

NYC WORKFORCE WEEKLY

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Low-Wage Jobs On the Rise Throughout New York City

While New York City has been showing slow but persistent strides in job growth and economic progress, much of this growth has taken place in low-wage industries with little opportunity for upward mobility. A new study by the Center for an Urban Future examining the last five years of job development shows that the number of working New Yorkers who are stuck in low-wage jobs has risen steadily from 31.1 percent in 2007 to 35 percent in 2012. Defined as one that pays less than \$12.89 an hour, an employee in a low-wage industry earns less than \$26,818.06 annually. Such earnings are equivalent to the living wage estimated for a single adult living in New York City supporting only him or herself. However, when considering a single parent working as the sole provider for a child, the living wage has been estimated by the Massachusetts Institute of Technology to almost double to \$24.69 per hour. Within this context, this new analysis from CUF underscores a rising pattern of working poverty in New York City.

Though the preponderance of low-wage occupations is occurring throughout the city, with CUF reporting that at least a quarter of adult workers in every borough work in low-wage jobs, the increase has been especially prevalent in Brooklyn and the Bronx. In the Bronx, 46.8 percent of employed adults now work in low-wage jobs, up from 42.1 percent in 2007. Meanwhile, Brooklyn has experienced the biggest increase of 7.4 percent in five years, as the share of adults working in low-wage jobs rose from 32.2 to 39.6 percent.

(Low-wage job growth continues on pg. 2)

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NYCETC is an association of more than 200 workforce development providers - small and large community-based organizations, community colleges, and union training programs - that provide employment services to approximately 800,000 New Yorkers each year in concert with our city's business community.

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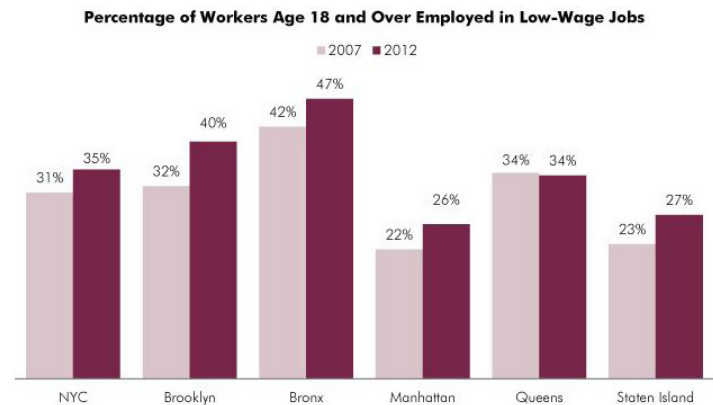


(Low-wage jobs growth continues from pg. 1)

Since 2007, Staten Island has seen an increase from 22.5 percent to 27.4 percent, while Manhattan's figures jumped from 21.6 percent to 25.8 percent. In Queens, the share of adults working in low-wage jobs fell slightly, from 34.4 percent to 34.0 percent. These figures are especially noteworthy relative to national statistics, which show that 28.2 percent of Americans worked in low-wage jobs in 2012.

The author of the CUF study Christian González-Rivera notes that this rise in low-wage industries "likely reflects the increased polarization of New York City's job market" as jobs that previously required only a high school degree

are now taken by people with higher levels of educational attainment. This has resulted in higher competition for low-wage jobs in food service, retail, healthcare, security and other sectors among jobseekers with only a high school degree or less, driving wages and opportunities down. This trend has also been bolstered by the overall decline in jobs in middle- and high-wage industries, pushing jobseekers to find work in lower wage sectors. A recent report by the Fiscal Policy Institute and the National Employment Law Project showed that since mid-2008, New York has seen a net gain of 164,000 jobs in low-wage industries, but a net decline of 140,000 jobs in middle-wage industries and a net decline of nearly 21,000 high-wage jobs. To read the CUF study: <http://nycfuture.org/data/info/low-wage-jobs-2012#ii>



Above: Center for an Urban Future, "LOW-WAGE JOBS, 2012." April 2013

Fast Food Forward Campaign Gains Momentum

Protesting the need for higher wages in the fast food industry, the Fast Food Forward campaign has been growing in numbers and visibility in recent months. Fast Food Forward is a labor-community coalition of New York City fast food workers that is part of a broader national campaign calling for better working conditions and higher wages for low-wage workers. The campaign has been organizing strikes and walk-outs across the city, pressing the city's fast-food restaurants to pay their employees \$15 an hour and grant workers the right to unionize. The movement has been growing since November, when the coalition organized its first walkout of approximately 200 New York fast-food workers at 30 stores. Fast Food Forward followed this momentum with its second and strike to April 4th, which saw approximately 400 workers walk out of 70 restaurants throughout the city.

In demanding higher wages, workers and protestors cite the fast-food industry's continuously growing profits. While McDonald's, for example, has a 20 percent profit margin, there are no corollary wage increases for employees. The campaign's website cites the average daily salary of most fast-food CEOs as \$25,000, which is more than twice the average yearly salary of \$11,000 of fast-food workers in New York City. These earnings are far below the living wage for New York, which is estimated as \$12.75/hour for a full time worker. Meanwhile, the recession and slow recovery have kept unemployment levels high, especially among low-income and low-skill workers, decreasing opportunities for job mobility and therefore giving fast-food workers little leverage in negotiating wages and working conditions.

To learn more about the campaign and sign the petition in support, go to <http://www.fastfoodforward.org/>



USDOL Releases Grant Application for Programs Serving Workers Impacted By Foreign Trade

The US Department of Labor (DOL) last week released the third Solicitation for Grant Applications (SGA) for the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program. The \$474.5 million to be awarded under the SGA will support capacity-building grants to community colleges and other eligible institutions of higher education – including consortia of two or more institutions – to provide education and career training programs of less than two years to improve the skills of workers who have lost their jobs or are threatened with job loss as a result of foreign trade. This third solicitation has a new requirement mandating that all applicants demonstrate employer engagement by utilizing evidence-based training models such as sector-based strategies to develop partnerships with employers and employer groups. Successful applicants must also focus training programs on the needs of the local economy so as to best connect workers to a stable job within their community by using labor market information and rigorously evaluating their programs. DOL has noted that funds will also be used to encourage community colleges to better track data on graduates' employment and earnings, to create employment results scorecards to help students choose an educational track, and to promote advanced online and technology-based job training tools. The grants will be administered by DOL in partnership with the Department of Education. Grant applications for single institution applicants are due June 18, 2013 and on July 3, 2013 for consortium applicants. For more information on the TAACCCT program, visit www.doleta.gov/taaccct/. To read the SGA for the TAACCCT Grant Program: <http://1.usa.gov/12o16Ge>

Guide to Engaging Employers in Young Adult Employment Programs

The Massachusetts Commonwealth Corporation has published a guidebook for workforce practitioners offering resources to aid workforce professionals working with teens and young adults in planning and executing successful employer engagement activities and related youth employment programming. The guidebook focuses on how to engage employers as partners in preparing young people for work so that they recognize the value of being a stakeholder in helping young jobseekers. The guide follows a five-step process of developing a collaborative relationship with various kinds of employers and giving step by step tools to use in engaging employers. These include preparation questionnaires, young adult skill check lists, and strategies for identifying and approaching key players in small and large companies. To read "Strategic Employer Engagement: Building Dynamic Relationships with Employers in Teen and Young Adult Employment Programs": <http://bit.ly/XJa6VU>



Nominations Open for 2013 NYCETC Opportunity Awards

Every year the New York City workforce community helps hundreds of thousands of New Yorkers find quality, sustainable employment. To showcase the achievements and innovation of our members, the New York City Employment & Training Coalition will present our annual **NYCETC Opportunity Awards** on June 18, 2013.

The NYCETC Opportunity Awards recognize programs and individuals that demonstrate measurable creativity and exemplify best practices that can serve as models in the field. The deadline to apply is May 10, 2013. Awards will be given in each of the following categories:

- Promoting Middle Skills Jobs
- Serving Young Adults
- Employer / CBO Partnership
- Workforce Organization Staff / Bonnie Potter Award
- Program Participant Award
- Workforce Leadership Award
- Outstanding Private Sector Leader

The deadline for nominations is May 10. You can read the nomination guidelines and application [here](#).

Take advantage of this opportunity to be recognized for your accomplishments and apply for an Opportunity Award!

All nominations must be fully submitted by Friday, May 10, 2013. Award winners will subsequently be announced in Workforce Weekly.



Almost Half of NYC Population Living In or Near Poverty

The steady rise of New York City's poverty rate has continued amid the weak post-recession recovery. A new report examining the poverty rate by Dr. Mark Levitan of the New York City Center for Economic Opportunity (CEO) found that approximately 46 percent of New Yorkers were living in or near poverty in 2011. By the city's definition of the rate of poverty, a family with two adults and two children could earn \$46,416 a year and still fall within 150 percent of the city's poverty level, while a two-adult, two-child family would be defined as poor if making \$30,195 per year.

Prior to the recession, the city's poverty rate had been consistently falling from 20.5 percent in 2005 to 19.0 percent in 2008, but this trend reversed following the 2008 economic crash. CEO developed and adopted a new methodology for measuring poverty in 2008 that differs from the official federal poverty measure. Unlike the official federal poverty rate, CEO's poverty measure is specifically geared toward New York City and takes into account tax credits and benefits as well as expenses, like medical care, child care, commuting, and housing. These differences increased CEO's version of the poverty threshold for a two-adult, two-child family in New York City to \$30,195 in 2011, compared with the federal threshold of \$22,811. As such, the CEO poverty rate of 21.3 percent in 2011 is 2.0 percentage points higher than the official rate of 19.3 percent.

After rising from 19.0 percent in 2008 to 20.9 percent in 2010, the CEO poverty rate stood at 21.3 percent in 2011, which the report notes does not represent a significant statistical change from year to year. According to the report, this slowdown of the previously rising poverty rate reflects the slow stabilization of the city's economy in 2011. While these findings demonstrate the although the recession has ended, almost half of New Yorkers are living at or near poverty levels. The city's analysis warned that cutbacks in federal programs could further enhance poverty rates and place pressure on the next mayor to expand public assistance initiatives. Progress will partially depend on efforts by City policymakers to build on-ramps to the job market for those New Yorkers being left behind."To read "The CEO Poverty Measure, 2005 – 2011," go to: <http://on.nyc.gov/17SO4UI>

The Experience of Young Mexican-Americans In New York City

The Community Service Society (CSS) has published a policy brief outlining the working and living experiences of young Mexican immigrants and children born in New York City to Mexican parents. The report finds that Mexican immigrants work at high rates at the lowest paying jobs and have poor educational outcomes, resulting in children growing up in poverty and struggling to rise above these difficult prospects. The study finds that nearly half of Mexican American children born in the city are under the poverty line and eight in ten live in households that are low income. While Mexicans between the ages of 16 and 24 do not have the highest rates of poverty among Latino groups, they do have the largest share that are below 200 percent of the federal poverty line. The relatively large family sizes of Mexican households push them below the poverty line. Among Latino youth, the report further finds that Mexicans have the lowest rates of school enrollment. Just 37 percent of Mexican young people are enrolled in school, including only 31 percent of young Mexican males. Among young Mexicans born outside the US, this low participation rate in education drops even further to just 15 percent. However, young Mexicans born in the US have the highest school attendance rate (67 percent) among Latino young people and young Mexican males have the lowest rates of disconnection, with only 10 percent not in school, nor working.

To read the CSS policy brief: <http://bit.ly/XTVncl>



Workforce Marketplace is the gathering place for act-on news such as funding opportunities, RFPs, job postings, training program recruitment, and event announcements. For other job announcements, visit www.nycetc.org. For information on submitting items to Workforce Marketplace, contact Charlotte Volage at cvolage@nycetc.org or 212-253-6811.

Event: NYATEP Symposium

The New York Association of Training and Employment Professionals (NYATEP) will host its 2013 Policy and Research Symposium on May 21 and 22 at the Sheraton Syracuse University Hotel in Syracuse, NY. The Symposium's Plenary sessions and discussions will highlight experts sharing evidence-based initiatives that are prominent in workforce development such as: College Completion Challenge; Investing in Veterans; Best Practices in One-Stops; Collective Impact; Youth Employment; Health Sector Initiatives; and much more. For more information and to register: <http://bit.ly/YZIN5A>

Job: Henry Street

Henry Street Settlement seeks a Senior Camp Counselor to assist in running the orientation and program for Summer Youth Employment Program participants. Qualifications: College student or 1 year of college in related field required; 2 years leadership experience in after-school or camp program; 1 year experience in supervising staff and campers; ability to creatively schedule camp programs for facilities and SYEP participants; a current American Red Cross CPR for Professional Rescuer and Responding to Emergencies Certification or be available for certification courses; attend mandatory trainings between June 20-31. For more information and to apply: <http://bit.ly/jWLVhk>

New Report: JobsFirstNYC

JobsFirstNYC will host a discussion on its new publication, "Barriers to Entry: The Increasing Challenges Faced by Young Adults in the New York City Labor Market" on May 2 from 9:00 to 11:00 AM. The report is an analysis of research that examines the important trends within the New York City labor market specifically as they relate to young adults' ability to find and advance in jobs. The report also considers the key characteristics of young people who are out-of-school and out-of-work, including their demographics, where they live, their skills, and barriers they face connecting to employment opportunities. The event is free, but registration is required. To register, go to <http://conta.cc/ZKLU93>

SYEP Applications Now Available

The NYC Department of Youth and Community Development (DYCD) has released applications for the 2013 Summer Youth Employment Program (SYEP). DYCD has implemented some changes to program guidelines this year. The deadline to submit applications is May 10. The application can be found at <https://application.nycsyep.com/>

Job: NMIC

Northern Manhattan Improvement Corporation (NMIC) seeks a Job Developer for its Young Adult Internship Program. The Job Developer is responsible for developing permanent job leads, maintaining a job bank with entry and advanced level job openings, and placing program participants in employment. The Job Developer will assess participants' job skills, abilities and interests and match participants with appropriate positions. Qualifications: Bachelor's degree and min. 2 years experience in workforce development, marketing/sales, and/or youth development are required; Associates degree and 5 years of experience as a job developer with proven record of success in placing low-income youth and adults will be considered. Excellent written and verbal communication skills, presentation techniques and interpersonal skills are required. Must be entrepreneurial and result-oriented, and have excellent working knowledge of MS Office applications and internet. Bilingual Spanish/English is preferred. For more information and to apply, go to <http://bit.ly/mvlltV>