

Recommendations for an Equitable Economic and Workforce Recovery Prioritizing People, Community and Systems

Invest in Skills New York City recommends that the incoming Mayor of New York City prioritizes investments in people, community and systems in order to achieve an equitable economic recovery for all New York City residents. New Yorkers displaced by the pandemic must have the opportunity to improve economic outcomes and mobility by growing their careers in industries projected to have significant growth in good paying jobs over the next 10 years, including technology, shovel ready infrastructure projects like transit, broadband, schools, climate resiliency, health and caregiving.



PEOPLE

Expand education, workforce training and jobs for workers displaced by the COVID-19 pandemic.

- ✓ **Increase Investment in On-Ramps to Skills Training:** Invest in and increase the scale of effective on-ramps to skills training such as “bridge programs,” pre-apprenticeship models, High School Equivalency preparation and ESOL programs that meet the needs of business across in-demand industries and create pathways into middle skills careers.
- ✓ **Expand available Job Training Funds for Recovery Efforts:** Direct Federal funding associated with recovery efforts to expand available job training funding to support programs across the workforce continuum—which together make up a career pathways system—including work-based learning in schools, summer internships, high school equivalency programs, contextualized English-as-a-second-language programs, contextualized adult literacy programs, bridge programs to postsecondary and training opportunities, sectoral employment programs and apprenticeships, advanced training and upskilling, and pre-apprenticeship and youth apprenticeship programs.



COMMUNITY

Expand City workforce development funding models.

- ✓ **Create a Permanent Workforce Development Fund:** Develop a flexible and dedicated workforce development fund that can provide sustainable, long-term funding for employment and training programs across all agencies and initiatives.
- ✓ **Build Quality Neighborhood-based Talent Pipelines:** Allocate 10 percent of all funds designated for economic development initiatives for the sole purpose of building a quality, neighborhood-based talent pipeline in partnership with the City’s workforce development system, including local community-based organizations and CUNY.
- ✓ **Invest in Subsidized Employment:** Create subsidized employment investments using tax levy funds that support unemployed and under-employed workers, especially young adults, to connect them to work-based learning, service corps, on-the-job training, pathways to higher wage jobs, and improved access to more employment opportunities.



SYSTEM

Build a unified system for sustainable economic recovery.

- ✓ **Appoint and Empower a Senior Administration official to be accountable for the City’s workforce priorities:** The next Mayor must appoint and empower a senior Administration official to provide system-level leadership and accountability for the City’s workforce development system and strategy. This includes setting citywide goals for economic recovery and measuring citywide success using common metrics; braiding existing funding for adult education, youth workforce development, job training and employment services; and oversight of the NYC Workforce Board.
- ✓ **Align Real-Time Talent Need to Training Program Investments:** Collect, communicate & use data to align the real-time talent needs of employers across industries to investments in training programs throughout the city by philanthropy & government agencies.



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SKILLS NY

Invest in Skills NYC is a citywide coalition under the statewide Invest in Skills NY umbrella that understands the economic imperative of investing in a skilled workforce for New York State and New York City. It aims to make workforce development an economic priority and achieve policy change that streamlines and improves the workforce development system. Invest in Skills NYC is led by NYATEP, JobsFirstNYC, NYCETC.

<https://www.investinskillsny.org/>