

# 2023 ANNUAL REPORT



**BUILDING  
SKILLS NY**

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[www.buildingskillsny.org](http://www.buildingskillsny.org)



# DEAR SUPPORTERS,

Each year, Building Skills NY works tirelessly to make transformative connections for job seekers in construction through job placement and advanced skills training. In 2023, that work proved more vital than ever. Our services provide critical value both to New York City residents facing employment barriers and to an industry with an aging workforce and a scarcity of qualified workers. We invite you to join us as we reflect on the past year and embrace the next steps in our journey to set more of our community members on track for a living wage.


Last year brought significant programmatic growth. After launching our Construction Career Accelerator (CCA) advanced skills training program in 2021, we brought the training to Queens for the first time in 2023. The CCA, which includes Electrical, Plumbing, Carpentry, and HVAC tracks in addition to construction basics, allows more local job seekers to access no-cost instruction and earn industry-recognized credentials. 91 local job seekers graduated in 2023, up from 76 the previous year. We are especially proud of our graduates' post-program growth, including an average 34% wage increase for those placed into employment.

Amid our successes, the BSNY team also experienced unique challenges in 2023. We were heartbroken to lose our beloved Director of Business Services, Glenn Hilzen, to cancer in October. Glenn was a true public servant with an unrivaled work ethic, and he embodied the best of BSNY. As we continue to mourn his loss, his legacy only strengthens our commitment to service.

The job seekers Glenn cared for so deeply remain the top priority for our team. We've grown to include a new Director of Business Services, Rose Fathers, and a new Director of Communications and Grant Writing, Taylor Smith; we look forward to bringing on more program support in 2024.

Thank you to the entire BSNY staff, including Tatanisia Lumley, Felicia Forster, Ariel Leyva, and Olivia Torres for their dedication and resilience. And thank you, our supporters, for joining us as we **Build Skills** and **Build Futures**. *We couldn't do our work without you.*

Sincerely,



David Meade  
Executive Director, **Building Skills NY**





# ABOUT US

## OUR MISSION

Building Skills NY (BSNY) is a nonprofit construction workforce development organization that connects underemployed and unemployed New Yorkers to construction training and job opportunities throughout the city. At BSNY, we are **building skills** and **building futures**. Our mission is to prepare more New York City job seekers for construction careers while helping employers find a ready, willing, and able workforce. As a workforce intermediary, we leverage deep relationships within the real estate development and construction industries in our effort to reduce underemployment across the city and ensure that local jobs are pathways to tangible economic gains.

## OUR PROGRAMS

### Job Placement & Retention

Our hallmark program connects job-ready workers to good-paying opportunities within our employer network. We maintain regular contact with placed candidates to ensure they find firm footing and remain on track for career growth. Our work has significantly expanded access to one of New York's fastest growing and most lucrative sectors, placing over 2,100 workers in well-paying construction jobs since 2016.

### Construction Career Accelerator (CCA)

The CCA provides no-cost, advanced skills training in construction basics and skilled trades including Electrical, Plumbing, Carpentry, and HVAC. BSNY partners with New York's finest community-based organizations to expand access to upskilling opportunities. The program utilizes the nationally recognized curriculum from the National Center for Construction Education and Research (NCCER), the leader in construction skills training, to provide high-quality instruction that is relevant to employer priorities.

## OUR IMPACT

- **2,100+** placed into construction jobs
- **200+** CCA graduates
- **87%** CCA training program completion rate
- **1,000+** no-cost certifications issued
- **99%** of BSNY participants identify as Black, Hispanic, Asian, or multi-racial

# 2023 BY THE NUMBERS



In 2023, BSNY achieved its  
**2,000th** job placement

**358** PARTICIPANTS SERVED



#### CERTIFICATIONS

**433** no-cost construction certifications  
awarded

#### JOB RETENTION

**80%**

of placed participants  
kept their job for 3  
months or longer



#### PARTNERSHIPS

**80+** construction employer and  
real estate developer partners

#### YOUNG ADULTS



**1 in 5**

of BSNY participants were young adults (ages 18-24)



#### JOB PLACEMENTS

**53%**

of job placements made in  
the skilled trades



**91** CONSTRUCTION CAREER  
ACCELERATOR GRADUATES

with classes offered in Elmhurst, Jamaica, and East Harlem



#### WAGE GROWTH

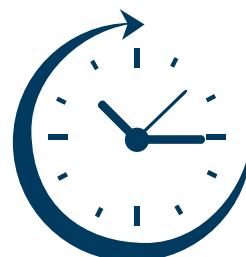
**34%**

average increase in  
hourly wages after  
CCA completion

#### TRAINING HOURS

**10,583** Construction Career Accelerator program hours of training  
completed by participants

**1,387** Hours of case management provided  
to CCA participants





# LOCAL FOOTPRINT

Building Skills NY is committed to bringing training and job placement services to the areas of highest need in NYC. The map below highlights how the expansion of our Construction Career Accelerator program supports this ongoing effort.

## KEY

Level of poverty by city council district:

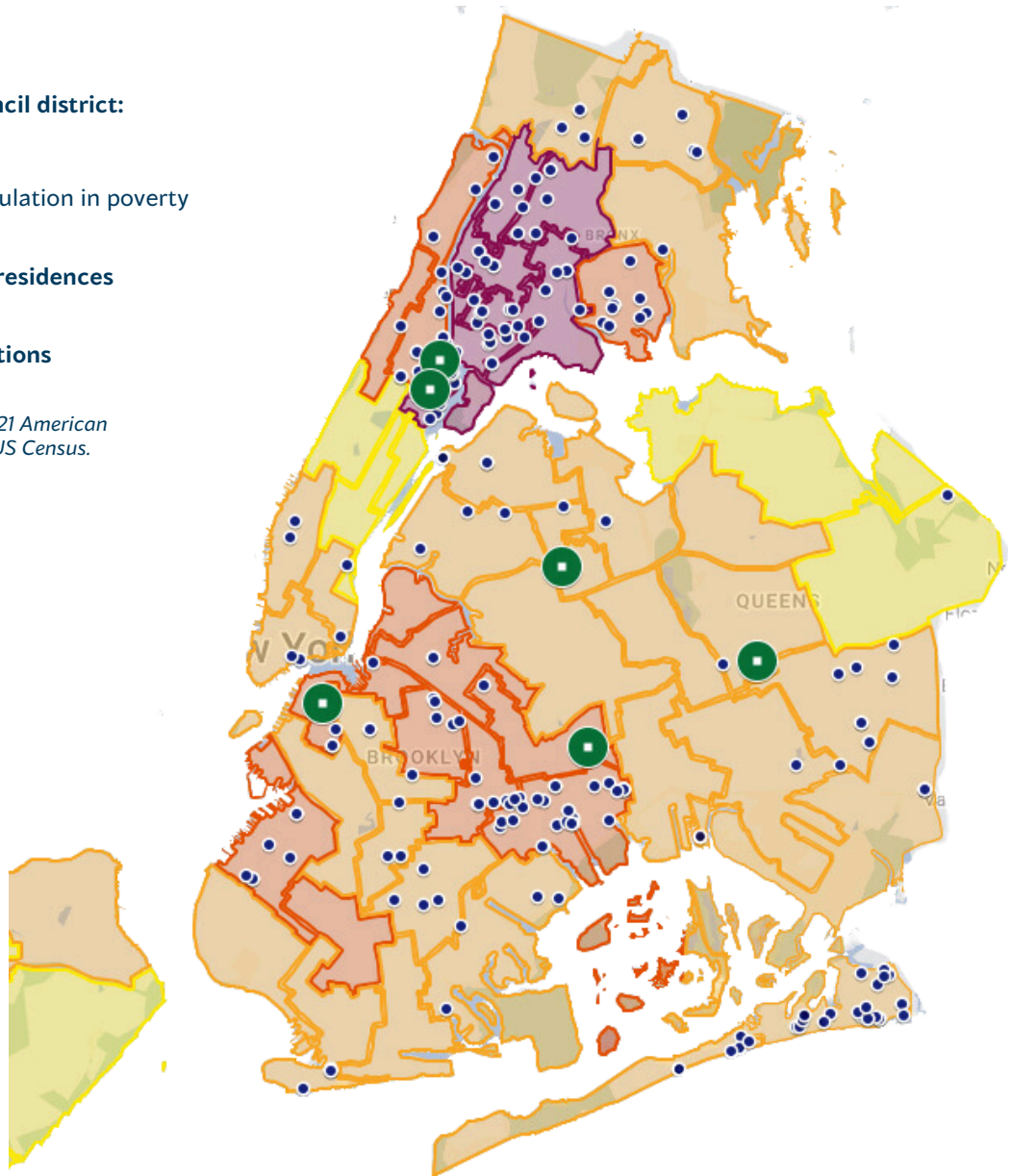


Lowest % -> Highest % of population in poverty

● 2023 BSNY participant residences

● BSNY CCA training locations

*Data on poverty rates from the 2021 American Community Survey conducted by US Census.*



# 2023 HIGHLIGHTS

## BEST OF BUILDING SKILLS NY FUNDRAISER

Our second annual **Best of Building Skills NY** fundraiser celebrated the latest strides made to bolster New York City's skilled construction workforce. The September event featured a rousing keynote address from **Bronx Borough President Vanessa L. Gibson** and recognized star BSNY clients **Wilson Diaz**, **Jessica McLaurin**, and **Jermame Mordelle** with the Building Futures award. Thanks to the support of our committed network, we raised \$120,000 to help BSNY serve local job seekers.



[WATCH THE HONOREE VIDEO](#)

## TD BANK FINANCIAL LITERACY WORKSHOP



As we arm our program participants with the hard skills they need to perform well in construction roles, we're mindful that they will need support in other areas to truly thrive in their careers. We're grateful for the support of **TD Bank** in helping our young adult trainees develop a crucial additional skill — financial literacy.

TD team members Stuart Harker, Victor Alvarez, and Nelson Lee delivered a comprehensive workshop covering credit, budgeting, and banking services. The trainees, who range in age from 18 to 26, took full advantage of the opportunity and asked a series of sharp questions.

[READ KEY TAKEAWAYS](#)



# MEET OUR WORKERS



## DARREN WHITFIELD

These days, life treats 56-year-old Darren Whitfield well. He's married to his high school sweetheart, a proud father of two, and thriving in his supervisory carpentry role at Ace Industries. "We just had two trucks go out with \$170,000 worth of metal on them. My signature was on that," he says. "Can you imagine?"

Darren was hired as a Carpenter's Helper in October 2022 through Building Skills NY's Job Placement and Retention program. Within five months he had earned a promotion and raise. But the peace and stability he enjoys today didn't come easily.

Darren's journey to steady employment highlights both his own resilience and the vital role that workforce development organizations play in breaking down barriers for job seekers.

Read Darren's full story [here](#).



## JESSICA McLAURIN

Jessica McLaurin is proud to work in her native East New York as an HVAC Helper. She secured the opportunity after completing the HVAC track of BSNY's Construction Career Accelerator program in 2022.

Since then, Jessica has collected a host of certifications and earned steady recognition for her work. Her colleagues at SC Prime Energy praise her enthusiasm and attention to detail, and she was a recipient of the Building Futures award at the 2023 Best of Building Skills NY fundraiser.

She credits her success to hard work and perseverance. "When you want something bad enough, you can either make excuses or push through it," she says. "I just pushed through it. I had a goal in mind and wanted to accomplish it."

Read Jessica's full story [here](#).



# FEATURED PARTNERSHIPS

Our Construction Career Accelerator (CCA) training program was founded on the belief that any local job seeker with an interest in construction deserves easy access to free, high-quality instruction. With over 200 CCA graduates to date, we're proud of the progress we've made toward widespread training access. These advances are due in no small part to fruitful collaboration with trusted community-based organizations.

## COMMONPOINT QUEENS

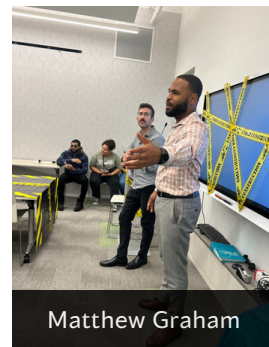


Fall 2023 CCA graduates

In 2023 we brought the CCA to Queens in partnership with **Commonpoint Queens** and supported by the **Heckscher Foundation**. Together, we ran three training cohorts last year, including one Electrical course and two Core courses covering construction basics.

The partnership has succeeded due to the effectiveness of our organizations' combined strengths. Commonpoint Queens provides targeted recruiting and vetting, comprehensive wrap-around supports, and state-of-the-art facilities in Elmhurst and Jamaica; BSNY brings industry expertise, job readiness coaching, and a direct connection to local employers.

We're thrilled to continue the collaboration into 2024 and look forward serving more New Yorkers like Matthew Graham, who we placed into a "life-changing" full-time plumbing role after he completed Electrical training.



Matthew Graham

## STRENGTHENING COMMUNITY COLLEGES

In 2022, in partnership with a consortium of local community colleges, Building Skills NY received support from the **U.S. Department of Labor** to create construction career pathways for New York residents over four years. We are proud to join **Bronx Community College**, **LaGuardia Community College**, and **City Tech** in ensuring that New York job seekers have ongoing access to free training in the skilled trades.

As the employer intermediary on the project, BSNY leverages its employer network to inform the curriculum, speak with trainees about industry trends and job site expectations, and ultimately place job-ready graduates into employment.



LaGuardia Community College plumbing trainees





# 2023 IN PHOTOS





# THANK YOU TO OUR SUPPORTERS

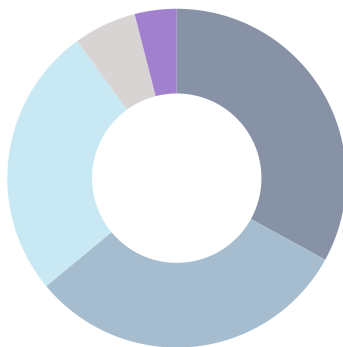
## SUPPORTERS

Alloy Development  
Anchin, Block & Anchin LLP  
BFC Partners  
Bronx Community College  
Bronx Pro Group & Home Builders 1 LP  
Brookfield Properties  
Brooklyn Workforce Innovations  
Brownsville Think Tank Matters  
BRP Companies  
Con Edison  
Constrafor  
Dual Fuel Corporation  
Gilbane Building Company  
Glo Electric LLC

Google LLC  
Kaila Construction  
King Contracting Group  
Labor Control Associates  
L + M Development Partners  
Lendlease & Lendlease Foundation  
Lettire Construction  
Mega Contracting Group  
New York Safety and Training  
NYS Department of Labor  
NYSERDA  
Penta Restoration  
REBNY Foundation  
Robin Hood Foundation

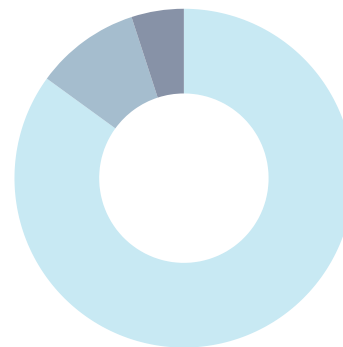
RXR Realty  
Stanley Black & Decker  
The Amazin' Mets Foundation  
The Arker Companies  
The New York City Council  
The New York City Housing Authority  
The Penta Group  
The Russian Tea Room  
The TD Charitable Foundation  
Trinity Church Wall Street  
Triton Construction  
Urban Atelier Group  
US Department of Labor  
Wells Fargo

## FINANCIALS



**TOTAL REVENUE**  
**\$1,494,040**

|                |     |
|----------------|-----|
| Foundations    | 33% |
| Industry       | 31% |
| Government     | 26% |
| Special Events | 6%  |
| Earned Revenue | 4%  |



**TOTAL EXPENSES**  
**\$1,439,630**

|             |     |
|-------------|-----|
| Program     | 85% |
| Fundraising | 10% |
| Management  | 5%  |

Full audit available upon request.

## BOARD OF DIRECTORS

(as of FY2023: 1/1/2023 – 12/31/2023)

**Aaron Koffman**  
Milestone Development LLC

**Andre Banks**  
Brookfield Properties

**Debbie Kenyon**  
L + M Development Partners

**Jennifer Mitchell**  
The HOPE Program

**Mary Serafy**  
BRP Companies

**Ron Moelis**  
L + M Development Partners

**Winthrop Wharton**  
BFC Partners

**Alex Arker**  
Arker Company

**Angela Pinsky**  
Google

**George Poulon**  
Mega Contracting Group

**James Whelan**  
REBNY

**Matt Gross**  
Lettire Construction

**Maureen Lauster**  
REBNY

**Sheila Lopez**  
Braven





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## 2023 Annual Report

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