



**Testimony by Annie Garneva,
Director of Communications and Member Services,
NYC Employment and Training Coalition (NYCETC)
at the Joint Hearing on NYCHA Section 3 in New York City
held by the Committees on Public Housing and Civil Service & Labor**

January 22, 2019

Good afternoon and thank you for giving members of the public and the public housing and workforce development communities the chance to testify on the career opportunities available to NYCHA residents, and the issues of access and equity that constrain these opportunities.

My name is Annie Garneva, Director of Communications and Member Services for the New York City Employment and Training Coalition (NYCETC). NYCETC supports the workforce development community to ensure that every New Yorker has access to the skills, training, and education needed to thrive in the local economy, and that every business is able to maintain a highly skilled workforce. With over 150 members, NYCETC works with community-based organizations, educational institutions and labor management organizations engaged in New York City workforce development, to improve policy, practices, and outcomes to achieve economic inclusion for the city's workers, job-seekers and employers.

Today NYCETC is here not to offer specific critiques or praise of the NYCHA Section 3 status-quo, which we think are better offered by NYCHA residents and employers who have directly interacted with the system. Rather, I'm here to offer the Council Members some key principles to consider when undertaking your oversight of the system, and which might otherwise not be raised when considering Section 3.

These principles are:

- **Section 3 hiring requirements are essential.** Far too many of the City's capital dollars and economic development dollars spent in areas other than NYCHA are spent without any consideration towards equity and creating pathways out of poverty. Section 3 incorporates this essential double purpose of government resources - to both create important public works and also to employ local residents in need - and we should celebrate and if possible strength and expand this unique feature of public contracting.
- **Hiring requirements alone are not enough - training is vital too.** For many NYCHA residents, quality jobs and careers are out of reach because they lack a key skills (often linked to literacy or numeracy deficiencies) or because they face a personal barrier to employment (such as

disabilities, family responsibilities, or justice involvement). These residents don't only need a requirement that they be considered for open jobs, they need direct support in addressing their skills deficits and overcoming their barriers. Bridge programs prepare individuals with low educational attainment and limited skills for entry into a higher education level, occupational skills training program, or career-track jobs, building the competencies necessary for work and education alongside career and supportive services. That is why the City should consider NYCHA residents a target population for the bridge programs envisioned under the *Career Pathways* plan, and why it is essential that those programs be fully funded at their promised **\$60 million level** in the FY 2020 budget. This promised number is a far cry from the estimated \$8 million level that is currently funded by the City. This underfunding means that thousands of New Yorkers are left out of the workforce system entirely because they cannot access what is deemed as the entry point or lowest-rung of a career ladder.

- **Job Retention and Career Tracks matter.** It is not enough for NYCHA residents to be presented with the opportunity to earn a job mandated under Section 3. If these jobs do not offer durable employment, and a ladder of opportunity to higher wages and responsibilities, they can function as another level of the poverty trap. We recommend that clear accounting and oversight be done by NYCHA to ensure that residents hired under Section 3 are able to use these jobs to build a career, and that NYCHA link these employees to some of the various job training programs - such as those funded by the City Council under Jobs to Build On - that can help them transform a single job into a sustainable career.
- **Partnerships are powerful.** Finally, our last principle is that as with other City employment programs, NYCHA's Section 3 may have a tendency to re-invent the wheel by attempting to create the full range of services, job connections, etc, needed by the jobseeking residents of NYCHA. But this isn't necessary - more can be accomplished by actively engaging and partnering with the various high-quality community-based organizations that already serve jobseeking NYCHA residents - including those such as STRIVE, Stanley Isaacs Neighborhood Center and Green City Force, which offer training and placement services in the very categories of work that many Section 3 employees seek (such as construction and maintenance). Such partnerships would enable Section 3 job opportunities to become career ladders that build upon one another over time.

Finally, I'll close today by drawing your attention to our newly released **NYCETC 2019 Policy Priorities** document, which I've attached to my testimony today.

I know that you and your fellow City Council Members support the work of the workforce development community broadly, and of the Employment and Training Coalition, and I want to thank you for your continued commitment to working with us to maximize equity in our local economy and career opportunities for those traditionally disconnected from them.

Thank you for your time and consideration of these matters. We at the Employment and Training Coalition would be happy to answer any questions from the Council to the best of our ability, either today or via follow-up with your staff.

OUR 2019 POLICY PRIORITIES



NYCETC represents the 150+ job training, education and career service providers in New York that each year collectively help over 500,000 New Yorkers prepare for and earn the employment necessary to achieve self-sufficiency for themselves and their families.

VISION

We call on the City to create a workforce system that creates living-wage career tracks for jobseekers; aligns workforce and economic development; and operates with respect for people, community and local businesses. In pursuit of this vision we urge the Mayor and the City Council to:

- Implement and fully fund “Career Pathways” for all New Yorkers
- Embed workforce training into all economic development initiatives
- Streamline oversight of the workforce system

1: IMPLEMENT AND FULLY FUND CAREER PATHWAYS FOR ALL NEW YORKERS

Increase Bridge Program Funding to \$60 Million by expanding programs within DYCD and CUNY, and initiating new ones via HRA, EDC, and WKDEV for jobseekers with basic skills deficits.

Bridge programs, as described in the de Blasio Administration’s 2014 *Career Pathways* plan, are designed to provide those who have either basic skills deficits or barriers to employment with the key skills they need to take advantage of available jobs and training programs. This year, Mayor de Blasio should fulfill the promise set in his *Career Pathways* plan of \$60 million in annual funding for bridge programs by FY 2020, spread across several agencies:

- **Double the proposed allocation for DYCD’s “Advance and Earn” bridge program to \$15 Million:** Provide young adults lacking a high-school degree with the essential skills they need to gain good jobs.
- **Increase the allocation for successful CUNY bridge programs to \$15 Million:** Expand the number of college seekers aided by programs such as CUNY Prep and CUNY Start Math.
- **Follow through on the HRA Concept Paper for “Career Bridge” for \$10 Million in FY2020:** HRA’s Career Pathways contracts are incomplete without a City-funded supplement to serve clients in need of basic skills development.
- **Empower the Mayor’s Office of Workforce Development to design and oversee \$10 million in new bridge programs:** Utilize the contracting authority of a City agency, give WKDEV the ability to partner with providers on new pilot bridge programs aimed at underserved communities.
- **Establish \$10 million in sector-specific bridge programs linked to EDC’s “New York Works” plan:** Help New Yorkers who aren’t currently prepared for jobs in EDC’s expected growth sectors to gain the basic skills they need

2: EMBED WORKFORCE TRAINING INTO ALL ECONOMIC DEVELOPMENT INITIATIVES

All major economic development projects and initiatives must include substantial workforce training investments that create equitable career pathways for all New Yorkers

- For economic development projects and initiatives sponsored by City entities like the Economic Development Corporation (including specific development partnerships with corporations such as Amazon, and sector-wide initiatives such as New York Works) all RFPs and contracts should include language requiring the private sector partners to detail how they'll **implement and invest in a pipeline connecting local workers to trainings and to jobs.**
- All future economic development proposals by public entities should include workforce training as a funded component. This funding should be a meaningful portion of the project's total public cost - **approximately 10% of the full public subsidy/investment should be directed at workforce training initiatives.**
- The City should **establish hiring goals for disadvantaged and local workers** on projects involving City resources such as land, tax credits, or direct funding. Economic development projects should be evaluated primarily according to their ability to create jobs for New Yorkers in need of employment. Finally, the City should designate a monitoring agency (such as WKDEV) to ensure development projects achieve their workforce goals.

3: STREAMLINE OVERSIGHT OF THE WORKFORCE SYSTEM

The New York City Council can ensure the above goals are attained by streamlining oversight and requiring key reporting

- The public workforce system is spread across multiple agencies, and no single City Council body takes responsibility for its direct oversight. The Council should designate a body for this function - a **new committee, Council task force, or similar entity** - with a focus on ensuring that the dollars spent by the City on economic and workforce development are not only creating job openings but are filling NYC jobs with New Yorkers in need of improved employment.
- The Council should require through **legislation that city agencies, especially SBS and EDC, issue clear annual public reports** on the number of jobseekers they have served (via either job placement or connections to training) who come from high-unemployment populations: youth, recent immigrants and english-language learners, people with disabilities, with criminal justice histories, or with limited work experience or educational attainment.

Fully Fund Career Pathways for All: Increase Bridge Program Funding to \$60 Million by expanding programs within DYCD and CUNY, and initiating new ones via HRA, EDC, and WKDEV for jobseekers with basic skills deficits.

Bridge programs, as described in the de Blasio Administration's 2014 **Career Pathways** plan, are designed to provide those who have either basic skills deficits or barriers to employment with the key skills they need to take advantage of available jobs and training programs. This year, Mayor de Blasio should fulfill the promise set in his **Career Pathways** plan of \$60 million in annual funding for bridge programs by FY 2020. Here are NYCETC's proposals to meet this target:

1: INCREASE FUNDING FOR DYCD'S PROPOSED "ADVANCE AND EARN" BRIDGE PROGRAM

ANTICIPATED FUNDING: \$7.3 MILLION
NYCETC PROPOSAL: \$15 MILLION

DYCD is currently in the process of transitioning the Young Adult Literacy Program (YALP) and Young Adult Internship Program (YAIP) into a new "Advance and Earn" bridge program. This entails an increase in the per-client costs, to enhance the quality and scope of services for each client. NYCETC supports the broad contours of "Advance and Earn,". However, we note that without additional funding, DYCD will create a more valuable program for each client, but one that serves fewer clients. If the FY 2020 budget instead had a sizeable increase in funding for this program, as many or more clients could be served and a portion of the Career Pathways bridge program commitment could be met through DYCD.

2: FUND AN EXPANSION OF EXISTING CUNY BRIDGE PROGRAMS, INCLUDING CUNY PREP

ANTICIPATED FUNDING: \$5-10 MILLION
NYCETC PROPOSAL: \$15 MILLION

CUNY has been the primary home of bridge programs in New York City since the release of the 2014 *Career Pathways* report. CUNY's experience with bridges has included programs managed by CUNY centrally to serve incoming undergraduates (CUNY Prep; CUNY Start Math is considered by some a bridge program as well), and also bridge programs at individual community colleges that help students with basic skills needs (often English-language learners) take advantage of all the career-relevant education that college has to offer.

LaGuardia Community College's bridge programs in particular are often cited - both by outside advocates such as ourselves and by City agencies such as EDC - as an example of the high value of bridge programming in general. A straightforward way to expand access to quality bridge programming would thus be to provide the necessary resources for other CUNY schools to replicate LaGuardia's model (or those of other successful CUNY bridge programs, as identified by CUNY centrally). Expanding these models would cost more, per-student, than the existing programs like the one at LaGuardia, because of the efficiencies developed by LaGuardia staff (taking advantage of existing health training/certification resources at LaGuardia, for example). But doing so would allow more students to fully take advantage of the CUNY system.

3: PROVIDE FUNDING TO LAUNCH HRA'S 2016 CONCEPT "CAREER BRIDGE"

ANTICIPATED FUNDING: \$0
NYCETC PROPOSAL: \$10 MILLION

HRA is nearing the end of the first 3-year cycle of its "Career Pathways" set of employment services contracts, launched in FY2017. This set of contracts was derived from four concept papers aimed at service the differing needs of clients on public assistance seeking employment: *Career Compass* to assess client needs; *Career Advance* to place clients in appropriate jobs, *Youth Pathways* to help young job seekers overcome their barriers to employment, and *Career Bridge* to serve clients with basic skills deficits. However, only the first three of these concepts were ultimately funded (via TANF resources). This leaves the highest-need clients without a dedicated program capable of helping them overcome their sizeable barriers to employment. NYCETC proposes that the Administration budget City Tax Levy dollars to fund the HRA-envisioned *Career Bridge* concept starting in FY2020, timed to coincide with the release of the next round of RFPs for the three existing programs. This would allow new *Career Bridge* providers to fill this gap in services for public assistance recipients starting in spring 2020.

4: FUND THE MAYOR'S OFFICE OF WORKFORCE DEVELOPMENT TO LAUNCH NEW PROGRAMS

ANTICIPATED FUNDING: \$0
NYCETC PROPOSAL: \$10 MILLION

The Mayor's Office of Workforce Development (WKDEV) has the primary responsibility for overseeing the progress of the Career Pathways plan. Providing it with a dedicated amount of funds to support innovative and targeted programs each year would be a logical step in both empowering this office and fulfilling the *Career Pathways* goals. The Mayor's Office of Immigrant Affairs offers a template (through the NYC ID program, and the new legal services for undocumented immigrants) for how WKDEV could become a more impactful office if it had authority to manage a portfolio of contracts with non-profit partners for bridge programs. WKDEV could work with an agency such as SBS, or could collaborate with EDC to align new bridge programs with anticipated areas of employment in coming years.

5: INCORPORATE BRIDGE PROGRAMS INTO NYCEDC WORKFORCE PRIORITIES

ANTICIPATED FUNDING: \$0
NYCETC PROPOSAL: \$10 MILLION

The New York Works plan developed by EDC in 2017 highlights several sectors of anticipated job growth in New York (cybersecurity, biosciences, nightlife, freight, etc), and proposes \$1.35 Billion in investments to foster this job growth. The plan also highlights bridge programs as key pathways to employment for New Yorkers lacking key skills. However, the plan only currently anticipates \$5 million of investment into workforce programming, none of it on these programs. EDC should connect the dots within its own vision for fostering equitable economic growth, and set aside a reasonable portion of the New York Works investment to be spent on bridge programs connected to the plan's target sectors.

OUR 2019 POLICY PRIORITY #2



Embed Workforce Training into Economic Development: All major economic development projects and initiatives must include substantial workforce training investments that create equitable career pathways for all New Yorkers.

1: CITY SUPPORTED DEVELOPMENT INITIATIVES MUST STIPULATE HOW THEY WILL CONNECT DISADVANTAGED AND LOCAL RESIDENTS TO NEW JOB CREATION

For economic development projects and initiatives sponsored by City entities like the Economic Development Corporation (including specific development partnerships with corporations such as Amazon, and sector-wide initiatives such as New York Works) all MOUs, RFPs and contracts should include language requiring the private sector partners to **detail how they'll implement a pipeline connecting local workers to trainings and to jobs.**

This contract language should identify specific workforce providers or other CBOs that are well positioned to partner with the developer or corporation to fill their job openings with clients from the targeted community.

2: MEANINGFUL FUNDING FOR TRAINING MUST ACCOMPANY ANY PUBLIC DOLLARS BEING SPENT ON "CREATING JOBS"

All future economic development proposals by public entities should include workforce training as a funded component. Failure to invest in the training needed by disadvantaged and local jobseekers means that newly created jobs will merely facilitate employment churn among those already established in the workforce.

This funding should be a meaningful portion of the project's total public cost - **NYCETC proposes as a standard that 10% of the full public subsidy/investment should be directed at workforce training initiatives.**

3: MONITOR ECONOMIC DEVELOPMENT PROJECTS ON THE BASIS OF ACCESS AND EQUITY

The City should **establish hiring goals for disadvantaged and local workers** on projects involving City resources such as land, tax credits, or direct funding. Economic development projects should be evaluated primarily according to their ability to create jobs for New Yorkers in need of employment. To do so, the City should designate a monitoring agency (such as WKDEV) to ensure development projects achieve their workforce goals.

Example: Implementing these standards for the largest economic development project in New York history: Transforming the Amazon HQ2 project into a win for New Yorkers

Streamline Oversight of the Workforce System: The City Council should take steps to ensure that the City's workforce development system achieves its goals and fosters equity in New York City's economy. Doing so requires changing how the system is overseen by the Council, and enhancing the transparency and accountability of workforce and economic development agencies.

1: THE CITY COUNCIL SHOULD CREATE A NEW, SINGLE ENTITY RESPONSIBLE FOR OVERSIGHT OF THE CITY'S WORKFORCE DEVELOPMENT SYSTEM AND THE JOB CREATION PROMISES ASSOCIATED WITH CITY-SUPPORTED ECONOMIC DEVELOPMENT

The public workforce system is spread across multiple agencies, and no single City Council body has responsibility for its direct oversight. Currently, at least 9 Council committees have some degree of direct oversight over portions of the workforce system and its funding streams: Civil Service/Labor, Criminal Justice, Economic Development, Education, General Welfare, Immigration, Public Housing, Small Business, and Youth.

This scattered oversight model contributes to the misalignment of resources and focus within the system, and reduces the public pressure that can be brought to bear on the Administration to transform the system and fund the most vital workforce services aimed at marginalized communities.

The Council should **designate a new body to be the central home of oversight into the workforce development system**, as well as the home of oversight on City-supported economic development initiatives. This could be a new committee, or Council task force, or similar entity that works across the existing committees - and it should focus on ensuring that the dollars spent by the City on economic and workforce development are not only creating job openings but are filling NYC jobs with New Yorkers in need of improved employment.

2: PASS LEGISLATION TO REQUIRE CLEAR REPORTING ON WHO IS BENEFITING FROM PUBLIC ECONOMIC AND WORKFORCE DEVELOPMENT PROGRAMS

The Council should require through **legislation that city agencies, most especially SBS and EDC, issue clear annual public reports** on the number of jobseekers they have served (via either job placement or connections to training) who come from high-unemployment populations: youth, recent immigrants and english-language learners, people with disabilities, with criminal justice histories, or with limited work experience or educational attainment.

Versions of such legislation have been introduced already, including (#) covering reporting from SBS's Workforce1 system, and (#) covering reporting from EDC's projects promising job creation. We recommend that Council committees, led by the Economic Development Committee and the Small Business Committee, should amend and synthesize these bills into a manageable reporting system that allows both the Council and outside advocates to track how the City's Agencies are performing with regard to the high-unemployment populations.

Good Afternoon. My name is Mara Cerezo and I'm the Senior Program Officer for Green City Force. In addition to working with young adults from NYC's public housing for the past seven years, I'm also an individual whose family personally benefited from public and subsidized housing; in fact, my father grew up in Red Hook Houses. I am here to share how GCF works with NYCHA to ensure that Section 3 hiring requirements translate into concrete economic opportunity for young NYCHA residents.

Green City Force is a non-profit organization that exclusively recruits NYCHA residents aged 18-24 from developments across the city. GCF exists to bridge the gap between the untapped potential of NYCHA's unemployed youth and the major investments in greening our city that are creating jobs accessible to people without college degrees. GCF aspires to catalyze a generation of young public housing residents to access new career opportunities and shape a sustainable New York City. We are grateful to the City Council for the generous funding you provide to support service, training, and workforce opportunities for young people in public housing.

Through GCF's Service Corps, young NYCHA residents serve as AmeriCorps members, earning money and working towards certifications and an education scholarship, while greening NYCHA communities. One of the barriers to young residents accessing jobs in the sustainability sector is that they lack a way to develop an interest and meet people working in these fields. GCF offers a point of entry. Our teams drive large-scale initiatives that reach thousands of residents: building and maintaining urban farms that provide residents with organic produce, and promoting zero waste through composting and recycling. In the process, members build 21st century, in-demand skills. GCF provides support services and works with graduates to ensure a next step into work, apprenticeships, school or a combination. We continue to partner with graduates over time to help ensure they can advance along a career path.

GCF works with companies across the city to supply them with talent from our graduate pool. We also create jobs directly through an in-house social enterprise. Dubbed the "Illuminators," graduate employees swap inefficient light bulbs, replace shower heads and collect data, taking part in the historic retrofits of NYCHA while continuing to develop professional and technical skills through hands-on coaching and training. GCF's Social Enterprise given over 80 of our graduates an immediate next step into jobs at \$15/hr or more, a platform to hone skills in energy efficiency and a springboard to permanent employment.

The best illustration of why Section 3 is beneficial and why we value our partnership with NYCHA is through the stories of our graduates. Martin Bowrin, a Brownsville resident, was recruited with the help of REES and joined GCF's Corps with no prior experience in energy efficiency. After graduating he was hired to the GCF Illuminators as a direct installer under our contract with Ameresco. Seeing his work ethic and skills in the field, Ameresco hired him as a Site Supervisor. When Ameresco's contract came to an end, Martin returned to GCF as a Crew Leader under another contract with Constellation. After just a few months of working together Constellation hired him to join their team as a Site Superintendent where he is currently employed.

While we work across multiple departments at NYCHA, our anchor partner is REES. Three years ago, GCF embarked on a sectoral employment initiative to create consistent career paths for our graduates with specific focus on energy efficiency and renewables, under the umbrella of JobsFirst NYC. REES has been a core partner on this work and together we have designed innovative strategies and brought resources to NYCHA through employer-funded trainings.

There are typically multiple steps along their paths towards family-sustaining work, and GCF ensures that graduates can keep moving along a career path:

Earlton Massenburg of Van Dyke Houses graduated the Service Corps, also had no prior experience with energy efficiency before GCF's program. He worked as an Illuminator on our Ameresco contract, where he built up his experience and track record. Motivated to pursue a career in construction, he participated in the Green City Builders NRTA, a special edition of the academy co-designed by GCF and REES. Earlton then completed a Local 3 exam prep course and is now an apprentice with Local 3.

Markeys Gould interned with the Association for Energy Affordability after graduating GCF's Corps, was hired, shifted his career to focus on green building maintenance and was hired by L+M's subsidiary C&C Apartment Management as part of NYCHA's Triborough Partnership. He began as a porter, was promoted to handyman, and is now a building superintendent of a green building. Though he now has his own apartment, he still regularly visits his family at Sotomayor Houses.

Precious Colon, originally from Frederick Douglass Houses in Upper Manhattan, had taken time off after graduating GCF to care for her daughter. She found a foothold back into work through GCF's Social Enterprise, revealed her leadership ability and pinpointed a desire to become a GCF Team Leader. Now she coaches and supervises fellow young residents serving as GCF Corps Members.

Bold and affirmative effort is needed to ensure that NYCHA's young adult residents, unemployed in overwhelming numbers, can benefit from Section 3 and get on a path to careers. Research shows that if young adults do not have a successful work experience before the age of 25, the likelihood of their accessing family-supporting work plummets. In addition, research points to effectiveness of sectoral training and employment for young adults. Our work over the past three years has been designed with this in mind. Collaboration and creativity are needed to be responsive to both young adult and employer needs, and turn what are often short-term contract jobs into rungs along a career ladder.

We see first-hand the strategic effort NYCHA is making to connect its residents to employment opportunities, including contracts subject to Section 3. We also know how labor and resource intensive it can be to prepare and connect NYCHA residents Section 3 opportunities, from recruitment, training, coaching, ongoing communication, to partnership development, support services, iterative design, and creative problem-solving. Community-based workforce and training organizations play an essential role in ensuring that residents have the baseline training and experience to meet the requirements of the jobs covered by Section 3. The City Council has been one of GCF's biggest supporters and champions and we thank you for your support which has helped us cultivate a talent pipeline for the green economy in NYC, and turn historic investments into retrofitting NYCHA into jobs for young residents unemployed in overwhelming and unacceptable numbers.

Thank you for the opportunity to testify and I am happy to answer any questions.



Good afternoon. My name is Jason Hewitt. I am a senior project manager with Constellation. In my position, I am responsible for managing construction activities associated with the Brooklyn Queens Demand Management (BQDM) Energy Performance Contract, which was awarded to Constellation in 2017 by the New York City Housing Authority (NYCHA).

I have been integrally involved in the initial development -- and ongoing management -- of Constellation's Section 3 Program, in collaboration with NYCHA's office of Resident Economic Empowerment & Sustainability (REES). Working together, we have implemented and monitored our Section 3 initiatives.

Also joining me this afternoon as part of the Constellation team is Ms. Everetta Edwards. Ms. Edwards leads our resident engagement and community outreach efforts across the BQDM and Sandy A projects. With the support of the NYCHA Energy Group and REES, Ms. Edwards has completed on-site, project-related resident information and educational sessions across numerous NYCHA developments within the BQDM and Sandy project portfolios.

Before I talk about the success of the Section 3 program, I want to give you a little background on the Constellation business and how we're helping NYCHA become more energy efficient and reduce its carbon footprint.

Constellation is a leading competitive retail supplier of power, natural gas and energy products and services for homes and businesses across the continental United States. Constellation's family of retail businesses serves approximately 2 million residential, public sector and business customers, including more than two-thirds of the Fortune 100.

Today, we are representing the division of Constellation focused on the development and implementation of energy conservation and sustainability projects. Constellation provides solutions for clients nationwide who are seeking to reduce their energy consumption and associated carbon footprint while renewing and optimizing their building systems and infrastructure.

In 2016 Constellation was selected to develop two Energy Performance Contracts by NYCHA. The first contract, Brooklyn / Queens Demand Management (BQDM),



encompasses 23 developments. The energy efficiency upgrades for this project included new efficient LED lighting, domestic water conservation, and the installation of heating controls. The BQDM project is currently under construction and is entering year 2 of a 2-year construction term.

The second contract, Sandy, spans 32 developments. Following selection in 2016, the contract was divided into 2 projects; Sandy A and Sandy B. The Sandy A project includes 18 developments with the pending Sandy B project covering 14 developments. The energy efficiency upgrades again include new efficient LED residential in-unit and common area lighting, domestic water conservation, and the installation of heating controls. The Sandy A project is currently under construction and is entering year 2 of a 2-year construction term.

The Sandy B project will encompass 14 developments and is pending final development prior to implementation.

I provide you with this background as a segue into our Section 3 program.

In development of our Section 3 program, the Constellation team collaborated with NYCHA's office of Resident Economic Empowerment & Sustainability (REES) team and other community participants to develop a holistic and meaningful Section 3 program that aligns with our underlying staffing efforts with the identified scope of work for each project. As part of our initial Section 3 program, Constellation committed to incorporate a combined 92 Section 3 participants across the BQDM and Sandy A projects.

As we progress with the scope of work for each project, I am proud to report we have successfully fulfilled 76 of the 92 employment commitments under the Section 3 Plan. Entering 2019, we plan to continue our resident outreach efforts and community participant engagement with supporting organizations such as Green City Force and the Association for Energy and Affordability to identify and cultivate new Section 3 resident candidates interested in exploring project related employment opportunities.

Stepping back for a minute to the project's onset. It was during our initial engagement efforts to develop our Section 3 Plan that we recognized an



underlying educational and training opportunity that had the potential to place Section 3 resident employment candidates on the path to a sustainable career opportunity within the trades.

Constellation laid the foundation for the program while providing the technical support necessary to jump start the educational initiative. We worked closely with NYCHA's Resident Economic Empowerment & Sustainability (REES) team to develop a pertinent and impactful resident-based training program designed to prepare residents for the Local 3 Aptitude Exam.

We are extremely proud of the fact that 9 NYCHA residents recently became members of Local Union 3 IBEW and are now on their way to securing a sustainable career opportunity.

Constellation firmly believes that to be a truly successful business, you must invest back into the communities in which we live and work. This project exemplifies that commitment.

We were grateful for the opportunity to help this inaugural group of NYCHA resident graduates and share in their excitement as they embark on a new career path. We look forward to growing our relationship with NYCHA and continuing to provide opportunities to develop educational initiatives focused on assisting residents as they begin their professional journeys. Thank you.

Hi, my name is William Gregory,

I am a resident of Castle Hill Houses in the Bronx. I completed Green City Force's program back in 2015. Just before I started GCF my father had a stroke and I was forced to drop out of college to take care of him. There were a ton of bills that I couldn't pay and I also had very little work experience. After speaking with a recruiter I joined GCF. My life was never the same again.

I was an AmeriCorps member with GCF in their 10th cohort, where I discovered my passion for energy efficiency and outreach work in low-income communities. I was involved in GCF's outreach campaign called "Love Where You Live" which focused on energy efficiency upgrades for NYCHA residents and informing them on different ways that they could save energy throughout their apartment. I earned money and a MetroCard. I also earned an AmeriCorps education award that can help me go back to school when I'm ready. My time as a Corps Member with GCF gave me the work experience, certifications, and skills that helped me land a job with the Association of Energy Affordability as a Field Technician installing LEDs, shower heads and faucet aerators.

I worked with AEA for a little over a year and a half before losing my job. To be honest, I was chronically late. Shortly after I obtained employment with an energy services company, which was not a good fit for different reasons. After struggling to find a meaningful job, GCF helped me to regain my foothold by offering me the chance to join their Social Enterprise, the Illuminators, which works on NYCHA's EPC projects retrofitting public housing developments around the City. This has allowed me to build a track record with my punctuality and professional skills. It provided me with a wage to support my father and me, and keep moving up in the field. I never thought I'd aim as high as I am doing now. Through the mentorship and support at GCF, I was promoted to a Crew Leader and it is now my job to lead teams of newer GCF alumni and show them the ropes. I love being able to educate residents about energy sustainability and I believe the work I do makes a difference in their lives. My career goal is to make every home in New York City energy efficient. Thank you for the chance to speak today.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Aixa Torres

Address: 7 St James Pl

I represent: Alfred Smith

Address: 17 St James Pl

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: William Gregory

Address: 2125 Randall Ave

I represent: Green City Force

Address: 630 Flushing Ave 8th Fl

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Ambrosio Paulino

Address: 5111 Alameda Ave Apt 3C

I represent: Ocean Bay Apt

Address: _____

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

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: 1/22/19

Name: Jerry Moore (PLEASE PRINT)

Address: 410 Beach 57 St

I represent: _____

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: _____

Name: Sidney Sherman (PLEASE PRINT)

Address: _____

I represent: NYCHA, EVP CEP

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: _____

Name: Ester Tomacic Hines (PLEASE PRINT)

Address: _____

I represent: nycha, Senior Deputy Director

Address: Vendor Integrity + Supplier
Director

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

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

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

in favor in opposition

Date: 1/22/19

Name: Annie Garneva (PLEASE PRINT)

Address: 110 Wall St. New York NY 10005

I represent: NYC Employment and Training Coalition

Address: same (NYCETC)

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

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

in favor in opposition

Date: 1/22/2019

Name: Willie M Lewis (PLEASE PRINT)

Address: 230 W. 131 St

I represent: St. Nicholas Houses

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

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

in favor in opposition

Date: 1/22/19

Name: Mara Cerezo (PLEASE PRINT)

Address: 630 Flushing Ave 8th Fl.

I represent: Green City Force

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: 1/22/2019

(PLEASE PRINT)

Name: JASON D. HEWITT

Address: 81 Prospect Street, Brooklyn NY 11201

I represent: Constellation Newkery, Inc

Address: 1310 Point Street, Baltimore, MD 21231

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

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: John Allen

Address: 54-41 Alameda Ave Apt 6H

I represent: Ocean Bay Apt

Address: _____

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

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: 1/22/19

(PLEASE PRINT)

Name: MARIA Forbes

Address: 1236 CLAY AVE 1A Bx 10456

I represent: CLAY AVE TENANTS ASSOC

Address: _____

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

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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

in favor in opposition

Date: Jan 22, 2019

(PLEASE PRINT)

Name: Richard Stephens

Address: 182 South St 17F

I represent: NYCHA Tenant, individual

Address: 182 South St 17F NY 10038

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