  
12 youth; older public and private buildings in need  
13 of retrofitting by example which would be linked  
14 to, you know, the green economy; a  
15 disproportionate low performing schools;  
16 underdeveloped and minority and local business  
17 infrastructure; underdeveloped commercial  
18 corridors; and high rates of incarcerated and  
19 formerly incarcerated persons.

20 These definitions in part come out  
21 of the work of the City Council that you  
22 commissioned to begin to look at not just the  
23 economy of the City but also how some  
24 neighborhoods have been more marginalized than  
25 others, as a result of the challenges that we find  
in our economy. And I want to commend in

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3 particular Councilman Albert Vann who is  
4 Chairperson of the Community Development Committee  
5 who began looking at this and worked with the late  
6 Walter Stafford at NYU to look at what is defined  
7 as Human Development Index and this is basically  
8 what we're talking about.

9 A HDI, Human Development Index  
10 which the United Nations now uses to look at  
11 poverty and underdevelopment in communities around  
12 the globe. We think it makes sense for the City  
13 of New York to begin to look at that standards,  
14 particularly given the fact that neighborhoods  
15 like Fort Green, Farragut, South Jamaica, the  
16 Harlem and you name it, the South Bronx have some  
17 of the same indices that you find in other  
18 underdeveloped neighborhoods.

19 So we call for a recovery  
20 neighborhoods because it's not enough to attempt  
21 to coordinate these resources and then have a wide  
22 dispersal of the resource throughout the City if  
23 in fact we're not going to address those  
24 communities that have been hardest hit. So we  
25 would define these as recovery neighborhoods.

Step two, the establishment of

3 recovery and opportunity trust fund. We believe  
4 that through public policy coordination between  
5 State and City lawmakers that you need to create a  
6 fund similar to what the State of Massachusetts  
7 did in the establishment of what's called State of  
8 Massachusetts Workforce Development Fund, where  
9 you coordinate WIA, TANF, Green Collar, workforce  
10 development resources to be used specifically for  
11 job training for residents within the proposed  
12 recovery neighborhoods.

13 Subsidized pre-apprenticeship and  
14 apprenticeship training programs that could be  
15 secured via the use of TANF funds and I would  
16 remind the leaders here that in the State  
17 legislature a few years ago, and Joe would  
18 remember that, that Roberto Ramirez, which I was  
19 serving as Chair of the Joint Budget Conference  
20 committee on Human Services, former State  
21 Assemblyman Roberto Ramirez who was then  
22 Chairperson of the Social Services Committee  
23 enacted the legislation called Wage Subsidies.

24 And the Wage Subsidy can provide  
25 subsidized pre-apprenticeship and apprenticeship  
training that is sorely needed. All right. We

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3 had a meeting with the head of the building trades  
4 who said they would actively support that if in  
5 fact we could reenact those resources. It's  
6 already in statute. It's really a question of  
7 driving those resources through this particular  
8 program and then targeting them again to the  
9 unemployed in these recovery neighborhoods.

10 And of course for 50% match to  
11 trade unions as well as employer partnerships.  
12 And we think that most of the resources should  
13 obviously go to the trade unions because I happen  
14 to believe that the first anti-poverty program  
15 that we had in this nation was organized labor.  
16 And that the real question is how we create open  
17 shops to ensure that the demographics within the  
18 trade unions reflect the demographics in the City.

19 You now represent, particularly  
20 people of color, the predominant elected voices in  
21 the City Council and that serves as a barometer of  
22 the future demographics of the City as well as  
23 what's going on within our workforce. So it makes  
24 a lot of sense to begin to look at how we can  
25 reinforce that reality.

The Recovery and Opportunity Trust

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3 Fund would have a special set-aside for minority  
4 owned businesses. If in fact Small Business  
5 Services is part of this formulation, my question  
6 has always been why is it that small businesses  
7 who are defined as minority businesses never get a  
8 piece of the action. And so we need to ensure  
9 that as part of this definition of the formulation  
10 of these coordinated services that Small Business  
11 creates an appropriate set-side that minority  
12 businesses are able to secure subsidized  
13 employment and transitional services for the  
14 workforce that they would bring into their  
15 businesses, most of whom would in fact be people  
16 of color. All right.

17 Then on page 8, which I think is  
18 very important, step 3 would be to amend the 1947  
19 Apprenticeship Training Law. Only for New York  
20 City, we're not saying for the entire State 'cause  
21 politically we don't think we can do it for the  
22 entire State. But we could do it for the City of  
23 New York given the fact that the caucus is the  
24 African American, Latino, Asian Caucus is the  
25 largest block in the New York City State Assembly  
Delegation and also the, I think, the desire on

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3 the part of the City Council to bring about this  
4 change as well. Why this is important is because  
5 under the current law we are required to provide  
6 4,000 hours of time on task to secure an  
7 apprenticeship training certificate which is good.  
8 We don't say we should change that. What we need  
9 to do is look at how that 4,000 hours can be  
10 applied to existing schools that is called career  
11 technical schools, what Councilwoman Reyna had  
12 alluded to.

13 If in fact those resources are  
14 targeted to automotive or to some of the existing  
15 career technical schools or for that matter to the  
16 creation of new schools, you know, even public  
17 charter schools similar to what the Laborer's  
18 Union did in Rhode Island. Laborer's Union in  
19 Rhode Island has a school where in which students  
20 receive their pre-apprenticeship and  
21 apprenticeship training while they're in school,  
22 in the high school. And they graduate with a  
23 certificate of mastery and a diploma and a union  
24 card. And a union card.

25 Our failure in this school system  
is that we tend to retrain students after they've

3 dropped out, joined the underground economy and  
4 then we have to go through the whole process of  
5 social reorientation and other kinds of issues  
6 which we pay more money for. If you look at the  
7 European model that exists both in Japan--I mean  
8 in Germany and in France, pre-apprenticeship  
9 training and apprenticeship training occurs during  
10 the school year.

11 Now it might mean that we have to  
12 extend the school year between 9<sup>th</sup> to 12<sup>th</sup> year  
13 cycle, maybe 9 to 13 year cycle but that's okay.  
14 So long as we get it done. And perhaps also link  
15 these schools up to the community colleges that  
16 exist so that we can track up as opposed to track  
17 down as part of the pedagogy for the schools.

18 So this is what we would propose.  
19 So that's one page 8. That is amending the 1947  
20 Apprenticeship Training Law for New York City  
21 alone. Not for the State, but for New York City  
22 alone.

23 And finally again we also talked  
24 about the concept of creating these Educational  
25 Opportunity Academies that would, again, provide  
the coordination of these resources so that we

3 could in fact really create a model to finally  
4 transition the unemployed into the workforce. And  
5 again we're talking about the linkage with  
6 organized labor, critical. And because once you  
7 get a union card you're most likely to get a  
8 living wage. Because that's what this is about.  
9 We really want to defeat and reduce poverty in New  
10 York City. It's not just a job but it's also  
11 about a living wage.

12 So this is what we propose. So I  
13 honestly believe that your proposal is  
14 outstanding. Just believe that the coordination  
15 of resources have to--you have to look at existing  
16 public policies that wouldn't have to be changed  
17 and then also how that should be targeted to those  
18 communities that have been hardest hit as a result  
19 of the crisis of the unemployed.

20 And I want to cite Fiscal Policy  
21 Institute's study as an example, West Brooklyn  
22 which consists of Prospect Heights, Park Slope,  
23 Brooklyn Heights, Red Hook, within those  
24 communities the unemployment rate for White males  
25 is 3.8% but the unemployment rate in the Goanis  
Housing Project within those same neighborhoods of

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3 West Brooklyn is over 50%. Over 50% for African  
4 American and Latino males. This is a recent  
5 report of the Fiscal Policy Institute.

6 So our proposal is called the  
7 Thurgood Marshall Plan. And it speaks to also the  
8 historical reality. We need a Marshall Plan but  
9 not named after General Marshall, we're saying  
10 named after Thurgood Marshall who was the  
11 architect of economic opportunities for and  
12 equality for people within our society having been  
13 the chief architect of the dismantling of the  
14 apartheid school system within the United States  
15 as a result of the Brown v. Board of Education  
16 decision.

17 And we still have a way to go to  
18 ensure that our training centers and our training  
19 schools are in fact formulated in a way that  
20 creates real opportunity and diversity. And I do  
21 know that things have changed. I'm sitting next  
22 to two gentlemen in particular who I think have  
23 done a great deal of work in changing the mindset  
24 and the consciousness within the labor movement,  
25 trade union movement. And things have changed.

We also know that the demographics

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3 are changing. Reports have indicated that within  
4 the next seven to ten years many of those who are  
5 currently in organized labor in the trades in  
6 particular will be retiring. And unless we find a  
7 way of creating a new pipeline and new forms of  
8 matriculation that would drive additional people  
9 into the trade unions, particularly the trades,  
10 and in this case there would be mostly children of  
11 color. We're going to lose this great  
12 infrastructure that has been in my humble opinion  
13 the real anti-poverty institutional forces within  
14 our society.

15 So I'll finish up by saying again I  
16 want to thank you for giving me an opportunity to  
17 present this paper. Unfortunately Congressman  
18 Owens and Owen Brown weren't able to be here.  
19 They're teaching classes today. But I want to  
20 really thank you for giving us an opportunity to  
21 present this paper that had been commissioned by  
22 your African American, Latino and Asian Caucus.  
23 And we hope to work with you in the days ahead.

24 One last thing, I was appointed  
25 recently by your former colleague John Liu,  
Comptroller John Liu to the Taskforce on Community

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3 Benefit Agreements. And I do think that that's  
4 something that should be incorporated as part of  
5 this whole process. And I'll talk about that  
6 perhaps when you open it up for questions. But  
7 thank you very much.

8 CHAIRPERSON SANDERS: Thank you.  
9 And congratulations for your appointment. Sir.  
10 You waited long enough--

11 MR. ED OTT: [Interposing] Thank  
12 you. That's right. It was worth waiting. I want  
13 to associate myself with the previous gentleman's  
14 remarks. I'd like to be part of that Marshall  
15 Plan. My name is Ed Ott. I'm currently part of  
16 the senior staff at the Consortium for Worker  
17 Education and Distinguished Lecturer at the Joseph  
18 Murphy Institute at the School of Professional  
19 Studies at the City University. I'm accompanied  
20 by Joe McDermott the Executive Director of the  
21 Consortium for Worker Ed and it's nice to see  
22 everybody again.

23 The effort to provide a unified  
24 structure governing public dollars for workforce  
25 development has been a decades-old struggle in New  
York City. Funding is diversified and often

3 siloed. The task of worker up-skilling for job  
4 security, placement and promotion consistently  
5 relates to government mandates and sector demands.

6 While the marketplace of employers  
7 has specific expectations, workers can only  
8 participate where there is access. With the  
9 exception of the schooling systems of CUNY and  
10 DOE, government agencies structure training and  
11 placement around the strictures and mandates of  
12 funding streams. The vast majority of government  
13 dollars, Federal and WIA, through SBS are geared  
14 to immediately job placement with some workforce  
15 training.

16 TANF at HRA supports short term  
17 training and placement. DYCD receives WIA for its  
18 concentration of young workers. NYCHA spends its  
19 money on housing residents and the Department of  
20 Ageing on its target constituency.

21 To gather and reconcile these  
22 dollars under one umbrella for efficient  
23 management and oversight is a daunting task.  
24 There is no doubt that additional transparency  
25 would increase the viability of these workforce  
dollars by preventing overlap and providing

3 greater access for all workers.

4 The recent considerations of  
5 systemic workforce agency and a "workforce czar"  
6 has been discussed in other states and  
7 municipalities and it has made it onto the agenda  
8 of various workforce representatives in  
9 Washington. The primary reason is the continued  
10 fraying due to lack of sustained funding of  
11 programs for workers in the most burdened, low  
12 income, mostly minority neighborhoods. And you  
13 could reference the CSS reports, NYCHA  
14 unemployment of minority men, FPI report in  
15 December of '09.

16 The FPI report shows a correlation  
17 of low income neighborhoods with a \$20,000 to  
18 \$30,000 salary range and unemployment rates of  
19 over 16% for example the South Bronx, East New  
20 York. According to CEO's Advance at Work Project,  
21 350,000 workers are living in poverty. To quote  
22 their report, due to a lack of skills including  
23 limited English and an inability to access  
24 training, many working poor cannot secure  
25 permanent well paid jobs with growth potential.  
Employment opportunities for this population are

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3 often unstable, lack benefits and offer few  
4 chances for advancement or increased income. Low  
5 wage service workers for example are much less  
6 likely to receive health insurance through an  
7 employer as compared to all workers.

8 This description refers to the  
9 unemployed and the underemployed, low income  
10 worker. It applies even more so to the 200,000 18  
11 to 24-year olds with no high school diploma and  
12 the 300,000 others who are seeking employment.

13 The question at hand is what concrete and  
14 immediate investment is available to get  
15 additional workforce services to communities most  
16 in need?

17 A centralized workforce agency is  
18 an interesting idea but at this moment not timely.  
19 The Workforce Investment Board is another  
20 possibility. Established by WIA legislation in an  
21 oversight and advisory role, the Board has  
22 fulfilled an important function around the  
23 policies relevant to the Federal dollars for  
24 programs administered by SBS, DYCD and CUNY. Its  
25 involvement with SBS presents considerable  
evidence of a cooperative oversight role involving

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3 policy, training, outcomes, rates and  
4 accessibility.

5 To move into the unifier role the  
6 WIB has to add to its agenda and move beyond WIA  
7 and its government members have to put the dollars  
8 on the table which of course is not either an  
9 elective or easy task. At the last meeting of the  
10 WIB Policy Committee the CUNY representative made  
11 a motion to expand WIB's agenda to consider the  
12 crisis of unemployed, of unskilled, unemployed,  
13 the young unskilled underemployed, and the low  
14 income neighborhood with a 15% to 30% unemployed.  
15 No one suggests that our impacted neighborhoods are  
16 without workforce services.

17 The Department of Education's  
18 Learning Centers are spread throughout low income  
19 neighborhoods providing adult education, ESL, GED  
20 and computer classes for tens of thousands.  
21 CUNY's community college system also provides  
22 worker education in the South Bronx, Eastern  
23 Queens and Central and South Brooklyn, again, for  
24 tens of thousands.

25 Additionally there are 50,000 union  
members, residents of low income communities and

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3 union classes with skills upgrading certification  
4 and promotionals. There are also SBS One Stops,  
5 mega-job placement centers which operate in areas  
6 of high unemployment and have proved successful at  
7 getting jobs. As one of the recipients of  
8 workforce stimulus dollars the Workforce One  
9 Centers added staff, extended center hours,  
10 increased business outreach, and at a time of  
11 great disruption to worker confidence, represented  
12 an important effort to reduce anxiety.

13 And make no mistake about this  
14 being a time of collective anxiety relating to the  
15 loss of a job or a hour or an apartment or a  
16 child's school tuition. Getting help to get a job  
17 or at least having the conversation, the hope of  
18 getting a job, these are the steps necessary to  
19 relieve anxiety in a neighborhood suffering  
20 multiple economic burdens.

21 Neighborhoods have a collective  
22 mood. The best service providers are those  
23 existing as part of the community. The community  
24 representative of many services. New York among  
25 only a few other cities is fortunate to have an  
ingrown system of community representatives,

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community based organizations, CBOs.

3 CBOs, maligned and under funded,  
4 know the neighborhood, represent a welcoming open  
5 place; that place for the neighbor to go, to get  
6 advice, training and a job. Neighborhood  
7 residents can go and can stay, and come back.  
8 They sense they belong and bring in their friends  
9 and their families. Many CBOs are central to  
10 their neighborhood. Henry Street, So Bro, Bed-Sty  
11 Restoration. Some are fairly new and engendered  
12 with an enthusiasm to be available, be able to  
13 make things better for their constituency such as  
14 Brooklyn Workforce Innovations and the East River  
15 Development Association.

16 The key is that they are local.  
17 They give the resident a buy-in. They know the  
18 local businesses, the elected officials and  
19 particularly the Mayor of their constituencies,  
20 their local Council Member.

21 One of the most innovative programs  
22 in place to help workers in low income  
23 neighborhoods are the Council funded Worker  
24 Service Centers and the training and job placement  
25 program, Jobs to Build On. It is innovative since

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3 it is the only workforce system sponsored by a  
4 municipal legislature with Council Members having  
5 a role in providing under their aegis skills  
6 upgrading, training, and job placement program.

7 For five years the Council has  
8 sponsored worker education programs through the  
9 union based consortium for Worker Education to  
10 community based organizations. These Worker  
11 Service Centers refer participants to JTBO  
12 partners who operate training programs and place  
13 their neighbors in low income Council communities.  
14 This workforce structure with CUNY, auditor and  
15 Council finance oversight and with the  
16 participation and guidance of the Black, Latino  
17 and Asian Caucus is a dynamic and existing model  
18 for low income neighborhoods.

19 I thank you for this opportunity to  
20 testify before you on this very important topic.  
21 And I am happy to answer any questions you may  
22 have.

23 The Council program, just as an  
24 aside, you know, grew out of the CSS report which  
25 signified the disparate numbers in minority  
communities particularly among African American

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3 males high unemployment concentrated in particular  
4 neighborhoods. And the program was designed to  
5 respond to that particular crisis. And it has  
6 grown. Roger Green pointed out in his testimony  
7 about there is an infrastructure that exists. I  
8 would emphasize to the Council not to forget your  
9 own. It is citywide. It is deeply rooted. And  
10 it is highly effective. Thank you.

11 CHAIRPERSON SANDERS: Well put Sir.  
12 Mr. McDermott, are you going to join in this part  
13 of the conversation?

14 MR. JOE McDERMOTT: I'll do  
15 anything you want to.

16 CHAIRPERSON SANDERS: [Chuckling]

17 MR. McDERMOTT: I'll try not to  
18 talk about in the back like I did--

19 CHAIRPERSON SANDERS: [Interposing]  
20 [Laughing] Well since you're the senior man, we  
21 will...

22 [Laughter]

23 CHAIRPERSON SANDERS: We  
24 accommodate and of course I only meant that by  
25 rank.

[Crosstalk]

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3 CHAIRPERSON SANDERS: I only simply  
4 meant that by rank. Are there any questions of my  
5 colleagues for this esteemed panel? I do  
6 certainly have one but I yield to Council Member  
7 Reyna.

8 CHAIRPERSON REYNA: Thank you so  
9 much Mr. Sanders. I just wanted to ask, the CSS  
10 report, has it ever been discussed with  
11 prioritizing zip codes in the WIA board.

12 MR. OTT: When we first started  
13 engaging the Council on the CSS report and you  
14 remember at first the program was run through a  
15 different agency and it came to us. There was a  
16 lot of discussion on the part of the Council  
17 Members about targeting the particular zip codes,  
18 particularly in NYCHA housing where, I think it  
19 was Council Member James pointed out in her  
20 district that she had housing that is as high as  
21 70% unemployment rates among African American  
22 males. So yeah. It's been discussed. To the  
23 degree that we work with community based  
24 organizations, the effort gets targeted. But in  
25 terms of other programs, I don't know.

CHAIRPERSON REYNA: So your

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3 participation, and I won't assume, you do have a  
4 seat at the table with the WIA board.

5 MR. OTT: We're on the WIA board.

6 CHAIRPERSON REYNA: Right.

7 [Off mic]

8 CHAIRPERSON REYNA: Right. And the  
9 document itself, has it been reviewed amongst all  
10 stakeholders together?

11 MR. McDERMOTT: No.

12 CHAIRPERSON REYNA: Okay that  
13 answers my question.

14 MR. McDERMOTT: But there's a  
15 simple reality. When the document came out, you  
16 weren't surprised. Council Member White wasn't  
17 surprised. We all knew this was the situation.  
18 The fortunate part of that being written down is  
19 it put a spotlight, not on the crisis, on the  
20 pathology of class in our City. And so everybody  
21 rushed to the CSS report and David Jones is a  
22 powerful individual. And he was able to go to the  
23 Council and say do something about it. Councilman  
24 Sanders was one of the first, Larry Seabrook,  
25 Robert Jackson, Leroy Comrie, all jumped together  
and said we have to do something--

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3 CHAIRPERSON REYNA: [Interposing]

4 Don't forget the women in the Council--

5 MR. McDERMOTT: What?

6 CHAIRPERSON REYNA: Don't forget  
7 the women in the Council.

8 CHAIRPERSON SANDERS: They told us  
9 what to do.

10 [Crosstalk in the background]

11 MR. McDERMOTT: As you did two  
12 weeks ago and I followed through and then I had a  
13 call from Councilwoman James, now there's a call  
14 you don't want to get when you're walking on the  
15 street.

16 CHAIRPERSON REYNA: Thank you. I  
17 appreciate your honesty. And, you know, I'm  
18 concerned that a lot of efforts and, you know, I  
19 commend the planning and the discussions, it's  
20 just I feel like we're all working towards a goal,  
21 perhaps a similar goal, but in different  
22 directions. And, you know, having an opportunity  
23 to have all these stakeholders together and not  
24 utilize this document the way you have been  
25 fortunate and diligent in using, to not have it  
used by others, just seems to me is

counterintuitive--

3 MR. McDERMOTT: [Interposing] I--

4 CHAIRPERSON REYNA: --unless you're  
5 telling me that that document will not provide  
6 further opportunity.

7 MR. McDERMOTT: No. The document  
8 is shocking. So is, can I--I still call you  
9 Senator. Roger points out that just last month,  
10 James Pat [phonetic] put his finger on the  
11 different neighborhoods in this City.

12 Mr. GREEN: Right.

13 MR. McDERMOTT: I mean it's almost  
14 like you want to get Karl Marx back here. I mean  
15 within blocks you have a difference of 3%  
16 unemployment to 11% unemployment due to the  
17 housing developments in Auvern [phonetic] 72%  
18 unemployment. This--I don't know what to do. We  
19 are so far behind. And don't give credit as  
20 you're so kind to give credit to the unions 'cause  
21 we're losing. I mean consider the Kings Bridge  
22 battle.

23 MR. GREEN: Right.

24 Mr. McDERMOTT: We don't know what  
25 to do. We need more money. I mean look. Council

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3 Member White knows, last year we were before here  
4 and asked for \$10 million and we got \$5 million.  
5 Give me a break. We had to do the same thing  
6 without canceling programs. Good thing we had  
7 enough programs we could cancel the ones that  
8 weren't very good.

9 The reality is that these  
10 individuals that go to Henry Street, that go to  
11 Osborne, that go to an ex-offender program, they  
12 need help. And these places are great. And  
13 Robert Jackson has three of the greatest local  
14 community groups in one building. You know, it's  
15 one room. And people are always coming by. The  
16 reality is that CBOs and the Council have their  
17 hand on a real possibility, not siloed WIA  
18 dollars.

19 Not State Education Department of  
20 Ed dollars, but local homegrown, getting together  
21 with the local businesses in the neighborhood and  
22 the Housing Authority development and do  
23 something.

24 If we don't have the money then we  
25 have to get the spirit. These neighborhoods are  
dying and we use the word collective

3 consciousness, a pathology of existence. And we  
4 know that young people, middle aged people,  
5 unemployed, newly unemployed people are looking  
6 around for help. They don't want to sit home.  
7 They can't sit home.

8 And so members of the Council, you  
9 did a great thing five years ago. You got your  
10 own workforce development program. And I don't  
11 know what kind of monies you're going to have. I  
12 don't know what's going to happen in June. You've  
13 got to put money into your own program because the  
14 CBOs are the place that can have--the CBOs are  
15 Thurgood Marshall houses.

16 MR. GREEN: Yeah I think that's why  
17 we would recommend the formulation of what we  
18 would define as recovery neighborhoods, you know,  
19 that would have the HDIs, Human Development Index,  
20 you know, that was defined by one of you, you  
21 know, your Council Chairpersons working along with  
22 you. and really the historical narrative goes all  
23 the way back to the old Anti-Poverty Council  
24 Neighborhoods, quite honestly.

25 Having learned from some of those  
mistakes I would simply say that you would start

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3 with a focus on workforce development, looking at  
4 coordination of the American Reinvestment and  
5 Recovery Act, targeted there, align with all the  
6 other existing job training programs that just was  
7 signed just a few days ago, that you will be  
8 received as members of the City Council. And say  
9 that we need the resources but there has to be a  
10 way of looking at the disparities that exist  
11 between different neighborhoods. And the way to  
12 do it is the formulation of recovery  
13 neighborhoods.

14 CHAIRPERSON REYNA: And the--

15 MR. GREEN: [Interposing] In part.

16 CHAIRPERSON REYNA: --recovery  
17 neighborhoods exist through HDI you said?

18 MR. GREEN: Well. It's a concept  
19 called the Human Development Index--

20 CHAIRPERSON REYNA: [Interposing]  
21 Um-hum.

22 MR. GREEN: --and I know Dr.  
23 Walter Stafford from NYU was working on that with  
24 Councilman Albert Vann who is the Chairperson of  
25 the Committee on Community Development.

CHAIRPERSON REYNA: Um-hum.

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2 MR. GREEN: And he was really doing  
3 that with other--

4 CHAIRPERSON REYNA: [Interposing]  
5 I'm a member of that Committee so--

6 MR. GREEN: --that's what I know,  
7 that's what I was going to say--

8 CHAIRPERSON REYNA: [Interposing]  
9 Um-hum.

10 MR. GREEN: --he was doing that in  
11 conjunction with the other--

12 CHAIRPERSON REYNA: [Interposing]  
13 Um-hum.

14 MR. GREEN: --members of the  
15 Council.

16 CHAIRPERSON REYNA: Um-hum.

17 MR. GREEN: I think that's the  
18 starting point.

19 CHAIRPERSON REYNA: Um-hum.

20 MR. GREEN: And what we'd said is  
21 again the indices, some of the basic indices would  
22 be high rates of long term, chronic unemployment;  
23 large concentrations of disconnected youth which  
24 is already a designation in the census data.

25 CHAIRPERSON REYNA: Um-hum.

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2 ECONOMIC DEVELOPMENT AND SMALL BUSINESS

3 MR. GREEN: Older public and  
4 private buildings in need of retrofitting, that  
5 links it up to the green economy.

6 CHAIRPERSON REYNA: Um-hum.

7 MR. GREEN: Disproportionate low  
8 performing schools, DED, underdeveloped minority  
9 local business infrastructure, small business  
10 services, and underdeveloped commercial corridors,  
11 EDC, high rates of incarcerated and formerly  
12 incarcerated persons. You know why we need to do  
13 that.

14 CHAIRPERSON REYNA: Um-hum.

15 MR. GREEN: So my sense is that  
16 that would be some of the core definitions of  
17 recovery neighborhoods. That's where we would  
18 start. You would probably, through your own  
19 analysis and, you know, the work that you would do  
20 in studying this, you may want to tweak this.

21 CHAIRPERSON REYNA: Um-hum.

22 MR. GREEN: But there has to be  
23 some kind of definition that targets resources  
24 that will address the disparities that exist. And  
25 I talked again about 3.8% unemployment rate for  
White males in West Brooklyn and in the housing

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3 projects of Goanis and Red Hook, it's over 50%.

4 CHAIRPERSON REYNA: And what about  
5 Latinos?

6 MR. GREEN: Absolutely. I  
7 mentioned Latinos before you were here, excuse me.

8 CHAIRPERSON REYNA: No, no--

9 MR. GREEN: [Interposing] Yeah.

10 CHAIRPERSON REYNA: --I wanted to  
11 find out.

12 MR. GREEN: Yeah. Well it's the  
13 same. Actually that's the same number, it's  
14 African American and Latino males, the  
15 unemployment rate is over 50%.

16 CHAIRPERSON REYNA: Um-hum.

17 MR. OTT: In fact in the ages,  
18 it's--the younger the workers the higher it is.

19 MR. GREEN: Right.

20 CHAIRPERSON REYNA: Um-hum.

21 MR. GREEN: now those are the  
22 neighborhoods, just an example, West Brooklyn  
23 being Prospect Heights, Park Slope, Brooklyn  
24 Heights, Red Hook.

25 CHAIRPERSON REYNA: Um-hum.

MR. GREEN: You know, like that.

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2 ECONOMIC DEVELOPMENT AND SMALL BUSINESS

3 And so when you look at that, those are the  
4 disparities. And we can see it all over the City.  
5 Right.

6 CHAIRPERSON REYNA: I, you know,  
7 reading a book called Bargaining for Brooklyn.

8 MR. GREEN: Uh-huh. Okay.

9 CHAIRPERSON REYNA: If you haven't,  
10 right, read it.

11 MR. GREEN: Okay.

12 CHAIRPERSON REYNA: And it goes  
13 back and it gives you a history of the anti-  
14 poverty war and one of the designated  
15 neighborhoods was Williamsburg.

16 MR. GREEN: Um-hum.

17 CHAIRPERSON REYNA: And now  
18 Williamsburg was not what it was in the 1960s,  
19 gentrification has taken place, rezonings have  
20 taken place--

21 MR. GREEN: [Interposing] That's  
22 correct.

23 CHAIRPERSON REYNA: --a lot of our  
24 manufacturing, industrial spaces have been  
25 converted. And we have less area for industry to  
come in.

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2 ECONOMIC DEVELOPMENT AND SMALL BUSINESS

3 MR. GREEN: Right.

4 CHAIRPERSON REYNA: So, you know, I  
5 wonder how a study like this using HDI as the  
6 indicator of placing priority in neighborhoods so  
7 that we could have neighborhood revitalization  
8 will affect gentrified communities.

9 MR. GREEN: Um-hum.

10 CHAIRPERSON REYNA: Because no  
11 longer will you find, you know, you'll have a  
12 situation with like Letitia James' Council  
13 District where she expresses, she has pockets of,  
14 despite the gentrification, where--

15 MR. GREEN: [Interposing] Right.

16 CHAIRPERSON REYNA: --poverty is  
17 just concentrated. It's just shifting. And it's  
18 not, you know, eradicated in any shape, way, shape  
19 or form.

20 MR. GREEN: Right, absolutely.

21 MR. OTT: You know, before the  
22 Council Members were asking a lot of questions  
23 about the green economy. And we've been in a 35-  
24 year struggle at this Council to stop the  
25 conversion of industrial land to commercial as of  
right. We kind of threw the baby out with the

3 bathwater by not keeping enough industrial land  
4 back. It actually hurts our ability to compete  
5 for some of this--

6 CHAIRPERSON REYNA: [Interposing]  
7 Absolutely.

8 MR. OTT: --green tech, nanotech,  
9 etcetera. But it's not too late, you know, we  
10 did--

11 CHAIRPERSON REYNA: [Interposing]  
12 Right.

13 MR. OTT: --there's still. But we  
14 can't be afraid to plan. I mean the other piece  
15 of it is even waterfront; you need industrial  
16 waterfront in this town if you want any shot at  
17 the green economy. So we have to begin to really  
18 struggle on that.

19 CHAIRPERSON REYNA: Um-hum.

20 MR. OTT: But the loss of all that  
21 manufacturing dismantled traditional blue collar  
22 ladders, particularly for men. And we've never  
23 figured out another system of recovery.

24 CHAIRPERSON REYNA: Correct.

25 MR. OTT: Life being what it is.

MR. McDERMOTT: We were talking

3 about you the other day over at the Brooklyn Navy  
4 Yard with Andy Kimmel and talking about your  
5 constituency and how do we build out a workforce  
6 training and placement program from that now  
7 almost filled yard--

8 CHAIRPERSON REYNA: [Interposing]  
9 Um-hum.

10 MR. McDERMOTT: --after all these  
11 years. And your constituency.

12 CHAIRPERSON REYNA: Um-hum.

13 MR. McDERMOTT: And it's not, you  
14 know, that's not crossing a highway.

15 CHAIRPERSON REYNA: Um-hum.

16 MR. McDERMOTT: And somehow we've  
17 got to get that Navy Yard into your neighborhood.

18 CHAIRPERSON REYNA: Um-hum.

19 MR. McDERMOTT: Because they have  
20 more space. They've got things that we don't have  
21 anymore. They've got space. You lost Domino and  
22 you're going to get, you know maybe some, who said  
23 affordable houses, you did. Going to get  
24 something out of the CBA with CCS, whatever. But  
25 that is the classic example of what we have to  
look for. Some space, some mixed work, some kind

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3 of chance of government dollars paying for the  
4 training and the placement.

5 CHAIRPERSON REYNA: Right.

6 CHAIRPERSON SANDERS: Sir.

7 MR. GREEN: Yeah. You also  
8 mentioned the whole issue in reference to the zip  
9 coding, you know, in the terms of the relationship  
10 between the unemployed--I think that's important.  
11 And there was an experiment in terms of doing that  
12 with the Atlantic Yards project as part of the  
13 Community Benefit Agreement.

14 What I think needs to happen is  
15 that that's a concept that should be universal  
16 throughout the City and that it should be codified  
17 in law with appropriate transparencies and also a  
18 backup, maybe the Comptroller's Office having  
19 oversight, since he is already responsible for  
20 project labor agreements. That, I think, that's  
21 the way to go.

22 CHAIRPERSON REYNA: Um-hum.

23 MR. GREEN: And to work with  
24 organized labor to ensure that there's a realistic  
25 evolution in the growth of people of color into  
organized labor.

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3 CHAIRPERSON REYNA: Um-hum.

4 MR. GREEN: All right. Cohorts  
5 from different neighborhoods, that zip coded,  
6 based upon these recovery neighborhoods.

7 CHAIRPERSON REYNA: Um-hum.

8 MR. GREEN: You know. Nobody is  
9 suggesting we bum-rush this. You know, 'cause we  
10 couldn't, even if we wanted to. But you can do  
11 cohorts. You know, you can do cohorts and again  
12 if in fact we subsidize this via wage subsidies  
13 for pre-apprenticeship and apprenticeship  
14 training, I think we begin to grow the numbers  
15 that will complement the reality of the retirement  
16 that we're going to see in the existing workforce  
17 of the trade unions. I think that would be a way  
18 of looking at this in a way that would make sense.

19 CHAIRPERSON REYNA: And those  
20 discussions, are they happening at the WIA board?

21 MR. McDERMOTT: No.

22 MR. OTT: Not at all.

23 CHAIRPERSON REYNA: Okay. Thank  
24 you very much.

25 MR. McDERMOTT: No it's not all  
things. And Ms. Lappin is right in presenting an

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3 opportunity to discuss another possibility. But  
4 the WIA is there and they're good people. And  
5 they're open to and I had a long conversation with  
6 Councilman Sanders about this. I said they've  
7 gotten a buy-in. There are committees. But they  
8 don't know the other money. They don't know  
9 anything but WIA and Federal money. And that's  
10 not good enough.

11 And I thought Phil was very good  
12 today. He had answers. They are trying hard. In  
13 the meantime if you're looking for a czar or an  
14 agency, in the meantime give WIA its obligation.  
15 And I think Rob Walsh is open to this possibility.  
16 We've talked about it in the last year, we're  
17 dying Rob and you are out there with One Stops but  
18 not sufficient. You know. And the WIA is open.  
19 WIA is malleable. WIA is smart. WIA can be  
20 yours.

21 CHAIRPERSON REYNA: Right. And Mr.  
22 McDermott it's funny you mentioned the issue of,  
23 yes you have the Workforce One, Commissioner Walsh  
24 but it's not enough. And they don't have a  
25 breakdown by zip code of the individuals that  
they're servicing. And this is something that I'm

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3 going to work until I receive. Because it is  
4 important to me to know that by zip code we have a  
5 metric and following where these, the workforce  
6 labor interest is coming from by zip code and  
7 who's being placed from those zip codes in jobs.

8 MR. OTT: Just in terms of your own  
9 program, the Council funded program had built in  
10 certain protections including auditing behind and  
11 it's performance based. So it was almost like  
12 within 30 days of anything being done it was  
13 audited. It also gives a breakdown by zip code,  
14 by district of who actually gets the services  
15 wherever they access it in the City. It goes back  
16 to their neighborhood at the point of service.

17 MR. McDERMOTT: Like we know your  
18 district was 9,600, 9,300 of your constituents are  
19 in Council programs from your zip codes. We can  
20 tell that. But I don't know what else it tells  
21 me. Is your zip code better than somebody else's  
22 zip code? Okay.

23 CHAIRPERSON REYNA: Well maybe just  
24 better providers. I'm not too sure what, you  
25 know, I want--

MR. OTT: [Interposing] Well no

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3 doubt, local input from Council Members adds  
4 dimensions to these programs that are incredible.

5 CHAIRPERSON REYNA: Right. Thank  
6 you.

7 CHAIRPERSON SANDERS: Notice this.  
8 Notice that just right here at this table, were we  
9 as a City just to follow one of these ideas, one  
10 of these directions, we would do great things. If  
11 we were to have an amalgamation, if we were to  
12 combine just at this table--

13 MR. McDERMOTT: [Interposing] Well  
14 with Roger over on doing Community Benefits--

15 CHAIRPERSON SANDERS: [Interposing]  
16 Well--

17 MR. McDERMOTT: --Agreements, which  
18 needs to be pulled together--

19 CHAIRPERSON SANDERS: [Interposing]  
20 Yes.

21 MR. McDERMOTT: --because the  
22 opinion of them vary from neighborhood to--

23 CHAIRPERSON SANDERS: [Interposing]  
24 Yes.

25 MR. McDERMOTT: --to government to  
industry. We need that guideline.

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3 CHAIRPERSON SANDERS: Well if we  
4 were just to--the point that I'm trying to make is  
5 that there are so many good ideas out there.  
6 There are so many good reports and research out  
7 there. Whether it's CSS, NYU, any of you can  
8 point to ten great studies that we should just  
9 follow or just implement half of the stuff. The  
10 need for a board of someone to say okay, enough of  
11 the reports.

12 MR. GREEN: Right.

13 CHAIRPERSON SANDERS: And I love  
14 study, I love to--

15 MR. GREEN: [Interposing] That's  
16 right.

17 CHAIRPERSON SANDERS: --demography.  
18 I love this stuff. I'm a historian by training.  
19 Enough of the reports. Enough of the studies.  
20 Implementation. We're going to see something  
21 through. The Mayor, to his credit, is coming up  
22 with some of the smartest stuff in the area of  
23 poverty that is out there.

24 However at what point do we say  
25 that we have enough working knowledge to make a  
difference? At what point do we say that based on

3 the worthy information that we have, we're going  
4 to put all engines in one direction? Whether it  
5 be the Marshall, the original Marshall Plan, this  
6 Marshall Plan, the beauty of the original Marshall  
7 Plan, of course, was that the government committed  
8 that we're going to see something through.

9 MR. GREEN: Right.

10 CHAIRPERSON SANDERS: In that  
11 sense, the redevelopment of Europe.

12 MR. GREEN: Right.

13 CHAIRPERSON SANDERS: They said  
14 we're going to see something through. We have, we  
15 may be in a very strange position where we may not  
16 have enough money to do everything that we want to  
17 do but we certainly have enough money in New York  
18 City from all from the alphabet soup of programs  
19 that we have to change this City around, to say  
20 that we need to go in this direction.

21 And I would love it that this Mayor  
22 who has the foresight of creating a Plan NYC, a  
23 brilliant document for the environment. We need a  
24 Plan NYC for poverty. We need a plan that says  
25 this is how we're going to get out of the hole.

A bold statement that says we're

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3 using a certain amount of money in green jobs, a  
4 certain amount of money in education, a certain  
5 amount of money in whatever. You could, hey,  
6 either the Consortium's plan, the Thurgood--either  
7 of these--both of them or something that we  
8 haven't even spoken about--

9 MR. GREEN: [Interposing] Hum.

10 CHAIRPERSON SANDERS: --CSS, of  
11 course, does great work but they're not alone.  
12 Urban Futures, I mean we can just go on that there  
13 are so many people who have put out such good  
14 documents. When will the City develop the will?  
15 When will the City develop the will? Otherwise  
16 you're right; we're stuck in a piecemeal solution.  
17 The City Council must do. A worthy thing but  
18 piecemeal.

19 We don't have the power nor the  
20 budget to make the difference. We can keep people  
21 alive. We can keep the boat paddling. We can  
22 make sure that it doesn't flood totally. But I  
23 long for the day when this City says we are New  
24 York City. We can lead this nation again. And  
25 we're going to do it again. Gentlemen, I want to  
thank you and I want to bring on our next panel.

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3 These are three of the folk who have done so much  
4 to aid our great City. If we're in a great place,  
5 it's because in part due to your work and your  
6 labor and the labor that you have yet to do.

7 Thank you kindly for being here.

8 [Panel thanking the Chairperson]

9 CHAIRPERSON SANDERS: Our next  
10 panel.

11 COMMITTEE CLERK: The last three  
12 names I have here are Wanda Fossett, John Val  
13 Verde and Carol Rodat. If you're not on that you  
14 should have given a card to the Sergeant.

15 [Witnesses getting settled]

16 CHAIRPERSON SANDERS: Thank you  
17 very much. In the order that your name was read,  
18 would you be kind enough to present, if anyone  
19 remembers. Read them again if you?

20 COMMITTEE CLERK: Wanda Fossett.

21 CHAIRPERSON SANDERS: The next one.

22 COMMITTEE CLERK: John Val Verde  
23 and Carol Rodat.

24 CHAIRPERSON SANDERS: Okay.

25 MS. TASHA LILLY: Hi. So my name  
is Tasha Lilly, I'm from Community Voices Heard.

3 Wanda Fossett was here earlier today but  
4 unfortunately she had to step out to go to work.  
5 So I'm going to read her testimony for her and  
6 pull it together for her at the end. So I'll  
7 start reading now.

8 Hello. My name is Wanda Fossett.  
9 Thank you for allowing me to testify today. I'm a  
10 member and leader at CVH, Community Voices Heard,  
11 which by the way we're a low--we're a membership  
12 based organization of low income New Yorkers,  
13 predominantly women of color with experience on  
14 welfare. We have four chapters in the State of  
15 New York. Our oldest and largest chapter is in  
16 New York City. So back to what Wanda says.

17 I have also been a recipient/client  
18 of the Back to Work Center Arbor for the Back to  
19 Work Program under the Human Resources  
20 Administration for almost three years. It would  
21 take more than a minute to express to you my  
22 experience at Back to Work but with the short time  
23 I have let's cut to the chase.

24 My rating experience with Back to  
25 Work is very low. After all the time spent I  
ended up taking a part time job I found on my own

3 a few months ago. And while on social services I  
4 also lost my apartment after ten years from all  
5 the hassle and mistakes and sanctions done in  
6 error by my Welfare Center in Brooklyn. I was  
7 constantly running back and forth to court, not  
8 getting any help from Arbor or my Welfare Center.

9 While I was at Arbor I got sick and  
10 was forced to go get a doctor's note for we had no  
11 sick days. I worked to keep up with the rules as  
12 many clients do but it was very hard to keep up  
13 with HRA. They sanctioned us for every little  
14 thing.

15 I also heard some disturbing news  
16 that Workforce One Centers are not accepting  
17 verification letters stating that a client has  
18 attended there. While I was at Arbor they would  
19 encourage us to go and visit different centers  
20 especially Workforce One for more help in doing  
21 job search. And we would bring in a letter that  
22 we were now signed up with the Workforce One  
23 Center but we still had to go to Arbor for our  
24 work requirements under HRA.

25 These two job support systems  
should coordinate and, excuse me, these two job

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3 support systems should be coordinated and not  
4 punish people for trying to get a job.

5 Joining Community Voices heard was  
6 lifesaver for sure. HRA was supposed to keep me  
7 focused and set me up to help me get back on my  
8 feet so I can get back to work, pay my bills and  
9 live a decent life. But this did not happen. CVH  
10 helped me to know that I could help change the  
11 problems and fight to make things better.

12 Unfortunately I heard that  
13 subsidized jobs like POPS in the Parks Department  
14 is being decreased instead of expanded. Today I  
15 beg of you to please understand the repercussions  
16 this can have on me and so many others. POPS  
17 being created has helped so many people on  
18 welfare. CVH worked very, very hard to win the  
19 \$13.1 million from the TANF emergency contingency  
20 funds to pay for these subsidized jobs. And it  
21 was not an easy thing to do. It's a bad idea to  
22 cut POPS and to take that money and use it for  
23 something other than to help people on social  
24 services get back to work.

25 We really need this money to go for  
creating jobs. There are people still out of

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3 work; people like myself who still do not have a  
4 place of my own. People who are still waiting for  
5 even a part time job. And even more people who  
6 are losing their jobs.

7 Please do not let this cut to POPS  
8 happen. I have visited enough people who are HRA  
9 clients in hospitals, sick at home, and on the  
10 streets, discouraged and confused, angry and  
11 frustrated about the continued lack of  
12 consideration for people who just want to start  
13 again and get back on their feet. Please help us  
14 to go forward and not backwards.

15 So that's the end of her testimony.  
16 I just wanted to add a couple of points as to why  
17 she was sharing the information she was sharing.  
18 I wish she was here to answer any questions that  
19 you had. I think the first point is an investment  
20 in subsidized jobs is important now and this  
21 should continue to be a part of any kind of  
22 workforce development initiative that's done in  
23 New York City. Councilman Lander was talking a  
24 bit about that earlier.

25 Also the coordination of  
opportunities, people who are in our current

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3 public assistance system aren't always able to  
4 access a lot of workforce opportunities, training  
5 programs because they're not approved by the  
6 agency and they're not coordinated with HRA's  
7 programming.

8 And then also just to add, FYI,  
9 Community Voices Heard has done a lot of work  
10 around expanding--well bringing transitional jobs  
11 and subsidized jobs to the City but also expanding  
12 them to all City agencies. So it would be great  
13 to figure out ways in which those kinds of  
14 opportunities are available in the bill that was  
15 talked about earlier today. Thank you.

16 CHAIRPERSON SANDERS: Thank you.  
17 Next Sir.

18 MR. JOHN VAL VERDE: Thank you for  
19 the opportunity to present. My name is John Val  
20 Verde and my colleague Jessica Rooks was unable to  
21 be here today so I'll be reading her testimony in  
22 support of Council Member Lappin's proposed  
23 legislation.

24 I am Jessica Rooks here with my  
25 colleague John Val Verde from the Green Career  
Center at the Osborne Association, one of the

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3 oldest nonprofit organizations in New York and in  
4 the nation providing direct services to men and  
5 women in prison and released from prison and their  
6 children and families.

7 The Osborne Association was founded  
8 early in the last century by Auburn Mayor and  
9 prison reformer Thomas Mott Osborne who served as  
10 warden of Sing Sing Prison nearly 100 years ago.

11 Our community sites are in the  
12 Bronx, Brooklyn and Beacon, New York, and we  
13 operate programs in more than 15 State prisons.  
14 These programs range from pre-entry to reentry,  
15 diverting defendants from jail and prison,  
16 offering programs to the incarcerated, providing  
17 services to individuals released from  
18 incarceration, and focusing efforts on the  
19 families, and especially the children of the men  
20 and women we serve.

21 We are mindful of the challenging  
22 fiscal environment affecting all New Yorkers. In  
23 our workforce development programs we have not  
24 faced a more daunting challenge in supporting our  
25 participants and employer partners in this current  
job market. And we remain very grateful for the

3 key support that we have received from the City  
4 Council.

5 Osborne's workforce development  
6 programs help men and women with criminal records  
7 achieve self-sufficiency, adopt healthy  
8 lifestyles, enter the workplace, reconnect with  
9 their families and rejoin their communities. The  
10 Green Career Center is the newest addition to The  
11 Osborne Association's Workforce Development  
12 Department. The Center was established with  
13 Federal stimulus funding provided by the New York  
14 State Division of Criminal Justice Services.

15 The Green Career Center provides  
16 men and women with criminal records, environmental  
17 literacy and comprehensive career development  
18 training that prepares them to enter and advance  
19 in the green economy. Our goal is for each of our  
20 participants to achieve economic independence.

21 We are here today in support of  
22 efforts to improve our City's current workforce  
23 development system and to envision a better way to  
24 coordinate efforts in the City. We believe that  
25 by creating a more centralized and coordinated  
system we will have the opportunity to green

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3 existing workforce development education and  
4 training programs, providing quality skills and  
5 knowledge to both existing and new workers. This  
6 proposed legislation also presents an opportunity  
7 to more systematically and effectively address  
8 barriers that many of our City's under and  
9 unemployed face including the barriers of those  
10 who have been incarcerated face as they work to  
11 transform their lives.

12 There are specific recommendations  
13 in urban agenda's roadmap that we believe should  
14 be considered. If adopted into the proposed  
15 legislation these recommendations could provide  
16 significant changes to the current system and  
17 better serve sister communities that are most in  
18 need. The recommendations we would like to  
19 highlight for the proposed legislation are:  
20 promote sustainability by coordinating State and  
21 City agencies; engage in cross-agency cooperation  
22 to develop an adult education curriculum; expand  
23 Human Resources Administration programs so they  
24 include green training and workforce development  
25 and catalog certifications; strike incarceration  
barriers for Federal funding for green collar

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3 jobs.

4 In addition to lobbying for Federal  
5 funding change, a centralize office for workforce  
6 development and training could coordinate efforts  
7 with service providers, advocates and employers to  
8 ensure qualified, hard working people with  
9 criminal backgrounds get a second chance.

10 There are approximately 13,500 men  
11 and women currently on parole in New York City.  
12 Of that number 68% currently report not having a  
13 job. This statistic does not include people who  
14 are no longer under supervision but have to mark  
15 yes when a job application asks have you ever been  
16 convicted of a crime.

17 At the launch of our center a few  
18 weeks ago, Acting Commissioner of the Division of  
19 Criminal Justice Services, Shawn Burn, stated that  
20 this was New York State's and City's unemployment  
21 problem. That is why jobs initiatives for  
22 formerly incarcerated people are good criminal  
23 justice policy and good public policy. We believe  
24 that by taking smart and effective measures such  
25 as this proposed legislation we can create  
solutions that train and employ New Yorkers.

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3 We can create pathways out of  
4 poverty that allow men and women such as our  
5 program participants to repurpose their lives and  
6 become positive contributors to their families,  
7 their communities and the environment. Thank you  
8 for the opportunity to speak before you today.

9 CHAIRPERSON SANDERS: Thank you.  
10 Last but never least.

11 MS. CAROL RODAT: Thank you.  
12 you're so kind. Thanks for your patience. I'm  
13 not going to read my testimony. I am going to use  
14 this opportunity to provide you with some remarks  
15 for why I think the proposal in front of you is a  
16 good one. First of all my name is Carol Rodat and  
17 I'm the New York Policy Director for PHI. What is  
18 PHI? It is a national organization located in the  
19 South Bronx that is devoted to improving the  
20 quality of care in long term care jobs by  
21 improving those jobs, the wages, the benefits, the  
22 training, the opportunities for advancement.

23 Most recently--I have put in front  
24 of you not only my testimony but a report that we  
25 did for the Workforce Investment Board in New York  
City, which invited us in to review all of the

3 training funds that had been distributed in the  
4 City from various sources, Federal, State, WIB, in  
5 the health care sector only. And I look over the  
6 paraprofessional section because that is where 80%  
7 of the paid hands-on care in health care is  
8 delivered by paraprofessionals.

9 And in fact in New York City the  
10 job of home care aide is the number one occupation  
11 in this City, outnumbering teachers, fire  
12 fighters, police, people who work cash registers.  
13 I know it's shocking when you think about it. And  
14 we have 130,000 home care aids in the City and we  
15 need another 65,000 more between now and 2016.

16 Now. Let me move on quickly to my  
17 example 'cause I think it really does tell the  
18 story. These are jobs that are entry level jobs  
19 for women who may have no education whatsoever and  
20 women who are transitioning back into the  
21 workforce. How do we know about these jobs? Well  
22 we run a worker-owned company in the Bronx and in  
23 fact it is the largest worker-owned co-op in the  
24 United States. So the majority of the women that  
25 work there and we have 1,600 aides that we train  
and employ, they are worker-owners. They also

3 have a pension. They have health insurance. They  
4 have opportunities for advancement.

5 But let me take just any woman who  
6 comes in to say I'm looking for a job. I have a  
7 family to support. She may go to the Workforce  
8 One Center across the street. They could send her  
9 to a proprietary training program where she will  
10 get the minimal amount of training and she may  
11 finish, she may not. I don't know. I've looked  
12 at the data on their indicators in terms of both  
13 placement and completion.

14 If she's lucky, she may be directed  
15 to one of the many more plentiful employer-run  
16 programs, why lucky? Because she may get an  
17 automatic entry into a job. However that's where  
18 the luck ends. Because she may not know how much  
19 they pay. She may not know whether she's going to  
20 get full time work. She may not know whether she  
21 gets any benefits.

22 And why doesn't she know this?  
23 Because there's no method right now for the SBS to  
24 refer clients to what we refer to as high road  
25 employers. In fact the SBS called us recently and  
said please tell us who are good employers. And I

3 said I'm happy to give you my subjective  
4 impression. However I think as the SBS, you ought  
5 to have criteria. And that is why I am in support  
6 of the proposal today.

7 Whether you get that proposal  
8 enacted or not, I hope that the City Council  
9 begins to do many of the things that the last  
10 panel suggested. Because at a minimum, where  
11 there is a huge occupation and huge vacancy,  
12 someone needs to oversee that we are not referring  
13 people to low wage, part time jobs that have no  
14 opportunity for advancement.

15 Second I hope that the coordination  
16 will go not only through the City and through the  
17 many funding streams that we have and programs,  
18 but we need to sit down with the State as well.  
19 Because many of these jobs are in health care and  
20 there are certain barriers that I won't go into in  
21 any great length today but believe me there are  
22 many barriers that could be lifted so that these  
23 women could have advancement opportunities and we  
24 could do this much more efficiently.

25 So that is why I wanted to come  
today because this is one of the largest

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3 occupations. We have women in many of these zip  
4 codes. This may be their only job and for many  
5 they don't realize that it could be a dead end job  
6 for them. So I would urge you if at a minimum if  
7 you cannot pass the proposal that you begin to do  
8 many of the things that you've talked about today  
9 in terms of better coordination, better  
10 transparency, better referral, better information  
11 to the public, and real attention to these jobs  
12 where there are huge numbers of vacancies and  
13 opportunities so that we can make them better.

14 Thank you for your attention.

15 CHAIRPERSON SANDERS: I thank the  
16 panel. I want to... some points. Where do you  
17 start? I want to start by stating that my mother  
18 was a home care worker. So I have a stake, I am a  
19 stakeholder here. So I know a little something of  
20 this. I also want to alert you that if you didn't  
21 know, Roger Green is trying to do something with  
22 the State. So you may want to continue your  
23 conversation there.

24 I'm sorry that Council Member  
25 Lander is not here because he certainly spoke of,  
as you heard well, the temporary workers and how

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3 we need to have temporary work for them. That the  
4 City should not abandon this, which I agree would  
5 be penny-wise and pound foolish. We would gain an  
6 immediately dollar and lose so much over time that  
7 it would just be--it would be a continuation of us  
8 doing dumb.

9 The same mindset that cost us where  
10 we decided not to upkeep the bridges years ago  
11 that we decided to abandon doing our physical  
12 infrastructure and now we are paying far more than  
13 we would have paid had we just kept it going. I  
14 will yield, well before I yield, I will, well yes,  
15 I will yield to my colleague. Is there any  
16 question, statement or comment that you want to  
17 make to this panel?

18 CHAIRPERSON REYNA: I don't know,  
19 just thank you.

20 CHAIRPERSON SANDERS: Yes. At  
21 that, I do want to thank everyone who has  
22 participated. I believe that we have all of the  
23 speakers that you have your--

24 [Off mic]

25 CHAIRPERSON SANDERS: I want to  
thank the staff members of all of the different

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3 Committees that worked so well together to produce  
4 this hearing in such a short period of time.

5 Truly a historic hearing. We will not let this  
6 issue rest. I am the Chair of Civil Service and  
7 Labor. Labor is not necessarily organized. But  
8 we labor nonetheless. Sometimes we work harder  
9 because we're not organized.

10 We will return to this subject. I  
11 do want to see the City's response, of course. I  
12 am interested in knowing.. you don't have to follow  
13 my direction but please have a direction. Have a  
14 comprehensive direction that's more than a talking  
15 shop. More than simply great people coming  
16 together, discussing theories. Great people  
17 discussing what others should do.

18 We in New York City this is a City  
19 of doers. We actually do here. We don't simply  
20 think here. We are great thinkers but we are even  
21 better doers. And when we put these two things  
22 together, we will be, again, the New York City  
23 that the people deserve and they have every right  
24 to expect.

25 Having said that again I want to  
thank you all for your patience I want to thank my

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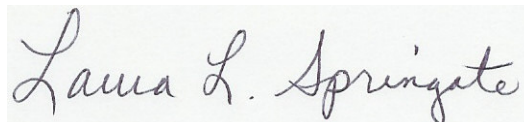
3 two colleagues for Co-Chairing such a great  
4 hearing. If there's nothing that you want to say  
5 then I am going to declare this hearing now over.

6 [Gavel banging]

[END 1002.MP3]

C E R T I F I C A T E

I, Laura L. Springate certify that the foregoing transcript is a true and accurate record of the proceedings. I further certify that I am not related to any of the parties to this action by blood or marriage, and that I am in no way interested in the outcome of this matter.

A handwritten signature in cursive script that reads "Laura L. Springate". The signature is written in black ink on a light-colored background.

Signature \_\_\_\_\_Laura L. Springate\_\_\_\_\_

Date \_\_\_\_\_April 5, 2010\_\_\_\_\_