



2023 AND 2024

ANNUAL REPORT

Launching Careers.
Shaping Futures.



DEAR FRIENDS,

I am so pleased to share BWI's 2023-2024 Biannual Report at a critical time for the city and the organization. New York City's economic landscape is changing quicker than ever, leaving those with barriers to employment even further behind. As BWI approaches our 25th anniversary this year, our work to connect low-income New Yorkers to upwardly-mobile careers in collaboration with local employers has become more vital than ever.

We are deeply thankful for the dedication and commitment of our staff, trainees, and employer partners, along with the supporters who have made it possible for us to invest in new and innovative ways to strengthen our impact.

In 2023, we finalized a five-year strategic plan to guide organizational growth and provide a lens to pursue economic justice in a changing economy. We've also engaged in exciting program initiatives, such as designing training paths for careers in affordable housing, strengthening our wraparound service offerings, and growing our newest program, KindWork, to help more young people of color access the tech sector.

We remain humbled and proud of all that we've accomplished together and look forward to continuing to build economic opportunities for all New Yorkers.

With appreciation,



Aaron Shiffman
Executive Director

OUR MISSION

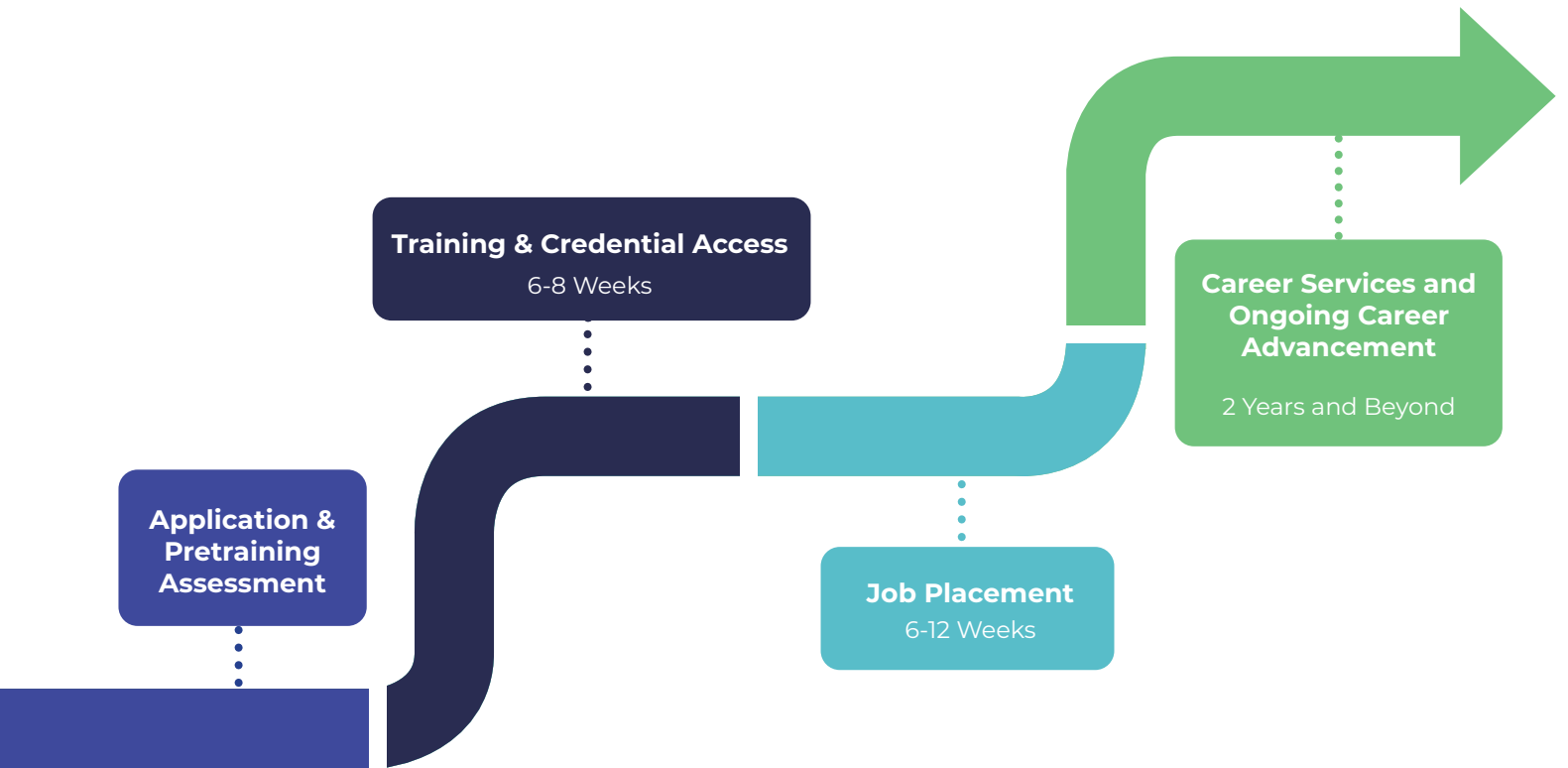
To empower low-income New Yorkers by creating living-wage employment opportunities and access to career paths. Our programs counter prevailing market inequalities, especially those based on race or gender, and contribute to a broader movement for economic justice.

2023 FINANCIALS



THE BWI MODEL

BWI is unique in its long-term approach, guiding enrollees from initial application through two years of post-graduate support. In each phase of programming, trainees are provided with comprehensive **wraparound services** and the resources needed to achieve their career goals.



I love the program. It was very intensive and I felt like it taught me everything I needed to know to be a great production assistant.

MJ

“Made in NY” Production Assistant (PA) Training Program Graduate



BWI’s instructors created amazing moments for all of us during training. They are not only experts in their fields; they are supportive and patient.

DAVID

Brooklyn Networks Graduate



BWI didn’t just help me start a career, they helped me find my voice and my confidence.

BERENICE

KindWork Graduate

OUR TRAINEES

91%

People of color

42%

Unemployed
1 year or more

19%

Under 25

19%

Born outside
the US

40%

NYCHA Residents

62%

Medicaid
Recipients

43%

Female

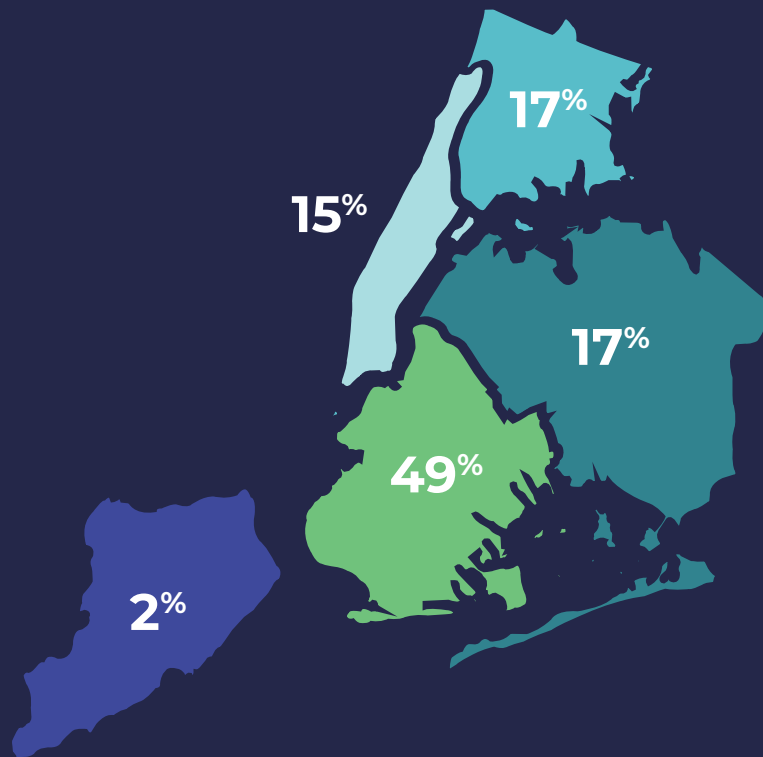
2%

Nonbinary
or GNC

828

Jobseekers

Enrolled in 2023

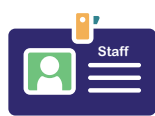


OUR IMPACT



91%

Graduated



80%

of graduates placed
in employment



264%

Average wage
increase



\$20.06

Average starting wage

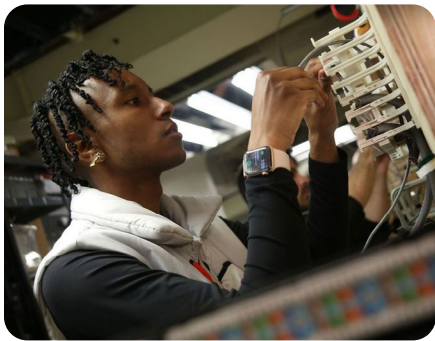


Brooklyn Woods

Incorporated into BWI's programs in 2006, this seven-week training helps students build careers in woodworking and fabrication. Students learn manufacturing processes and procedures, material technology, finishing techniques, and skills such as math and measurement, layout, and power tool and wood working machinery use. The program also includes an OSHA 30 and SST safety course, job readiness coaching, and placement assistance. Graduates are placed in high end cabinet and furniture shops, lighting and fabrication firms, and home renovation companies. Many work in production cabinetmaking at Brooklyn Woods' social enterprise program.

Red Hook on the Road

BWI's founding program prepares students for commercial driving careers through four weeks of professional training and behind-the-wheel instruction. The program serves a large population of foreign-born enrollees, providing job-related English language instruction as well as industry-specific skills like map reading. At the conclusion of training, graduates are ready to earn their Commercial Driver's License and are connected to career-ladder roles driving trucks, paratransit vehicles, school and charter buses, and airport shuttles.

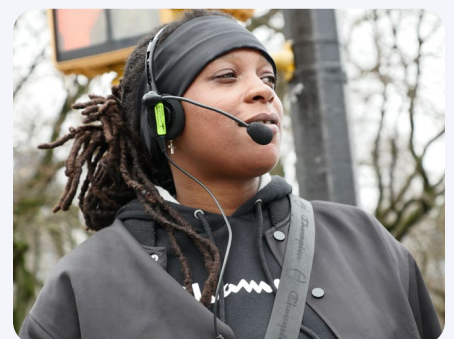


Brooklyn Networks

Launched in 2001, Brooklyn Networks prepares students for jobs in the information and communications technology sector. The six-week program combines the industry-recognized BICSI and OSHA 30 certifications with job readiness training such as interview and customer service skills. Program curriculum emphasizes proficiency in industry procedures, safety practices, standards, and codes. Graduates are placed in roles in security and A/V system installation as well as broadcast, voice, and data cabling.

“Made in NY” Production Assistant (PA) Training Program

The PA Program connects underrepresented New Yorkers to the TV and film industry by training them to work as PAs, a role that acts as an important stepping stone to careers in media. Founded in 2006, the program includes four weeks of training, including on-set etiquette, work on a mock film shoot, and visits to production studios. Graduates are placed in jobs on feature films, episodic and reality TV, music videos and other productions. Certification is offered in partnership with the NYC Mayor's Office of Media and Entertainment.





“Made in NY” Post Production Training Program

Added to BWI's suite of training offerings in 2017, the Post Production Program prepares graduates for promising careers in editing, visual effects, and audio engineering, removing barriers to entering the post-production industry. The six-week program operates mostly remotely to simulate today's post-production work environment. Participants receive technical training for industry-standard software such as Adobe Creative Suite, DaVinci Resolve, Nuke, ProTools and Avid Media Composer. Participants also learn the ins-and-outs of navigating the film and television industry and are connected to their first post-production roles.

The NYCHA Resident Training Academy

Founded by BWI and NYCHA in 2011, this multi-sector training academy connects hundreds of residents of public housing to upwardly-mobile careers within NYCHA annually. The program combines job readiness and workplace safety with sector-specific practice, such as entry-level buildings caretaking. Graduates receive support in accessing union-track municipal roles providing benefits and paths to advancement.



Customized Training Program

Through its customized training program launched in 2012, BWI collaborates with local employers and other community-based organizations to design innovative offerings that meet local hiring needs and test new workforce development strategies. Recent customized trainings have led to jobs in construction and affordable housing administration. In 2022, through collaboration with key partners, BWI launched Housing Career Pathways (HCP), which connects individuals to the growing number of roles in affordable housing leasing and compliance. HCP and other customized programs typically include industry-informed and career readiness skills, job placement, and long-term supportive services.

KindWork Customer Experience Fellowship

BWI has been collaborating with the nonprofit KindWork since 2020 to offer young adults accessible career pathways to NYC's booming tech industry. In 2023, BWI initiated a formal merger with KindWork, making it our eighth sector-focused program. Over six weeks, the program provides trainees with industry-specific skills for customer-facing roles in the tech sector. This includes relevant software training, and building additional digital and communications skills vital to their future careers.



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Zendesk Foundation
Workforce Development Institute

GOVERNMENT

NYC Council
NYC Department of Small Business Services
NYC Mayor's Office of Media & Entertainment
NYC Workforce Development Corporation
NYS Department of Labor
NYS Office of Strategic Workforce Development
NYS Office of Temporary and Disability Assistance

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