

# St. Nicholas Neighborhood Preservation Corporation Workforce Development (Adult)

## The Williamsburg Works Model

Williamsburg Works is St. Nicks' adult workforce development initiative and provides targeted employment and training services to customers with multiple barriers to employment. St. Nicks' philosophical framework uses a "work-first" approach which seeks rapid attachment to the workplace. Customers are empowered to use the right attitude to succeed with lifelong personal skills. Case management, supportive services and job placement facilitate customers looking for work. Post placement services ensure sustained employment; and if a customer should lose a job, immediate reattachment to the workforce. Our support goes beyond just getting customers a job. Customers achieve economic self-sufficiency through wealth building, financial literacy, transitional benefits, and building assets.

### First Job

For customers with little or no work experience and multiple barriers to employment, *First Job* provides job readiness training, job placement and post placement support that gives our customers workplace success skills to obtain and retain a job.

- Over 275 customers placed in 2006, including 126 mandated customers and 62 with limited English proficiency.
- Our approximate cost per customer is \$2,130 per student
- Partners and Funders: Seedco, STRIVE, NYC HRA, NYC DSBS, United Way, and Clark Foundation

### Skills Training

For customers with some work experience and demonstrated aptitude, we offer *Skills Training*: a 12-week Environmental Remediation Training (ERT), a 7-week Commercial Truck Driver (CDL) Class B training program, a 5-week Culinary Skills Training (CST), and we expect to start up additional skills programs in 2007. Wage growth, workplace success skills, industry-recognized certification, and strong employer involvement are key elements of Williamsburg Works' skill training.

- ERT: 116 customers trained in 5 cycles; 58 placed (3 cycles pending further placements) at an average starting wage of \$14.19;
- CDL: 11 customers trained in pilot cycle; 11 placed at average wage of \$12.78
- Culinary Skills Training: 14 customers trained in pilot cycle; 11 placed at average wage of \$10.46
- Cost per enrollee: ERT, \$4,100; CDL, \$4,200; Culinary Skills Training, \$3,500
- Partners and Funders: US EPA; Robin Hood Foundation, LISC, Independence Community Foundation; STRIVE; SEEDCO, NYC DSBS, Councilwomen Diana Reyna; Kingsborough Community College, Nuestros Ninos; National Vocational Driving School, Ando International; South Side Community Mission; and employers.

## **Career Path**

For customers who may be working but underemployed due to low basic skills and/or limited English proficiency, *Career Path* provides daytime and evening ESL, Basic Education, GED and computer literacy with a choice of locations and schedules to meet customer need. Williamsburg Works' adult education programs have an employment focus and customers are linked to employment and placement services.

- 198 students attended classes
- Over 95% of ESL students have progressed at least one level
- 100% of GED students progressed one level; 8 students achieved GED.
- Cost per student: \$300 per year
- Partners & Funders: NYC Department of Education and NYC DYCD

## **Fatherhood Initiative**

We also recently started a Fatherhood Initiative providing a unique set of services to our non-custodial father customers - combining employment services, legal and court assistance and parenting support - to lead them and their children to sustainable economic self-sufficiency.

- New initiative expected to serve 40 working and 75 unemployed fathers and place an additional 40 fathers in 2007
- Partners and Funders: STRIVE, Seedco, Bronx Defenders; Brooklyn Legal Services; Credit Where Credit is Due; CEO

## **Wealth Building**

Long-term economic opportunity is built on developing personal and family assets. Wealth Building supports Williamsburg Works' three primary tracks. We enable customers to maximize their income today by accessing transitional benefits, developing their financial literacy, and building personal wealth. Customers create a stronger future and build financial assets.

- 693 customers assessed; 480 referred to resources; 309 enrolled in at least one EarnBenefit Program in 2006
- 630 Federal tax returns completed, triggering over \$1.2 million in tax refunds, including \$635,000 in EITC to date in 2006/7 tax season.
- Partners and Funders: Seedco, USDA, United Way, St Nicholas Human Support Corporation, and IRS.

We see the *employer as a customer* and design our programs to address their needs.

Williamsburg Works grew out of a service to match job-ready residents to work in the local industrial community. We have maintained our relationships with local employers and expanded employer relationships throughout the city. And importantly, we have maintained a focus on understanding and meeting each employer's needs. Our staff is professional and responsive. Whether an employer seeks job-ready entry-level employees, requires trained skilled workers or needs to upgrade the English proficiency of its staff, we can meet their needs.

- Over 178 employers served
- Working sectoral partnerships developed with environmental remediation, trucking, delivery and transportation companies, local restaurants and local industrial companies.

Our 2006 budget was \$1.3 million. Approximately 75% was from government sources (including government-funded sub-contracts and ITA income); the balance was from private sources (including privately-funded subcontracts).