



2021

**ANNUAL
REPORT**

BUILDING SKILLS NY

www.buildingskillsny.org



DEAR SUPPORTERS,

The past year has been one of adaptation and rebuilding. After lockdowns and work stoppages caused significant disruption that could not be sustained, we collectively learned to live with the ongoing threat of COVID-19. The industry adjusted to the many safety procedures and practices that aim to keep all participants safe.

The Building Skills team adjusted too, employing new approaches to recruiting workers when in-person job fairs were temporarily cancelled, for example, moving to virtual orientations and trainings with ease. Thankfully, we have been slowly returning back to a semblance of normalcy, while also following all necessary public health protocols.

As the economy has recovered from the economic damage wrought by COVID-19, there are more opportunities than ever before in the construction industry. And the signing into law of the \$1 trillion infrastructure bill promises to bring even more investment and additional projects to the roster. We know that our partners will need dedicated and trained workers with a variety of skill sets to meet the growing need across all five boroughs.

Building Skills is proud to work directly with both new and experienced workers, helping guide them through the employment process and secure both the training and certifications necessary to succeed in a construction career. We are helping build pathways to the future, one job at a time.

This report is a new feature that aims to keep our stakeholders and partners updated on the work we have accomplished over the past year, as well as highlighting the areas on which we plan to focus in the coming 12 months. We know that through training, meaningful outreach, the great dedication from our Building Skills team, our invaluable partners, and, most of all, our workers, we will continue to help reshape the city while positively impacting lives.

I would be remiss if I did not offer a sincere and wholehearted ‘thank you’ to everyone here at Building Skills: Business Services Manager Glenn Hilzen, Manager of Operations and Training Tatanisia Lumley, Database and Evaluation Manager Oliva Torres, Program Administrator Ariel Leyva, and the newest addition to our team, Felicia Forster, Business Development Representative. They have overcome challenges and stepped up during a difficult time to make sure we are able to continue our mission to help underserved individuals secure good- paying, career-oriented jobs in the construction industry.

And I also want to thank you - our industry partners, stakeholders, and supporters - for your ongoing assistance; we certainly would not be where we are today without you.

I am looking forward to another year of growth, during which we will continue to increase our skills training programs, partnering with community colleges across the city; build relationships with elected officials in key service areas; identify new community partners; and, of course, recruit and place more workers in construction jobs. I know with your unwavering support we will reach new heights.

David Meade
Executive Director, Building Skills New York





ABOUT US

OUR MISSION

Building Skills New York's mission is to provide an efficient and convenient process to connect the many New York City residents who have long been unable to gain access to careers in the construction industry. This makes Building Skills NY uniquely positioned to assist government, developers, and our NYC communities achieve local hiring initiatives and goals.

KEY ELEMENTS OF OUR PROGRAMS

- Working with a city-wide network of leading workforce agencies to provide free construction job placement assistance to unemployed and underemployed New York City residents;
- Carefully vetting each candidate to ensure they are “work ready” with the experience and skills required on job sites, providing contractors with assurance of worker preparedness and ensuring the likelihood of on-the-job success;
- Focusing on job retention and job continuity by regularly monitoring each workers’ on-the-job performance, and intervening when appropriate with counseling and support, and tracking each worker to ensure that after a project has ended they are promptly placed in another construction job providing unprecedented continuity of employment;
- Assisting workers in acquiring advanced construction skills which can lead to broader career pathways and expanded opportunities with higher rates of compensation.



BUILDING SKILLS BY THE NUMBERS

MADE IN NYC

100% of placed BSNY participants live in one of the five boroughs

NYCHA RESIDENTS

21% of placed BSNY participants are NYCHA residents

YOUNG ADULTS

21% of placed BSNY participants are young adults (ages 18-25)

JOB PLACEMENTS

373 construction job placements

JOB RETENTION

74% of placed BSNY participants keep their job placements for 3 months or longer

PEOPLE OF COLOR

98% of placed BSNY participants identify as Black, Hispanic, Asian, or multi-racial

CRIMINAL JUSTICE INVOLVED

13% of placed BSNY participants were previously involved with the criminal justice system

ADVANCED SKILLS TRAINING

45 trainees completed their no-cost NCCER Core and Level 1 skills training

SITE SAFETY TRAINING (SST)

175 no-cost Site Safety Training (SST) classes provided to BSNY participants

In 2021, we helped connect hundreds more New Yorkers with construction jobs in their own communities.



We're proud to complete another outstanding year of connecting historically underserved New Yorkers with access to good jobs, workforce training and career opportunities in the construction industry. Alongside a fast-growing network of citywide partners and stakeholders, **Building Skills New York** is transforming lives and creating brighter futures for the hardworking men and women who call our city home.

373

job placements in 2021

94

Contractors/employers in the 2021 BSNY network

98%

of placed BSNY participants identify as Black, Hispanic, Asian, or multi-racial

79

Construction jobsites in the 2021 BSNY network

175

no-cost Site Safety Training (SST) classes provided to BSNY participants

100%

of placed BSNY participants live in one of the five NYC boroughs

45

Participants projected to graduate BSNY's inaugural Construction Career Accelerator (CCA) skills training program

As we continue working collaboratively with community-based non-profits, industry leaders and local elected officials, we're poised to achieve even greater success over the year to come. When more New Yorkers get on the career track in construction, our city grows even stronger. Visit www.buildingskillsny.org to learn more.



NEW IN 2021

CONSTRUCTION CAREER ACCELERATOR (CCA) LAUNCHED IN 2021

A key focus for 2021 at Building Skills was to develop our skills training program, recognizing that workers who specialize in a specific trade can more easily advance in the construction industry and broaden their job opportunities.

At the same time, the ongoing construction labor shortage, which existed prior to the coronavirus pandemic was exacerbated considerably by the COVID-19 crisis, has provided a unique opportunity to attract new workers into the industry. **Skills training helps prepare these new workers for a long and successful career.**

Partnering with Bronx Community College (BCC) and LaGuardia Community College (LGCC), Building Skills is offering a variety of skills training courses, with a combination of both virtual and in-person instruction. Building Skills NY was competitively selected by NYSERDA to participate in the New York Clean Energy Social Impact Partnership Project to expand job training for low-income individuals and increase the number of clean energy workers trained, and the New York State Department of Labor (“NYS DOL”) selected Building Skills NY to administer skills development programming for underserved populations and provide clear pathways to careers in the building trades.

BSNY's partnership with Bronx Community College began this past summer, helping existing BSNY participants receive advanced training in the electrical, plumbing, and carpentry disciplines. Scholarships to participate in the program were awarded to workers who have construction site experience and expressed an interest in specializing their skillset and advancing their career opportunities.

A class of 16 participants engaged in up to 200 hours of technical skills training provided by BCC, which offers the National Center for Construction Education and Research (NCCER) curriculum - a nationally recognized certification system for skilled construction trades. Similarly, our fall program with LaGuardia Community College trained 14 participants in NCCER plumbing and electrical.

In late fall, Building Skills NY launched an HVAC training cohort with LaGuardia Community College and Positive Workforce. The participants are receiving in-demand NCCER HVAC training to become certified Heating, Ventilation, and Air Conditioning technicians.

This year, we were honored to connect individuals from underserved and underemployed communities to high-quality training and job opportunities. We look forward to expanding on this work in 2022 and thank our stakeholders and partners who help make these opportunities possible.

MEET OUR WORKERS

Having experienced other job placement programs, Young was skeptical at first, but says that he found that Building Skills was different. “I felt like they were actually caring about what was on your mind,” he says. “They wanted to know what goals I was trying to achieve, and I felt comfortable with them. I told them, ‘You’re not wasting your time with me. I’m here to try to build myself up and find a career.’” The connection proved fortuitous. In 2019, Building Skills helped Young find his first construction job in New York as a laborer, which, in turn, enabled him to move into his own apartment. Better still, he says, he was able to stay in the state with his family. Young says something else set Building Skills apart – the fact that Glenn Hilzen, the organization’s Business Services Manager, went out of his way to make sure that Young was not only showing up for work on time, but had everything he needed to succeed. “Glenn is calling me at 6 a.m., asking if I made it to work and if I needed anything,” Young recalls. “He always called. I appreciated that a lot, that someone would actually take the time out of their workday for me.” It was Hilzen who told Young about the joint training program that Building Skills was preparing to launch in partnership with Bronx Community College, which would enable him to further hone his electrical skills. Like all participants in the BSNY/BCC training program, Young is working full time while also attending classes. “It feels so good,” Young says of the experience, “and Building Skills had a lot to do with it.”



MEET OUR WORKERS



Last summer, Matthew Vega landed a construction job through Building Skills New York, and that's where he found what he now considers his true calling: Plumbing. "You know how they say that when you find something you love, you won't work a day in your life? I feel like that with plumbing. It doesn't feel like work when I'm doing it," Vega said. While he was learning a lot on the job, Vega wanted to hone his plumbing skills further and also formalize his knowledge, which he felt would help him further his construction career. So, he enrolled in the joint training program that BSNY is running with Bronx Community College, which uses the NCCER curriculum – the industry standard in skills training. "It's great to learn hands-on," Vega said. Vega's goal is to open his own plumbing business and then expand that into buying, renovating, and flipping houses. He plans to take additional courses in the future to learn the ins and outs of home remodeling to help advance toward that dream.



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