UD URBANE DEVELOPMENT

EXPANDING THE NYCHA TO TECH PIPELINE

A Place-Based Approach to Tech Sector Opportunities in Bed-Stuy

In partnership with

R
RESTORATION
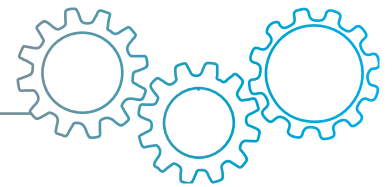
ACKNOWLEDGMENTS

INTRODUCTION

PROJECT GOALS

Understand NYCHA resident perspectives of the tech sector and opportunities therein

Uncover existing skills, assets and interests of residents, as well as barriers facing residents in entering the tech workforce

Identify opportunities for improving the cultural competency and accessibility of the tech workforce development pipeline

Develop actionable recommendations that respond to research findings and insights

METHODOLOGY: PROJECT PROCESS

Literature Review

Identification, review, and synthesis of national and local research on the tech sector, workforce development initiatives and practices, NYCHA resident demographics, Bed-Stuy context, and barriers to workforce training participation faced by public housing or low-income residents.

Stakeholder Interviews

27 conversations with 43 key stakeholders, including organizations who work directly with public housing residents (10), workforce development service providers (9), and employers and recruiters (8).

Community Workshops

3 community workshops for residents of Marcy Houses, Lafayette Gardens, and Armstrong Houses:

This is Tech - Demystifying tech and tech-enabled industries

Brand & "Hustle"- Understanding skills/strengths of residents and connecting these to in-demand tech sectors skills

How Do You Get There - Reviewing tech trainings and co-designing a tech workforce program
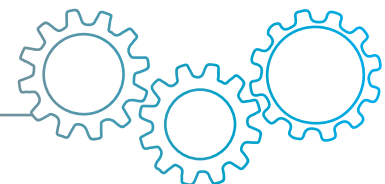
METHODOLOGY: ASSESSMENT OF RECOMMENDATIONS

Priority

- Lowest Priority
- Lower Priority
- Higher Priority
- Highest Priority

The prioritization is determined by considering both the potential impact of the recommendation and the feasibility of execution based on current conditions. The highest impact, most feasible recommendations take greatest priority.

Impact

Feasibility
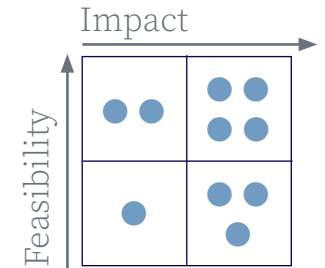
Difficulty

- Easiest
- Easier
- More Difficulty
- Most Difficult

Each recommendation's difficulty is based on the time it would take to execute and the cross-organizational coordination it requires. Recommendations that call for more stakeholders to work together are considered more difficult.

Coordination

Time
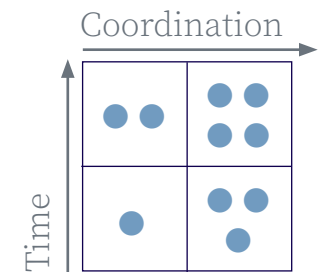
Potential Cost

Under $80K
$80K - $199K
$200K - $499K
$500K or more

The cost of each recommendation is estimated, where possible, based on precedent costs of component parts. In some cases, the cost required to execute each recommendation ranges, based on the scale or scope of execution.

Replicability

All recommendations focused on Marcy, Lafayette Gardens, and Armstrong Houses with BSRC, the operator of the Bed-Stuy Jobs Plus site, as a key implementation partner. However, each recommendation could be implemented in Jobs Plus Zone Partners throughout the city and even nationwide.
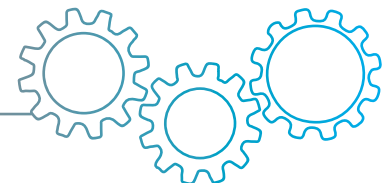
NYCHA TO TECH PIPELINE
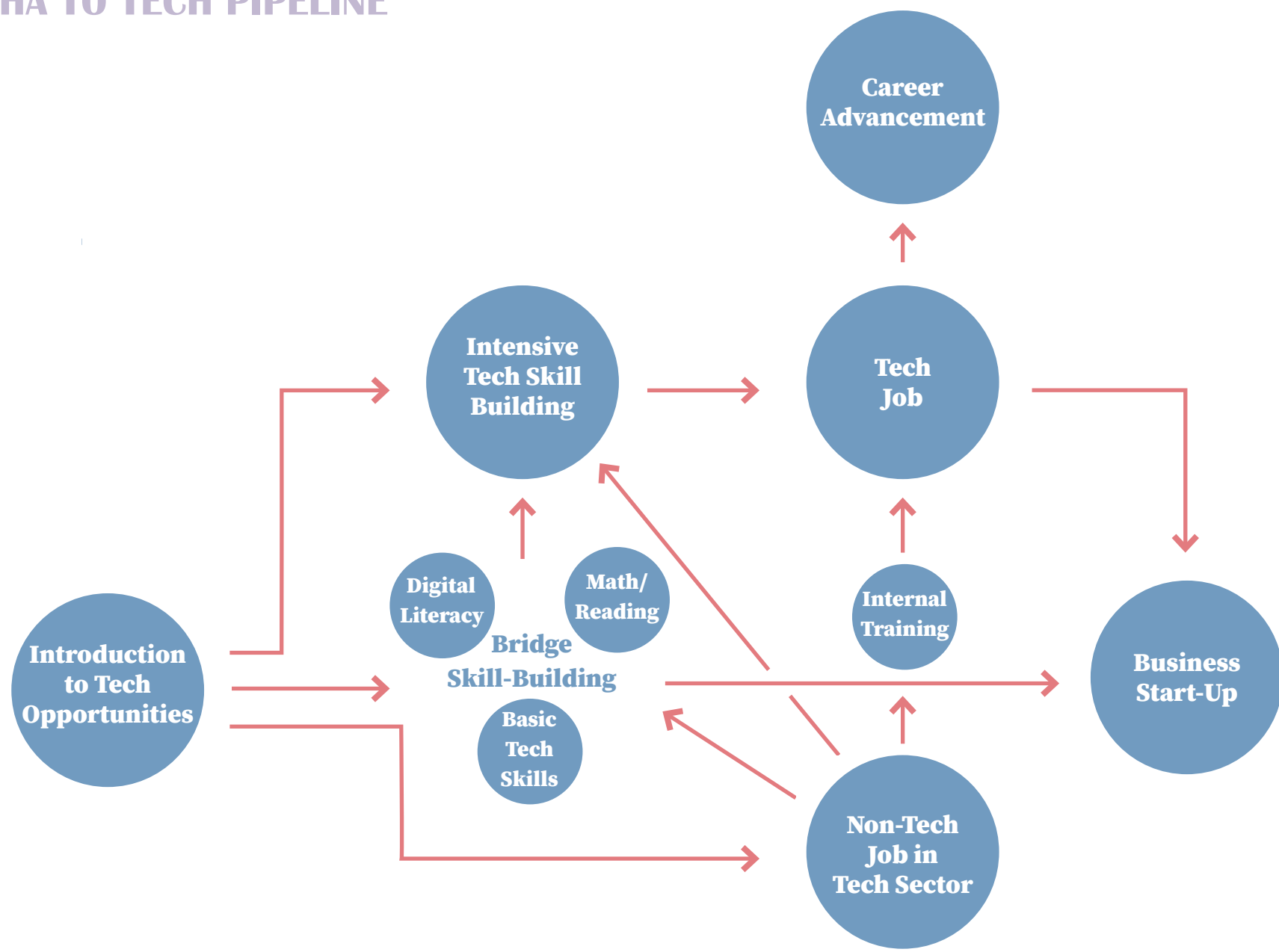
PIPELINE STAKEHOLDERS

Pipeline Navigators

Organizations who engage in direct outreach to bring Bed-Stuy NYCHA residents into the pipeline and help them navigate training resources.

Examples: Jobs Plus, NYCHA REES, Yes! Bed-Stuy

Career Advancement

Intensive Tech Skill Building

Tech Job

Digital Literacy

Math/ Reading

Bridge Skill-Building

Internal Training

Introduction to Tech Opportunities

Basic Tech Skills

Business Start-Up

Non-Tech Job in Tech Sector
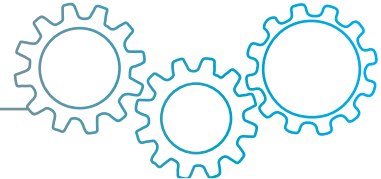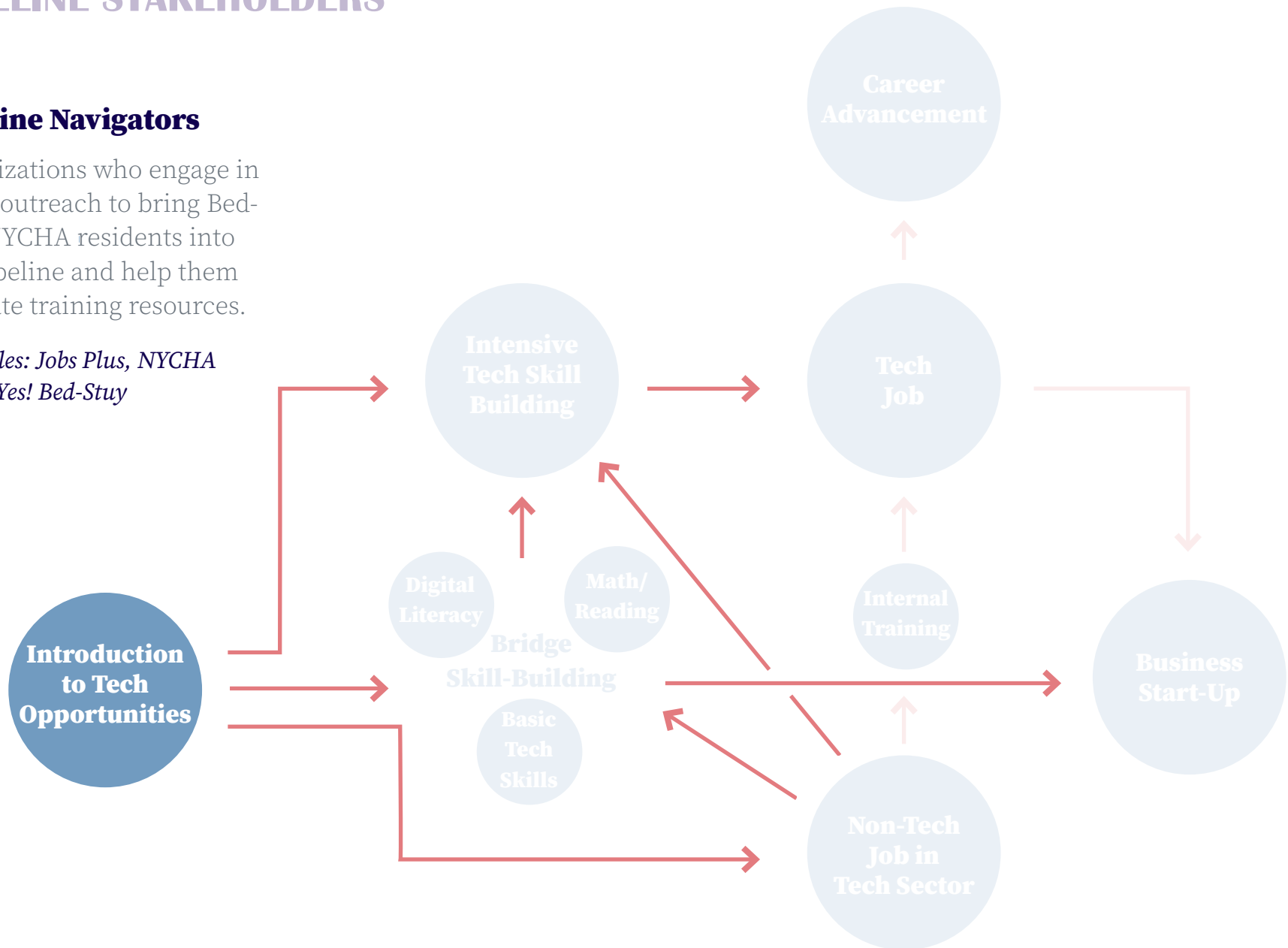
PIPELINE STAKEHOLDERS

Supportive Ecosystem

Providers of key supportive services or mentorship connections to residents throughout the pipeline.

Examples: New Horizons Counseling Center, We Build Black

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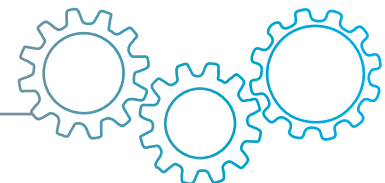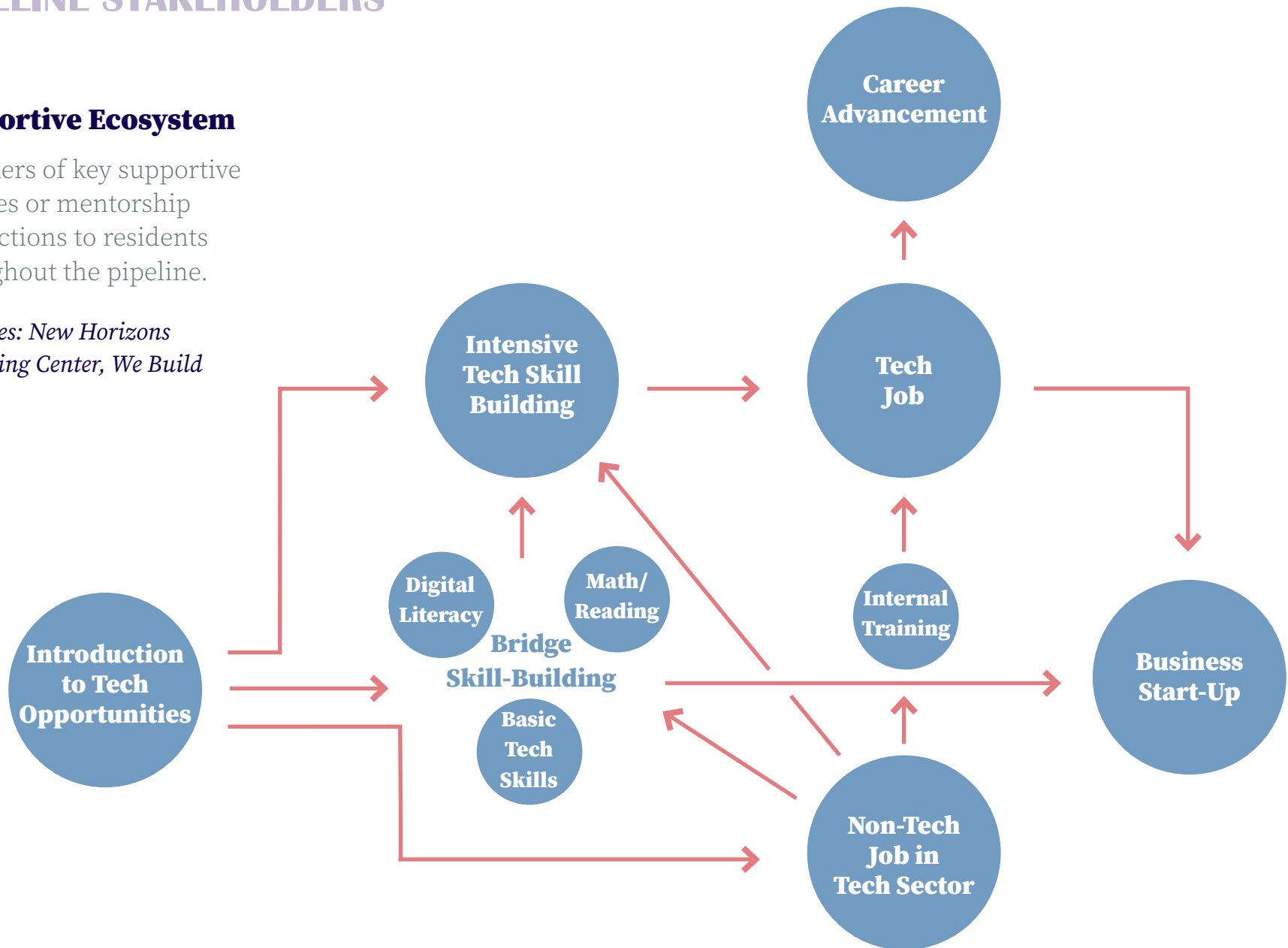
PIPELINE STAKEHOLDERS

Tech Skill Builders

Program providers who help residents build skills to prepare for employment, entrepreneuship, or more intensive tech training.

Examples: Per Scholas, Pursuit, Opportunities for a Better Tomorrow (OBT)

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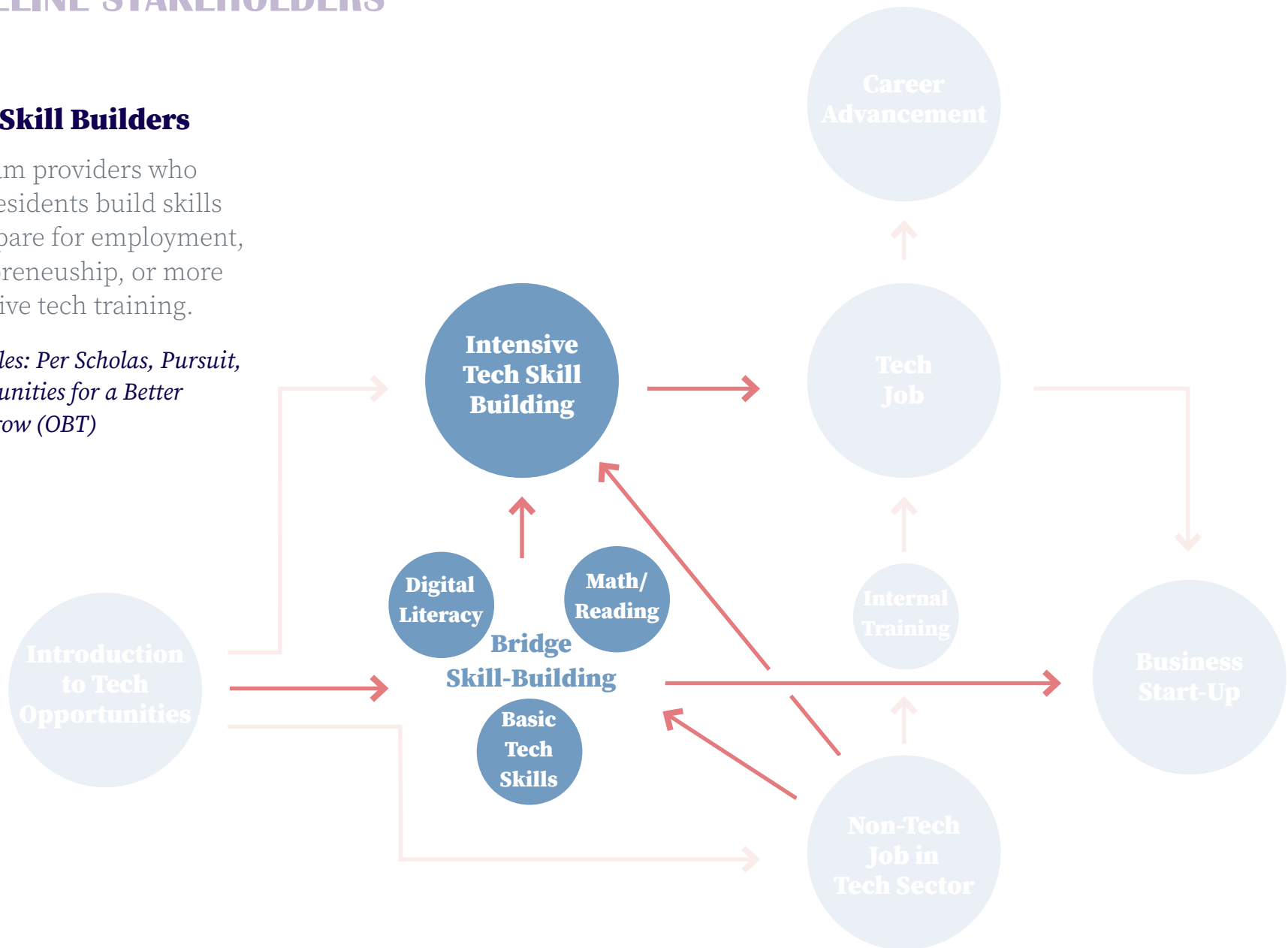
PIPELINE STAKEHOLDERS

Tech Firms + Employer Liaisons

Employers, recruiters, and related stakeholders who support and recruit from the Bed-Stuy NYCHA to Tech Pipeline.

Examples: Brooklyn Navy Yard Development Corporation, Tech Talent Pipeline (TTP), WKDEV, NYC Department of Small Business Services (SBS)
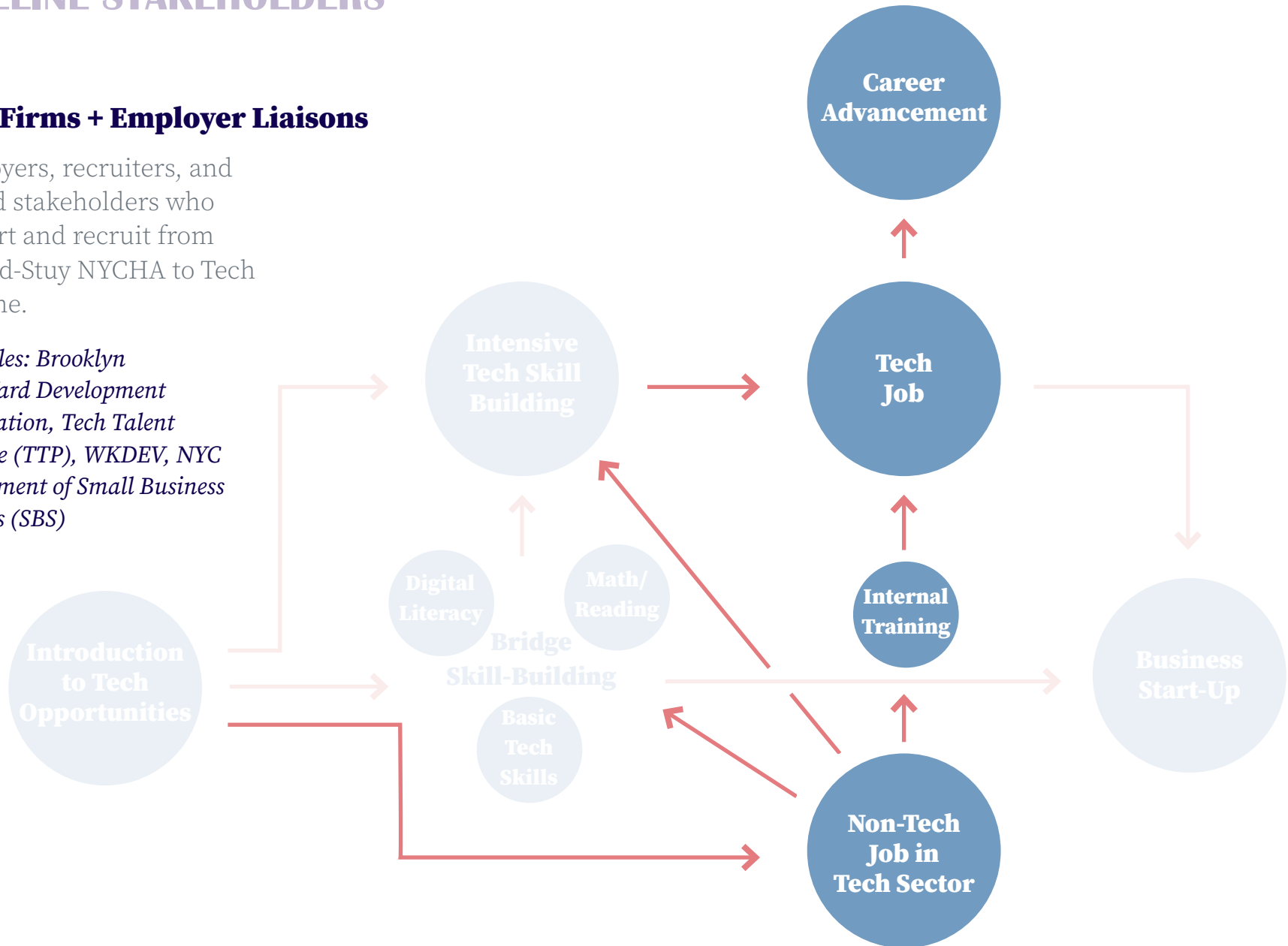
PIPELINE STAKEHOLDERS

Small Business Supports

Entrepreneur coaches and facilitators of small business start-up and programming.

Examples: NYCHA REES Business Pathways, International Coaching Federation

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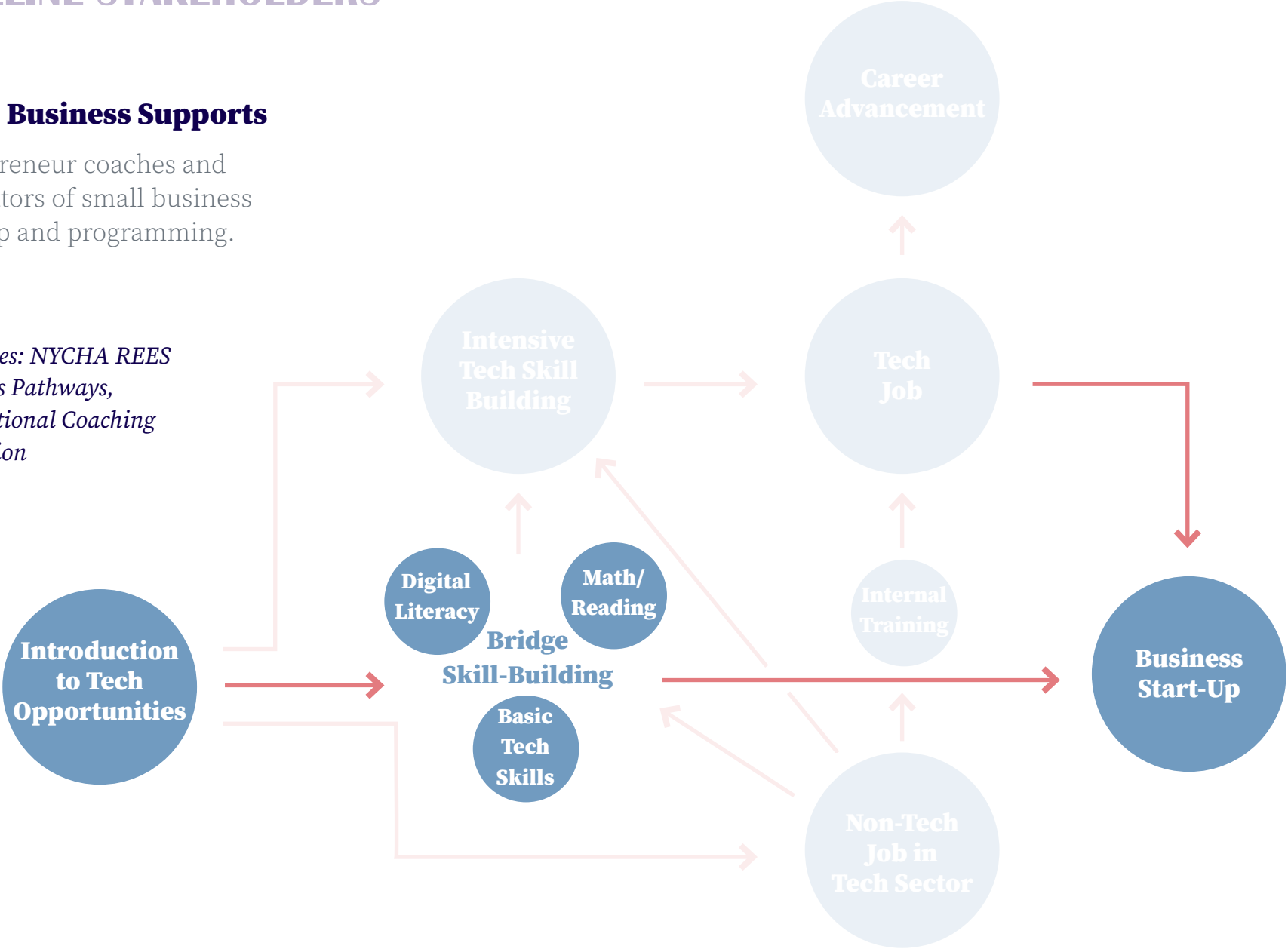
KEY TAKEAWAYS

Bed-Stuy NYCHA residents have enormous potential talent to contribute to the tech sector, and their interest in the sector stems from a variety of motivations.

Brooklyn is home to programs and facilitators that can help residents build tech skills specific to each of these motivations, but resources are disjointed, insufficiently marketed, or perceived to be inaccessible.

Success along the training and career pipeline requires consistent availability of specific supports.

Employers are key stakeholders in the long-term success of a more inclusive tech pipeline, and they stand to benefit from the assets that NYCHA residents offer.
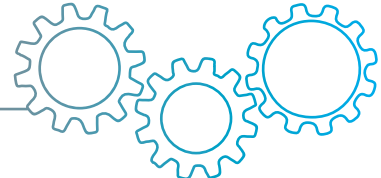
ENTERING THE PIPELINE

Career Advancement

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Math/ Reading

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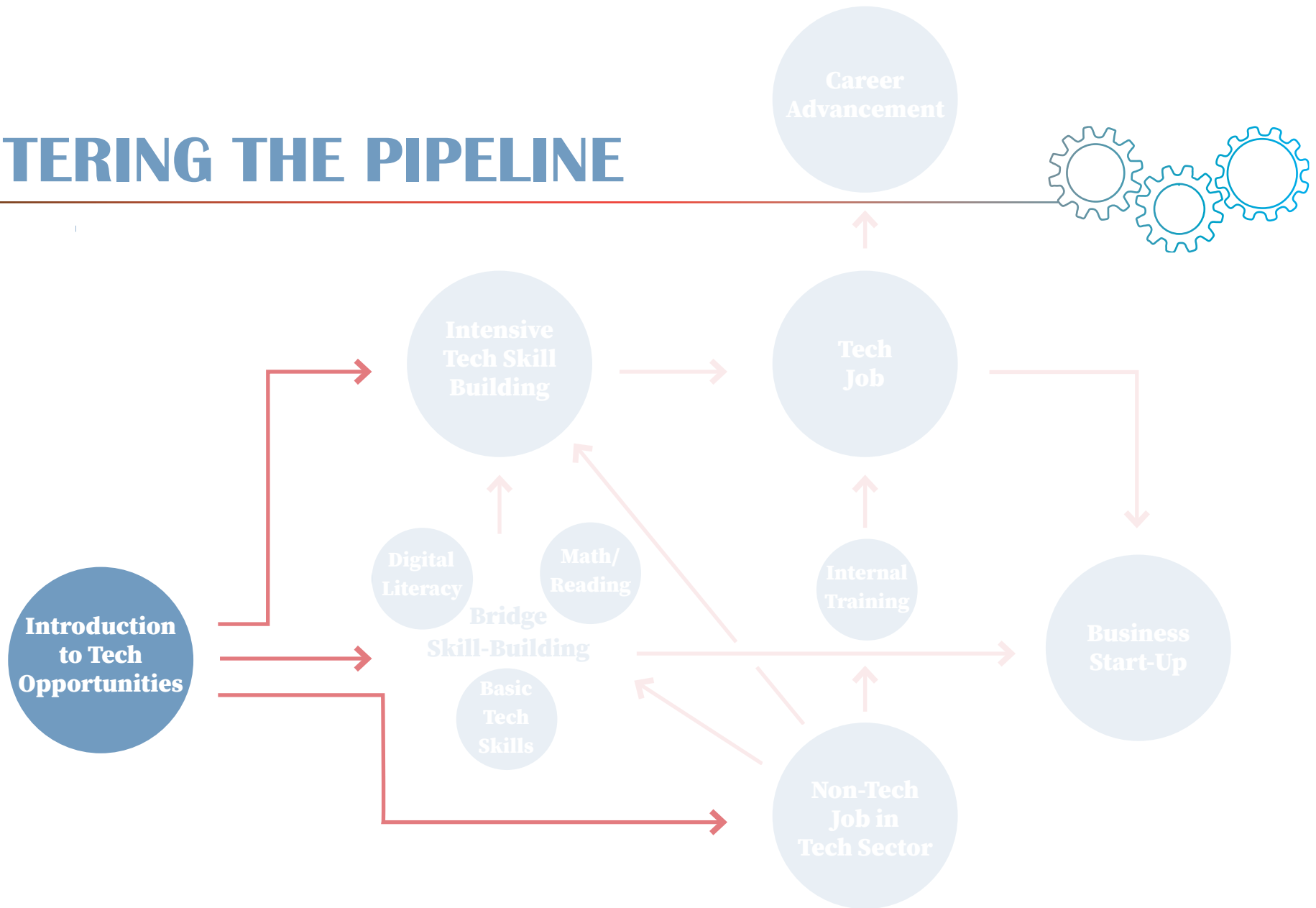
1. Launch recurring Tech Workshop series as a key relationship and trust-building tool and as an introduction to tech opportunities.

Formalize and launch a recurring workshops to orient residents to tech opportunities and instill confidence. City and industry partners will gain deeper insights into NYCHA resident skills, while facilitators build understanding of resident career goals and guide them on next steps.

The series should be a marketing and recruitment vehicle for City initiatives and training partners.
See Pilot 1: Tech Workshops.

Priority:
● ● ● ●

Difficulty:
● ● ○ ○

Potential Cost:
$80K - $199K

2. Invest in the publication and digitization of a Bed-Stuy specific Tech Work force Navigator.

Support the publication of a guide that focuses specifically on resources that are accessible to Bed-Stuy NYCHA residents. The Navigator is designed to be utilized by NYCHA residents in conversation with workforce development staff, yet may also serve as a standalone resource where appropriate.
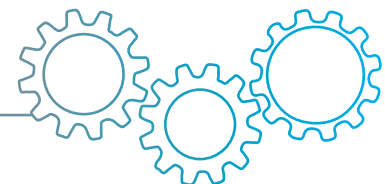
Priority:
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Difficulty:
● ○ ○ ○

Potential Cost:
Less than $80K

3. Offer professional development and more hours to Jobs Plus Counselors and Community Coaches, who are trusted connectors to career opportunities.

Invest in professional development training for Jobs Plus Career Counselors and Community Coaches, including career counseling best practices and sessions related to tech training /employment. Training time should be paid time and/or be accompanied by an additional stipend.

Expand the number of Coaches and the number of hours each Coach engages the resident community. These connectors are currently a team of four part-time Coaches responsible for 50 buildings across four developments.

Priority:
● ● ● ●

Difficulty:
● ● ○ ○

Potential Cost:
$80K - $199K

4. Invest in convenings between Jobs Plus staff, tech training providers, and employers to share info about tech programs and pathways available to residents.

Organize quarterly meetings as a forum for information sharing among employers, tech trainers, and Jobs Plus Counselors and Community Coaches, with WKDEV, REES, Tech Talent Pipeline, SBS, and Yes! Bed-Stuy as potential facilitators.

The meetings will deepen Counselors' and Coaches' understanding of the job and training opportunities, improving their ability to coach NYCHA residents toward suitable programs.

Priority:
● ● ● ○

Difficulty:
● ● ● ○

Potential Cost:
Less than $80K

MENTORSHIP

Career Advancement

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Tech Job

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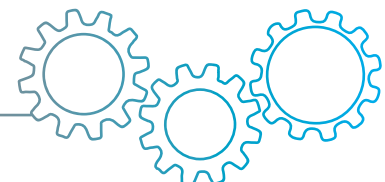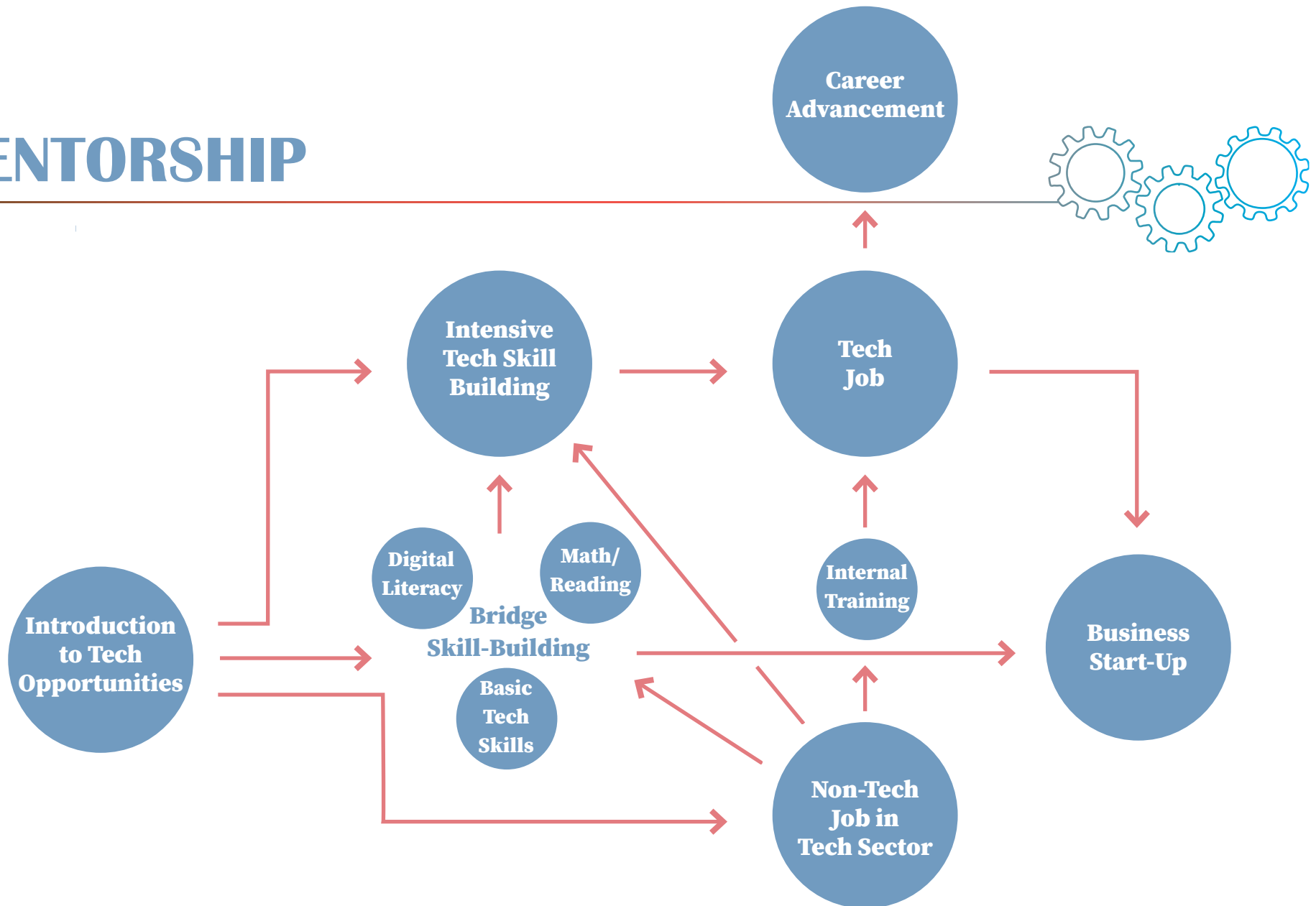
5. Connect NYCHA residents in the Tech Workshops with diverse practitioners to serve as mentors throughout residents' journey through the pipeline.

Develop a pipeline of dedicated mentors who can be paired with NYCHA residents who want to continue exploring the pipeline. Mentors should be made aware of key milestones on the pipeline and encouraged to follow up with mentees to ensure that they feel adequately supported at each step.

We Build Black, a Brooklyn group working to address the lack of Black representation in tech, is prepared to establish relationships with residents. *See Pilot 1: Tech Workshops.*

Priority:
● ● ● ●

Difficulty:
● ● ○ ○

Potential Cost:
Less than $80K

6. Establish a formal Flash Mentorship program, leveraging EDC and City relationships with major tech employers to identify mentors.

The City should serve as a key mentor recruitment partner to develop a pool of well-connected mentors who can participate in limited time, limited quantity mentorship engagements. Flash Mentorship can provide professional guidance and job placement support. This focused, technical advisement should be considered separate from but complementary to a deeper, longer-term mentor relationship.

The City and tech training providers should encourage employers to formalize public commitments by creating time and space for mentors to engage with mentees.

Priority:
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Difficulty:
● ● ● ○

Potential Cost:
Less than $80K
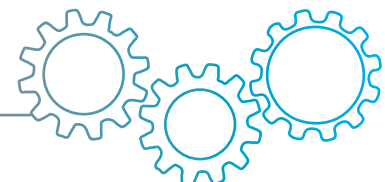
BRIDGING TO HIGHER SKILLS

Career Advancement

Intensive Tech Skill Building

Tech Job

Digital Literacy

Math/ Reading

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Business Start-Up

Non-Tech Job in Tech Sector

7. Expand testing support through additional study, tutoring, and testing sessions and locations. Focus on building math and reading skills that are tested on TABE.

Introduce test-taking coaching, tutors, and TABE practice materials to additional and accessible locations such as Brooklyn Public Library at the Marcy, Macon, and Bedford Branches. The coaching and practice sessions should focus on the skill of test-taking as much as preparing students to master the content.

While many program providers are seeking alternatives to the TABE as entry requirement, building these math and reading skills will continue to be important for tech training program participants.

Priority:
● ● ● ●

Difficulty:
● ● ○ ○

Potential Cost:
$80K - $199K

8. Introduce more tech skill bridge program opportunities for adults age 25+ focused on skilling up reading and math abilities as well as digital literacy.

More bridge programs should be adapted or created to serve adults age 25 allowing non-youth trainees to skill up while accessing the comprehensive supports available in youth bridge programs.

Adult bridge programming should be scheduled to accommodate typical work schedules where possible.

Priority:
● ● ● ●

Difficulty:
● ● ○ ○

Potential Cost:
$200K - $499K
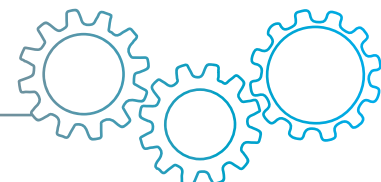
9. Strengthen relationships between Bed-Stuy Jobs Plus and tech training providers citywide.

In cases where a NYCHA resident is not accepted to a training program, the provider should give the applicant a clear referral to Jobs Plus so that the applicant can meet with a Counselor or Coach who can direct them to a more appropriate resource. Bed-Stuy Jobs Plus Counselors should meet directly with providers of all training programs listed in the Navigator.

Priority:
●●○○

Difficulty:
●●○○

Potential Cost:
Less than $80K

TECH SKILLS TRAINING

Career Advancement

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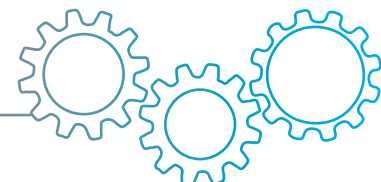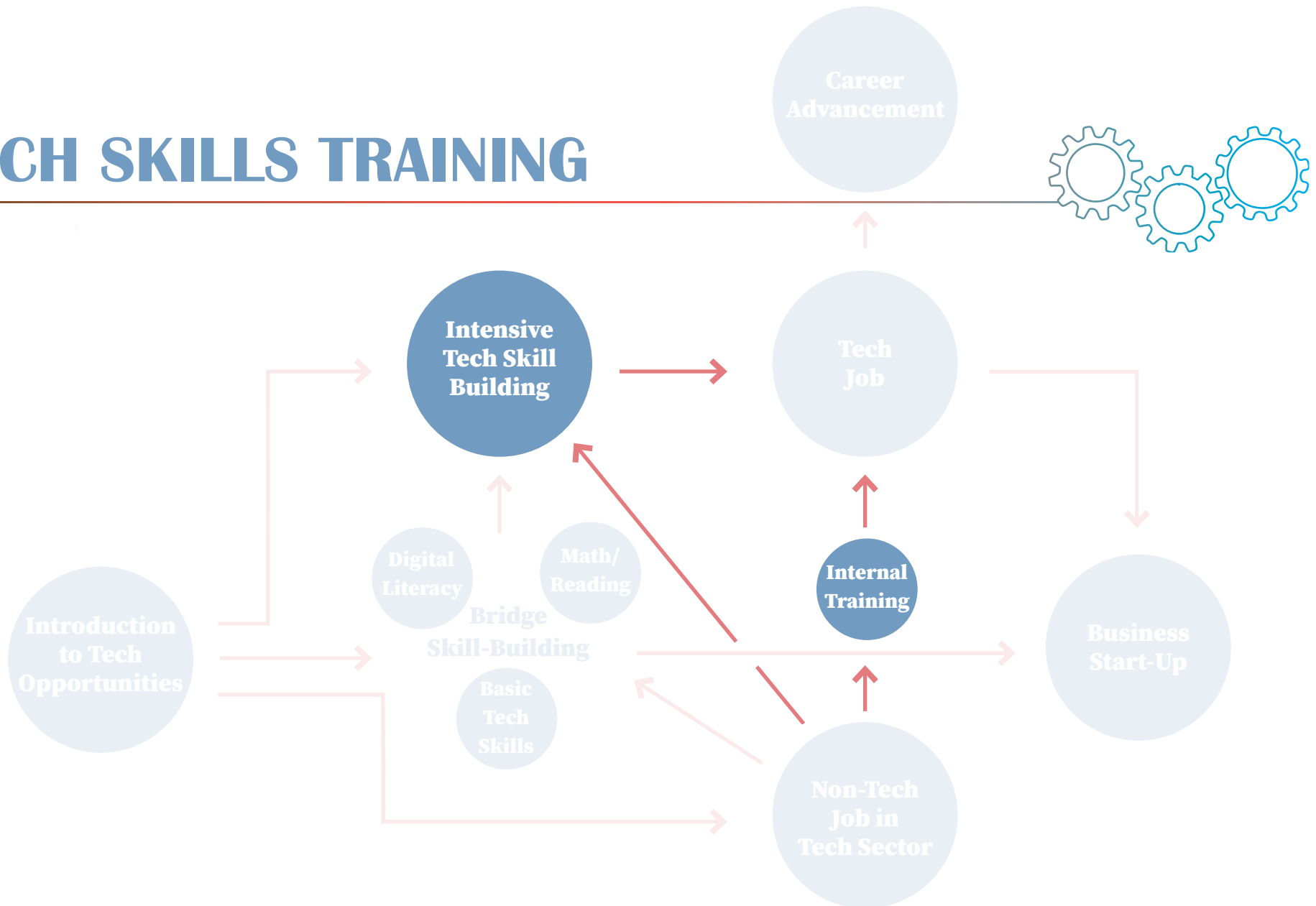
10. Provide tech workforce trainees with monthly MetroCards to cover the cost of travel in order to address a key cost barrier.

Standardize the inclusion of monthly MetroCards as a necessary cost per trainee for tech bridge and intensive tech programs alike. The provision of travel stipends or metro cards is an established best practice.

Priority:
● ● ● ○

Difficulty:
● ● ○ ○

Potential Cost:
$80K - $199K

11. While residents are engaged in any training, programs should utilize an "earn to learn" approach to reduce the opportunity cost barrier.

Training programs should standardize the provision of participant stipends/payments . Stipends should be robust enough to eliminate trainees' reliance on full time work to meet basic financial obligations.

For bridge programs, compensation could potentially take a graduated structure to help incentivize/ reward completion and transition into a full tech training program.
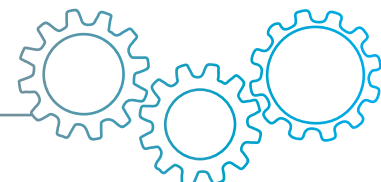
Priority:
● ● ● ○

Difficulty:
● ○ ○ ○

Potential Cost:
$500K or more

12. Further reduce training barriers by creating a trainee stipend fund linked to individual residents, rather than specific training programs.

Priority:
● ● ● ○

Difficulty:
● ● ● ○

Potential Cost:
$500K or more

Establish a stipend fund to supply residents with a baseline wage as they train for the future. The fund should be open to all adults. Fundable time should span the entire workforce pipeline.

The stipend should move with participants as they advance through their individual training journey, earning to learn irrespective of which training programs they select. *See Pilot 4: Universal Tech Training Income for Adults.*

13. Facilitate sharing of tech talent best practices among training providers and employer-led internal training programs.

Priority:
● ● ○ ○

Difficulty:
● ○ ○ ○

Potential Cost:
Less than $80K

The City should encourage the adoption of tech training best practices outlined by the Tech Talent Pipeline by endorsing programs and bootcamps that verify their adoption of best practices. If appropriate, developing a standard evaluation and/or benchmarks for key practices could be useful in helping employers understand the quality of the training.

Create an employer playbook that details an approach to building an internal tech talent pipeline. Identify a lead employer with proven success to spearhead the playbook content. Include incentives like the Brooklyn Chamber of Commerce "Good Help Workforce Services" On-the-Job Training Support, which helps firms create and institute internal training programs.

JOB PLACEMENT

Career Advancement

Intensive Tech Skill Building

Tech Job

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Digital Literacy

Math/ Reading

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Non-Tech Job in Tech Sector
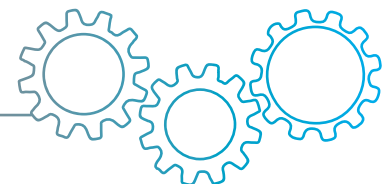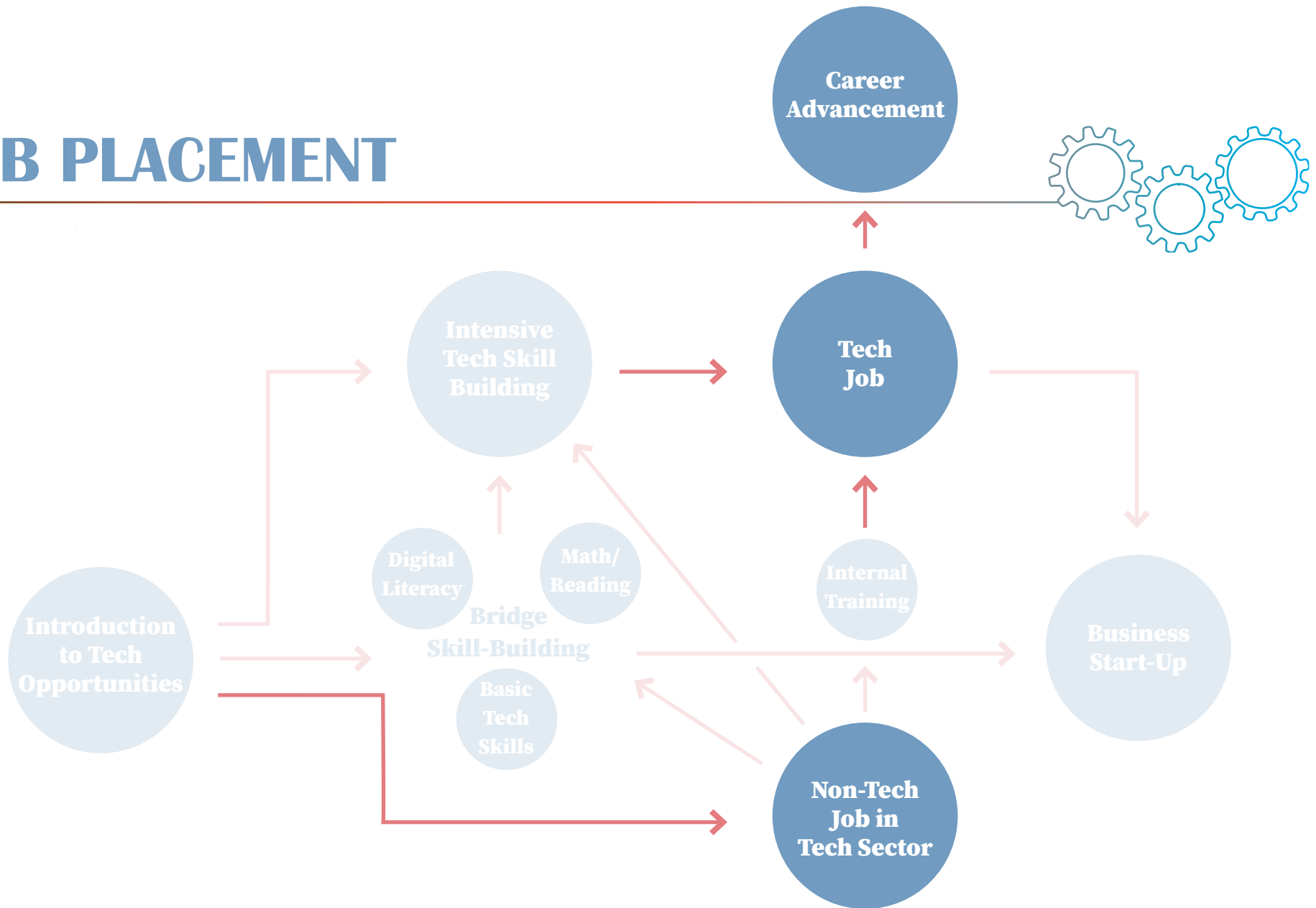
14. Ensure key support services remain available during the hiring process and after job placement.

Providers should ensure that health and social services remain in place as residents graduate from training into full-time work. Workforce service providers could partner with outside professionals or bring services in-house through full-time mental health and social worker positions.

NYCHA REES should foster a connection between tech training programs and NYCHA Childcare Pathways graduates to allow new tech graduates to easily identify local providers while supporting the NYCHA entrepreneur ecosystem.

Priority:
● ● ● ●

Difficulty:
● ● ○ ○

Potential Cost:
$80K - $199K

15. Establish a public-pr ivate partnership to fund extended childcare and travel subsidies for tech training graduates to counterbalance income increases.

Public and private stakeholders, such as foundations and employers, should collaborate on a funding stream to reduce the impact of childcare and transportation cost increases for new entrants into the tech workforce. In year one of employment, the full cost of childcare and transportation would be eligible for subsidy. A gradual decrease could be instituted each subsequent year up to year 3 following the start of tech employment.
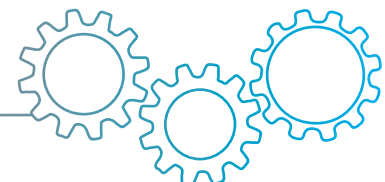
Priority:
● ● ● ○

Difficulty:
● ● ○ ○

Potential Cost:
$200K - $499K

16. Create a formal tech apprenticeship program for NYCHA residents, leveraging NYCHA and broader New York City procurement power .

Priority:
●●●○

Partner with tech workforce training providers to design an entry-level apprenticeship program for residents to learn vis-a-vis projects within NYCHA and NYC government agencies and build marketable work experience.

Difficulty:
●●●○

Employ guidelines modeled after HUD Section 3 hiring goals for technology contractors working with NYCHA and NYC government. Require City technology contractors to engage as official partners in the NYCHA apprenticeship program. *See Pilot 2.1: Tech Apprenticeship and Social Enterprise.*

Potential Cost:
$200K - $499K

17. Expand NYC tech competitions and initiatives to include a NYCHA focus in suppor t of building tech credentials.

Priority:
●●●○

Leverage the reach and power of public innovation initiatives to launch an interim BigApps competition targeting NYCHA residents, particularly those who are entering the tech training pipeline or are already part of the tech workforce. The competition could support trainees in developing independent work while leveraging emerging NYCHA talent to develop tech solutions.
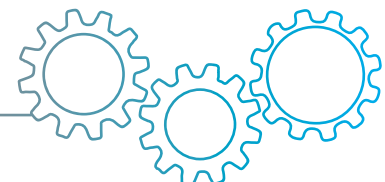
Difficulty:
●●○○

Potential Cost:
$80K - $199K

Additionally, the City should reserve space for NYCHA residents at PropTech NYC, making it a launching point for NYCHA residents in the realm of real estate technologies and ensuring the perspectives of NYCHA residents in the field.

18. Promote awareness of programs and other incentives available to companies that hire and train public housing residents.

Research and develop a one-stop resource detailing tax and other incentives from which tech companies may benefit by hiring public housing residents. While emphasis should remain on hiring for tech positions, such incentives could strengthen hiring of public housing residents for non-tech roles, with a long-range goal to engage in non-tech to tech internal career training.

Priority:
● ● ○ ○

Difficulty:
● ○ ○ ○

Potential Cost:
Less than $80K

ENTREPRENEURSHIP

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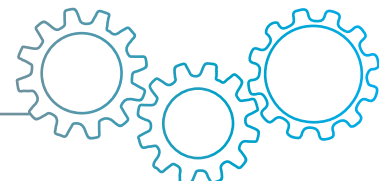
Business Start-Up
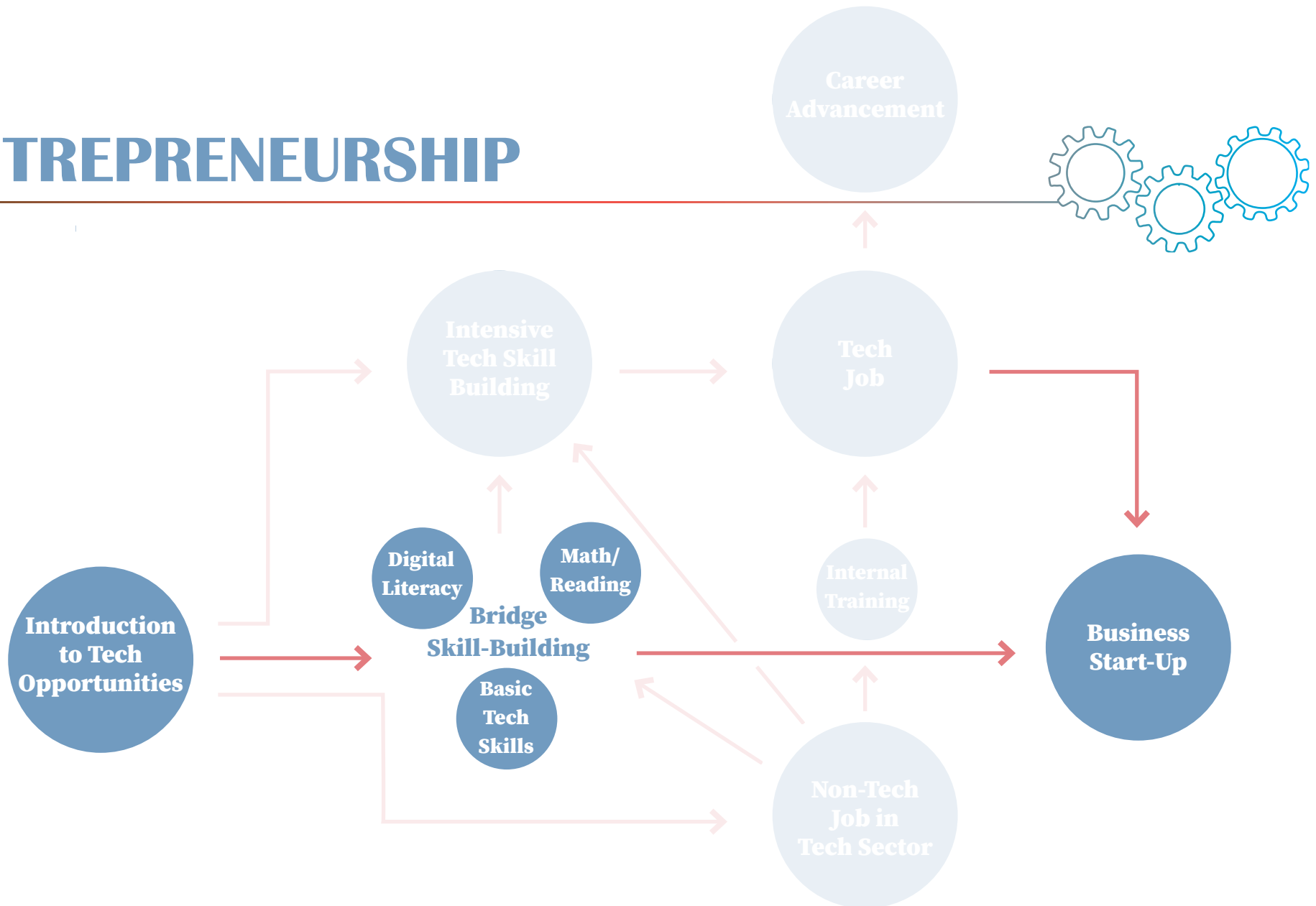
19. Make professional coaching available through the existing NYCHA REES relationship with a reputable coaching partner.

Provide access to professional coaches for aspiring entrepreneurs. In addition to tech-specific mentorship, certified career and professional coaches can provide a different type of professional and personal mentorship. Deeper coaching can be highly beneficial in building confidence, identifying and planning long-term goals.

Priority:
●●●●

Difficulty:
●○○○

Potential Cost:
$80K - $199K

20. Bolster NYCHA entrepreneur development by adding tech skills component to NYCHA Business Pathways and affiliate business development programs.

Improve training related to tech tools as part of the Business Pathways programs. Recognizing that some level of digital fluency is imperative for smart business operations, NYCHA entrepreneurs should have a core technology curriculum woven into their business development supports.

Formalize digital literacy, internet-based research, market research, web and social media analytics as key parts of the business development curriculum. *See Pilot 3: Entrepreneur Enhancement.*
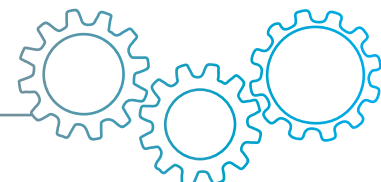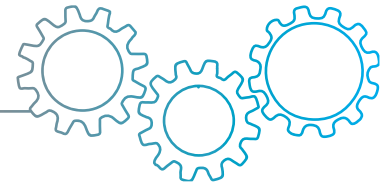
Priority:
●●●○

Difficulty:
●●●○

Potential Cost:
Less than $80K

PILOTS

Five pilots emerged as key opportunities extending from the project findings and recommendations. Pilots were selected based on their potential to impact persistent barriers in the NYCHA to Tech pipeline as well as their responsiveness to community input.

Pilot 1: Tech Workshops answer the call for a supportive connection to tech opportunities. Resident responses to research workshops were overwhelmingly positive and participants were ready to explore additional opportunities at the conclusion.

Pilot 2: Culturally Responsive NYCHA Tech Training puts resident experience and cultural context front and center, while also responding to the importance of workplace culture in shaping tech roles in practice.

Pilot 2.1: NYCHA REES Tech Apprenticeship leverages a proven approach to workforce development to meet resident demand for experiential learning.

Pilot 3: NYCHA REES Entrepreneur Enhancement focuses on equipping NYCHA entrepreneurs with key knowledge to operate their businesses with a competitive edge.

Pilot 4: Universal Tech Training Income for Adults pushes New York City to boldly invest in the future of a more equitable workforce by removing opportunity cost, the prevailing barrier for residents.
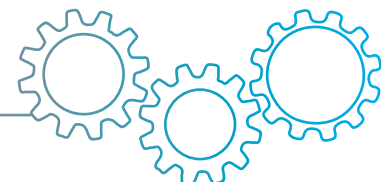
Pilot 1
Tech Workshops

Launch a recurring Tech Workshop series as an introduction to tech opportunities.

Estimated Cost: $75,000 - $100,000 for one year (assuming six series and 150 residents reached). A third estimated for staff costs; a third for participant stipends; and a third for materials, food, and childcare

Suggested Partners in Execution: Jobs Plus, TTP, YES! Bed-Stuy, NYCHA REES, Per Scholas, We Build Black, tech employers

The **key objective** of the Tech Workshops is to build trust and relationships, paving the way for residents to see themselves in the tech sector, gain an understanding of the tech landscape, and feel confident in finding a fitting opportunity. Workshops serve as an inclusive recruitment vehicle for City tech initiatives and tech training partners, providing deeper insights into existing assets and skills within the NYCHA resident community.

Pilot 1
Tech Workshops

Workshops function as network-building tools where participants:
- Connect to programs and an intergenerational community of neighbors
- Receive a dedicated mentor to support their tech journey
- Join a peer cohort for ongoing peer support

Facilitators lead residents through a 4-part series of structured activities to:
- Uncover existing assets and goals of participants
- Demystify tech opportunities and pathways
- Guide participants to concrete next steps

Use the format developed by Urbane Development in pilot workshops that took place in October 2019, and add a fourth session for hands-on tech work and a concluding "sign-up" activity to register residents for their preferred training. Locate workshops at Jobs Plus facilities and plan to test the use of NYCHA community rooms to increase accessibility for residents.

Action Step:
- City project team should identify an appropriate entity to lead workshop facilitation. Urbane will train the facilitation group and transfer materials. Jobs Plus and the workshop facilitator work together to solicit and solidify workshop partners (trainers, employers, graduates, community/workforce development partners, and mentors).

Pilot 2
Culturally Responsive NYCHA Tech Training

Meet the needs of NYCHA Bed-Stuy residents and employer partners through a program designed to respond to both corporate and participant cultural context.
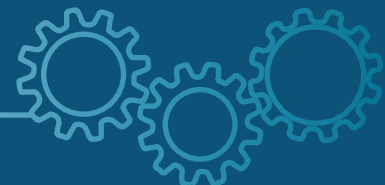
Estimated Cost: $350,000 - $500,000 for one year (assuming four cohorts); costs include curriculum development, recruitment and staff, participant stipends, travel, and mental health supports

Suggested Partners in Execution: NYCHA REES, Mastery Coding, We Build Black, Jobs Plus, TTP, YES! Bed-Stuy

A **culturally responsive** program uses cultural context to inform content development and delivery. Resident cultural context informs training structure, while corporate cultural context informs how skills are applied.

A Culturally Responsive Tech Training pilot fills the talent needs of an employer partner and is grounded in the experience of NYCHA resident trainees. Participants learn in-demand skills as applied in the context of an employer partner. Hard and soft skills are taught in a supportive environment, with trainers and material that connect with the target community.

This pilot has the flexibility to serve as a pathway into tech roles in the private or public sector. NYCHA and/or the City of New York should occupy the employer partner role for the pilot, informing a training that feeds into a tech apprenticeship as outlined in Pilot 2.1.

Pilot 2
Culturally Responsive NYCHA Tech Training

Training specifics:

- Curriculum developed by a partner with proven ability to create tailored training
- Approximately 90 hours of project-based modules with video courses over 12 weeks full-time or 24 weeks part-time with flexible scheduling
- Training stipend equivalent to $15/hour minimum recommended
- Connection to supportive services and mentorship
- Located at Jobs Plus, with facilitation by Tech Workshop partner
- Job placement with the employer partner is expected upon training completion
- Potential training tracks include the following, depending on employer partner needs: User Experience/User Interface Design (UX/UI), Java+ for Web Development, Unity Certification 3D Software Development, Project Management

Action Step:

- Convene NYCHA, EDC, WKDEV, and SBS representatives to determine the desired direction and framing of the training - either preparing candidates for a public sector tech apprenticeship or working with a private corporate partner to meet their talent needs.

Identifying a corporate partner with entry-level User Experience (UX) needs is recommended. An inclusive tech sector must allow broader perspectives and experiences to inform product development. Targeting Bed-Stuy NYCHA residents for UX roles provides at least two key benefits:

- **Residents learn transferable skills that build on existing social capital**
- **Employers gain insights into product use and gaps among a vastly underrepresented user group.**

Pilot 2.1
NYCHA REES Tech Apprenticeship

Leverage NYCHA and broader City of New York technology needs to support an apprenticeship to jump-start NYCHA resident tech careers.

Estimated Cost: $250,000 - $400,000 per cohort; costs include program development, recruitment and staff, participant stipends, travel, and mental health supports

Suggested Partners in Execution: EDC, TTP, NYCHA REES, SBS, Chamber of Commerce

Apprenticeships are a proven workforce development strategy for making opportunities more accessible to underrepresented residents. A NYCHA Tech Apprenticeship program creates resident opportunity while supporting some of NYCHA's operational needs.

NYCHA residents in Bed-Stuy perceive apprenticeships as secure opportunities. Residents also favor NYCHA and City employment, making these practical entry points for residents starting a new career. Apprentices work on projects for NYCHA and the City of New York. NYCHA tech needs should inform the apprenticeship direction. City tech service contracts may provide revenue streams to cover program costs.

Pilot 2.1

NYCHA REES Tech Apprenticeship

Focus projects could include:

- Create/update NYCHA and City web products and apps
- Web, app, and digital marketing support for local small businesses, including NYCHA REES Business Pathways entrepreneurs, through SBS

Training Specifics:

- Curriculum and facilitation by We Build Black or other partner with proven curriculum and business development credentials
- Approximately 9 months of project-based learning
- Target cohort of 20 participants for a deeply focused experience
- Mentorship connections through We Build Black, Tech Workshop partners and the proposed Flash Mentorship program
- Access to supportive services through Jobs Plus partners
- Apprenticeship stipend of $18/hour minimum recommended
- Leverage NYC Big Apps competition or other City tech and open data initiatives to build apprentice portfolios for future tech employment and increase NYCHA representation in municipal tech endeavors

Action Step:

- City project team should launch an audit of tech needs to inform the apprenticeship scope and curriculum, then identify a training developer.

User Experience (UX) Design apprenticeships should be considered a priority to support the development of responsive resident tools.

Pilot 3
NYCHA REES Entrepreneur Tech Skills Enhancement

Bolster NYCHA entrepreneurs through value-added tech skilling and tools for business owners.

Estimated Cost: <$80,000 for one year (assuming two cohorts and a total of up to 50 trainees) for staff prep, instruction time, and participant stipend

Suggested Partners in Execution: EDC, TTP, NYCHA REES, SBS, Chamber of Commerce, WIBO, BOC Net

Resident entrepreneurship is alive and well across the City's NYCHA campuses. In Bed-Stuy, residents of Marcy, Lafayette & Armstrong exemplify the ingenuity and creativity that drives residents to establish businesses that meet the community's needs.

Enhance existing NYCHA REES business incubation by incorporating a tech skills curriculum that goes beyond the basics currently offered by SBS. Extend this additive training to aspiring NYCHA entrepreneurs that do not fit within established NYCHA REES pathways.

Pilot 3
NYCHA REES Entrepreneur Enhancement

Offer tech training stipends to NYCHA REES entrepreneurs to enable them to invest time into building their business.

Match entrepreneurs with an appropriate tech mentor as part of the recommended Flash Mentorship program. Connect them with e-commerce mentors from Uncommon Goods, Etsy, Shopify, or similar tech companies to help build product development, sales, and digital strategy expertise. Identify a primary e-commerce partner to create a "Shop NYCHA" online destination.

For future consideration: Develop a business incubation program modeled after workforce training/ apprenticeship programs that incorporate wrap-around services and "earn to learn" support. This entrepreneur training should be open to any aspiring entrepreneurs working to start businesses that do not fit within the food or childcare pathways established through NYCHA REES. Incubate businesses using in-class time focused on regulatory guidance, business operations, accounting, and finance and digital marketing training.

Action Step:
  Convene NYCHA REES Business Pathways administrators and execution partners to outline RFP parameters for tech curriculum providers.

Pilot 4
Universal Tech Training Income for Adults

Reframe resident commitments to skilling-up for the tech workforce as valuable and valued work.

Estimated Cost: $250,000 - $600,000 for recruitment and program administration; range accounts for either income supplement or income replacement for up to 25 participants

Suggested Partners in Execution: New York City Council, Human Resources Administration, Jobs Plus, Tech Training Partners, New York Public Libraries

Financial constraints are a prevailing barrier for residents interested in skilling-up in tech. Tech Workshop participants cited "earn to learn" as key to accessing opportunities. Expand the inclusivity of tech training resources with flexible tech training income framework, providing basic income as residents train for the future. Fundable trainings should **include bridge programming and prep courses** , as well as immersive tech trainings.

Pilot 4

Universal Tech Training Income for Adults

Launch a test cohort of Marcy, Lafayette, and Armstrong residents interested in skilling up for the tech workforce.

- Establish a set of qualified opportunities, including full and part-time programs and single courses
- Work with Community Coaches to recruit 20 to 40 residents
- Enrollees create a training plan with Jobs Plus Counselors (or TBD partner)
- Collect dynamic trainee data throughout and use pipeline retention, training completion, and advancement benchmarks to test viability
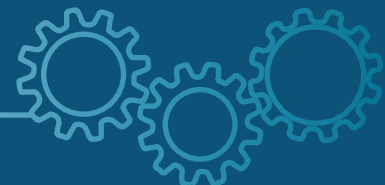
Tech training income could be supplemental or replacement. Accommodate both full-time (FT) and part-time (PT) training tiers. Income could be either:

- Income supplement at $700/mo. for FT trainees and $350/mo. for PT, or
- Income replacement at $15/hr. for FT trainees; $13/hr. for PT
  Note: $18/hr. is considered living wage.

Look to existing Universal Basic Income (UBI) models to structure the fund (Stockton, CA; Alaska; Finland, Switzerland, Netherlands), with municipal or state administration of the fund.

Action Step:

- Mayor's Office of Workforce Development and NYSDOL Division of Employment & Workforce Solutions should identify a philanthropic funder and thought partner to define the parameters of the fund.

EXPANDING THE NYCHA TO TECH PIPELINE

A Place-Based Approach to Tech Sector Opportunities in Bed-Stuy

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