

## JTBO CONTRACTUAL PERFORMANCE – (JUNE 2007 – JANUARY 2012)



Mr. Vasquez at work,  
Green Depot

JTBO has over performed in every reported contractual category, highlighted by enrollment into training (7,247 = 125%), job placement (9,134 = 113%), 90 day job retention (6,233=129%) and more importantly, 65% job retention beyond the 1 year threshold with increased hourly wages.

## ADDITIONAL JTBO PERFORMANCE HIGHLIGHTS

- Initial hourly wages averaged \$11.19 for JTBO participants, exceeding the contractual goal of \$10.70.



- On an individual basis, JTBO workers saw an average 13.3% increase in their hourly wage after 12 months on the job. For residents from target neighborhoods, the average 12-month wage increase was 13.7%. JTBO participants who received vocational training fared even better: they averaged 23.4 percent wage increases at 12-months on the job.

- After 12 months, hourly wages averaged \$12.63 for JTBO placements. For both men and women JTBO participants with a high school or less education, 12-month wages are comparable or slightly better than median hourly wages for a comparable demographic citywide.
- Forty-four percent of JTBO workers placed in jobs received employer-provided health insurance, a proportion much greater than the 30%



### After 12 months, hourly wages averaged \$12.63 for JTBO placements.

(United Hospital Fund, "Health Insurance Coverage in New York, 2010," June 2010.)

of low-income workers in New York who have employer-provided health insurance, according to the United Hospital Fund.



Ms. Vasquez at work, Kingsborough Community College

**This year, thousands of unemployed New Yorkers heard two very encouraging words.**  
**You're hired.**



**We would like to thank the New York City Council and the Black, Latino and Asian Caucus for their continued support of the Consortium for Worker Education's Workforce Development initiatives.**

**Jobs to Build On: Summary Report 2007 – 2012**

Visit us at [www.jobstobuildon.org](http://www.jobstobuildon.org) and [www.knowledgetobuildon.org](http://www.knowledgetobuildon.org).

**Jobs to Build On** helps you find the right career by focusing on industries that are growing jobs. All services, including job preparation and job placement, are absolutely free.

**Knowledge to Build On** was created to bring sound and practical financial education to the working families of New York, providing you with the tools to earn, spend and save wisely.



### PROGRAM OVERVIEW

The Jobs to Build On (JtBO) program was begun in June 2007 with funding from the New York City Council. JtBO is operated by the Consortium for Worker Education (CWE) and administered by the New York City Department of Small Business Services (DSBS), the city's main workforce development agency and the city's administrator of federal Workforce Investment Act funds.

JtBO functions as a citywide and neighborhood-based employment partnership encompassing 30 community based workforce development providers. JtBO services include soft skills training and job skills training as well as direct job placement. Employment training efforts involve placement into a wide range of sectors, including transportation, information technology, healthcare, construction, and hospitality trades. Services are provided to unemployed and underemployed individuals, with an emphasis in low-income neighborhoods across the five boroughs.



DSBS monitors the performance of CWE and its community based subcontractors to ensure compliance with all policies, procedures, budgetary guidelines and service goals. DSBS regularly conducts site visits as part of its audits of performance review and contract compliance.

Providers, besides CBO's, include union workforce programs, community colleges and local development

corporations positioned in over 200 neighborhoods. These organizations recruit and train low-skilled, long-term unemployed and under-employed individuals, help them attain credentials to meet employer standards, place and retain them in jobs. Many of the jobs that clients are placed in provide a living wage, health benefits and career prospects. Once placed, workers' hourly wages and weekly hours were monitored at three-month intervals for a 12-month period.

JTBO fills a distinct workforce development need within the city. JTBO works in targeted neighborhoods and reaches a less experienced, harder to serve population. The City Council support for JTBO expands access to an underserved target population.

### MAJOR HIGHLIGHTS OF THE JTBO ASSESSMENT

The JTBO has focused scarce workforce development funds on high-needs, harder to serve New York City population and has delivered commendable results, enabling over 9,100 workers to secure jobs paying good wages and many with health insurance and other benefits.



Program results came in the midst of the worst recession in decades and a prolonged period of very high unemployment. JTBO's emphasis on partnerships with community-based organizations has enabled it to make 90 percent of its placements among residents of targeted neighborhoods where the unemployment rate averaged 12 percent at the recession's low point in NYC.

JTBO provides job counseling, training, and placement services at a very cost-effective average of \$3,000 per worker placed in jobs that averaged 34.5 hours per week. JTBO targets high unemployment neighborhoods and a workforce with a higher proportion of people of color and a higher proportion of workers with less school success and work experience.

**JtBO enabled over 9,100 workers secure jobs with good wages and health benefits.**



- Bedford Stuyvesant Restoration Corp.
- Black Veterans for Social Justice, Inc.
- Bronx Overall Economic Development Corp., Inc.
- Brooklyn United for Innovative Local Development (BUILD)
- Business Outreach Center Network (BOC)
- CAMBA, Inc.
- Center for Employment Opportunities (CEO)
- Coalition for the Homeless, Inc.
- Community League of the Heights (CLOTH)
- Cooperative Home Care Associates, Inc.
- East Harlem Employment Services, Inc./ STRIVE

- East River Development Alliance (ERDA)
- Edward J. Malloy Initiative for Construction Skills, Inc.
- Exodus Transitional Community
- HANAC, Inc.
- Henry Street Settlement Workforce Development Center
- Kingsborough Community College
- LEAP, Inc. dba Brooklyn Workforce Innovations (BWI)
- Make the Road New York
- Members Assistance Program, Inc. (MAP) — Local 28 — Sheet Metal
- New Era Employment Services, Inc.
- Nontraditional Employment for Women (NEW)

- Northern Manhattan Improvement Corporation (NMIC)
- Opportunities for a Better Tomorrow (OBT)
- Per Scholas, Inc.
- Restaurant Opportunities Center of New York (ROC-NY)
- RV Systems, Inc.
- South Bronx Overall Economic Development Corporation (SoBRO)
- St. Nicks Alliance Workforce Development
- The Actors Fund — Actors Work Program (AWP)
- The New York Urban League, Inc. — Bronx