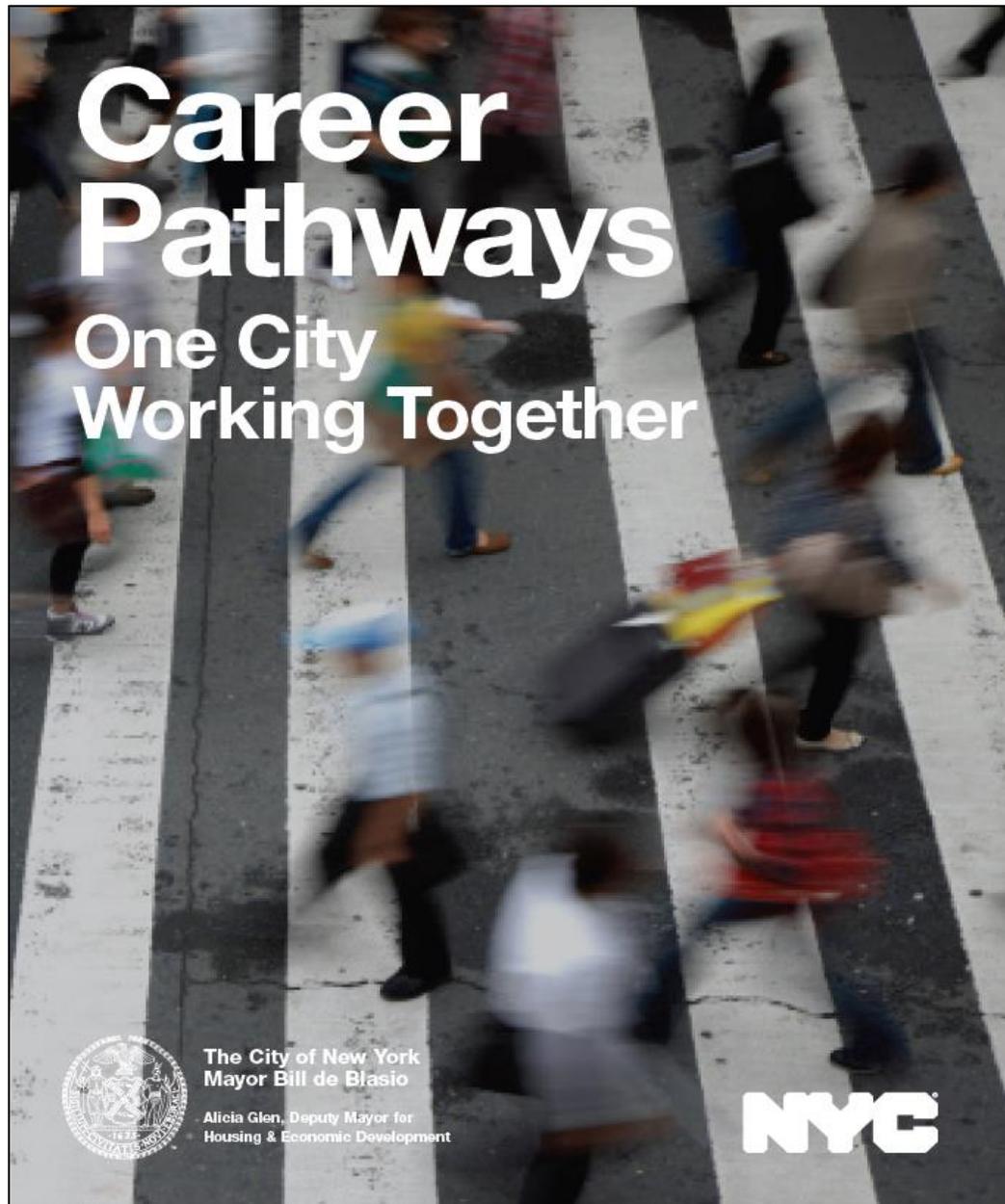


How Mayor de Blasio's New *Career Pathways* Workforce Initiatives Can Be More Responsive to the Needs of the Brooklyn Haredi Jewish Communities



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Executive Summary

We are very hopeful this Report will jumpstart a crucial discussion between New York City government agencies, philanthropy and the Brooklyn Haredi communities. For reasons thoroughly described in the Report, the Haredi communities are not benefiting from the City's vast (\$600 million) workforce development system. Mayor de Blasio began his administration by launching a new and ambitious Career Pathways plan for revamping the City's workforce development system. The Career Pathways plan will greatly help the city's workforce population. Whether by attending college or a vocational training school, almost all young people need post-secondary education to launch a career. Our plea is very simple: Mr. Mayor this is a wonderful new chapter. Please make sure the Haredi community will have an opportunity to benefit.

With 7% of the total New York City youth population, every year thousands of young Haredi Jews enter the job market. They also are starting families and becoming responsible adult members of a large and rapidly growing community. They share the same goal all of New Yorkers: how to become productive citizens of our great city. The Haredi community has great untapped potential to contribute to the economic vitality of our great City. Our organizations are eager to work with the Mayor's Office and City agencies to find ways to extend government funded free or affordable workforce development opportunities to the Haredi community.

Rabbi David Niederman and Rabbi Moshe Wiener

Supporting Organizations

Boro Park Jewish Community Council

**Jewish Community Council of Greater Coney Island-
Crown Heights Career Assistance Program**

United Jewish Organizations of Williamsburg (UJO)

Sections

- 1. Summary of main findings and concerns**

- 2. The Time is Now. The 2014 Federal Workforce Innovation and Opportunity Act, Mayor de Blasio's New Workforce Initiatives and the One City Plan all have a big overlap with the needs of the Haredi community.**

- 3. An analysis of the workforce needs of the Haredi community**

- 4. Government and Privately Workforce Resources Currently Available to the Brooklyn Haredi Community**

- 5. Career Pathways Report 10 recommendations and how the Brooklyn Haredi community can benefit from each one**

- 6. New HRA Workforce Model: Youth Pathways, Career Compass, Career Bridge, Career Advance**

- 7. Next Steps**

- 8. Appendices**

1. Summary of Main Findings/Concerns

- ***The Time is Now. In 2014, major policy changes took place in Washington and City Hall regarding workforce development and programs.*** The Federal Workforce Innovation and Opportunity Act of 2014 (WIOA), Mayor de Blasio's New *Career Pathways* workforce initiative and the *One City Plan* together will have serious and potentially very positive impact on how workforce programs serve the needs of New York City. These policy changes are now becoming the basis for new program offerings. This restructuring of workforce programs offers the Haredi Jewish community a major opportunity to work closely with government so that its needs too are met. Since the Career Pathways initiative was launched in 2014, an additional \$138 million has been added to the City's adult workforce development programs.
- ***The Mayor's Career Pathways model has a big overlap with the workforce needs of the Haredi Jewish community.*** The goal of Mayor de Blasio's Career Pathways initiative is to make the City's workforce programs more responsive to the changing needs of the regional economy and help people get better paying jobs. The Career Pathways emphasizes the importance of people moving up a career ladder beyond an entry level job. Career skills training should offer several entry points and levels so people have a chance to climb a career ladder instead of staying stuck in a dead end job. City agencies are working together to develop Career Pathways in job sectors experiencing significant growth. Six sectors of the economy have been identified for building a Career Pathways program: healthcare, technology, industrial/manufacturing, and construction, retail and food service. Career Pathways can be based on vocational certificate programs, college or both. In the Report, each of the 10 Career Pathways recommendations are discussed showing how the Haredi community can benefit.
- ***Maximize the potential of the Haredi workforce to contribute to New York City:*** Every year thousands of young Haredi Jews enter the job market. They also are starting families, putting down roots and becoming adult members of a large and rapidly growing community. They share the same goal all New Yorkers: how to become productive citizens of our great city. The typical Haredi career starter has just completed 15 years of a very rigorous education. With a new family to support, they are highly motivated to succeed in the workplace. The Report will show and explain why very few Haredi Jews actually participate in the City's network of workforce development activities. Just as every other community benefits from free or affordable workforce development opportunities, City agencies must seek ways to extend them to the Haredi community.

Needs and Challenges

- **Big economic changes will need to take place to absorb the net growth in the Haredi neighborhoods of Boro Park and Williamsburg:** Based on 2010 Census data, the steady population growth in the Haredi community means that more young people are entering the economy than leaving. In Hasidic South Williamsburg Study Area, for every 1 person retiring or getting near retirement, there is were 7.8 persons entering or getting ready to enter the workforce. In the Boro Park area, for every 4.7 persons entering the workforce years, 1 person is leaving. These two neighborhood are a stark contrast to New York City as a whole where 2.1 persons are entering the workforce each year, with 1 person leaving.
- **70,000 Haredi Jewish youth attend yeshivas in Brooklyn.** If the Brooklyn Haredi yeshiva student population was a New York City school district, it would have the same number of students as the four school districts (3, 4, 5, and 7) combined that cover the neighborhoods of Harlem and the South Bronx. The total yeshiva and day school student enrollment in New York City is now 102,000 or 8% of the total student population.
- **Most young Haredi Jews meet eligibility requirements for participation in the Federal School Free Lunch Program.** Based on 2015 data, 7% of all New York City youth eligible for the School Free lunch program attend Brooklyn Haredi yeshivas. As they leave high school and decide on a career path, they will be looking for the same career help and training opportunities as other New York City young adults. They are entitled to the same free or affordable career exploration, training and placement services that other low income young New Yorkers currently access.

Government Funded Workforce Programs Must Be More Accessible to the Haredi Community

- **While the Brooklyn Haredi Jewish community is 7% of the total number of youth living in low income households in New York City, only a few City workforce dollars are being spent in the Haredi communities of Williamsburg, Boro Park and Crown Heights.** According to NYC Office of Capital Development, the City spends close to **\$500 million annually** on workforce development and adult education related programs. Currently, based on analysis of City funded programs (and interviews), less than 1% of these funds go to organizations that serve Haredi Jews as a target population. Since the Mayor's Career Pathways initiative was launched in 2014, an additional of \$112 million new dollars have been added to the City's workforce programs. The total budget is now a little over **\$600 million**.

- **Mayor de Blasio is committed to a major increase in City workforce funding.**
 - **Bridge Programs:** The City plans to invest **\$60 million** annually by 2020 in Bridge Programs that prepare low-skill jobseekers for entry level work and middle-skill job training. The City will develop bridge programs to help New Yorkers obtain the literacy skills and English Language proficiency, experience, and technical skills required to secure entry-level work and advance into skilled training.
 - **Tripling of the City's career training investment:** The Career Pathways Report states that the City will be tripling the funding for training to **\$100 million** annually by 2020. The training will be for career-track, middle-skill occupations, including greater support for incumbent workers who are not getting ahead.

- **The Federal Workforce Innovation and Opportunity (WIOA) 2014 Law requires the Local Workforce Board to expand access to populations not being served:** Despite years of effort, the Haredi community has not been able to experience much benefit from City workforce programs. There are six purposes for the WIOA Act. The first purpose of the Act is to increase workforce opportunities for individuals with barriers to employment.¹
 - (1) To increase, for individuals in the United States, particularly those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market.

The new WIOA requires the Local Board (New York City Workforce Board) to make expanding access to WIOA funded programs a priority.

- **The Haredi community should have representation in the City's Workforce decision making bodies:** The City workforce decision making bodies do not have any individuals with ties to the Haredi community. The advisory committee to the Career Pathways Report does not have a member with ties to the Haredi community. The organizations that were interviewed for the Career Pathways report do not include any that target Haredi youth or adults. The NYC-Workforce Investment Board (WIB) does not have any member with any ties to the Haredi community. For these decision making bodies to be fully representative of New York's diversity, each should have at least one or two members with an understanding of the needs of the Haredi community. Without a voice at the table, the needs of the Haredi will continue to not be heard.

- **City Tax Levy Dollars make up 1/3 of all Workforce Development and Adult Education Funds:** "Approximately 1/3 of total funding (34.9% in FY2013 and 32.4% in FY2014) for the City's public workforce development and adult education programs comes from local dollars alone. It is widely accepted that local funding provides the most flexibility and room for innovation. Given the conditions and restrictions that come with federal and state funding, it

¹ Workforce Innovation and Investment Act of 2014

could be useful for the City to ensure this local funding fills important gaps and complements federal and state funding in ways that maximize and expand their total impact.”

Recommendations/Next Steps:

- **Establish an advisory committee comprised of representatives from Haredi based organizations, Mayor’s Office and City agencies. The committee will be responsible for identifying strategies for increasing Haredi participation in workforce programs including launching a pilot program. The committee will meet at least four to six times during the year.**

- **Based on advisory committee recommendations, coordinate program implementation with City Agencies including Mayor’s Office of Workforce Development (WKDEV), Human Resources Administration, Small Business Services, Center for Economic Opportunity, Department of Youth and Community Development, Department of Education.**

- **Since the City is committing new dollars to its workforce programs, some of these dollars should be targeted to training opportunities for the Haredi community. Establish a three year benchmarking plan for increasing the use of City workforce resources by the Haredi community.**

- **The NYC Workforce Investment Board (WIB) and Jobs for New Yorkers Task Force (and all future City workforce related endeavors) should include at least one person with an understanding of the needs and actual experience working with the Haredi community.**

- **Encourage City agencies to include “nonpublic high school vocational career track” as a target population for new workforce related Request for Proposals (RFP’s).**

2. *The Time is Now!* The 2014 Federal Workforce Innovation and Opportunity Act, Mayor de Blasio's New Workforce Initiatives and the One City Plan all have a big overlap with the workforce needs of the Haredi community.

Over the past year, a major government policy shift in workforce development occurred on the Federal and Local level of government. Starting at the Federal level, the Workforce Innovation and Opportunity Act of 2014 (which is responsible for around \$80 million in funding to New York City) replaces the Workforce Investment Act of 1998 (WIA). At the local level, Mayor de Blasio is revamping the City's workforce programs and significantly increasing funding from local tax levy dollars. Below is a brief description of these policy changes and how they directly affect the Brooklyn Haredi communities of Williamsburg, Boro Park, Crown Heights and Flatbush. The term Haredi refers to ultra-Orthodox and Hasidic Jewish communities.

2-A. Workforce Innovation and Opportunity Act of 2014 (WIOA):

There are three areas where WIOA will have a significant impact on the workforce challenges faced by Haredi community: 1) changes in definitions for eligibility 2) changes in program activities and 3) outreach and reporting requirements that require the City to include the Haredi community as a target population.

"The purposes of this Act are the following: (1) To increase, for individuals in the United States, particularly those individuals with **barriers to employment**, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market" WIOA Act of 2014

- **"Barrier to Employment" is a new priority. Many Haredi Jews meet at least two of the new "barrier to employment" definition:**

Sec. 3. Definitions. (24)

The term "individual with a barrier to employment" means a member of 1 or more of the following populations:

(A) Displaced homemakers.

(B) Low-income individuals.

(C) Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in section 166.

(D) Individuals with disabilities, including youth who are individuals with disabilities.

(E) Older individuals.

(F) Ex-offenders.

(G) Homeless individuals (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e-2(6))), or homeless children and youths (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2))).

(H) Youth who are in or have aged out of the foster care system.

(I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.

(J) Eligible migrant and seasonal farmworkers, as defined in section 167(i).

(K) Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.).

(L) Single parents (including single pregnant women).

(M) Long-term unemployed individuals.

(N) Such other groups as the Governor involved determines to have barriers to

- **WIOA Law requires the Local Workforce Board to expand access to populations not being served:**

Despite years of effort, the Haredi community has not been able to benefit much from the City workforce programs. The new WIOA requires the Local Board (New York City Workforce Board) to make expanding access for “eligible individuals with barriers to employment” to WIOA funded programs a priority. Many Haredi Jews meet at least two of the criteria (low income and individuals facing substantial cultural barriers) for eligibility for the individuals with barriers to employment group.

Section 108 B_(3) a description of how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable);

- **WIOA expands the age limit for eligible youth 24 years old. This change will allow more young adult Haredi Jews to benefit from WIOA funded programs.** WIOA increased the age eligibility by three more years from 16 to 21 to 16 to 24 years of age. Most Haredi Jews are married by the time they are 23 or 24. A career that can support a family is now their top priority. WIOA funds programs that can help with career direction, acquiring marketable skills and internships (both paid and unpaid).

Sec. 129. Use of funds for youth workforce investment activities. (a)(1)(B). The term ‘out-of-school youth’ means an individual who is— (i) not attending any school (as defined under State law); (iii) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is— (aa) basic skills deficient; or (bb) an English language learner.

Sec. 3. Definitions. (5). The term “basic skills deficient” means, with respect to an individual— (A) who is a youth, that the individual has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or (B) who is a youth or adult, that the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society.

There are thousands of young Haredi Jews in the age group of 21 to 24 that meet these two eligibility criteria and are looking for affordable skills training classes. A WIOA funded career skills training program targeted to young adults will have very high demand in the Brooklyn Haredi communities.

- **Employers can be reimbursed for up to 75% of wages paid to youth in on the job training programs (up from 50% in the WIA program). (Section 134).**
- **In contrast to WIA, households that are eligible to receive the School Free Lunch Program can now participate under WIOA.** Currently a total of around 80% of school age Haredi Jewish youth in Brooklyn are eligible to participate in the Federal School Lunch program

- **WIOA Title II: Obtaining a post secondary training credential (from a certificate or licensing program) is a priority consideration and is a recognized performance measure.** Most Haredi Jews do not seek a two or four year college degree, but many do want to obtain a government or industry approved credential/certification to launch a career (Section 116).
- **WIOA Title 1 and II: WIOA funds can be used for helping young adults with the transition to post secondary education employment.** Two important strategies for helping young adults succeed in the workplace are career exploration and contextualized learning. WIOA funds can be used for both.

WIOA Title I: Eligible program services include M) services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services;

WIOA Title II: recommends a new classroom model known as Integrate Education and Training (IET): " (11) INTEGRATED EDUCATION AND TRAINING: The term "integrated education and training" means a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement...

- **WIOA Performance Accountability: New performance requirements on post secondary and training credentials fit the workforce needs of many young Haredi career seekers**

WIOA Title I Section 116: WIOA Title I funds have performance accountability requirements that all states and localities must comply with:

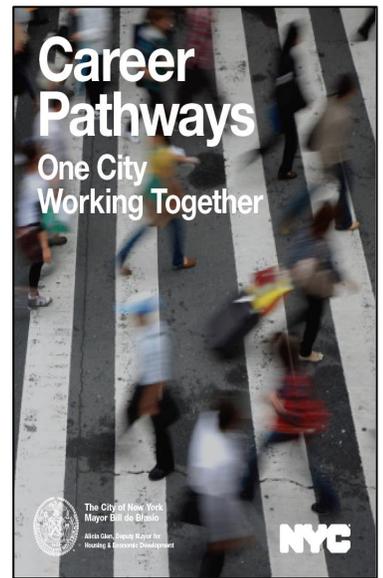
- (I) the percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program;
- (II) the percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program;
- (III) the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program;
- (IV) the percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent (subject to clause (iii)), during participation in or within 1 year after exit from the program; **(new rule)**
- (V) the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment; **(new rule)**

2-B. New York City Career Pathways:

In November 2014, Mayor Bill de Blasio, Deputy Mayor Alicia Glen, New York City Department of Small Business Services, Mayor's Office of Workforce Development and the Jobs for New Yorkers Task Force issued the **Career Pathways One City Working Together Report**. The Career Pathways Report represents a big break with past City workforce development strategies. Here is a summary of the main parts of the new Career Pathways program:

THE PROBLEM: “Over the past 20 years, the workforce system has shifted away from job training to focus almost exclusively on job placement without any strategic focus on high-value economic sectors. The system has moved too far in this direction without adapting its practices to changing market conditions. Currently, roughly two-thirds of the \$500 million spent annually on workforce services is allocated to programs that connect jobseekers to entry-level positions with low wages and limited advancement prospects. By contrast, only about seven percent of this budget supports training programs that can provide skills that lead to career-track jobs with opportunities for advancement.”

THE SOLUTION: “*Career Pathways* will be a new system-wide framework that aligns education and training with specific advancement opportunities for a broad range of jobseekers. All agencies overseeing workforce development programs will reorient their services toward career progression instead of stopping at job placement. This effort will include sector-focused bridge programs, skills training, job-relevant curricula, and work-based learning opportunities.”



The Career Pathways Report was lead by the **Jobs for New Yorkers Task Force**. The Task Force members, appointed by the Mayor's Office, were made up of representatives from the corporate, government, philanthropic, retail, education and human services providers sectors of New York City. Below are five recommendations that offer much promise for the Brooklyn Haredi community as well as all New Yorkers.

Five recommendations from the Task Force:

1. Support career advancement and income mobility by helping jobseekers and incumbent workers address educational needs and develop high-demand skills;
2. Ensure that businesses in New York City can find the talent they need within the five boroughs;
3. Improve the quality of low-wage jobs to benefit both workers and their employers;
4. Leverage New York City's economic development investments and purchasing power to place more New Yorkers into jobs; and
5. Function as a coherent system that rewards job quality instead of the quantity of job placements by using system-wide job outcome data.

To achieve these recommendations, the City has two primary strategies: **Industry Partnerships** and **Career Pathways**.

Industry Partnerships will be comprised of teams of industry experts focused on addressing stronger matches between labor market supply and demand in six economic sectors. To define and fulfill labor demand in their respective sectors, Industry Partnerships will establish ongoing “feedback loops,” or a platform for regular interaction with employers. Industry Partnerships will work to determine the skills and qualifications that employers need, and continuously upgrade curricula, training, and credential attainment programs to reflect local market conditions. Industry Partnerships will collaborate with organized labor, educational institutions, service providers, philanthropy, and City agencies to develop workforce development strategies and mobilize resources in their respective sectors.

How the Brooklyn Haredi Community can benefit from Industry

Partnerships: Industry Partnerships is a common sense great idea that will benefit all New Yorkers including the Haredi Jewish community. For years, several CBO’s serving the Haredi community have sought out employer advice for job skills training curriculum design. Haredi Jews are time conscious and will connect to training when it is as relevant as possible to current job skills required by employers. The six economic sectors also overlap with the Haredi jobseekers. The challenge now will be to make sure that Haredi community workforce programs will be able to be closely connected to the Industry Partnerships. The other big challenge is ensuring that there are affordable training opportunities available in the Brooklyn neighborhoods to take advantage of the promise of the Industry Partnerships.

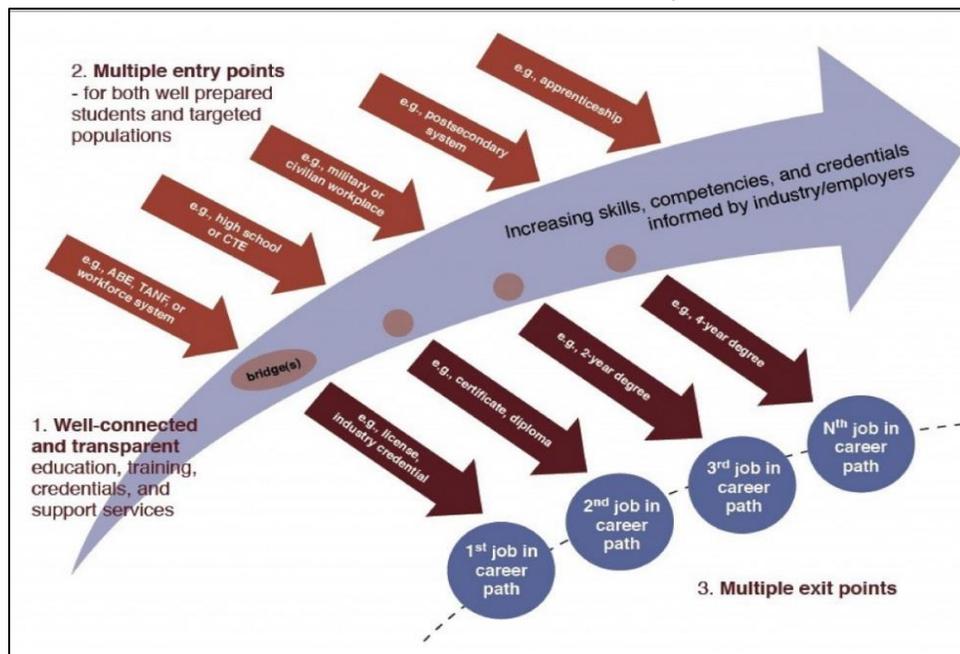
Career Pathways will be a new system-wide framework that aligns education and training with specific advancement opportunities for a broad range of jobseekers. All agencies overseeing workforce development programs will reorient their services toward career progression instead of stopping at job placement. This effort will include sector-focused bridge programs, skills training, job-relevant curricula, and work-based learning opportunities.

How the Brooklyn Haredi Community can benefit from the Career

Pathways system: By recognizing the vast untapped potential of our City workforce, the new **Career Pathways** model is a very good fit with the needs of the Haredi community. **Career Pathways** recognizes the vast untapped potential of our City workforce. There are thousands of Haredi Jews struggling to make ends meet with only one wish: how to reach their earning potential and become highly productive members of our great city. Due to lack of skills training opportunities, many Haredi Jews are stuck in jobs with low pay and limited career ladder potential. **Career Pathways** will develop training programs for advancement in a career that can support a family. **Career Pathways** recognizes that a college degree is not the only way

to get ahead; quality vocational training in high demand skills area (especially technology) can also give a person the skills they need to succeed. Many industry recognized certificate programs also have a skills ladder with an entry level credential followed by credentials that require several years of paid job experience and more skills training (examples can be found in both computer software programming and network administration). As more skills training opportunities are funded, the challenge is to ensure that the Haredi community will be able to fully participate entry level, middle level and specialized skills training. Bringing employers into the curriculum design is also critical for making job skills most relevant.

Essential Features of Career Pathways



Source: Center for Law and Social Policy

Career Pathways offers multiple entry and exit points. The Career Pathways system is adaptable to reflect the diverse demographic of Haredi career seekers as well as most career seekers. The Haredi community has a wide range of people entering the workforce for the first time or trying to climb a career ladder. There are young adults just starting out with a family and launching a career, older adult career changers, a breadwinner looking to supplement their job with part time side income from a newly learned trade, mothers reentering the workforce (or entering for the first time) after years of raising their children, widows and divorcees forced to be the sole breadwinner. Each group is important and deserves help. Career Pathways can be the new workforce system with the potential to help them.

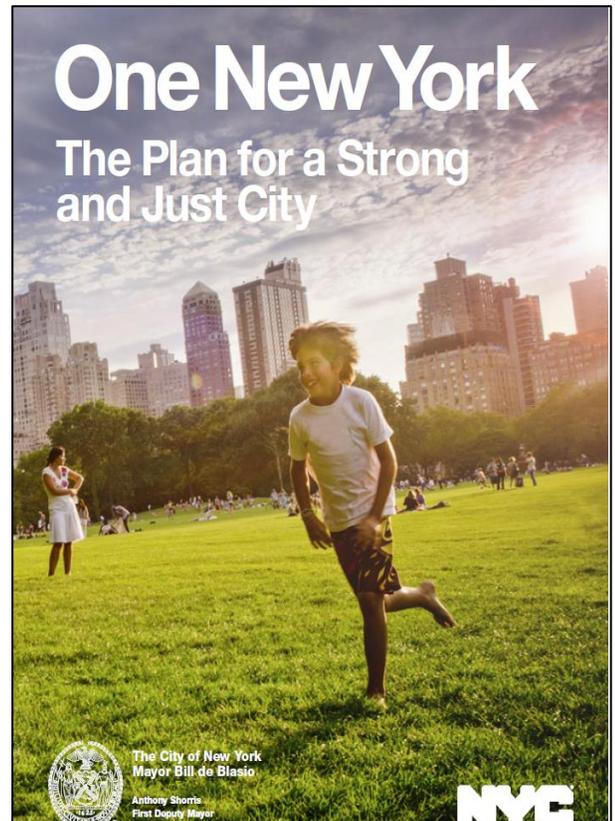
2-C. One New York: The Plan for a Strong and Just City

One New York: The Plan for a Strong and Just City.

is a 171 page road map undertaken by the Office of the Deputy Mayor Anthony Shorris issued in April of 2015, five months after Career Pathways Report was released. One New York Plan strongly affirms the priority of ensuring that all New Yorkers, including the Brooklyn Haredi community, benefit from the Career Pathways.

“Unlocking our human capital potential by providing access to skills development and the opportunity for all New Yorkers to ensure that our businesses have the workforce they need—not just today, but in the future. We will build on the strategies laid out in Career Pathways for refocusing the City’s workforce development resources. These initiatives will include establishing a “First Look” process for City hiring; **targeting training programs to traditionally underrepresented New Yorkers**; and ensuring young New Yorkers are prepared to participate in higher education and enter the workforce.”

The **One New York Plan** includes a section on workforce development that includes initiatives are consistent with the Career Pathways Report. What is most promising about the **One New York Plan** is its heavy emphasis on all New Yorkers moving forward together as a “Just City”. The workforce development section (pages 58 to 65) is filled with language about the importance of all New Yorkers benefitting from the program.



“The City’s new Career Pathways strategy aims to create a more inclusive workforce, comprised of individuals from a range of backgrounds in all five boroughs”

One New York offers four initiatives to achieve this goal:

Initiative 1

Train New Yorkers in high-growth industries, creating an inclusive workforce across the city

The most important word here is “inclusive”. The Haredi career seekers are looking for the same affordable or free training opportunities for jobs in high growth industries that all career seekers want. The One New York Plan has a built-in performance standard of metrics to ensure progress gets made every year.

Initiative 2

Leverage OneNYC investments to train and employ New Yorkers of all skill levels

OneNYC represents a huge City funding commitment. This funding commitment will occur mostly through purchases and contracts for services. Opening up the doors to employers outside of the Haredi community has been the biggest challenge for job placement programs targeted to the Haredi community.

Initiative 3

Ensure all New York City students have access to an education that enables them to build 21st century skills through real-world, work-based learning experiences

The language here is most welcoming. It recognizes what Chancellor Klein and Chancellor Farina have told the nonpublic school community (including the Haredi yeshiva network) for years: “your children are my children too. Within the law, we want to help your children also grow up to become productive citizens of our great city”. The City can help young Haredi adults by acknowledging the value of an industry recognized vocational training certificate and how these certificate programs have their own career ladder. Since the Federal WIOA law now defines youth as 16 to 24, a much larger number of young Haredi adults are eligible for career development and skills training funded programs.

Initiative 4

Increase postsecondary attainment

“Based on a study by the Research Alliance for New York City Schools, 59 percent of public school graduates enrolled in postsecondary education programs in 2006: 16 percent in the City University of New York (CUNY) 4-year, 13 percent in CUNY 2-year, and 30 percent non-CUNY. The City will take a comprehensive approach to advising, ensuring that it continues beyond high school, to college. In college, the City will expand programs designed to assist students in completing their degrees.”

While some Haredi Jews attend the two and four year colleges, most do not. The two pathways to economic independence, college and vocational training, deserve almost equal amounts of consideration. However, the Initiative ignores the 41% of students who do not choose college for post-secondary education. College is not for everyone. There are thousands of young New Yorkers, including most Haredi Jews, that are seeking a career path based on a vocational education not college.

1-D. New York State WIOA Required Plan:

All states must submit a new WIOA based plan by March of 2016. Under WIOA, NYS must make efforts to include individuals that meet the definition included in “barriers to employment”. The NYS State Plan will show how funding is being used to support specific activities. Advocacy efforts should be directed to offering input in the formulation of the NYS Transition Plan for WIOA implementation.

3. Analysis of the Workforce Needs of the Brooklyn Haredi Community

The author is very familiar with the workforce development needs of the Brooklyn Haredi communities. And has conducted three previous studies on the subject. Two of these studies focused on the Williamsburg community and one study focused on the Crown Heights community. Since Williamsburg and Boro Park share many important social characteristics, many of the key finding and recommendations of the two Williamsburg studies can be applied to Boro Park, too. The author also participated in meetings with government as well as helped launch new programs (including a Microsoft Certified Systems Engineer credential training, NYS funded EDGE, ER and SNAP training, NYC-SBS funded training, CWE funded training and the Crown Heights Career Assistance Program) based on the recommendations in the three studies:

- [*A Working Report. Strategies and Resources for Helping Poor Families in the Chassidic Community of Williamsburg Achieve Economic Self-Sufficiency.*](#) by David Rubel. Prepared for the UJO of Williamsburg, UJA-Federation of New York and Met Council on Jewish Poverty. 2008

- [*South Williamsburg Workforce Development Needs and Resources Study.*](#) by David Rubel. Prepared for the Consortium for Worker Education (CWE) and the United Jewish Organizations of Williamsburg (UJO), Inc. 2004.

- [*Crown Heights Workforce Development Community Needs and Resources Assessment Study*](#) by David Rubel. Prepared for the Hidden Sparks Foundation, 2006.

The challenges discussed in these previous reports are still very much present. Despite a growing need for workforce development and a documented annual increase of young adults entering the job market, there has been little or no presence of City government funded workforce programs in the Haredi communities of Williamsburg, Boro Park and Crown Heights. Almost all of the funding for workforce programs in these communities is paid for through private philanthropy with some funding directly from New York State SNAP-ETP program (Supplemental Nutrition Assistance Program-Employment and Training Program).

3-A. general and poverty yeshiva student population figures:

The most reliable indicator of family poverty is the United States Department of Agriculture School Free Lunch Program. The program is administered by the New York State Education Department (NYSED). NYSED issues monthly and annual reports on the number of students eligible to participate in the Free Lunch Program. All public and private school families must fill out the same self-attestation application showing their income each year. The data below is for all Brooklyn Haredi yeshiva schools covering grades Pre-K to 12.

Yeshiva School	Total Enrollment	Free School Lunch Program Participant	%
Talmud Torah D'Nitra	662	662	100
Yeshiva Jesode Hatorah	929	929	100
Talmud Torah Of Kasho	377	377	100
KHHD Yoel Of Satmar BP	5231	5231	100
Ohel Elozer	155	147	94.8
Ach Tov V'Chesed	71	67	94.4
Darkei Tshivo Of Dinov	184	169	91.8
Talmud Torah Tzemach Tzadik Viznitz	69	69	100
Ohel Chaya	30	28	93.3
Beth Chana School	623	623	100
UTA	8530	8530	100
Yeshiva Bnos Ahavas Israel	1050	1050	100
Yeshiva Kehilath Yakov	2615	2615	100
Yeshiva Mesivta Arugath Habosem	485	485	100
Mosdos Chasidei Square	323	273	84.5
Bnei Shimon Yisroel Of Sopron	422	399	94.5
Yeshiva Beth Hillel Of Williamsburg	226	226	100
Be'Ikvei Hatzoin	184	184	100
Yeshiva Bnos Spinka	485	485	100
Bnos Chayil	974	974	100
Yeshiva Tzemach Tzadik Viznitz	163	163	100
Talmud Torah Tashbar	362	362	100
Hychel Hatorah	252	252	100
Cong Ahavas Shulem Dna Tiferes Bnos	446	410	91.9
Keren Hatorah	92	92	100
Yeshiva Beth Joseph Zvi Dushinsky	106	106	100
Kesser Malka	103	103	100
Nesivos Bais Yaakov	438	365	83.3
Mesilas Bais Yaakov	199	113	56.8
Yeshiva Boyan	235	235	100
Bais Brocho Of Karlin Stolin	650	478	73.5
Bais Yaakov Faigeh Schonberger	509	264	51.9
United Lubavitcher Yeshiva Annex	129	129	100
Beth Rivkah High School	1928	1298	67.3
Congregation Ohr Menachem	204	174	85.3
Oholei Torah Elementary	1289	1144	88.8
United Lubavitcher Yeshiva	484	294	60.7
Yeshiva Beis Chaya Mushka	288	251	87.2
Bnos Menachem, Inc	551	398	72.2
Darchai Menachem Inc	90	61	67.8
Yeshiva Gedolah Ohr Yisroel	115	108	93.9

Eisek Hatorah D'Rachmistrivka	94	94	100
Bais Meir	141	85	60.3
Beer Hagolah Institute-Elem	395	360	91.1
Yeshiva Nesivos	35	23	65.7
Yeshiva & Mesivta Wiznitz Of Usa	112	112	100
Beth Jacob High School	600	194	32.3
Congregation Machna Shalva	1954	1954	100
Talmud Torah Ohr Moshe	525	366	69.7
Yeshiva Ketana Of Bensonhurst	371	261	70.4
Darkei Chaim	246	246	100
Jewish Center For Spec Educ	96	92	95.8
Mosdos Satmar Bp	311	311	100
Beth Jacob Of Boro Park	1591	747	47
Beth Jacob School For Girls	500	106	21.2
Bobover Yeshiva Bnei Zion-15th Ave	1336	1334	99.9
Yeshiva Chsan Sofer	493	264	53.5
Yeshiva Ohel Moshe	47	44	93.6
Hebrew Academy For Spec Chldrn	103	84	81.6
Yeshiva Beth Hillel Of Krasna	419	322	76.8
Yeshiva And Beth Hamedrash Shaarei	78	78	100
Yeshiva Yagdil Torah	570	403	70.7
Bnos Zion Of Bobov	1695	1695	100
Tomer Devorah High School For Girls	1207	1197	99.2
Yeshiva Yesode Hatorah	278	158	56.8
Gerer Yeshiva/Mesivta Bais Yisroel	152	91	59.9
Mosdos Chasidei Sq-T Y Y Boro Park	460	460	100
Bais Tziporah	678	678	100
Yeshiva Machzikei Hadas	636	523	82.2
Bnos Yerushalayim	1217	1130	92.9
Bais Yaakov D'Chassidei Gur	589	589	100
UTA Of Boro Park	4217	4018	95.3
Bais Yaakov Of 18th Ave	313	99	31.6
Yeshiva Imrei Yosef Spinka	247	236	95.5
Yeshiva Tiferes Bunim	173	173	100
Yeshivas Novominsk-Kol Yehuda	164	46	28
Bais Esther School	940	940	100
Mosdos Bnos Frima	267	196	73.4
Yeshiva Congregation Toras Yufa	82	82	100
Zichron Yehuda-Bais Simcha	64	40	62.5
Cheder (The)	678	478	70.5
Congregation Machne Chaim Inc	983	983	100
Viznitzer Chaidar Tiferes Yisroel	249	249	100
Yeshiva Sharei Hatzlucha	246	187	76

Midrash L'Man Achai	19	16	84.2
Gan Yisroel	801	801	100
Ohr Torah	30	30	100
Lubavitcher High School	178	139	78.1
Yeshivat Ateret Torah	1419	483	34
Yeshiva Torah Temimah	559	113	20.2
Yeshiva Karlin Stolin	601	490	81.5
Bnos Israel Of East Flatbush	300	106	35.3
Yeshiva Imrei Chaim Viznitz	1283	1283	100
Cong Ohr Shraga D'Veretzky	359	93	25.9
Yeshivat Lev Torah	162	129	79.6
Yeshivat Ohel Torah	198	116	58.6
Mevakshai Hashem	403	373	92.6
Yeshiva Bais Chaya Esther	231	231	100
Congregation Derech Emunah Viener	39	39	100
Yeshivat Mekor Haim	148	91	61.5
Mesivta Meor Hatorah	200	152	76
Mirrer Yeshiva High School	693	297	42.9
Torah Vodaath High School	596	239	40.1
Yeshiva Derech Hatorah	271	104	38.4
Yeshiva Tifereth Elimelech	559	315	56.4
Masores Bais Yaakov Elementary	636	121	19
Yeshiva Vyelipol	100	38	38
Step-Special Torah Educ Prog	32	25	78.1
Yeshiva Birchas Shmuel	89	43	48.3
Talmud Torah Ohel Yochanan	667	667	100
TOTAL	68,383	58,585	85.6*

Source and notes: The 2015 data comes from the New York State Child Nutrition Management Program, which is part of the New York State Education Department. Because of a new Federal program, Community Eligibility Program (CEP), schools that show 100%, have slightly lower numbers than the figures in Column 3. **The real figure is around 55,000. The adjusted percentage figure is 80%.**

- **General youth population:** 68,383 yeshiva school students is comparable in enrollment to the four NYC-DOE school districts (4, 5, 6 and 7) that cover the neighborhoods of Harlem, East Harlem, Washington Heights, Inwood and the South Bronx. Obviously, no one in City government would want to see the large youth population of these four school districts left out of the promise of the City's new Career Pathways workforce initiative. Yet, that is basically what is happening to the Brooklyn yeshiva student population when they graduate from high school.

- **Poverty youth population:** According to the NYC-Department of Education student count for school year 2014-2015, there are a total of 649,626 students either eligible to participate or participating in the School Free Lunch Program. Allowing for charter school and other nonpublic school populations (mainly the Archdiocese Catholic school system), a conservative analysis

shows that the yeshiva student population is around 7% of the total New York City youth population.

NYC School System	Free Lunch Eligible Total Number of Students	%	Source
NYC DOE schools	649,626	82.3	June 2015 NYC-DOE School Allocation Memo (SAM) Title I Memo
NYC Charter Schools	53,950	6.8	NYC Charter School Report. 80% of total enrollment are economically disadvantaged.
NYC Private School other than yeshivas	30,633	3.8	NYSED Information and Reporting Services 2014
Brooklyn Yeshivas	55,000	6.9	NYSED New York State Child Nutrition Management Program 2015
Total	789,209	99.8	

Most young Brooklyn Haredi yeshiva students meet eligibility requirements for participation in the Federal School Lunch Program. This means they reside in households with income at or below 130% of the Federal Poverty Level. Based on 2015 data, around 7% of all New York City youth eligible for the School Free lunch program attend Brooklyn Haredi yeshivas.

3-B. Serious mismatch between people entering and leaving the workforce: Due to the high birthrate of the Haredi community, there is a serious mismatch between young people entering the workforce and older people retiring and leaving the workforce. This finding was first identified in the 2003 Williamsburg Workforce Report. The 2003 Report relied on data from the 2000 Census. Using updated 2010 Census data, the mismatch continues to be the most challenging problem facing the Brooklyn Haredi community.

2010 Census Area of Comparison	Ages 20 to 24	Ages 65 to 69	Ratio of People entering and leaving the workforce years
South Williamsburg Census Tracts Study Area	4689	614	For every 7.8 persons entering the workforce years, 1 person is leaving
Boro Park Census Tracts Study Area	8024	1690	For every 4.7 persons entering the workforce years, 1 person is leaving
New York City	642,585	297,167	For every 2.1 persons entering the workforce years, 1 person is leaving

Source: <http://www.census.gov/prod/cen2010/doc/sf1.pdf>; US Census Bureau, 2010 Census, SF1 Population Division - New York City Department of City Planning;

Analysis: One of biggest issues in workforce development is economic growth. If an economy is growing, it can absorb more young entry level workers. If an economy is stagnant, entry level workers will have a very difficult time finding employment. The chart data shows to what extent the local economy has to grow to absorb new workers.

- *In Hasidic South Williamsburg Study Area, for every 1 person retiring or getting near retirement, there were 7.8 persons entering or getting ready to enter the workforce. In the Boro Park area, for every 4.7 persons entering the workforce years, 1 person is leaving.*
- *The mismatch between adults entering and leaving the workforce in South Williamsburg is three and half times higher than New York City as a whole.*

A high birth rate places significant strain on small family businesses and networking resources: Even in families where a business that can be passed on from one generation to the next, there is a concern that the business to employ all of the children. A business that supported one family will now have to grow large enough to support four or five families. The issue of high birth rate also places much strain on networking opportunities. Networking and family contacts are a highly valuable resource for launching a career. However, when parents have six to eight children to help, instead of two, this resource becomes stretched to the limit. In addition to their own immediate children, there are spouses, cousins, and other extended family members. Any job contacts and various networking opportunities have to go first to family members.

3-C. Adult literacy skills needed for the workplace: According to New York State Education Department data, there are currently at least 38,000 Yiddish native language speakers attending yeshiva schools in New York City- (almost all in Brooklyn). According to the NYC-Department of Education Demographic Language Report (2011), Yiddish is the second largest linguistic community in New York City (Spanish is first and Chinese is third). Reliable data is not available for the academic skills of graduating seniors from the yeshiva schools in Williamsburg, Crown Heights and Boro Park. Only a few of these schools administer the Regents Exams in the boy's yeshivas. Schools that do administer an annual assessment test in ELA and Math (such as the Stanford 10 or the grades 3 to 8 NYS ELA and Math Exam), tend to score in the bottom 30%. ESL classes have been offered in Williamsburg for many years. As a workforce development issue, many graduates have weak English Language skills and benefit from ESL classes. Interviews with all the CBO's that operate in each neighborhood strongly confirms the need for ESL and Adult Basic Education (ABE).

3-D. Employee strengths that many Haredi Jews will bring to the workplace: Almost all Haredi Jews receive a very demanding and rigorous Pre-K to 12 grade education. Years of classroom instruction in analytical reasoning and critical thinking skills is common to all Haredi schools. With families to support, Haredi adults are highly motivated to earn a living. Based on interviews with Haredi leaders and job seekers, one commonly held perception is that Haredi adults are likely to be very loyal and grateful employees. This impression is based on the fact that employers outside the Haredi community are reluctant to hire Haredi adults. So it's difficult for Haredi to move around from job to job.

3-E. Demand for career skills training based on estimate of Haredi Jews that would access training if it was affordable and available. Each year, about 5,100 Haredi Jews graduate from a local yeshiva high school. At some point over the next six years, it is estimated that at least half of this group, 2,550 individuals, will seek career track skills training to get a foothold on a career pathway.

Assuming a timeframe of ages 22 to 30 years old or nine years, at any one time, the potential market demand for career skills could be up to 22,950 people. Since women graduate from high school with more marketable skills than men, this estimate may be closer to around 13,000 to 14,000 people.

3-F. Cultural barriers. Why Haredi Jews job seekers form a distinct group within the City workforce development system. An important question that needs to be discussed is do Haredi Jews form a special population that deserve attention from government agencies. New York City has other groups including ex-prisoners, recent immigrants and other ethnic communities. The reality is that Haredi Jews, especially the Williamsburg and Boro Park Hasidic communities, face significant cultural barriers to employment outside the Haredi community. The following sub culture factors do separate Haredi Jews from mainstream New York: dress, customs, lifestyle, grade school education, language and familiarity with mainstream culture. Many employers will be reluctant to hire a Haredi individual because of concern with how well they will work together with other employees. Whether this is a legitimate concern or not, what matters is that Haredi Jews have great difficulty finding employment outside of the Haredi community.

4. Government and Privately Funded Workforce Development Resources Currently Available to the Brooklyn Haredi Community

To what extent do current New York City (NYC) government workforce programs serve the needs of the Haredi community? For the past few years, the City has issued an annual report on government funding for workforce programs. Known as “**Following the Money: An Analysis of FY2013-FY2014 Funding for NYC Workforce Development and Adult Education *UPDATED March 31, 2014***”, the purpose of the Report is to show how many government agencies are involved with workforce development, and how much each one is spending and for which purpose.

“Close to \$500 million was invested in fiscal year 2013 across New York City government to support adult education and workforce development programs. Even more will be invested in fiscal year 2014. This array of funding and services help people develop skills, credentials, and the ability to get good jobs with the employers that need them. It is the lifeblood of a growing economy.”

	
<p>Following the Money: An Analysis of FY2013-FY2014 Funding for NYC Workforce Development and Adult Education <i>UPDATED March 31, 2014</i></p>	
NYC Government Agency	AMOUNT
HRA	\$168,377,051.15
DYCD	\$82,377,085.00
SBS-Small Business Services	\$53,433,950.32
CUNY	\$64,843,987.76
DOE-Office of Adult and Continuing Education (OACE)	\$38,344,323.00
Dept. for the Aging (DFTA)	\$5,432,039.00
NYCHA	\$5,153,362.00
EDC-Economic Development Corporation	\$6,171,969.28
CEO-Center for Economic Opportunity	\$4,891,539.77
Libraries	\$9,027,485.00
Dept. of Health and Mental Hygiene	\$4,757,846.00
DOP	\$4,178,387.00
Dept. of Parks and Recreation	\$39,332,842.00
Total	\$488,731,645.28

Source: [Following the Money: An Analysis of FY2013-FY2014 Funding for NYC Workforce Development and Adult Education *UPDATED March 31, 2014*](#)

Out of the current nearly \$500 million NYC spends annually on workforce related activities, how much is actually being spent in the Brooklyn Haredi communities of Boro Park, Williamsburg and Crown Heights? Somewhere between none and \$500,000.

Participation in a workforce program, similar to any government program, is based on eligibility and program intent. While many of the programs on the list do not overlap with Haredi community, some definitely do. Below are description of the programs that offer much promise:

- **NYC-Center for Economic Opportunity (CEO):** The Career Pathways Report appendix shows different workforce related programs currently offered here in NYC. The breadth and diversity of these programs, especially the Center for Economic Opportunity (CEO), demonstrate the willingness and expertise of City agencies to be resourceful in meeting the needs of City residents. The experimental nature of the CEO program should now be directed also to the Haredi community.
- **NYC-HRA SNAP Employment and Training Program:** HRA currently receives \$53 million in Federal Supplemental Nutrition Assistance Program (SNAP) Employment and Training Funds (administered by New York State Office of Temporary and Disability Assistance-OTDA). All three communities, Williamsburg, Boro Park and Crown Heights have large numbers of households receiving SNAP funds. HRA receives two SNAP funding streams from OTDA: \$1.9 million for full 100% coverage; and \$51 million for the 50% match program. For the 50% match program, HRA would have to provide 50% of the cost of training using city and state funds. HRA has some discretion regarding these funds. The SNAP funds could definitely be used for a demonstration program targeted to the Haredi community. If HRA uses the \$1.9 million SNAP funds or covers the full match itself, then the community based organization would not have to provide any match.
- **NYC-SBS Individual Training Grants (ITGs):** There are two ways that a jobseeker can get affordable training: go to a WIA One Stop Center and request an Individual Training Grant (ITG) in downtown Brooklyn or enroll in a community based organization training site. Neither of these two resources offer much help to the thousands of Haredi Jews in need of professional and affordable career skills training. The total annual SBS budget for job skills training is \$9 million citywide. According to the OWD Career Pathways Progress Report 2015, only about \$2,600,457 is spent on the Individual Training Grants (ITG)- for the entire City. The process for getting approval for an ITG is time consuming and there is no guarantee that after the interviews and several visits to the One Stop, that an ITG will be awarded. For the entire City, only about 1,500 ITG's are expected to be awarded in Fiscal Year 2016. This is a small number given the skills training needs of hundreds of thousands of New Yorkers. However, if 7% of those ITG's went to organizations that provided training to Haredi Jews that would result in around 200 ITG's.
- **NYC DOE Office of Adult and Continuing Education (OACE):** OACE has an extensive network of adult career skills training classes across the City. The CBO's in Williamsburg and Crown Heights do not have any existing partnerships with the OACE career skills classes. There is no data showing how many Haredi Jews, if any, enroll in these classes. The CBO's that serve the Haredi community could create partnerships with OACE network and bring this resource to Haredi adults in need of free career skills training. Here is a listing of types of vocational classes offered by OACE:

Computers/Technology: A+ Computer Repair, Business Solutions, Computer Literacy, Computer Repair, ESOL Computer Literacy, IC3 Certification, Microsoft Office Network+ , Web Page Design

Health Careers: Certified Nursing Assistant, Emergency Medical Technician, Licensed Practical Nursing

General Trades: Air Conditioning and Refrigeration, Automotive Mechanics, Automotive Engine, Building Maintenance, Food Preparation/Catering, Plumbing (water and waste line)

Construction Trades: Carpentry (interior and exterior), Electrical Installation

- **New York City Department of Youth and Community Development (DYCD) Youth Workforce Programs:** DYCD has contracts with 54 providers for its **In-School** and **Out of School** Youth Employment Programs. In 2016, there was a total of 12.9 million in **Out of School** contracts. *However, none of these providers offer services to yeshiva youth from the Williamsburg, Crown Heights and Boro Park neighborhoods.* These funds come from the Federal Workforce Innovation and Opportunity Act of 2014.

Business Solutions partnership is another new partnership that could open up career pathways for jobs in small, midsize and large companies.

- There are many back office jobs involved in the health care sector that Haredi Jews could work in.
- Retail and food service can give new workers much needed entry level job experience.

RECOMMENDATION 2: Establish Career Pathways as the framework for the City's workforce system

How the Haredi Community Can Benefit: The new Career Pathways model is a near perfect fit with the needs of the Haredi community. First and foremost, Haredi Jews need help with making the right career choice, getting affordable training based on passing an industry recognized or government required certificate exam, securing entry level employment and climbing the first rung or two of a career ladder. Many Haredi Jews stuck in jobs with low pay and limited career ladder growth potential could also benefit from affordable career skills training.

The Career Pathways model includes both college and credential based vocational education as a means of climbing the career ladder, which allows the Haredi community flexibility in choosing the type of career training necessary. In particular, the vocational education certificates-credential system today offers government required or industry recognized credentials for over a hundred different career tracks. Most of the certificate programs have high standards, passing requirements and closely aligned with industry needs. By law, for many vocational professions, a person cannot practice without a New York State license verifying their expertise and training. Another big resource unique to New York City are the several hundred New York State Education Department licensed vocational training schools. Almost every type of trade, skills and career in existence has a vocational school offering professional training. The wide variety of training offerings is a huge plus for career seekers. The challenge of making a career decision is easier when there are so many training opportunities and markets for job skills. This is a huge advantage the New York City economy has over any other City in our country- *it should be taken advantage of.*

RECOMMENDATION 3: Invest \$60 million annually by 2020 in bridge programs that prepare low-skill jobseekers for entry level work and middle-skill job training.

How the Haredi Community Can Benefit: The Bridge Program focuses mostly on young adults, no longer in secondary school, and need English as a Second Language (ESL) and Adult Basic Education (ABE, defined as people at 7th to 10 Grade literacy levels). These classes can be contextualized so that the curriculum covers a major job related skills area (computer network administration or programming, consumer communication, sales, health related). For example, a student in an ESL or ABE could at the same time be learning about customer skills. The content is interchangeable. With some flexibility, the Bridge Program model could be a great fit for many male Haredi career seekers. Since most men in this group are Yiddish native language speakers, this is a group with significant need for ESL. A very practical

ABE class is also needed. The question here is how will the Haredi community benefit? If 7% of the \$60 million went to organizations that serve the Haredi community, that would translate into about \$4 million annually. This would be a big improvement over the present figure which is less than \$300,000. a year.

RECOMMENDATION 4: Triple the City's training investment to \$100 million annually by 2020 in career-track, middle-skill occupations, including greater support for incumbent workers who are not getting ahead

How the Haredi Community Can Benefit: This is probably the most important recommendation relating to the Haredi community. Currently, there are almost no City workforce training dollars being used in the Haredi community. While precise figures are not possible, similar to the City's workforce population, a large number of Haredi are people locked into dead end jobs or jobs with little potential for career growth. Many are good workers looking for a chance to improve their skills. "To serve the widest range of workers and jobseekers across the five boroughs, the City will prioritize three types of training programs: **entry-level skills, transitional skills for career changers, and advancement training for middle-skill positions.**" The City should be commended for identifying all three types of training and giving each of them equal importance. There will be great demand from the Haredi community for all three levels discussed in the Report. There are also existing resources, such as the career track training opportunities offered through the NYC-DOE-Office of Adult and Continuing Education that do not serve the Brooklyn Haredi communities. The network of CBO's serving the Brooklyn Haredi community is ready to apply to any new RFP's, and if funded, provide new workforce services.

RECOMMENDATION 5: Improve and expand CTE and college preparedness programs, adjust CUNY's alternative credit policy, and invest in career counseling to increase educational persistence and better support students' long-term employment prospects.

How the Haredi Community Can Benefit: Currently, there around 220,000 students attending nonpublic schools in New York City. While most of these students are on a college track, there is still a sizeable number, mostly in the Catholic and Haredi schools, that are not seeking a college degree. Currently, there aren't any partnerships operating between the NYC-DOE CTE programs and the nonpublic school system. The Federal Carl Perkins Vocational Training and Education Act 2006 and New York State Education laws include regulations allowing for private school students to participate in these programs. The City is also required by Federal law to consult with the nonpublic schools on how the Carl Perkins funds can benefit children attending nonpublic schools. The City must recognize that thousands of nonpublic school students reside in households with incomes below 130% of the Federal Poverty Level. These schools do not have the financial resources to offer a meaningful a CTE program or career counseling for those students not planning on attending college. *Developing strategies and programs for helping these students to become productive adults is in the best interest of the City.*

- Career counseling:** one of the most important life decisions an adult has to make is choosing a career path. Everyone must answer these questions: do I have an aptitude for a specific set of career skills? What is my gift or talent in life? Is there a career path that connects to my own gifts and talent? Millions of dollars are wasted, many dreams turn to disappointment, and families struggle with economic hardship due to bad career choices. Conversely, a little professional career direction can go a long way to ensuring that each person reaches their job potential. The process of deciding on a career varies significantly across populations. Many students enter college without a career path; while others specifically choose a college for its engineering or business program. Almost everyone can benefit from professional and high quality career counseling including young Haredi career seekers. People in the 16 to 24 age group need help with matching their aptitude to a promising career. They will greatly benefit from experiences that help them make a solid career decision.
- NYC-DOE Office of Adult and Continuing Education (OACE):** A second area of great untapped potential is the NYC-DOE Office of Adult and Continuing Education (OACE). NYC-DOE OACE offers a very solid group of career track classes. The information below is a cut and paste from their current brochure. We are not aware of any OACE program operating in the Haredi neighborhoods with Haredi individuals availing themselves of the classes.

“In addition to administering K-12 education, the DOE’s Office of Adult and Continuing Education runs its own CTE programs that provide individuals 21 years and older with opportunities to develop occupational skills and earn credentials. Industry Partnerships will work closely with CTE providers to enhance curricula and programming, allowing CTE providers to benefit from the larger workforce infrastructure that connects training to employer needs and opportunities.”

Career and Technical Education

We run the largest adult Career and Technical Education (CTE) program in New York State, with 5,700 students served at 20 sites. Our CTE program has a workforce development focus, as many students complete our classes and gain industry and state certifications.

We offer 140 classes in the following program areas:

<p>Computers/Technology</p> <ul style="list-style-type: none"> • A+ Computer Repair • Business Solutions • Computer Literacy • Computer Repair • ESOL Computer Literacy • IC3 Certification • Microsoft Office • Network+ • Web Page Design 	<p>General Trades</p> <ul style="list-style-type: none"> • Air Conditioning and Refrigeration • Automotive Mechanics • Automotive Engine • Building Maintenance • Food Preparation/Catering • Plumbing (water and waste line)
<p>Health Careers</p> <ul style="list-style-type: none"> • Certified Nursing Assistant • Emergency Medical Technician • Licensed Practical Nursing 	<p>Construction Trades</p> <ul style="list-style-type: none"> • Carpentry (interior and exterior) • Electrical Installation

RECOMMENDATION 6: Increase work-based learning opportunities for youth and high-need jobseekers.

How the Haredi Community Can Benefit: There is no substitute for the work based learning opportunities such as the internship model. Many Haredi Jews overlap with high need jobseekers. Finding internships is also very challenging. Consistent with the new WIOA age eligibility regulation, the Career Pathways Report defines the age group as 16 to 24 year olds. By the time most Haredi males have reached 22, they are ready for serious career exploration including internships. Efforts to increase work based learning opportunities should include the young adult Haredi population.

“Internships, career exposure, and work experience are vitally important for all types of jobseekers. These experiences provide individuals with career-launching opportunities that may not have otherwise been available to them.”

The other group discussed here, high need adult job seekers, has a significant overlap with the Haredi community. Similar to other communities, there is a group of young adults that are struggling to figure out a career choice that can support a family. This group needs more career exploration opportunities so that they avoid wasting time with training for a career they are not suited for.

“High-need adult jobseekers need similar access to career exploration and work experience, which can be attained through comprehensive programming as well as government programs. This can be particularly valuable to individuals who have limited work experience or are seeking a career transition after a long period of disconnection from the workforce.”

RECOMMENDATION 7: Create a standard that recognizes highroad employers with good business practices, with the goal of evaluating at least 500 local businesses by the end of 2015.

How the Haredi Community Can Benefit: As mentioned several times, because of their dress and lifestyle, Haredi Jews struggle to build bridges to the outside of their community. While there are many corporations that are very happy with the Haredi employees, few Haredi individuals work outside the Haredi community. More bridges need to be built. This situation is especially true for the Chassidic communities of Boro Park and Williamsburg. The dress is more distinctive, blends in less, than other Haredi communities. The word needs to get out more and more: Most Haredi Jews are loyal and hard-working employees.

“The assessment will also help the City define job quality measures beyond compensation, including scheduling practices, support for workers training and advancement, **inclusivity**, and openness to hiring individuals with employment barriers such as criminal history.”

Inclusivity. Getting through the front door is the biggest challenge for many Haredi trying to get a job with a non-Haredi employer. Employers that are willing to take a chance and hire a Haredi should also be commended.

RECOMMENDATION 8: Improve the conditions of low-wage work by expanding access to financial empowerment resources in partnership with at least 100 employers and pursuing legislative changes such as increasing the minimum wage.

How the Haredi Community Can Benefit: When it comes to falling victim to the complexities of personal financial management, Haredi Jews are no different from other communities. Financial Literacy is very much needed. The Career Pathways recommendations have a very strong overlap with the Haredi community; the solutions proposed here will be well received.

“WKDEV and DCA will launch an employer-based Financial Empowerment Campaign to educate and influence employers on the role they can play in supporting their low-wage workers to achieve financial stability for themselves and their families. Through this campaign, DCA will provide low-wage workers with services to reduce debt, improve credit, access safe and affordable banking products including direct deposit, strategize for saving and money management, as well as filing their taxes for free and accessing income supports such as the EITC.”

Social Services organizations in Williamsburg, Boro Park and Crown Heights all provide help with accessing government benefits.

“In addition to ensuring that working low-income New Yorkers access federal income supports, streamlining eligibility for transitional benefit allowances such as subsidized childcare, Medicaid, and the Supplemental Nutrition Assistance Program would improve the economic stability of these individuals so they are better positioned to meet their basic economic needs, avoid work disruptions, and pursue educational and training opportunities.”

RECOMMENDATION 9: Maximize local job opportunities through the City’s contracts and economic development investments by establishing a “First Source” hiring process and enforcing targeted hiring provisions in social service contracts.

How the Haredi Community Can Benefit: Here is another area of great untapped potential. Through its **First Source** program, the City will be harnessing the billions it spends on goods and services for a job referral program. Other cities have had some success with this strategy.

“Pioneered in other cities, the First Source system is designed to connect a range of economic development and procurement activities to the workforce system. It will require qualifying businesses to share open positions with the City and consider the City’s referred, qualified candidates. While a First Source system does not require businesses to hire the referred candidates, they must make good-faith efforts to do so and face penalties for noncompliance or withholding jobs from the City.”

The employer has no obligation to hire the people on the City’s First Source list. If the model is going to work, the employer should hire someone for one reason only: the business will be more profitable. The First Source program will give Haredi job seekers a chance to interview for an opening. It will open some new doors with the potential to build a much larger employer network.

RECOMMENDATION 10: Reimburse workforce agencies on the basis of job quality instead of the quantity of job placements by aligning service providers under a system-wide data infrastructure that measures job outcomes such as full-time work, wage growth and job continuity.

How the Haredi Community Can Benefit: This is an excellent common sense recommendation. Haredi workers have families to support. They know the meaning of hard work. They are seeking jobs with a future with one simple but very important goal- a salary that can support their family. Many Haredi Jews seek skills training for launching a career not just an entry level low paying job. Job quality training requires more time. Landing a higher paying job also takes more time than the typical 90 days allowed by most government funded training programs (and even more time if you are Haredi Jew encountering discrimination in hiring). Self-Employment should also be given more serious consideration. There is a strong entrepreneurial spirit in the Haredi community. It is common for someone to learn a trade and then go into business for themselves based on the trade.

Fragmentation Limits Value

“Making matters worse, the City’s workforce programs do not function cohesively. The workforce system spans a myriad of agencies with more than 15 distinct brands. For decades, each City agency has maintained its own set of goals, rules, and processes. The lack of coordination among these programs is so profound that obtaining data for the total number of system-wide job placements, average wage of those placed, and the total number of unique customers served, is virtually impossible.” Page Career Pathways Report

How the Haredi community also suffers from a fragmented system: the Career Pathways Report highlights a problem for all organizations to offer community based workforce programs. Included here are organizations that target services to the Haredi community. The lack of cohesion means that each group must master a vast and intricate web of policies, rules, procedures and funding. Most of the organizations mentioned above have absolutely no connection to the Haredi community. This issue will be discussed further in the Resources section of the report.

6. Why City Workforce Funds are Not Getting to the Haredi Community.

One question that will be part of any conversation is why haven't City workforce dollars ended up with community based organizations that target the Haredi communities. In the chart below is a brief discussion of why the main City workforce related Request for Proposal (RFP)s do not fit well with the Haredi community.

City Government Agency Program	Why CBO's serving the Haredi community don't apply or fit	Comments
HRA-Career Pathways	HRA's \$52 million Career Pathways RFP's had a requirement that only TANF cash assistance recipients are eligible for services. Most low income Haredi Jews receive SNAP not cash assistance. Vendors are required to serve an entire borough. Since there wasn't any provision to allow for a vendor to include a small portion of SNAP participants, there wasn't a way for a Haredi based CBO to respond.	HRA recently introduced new language in the Career Pathways RFP's for recognizing the needs of non-public high school students (which covers all Haredi individuals) "HRA reserves the right to expand the above target populations to include other low-income individuals in need of employment services. For all services, contractors must be able to provide culturally competent and linguistically appropriate assistance. This includes assisting individuals from diverse educational backgrounds, including non-public high schools."
DYCD Out of School Youth (OSY)	Only one or two contracts per borough. All vendors must provide borough wide services. This recent change in the OSY program makes it impossible for a CBO targeting the Haredi community to apply.	There are thousands of young Haredi post high school youth that meet the eligibility requirements and would benefit from the services.
SBS-Workforce 1 Centers	Very few ITG vouchers are being issued in each borough.	Word in the Haredi communities is that the process is very lengthy with no guarantee of securing an ITG voucher.
Center for Economic Opportunity (CEO)-Programs	While not an RFP based program, CEO has been forging an important path for innovative and successful workforce development programs to lift people out of poverty. In its eight years, CEO has launched over 60 initiatives. However, each initiative is small in scope and size; none of them were ever designed with the needs of the Haredi community in mind.	The mission and track record of the CEO could be a perfect fit for responding to the unmet needs described in this report.
City University of New York (CUNY) based workforce programs	Every year, the City University system receives an operating subsidy of around \$1.7billion from City and State government. CUNY also receives about \$80 million from the City for workforce based programs.	By choice, only a very small number of Haredi Jews attend the CUNY college school system. There are several reasons for this: there are mixed gender classes; the two and four year degrees include a range of classes in humanities and social sciences; and most Haredi young career seekers are looking only for vocational education/certificate based programs.

7. Recommendations/Next Steps:

- **Establish an advisory committee comprised of representatives from Haredi based organizations, Mayor's Office and City agencies. The committee will be responsible for identifying strategies for increasing Haredi participation in workforce programs including launching a pilot program. The committee will meet at least four to six times during the year.**

- **Based on advisory committee recommendations, coordinate program implementation with City Agencies including Mayor's Office of Workforce Development (WKDEV), Human Resources Administration, Small Business Services, Center for Economic Opportunity, Department of Youth and Community Development, Department of Education.**

- **Since the City is committing new dollars to its workforce programs, some of these dollars should be targeted to training opportunities for the Haredi community. Establish a three year benchmarking plan for increasing the use of City workforce resources by the Haredi community.**

- **The NYC Workforce Investment Board (WIB) and Jobs for New Yorkers Task Force (and all future City workforce related endeavors) should include at least one person with an understanding of the needs and actual experience working with the Haredi community.**

- **Encourage City agencies to include "nonpublic school vocational career track" as a target population for new workforce related Request for Proposals (RFP's).**

Appendices

1. Jobs for New Yorkers Task Force Members

Vincent Alvarez, NYC Central Labor Council, AFL-CIO

John Banks, Con Edison

Cesar Claro, Staten Island Economic Development Corporation

Steven Dawson, Paraprofessional Healthcare Institute

Leecia Eve, Verizon

Carlo Frappolli, JPMorgan Chase & Co.

Greg Hambric, Modells Sporting Goods

Leo Hindery, Jr., InterMedia Partners

Jukay Hsu, Coalition for Queens

Daniel P. Huttenlocher, Cornell Tech

Patricia Jenny, New York Community Trust

Tim Johnson, Greater New York Hospital Association

David Jones, Community Service Society

Jennifer Jones Austin, Federation of Protestant Welfare Agencies

Angie Kamath, Per Scholas

Steve Kempf, Lee Spring

Deborah King, 1199 SEIU Training and Employment Funds

Chauncy Lennon, JP Morgan Chase, Global Philanthropy

Stanley S. Litow, IBM

Ira Machowsky, FEGS

Felix Matos Rodriguez, Hostos Community College

Cheryl McKissack, McKissack & McKissack

Danny Meyer, Union Square Hospitality Group

John Mogulescu, CUNY

Andrea Phillips, Urban Investment Group at Goldman Sachs

Jessamyn W. Rodriguez, Hot Bread Kitchen

Jake Schwartz, General Assembly

Denise Warren, New York Times Media

Fred Wilson, Union Square Ventures

Sondra Youdelman, Community Voices Heard

2. New York City WIB Members

New York City WIB Members

The New York City Workforce Investment Board (WIB) is made up of volunteer members, who are appointed by the Mayor, and includes leaders of local businesses, educational institutions, labor unions, community-based organizations, and other government agencies.

GINA ARGENTO

Broadway Stages

LAURICE ARROYO

National Grid

DONALD ASHKENASE

Montefiore Medical Center

EILEEN AULD

Citigroup

STEVEN BANKS

NYC Human Resources Administration

HORACE BARKER (WIB Chair)

Morgan Stanley Smith Barney

AMY BENNETT

The Greene Grape

SCOTT BERGER

Arista Air Conditioning

LES BLUESTONE

Blue Sea Development Company

BILL CHONG

NYC Department of Youth & Community Development

DONNA M. CORRADO

NYC Department for the Aging

ARNOLD DORIN

New York State Office of Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR)

MOHAMED A. ELKHASHAB

Reach Media, Inc.

MARK ELLIOTT

Economic Mobility Corporation

CARMEN FARIÑA

NYC Department of Education

ESTER R. FUCHS

Columbia University

EDWARD JAY GOLDBERG

Macy's

COLVIN GRANNUM

Bedford Stuyvesant Restoration Corporation

CELESTE GUDAS

24Seven

LEO HINDERY

InterMedia Partners, LP

PALOMA HERNANDEZ

Urban Health Plan, Inc.

CARESS KENNEDY

Allied Barton

KYLE KIMBALL

NYC Economic Development Corporation

DEBORAH KING

1119 SEIU

RAE LINEFSKY

C3 Consulting

OLINDA MARIN

South Bronx Job Corps

RICHARD MAST

Bloomingdale's

JOSEPH MCDERMOTT

Consortium for Worker Education

JOHN MOGULESCU

City University of New York

THOMAS J. MOLONEY

Cleary Gottlieb Steen & Hamilton LLP

GEORGE NTIM

Marriott Marquis

SHOLA OLATOYE

NYC Housing Authority

ROBERT PURGA

New York State Department of Education

JOCELYNNE RAINEY

Brooklyn Navy Yard

ROSE RODRIGUEZ

New York State Department of Labor

STUART M. SAFT

Holland and Knight

NETTA SAMROENGRAJA

ZocDoc

DEIRDRE SCOTT

Bronx Council on the Arts

MONICA SLATER-STOKES

United Airlines

MARIA TORRES-SPRINGER

NYC Department of Small Business Services

DARRELL WALDRON

Rhode Island Indian Council (DBA New York Indian Council)

RICHARD WINDRAM

Verizon

3. Community Engagement

As part of the Jobs for New Yorkers Task Force, WKDEV organized and joined meetings and external engagement activities with stakeholders across the workforce system and across the city.

- United Neighborhood Houses Providers meeting – June 12, 2014
- New York City Employment & Training Coalition Summit – June 13, 2014
- Bronx Workforce Roundtable convened by Congressman Serrano – July 21, 2014
- Tech Talent Summit convened by New York Tech Meetup, Coalition for Queens, Code to Work, StartUp Box: South Bronx, Per Scholas, and Fedcap – July 22, 2014
- Youth Workforce Provider Roundtable convened by JobsFirst – July 25, 2014
- New York City Coalition for Adult Literacy meeting – July 29, 2014
- Internship Roundtable convened by the Pinkerton Foundation – August 11, 2014
- Labor Roundtable convened by the New York City Central Labor Council and 1199SEIU Training and Employment Funds – September 18, 2014
- Workforce Investment Board Meeting – September 18, 2014
- Focus Group with Workforce Development Clients convened by Community Voices Heard – September 22, 2014
- Queens Workforce Roundtable convened by Queens Borough President Katz and Council Member Miller – September 22, 2014
- Brooklyn Workforce Roundtable convened by Council Member Cornegy – September 25, 2014
- Staten Island Workforce Roundtable convened by Council Member Rose – September 25, 2014
- Manhattan Workforce Roundtable convened by City Council Speaker Mark-Viverito – September 29, 2014
- Immigrant Roundtable convened by Ford Foundation, Surdna Foundation, and New York Community Trust – October 1, 2014
- Survey of Workforce Development Clients – September 5 – 26, 2014
- Over 800 New Yorkers completed WKDEV's survey, which was created so that the City could better understand clients' experience with the system and priorities moving forward. The survey was made available in Bengali, Chinese, English, Haitian Creole, Italian, Korean, Russian and Spanish. Respondents were mostly female, relatively evenly distributed across age ranges and ethnic/racial categories, and represented all five boroughs, with the most respondents from Brooklyn and Queens. Select survey responses and data are included throughout the report.

4. Sampling of local Vocational Certificate Programs that do not require a two or four year college degree

This list was prepared for the Crown Heights Career Assistance Program in 2009. It needs to be updated (some of the training is no longer current with the career track)

Certificate Program	Approved NYS DOL Eligible Training Provider (ETP)	Training Description	Required Educational Background
Digital design with Dreamweaver	New School University Parsons	Instruction in web layout design	MAC skills
Digital Media Technologies	Digital Film Center Inc.	Technology based for all aspects of Digital Media. Digital Film Academy is the only training facility authorized by BOTH Avid AND Apple	none
Graphic Design: 3D Computer Graphics	Our Planet Management Institute	This course provides the student with designing concepts to create forms for presentation in different media.	GED, High School Diploma or TABE Exam
Graphic Design: 3D Graphics	Globe Institute of Technology	3D Graphics covers 3D imaging and elements of design in visual communication. It serves as introduction to graphic production tools and processes and presents various computer graphics tools for graphic design.	none
Sales Management			
International Entrepreneurship			
Microsoft Office Intensive	Brooklyn College	This course is designed to help students obtain knowledge of the most popular integrated applications used today. Upon completion of the course students will be proficient in the use of Windows Word Excel Access PowerPoint and Outlook . All training is hands on.	none
Marketing Certificate	NBSA- Rutgers Business Center	The SMKT 403 program will prepare you for success as a Marketing Manager by developing your knowledge of marketing concepts while also focusing on your management skills. Marketing managers plan and coordinate the activities of organizations or departments involved in marketing products or services. Because responsibilities can include supervising team members and processes SMKT 403 contains modules on Supervision and Management and Leadership and Motivation. Modules on Marketing Fundamentals and Marketing Strategies will help to build your marketing savvy while a module on Account Development will cover such topics as maintaining effective account relationships	Any 300 level Sales and Marketing Certification and/or relevant business experience

		and presenting product or service information to potential clients and customers.	
Direct care counseling program	Borough Manhattan Community College	This program prepares students for a rewarding career in the Human Service Field working with people with Mental Retardation and Developmental Disabilities. Curriculum includes SCIP CPR AMAP and Certification. Introduction to OMRDD Developmental Disabilities, Treatment Service, OMRDD Policies and Procedures, Basic Sign Language and contextualized Literacy, Math and Language Skills. We also provide Job readiness workshops, and Financial Literacy.	Motivation to work with people with Mental Retardation and Developmental Disabilities High School Diploma or GED
JAVA Language Computer Programmer	Micropower Career Center	JAVA certification	none
JAVA Certification Package	NETCOM Computer Technology	Java programming language and development environment. In this fast-paced hands-on course programmers acquire the skills they need to write stand-alone client/server and intranet applications in Java. This course prepares students for Sun Certified Programmer for the Java Platform Certification.	I-Net+ Certification or any other programming knowledge
Java Language Computer Programmer	Access Careers (Brooklyn)	Java Pro introduces the student to the basic fundamentals of programming languages that are object oriented.	High School Diploma GED Computer Fundamentals Programming Concepts
Medical Office Administration	Career Quest Ltd.	An exceptional training opportunity and ON-SITE HANDS ON INTERNSHIP IN A MEDICAL FACILITY. Students will receive an overview of medical insurance billing and coding procedures. Students also learn through computerized billing simulations how to create save retrieve edit and maintain patient files. In addition post payments to patient accounts produce insurance claim forms correct and resubmit rejected claims produce insurance claim activity reports and enter electronic claims. In addition students will learn the importance of front office Administration (Medical Receptionist) with computerized scheduling of patients cancellations and customer service etiquette. Course is followed by a 100-150 hour hands on internship in a Hospital Clinic or Doctors office and/or employment	Minimum 9 th grade reading level
Medical Billing	Career Quest Ltd.	Entry level training in the medical billing profession: Medical terminology computerized medicaid and medicare ICD-9 and CPT coding procedures electronic Insurance claim activity patient registration customer service etiquette Microsoft Office. Course is followed by a 100-150 hour hands on internship in a Hospital Clinic or Doctors office and/or employment	none
E-Commerce Computer Training Course	Crestech	Learn to design and build more than a web-site. Create an E-Commerce site and product database using Microsoft and Java technology. Course covers fundamentals ASP SQL configuration network securities and electronic payments. We get your	Basic computer skills

		certified as a "Certified Internet Webmaster" (CIW) one of the most prestigious web certifications from Webmasters of the World(WOW). For complete details about our custom program(s) with flex. schedules\hours please visit our website www.mycrestech.com or call us at 973-463-1260. There is a difference. We will prove it. After talking to certified professional and after visiting us we will be your number one choice rather than one of the choices for the form	
AutoCAD 2007 Level 1	The Career Center	Upon completion of AutoCAD 2007 Level 1, the student will be able to create a basic 2D drawing using drawing and editing tools, organize drawing objects on layers, add text and basic dimensions, and prepare to plot. For maximum flexibility, the course is divided into two parts, the first presenting essential skills, the second covering more sophisticated techniques for drawing setup and productivity.	None (level 2 requires Level I as a prerequisite)
Cisco Computer Network Administration (CCNA)	Borough Manhattan Community College	Training is geared toward Technology Career Entry Level Support in the field of End-User and Network Support and is focused on producing competent Technicians that can function in a demanding field where interpersonal communication skills problem solving and Technical skills are combined to provide effective customer service. 20 hours Personal Development 40 hours CLT Supervised Labs and 200 hours Technology Instruction. Accelerated A+ Computer Support Technician Training. (35 hours) Introduction to A+ Certification Cisco Networking Academy CCNA - Four (4) semesters of Instructor Led Hands-on training. (165 hours) 1) Networking Fundamentals; CCNA Semester I 2) Routing Protocols and Concepts; CCNA Semester II 3) LAN Switching and Wireless; CCNA Semester III 4) Accessing the WAN; CCNA Semester IV	9 th grade reading and math
Computerized Accounting with Quickbooks	Manhattan School of Computer Technology	During this course students will be introduced to a widely popular integrated accounting package, QuickBooks. They will learn how to create files and enter data to produce journals, reports, and financial statements. If combined with the courses, Computerized Accounting with Excel, Manual Accounting, and Computerized Accounting with Peachtree, the student will become a highly marketable specialist for companies where advanced accounting applications are used.	none
Computer A+ certification Service Technician for Networking Hardware	Alliance Computing Solutions	The CompTIA A+ certification is an international industry credential that validates the knowledge of computer service technicians. Major hardware and software vendors distributors and resellers accept CompTIA A+ as the standard in foundation-level vendor-neutral certification for service technicians. Earning CompTIA A+ certification proves that a candidate has a broad base of knowledge and competency in core hardware and operating system technologies including installation configuration	Basic computer skills

		diagnosing preventive maintenance and basic networking. Students will be able to describe the features and functions of networking components and possess the knowledge and skills needed to install configure and troubleshoot basic networking hardware protocols and services. The exam tests technical ability in the areas of media and topologies protocols and standards network implementation and network support. The exam also covers new technologies such as wireless networking and gigabit Ethernet.	
A+ Certification	New York Business Institute	The A+ Training Program prepares individuals for work as computer technicians where they service upgrade install assemble and maintain computers and peripheral equipment. Students practice techniques to assemble computers analyze and repair malfunctions and gain "hands-on" experience in hardware and operating systems including Windows 98 2000 XP. Course provides knowledge and skills to prepare for the following certification exams: 220-601: CompTIA A+ Essentials 220-602: CompTIA A+ 220-602 (IT Technician)	High school diploma or equivalent and entrance exam or 2 months work experience
CASAC License Alcoholism Counselor	Alcoholism Council of New York	This course provide the hours required to sit for the Credential Alcohol & Substance Abuse Counselor certification in New York State.	High school diploma or GED
Real Estate Certificate-Customized	Baruch College	Newman Real Estate Institute (NREI) is offering the opportunity for students to customize their certificate toward the area of real estate that they are specifically interested in. Student will consult with NREI advisement staff to select from several tracks of study. Each customized track will consist of 6 to 8 courses.	none
Basic Appraisal Principles	Baruch College	Students will learn what real estate appraisers do as the role of the professional appraiser is discussed. Topics will include basic valuation principles the professional appraiser and the structure of the Appraisal Institute New York State Appraiser Licensure and Certification nature of appraisals nature of values valuation process data collection neighbors and districts land and site description improvements description and highest and best use. Basic Appraisal Principles [Course Code NCPR5] qualifies as a license certification course.	varied
New York Home Inspecting License	Baruch College	New York State Home Inspection License/Certification	High school diploma or equivalency
Residential Facilities Manager Package	Real Estate Education Center	This package is for the person looking to get into a career in real estate and facilities management. The package includes the 75 hour Salesperson Licensing Course as well as Basic Building Systems (30 hours) Property Management (30 hours) and Facilities Management (30 hours) courses. This program qualifies graduates for NYARM designation.	none

5. Workforce Innovation and Opportunity Act (WIOA) 2014 Law:

(c) GRIEVANCE PROCEDURE.—

(1) IN GENERAL.—Each State and local area receiving an allotment or allocation under this title shall establish and maintain a procedure for grievances or complaints alleging violations of the requirements of this title from participants and other interested or affected parties. Such procedure shall include an opportunity for a hearing and be completed within 60 days after the filing of the grievance or complaint.

(2) INVESTIGATION.—

(A) IN GENERAL.—The Secretary shall investigate an allegation of a violation described in paragraph (1) if—

(i) a decision relating to such violation has not been reached within 60 days after the date of the filing of the grievance or complaint and either party appeals to the Secretary; or

(ii) a decision relating to such violation has been reached within such 60 days and the party to which such decision is adverse appeals such decision to the Secretary.

(B) ADDITIONAL REQUIREMENT.—The Secretary shall make a final determination relating to an appeal made under subparagraph (A) no later than 120 days after receiving such appeal.

(3) REMEDIES.—Remedies that may be imposed under this section for a violation of any requirement of this title shall be limited—

(A) to suspension or termination of payments under this title;

(B) to prohibition of placement of a participant with an employer that has violated any requirement under this title;

(C) where applicable, to reinstatement of an employee, payment of lost wages and benefits, and reestablishment of other relevant terms, conditions, and privileges of employment; and

(D) where appropriate, to other equitable relief.