

BROOKLYN WORKFORCE INNOVATIONS:

Training New Yorkers
for ~~good jobs.~~

GREAT CAREERS



2012 ANNUAL REPORT

Table of Contents

2012 At a Glance	2
Sector-Focused Training Programs	
Red Hook on the Road	4
The “Made in NY” PA Training Program	6
Brooklyn Networks	8
Brooklyn Woods	10
Employer-Customized and Supportive Programs	
NYCHA Resident Training Academy	12
New York Drives	14
BWI at the Brooklyn Navy Yard	16
Single Stop	17
FirstSource Staffing	17
Team	18
Supporters	19
Financials	20

Dear Friends,

Welcome to Brooklyn Workforce Innovations' 2012 Annual Report. I am proud to share that BWI has made significant progress over the past year, both in our current programs and with new projects and initiatives.

BWI is simultaneously meeting our two primary goals: creating an even greater set of opportunities for the low-income people we serve and meeting the demands of the industries and employers we partner with.

BWI's award winning training programs recruit individuals from some of NYC's poorest communities and provide intensive, contextualized skills training followed by long-term job placement and career advancement support. These three phases combine to create hundreds of confident, goal-oriented, skilled workers every year. Our alumni join the workforce ready to be model employees. Many achieve career advancement within their first year of employment. With over a decade of experience, BWI knows that sector based training is not simply finding people good jobs. It's providing individuals the skills, credentials, confidence and access to industry networks required to launch their careers.

None of BWI's outstanding outcomes would be accomplished without the consistent support we receive from our donors, funders and graduates. We are also acutely aware that there is much more work to be done.

We are deeply grateful to our donors, funders and employer partners who make BWI's accomplishments possible and we look forward to another year of growth and impact.

With appreciation,

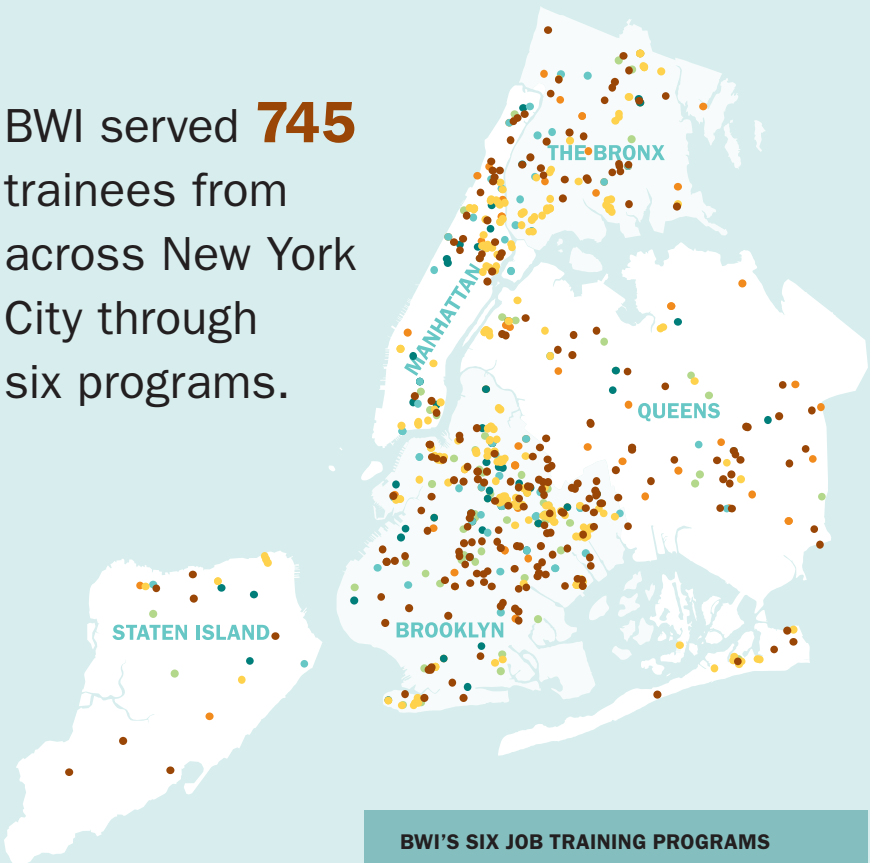


Aaron Shiffman
Executive Director

2012 At a Glance

Brooklyn Workforce Innovations helps jobless and working poor New Yorkers establish careers in sectors that offer good wages and opportunities for advancement.

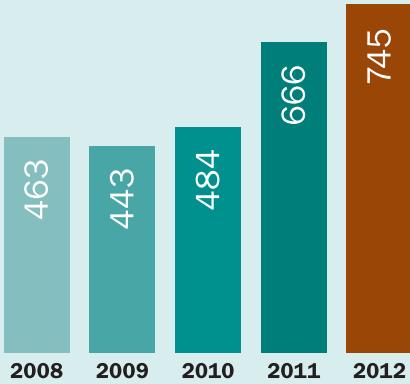
BWI served **745** trainees from across New York City through six programs.



BWI'S SIX JOB TRAINING PROGRAMS

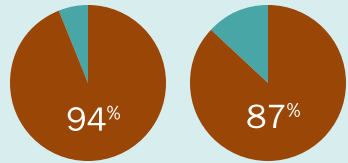
- Red Hook on the Road
- "Made in NY" PA Training Program
- Brooklyn Networks
- Brooklyn Woods
- NYCHA Resident Training Academy
- New York Drives



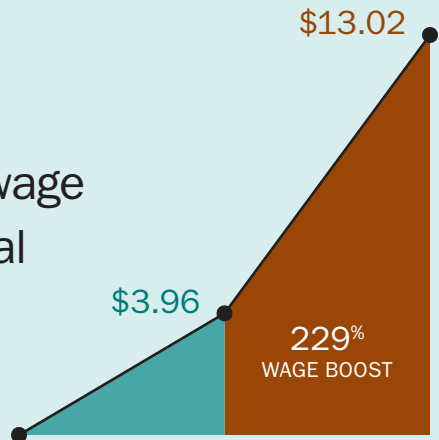


BWI served **61%** more men and women in 2012 than in 2008.

Of those enrolled in BWI programs, **94%** graduated from training and **87%** of graduates were placed into upwardly-mobile jobs.



The wage boost was **229%** between the average pre-training wage and the average initial placement wage.





Every employer wants
to ~~hire~~ good employees.

RETAIN



Red Hook on the Road

Employers continue to hire Red Hook on the Road graduates because these men and women excel in the industry long-term. Despite coming to BWI with barriers to employment, 9 out of 10 graduates remain in their careers for more than one year without interruption.

The commercial driving industry has long been a critical part of New York City's economy, and it has become a local pathway out of poverty through Red Hook on the Road. Red Hook on the Road offers free behind-the-wheel instruction and job readiness training to nearly 300 men and women annually who have been unable to access family-supporting careers. Once graduates obtain a commercial driver's license (CDL), the program places them into jobs with starting wages among the highest across BWI's programs. Many of these jobs also offer valuable health benefits. And most importantly, Red Hook on the Road graduates typically remain in their new careers long-term.



LEAD

Our graduates ~~help out~~
when they're on set.



“Made in NY” PA Training Program

The 400 individuals who have graduated from the “Made in NY” Production Assistant Training Program are doing far more than coordinating talent and delivering equipment for a 4am call time; many of our alumni now work as location scouts and production coordinators.

The “Made in NY” Production Assistant Training Program, which BWI offers in partnership with the New York City Mayor’s Office of Media and Entertainment, is unique among our industry-focused job training programs. The program offers training and connections to upwardly-mobile careers in production, and it is also diversifying the industry from entry level to leadership positions—94% of enrollees are young men and women of color.

One month in class, two years of post-training support, and a 24-hour “Made in NY” Production Hotline connects about 80 primarily young, unemployed New Yorkers each year with the skills, supports and access to production jobs they need to launch and grow their careers.



Every year, BWI cultivates
~~dedicated employees.~~

SKILLED SUPERVISORS



Brooklyn Networks

Brooklyn Networks graduates are proud to complete BWI's most academically-rigorous program and work hard to prove themselves in the industry they have joined. Perhaps that's why one quarter of our recent graduates have achieved wage or position advancements in less than a year.

Brooklyn Networks is BWI's network cable installation program, training 60 men and women each year for jobs building the voice and data cable infrastructure that helps local businesses thrive. Trainees learn to install and maintain computer, voice, data, video and security system cabling at a custom-built telecommunications lab located at the New York City College of Technology. Brooklyn Networks graduates are well prepared to achieve the employer-recognized BICSI credential, and they begin their careers ready to grow and advance in a rebounding industry.



We're creating quality
~~products.~~

WORKERS



Brooklyn Woods

Brooklyn Woods trains people for careers in the woodworking and urban manufacturing industries and, for some, offers an extension of the learning environment through our cabinet-building social enterprise activities. We work side-by-side with the people we serve to build high-quality cabinetry while our graduates rebuild their lives.

Brooklyn Woods prepares men and women with significant barriers to employment for careers working with wood. At our training facility in Gowanus, Brooklyn, we offer 50 to 60 individuals each year instruction in the fundamentals of woodworking, including the proper use of hand tools, power tools and woodworking machinery. Through seven weeks of training and up to two years of career support, Brooklyn Woods builds pathways to entry-level jobs with opportunities for advancement.



We strive to help our
NEIGHBORS
~~trainees~~ become reliable
and dedicated workers.



NYCHA Resident Training Academy

When NYCHA Resident Training Academy graduates enter the workforce, their work supports their families and their communities. Our alumni take pride in improving the public housing developments they call home.

The New York City Housing Authority (NYCHA) Resident Training Academy is a collaborative workforce development initiative, led by BWI, that connects public housing residents to training and careers with NYCHA. BWI placed more than 200 men and women into jobs as entry-level Caretakers or Pest Control Technicians last year. More importantly, we connected them to career paths that offer benefits and upward mobility. Our graduates are not only offered technical skills; they are provided the financial, legal and career counseling supports they will need to remain on their path out of poverty.



Sometimes, the first
step toward a career
seems ~~impossible~~.

ACHIEVABLE



New York Drives

New York Drives creates immediate impact and long-term opportunity by removing barriers to our proven sector-focused training programs.

New York Drives is BWI's job readiness and driver's license access program. The program was created to connect those at the earliest stages of job readiness with the skills and credentials they need to join sector-focused skills training programs or secure an immediate job placement. New York Drives removes a tangible barrier to employment—connecting our beneficiaries to a New York State Driver's License—and provides rigorous job readiness training. It is a critical resource, particularly for low-income women and young adults from throughout the five boroughs of New York City. New York Drives offers each participant the opportunity to quickly and efficiently receive all the credentials, skills and supports they'll need to launch their career.



At the Brooklyn Navy Yard

The Brooklyn Navy Yard is in a period of rapid expansion; it will add 3,000 construction and permanent jobs in the next five years. Along with our partners, BWI is developing innovative, customized training programs to meet employer demand.

At the Brooklyn Navy Yard, BWI is doing what we do best: matching high-needs communities with career-path jobs. The Navy Yard is an emerging leader in green manufacturing and community-conscious business development. More than 275 manufacturing, e-commerce fulfillment and other industrial businesses are based at the Navy Yard, and those businesses' growth and expansion is creating training and employment opportunities. BWI is working with the Brooklyn Navy Yard Development Corporation and other workforce development and adult education partners to ensure that the low-income residents in communities surrounding the Navy Yard have access to these employment opportunities.



Single Stop

Every BWI trainee and graduate has access to public benefits screening and advocacy, access to legal and financial counseling services, and free on-site tax preparation services. The program is operated by Fifth Avenue Committee.

Single Stop helps participants obtain food stamps and Medicaid on-site, during or prior to training, when most are earning no income, and also helps them build long-term financial stability.

FirstSource Staffing

FirstSource Staffing is an alternative staffing agency, launched in 1999, that helps to quickly connect men and women to temporary and permanent staffing assignments. The social enterprise is owned by Fifth Avenue Committee.

In 2012, FirstSource served 389 men and women, placing them into jobs with an average hourly wage of \$14.48 per hour.

Our Dedicated Team

Aaron Shiffman

Executive Director

Shawn Hegele

Director of Fundraising and
Data Management

RED HOOK ON THE ROAD

Julio Perez

BWI Assistant Director

Mahmoud Akar-Ahmed

Training Coordinator

Jonathan Cruz

Program Coordinator

Sandra DeJesus

Intake Coordinator

Linton Lovell

Job Developer

Vanessa Luna

Administrative Assistant

Josh Silverstein

Recruitment and Contract
Manager

“MADE IN NY” PA TRAINING PROGRAM

Katy Finch

Program Director

Venus Anderson

Program Coordinator

Nancy Goldman

Account Manager

Mara Prater

Training Manager

BROOKLYN NETWORKS

Tammy Burgess

BWI Assistant Director

Katherine Girgis

Program Assistant

Erica Plasse

Program Coordinator

Anika Price

Job Developer

BROOKLYN WOODS

Scott Peltzer

Program Director

Chris Cavallaro

Instructor

Toby Gardner

Program Coordinator

NYCHA TRAINING ACADEMY

Nathalie Hodge

Program Director

Cavril Blackwood

Program Assistant

Jennifer Brown

Recruitment Specialist

Emily Nelson

Professional Development
Instructor

NEW YORK DRIVES

Kalilah Moon

Program Director

Board of Directors

June Yearwood, Chair

Church Pension Fund

Patricia Swann, Vice Chair

New York Community Trust

Michelle de la Uz, Secretary

Fifth Avenue Committee, Inc.

Alan Abramson

Shuman, Abramson
and Morak

Thomas Bennet

Littlejohn & Co.

Brian Colon

The Door

Jane Greenman

CommVault Systems Inc.

Gary Rindner

Affiliates Risk Management
Services, Inc.

Chris Sand

Centre Partners

Melissa Woods

Meyer, Suozzi, English & Klein, P.C.

Kenny Yeung

Credit Suisse

Supporters

FOUNDATIONS, CORPORATIONS & BANKS

Bank of Tokyo—Mitsubishi

UFJ Trust Company

Bloomberg LP

Booth Ferris Foundation

Brooklyn Community Foundation

Consortium for Worker Education—
Employment Preparation Education

Consortium for Worker Education—
Jobs to Build On

Gimbel Foundation

Hyde and Watson Foundation

Ira W. DeCamp Foundation

Irene B. Wolt Lifetime Trust

Jean & Louis Dreyfus Foundation

JP Morgan Chase Foundation

Lily Auchincloss Foundation

M & T Bank Charitable Foundation

Mayor's Fund to Advance NYC

New York Community Trust

New York District Council of Carpenters

New York Women's Foundation

Pinkerton Foundation

Robin Hood Foundation

Tiger Foundation

United Way of New York City

PUBLIC GRANTS & CONTRACTS

NYS Office of Temporary and Disability
Assistance—Wage Subsidy Program

NYS Office of Temporary and Disability
Assistance—Food Stamp Employment
and Training Venture

**BWI IS GRATEFUL FOR THE
GENEROUS SUPPORT WE RECEIVE
EACH YEAR FROM OUR HUNDREDS
OF INDIVIDUAL CONTRIBUTORS.**

Statements of Financial Position

	2012	2011		2012	2011
CURRENT ASSETS			CURRENT LIABILITIES		
Cash and cash equivalents	\$430,637	\$225,047	Accounts payable	\$141,847	\$171,825
Accounts receivable	\$166,187	\$34,297	Accrued expenses	\$114,305	\$79,574
Grants receivable	\$1,128,234	\$1,338,939	Grants payable-related parties	\$2,000	–
Grants receivable-related parties	\$91,270	\$102,655	Total Liabilities	\$258,152	\$251,399
Total Current Assets	\$1,816,328	\$1,700,938	NET ASSETS		
FIXED ASSETS			Unrestricted	\$1,624,963	\$1,709,860
Leasehold improvements, equipment & fixtures, net	\$302,331	\$289,821	Temporarily restricted	\$265,819	\$45,000
Total Fixed Assets	\$302,331	\$289,821	Total Net Assets	\$1,890,782	\$1,754,860
OTHER ASSETS			TOTAL LIABILITIES & NET ASSETS	\$2,148,934	\$2,006,259
Security deposits	\$30,275	\$15,500			
Total Other Assets	\$30,275	\$15,500			
TOTAL ASSETS	\$2,148,934	\$2,006,259			

Statement of Activities & Changes in Net Assets

2012	Unrestricted	Temporarily Restricted	Total
REVENUE			
Government Grants	\$339,495	–	\$339,495
Contributions-foundations	\$1,077,500	\$1,570,000	\$2,647,500
Contributions-corporations	\$279,415	\$200,000	\$479,415
Contributions-individuals	\$91,703	\$10,000	\$101,703
Program services	\$188,095	–	\$188,095
Subcontract income-affiliate	\$60,798	–	\$60,798
Special events, net of costs of direct benefit to donors of \$18,729	\$11,601	–	\$11,601
Miscellaneous income	\$26,914	–	\$26,914
Interest income	\$116	–	\$116
Net assets released from restrictions	\$1,559,181	\$(1,559,181)	–
Total Revenue and Support	\$3,634,818	\$220,819	\$3,855,637
EXPENSES			
Program	\$3,159,299	–	\$3,159,299
Management and general	\$367,754	–	\$367,754
Fundraising	\$192,662	–	\$192,662
Total Expenses	\$3,719,715	–	\$3,719,715
CHANGES IN NET ASSETS	\$(84,897)	\$220,819	\$135,922
NET ASSETS			
Beginning of year	\$1,709,860	\$45,000	\$1,754,860
End of year	\$1,624,963	\$265,819	\$1,890,782

Mission Statement

BWI's mission is to empower low- and moderate-income people by creating living-wage employment opportunities and access to career paths. We seek to develop programs that counter prevailing market inequalities (especially those based on race or gender) and contribute to a broader movement for economic justice.

BWI is a nonprofit affiliate of Fifth Avenue Committee, Inc., a nationally-recognized community development corporation working to advance social and economic justice in South Brooklyn through affordable housing development, job creation, adult education and community organizing.



Brooklyn Workforce Innovations

621 Degraw Street | Brooklyn, NY | 11217

P 718.237.2017 | **F** 718.237.5366

www.bwiny.org

