Final Declaration Reference and Key Data
Section Number: 5.07 (c)(xxi)  Obligation Trigger: Acquisition by ESD or CU of all Initial Stage 1 Condemnation Parcel(s)
Page Number: 57  Obligation Start Date: March 12, 2012

Obligation
Workforce Training Program. Commencing with the acquisition by ESD or CU of all Initial Stage 1 Condemnation Parcels, CU shall provide up to $750,000 to fund and support the design, development and implementation of industry response (skills-based) education and workforce development training. Materials to be developed shall include competency based curriculum, assessment strategies, recommendations for textbooks, instructional aides, delivery strategies and include implementation training for service providers.

Process
At the request of the WHDC, CU has been conducting focus groups to determine the best way to design, develop and implement an “industry response” (skills-based) education and workforce development training platform. The focus group work concluded at the end of June and CU in collaboration with the WHDC is moving to the next part of the design and development phase for the Training Program. CU is working closely with the WHDC with respect to all aspects of this Program. To date, by agreement with the WHDC, CU’s initial phase work on the Training Program is being provided as an “In-Kind Benefit” under the Community Benefits Agreement.

External Communications
Please see Annual Community Outreach and Communications Plan for upcoming year.

Evidence of Compliance
1. Annual report
2. Link to CU Neighbors website noting links to agencies providing classes (where applicable)
## Annual Report: Workforce Training Program

As part of the initial design and development phase of this commitment, CU, at the request of the WHDC, conducted focus groups (details below) to determine the best way to develop and implement an “industry response” (skills-based) education and workforce development training platform. These focus groups also provided information with regard to Outreach for Disconnected Youth (see 5.07(c)(xv)).

<table>
<thead>
<tr>
<th>Workforce Development Focus Group Session</th>
<th>Monday, November 5, 2012 – 1:00pm to 3:00pm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendees:</td>
<td>ADC, JobsFirstNYC, Non Traditional Jobs for Women, Columbia Office of Governmental &amp; Community Affairs, UMEZ, Consortium for Worker Education, STRIVE, WHLDC</td>
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</tbody>
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<thead>
<tr>
<th>Formerly Incarcerated Focus Group Session</th>
<th>Friday, November 9, 2012 – 2:00pm – 4:00pm</th>
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<thead>
<tr>
<th>Creative Arts &amp; Related Industries Focus Group Session</th>
<th>Monday, December 10, 2012 – 10:00am – 12:00pm</th>
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<tbody>
<tr>
<td>Attendees:</td>
<td>Maysles Institute, Columbia School of the Arts, UMEZ, NBPC/Black Public Media, FFT, NBPC, WLDC, Fashion Firehouse, Columbia School of Journalism</td>
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<tr>
<th>Hospitality Group Session</th>
<th>Wednesday January 16, 2013 – 10:00am – 12:00pm</th>
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<tbody>
<tr>
<td>Attendees:</td>
<td>HCDC, Danforth Development Partners, Aloft in Harlem, Sylvia’s Restaurant, Minton’s at the Cecil, BOS, Harlem Park-to-Park, Creole Restaurant, City College Continuing Education, BOLD Organics – Turn On The Flavor, Melba’s, SoHarlem, Harlem Brewery Company</td>
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<tr>
<th>Entrepreneurship Group Session</th>
<th>Wednesday February 27, 2013 – 10:00am – 12:00pm</th>
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<tbody>
<tr>
<td>Attendees:</td>
<td>HCDC, UMEZ, SoHarlem, NYCEDC, Jalia Ventures, NY Women’s Chamber of Commerce, Harlem Business Alliance, Incubate NYC, WHLDC, NYC Business Solutions</td>
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<thead>
<tr>
<th>Technology Group Session</th>
<th>Friday, March 1, 2013 – 10:00am – 12:00pm</th>
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</thead>
<tbody>
<tr>
<td>Attendees:</td>
<td>Urban Cyberspace Co., Coris ESC, Ember Media, Incubate NYC, Around the Way, Per Scholas, UMEZ, USL Technology Consulting, Media Genesis Solution LLC, Joint Center for Political &amp; Economic Studies, NAMIC</td>
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<tr>
<th>Healthcare Focus Group Session</th>
<th>Tuesday, April 23, 2013 – 10:00am – 12:00pm</th>
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<tbody>
<tr>
<td>Attendees:</td>
<td>1199 SEIU Training &amp; Education Fund, CU School of International &amp; Public Affairs, COO Upper Manhattan Empowerment Zone, NYS Education Dept. Occupations, 1199 SEIU, Partnership for NYC, CUMC Nursing, CUMC Mailman School of Public Health, CUMC Government &amp; Community Affairs, NYC HHC Harlem Hospital, CUMC IT</td>
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<tr>
<th>Faith Community Focus Group Session</th>
<th>Tuesday, April 23, 2013 – 2:00pm – 4:00pm</th>
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<tbody>
<tr>
<td>Attendees:</td>
<td>Corpus Christi Church/School, The Cathedral of Saint John the Divine, St. John’s Baptist Church/ Wilson Major Morris Community Center, CB9/Mustard Seed Faith</td>
</tr>
</tbody>
</table>
### Youth Focus Group Session

**Monday, June 10, 2013 – 2:00pm – 4:00pm**

- ADC Youth Build
- Mission Society – Community Service Society
- District 5 Schools
- Harlem Little League
- InVent Ed
- Riverside Church Youth Ministries
- School of the Arts
- TC School & Community Partnership
- Columbia Secondary School
- Convent Avenue Baptist Church Youth Group
- Community Impact
- Dance Theatre of Harlem
- M.L. Wilson Boys & Girls Club
- Harlem Resident and Education
- Harlem YMCA
- DYCD

### Elected Officials

**Monday, June 17, 2013 – 10:00am – 12:00pm**

- Carmen DeLaRosa
- Earnestine Temple
- Sheenifah Reieara
- Cathleen McCadden
- Juan Rose
- Flores Forbes
- Jully Merino
- Ted Gershon
- Loftin Flowers
- Shaba Keys

### Community Stakeholders (includes parents, additional faith community)

**Wednesday, June 26, 2013 – 2:00pm – 4:00pm**

- WHDC
- YMCA of NYC
- Convent Ave Baptist Church
- Children’s Aid Society
- Grant Houses
- Broadway Houses
- Manhattanville Houses
- NY Urban League
- YAI
- Neighborhood Defender Services
- ARC Foundation
- CB9

The University has fully funded these focus groups, including all preparation of materials, publicity, space, etc. Please note that these activities are preparatory to the implementation of the program by the University. These focus groups were requested by and developed in collaboration with the WHDC consistent with the Community Benefits Agreement.

A report was provided to the WHDC reviewing details from the focus groups and providing recommendations for next steps. This information could impact the type of curriculum to be developed and will be taken into consideration in conjunction with WHDC members.
Workforce Training Program

Link to CU Neighbors website noting links to agencies providing classes (where applicable):
http://www.columbia.edu/content/community-programs-and-services-1.html