

**Manhattanville in West Harlem Implementation Plan Report
October 15, 2019 Submission**

Declaration Reference and Key Data

Obligation Section Number: **5.07(c)(xxi)**

Obligation Title: **Workforce Training Program**

Obligation Page Number: **57**

Obligation Trigger: **Acquisition by ESD or CU of all Initial Stage 1 Condemnation Parcel(s)**

Obligation Start Date: **March 12, 2012**

Obligation End Date:

Obligation Status: **In Compliance**

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.

Evidence of Compliance

1. Annual report
2. Copy of contract with selected provider

Columbia University's Implementation Plan and all supporting documentation are made available on the Community Services Webpage at <http://manhattanville.columbia.edu/community/benefits-and-amenities>.

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EOC Checklist for Obligation 5.07(c)(xxi):

Please check to verify EOC items submitted for review.

- 1. Annual report
- 2. Copy of contract with selected provider

Monitor's Notes / Comments:

Status:

Please check to indicate the status of Obligation 5.07(c)(xxi):

- In Compliance
- In Progress
- Not In Compliance
- Not Triggered

Annual Report: Workforce Training Program

State Submission Annual Reporting Period: October 2018 - September 2019

Executive Summary

Columbia University, via the Office of Government and Community Affairs (GCA), issued a Request for Proposals (RFP) on September 14, 2017 to eligible not-for-profit organizations to support and maintain impact driven education and workforce development training programs for disconnected and at-risk youth in Northern Manhattan.

Disconnected and at-risk youth, as defined in the RFP, are 16-24 year olds who have not completed high school nor obtained a high school diploma or GED (TASC) equivalent degree. As of 2014, there were an estimated 5.5 million young people in the U.S. ages 16-24 who were not employed or in school. The special circumstances of these individuals may be those transitioning from welfare to work, with special needs, veterans, and/or formerly incarcerated.

After a stringent review process of all proposal received, a grant in the amount of \$75,000 was awarded to Friends of Island Academy (FOIA) in April 2018. This grant, approved by the proposal review committee for a period of one year, was awarded to support capacity building of Friends of Island Academy's youth-centered career readiness programming of the Youth Reentry Network.

In April 2019, the decision was made to renew the grant to Friends of Island Academy for one additional year and another payment of \$75,000 was awarded in June 2019. The decision to renew the grant was based on the FOIA's success with meeting the objectives set forth in the initial RFP response. The proposal review committee was satisfied with the progress made after one year and anticipate continuing to work with FOIA for the foreseeable future.

Organization	Payment Date	Amount Awarded
Friends of Island Academy	Apr-18	\$75,000
Friends of Island Academy	Jun-19	\$75,000
TOTAL TO DATE:		\$150,000

Report from Friends of Island Academy (October 2018 - August 2019)

Outcome Indicators	All participants	Local participants	Local %
Youth engaged	135	38	28%
Enrolled in job readiness workshop	104	25	24%
Completed job readiness workshop	96	23	24%
Received professional attire	34	9	26%
Participated in weekly job club	60	22	37%
Placed in employment (total)	88	26	30%
Placed in subsidized, transitional employment (aka internships)	71	22	31%
Placed in unsubsidized employment	41	12	29%

Additional Supporting Documentation

- Friends of Island Academy Goals and Objectives

Friends of Island Academy: Goals and Objectives for Grant Period June 2019 - July 2020

During the second year of funding, we will continue to offer the Career Readiness program, which includes:

- Engagement
- Week-long job readiness workshop
- Placement in paid internships and permanent jobs
- Mentoring
- Retention follow-up

and propose to serve 50 young people in the identified local zip codes.

We will use the capacity-building funds to support outreach in the Grant and Manhattanville Houses and to develop a Credible Messenger component to our work.

The Credible Messenger approach “works from the inside out: justice involved/at-risk young people who have a higher risk of re-offending are matched with specially trained adults with relevant life experiences (often previously incarcerated, Returned Citizens) called Credible Messengers, who share their background. ... The Credible Messenger movement, (is) an innovative approach to restorative justice that relies on the unique relationships that Credible Messengers form with justice-involved youth, and others, to modify individual behavior and strengthen disadvantaged communities. Central to the approach, Credible Messengers are individuals who are able to connect with and motivate the most at-risk young people to successfully challenge and transform destructive thinking, attitudes and actions. “

- Credible Messenger Justice Center (<https://cmjcenter.org/approach/>)

We believe this will significantly increase our effectiveness. Our outreach efforts will be led by [REDACTED], a Violence Interrupter who has extensive experience as a Violence Interrupter in Queensbridge Houses and citywide. In addition, through his personal life experience [REDACTED] has a deep knowledge of the Grant and Manhattanville Houses and credibility in both projects,

We will engage consultants from the Credible Messenger Justice Center and/or other organizations doing this work in New York City to help us develop curriculum and to train our staff in the approach.

- Our Career Center will serve 50 people from the targeted zip codes;
- We will train our Career Center staff in the Credible Messenger approach;
- We will develop a Credible Messenger curriculum for work with young people in our Career Center;
- 10 young people will complete the Credible Messenger training in this first year

Specifically, as noted above, we will:

- Conduct targeted outreach in Grant and Manhattanville houses;
 - Offer four week long job readiness workshops at the CB9 offices on Old Broadway or another location in the immediate area;
 - Offer Credible Messenger training to young people from Grant and Manhattanville Houses
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COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK

OFFICE OF GOVERNMENT AND COMMUNITY AFFAIRS

June 18, 2019

[REDACTED]
Associate Executive Director for Programs
Friends of Island Academy
127 West 127th Street, Suite 127
New York, NY 10027

Dear [REDACTED]

It is my pleasure to inform you that a renewal grant in the amount of \$75,000 for Friends of Island Academy was approved by our proposal review committee. This grant is awarded to support the continued capacity building for your youth-centered career readiness programming of the Youth Reentry Network. This grant is being made as part of Columbia's commitment to support workforce training as described in section 5.07(c)(xxi) of the 2011 Declaration of Covenants and Restrictions by Columbia University in connection with its Manhattanville campus.

Your goals, outcomes and budget, as agreed upon, will be used to measure the project's performance. The grant funds must be used for the stated purposes and are expected to be used, unless otherwise requested, by July 2020. This grant is subject to financial audit during or immediately following the grant period. A separate bank account for the grant is not required, but a separate accounting of the grant must be maintained. You will be required to provide us with two grant progress reports, one by November 29, 2019 and the final by June 30, 2020. The report should include, as informed by this grant, details on any of the following: competency-based curriculum, assessment strategies, recommendations on instructional aides, delivery strategies and implementation training for service providers. The specifics on the reporting format will be provided to you in a subsequent correspondence.

Please note that any publicity given to the project associated with this grant should include an acknowledgement that the funds were received from Columbia University via a grant award for Workforce and Career Readiness as part of Columbia's commitments to the community in connection with its Manhattanville campus, and be shared with [REDACTED] Associate Vice President, Office of Government and Community Affairs. Please sign the attached page, then scan and return the signed letter to [REDACTED] The Columbia University Office of Government and Community Affairs' receipt of this signed contract is required for transmittal of funds.

Sincerely,


[REDACTED]
Associate Vice President
Office of Government and Community Affairs

[REDACTED]

COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK

OFFICE OF GOVERNMENT AND COMMUNITY AFFAIRS

Read and agreed to:



Signature

6/19/19
Date