

Westchester-Putnam Workforce Development Board

Board Meeting

120 Bloomingdale Road Conference Room E

White Plains, New York 10605

Friday, April 15, 2016; 8:30am to 10:00am

Agenda

- I. **Roll Call**
- II. **Minutes of January 29, 2016 meeting**
- III. **Reports:**
 - A. **Programs Committee**
 - B. **Performance and Accountability Committee**
 - C. **Business Engagement Committee**
- IV. **Voting Items**
 - a. **Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant from Westchester Community College:** Accept a TAACCCT grant for \$60,000 from Westchester Community College to develop a sector portal and promotional strategy for advanced manufacturing.
 - b. **TAACCCT-WCC Strategy for Advanced Manufacturing Sector Grant:** Authorize the use of the \$60,000 from TAACCCT to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector.
 - c. **Career Pathways for Youth Grant Writer RFQ:** Retroactively authorize the development and issuance of a Request for Quotations (RFQ) to solicit quotations to write the USDOL Employment and Training Administration's Career Pathways for Youth grant proposal.
 - d. **Proposal Pro, Inc:** Authorize Westchester County to enter into a contract with Proposal Pro to write the Career Pathways for Youth proposal.
 - e. **Career Pathways Strategy:** Accept the Career Pathways strategy.
 - f. **Marketing and Promotional Strategies:** Accept the scope of work of the public relations campaign and to authorize the issuance of an RFP to solicit proposals to manage the promotion and marketing campaign.
 - g. **Approve ITA over cap:** Approve ITA for W. Espinal, Career Pathways II participant to enroll in Dental Assistant Training totaling \$6,700.

V. Informational Items

- a. 120 Bloomingdale Road Permit
- b. Update on Customer Service Indicators Performance Report from July 2015 to December 2015
- c. Ready to Work-Jobs Waiting Update
- d. Proposed two year lease agreement between NYSDOL and WPWDB from 5-1-2015 to 4-30-2017
- e. New Board members:
 - Amy Allen, Westchester County Association
 - Natalie Griffith, Regeneron Pharmaceuticals
- f. Special presentation: Marcia Valdes, Director of Training and Professional Development, Shoprite Supermarkets.
- g. Progress report on Jobs Waiting program by Westchester County Association

VI. Adjournment

Westchester-Putnam Workforce Development Board

Board Meeting

120 Bloomingdale Road

White Plains, New York 10605

Friday, January 29, 2016 from 8:30am to 10:00am

Minutes

- I. **Roll Call:** Board members: Allison Madison, Claudia Murphy, Daniel Magnus, David Singer, Dr. Belinda S. Miles, Dr. Iris Pagan, Edward Cooke, James Bernardo, James Schutzer, Kevin McGuire, Len Vallender, Matthew Pepe, Michele Green, Nick Simard, Richard Greenwald, Richard St. Paul, Robert O. Sanders, Thom Kleiner, Thomas Capurso, Wiley Harrison. Staff: Donovan Beckford, OJ Yizar, Sonda Norris-Lowe, Ali Tarchoun, Marie Daly. Guests: Joanne Dunne, Amanda Nathan.
- II. **Notes from previous meeting**
- III. **Discussion of New York State Workforce Plan:** Thom Kleiner went over the key elements of the NY State Workforce Development plan.
- IV. **Voting Items**
 - a. **Grant Writer RFQ for Tech Hire Partnership:** Retroactively authorize the development and issuance of a Request for Quotations (RFQ) to solicit quotations to write the Tech Hire Partnership grant proposal. Motion by Allison Madison, 2nd by Rich Greenwald, No abstentions, Motion carried.
 - b. **CT Grant Writers, LLC:** Authorize Westchester County to enter into a grant writing contract with CT Grant Writers, LLC to write a proposal for the Tech Hire Partnership grant on behalf of the WPWDB for an amount not to exceed \$8,250. Motion by Allison Madison, 2nd by Len Vallender, No abstentions, Motion carried.
 - c. **Grant Writer RFQ for Linking to Employment Pre-Release Activities (LEAP):** Retroactively authorize the development and issuance of a Request For Quotations (RFQ) to solicit quotations to write the LEAP grant proposal. Motion by Allison Madison, 2nd by Thomas Capurso, No abstentions, Motion carried.
 - d. **LHC Creative Strategies for Development, LLC:** Authorize Westchester County to enter into a grant writing contract with LHC Creative Strategies for Development, LLC to write a proposal for the LEAP grant on behalf of the

- WPWDB for an amount not to exceed \$6,675. Motion by Rich Greenwald, 2nd by Wiley Harrison, No Abstentions, Motion carried.
- e. **New York State Workforce Plan for Program Years 2016 to 2019:** Form an ADHOC committee to go over the plan and present its findings to the Board. Ann Rubenzahl, Allison Madison and Dr. Iris Pagan volunteered to be on the ADHOC Committee. Motion by Allison Madison, 2nd Richard St. Paul, No abstentions, Motion carried.
 - f. **Strategic Plan:** Approve the four–year strategic plan with the condition that this plan may be modified periodically as the Board sees it necessary. Motion by Allison Madison, 2nd Len Vallender, No abstentions, Motion carried.
 - g. **Permit Agreement (5-1-2012 to 4-30-2015):** Approve the permit agreement with the NYSDOL for 120 Bloomingdale Road, White Plains, NY 10605 for the retroactive period of May 1, 2012 to April 30, 2015 with the same terms and conditions included in the agreement that ended April 30, 2012.(120 Bloomingdale Rd are the premises being used to house the WDB and Westchester One Stop Career Center). Motion by Allison Madison, 2nd by Wiley Harrison, No abstentions, Motion carried.
 - h. **YouthBuild Grant and Measures:** Accept the USDOL YouthBuild grant award and measures for the period beginning 10-1-2015 and ending 1/31/2019. Motion by Allison Madison, 2nd by Matthew Pepe, No abstentions, Motion carried.
 - i. **YouthBuild Contract with WestCOP:** Authorize Westchester County to enter into a contract with Westchester Community Opportunity Program for an amount not to exceed \$630,000 to enroll and manage 60 YouthBuild participants for the period beginning 10-1-2015 and ending 1-31-2019. Motion by Matthew Pepe, 2nd by Robert Sanders, No abstentions, Motion carried.
 - j. **YouthBuild Contract with Putnam-Northern Westchester BOCES:** Authorize Westchester County to enter into a contract with Putnam-Northern Westchester BOCES for an amount not to exceed \$210,000 to enroll and manage 20 YouthBuild participants for the period beginning 10-1-2015 and ending 1-31-2019. Motion by Matthew Pepe, 2nd by Robert Sanders, No abstentions, Motion carried.
 - k. **STRIVE Forward Grant and Measures:** Accept the STRIVE Forward grant and measures in the amount of \$550,000 for the period beginning 11-1-2015 and ending 9-30-2018. Motion by Thomas Capurso, 2nd by Ed Cooke, No abstentions, Motion carried.
 - l. **STRIVE Forward Contract with Westhab:** Authorize Westchester County to enter into a contract with Westhab, Inc for an amount not to exceed \$467,500 to manage the STRIVE Forward program for the period beginning 11-1-2015

and ending 9-30-2018. Motion by Ed Cooke, 2nd by Thomas Capurso, No abstentions, Motion carried.

- m. **Summary of Common Measures Performance Report for Program Year 2014:** Accept the Customer Satisfaction Measures for PY2014. Motion by Robert Sanders, 2nd by Len Vallender, No abstentions, Motion carried.
- n. **Customer Service Indicator Performance Correction Plan for Program Year 2015:** Accept the Customer Service Indicator Performance Correction Plan for Program Year 2015. OJ explained that there was a reduction in staff while the One Stop is still serving the same number of job seekers. Motion by Ed Cooke, 2nd by Allison Madison, No abstentions, Motion carried.
- o. **Marketing and Promotional Services RFP for Ready to Work (Jobs Waiting) Program:** Retroactively authorize the development and issuance of an RFP to request proposals to market and promote the Ready to Work (Jobs Waiting) program for the period starting 1-15-2016 and ending 10-31-2018. Motion by Thomas Capurso, 2nd by Nick Simard, No abstentions, Motion carried.
- p. **Harrison Edwards, Inc:** Authorize Westchester County to enter into a contract not to exceed \$100,000 with Harrison Edwards, Inc to provide marketing and promotional services to the Ready to Work (Jobs Waiting) program for the period starting starting 1-15-2016 and ending 10-31-2018. Motion by Ed Cooke, 2nd by Nick Simard, No abstentions, Motion carried.
- q. **Reinhard-Madison Approach Staffing, Inc Ready to Work-Jobs Waiting On the Job Training Contract:** Authorize Westchester County to enter into an OJT contract with Reinhard-Madison Approach Staffing, Inc to hire three (3) new employees in the healthcare field for an amount not to exceed \$20,000 for the period beginning 1-15-2016 and ending 1-14-2017. Allison Madison explained the OJT program and indicated that she was not making a profit off of the OJT program. Robert Sanders offered to present a progress report at the next Board meeting. Motion by Ed Cooke, 2nd by Wiley Harrison, Allison Madison and Ann Rubenzahl abstained. Motion carried.
- r. **LIXI Poughkeepsie Hotel Contract for the Ready to Work (Jobs Waiting) Program Boot Camp:** Authorize Westchester County to enter into a contract with LIXI Poughkeepsie Hotel an amount not to exceed \$3,600. This contract will cover a conference room and parking for Jobs Waiting Boot Camp for the period starting 2-1-2016 and ending 3-31-2016. Motion by Robert Sanders, 2nd by Matthew Pepe, No abstentions, Motion carried.
- s. **Gannett Central New York Newspaper Group Media Contract for the Ready to Work-Jobs Waiting Program:** Authorize Westchester County to enter into a contract with Gannett Central New York Newspaper Group to promote the Ready to Work-Jobs Waiting program in Dutchess County for an

amount not to exceed \$5,000 for the period starting 1-14-2016 and ending 3-31-2016. Motion by Thomas Capurso, 2nd by Dr. Iris Pagan, No abstentions, Motion carried.

- t. **Gannett Satellite Information Network, Inc Media Contract for the Ready to Work-Jobs Waiting Program:** Authorize Westchester County to enter into a contract with Gannett Satellite Information Network, Inc to provide print and digital advertising for the Ready to Work-Jobs Waiting program for an amount not to exceed \$5,000 for the period starting 1-14-2016 and ending 3-31-2016. Motion by James Schutzer, 2nd by Len Vallender, No abstentions, Motion carried.

V. New Business:

1) Career Pathways Development

2) Financial Report: Wiley Harrison presented.

VI. Westchester Youth Re-entry Initiative presentation by Amanda Nathan and Joanne Dunne, Westhab, Inc.

VII. The Board member were informed that Shoprite provided breakfast.

VIII. Adjournment: Motion to adjourn by Richard St. Paul, 2nd by Thomas Capurso.

Meeting adjourned at 10:15am

Westchester-Putnam Workforce Development Board

Board Meeting Friday, April 15, 2016

Programs Committee Chair Report

The committee met on February 19, 2016

The committee discussed and approved recommendations of:

- **Career Pathways strategy**: Staff member, LaTasha Hamlett-Carver made a PowerPoint presentation that outlined the framework for career pathways in advanced manufacturing, healthcare and hospitality after which the committee voted on recommending the Career Pathways strategy to the Executive Committee.
- **Trade Adjustment Assistance Community College and Career Training (TAACCCT)**: The Committee voted on recommending to the Executive Committee to accept a \$60,000 grant from Westchester Community College to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector.
- **TAACCCT-WCC Strategy for Advanced Manufacturing Sector Grant**: The Committee voted to recommend to the Executive Committee to use the funds to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector to help build Career Pathways.
- **Career Pathways for Youth Grant Writer RFQ**: The Committee voted retroactively to recommend to the Executive Committee authorize the development and issuance of a request for quotations to solicit quotations to write the USDOL Employment and Training Administration's Career Pathways for Youth grant proposal.

Westchester-Putnam Workforce Development Board

Board Meeting Friday, April 15, 2016

Performance and Accountability Committee Chair Report

The committee met on February 26, 2016

The committee discussed and approved recommendations of:

- **Trade Adjustment Assistance Community College and Career Training (TAACCCT):** The Committee voted on recommending to the Executive Committee to accept a \$60,000 grant from Westchester Community College to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector.
- **TAACCCT-WCC Strategy for Advanced Manufacturing Sector Grant:** The Committee voted to recommend to the Executive Committee to use the funds to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector to help build Career Pathways.
- **Career Pathways for Youth Grant Writer RFQ:** The Committee voted retroactively to recommend to the Executive Committee authorize the development and issuance of a request for quotations to solicit quotations to write the USDOL Employment and Training Administration's Career Pathways for Youth grant proposal.

Informational Items:

- a. Summary of Customer Service Indicators Performance Report from July 2015 to December 2015: Discussion of the report and the corrective action plan that is currently taking place.
- b. Ready to Work-Jobs Waiting Update: Board Director met with participants from Orange County and forwarded feedback to Westchester County Association (Jobs Waiting Project Manager) for corrective action.
- c. Proposed two year lease agreement between NYSDOL and WPWDB from 5-1-2015 to 4-30-2017: Lease agreement is still under negotiation.

Westchester-Putnam Workforce Development Board

Board Meeting Friday April 15, 2016

Business Engagement Committee Chair Report

The committee met on March 7, 2016

The committee discussed and approved recommendations of:

- **Marketing and Promotional Strategies:** The Committee voted on recommending to the Executive Committee to authorize the issuance of an RFP to solicit proposals to manage the promotion and marketing campaign based on the scope of work developed by the committee.

Career Pathways Presentation:

Staff member, LaTasha Hamlett-Carver made a PowerPoint presentation for advanced manufacturing and healthcare sectors Career Pathways.

Westchester-Putnam Workforce Development Board

Board Meeting

Friday, April 15, 2016

**Trade Adjustment Assistance Community College and Career Training
(TAACCCT) Grant from Westchester Community College**

“TAACCCT provides community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, are suited for workers who are eligible for training under the Trade Adjustment Assistance for Workers program, and prepare program participants for employment in high-wage, high-skill occupations. Through these multi-year grants, the Department of Labor is helping to ensure that our nation's institutions of higher education are helping adults succeed in acquiring the skills, degrees, and credentials needed for high-wage, high-skill employment while also meeting the needs of employers for skilled workers. The Department is implementing the TAACCCT program in partnership with the Department of Education.”

Westchester Community College is a participant in the program and is granting the Westchester-Putnam Workforce Development Board \$60,000 to use for the Advanced Manufacturing sector.

Required Action: Accept a TAACCCT grant for \$60,000 from Westchester Community College to develop a sector portal and promotional strategy for advanced manufacturing sector.

Westchester-Putnam Workforce Development Board

Board Meeting

Friday, April 15, 2016

TAACCCT-WCC Strategy for Advanced Manufacturing Sector Grant

Westchester Community College received a Trade Adjustment Assistance Community College and Career Training (TAACCCT) and is granting the WPWDB \$60,000 to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector.

Required Action: Authorize the use the \$60,000 from TAACCCT to set up an Advanced Manufacturing web portal and market the Advanced Manufacturing sector.

Westchester-Putnam Workforce Development Board

Board Meeting

Friday, April 15, 2016 8:30am to 10:00am

Career Pathways for Youth Grant Writer RFQ

The Westchester County Department of Social Services issued an RFQ on 2-17-2016 on behalf of the Westchester-Putnam Workforce Development Board requesting a grant writer to write the Career Pathways for Youth grant proposal. The due date for the RFQ is 2-23-2016.

Description of the grant by USDOL:

“The Employment and Training Administration (ETA), U.S. Department of Labor (DOL, or the Department, or we), announces the availability of up to \$20,000,000 in grant funds authorized by section 169(c) of the Workforce Innovation and Opportunity Act (WIOA), Public Law 113-128, Dislocated Worker Demonstration Projects, and the Consolidated Appropriation Act of 2016, Public Law 114-113 for the pilot grant program, Summer Jobs and Beyond: Career Pathways for Youth (CPY).”

Required Action: Retroactively authorize the development and issuance of a Request for Quotations (RFQ) to solicit quotations to write the Career Pathways for Youth grant proposal.

Westchester-Putnam Workforce Development Board

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Friday, April 15, 2016

Proposal Pro, Inc Career Pathways for Youth Grant Writer

The Westchester County Department of Social Services issued an RFQ on 2-17-2016 on behalf of the Westchester-Putnam Workforce Development Board requesting a grant writer to write the Career Pathways for Youth grant proposal. The due date for the RFQ is 2-23-2016.

Grant writing proposals received:

Proposal Pro, Inc.: \$7,500

Choice Words, LLC: \$9,500

Perfect Alignment Resources: \$12,070

Group i&i Consultancy: \$25,255

Required Action: Authorize Westchester County to enter into a contract with Proposal Pro, Inc. to write the Career Pathways for Youth grant proposal.

Westchester-Putnam Workforce Development Board

Board Meeting

Friday, April 15, 2016 8:30am to 10:00am

Career Pathways Strategy

Career Pathways is a framework for helping unskilled and/or low skilled individuals acquire in demand occupations skills that put them on a career track in a given occupation/industry.

Starting points may vary based on the candidate's qualifications, skills and experience. Completion will be based on the acquisition of the sought after skills.

At this time the intention is to start the process of having this framework in three industries:

1. Healthcare
2. Advanced Manufacturing
3. Hospitality

In order to qualify, an individual must have the following:

- Desire/Willingness
- Aptitude
- Commitment

Each Career Pathways participant must have an Individual Employment Plan that describes the initial job sought after and the ladder to reach the next career steps.

Required Action: Accept the Career Pathways as a key strategy for helping job seekers pursue high paying jobs and for businesses to develop a reliable pool to address their talent needs over an extended period.

Westchester-Putnam Workforce Development Board

Board Meeting

120 Bloomingdale Road Conference Room E

Friday, April 15, 2016 from 8:30am to 10:00am

Marketing and Promotional Strategies

Career Center Marketing Scope of Work

1) Assess current situation and materials; identify multiple target audience.

- General information session that will involve selected marketing agency's key personnel to meet with Career Center's stakeholders.
- Discussion of multiple target audiences and positioning—private agencies, corporations, small to mid-size business, professional level job-seekers, etc.
- Discussion of Career Center's unique selling benefits, differentiating points, competitive environment, strategic plan and available research.
- Identification and discussion of business sectors.
- Review of County's website guidelines and delineate responsibilities between County IT department and selected Marketing agency.
- Review and evaluate the current marketing and promotional material and determine its effectiveness in reaching the target population.
- Review of the Career Center's image resources and brand guidelines.
- Review of the County's communications, media and production resources; cable, video, print.
- Determine priorities, schedule, and expectations.
- Determine measurement of success metrics.
- Submission of creative brief.

2) Set up interviews and meetings

Selected marketing agency will meet and interview designated board members and partners to obtain the long-range vision and goals of interested partners as discussed in Step One. Align goals with interested parties.

Question areas selected marketing agency will cover and discuss include, but are not limited to:

- What is the Career Center's future vision?

- What partnerships and programs in the business community have already been established?
- What more can be done?
- What are the goals and how will the economic climate impact those goals?
- What are the biggest opportunities?
- What are the biggest competitive factors?

3) Develop a public awareness campaign and marketing strategy and tactics/methods that target businesses and job seekers.

Selected marketing agency will create a marketing strategy and communications campaign designed specifically for the Career Center. The concepts will provide the foundation for all communications, ensuring uniformity of look, feel, positioning, and message to maximize long-term results.

Deliverables include:

- Determine a brand strategy for new marketing and promotional material to reach the multiple target audiences—business owners, executives and job-seekers.
- Present 2 options for look and feel with tagline options, top level messaging (headline styles, call to action) and voice sample for copywriting. The selected marketing agency will create a custom look, feel and voice designed specifically for the career centers throughout all touchpoints.
- Show the approved look and voice on sample deliverables; TV spot, radio spot, online ad, pamphlet, poster, postcards, e-blast, banner ads, website page.

4) Write the marketing strategy and plan with schedules, specifications and budgets.

- Working with the communications department and IT department, selected marketing agency will create a marketing plan to be implemented over the course of the year.
- Determine specifications and schedule for all deliverables.

5) Writing, layout and production of deliverables.

- Using approved design and headlines from Step 3 and deliverables determined by marketing plan, selected marketing agency will write and layout deliverables. Details of deliverables to be determined by marketing plan.
 - website pages
 - online ads
 - print ads

- pamphlets
- postcard
- posters
- radio script
- tv spot storyboard

6) Create and implement the PR strategy.

- Find effective storytellers who can convey the power of Career Center's services.
- Develop talking points and FAQs; Train key spokesperson(s).
- Reach out to editors and write articles.
- Communicate the campaign message through earned media (print, online, radio, broadcast).

7) Advocate and educate online through social marketing networks.

- Create pages for Career Center on Facebook and Linked-In.

8) Develop an outreach plan to the business community.

- Create a power point presentation template (up to 10 pages) for presentation use by One-Stop staff to local business organizations like the city and village Chamber of Commerce, The Business Council of Westchester, Westchester County Association, professional organizations, local libraries, colleges and universities.
- Use interviews excerpts from Step 2 with business owners to illustrate the business use of the Career Center.
- Enlist the help of the business associations; work with Career Center staff to schedule and organize presentations with local groups. Build Career Center e-mail database.

9) Allotment of In-kind Media to be determined.

Working with the county's communications department the selected marketing agency will schedule media buys. Media buys can include:

- Westchester Business Journal
- Commerce Magazine
- Lohud.com
- Cablevision spots
- radio spots
- billboards
- bus stops and busses

Required Action: Accept the scope of work of the Career Centers public relations campaign and authorize the issuance of a request for proposal to solicit proposals to manage the marketing campaign.

Westchester-Putnam Workforce Development Board

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Friday, April 15, 2016

Request to Approve ITA over the cap for Career Pathways II Youth

W. Espinal is an under-employed youth with limited skills and not on a track for a career. Customer is eligible for but not in receipt of TANF; therefore qualifies for Career Pathways II. Customer has successfully completed the 60 hour Instructional Career Plan and has chosen Health Care as a career path. Customer is interested in becoming a Dental Assistant through training at the Westchester School for Medical and Dental Assistants. The cost of the course is \$6,700.00 which is \$3,700.00 above ITA cap. Participant is not eligible for PELL grant and would have to take out student loans to cover cost of tuition.

Required Action: Authorize approval of full tuition cost of \$6,700.00 for W. Espinal to enroll in Dental Assistant training at Westchester School for Medical and Dental Assistants.

Westchester-Putnam Workforce Development Board
 Board Meeting
 Friday, April 15, 2016 8:30am to 10:00am

CUSTOMER SERVICE INDICATORS
PUTNAM /WESTCHESTER
 Program Year 2015

	GOAL	AUG	OCT	NOV	DEC	JAN	Year to Date	DIFF (1/31/16)	Comments
Initial Assessment	95.0%	95.2%	94.2%	93.0%	94.8%	93.5%	94.8%	-0.2%	
Employability Profile	95.0%	66.5%	61.0%	63.3%	67.9%	71.7%	71.2%	-23.8%	
JRS Referrals	95.0%	90.8%	83.3%	87.8%	81.6%	82.0%	88.5%	-6.5%	
JRS JobZone Resume Based Search	95.0%	39.9%	43.2%	39.9%	48.7%	57.4%	48.9%	-46.1%	
CareerZone Portfolio	35.0%	0.0%	0.0%	15.0%	0.0%	2.2%	5.1%	-29.9%	
Training - Mid-Hudson	95.0%	26.3%	43.5%	49.5%	51.1%	51.3%	51.3%	-43.7%	
Business Customer Job Referral Follow up - Mid-Hudson	95.0%	23.1%	22.9%	26.4%	27.5%	28.6%	28.6%	-66.4%	

**CUSTOMER SERVICE INDICATORS BY CAREER CENTER
 PUTNAM /WESTCHESTER**

Program Year 2015

	GOAL	AUG	OCT	NOV	DEC	JAN	Year to Date	DIFF (1/31/16)	Comments
Initial Assessment									
Mount Vernon Career Center	95.0%	98.5%	98.0%		100.0%	100.0%	98.4%	3.4%	
Peekskill Career Center	95.0%	92.4%	95.2%		98.7%	97.8%	98.2%	3.2%	
Putnam Career Center	95.0%	96.2%	91.0%		94.6%	100.0%	98.3%	3.3%	
Westchester Career Center	95.0%	95.5%	93.4%		92.5%	87.8%	92.2%	-2.8%	
Employability Profile									
Mount Vernon Career Center	95.0%	72.6%	75.5%		78.1%	69.7%	71.1%	-23.9%	
Peekskill Career Center	95.0%	88.7%	73.8%		71.8%	79.8%	92.5%	-2.5%	
Putnam Career Center	95.0%	94.4%	94.0%		96.4%	91.9%	95.6%	0.6%	
Westchester Career Center	95.0%	52.5%	46.4%		58.9%	48.6%	57.4%	-37.6%	
JRSR Referrals									
Mount Vernon Career Center	95.0%	0.0%	100.0%		0.0%	100.0%	91.3%	-3.7%	
Peekskill Career Center	95.0%	96.5%	95.9%		84.1%	97.6%	97.5%	2.5%	
Putnam Career Center	95.0%	100.0%	96.2%		91.2%	100.0%	99.4%	4.4%	
Westchester Career Center	95.0%	86.9%	72.2%		28.6%	66.0%	82.3%	-12.7%	
JRS JobZone Resume Based Search									
Mount Vernon Career Center	95.0%	0.0%	0.0%		0.0%	0.0%	0.0%	-95.0%	
Peekskill Career Center	95.0%	22.7%	86.0%		84.1%	97.6%	78.8%	-16.2%	
Putnam Career Center	95.0%	85.3%	90.7%		91.2%	97.8%	90.5%	-4.5%	
Westchester Career Center	95.0%	33.0%	24.4%		28.6%	26.0%	30.3%	-64.7%	