



# Brooklyn Workforce Innovations



Annual Report 2007

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

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## In 2007

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**BWI successfully trained 394 New Yorkers for new careers.**

**BWI placed 9 out of 10 graduates—351 individuals—into jobs in their field.**

**The average starting wage for a BWI graduate was \$13.50/hour.**

**Graduates' average initial earnings boost (the difference between their income before and after training) was 154%.**

**And more than a third of 2007 graduates have already received raises or moved into higher-paying positions.**

# Mission:

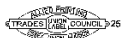
Brooklyn Workforce Innovations (BWI) empowers low- and moderate-income people by helping them gain access to living-wage employment opportunities and career paths. We seek to develop programs that counter prevailing market inequalities (especially those based on race or gender) and contribute to a broader movement for economic justice. BWI accomplishes this goal through a values-driven, market-oriented approach.

Brooklyn Workforce Innovations is an affiliate of Fifth Avenue Committee, Inc., a nonprofit community development corporation advancing social and economic justice in South Brooklyn.



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New York offers career opportunities that transform the lives of millions of people—that's why year after year our city is the destination for ambitious new businesses and graduates.

Yet despite the abundant opportunity, one in five residents lives below the poverty line. The rate is more than double for people of color.

For some New Yorkers poverty is caused by persistent joblessness. A criminal record, the lack of a high school degree, a lack of connections, and a lack of marketable skills all compound the difficulty of finding a good job.

Many others are poor despite working full-time. In fact one study found that more than one in ten city families were living in poverty despite full-time, year-round work.

**Brooklyn Workforce Innovations does more than help people find jobs. We create career opportunities in strong sectors, so that jobless and working poor New Yorkers can escape the cycle of poverty.**

Every successful career is the intersection of countless individuals – businesses, supervisors, instructors, mentors, colleagues, family, friends, and everyone who helps us get to work and do our jobs well. BWI is grateful to all who contribute to the network of support that is ensuring our graduates' success in their new fields, and adding to the prospect of hope in our city's poorest neighborhoods. Thank you.

**Aaron Shiffman, Executive Director**

BWI empowers our participants to enter, and advance in, healthy segments of the New York economy. We identify sectors where good career ladders exist, recruit individuals ready to transform their lives, and make sure that the skills we teach are the skills employers want.

After a month of training, a single mother can go from public assistance to a job that pays twice minimum wage and includes benefits. A young New Yorker with a high school degree can shine above college graduates in one of the city's most competitive industries. After serving 4 years in prison, a father can find a job that not only allows him to support his children but to be promoted into a supervisory position.

This kind of success is not easily won, but it's at the heart of BWI's work. In this report you'll hear from BWI graduates who took advantage of our training, credentialing, job placement and long-term support, and transformed their lives as a result.



# Red Hook on the Road

4 weeks of training > Licensed New York State Commercial Driver Class B/BP/BPS

2007 average starting wage: \$14.36 / 2007 average earnings boost: 191%



Red Hook on the Road (RHOR) helps New Yorkers establish careers in the commercial driving sector, which offers plentiful jobs,

good starting wages and numerous opportunities for advancement. RHOR is BWI's oldest and largest training program—serving 250 individuals in 2007. RHOR participants achieve consistently high pass rates on the NYS Commercial Driver's License road test (91% passed in 2007). In 2007 RHOR placed 99% of graduates who passed the test into jobs, almost all with benefits.

## **An outstanding track record placing formerly-incarcerated individuals**

Since its founding RHOR has helped hundreds of court-involved and formerly-incarcerated individuals become commercial drivers. In 2007

the average starting wage for a RHOR graduate with a prior criminal conviction was \$14.75—more than double NYS minimum wage.

**"I was laid off. I always wanted to drive trucks, since I was young. So I found out about RHOR. After passing my CDL, RHOR helped me get a job interview. Two weeks later I was hired. I have been at my present job for a year and recently passed my test for the MTA."**

—Sharon Massa, 2007 RHOR Graduate, Queens resident and mother

**"OnBoard Sightseeing Tours is proud to be a partner with Red Hook on The Road. As a tour company we rely on professional and friendly drivers. So far we've hired fifteen graduates and they are a key factor in our success."**

—Howard McKoy, President

**More than 200 companies have hired RHOR graduates, including:** Academy, Atlantic Express, Atlantic Para Transit, Baldor, Bartlett Dairy, Bobmar, Brinks, Canada Dry, Cerebral Palsy Transport Inc., Coach USA, Coca Cola, Consolidated Bus Transit, Cupie Transportation, Dairyland, DHL, FED EX, Fresh Direct, Greyhound, JOFAZ, Long Island Railroad MTA, Logan, MABSTOA, NYC-MTA, MV Transportation, National Car Rental, New York Party Shuttle, NYC Department of Transportation, NYC Department of Sanitation, OnBoard Sightseeing Tours, Peter Pan, Poland Springs, Transcare, and UPS.





# Brooklyn Networks

## 5 Weeks of Training > BICSI Certified Cable Installer

2007 average starting wage: \$12.31 / 2007 average earnings boost: 86%

Brooklyn Networks helps New Yorkers start careers in high-speed data and voice transmission cable installation. After intensive training in our custom-built telecommunications training lab, Brooklyn Networks graduates are placed in jobs as technicians installing voice and data lines, security systems, broadcast cable and audio/video systems. In 2007 Brooklyn Networks graduated 46 individuals and placed 42 into jobs. Less than a year later more than half of them had already received raises or promotions.

### A certification employers respect

Brooklyn Networks graduates are certified through the nationally-recognized BICSI curriculum. BICSI serves 20,000 member companies from every state and from 75 countries around the world. A recent survey of 1,000 end-users of cabling systems revealed that 48% of them preferred that their technicians were BICSI certified—the highest score of any certification in the survey.

“Before I found out about BWI I was making \$6.00/hr as a courier. It was the best job I could find because of my conviction. Brooklyn Networks gave me a chance to find a profession that will really support my two children. After graduation they placed me at Cables and Chips. In May of 2007 they promoted me to a supervisory position paying \$15/hour plus benefits.”

—Kyle Gardner, 2006 Brooklyn Networks graduate, Brooklyn resident

“Our company has hired Brooklyn Networks graduates since 2005. They are always well-trained and ready to work. I rely on them to provide excellent service to my clients. Once I hired an entire class.”

—Nick Fuimara, Professional Recruiter, TEKsystems

**All of the major New York cabling companies employ Brooklyn Networks graduates, including:** Cable Vision, Cables and Chips, Netversant, New York University, Nycom, TekSystems, Time Warner Cable, Uni-Tel Technologies, OCS - Tech Alliance, Astro Communications, Midtown Express, Atlantic Voice and Data, BBH Solutions, Wire Works, BMW, United Telecomp, DV Communications





# The “Made in NY” Production Assistant Training Program

4 Weeks of Training > Certified “Made in NY”  
Production Assistant



2007: 54 “Made in NY” PAs certified, 53 placed. 6 months later 51 continued to work steadily in production.

In 2006 BWI launched a new workforce development program to help unemployed New Yorkers enter the city’s dynamic TV and film production industry. In 2007 the program was selected from more than 340 applicants to win the Peter F. Drucker Award for Nonprofit Innovation.

## An industry resource

The “Made in NY” PA Training Program has become well-known for referring highly skilled production assistants. More than 500 productions have hired graduates, including feature films, TV shows, commercials and music videos. Graduates are working their way up the production career ladder, obtaining titles such as Assistant Production Coordinator and 2nd Assistant Camera. Through a unique partnership with the New York City Mayor’s Office of Film, Theatre and Broadcasting, the program is a leading model for leveraging public incentives to promote workforce diversity.

“I was trying to change the channel to the Mets game (on channel 11) but I ended up on NY1. I saw a story on the PA program...I would have never been in the business if it wasn’t for BWI. It helped change my views on success and it gave me a career instead of a job.”

—Nelson Quinones, 2007 PA Training Program Grad, worked 198 production days in his first year after certification

“As an Assistant Director on a major feature film, it was imperative that I hire PAs that knew what they were doing. The attitude and conduct of the “Made in NY” PAs I supervised was nothing less than stellar. I strongly suggest that any production looking for PAs hire BWI PAs. Don’t be deterred by their lack of experience. They will come to you well-trained and with a work ethic leaps and bounds above the most seasoned PAs out there.”

—Joe Aspromonti, Assistant Director, DGA Member

**Film productions that have hired “Made in NY” Production Assistants include** *American Gangster, Baby Mama, Cloverfield, The Bourne Ultimatum, Enchanted, I am Legend, Made of Honor, Marker, Pride and Glory, Reservation Road, Sex and the City, Spiderman 3, What Happened in Vegas, You Don’t Mess with the Zohan*. Television productions that have hired “Made in NY” Production Assistants include “30 Rock” (NBC), “Gossip Girl” (CW), “The Sopranos” (HBO), “Mad Men” (AMC), “America’s Next Top Model” (CW), “Cashmere Mafia” (ABC), “CSI: NY” (CBS), “Law & Order: Special Victims Unit” (NBC), “The Naked Brothers Band” (Nickelodeon), “Oprah Winfrey’s The Big Give” (ABC), “Project Runway” (Bravo), “Saturday Night Live” (NBC), “Tyra Banks Show” (My Network).

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# Brooklyn Woods

8 Weeks of Training > Skilled Woodworker

2007 average starting wage: \$11.45 / 2007 average earnings boost: 169%

Brooklyn Woods is an 8 year-old woodworker training program and cabinet-making social enterprise. In 2007 Brooklyn Woods merged with BWI and we built a new state-of-the art woodworking facility in order to better serve trainees and customers.

Brooklyn Woods attracts young men and women with an interest in the construction trades and in turning a new corner in their lives. Participants learn everything from finishing techniques to mechanical drafting. After graduation they are placed at large and small woodworking shops, construction and home renovation companies, home improvement stores and real estate property management firms.

## Providing Real-Life Work Experience through Social Enterprise

Brooklyn Woods operates an environmentally-friendly cabinet-making business, providing trainees with real life on-the-job experience and offering homeowners high-quality "green" kitchen units.

"Since 2002, Brooklyn Woods has manufactured kitchen units for all of our New York City housing developments. Our families love the cabinets—they're beautiful, made of sustainable materials, and safe."

—Josh Lockwood, Executive Director, Habitat for Humanity-NYC

"I am so thankful for what Brooklyn Woods has done for me. Before the training I was in a restaurant job, so when I saw the bulletin for Brooklyn Woods at my church, I knew it was for me. The program taught me a lot, and opened up a great opportunity for me in a furniture upholstery shop, earning a salary that can support me and my family."

—Nathan LeGrand, 2007 graduate, hired by GBC Upholstery at a starting salary of \$15.00/hour.

"In the past four years we've hired 9 graduates from Brooklyn Woods, six are still employed with us, the rest have moved on to other opportunities afforded them through working with us and Brooklyn Woods."

—Russ Conn, Director of Operations, Transform, LLC.

**Companies that have hired Brooklyn Woods graduates include** Hendrickson Custom Cabinets, Transform LLC, Steinway and Sons, Manhattan Door, Globus Cork, Okeson Woodworking, T & A Carpentry, Newmark Furniture, GBC Upholstery, Heritage Woodworking, Tiglos Tile, Creative Cabinets, The Building Block, Codfish Designs, Home Depot, Lowe's, Materials Processing, Polygon Projects, Scrapile, Park Slope Craftsman, Fischer Furniture, Ethan Ames, Scott Jordan Furniture, Artisan Frameworks, Timehri Inc., Toledo Interiors, and Baobob Frames.





# Facilities



BWI offers participants the chance to gain hands-on experience in comfortable facilities utilizing industry-standard equipment. BWI's main office is at the FAC Center for Community Development in Gowanus, Brooklyn, which includes extensive training space and

a computer lab. Brooklyn Networks operates out of a custom-built cable installation training lab at New York City College of Technology. Red Hook on the Road maintains a storefront training facility on 5th Avenue in Park Slope.

## Community Resources and Social Supports

BWI is a nonprofit affiliate of the Fifth Avenue Committee, Inc. (FAC), a 30 year old nonprofit community development corporation. Together, FAC and BWI pursue a holistic approach to community development incorporating affordable housing development and management, community organizing, student-centered adult education, support for court-involved individuals, and the creation of employment opportunities. In partnership with FAC, BWI offers several additional programs:

**Neighborhood Employment Services** provides job coaching, resume workshops, computer literacy education, referrals to skills training and direct job placement to South Brooklyn community residents.

**Building Works** is the New York City District Council of Carpenters' pre-apprenticeship Training Program. Young people recruited and pre-screened by BWI gain the opportunity to access union membership and start their careers in the building trades..

**FirstSource Staffing:** BWI oversees FirstSource Staffing (FSS), a social purpose for-profit affiliate of the Fifth Avenue Committee. FSS is a full-service temporary and permanent staffing agency employing more than 200 New Yorkers annually.

**Single Stop & IDA Programs:** BWI partners with FAC to support the financial development of our graduates and ensure that they have access to social supports in times of need. Our Single Stop Program offers entitlements advocacy, legal representation, free tax preparation services and financial counseling to all BWI participants as well as other members of the FAC community.

Through one-on-one counseling and workshops, Single Stop helps participants navigate the complexities of transitioning from unemployment and informal income to permanent employment and self-sufficiency. BWI participants also have the opportunity to open federally-matched **Individual Development Accounts** to save for further training and education, or business investments.

**"The benefits I received through Single Stop are a blessing. With Food Stamps I was able to finish job training. They've continued to assist me after graduation with tax preparation and legal representation. It's really a blessing."**

—Ahmad Hassan, 2007 Brooklyn Woods graduate, Brooklyn resident, father



**Fifth Avenue Committee**  
Our Community. Our Future.



**FirstSource**  
STAFFING



# Supporters

## **Fiscal Years 2006 and 2007 Funders**

Achelis Foundation  
Bank of Tokyo-Mitsubishi Trust Co./BTM Foundation  
Carver Federal Savings Bank  
Deutsche Bank Americas Foundation  
Gimbel Foundation  
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HSBC Bank  
Independence Community Foundation  
Ira W. DeCamp Foundation  
M & T Bank  
New York District Council of Carpenters  
New York State Department of Probation and Correctional Alternatives  
New York State Office of Temporary Disability Assistance  
Research Foundation of CUNY  
Robin Hood Foundation  
Scherman Foundation  
Tiger Foundation  
United Way—NYCWorks  
Individual Donors

## **2007 Pro Bono Assistance & In-Kind Donations**

Association of Independent Commercial Producers  
Bettencourt Green Building Supply  
Child Care Inc.  
Deutsche Bank Global Markets Associates Training Program  
Eastern Effects Lighting and Grip  
Food Bank of NYC  
Good Shepherd Services Learn to Work Program  
Goodwin Proctor LLP  
Greater Harlem Chamber of Commerce  
IATSE Local 600  
ICA Group  
Net Impact Service Corps

New York 411  
New York City Department of Small Business Service  
New York City Housing Authority Resident Employment Services  
New York City Mayor's Office of Fil Theatre and Broadcasting  
New York City Technical College  
NYC TV  
Orrick Herrington & Sutcliffe LLP  
Silvercup Studios  
Stroock & Stroock & Lavan LLP

## **Volunteers**

We are grateful to the many individuals who give their time to BWI and our graduates, including:

Mehdi Alighanbari  
Nick Busa  
HH Cooper  
Michael Davis  
Kim Fajen  
Kyle Freeman  
Tom Gaito  
Allen Gold  
Tanya Henry  
Dennis Kim  
Karen Lee  
Chris Marano  
Jadi McCurdy  
Matt McLoota  
Prentice Onayemi  
Sam Penfield  
Rachel Qian  
Elias Scoropanos  
Curtis Smith  
Rebecca Strickland  
Georgios Vlassopoulos

# BWI Board of Directors

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*Executive Director*

Affiliations are listed for informational purposes only.

## BWI Staff

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**Tammy Burgess**

*Assistant Director of BWI*

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*Instructor*

**Jacqueline Crawford**

*Administrative Assistant*

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*Intake Specialist*

**Kathy Figueroa**

*Recruitment Specialist*

**Katy Finch**

*Program Director*

**Linton Lovell**

*Employment Specialist*

**Calvin Patterson**

*Vocational Counselor*

**Scott Peltzer**

*Director of Brooklyn Woods*

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**Erica Plasse**

*Recruitment and Retention Coordinator*

**Mara Prater**

*Associate Program Manager*

**Reynel Santiago**

*Job Developer*

**Margarita Vidot**

*Contract & Recruitment Manager*

**Kevin Wallace**

*Career Services Coordinator*



# Financial Statements

LEAP, Inc d/b/a Brooklyn Workforce Innovations for the financial year ending June 30, 2007, excerpted from audited financial statements prepared by the public accounting firm of EZKR, LLP, which issued an unqualified opinion on these financial statements. A full set of financial statements is available upon request.

## Statement of Financial Position

ASSETS	2007	2006	LIABILITIES AND NET ASSETS	2007	2006
<b>Current Assets</b>			<b>Current Liabilities</b>		
Cash and cash equivalents	\$ 515,649	\$ 294,735	Accounts payable	\$ 81,511	\$ 50,144
Grants receivable	83,787	227,614	Accrued expenses	133,716	131,968
Prepaid expenses	5,239	4,944	Other payables	13,851	-
Total Current Assets	604,675	527,293	Due to affiliates	50	-
			Deferred income	-	50,000
<b>Fixed Assets</b>			Total Liabilities	229,128	232,112
Equipment and fixtures, net	47,764	35,086			
Total Fixed Assets	47,764	35,086	<b>Net Assets</b>		
			Unrestricted	728,155	30,267
<b>Other Assets</b>			Temporarily restricted	123,653	-
Construction in progress	411,347	-	Total Net Assets	851,808	330,267
Security deposits	17,150	-	<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 1,080,936</b>	<b>\$ 562,379</b>
Total Other Assets	428,497	-			
<b>TOTAL ASSETS</b>	<b>\$ 1,080,936</b>	<b>\$ 562,379</b>			

## Statement of Activities and Changes in Net Assets

	Unrestricted	Temporarily Restricted	Total
<b>Revenue</b>			
Government grants	\$ -	\$ 392,007	\$ 392,007
Contributions - corporations	327,546	-	327,546
Contributions - foundations	1,255,862	912,255	2,168,117
Interest income	3,986	-	3,986
Subcontract income	104,076	-	104,076
Other revenues	1,435	-	1,435
Net assets released from restrictions:			
Satisfaction of program restrictions	1,180,609	(1,180,609)	-
Total Revenue	2,873,514	123,653	2,997,167
<b>Expenses</b>			
Program	2,143,661	-	2,143,661
Management & general	171,606	-	171,606
Fundraising	125,887	-	125,887
Total Expenses	2,441,154	-	2,441,154
<b>Change in Net Assets</b>	<b>432,360</b>	<b>123,653</b>	<b>556,013</b>
Net assets, beginning	330,267	-	330,267
Assumption of liabilities in merger	(34,472)	-	(34,472)
<b>NET ASSETS, ENDING</b>	<b>\$ 728,155</b>	<b>\$ 123,653</b>	<b>\$ 851,808</b>

# Brooklyn Workforce Innovations Works With You to

## • Recruit Quality Employees

- Licensed Commercial Drivers. To hire a Red Hook on the Road graduate call 718-237-4846.
- Licensed Cable Installation Technicians. To hire a Brooklyn Networks graduate call 718-237-2017 x161.
- Certified “Made in NY” Production Assistants. To hire a “Made in NY” PA call 718-757-5816 (mobile).
- Skilled Woodworkers. To hire a Brooklyn Woods graduate call 718-389-3636.

## • Start a new career

- In Commercial Driving. Red Hook on the Road can train you to be a truck or bus driver. You’ll need a clean driver’s license. Call 718-237-4846
- In Cable Installation. Brooklyn Networks can train you to install telephone systems, computer networks and cable television. Call 718-237-2017 x149.
- In TV and Film Production. The “Made in NY” Production Assistant Training Program can train you for entry-level crew positions on TV shows, movies, commercials and music videos. Call 718-237-2017 x145.
- In Woodworking. Brooklyn Woods can train you to be a custom woodworker specializing in cabinet construction. Call 718-389-3636.

## • Find Temporary or Permanent Staff

FirstSource Staffing can provide highly qualified employees for office, retail or light-manufacturing work. Call 718-636-7350 or visit [www.fssny.com](http://www.fssny.com).



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