



Brooklyn Workforce Innovations

2011 Annual Report

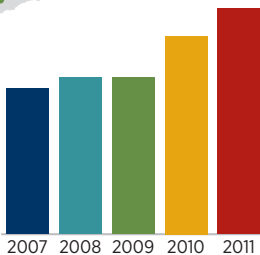
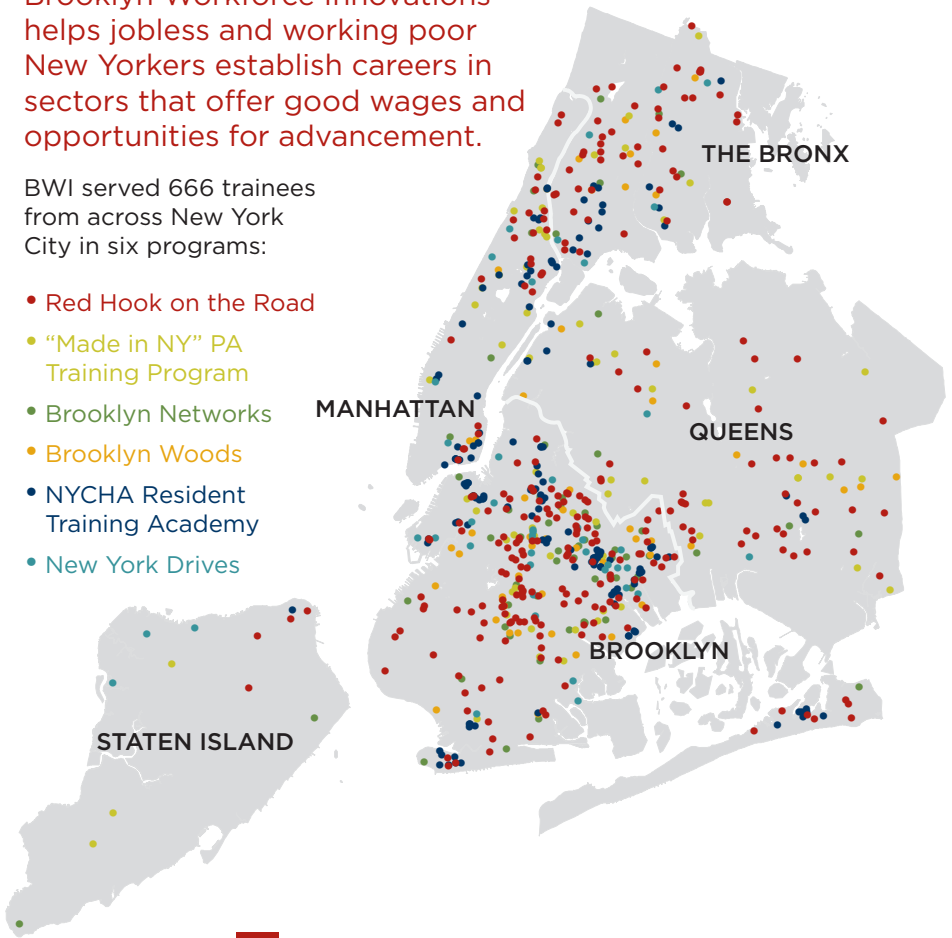


2011 AT A GLANCE

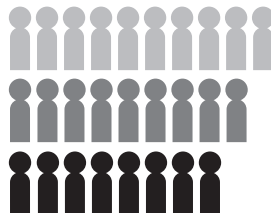
Brooklyn Workforce Innovations helps jobless and working poor New Yorkers establish careers in sectors that offer good wages and opportunities for advancement.

BWI served 666 trainees from across New York City in six 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 52% more men and women in 2011 than we did in 2007.



Of those BWI enrolled in our programs in 2011, 92% graduated from training and 91% of graduates were placed into upwardly-mobile jobs.



BWI beneficiaries come to us earning little or no income, and after training and placement, they achieve an immediate, significant income boost.

FROM THE EXECUTIVE DIRECTOR



Dear Friends,

I'm proud to share with you Brooklyn Workforce Innovations' 2011 Annual Report. In particular, I hope you will enjoy learning how BWI is creating a greater impact than ever before, and how we're doing far more than connecting unemployed and underemployed men and women with jobs. The ripple effects of our workforce development programs and services are being felt far beyond the walls of our South Brooklyn training facilities.

BWI programs recruit individuals from New York City's underserved communities and apply a long-term, intensive training, placement and support model to connect our graduates to credentials and careers. In 2011 BWI recruited and trained hundreds of New Yorkers from the five boroughs. Most of our graduates are quickly connected to work and most of our working alumni continue to maintain jobs and advance with experience. Our programs are successful because our graduates are successful. We have learned, through more than a decade of experience, that BWI's value is closely tied to our connection with our community that produces jobs, shares our social values, and depends heavily on graduates' paychecks and benefits—the most basic symbols of stability and success.

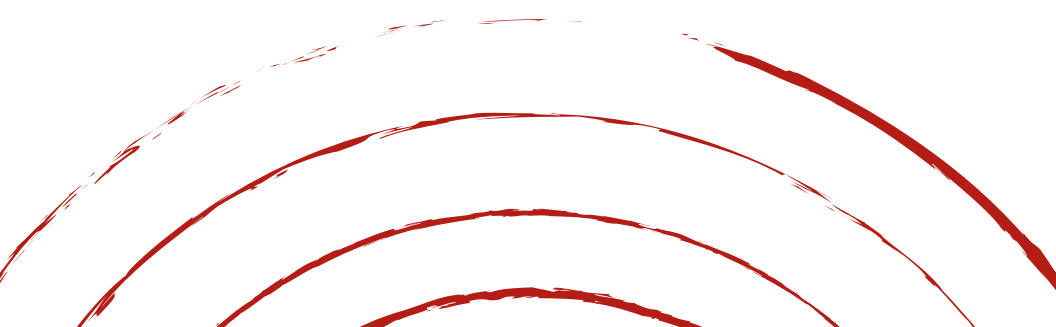
The people who walk through BWI's doors each day are not service recipients. They are practical mothers, ambitious sons, and caring neighbors. And, through the hard work our staff put in every day, we aim to help them also become reliable co-workers, dedicated employees and skilled supervisors on the job.

We are deeply grateful for our donors and funders who make BWI's work possible, and we look forward to another year of growth and success!

With appreciation,



Aaron Shiffman
Executive Director



RED HOOK ON THE ROAD

Most of the people placed into jobs after graduating from Red Hook on the Road stay in this promising career path long-term; 89-96% of those placed over the past five years were still working one year later.



Red Hook on the Road (RHOR), BWI's largest and longest-running training program, trains low-income men and women for commercial driving careers. The program fills a skills gap; while poverty persists in many New York City communities, the commercial driving industry is thriving and also bracing for a lack of talent as older drivers "age out" of the sector. Even in unstable economic times, this industry offers jobs with good wages and employer-sponsored benefits.

RHOR offers four weeks of training that leads to a commercial driver's license (CDL) and placement into a job with one of scores of committed employer partners. The program trained 280 men and women in 2011, graduating nearly all of them. After achieving the CDL certification, BWI connected them to jobs driving buses, paratransit coaches, ambulettes, trucks, and other commercial vehicles. And almost all graduates are still working more than a year later.



“MADE IN NY” PA TRAINING PROGRAM

“Made in NY” alumni have not only found success for themselves; they pay it forward. Graduates now working as Assistant Directors, Grips, and Associate Producers are now hiring the latest “Made in NY” alumni so they too can launch their production careers.

The “Made in NY” Production Assistant Training Program (MiNY) is a job training and placement program offered in partnership with the New York City Mayor’s Office of Media and Entertainment. This unique program works toward two goals: diversity in the television and film industry and career development for low-income and unemployed men and women. Trainees are educated by industry professionals in all the basics, including production department and crew roles such as walkie use and set etiquette.

Since the program launched in 2006, we have trained over 350 New Yorkers and placed highly-qualified PAs on thousands of films, commercials, and television shows. “Made in NY” graduates are making sure hundreds of background actors are in wardrobe and makeup for the upcoming scene in *Boardwalk Empire*, and adjusting the camera focus on *The Good Wife*.



BROOKLYN NETWORKS

Brooklyn Networks graduates are helping businesses prepare for the next generation of high-speed cabling. Several alumni were recently hired to work on replacing miles of cable at CUNY in order to meet the newest standards for speed and durability.

Brooklyn Networks is BWI's cable installation program, and the most technically challenging program we offer. Nearly 60 men and women each year enter the training and commit to participating in six weeks of full-time training as well as two to three hours of homework every night. Trainees learn to install and

maintain computer, voice, data, video and security system cabling. We offer training in a custom-built telecommunications lab located at the New York City College of Technology and connect nearly all of our graduates to an employer-recognized certification and the skills needed to find, achieve, and grow in their new careers.



BROOKLYN WOODS

Brooklyn Woods is not only making an impact on the lives of low-income New Yorkers, it is also part of the movement to reduce our collective carbon footprint. All Brooklyn Woods cabinets are made with FSC certified materials and low-VOC finishes. In other words, Brooklyn Woods is green!

Brooklyn Woods is BWI's skilled woodworker training program. At a state-of-the-art wood shop in Gowanus, Brooklyn, we teach low-income and unemployed men and women the fundamentals of woodworking, focusing on the proper use of hand tools, power tools and woodworking machinery. Once our seven-week training program is completed, graduates can do everything from sanding furniture to operating advanced woodworking machinery.

Brooklyn Woods graduates work in local custom woodworking shops and related fabrication and assembly businesses. Additionally, some graduates are hired in our own custom cabinetry shop. There, we build and install high-quality, low-environmental-impact cabinetry in multi-unit housing developments and businesses throughout New York City.

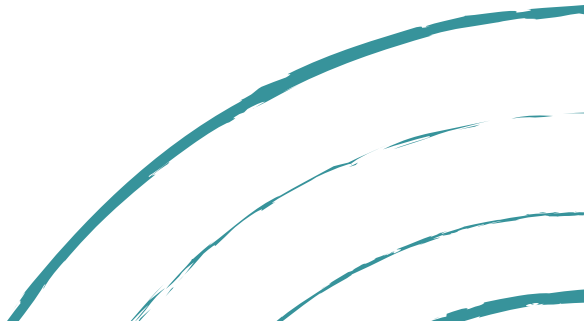


NYCHA TRAINING ACADEMY

NYCHA Resident Training Academy graduates are not only proud to be working in good jobs with benefits, they say they feel rewarded to be improving the public housing communities they and their families live in.

The New York City Housing Authority (NYCHA) is not only the largest landlord in the city; it's one of the largest employers as well.

The NYCHA Resident Training Academy is a collaborative effort that responds to the significant need for greater job opportunities in public housing. The Academy is a large-scale, city-wide effort that brings together the resources and expertise of a network of training providers. As the lead workforce development partner, BWI trains residents for well-paying, benefits-providing jobs directly with NYCHA. Training combines contextualized job readiness, workplace safety, and hands-on skills training. In the program's first two years, we have seen incredible outcomes; over 90% of our enrollees have been placed into jobs with NYCHA.



NEW YORK DRIVES

New York Drives beneficiaries are 75% women and one-third of them are single mothers; last year, the program helped improve the lives of 35 children by supporting these women. After completing the program, most graduates advance to skills training or full-time employment on a path to family-supporting careers.

New York Drives is unique among BWI's training programs; it prepares individuals with significant barriers to employment for advanced training or placement into a job requiring a driver's license. Developed in response to a critical need for connection to a New York State Driver's License as well as core career development training, New York Drives serves as a feeder program to other training programs within and outside of BWI.

Most New York Drives beneficiaries are women and young adults; populations in which we have seen an even greater need for this training and credential compared to the other low-income individuals BWI serves.



BWI AT THE BROOKLYN NAVY YARD

In the 19th and 20th Centuries, the Brooklyn Navy Yard was outfitting Civil War ironclads and manufacturing materials for WWI. Today, the Navy Yard is an industrial and economic engine creating new opportunities for the people BWI serves.

As Brooklyn develops robust new industry niches, so does BWI. At the historic Brooklyn Navy Yard, BWI will do what we do best: match high-needs communities with career-path job opportunities. The Navy Yard, a rapidly-developing industrial complex on the Brooklyn shoreline, is becoming a leader in green manufacturing and community-conscious business development. The Navy Yard currently has more than 275 commercial tenants and plans to add 3,000 construction and permanent jobs over the next five years. BWI, as the leader of a small network of nonprofit organizations, will match current employees and local community members with high-quality skills training and adult education programs so that those with limited opportunity are directly connected to careers being created as a part of this growth.

BWI already works closely with several of the industries that anchor the Navy Yard's tenant base, including film and television

production (through our "Made in NY" Production Assistant Training Program), commercial driving (through Red Hook on the Road) and woodworking and product assembly (through Brooklyn Woods). In fact, our "Made in NY" training program is now conducting its classroom-based training at the Navy Yard's new Building 92!



COMPREHENSIVE SUPPORTS



SINGLE STOP

Through Fifth Avenue Committee's Single Stop Program, all of BWI's trainees and graduates receive public benefits screening and advocacy, access to legal and financial counseling services, and free on-site tax preparation services.

In 2011 Single Stop served 1,126 individuals, returning nearly \$5 million dollars in benefits to its clients, and connecting hundreds to legal and financial counseling.

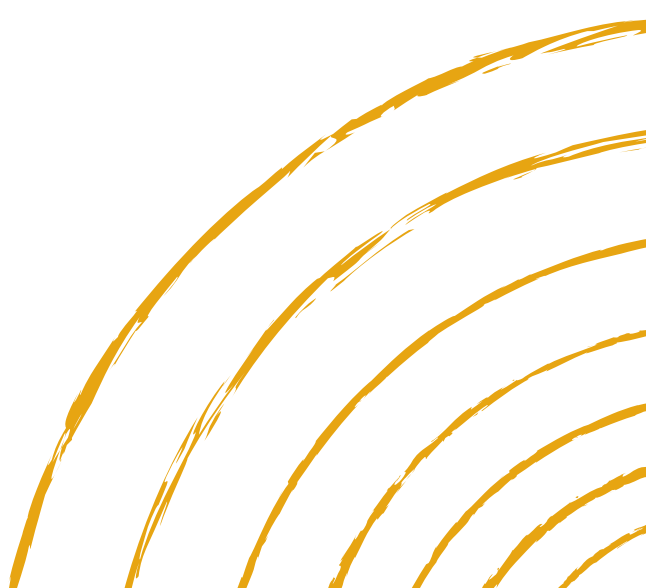
Single Stop helps participants obtain food stamps and Medicaid on-site, during or prior to training, when most are earning no income and also helps them build long-term financial skills.

FIRSTSOURCE STAFFING

FirstSource Staffing is an award-winning social enterprise owned by Fifth Avenue Committee and managed by BWI. FirstSource creates jobs for unemployed New Yorkers through temporary and permanent staffing assignments.

FirstSource connects out-of-work individuals to temporary employment in a wide range of positions, from building porter to tax preparer.

In 2011, FirstSource served 164 men and women, placing them into jobs with an average hourly wage of close to \$15 per hour.





OUR GENEROUS SUPPORTERS

FOUNDATIONS, CORPORATIONS & BANKS

Achelis Foundation	Consortium for Worker Education —Jobs to Build On
AICP Foundation	Jean & Louis Dreyfus Foundation
Lily Auchincloss Foundation	Fifth and Pacific Foundation (formerly, Liz Claiborne Foundation)
Bank of New York Mellon	Gimbel Foundation
Bank of Tokyo—Mitsubishi UFJ Trust Company	JP Morgan Chase Foundation
Bloomberg LP	M & T Bank Charitable Foundation
Brooklyn Community Foundation	Mayor's Fund to Advance NYC
Brooklyn Community Foundation —Hope & Healing Fund	New York District Council of Carpenters
Consortium for Worker Education —Emerging and Transitional Worker Initiative	New York Women's Foundation
Consortium for Worker Education —Employment Preparation Education	Sovereign Bank
	Robin Hood Foundation
	Tiger Foundation

*BWI is grateful for support from our hundreds
of generous individual contributors.*

PUBLIC GRANTS & CONTRACTS

NYS Department of Probation and Correctional Alternatives	NYS Office of Temporary and Disability Assistance—Career Pathways (via Lutheran)
NYS Office of Temporary and Disability Assistance—Wage Subsidy Program	NYC Small Business Services— Production Craft Training
NYS Office of Temporary and Disability Assistance—Food Stamp Employment and Training Program	NYC Small Business Services (via Goodwill Industries)



A DEDICATED TEAM

STAFF

Aaron Shiffman
Executive Director

Shawn Hegele
Director of Fundraising

Brooklyn Networks

Tammy Burgess
BWI Assistant Director

Erica Plasse
Program Coordinator

Anika Price
Job Developer

Katherine Girgis
Program Assistant

NY Drives Program

Melissa Allen
Program Coordinator

NYCHA Training Academy

Nathalie Hodge
Program Director

Jennifer Brown
Recruitment Specialist

Red Hook on the Road

Julio Perez
BWI Assistant Director

Jonathan Cruz
Program Coordinator

Mahmoud Akar-Ahmed
Training Coordinator

Linton Lovell
Job Developer

Josh Silverstein
*Recruitment and
Contract Manager*

Sandra DeJesus
Intake Coordinator

Vanessa Luna
Administrative Assistant

Brooklyn Woods

Scott Peltzer
Program Director

Toby Gardner
Program Coordinator

Chris Cavallaro
Instructor

“Made in NY” PA Training Program

Katy Finch
Program Director

Mara Prater
*Associate Program
Manager*

Nancy Goldman
Crew Manager

Venus Anderson
Program Coordinator

BOARD OF DIRECTORS

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New York Community Trust

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Fifth Avenue Committee, Inc.

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Shuman, Abramson and Morak

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Upper Manhattan Workforce1 Center

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Jane Greenman
CommVault Systems, Inc.

Gary Rindner
Gary Rindner, Attorney at Law

Christopher Sand
Centre Partners

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

Kenny Yeung
Credit Suisse

FINANCIAL STATEMENTS

STATEMENTS OF FINANCIAL POSITION

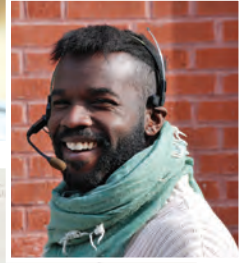
Current Assets	2011	2010	Current Liabilities	2011	2010
Cash and cash equivalents	\$225,047	\$496,564	Accounts payable	\$171,825	\$152,998
Accounts receivable	\$34,297	\$71,933	Accrued expenses	\$79,574	\$61,683
Grants receivable	\$1,338,939	\$506,039	Total Liabilities	\$251,399	\$214,681
Grants receivable-related parties	\$102,655	\$418,725	Net Assets	2011	2010
Total Current Assets	\$1,700,938	\$1,493,261	Unrestricted	\$1,709,860	\$1,652,193
Fixed Assets	2011	2010	Temporarily restricted	\$45,000	\$0
Leasehold improvements, equipment & fixtures, net	\$289,821	\$358,113	Total Net Assets	\$1,754,860	\$1,652,193
Total Fixed Assets	\$289,821	\$358,113	Total Liabilities & Net Assets	\$2,006,259	\$1,866,874
Other Assets	2011	2010			
Security deposits	\$15,500	\$15,500			
Total Other Assets	\$15,500	\$15,500			
Total Assets	\$2,006,259	\$1,866,874			

STATEMENT OF ACTIVITIES & CHANGES IN NET ASSETS

2011

	Unrestricted	Temporarily Restricted	Total
Revenue			
Government Grants	\$471,640	\$0	\$471,640
Contributions-foundations	\$2,229,000	\$45,000	\$2,274,000
Contributions-corporations	\$522,591	\$0	\$522,591
Contributions-individuals	\$65,427	\$0	\$65,427
Program services	\$94,147	\$0	\$94,147
Subcontract income-affiliate	\$85,545	\$0	\$85,545
Miscellaneous income	\$6,769	\$0	\$6,769
Interest income	\$11	\$0	\$11
Total Revenue and Support	\$3,475,130	\$45,000	\$3,520,130
Expenses			
Program	\$2,973,995	\$0	\$2,973,995
Management and general	\$266,345	\$0	\$266,345
Fundraising	\$177,123	\$0	\$177,123
Total Expenses	\$3,417,463	\$0	\$3,417,463
Change in Net Assets	\$57,667	\$45,000	\$102,667
Net Assets			
Beginning of year	\$1,652,193	\$0	\$1,652,193
End of year	\$1,709,860	\$45,000	\$1,754,860

Leap, Inc., d/b/a Brooklyn Workforce Innovations for the financial year ending June 30, 2011, excerpted from audited financial statements prepared by the public accounting firm of ODMD, LLP, which issued an unqualified opinion on these financial statements. A full set of financial statements is available upon request.



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 & community organizing.



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