



2013/2014 BIENNIAL REPORT

BROOKLYN WORKFORCE INNOVATIONS

OUR FORMULA FOR SUCCESS

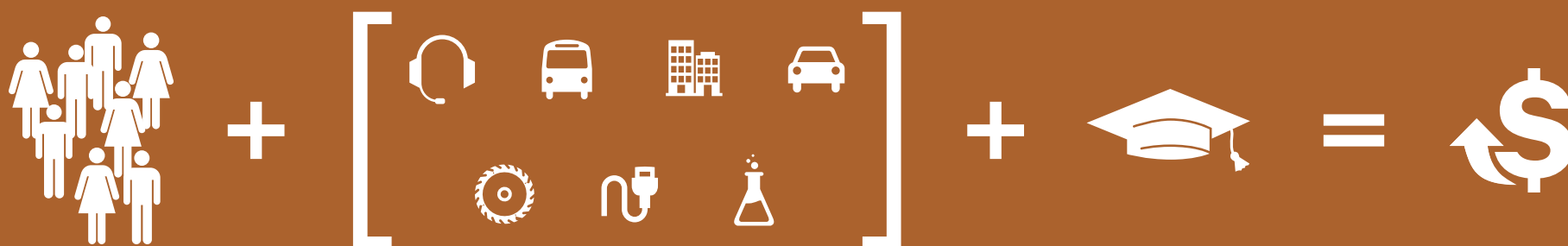


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DEAR FRIENDS,

For many it may seem that the recession's darkest days are over. However, New York City's poverty rate remains higher than both the state and national average, with one in five New Yorkers living below the poverty line. While job growth is picking up, this growth is mostly in low wage jobs with slim opportunity for growth. Brooklyn Workforce Innovations (BWI) remains committed to connecting low-income, unemployed New Yorkers to family-supporting careers with opportunities for advancement.

BWI's award-winning training programs continue to outperform comparable models and produce confident, competent graduates who excel in the workplace. We hope that the changing economic tide, combined with the continued investment we receive from our generous supporters, will allow us to further move the needle on poverty-fighting in New York City.

Thank you to all of the people who have made the accomplishments outlined in this Biannual Report possible. BWI grows its impact every day with the help of our partners at foundations, corporations, state and local government agencies, and the hundreds of individual supporters that stand side by side with us as we put our mission into action by connecting men and women to good jobs.

With appreciation,

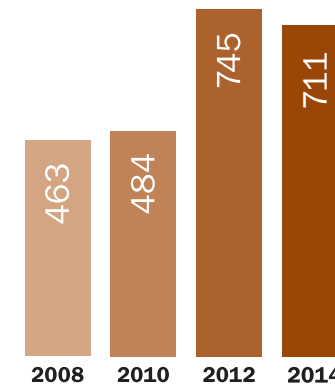
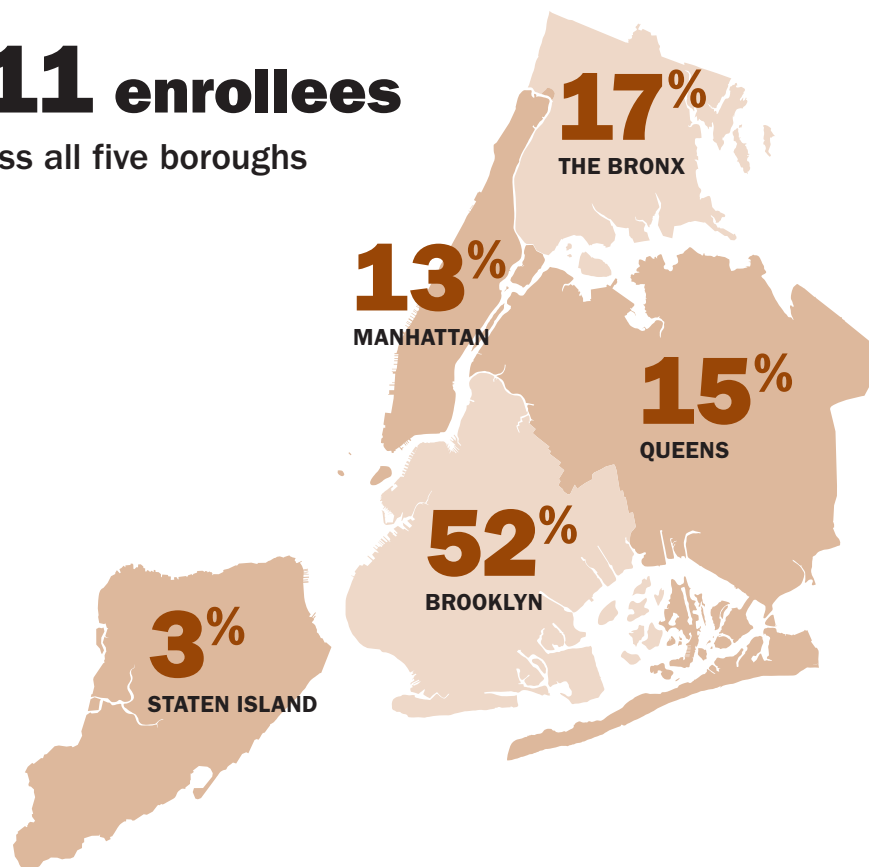


Aaron Shiffman
Executive Director

2013 & 2014 AT A GLANCE

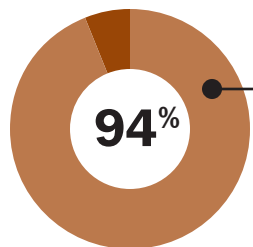
BROOKLYN WORKFORCE INNOVATIONS HELPS JOBLESS AND WORKING POOR NEW YORKERS ESTABLISH CAREERS IN SECTORS THAT OFFER GOOD WAGES AND OPPORTUNITIES FOR ADVANCEMENT.

711 enrollees
across all five boroughs



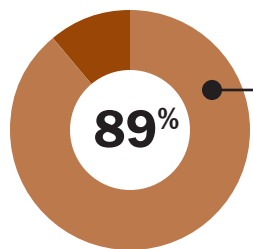
54% increase

in the number of men and women served, from 2008 to 2014



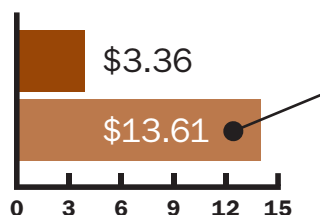
94% = 667 out of 711

enrollees that graduated from
one of BWI's programs



89% = 592 out of 667

graduates placed into jobs



305% wage boost

between the average pre-training wage and
the average initial placement wage

BWI'S SEVEN 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

BROOKLYN WORKFORCE COLLABORATION

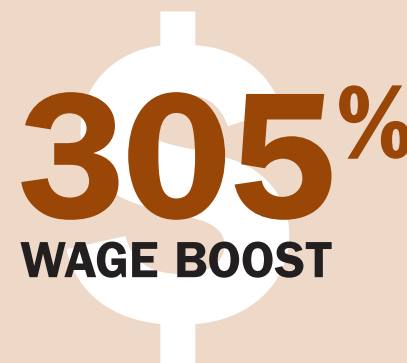


94%

GRADUATED



592
NEW HIRES



RED HOOK ON THE ROAD



RED HOOK ON THE ROAD PREPARES INDIVIDUALS FOR JOBS AS DRIVERS OF A WIDE RANGE OF COMMERCIAL VEHICLES.

Ever thought about what it takes to drive the bus you take to work or the truck that delivers food to your supermarket every morning? Ask any one of the 300 graduates of Red Hook on the Road.

BWI's first and largest training program prepares low-income New Yorkers for careers as licensed commercial bus and truck drivers. After a week-long permit-prep course, participants take part in four weeks of training covering everything from map-reading and job readiness skills to behind-the-wheel instruction preparing them to drive "Class B/BPS" commercial vehicles. Red Hook on the Road graduates work driving trucks,

paratransit vehicles, school buses, airport shuttle buses, and other vehicles that are critical to our lives and the New York City economy.

BWI is proud that 97% of Red Hook on the Road students graduate, and even more importantly, 91% of licensed graduates are placed into long-term jobs (most of them are still working a full year later). Demanding the best of our students, BWI training provides the credentials needed to get a first job as well as the skills and support to build a family-supporting career.

The opportunities are there. Bus drivers and other commercial vehicle drivers are consistently listed by the NYS Department of Labor as among the local jobs that are most in-demand. Taking part in this promising industry, our graduates are contributing to the infrastructure that supports this great city. The next time you take a bus, take a moment to think about how your driver got to where they are today, taking you to where you need to be.

300

ENROLLEES

per year. Trainees learn map-reading and job-readiness skills, as well as behind-the-wheel instruction.

93%

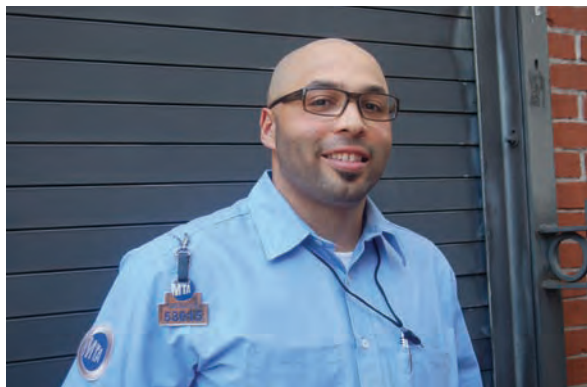
1-YEAR RETENTION

Rate of RHOR graduates that are still working full-time commercial driving jobs one year after their first placement.

\$13.94

AVG. INITIAL WAGE

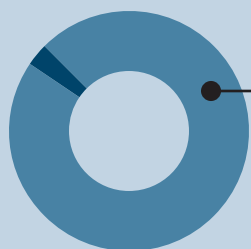
Hourly wage that graduates placed into jobs earn on average in their first job after the program.



RICARDO GREW UP IN WASHINGTON HEIGHTS IN THE 80s, SURROUNDED BY DRUGS AND CRIME. LEARNING OF RED HOOK ON THE ROAD THROUGH A LOCAL PROGRAM THAT CONNECTS FORMERLY-INCARCERATED INDIVIDUALS WITH JOB PLACEMENT ASSISTANCE, RICARDO GRADUATED FROM THE PROGRAM AND WAS QUICKLY HIRED TO DRIVE A TRUCK FOR A SMALL BUSINESS IN QUEENS. RICARDO NOW WORKS AS AN MTA BUS DRIVER, AND HE HAS COME A LONG WAY FROM THE MISTAKES HE MADE AS A YOUNG MAN.



RED HOOK ON THE ROAD'S ORIGINS EXEMPLIFY THE SECTOR-BASED APPROACH WE TAKE TO WORKFORCE DEVELOPMENT. IT BEGAN BY BUILDING RELATIONSHIPS WITH LOCAL BUSINESSES IN RED HOOK, BROOKLYN AND BRIDGING THE GAP BETWEEN UNEMPLOYED LOCAL RESIDENTS AND THE DRIVING CAREERS THAT EXISTED IN THAT COMMUNITY. SINCE THAT TIME, WE HAVE BECOME CITY-WIDE, THOUGH WE STILL WORK CLOSELY WITH EMPLOYERS AND INDUSTRY LEADERS TO MAKE SURE WE ARE MEETING HIRING DEMAND WITH WORK-READY, CREDENTIALLED PROGRAM GRADUATES.



97% = 282 out of 290
graduated from the RHOR program

Step 1 of 6: BWI's Career Placement Model

1/6

RECRUITMENT:

BWI first has to find people who are in need of a career, are interested in one of the sectors we train for, and are motivated to start working right away. We focus our efforts in low-income communities throughout NYC and reach people through partner community-based organizations, Workforce1 Centers, flyer, connections we have with NYCHA and other community-based resources. A large number of people come to us via word of mouth, as well.

SOME LOW-INCOME NEIGHBORHOODS ACROSS ALL FIVE BOROUGHES THAT BWI FOCUSES ON:

BRONX:

MOTT HAVEN
PORT MORRIS
HUNTS POINT

BROOKLYN:

BROWNSVILLE
OCEAN HILL
CONEY ISLAND
EAST NEW YORK

MANHATTAN:

EAST HARLEM
CENTRAL HARLEM

QUEENS:

ELMHURST
CORONA
JACKSON HEIGHTS

STATEN ISLAND:

STAPLETON

“MADE IN NY” PA TRAINING



THE “MADE IN NY” PA TRAINING PROGRAM, OFFERED IN PARTNERSHIP WITH THE NEW YORK CITY MAYOR’S OFFICE, PROVIDES TRAINING AND CONNECTIONS TO UPWARDLY-MOBILE CAREERS IN PRODUCTION.

In 2006, BWI and the New York City Mayor’s Office of Media and Entertainment came together to increase diversity in the film and television production industries. Since that time, the “Made in NY” Production Assistant Training Program has connected more than 550 individuals — primarily young people of color — with their first job in this dynamic local sector.

Over the course of four intensive weeks of skills training and over 60 hours of internship experience, participants learn set and office production assistant skills. Graduates of the “Made in NY” Production Assistant (PA) Training Program excel

in their job placements, moving rapidly on from initial jobs to work as location scouts, assistant location managers and commercial coordinators. In the past year, we have placed graduates on *The Following*, *Two Broke Girls*, *Orange is the New Black*, *Locked Up*, *Kings of NY*, and *Tin Man*. BWI’s PA program graduates are becoming part of the fabric of the local production industry, building careers for themselves and, often, hiring more recent graduates so they gain their first experiences on set.

With access to at least two years of job placement assistance and career advancement supports,

BWI’s “Made in NY” PA program graduates have an excellent track record of success. Nearly all graduates are placed into jobs soon after training ends, and most graduates quickly achieve significant wage advancements. By referring high-quality, trained PAs; operating a 24/7 referral service to employers; and networking, BWI ensures a steady stream of placement opportunities for our graduates as they move toward self-sufficiency and into their new career.

550

TRAINEES

of the “Made in NY” PA Training Program since 2006—and the numbers continue to rise.

92%

OF PARTICIPANTS

are men and women of color, which is helping to diversify the industry.

99%

PLACEMENT RATE

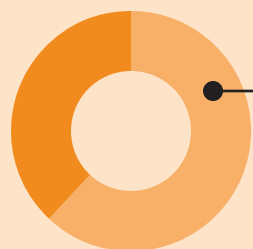
upon receiving certification from “Made in NY” PA Training Program.



MOVING FROM SIERRA LEONE TO BROOKLYN IS CHALLENGING FOR ANYONE, BUT ESPECIALLY FOR A TEENAGER TRAVELING ALONE. ANTOINETTE WAS INTERESTED IN FILM PRODUCTION, BUT STRUGGLED TO BUILD A CAREER PRIOR TO THE PROGRAM. TODAY, AFTER GRADUATING, SHE COMBINES HER RELENTLESS WORK ETHIC WITH THE SKILLS SHE LEARNED AS A “MADE IN NY” PA, AND TAKES THE 18 HOUR DAYS ON SET IN STRIDE.



BWI GRADUATE ELLA OVERCAME YEARS OF POOR HEALTH AND UNEMPLOYMENT TO GET TO WHERE SHE IS TODAY — PROUDLY EMPLOYED IN TELEVISION PRODUCTION. SHE REMEMBERS THAT BWI STAFF WERE ALWAYS THERE TO SUPPORT HER, AND ULTIMATELY, IT GAVE HER CONFIDENCE IN HERSELF AND HER SKILLS AND CAPABILITIES. ELLA SHARED ABOUT THE PROGRAM, “YOU’RE NOT GOING TO LEAVE UNPREPARED!”



62% = 47 out of 76

individuals placed in 2014 who achieved wage advancements within their first year

Step 2 of 6: BWI's Career Placement Model

2/6

SELECTION:

Our programs use a core set of tools available to assess and select our **700+ trainees among about 5,000 applicants each year.** These include individual interviews, try-outs (often, a day or two in a training-like environment to make sure they are suited for the hands-on aspect of the industry), and in some cases, homework assignments and drug tests.



BWI SELECTS OVER 700 TRAINEES AMONG 5,000 APPLICANTS EACH YEAR

BROOKLYN WOODS



BROOKLYN WOODS TRAINS PEOPLE FOR CAREERS IN THE WOODWORKING AND FABRICATION INDUSTRIES.

Research suggests that the long-term unemployed — people who have been out of work for 27 weeks or more — face significant disadvantages in the labor market simply by virtue of their status as being long-term unemployed. More than one third of Brooklyn Woods' participants did not work a day in the year prior to starting training. Seven weeks later, graduates come away with the skills and confidence they need to start a new profession, and thrive. Under our instructor's supportive guidance, Brooklyn Woods participants learn shop production, wood technology, finishing

techniques, cabinet installation, and the safe use and proper care of hand and power tools. All training takes place in a state-of-the-art workshop in Gowanus, in the heart of South Brooklyn's resurgent manufacturing and design communities. Brooklyn Woods focuses on the workshop environment so beneficiaries can adjust to working — from the endurance required for long days of intense concentration required in the shop, to the discipline of working regular hours. Participants also receive occupational safety and contextualized job readiness training.

Brooklyn Woods is also home to its own social enterprise cabinet-making shop. This innovative program builds and installs high-quality, “green” cabinets and millwork in affordable housing developments and small businesses throughout New York City, with average annual revenues of a quarter of a million dollars. This work is most valuable in that it allows Brooklyn Woods to directly hire some graduates for several months at a time, extending the educational transition to real-world employment. With skills and experience under their belt, these graduates enter the job market well positioned for success.

1.6

MONTHS OF TRAINING

Length of time Brooklyn Woods invests in each participant to help them succeed.

35%

UNEMPLOYED

More than 1/3 of participants did not work a day in the year prior to training.

\$2.69

AVG. PRE-TRAINING WAGE

earned per hour during the year prior to training.



AFTER BEING UNEMPLOYED FOR FIVE YEARS, PAMELA CAME TO BWI KNOWING THAT WITH A NEW SET OF SKILLS SHE COULD RE-START HER CAREER. FACING SIGNIFICANT FINANCIAL CHALLENGES, SHE NEEDED A FREE TRAINING PROGRAM AND A SUPPORT SYSTEM. SHE FOUND THESE AT BROOKLYN WOODS. AFTER COMPLETING THE PROGRAM, PAMELA WORKED FOR SIX MONTHS AT BROOKLYN WOODS' SOCIAL ENTERPRISE, AND SUBSEQUENTLY WAS PLACED AT AN ART SUPPLIES MANUFACTURER IN THE BROOKLYN NAVY YARD.



STUDENTS PRACTICE THEIR SKILLS WORKING ON EVALUATED PROJECTS SUCH AS A CUTTING BOARD AND CABINETS, USING VARIOUS CONSTRUCTION METHODS, AND RECEIVE AN INTRODUCTION TO READING SHOP DRAWINGS AND SPRAY FINISHING. GRADUATES ARE PLACED IN JOBS AT SMALL AND MEDIUM WOOD-WORKING SHOPS, ASSEMBLY AND FABRICATION SHOPS, CONSTRUCTION AND HOME RENOVATION COMPANIES.

Step 3 of 6: BWI's Career Placement Model

3/6

TRAINING:

Employers have articulated a need for well-rounded, ready-to-work candidates. We combine hard skills — industry-specific skills needed to do a job, such as driving a truck — with soft skills in order to prepare our graduates for their work environments. Soft skills are contextualized to the industries we train for and include things like conflict resolution, networking, and customer service skills.

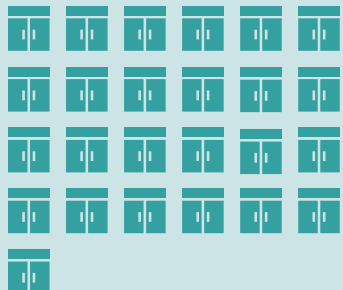
HARD SKILLS:

- ✓ DRIVING
- ✓ CABLE INSTALLATION
- ✓ WOODWORKING
- ✓ FILM AND TV PRODUCTION

SOFT SKILLS:

- ✓ CONFLICT RESOLUTION
- ✓ NETWORKING
- ✓ RESUME PREPARATION
- ✓ CUSTOMER SERVICE
- ✓ SITUATIONAL JUDGMENT

 = \$10,000



\$250,000

worth of cabinets created annually for use in housing developments and small businesses throughout the city

BROOKLYN NETWORKS



BROOKLYN NETWORKS IS BWI'S LOW-VOLTAGE CABLE INSTALLATION PROGRAM, TRAINING PEOPLE FOR JOBS BUILDING THE VOICE AND DATA CABLE INFRASTRUCTURE FOR LOCAL BUSINESSES.

As STEM (Science, Technology, Engineering and Math) is increasingly seen as the key to unlocking potential in America's workforce and driving the economy, BWI has been able to provide a bridge to this increasingly sought-after set of skills through the Brooklyn Networks program. Brooklyn Networks trains men and women for jobs in cabling and telecommunications, installing and maintaining computer, voice, data, video and security system cabling. The most academically rigorous of BWI's training programs, Brooklyn Networks requires hard work in the classroom and homework assignments. And despite the fact

that most participants have not advanced beyond high school equivalency, through rigorous training and diligence, almost all achieve the industry-recognized BICSI certification after completing skills training.

To date, 60 classes have trained at our custom-built telecommunications lab at the New York City College of Technology, where Brooklyn Networks' seasoned instructor guides students through targeted training covering the necessary procedures, standards, codes and safety practices. Customer service skills are also important to secure good jobs in the industry,

as employees are often working in homes and offices. Job-readiness training, in addition to career development support, is integral to all BWI training curricula. Brooklyn Networks' impressive track record and strong industry ties have helped our highly qualified graduates find excellent jobs with almost 200 employers. We look forward to continuing to meet the mutual needs of our beneficiaries and local businesses by connecting skilled Brooklyn Networks' graduates with employer demand in New York City's telecommunication sector.

60

TRAINING CYCLES

at New York City College of Technology's custom-built telecommunications lab.

22%

OF PARTICIPANTS

are born outside of the United States.

186

EMPLOYERS

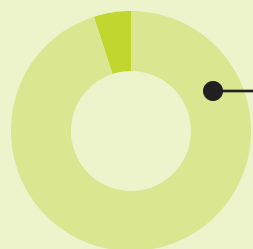
have hired Brooklyn Networks graduates to work in the field of network cable installation.



WORKING AS A RADIO STATION MANAGER, FATOUMATTA WOULD ALWAYS WATCH HER BROTHER IN ADMIRATION. HE COULD FIX ANYTHING, AND SHE WANTED TO LEARN HOW. SEVERAL YEARS LATER, WHEN SHE MOVED TO NEW YORK FROM WEST AFRICA, THIS DETERMINATION LED HER TO BROOKLYN NETWORKS. COMING FROM A VERY DIFFERENT CULTURE, SHE WAS INITIALLY INTIMIDATED, BUT THE PROGRAM WAS SO WELCOMING THAT SHE QUICKLY FELT AT EASE AND THRIVED. NOW A BROADBAND CONTRACTOR, FATOUMATTA IS HAPPILY FIXING THINGS ALL DAY AND HELPING CUSTOMERS.



FACING THE REPERCUSSIONS OF SOME REGRETFUL DECISIONS, VICTOR WAS UNABLE TO FIND A JOB TO SUPPORT HIS FAMILY. HE FACED THE CRUSHING CYCLE OF NEEDING TRAINING TO GET A BETTER JOB, BUT NOT BEING ABLE TO AFFORD IT, UNTIL HE FOUND BROOKLYN NETWORKS. NOW A DATA TECHNICIAN, VICTOR USES THE SKILLS HE LEARNED AT BWI EVERY DAY. BUT PERHAPS MORE IMPORTANT, HE SAYS, IS THE SECOND CHANCE BWI OFFERED HIM WHEN IT SEEMED THAT SOCIETY HAD ALREADY GIVEN UP ON HIM.



● **95% = 53 out of 56**

of our graduates have passed the industry credential (BICSI) exam.

Step 4 of 6: BWI's Career Placement Model

4/6

CREDENTIAL ACCESS:

For industries that have a credential that employers look for, we connect graduates to these as often as possible. Red Hook on the Road prepares people for the CDL exam, Brooklyn Networks helps graduates pass an industry-recognized BICSI exam, and the "Made in NY" PA Training Program certifies graduates as "ready to work," per the standard set by the Mayor's Office. Not all programs offer a credential — there isn't one that employers look for in woodworking, for example.

PROGRAMS TRAINING FOR INDUSTRY-REQUIRED CREDENTIALS:

PROGRAM:

RHOR

BROOKLYN
NETWORKS

"MADE IN NY"
PA PROGRAM

NY DRIVES

CERTIFICATION:

CDL EXAM

BICSI EXAM

READY TO WORK

DRIVER'S LICENSE

NYCHA RESIDENT TRAINING ACADEMY



THE NYCHA RESIDENT TRAINING ACADEMY IS A COLLABORATIVE WORKFORCE DEVELOPMENT INITIATIVE, LED BY BWI, THAT CONNECTS PUBLIC HOUSING RESIDENTS TO TRAINING AND CAREERS WITH NYCHA.

The New York City Housing Authority (NYCHA) provides affordable housing to 400,000 New Yorkers. As a workforce development partner, BWI has developed an intensive five-week program preparing NYCHA residents to launch their careers. Through the NYCHA Resident Training Academy, BWI and our partners are addressing high unemployment among public housing residents while supporting NYCHA's efforts to improve conditions in its developments.

The NYCHA Resident Training Academy trains and supports public housing residents most in need of employment services. Among our enrollees,

23% had not worked in the year prior to enrollment and 55% were reliant on public assistance upon intake. Additionally, we proudly serve many women through the program; 57% of enrollees are women.

Combining hands-on training in workplace safety and job-readiness skills, BWI has trained more than 700 people since the NYCHA Resident Training Academy launched in 2010. All those placed with NYCHA after graduating from the Academy have jobs with excellent benefits and opportunities for advancement. For example, graduates of BWI's Caretaker Training program begin work as janitorial and grounds keeping

staff, and with some experience, they have opportunities to move into more specialized, skilled positions. Even as NYCHA Caretakers, our graduates see a wage boost and increased job stability after the first year.

730

TRAINED

low-income New Yorkers since the start of the program in 2010.

100%

OF GRADUATES

placed after the training program is completed have positions with benefits.

400K+

RESIDENTS

living in public housing in New York City in the past year.



STEPHEN COMPLETED THE NYCHA RESIDENT TRAINING ACADEMY DURING HURRICANE SANDY, WHEN 80,000 NYCHA RESIDENTS LOST ESSENTIAL SERVICES, INCLUDING ELECTRICITY AND WATER. STEPHEN LIVED WITH HIS MOTHER, SISTER AND YOUNG DAUGHTER AT THE TIME. PRIOR TO JOINING THE ACADEMY, STEPHEN HAD SOME EXPERIENCE WORKING WITH HIS HANDS, BUT COULD NOT SECURE A STABLE, LONG-TERM JOB. TODAY, STEPHEN IS GRATEFUL FOR THE CHANCE THIS PROGRAM GAVE HIM TO ACHIEVE HIS GOALS AND SUPPORT HIS FAMILY.



BWI HAS INCREASED ITS WORK WITH PUBLIC HOUSING RESIDENTS, MANY OF WHOM FACE THE VERY BARRIERS TO EMPLOYMENT THAT OUR AWARD-WINNING SKILLS TRAINING AND JOB PLACEMENT PROGRAMS ADDRESS. WE WILL CONTINUE TO ADVANCE OUR PARTNERSHIP WITH NYCHA'S OFFICE OF RESIDENT ECONOMIC EMPOWERMENT AND SUSTAINABILITY BY CONDUCTING DIRECT OUTREACH IN NYCHA DEVELOPMENTS, TRAINING AND PLACING HUNDREDS OF RESIDENTS INTO JOBS WITHIN STRONG, LOCAL INDUSTRIES.

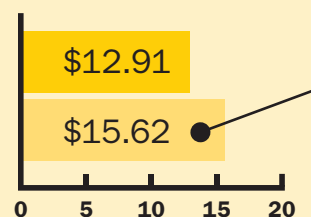
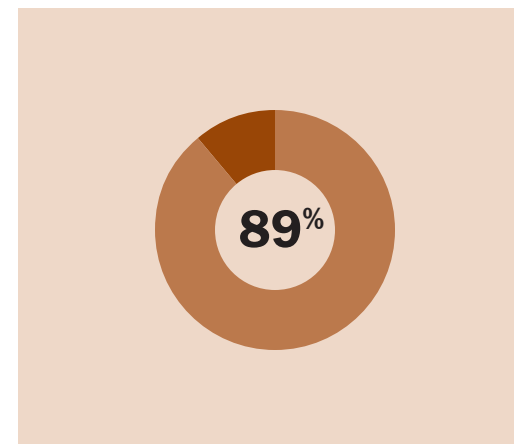
Step 5 of 6: BWI's Career Placement Model

5/6

PLACEMENT:

BWI assists all of our graduates with job placement after training. We have hundreds of employer partners — mostly small businesses throughout NYC — that we work with, and we are always working to develop new opportunities to place our graduates into quality jobs. We work hard to connect our graduates with upwardly-mobile jobs that pay good wages and offer benefits, whenever possible.

IN 2014, 592 OUT OF 667 GRADUATES WERE PLACED INTO JOBS



21% increase

in hourly wage after two years of employment

NEW YORK DRIVES



NEW YORK DRIVES TARGETS INDIVIDUALS WHO ARE MOST IN NEED OF BWI'S HELP, BUT DON'T QUALIFY FOR OUR SECTOR-BASED PROGRAMS — AND, INDEED, MANY JOBS — BECAUSE THEY DON'T HAVE A DRIVER'S LICENSE.

Since 2009, New York Drives has created access to economic opportunity in a unique way — by removing barriers to advanced sector-focused training, with a specific focus on engaging female and young adult New Yorkers. New York Drives provides career development skills and access to a NYS Driver's License, followed by placement in either a BWI sector-based workforce development program or directly into a job. The program requires three weeks of classroom training and an additional three to four weeks of part-time, behind-the-wheel driving instruction. With the help of a Youth Engagement Specialist, we have

improved our recruitment and optimized the transition to sector-focused training or direct employment for young adults. At least half of New York Drives' graduates go on to BWI's sector-focused programs, which they otherwise would not have had access to without a driver's license and job-readiness training.

Given that BWI provides training in industries that tend to employ fewer women, our programs must continually work hard to recruit and train more women. In the past, a prominent barrier to this recruitment has been the number of women and youth applying to our programs that did not

have a NYS Driver's License or the basic skills necessary to participate in full-time training and work. New York Drives helps to close this gap by creating an opportunity to secure their driver's license — that is too expensive and sometimes challenging to attain on their own — as well as providing the critical workforce soft skills to ensure that they thrive in their careers after BWI.

1K

INDIVIDUALS

applied to New York Drives in 2014.

62%

WOMEN PARTICIPANTS

leading to more women enrolling in BWI's sector-focused programs.

8:1

AVERAGE RATIO

of students to teachers in the group workshops, which cover job-readiness, career and vocational skills.



PEDRO, LIKE MANY NEW YORKERS, NEVER NEEDED TO DRIVE. BUT WHEN HE WANTED TO JOIN THE “MADE IN NY” PRODUCTION ASSISTANT PROGRAM AFTER EXPERIENCING LONG-TERM UNEMPLOYMENT, HE REALIZED HE WOULD NEED TO LEARN. HE DID JUST THAT, AND AFTER GRADUATING FROM NEW YORK DRIVES, HE WAS READY TO ENROLL IN THE “MADE IN NY” PA PROGRAM. NOW A FREELANCE SET DRESSER, PEDRO RECENTLY WROTE BWI: “I CAN’T THANK YOU ENOUGH FOR HOW MY LIFE HAS CHANGED IN THE PAST YEAR SINCE YOU GAVE ME THE OPPORTUNITY.”



NEARLY ONE IN FIVE NEW YORKERS BETWEEN 16 AND 24 YEARS OLD REMAINS DISCONNECTED FROM WORK AND SCHOOL, AND HALF DO NOT HAVE A HIGH SCHOOL DIPLOMA. THESE SYSTEMIC BARRIERS, RELATED TO POVERTY AND RACE, SIGNIFICANTLY DIMINISH YOUNG PEOPLES’ CHANCES OF EMPLOYMENT. BWI IS INCREASINGLY RECRUITING YOUNG ADULTS FOR OUR SKILLS TRAINING PROGRAMS TO HELP REVERSE THIS UNFORTUNATE PATTERN.



1 out of 2 = 50%

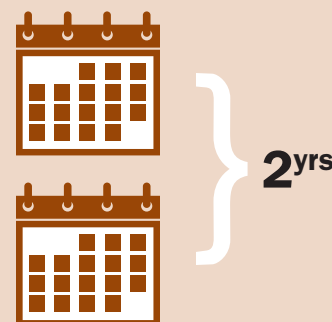
New York Drives’ graduates move onto BWI sector-focused training programs

Step 6 of 6: BWI’s Career Placement Model

6/6

CAREER DEVELOPMENT SUPPORT:

For at least two years after training, BWI works with our alumni to help them build their careers. This is a challenging time for many of the people we serve; the transition to a new or first career may include new workplace challenges or personal issues that result from this significant change. Our staff are available for phone calls, meetings, and other check-ins at regular intervals after training, and as needed. We also work to re-place our graduates who have lost their jobs for any reason, throughout this time.





WE ARE COMMITTED TO IDENTIFYING NEW, IMPACTFUL WAYS OF CONNECTING LOW-INCOME, UNEMPLOYED NEW YORKERS TO UPWARDLY-MOBILE CAREERS. HERE ARE SOME INITIATIVES THAT WE ARE PARTICULARLY EXCITED ABOUT.

BROOKLYN WORKFORCE COLLABORATION

BWI was awarded the opportunity to lead a collaboration to connect unemployed and under-employed men and women to new employment opportunities with hundreds of industrial and commercial tenants within the historic Brooklyn Navy Yard. In partnership with the Brooklyn Navy Yard Development Corporation, Opportunities for a Better Tomorrow, and the Consortium for Worker Education, BWI is developing job training programs out of the Navy Yard's Building 92 (BLDG92) and has to date launched training partnerships with two Navy Yard tenant companies.

BWI began offering customized training in Fall of 2013 and is collaborating with a growing number of businesses on the Brooklyn waterfront. As the Navy Yard continues its physical redevelopment, projecting the creation of over 5,000 jobs over the next five years, we look forward to supporting a growing workforce in one of New York City's most promising economic development projects.

In the past year, Brooklyn Workforce Collaboration trained 44 New Yorkers, of whom 91% graduated and 85% of graduates were placed into jobs. Wages are excellent for the jobs we have secured

with our employer partners; graduates are earning an average of \$21 per hour to start.

TOOLS OF THE TRADE

Many of the people BWI serves come to the organization having experienced long-term unemployment and having economic challenges that make it difficult to meet their own basic needs (and those of the families they support). For example, dozens of graduates of the "Made in NY" Production Assistant Training Program begin their first winter as a Production Assistant without adequate warm clothing that they need

330

EMPLOYERS

that call the Brooklyn Navy Yard home.

>5K

ADDITIONAL JOBS

will be added to the Navy Yard's workforce by the year 2020.

1.8M

SQUARE FEET

of development over the next few years, adding thousands of job opportunities.

to work outside, and over a quarter of recent trainees must cut back on other necessities for their families in order to pay for a MetroCard to go to work, before earning their first paycheck. Other graduates need tools or work boots to perform their jobs after training.

The BWI Board has launched an innovative new fund to address some of the critical unmet needs that exist among beneficiaries who, after completing skills training and accessing industry credentials, face barriers that make starting the first day of work challenging or impossible. The Fund will pinpoint graduates most in need of assistance at the start of employment and

provide them with basic necessities that will finish closing the gap between the low-income New Yorkers we serve and upwardly-mobile career paths.

STRONGER TOGETHER

BWI has joined Fifth Avenue Committee, Red Hook Initiative and Southwest Brooklyn Industrial Development Corporation as the designated job training provider in an innovative collaboration that aims to provide integrated services to more than 1,200 New York City Housing Authority residents within Red Hook and Gowanus. The initiative will leverage the networks and core



competencies of the four partner organizations in order to offer a holistic approach to addressing poverty in these communities in the coming years. In addition to BWI's workforce development services, Stronger Together beneficiaries will have access to adult education, individual and family support, and direct job placement services all in or near their communities.



OUR DEDICATED TEAM

Aaron Shiffman
Executive Director

FUNDRAISING

Shawn Hegele
Director of Fundraising and Evaluation

Shanna Akoko
Fundraising and Evaluation Associate

RED HOOK ON THE ROAD

Julio Perez
Program Director, BWI Assistant Director

Mahmoud Akar-Ahmed
Assistant Program Director

Linton Lovell
Employment Specialist

Jonathan Cruz
Training Coordinator

Sandra DeJesus
Intake Specialist

Vanessa Soto
Program Coordinator

“MADE IN NY” PA TRAINING PROGRAM

Anna Novick
Program Director

Venus Anderson
Program Administrator

Jason Rody
Training Coordinator

Mara Prater
Community Outreach and Marketing Director

BROOKLYN WOODS

Scott Peltzer
Program Director

Toby Gardner
Assistant Program Director

Chris Cavallaro
Lead Instructor

BROOKLYN NETWORKS

Tammy Burgess
Program Director, BWI Assistant Director

Katherine Girgis
Job Developer

KenTara John
Program Coordinator

NYCHA RESIDENT TRAINING ACADEMY

Emily Nelson
Program Director

Wade Martzall
Career Development Specialist

Jennifer Brown
Recruitment Specialist

NEW YORK DRIVES

Kalilah Moon
Program Director

Cavril Blackwood
Youth Engagement Specialist

BROOKLYN WORKFORCE COLLABORATION

Erica Plasse
Director of Training

BOARD OF DIRECTORS

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

SUPPORTERS

FOUNDATIONS, CORPORATIONS & BANKS

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Change Capital Fund
New York District Council of Carpenters
New York Women's Foundation
Pinkerton Foundation
RealNetworks Foundation
Robin Hood Foundation
Santander Bank Foundation
TJX Foundation, Inc.
Tiger Foundation

PUBLIC CONTRACTS

New York City Department of Small Business Services:
In-Demand Occupation Training
New York State Department of Labor:
Unemployed Worker Program
NYC Discretionary Funding
NYS Office of Temporary and Disability Assistance:
Food Stamp Employment and Training Venture
NYS Office of Temporary and Disability Assistance:
Wage Subsidy Program

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

STATEMENTS OF FINANCIAL POSITION

	2013	2014		2013	2014
CURRENT ASSETS			CURRENT LIABILITIES		
Cash and cash equivalents	\$1,151,713	\$749,625	Accounts Payable	\$137,314	\$283,306
Accounts receivable	\$79,025	\$96,537	Accrued expenses	\$148,744	\$113,373
Grants receivable	\$679,957	\$1,292,309	Deferred Revenue	\$10,000	0
Grants receivable-related parties	\$78,770	\$103,770	Grants payable-related parties	\$2,000	0
Total Current Assets	\$1,989,465	\$2,242,241	Total Liabilities	\$298,058	\$396,679
FIXED ASSETS			NET ASSETS		
Leasehold improvements, equipment & fixtures, net	\$234,708	\$167,808	Unrestricted	\$1,572,730	\$1,683,687
Total Fixed Assets	\$234,708	\$167,808	Temporarily Restricted	\$374,419	\$350,148
			Total Net Assets	\$1,947,149	\$2,033,835
OTHER ASSETS			TOTAL LIABILITIES & NET ASSETS	\$2,245,207	\$2,430,514
Security Deposits	\$21,034	\$20,465			
Total Other Assets	\$21,034	\$20,465			
TOTAL ASSETS	\$2,245,207	\$2,430,514			

STATEMENT OF ACTIVITIES & CHANGE IN NET ASSETS

2014	Unrestricted	Temporarily Restricted	Total	2013 Total
REVENUE				
Government grants	\$642,163	\$17,189	\$659,352	\$361,459
Contributions — foundations	\$2,430,000	\$440,000	\$2,870,000	\$3,009,500
Contributions — corporations	\$388,320	\$125,000	\$513,320	\$460,934
Contributions — individuals	\$86,648	0	\$86,648	\$89,051
Program services	\$250,335	0	\$250,335	\$175,406
In-kind contributions	\$82,544	0	\$82,544	—
Subcontract income — affiliate	\$64,500	0	\$64,500	\$62,622
Special events, net of costs of direct benefit to donors of \$19,109 and \$254	\$29,044	0	\$29,044	\$9,013
Interest and other	\$12,823	0	\$12,823	\$32,022
Net assets released from restrictions	\$606,460	-\$606,460	0	0
Total Revenue and Support	\$4,592,837	-\$24,271	\$4,568,566	\$4,200,007
EXPENSES				
Program	\$3,848,500	0	\$3,848,500	\$3,530,800
Management and general	\$385,652	0	\$385,652	\$411,984
Fundraising	\$247,728	0	\$247,728	\$200,856
Total Expenses	\$4,481,880	-\$24,271	\$4,481,880	\$4,143,640
CHANGE IN NET ASSETS	\$110,957	-\$24,271	\$86,686	\$56,367
NET ASSETS				
Beginning of year	\$1,572,730	\$374,419	\$1,947,149	\$1,890,782
End of year	\$1,683,687	\$350,148	\$2,033,835	\$1,947,149

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

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