BROOKLYN WORKFORCE INNOVATIONS:

Training New Yorkers
for great careers.
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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 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.
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.

Red Hook on the Road

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.
Our graduates help out when they’re on set.
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 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.
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 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.
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

Kallahah Moon
Program Director

Board of Directors

June Yearwood, Chair
Church Pension Fund

Jane Greenman
CommVault Systems Inc.

Patricia Swann, Vice Chair
New York Community Trust

Gary Rindner
Affiliates Risk Management Services, Inc.

Michelle de la Uz, Secretary
Fifth Avenue Committee, Inc.

Chris Sand
Centre Partners

Alan Abramson
Shuman, Abramson and Morak

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

Thomas Bennet
Littlejohn & Co.

Kenny Yeung
Credit Suisse

Brian Colon
The Door
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

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

### Statement of Activities & Changes in Net Assets

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