

WPTI 2017 ANNUAL REPORT

Improving Practice & Building Systems

Improving Practice & Building Systems

Workforce Professionals Training Institute is coupling on the ground expertise in developing organizations and building the skills of practitioners into becoming a thought leader and influencer in the field of workforce development.

 <p>Message from Our Executive Director</p> <p>PAGE 3</p>	 <p>Improving Practice</p> <p>PAGE 4</p>	 <p>Building Systems</p> <p>PAGE 6</p>	 <p>Positioning for the Future</p> <p>PAGE 8</p>
<p>Leadership and Governance</p> <p>PAGE 11</p>	<p>Organizational Sustainability and Growth</p> <p>PAGE 17</p>	<p>Results and Impact</p> <p>PAGE 21</p>	<p>Partners and Supporters</p> <p>PAGE 22</p>

Workforce Professionals Training Institute

11 Park Place, Suite 701, New York, NY 10007

Tel: 646-278-5685 | info@wpti.org

[f](#) [t](#) [in](#)

Message from Executive Director

Driving change at the practice and system levels



Perfecting Our Mission

We all know that the economy is stronger today than it has been over the past few years. Unemployment in New York City is down to 4.7%. Further, an economic snapshot produced by the Office of the Comptroller of every NYC neighborhood shows some interesting shifts over the last 15 years, including a 41% increase in the number of businesses in our most economically challenged neighborhoods. Yet research conducted by NYC Opportunity shows that over 800,000 NYC residents still live in poverty, and approximately 130,000 youth ages 17-24 are out of school and out of work based on recent research by JobsFirstNYC. For the majority of these low-income individuals, getting a good job is the first step towards achieving self-sufficiency. Many turn to and rely on the myriad of practitioners in community-based organizations, community colleges, labor unions, and government agencies for critical services to help them connect to employment.

We also know that automation, digital platforms and other innovations fueled by technological advancements are changing jobs, skills, wages and the fundamental nature of work. Many of our workforce service providers are operating with limited resources and need to be better equipped to effectively assist the thousands of low-income individuals they serve, which include ex-offenders, domestic violence survivors, at-risk youth, welfare recipients, immigrants, individuals with low-literacy, as well as long-term employed in need of new skills. Workforce Professionals Training Institute's (WPTI) work is centered around the practitioners and organizations that help low-income individuals prepare for and navigate career paths to quality jobs and family supporting wages, while meeting the talent needs of local business customers.

Our mission is to increase the effectiveness of people, programs and organizations that are committed to generating pathways out of poverty through employment.

Solidifying Our Model

We recognize that frontline practitioners and their organizations are not doing this work alone; there is a wider spectrum of stakeholders from across the interdisciplinary workforce development ecosystem that influence, advocate and support the mobility of low-income individuals from poverty. This includes philanthropic funders, government agencies, elected officials, intermediaries, private sector businesses, secondary and post-secondary institutions, labor unions and more. ***With this in mind, we have expanded our business model to include a three-tiered approach to strengthen capacity at all levels of the workforce development system:*** professional training to develop skills, competencies and careers

of frontline practitioners; organizational consulting to improve program quality, increase efficiency and maximize productivity and; systems building to create linkages, foster research to identify field gaps and influence funding and best practice priorities.

Supporting professionals and a committed workforce that includes multiple stakeholders across a fragmented workforce development ecosystem, means we must rely on our own team of dedicated professionals and board of directors as well as our funders and partners in this work. We also must continue to strengthen our organization and improve our services to support our customers and the field. To better position WPTI to do this work, over the past year we expanded our team to nine highly talented staff members; appointed new Board leadership and recruited six new board members—including five from the private sector; embarked on a strategic planning process that resulted in four strategic imperatives to guide WPTI over the next few years; and launched the Workforce Field Building Hub to facilitate increased coordination, identify gaps and spur innovation. Further we provided services to over 1,140 practitioners from 480 organizations with a 90 percent customer satisfaction rating.

Positioning WPTI for the Future

Throughout this report, you will see that the components of our work intersect with each other. We develop individual skills, support organizational capacity building, and build systems to innovate, experiment with, and evaluate new paradigms – all with a focus on implementation, high quality service delivery and a more coordinated workforce development ecosystem that meets the needs of low-income jobseeker constituents and employer customers.

Workforce development professionals in NYC serve in excess of half a million low-income individuals per year. These individuals need access to high quality education, training and employment services to facilitate their mobility out of poverty, and local businesses need qualified candidates to meet their bottom lines. Our goal is to support every practitioner charged with helping people achieve economic independence, establish standards of practice and foster a more coordinated and innovative workforce development system. We still have much work to do to achieve this goal. On behalf of our Board and staff, thank you for your partnership, support and commitment to impacting for the better the lives of New York City jobseekers, workers, and businesses.

Warm regards,
Sharon Sewell-Fairman

Improving Practice

Driving excellence and innovation in workforce programs

WPTI continues to build the skills and capacity of practitioners to help thousands of low-income and disadvantaged jobseekers achieve economic independence by improving organizational capacity and performance. With shifts related to New York City's Career Pathways framework and the federal Workforce Innovation Opportunity Act, our services have been in great demand among employment, education, social service, and youth services providers.

Developing Leaders



WPTI remains deeply committed to our original purpose of building the skills of workforce practitioners to better meet the needs of low-income, unemployed and underemployed individuals. Many practitioners whose job involves providing connections to employment and career pathways for people in our most economically challenged communities lack professional growth opportunities themselves. Research shows that many workforce professionals found their jobs first and discovered that they had joined a field only later. Professional development is often informal and career pathways in workforce development are ill-defined.

Further, we are facing a potential leadership cliff, as the majority of organizational founders and leaders begin to look to retirement over the next decade. To that end, with the gracious support of American Express, Altman Foundation and the Clark Foundation, and in partnership with Corporation for a Skilled Workforce, the Chicago Jobs Council, the Baltimore Office of Workforce Development and the Center for Urban Families,

WPTI launched an inaugural Emerging Leaders Academy last year. We recruited 28 high potential workforce development professionals from five American cities: New York, Baltimore, Chicago, Tulsa and Detroit. Participants gathered for a week-long convening in New York City followed by collaborative Change Agent projects focused on addressing the local needs of young men of color in each of the five cities. Participants also received individualized coaching and mentoring to help them define their career goals. The leadership development program resulted in seven participants being promoted within a year of completing the program; the Chicago team won an Ideas & Actions Award from the Chicago Jobs Council for the project they conceptualized; and several partnerships and networks were established to better serve young men of color in their respective local communities.

We also continued to refine and enhance our roster of 30+ training courses and rolled out a few new courses such as: Using a Trauma Lens in Workforce Development, Customer Journey Mapping for Job Seekers and Immigrants' Rights in the World of Work.

Strengthening Organizations

Capacity Building Initiative for Career Pathways Implementation: Young Adult Literacy Program (YALP)

WPTI partnered with New York City Department of Youth & Community Development the Mayor's Offices for Economic Opportunity and for Workforce Development, and City University of New York to develop a comprehensive and contextualized 11-week curriculum that built upon, strengthened and supported the effective transition of the YALP program model to

a Contextualized Bridge Program. We also supported the design and development of a Mentored Internship Program to help better engage and prepare YALP participants for the world of work and to move forward to attain their High School Equivalency diploma. The capacity building effort



Improving Practice

targeted and supported seven program sites throughout the city including government agencies, community-based organizations, public libraries and educational institutions. This project is an innovative pilot project that applies a Career Pathways approach to 16-24 year old out-of-school young adults with low basic literacy and math skills. The curriculum applied contextualized learning based in career awareness and industry/employment sectors. Healthcare and Information Technology are explored in depth.

Mentored Internship Project for Foster Youth

Foster care youth often struggle with emotional trauma, mental illnesses, multiple foster care placements, low literacy skills, low self-esteem, and a lack of adult role models, which inherently create obstacles when interviewing with employers, performing work tasks and trusting adults. Center for Urban Future documented in a report that foster care youth fare far worse in the local labor market than other disconnected youth groups. These youth rely on non-profit organizations to help them acquire the tools, skills and opportunities necessary to understand their career choices and access the labor market.

WPTI is partnering with the Pinkerton Foundation, New York City Administration for Children Services, NYC Center for Youth Employment, New Ways to Work, Youth Development Institute, and Youth Communications to support six of the City's leading foster care agencies with implementing an in-house mentored internship program for foster care youth. This pilot program model includes career exploration, work readiness preparation, connections to the world of work through a structured internship, career counseling and mentoring, and other necessary supports. The Mentored Internship program will help at least 200 vulnerable young people experience valuable work opportunities in a familiar setting that can help prepare them for external internships and employment opportunities. WPTI along with our partners are preparing the foster care agencies through training and capacity building efforts to implement this program, and build a cross agency community of practice to embed learnings.

"Our goal is not only to help the interns develop workplace skills," said Pinkerton Vice President Laurie Dien, "but to go beyond traditional front-line social service workers and deepen a supportive culture in each of the organizations. We have been delighted by the enthusiastic response from the leadership of the foster care agencies, ACS and Center for Youth Employment."

"This initiative has the capacity both to positively impact the lives of hundreds of young people in foster care, and to help drive larger system change in how we prepare youth for the world of work," said David Fischer, Executive Director of the NYC Center for Youth Employment. "We are thrilled to help bring together the private and public sectors to support young people aging out of foster care in achieving their employment and career goals."

Designing Tools

Creating Resources to Strengthen Program Design and Facilitate Common Language in Program Services



Career Pathways and WIOA emphasize helping low-income youth and young adults plan for their career, not just their first job. Work-Based Learning is serving as an important element in this new paradigm. High-quality Work-Based Learning provides opportunities for the acquisition of academic, technical, and workplace/professional skills

among youth and young adults engaged in a Career Pathways approach to education and training.

A core aspect of WPTI's model is developing resources for use in numerous programs and settings. These resources promote best practice strategies, provide a baseline for program design, and create common language and approach to program services. This past year, WPTI partnered with New Ways to Work and New York State P-TECH with the support of New York Department of Youth and Community Development and the Pinkerton Foundation to create a Work-based Learning toolkit for youth workforce development programs. The development of the Work-based learning toolkit was informed by a select group of leaders and frontline practitioners across New York City and leveraged materials from NYS P-TECH and California Earn & Learn Programs. This valuable resource was designed to help non-profit providers and educational institutions effectively prepare and create more impactful Work-based Learning opportunities for low-income youth and young adults.

Building Systems

Launching the Workforce Field Building Hub

New York City is exceptionally diverse in the types of organizations that form our workforce system. Yet due to the sheer size and complexity of these multiple actors, the sum of our workforce ecosystem often is far less than its parts. *The Workforce Field Building Hub (The Hub)* offers a unique opportunity to bring together experts and draw upon strengths from each corner of our workforce system to identify common issues and solutions, encourage collaboration, share expertise, and help build a truly market-driven, 21st Century workforce system.

Launching New Initiatives



Monitoring the Minimum Wage

The minimum wage in New York City has been increasing, incrementally, from \$8 per hour in 2014 to \$15 per hour by December 31, 2018. Each increase presents opportunities and challenges for local businesses and for workers and jobseekers earning at or near the minimum wage. The Hub, in collaboration with the New School Center for New York City Affairs and Hub Senior Fellow Dr. James Parrott, is releasing a series of briefs on the impact of the increasing minimum wage over several months. Briefs draw upon economic research, local case studies, and examples from other localities. Following a successful symposium event this February and the release of the first set of three briefs, we will continue our work on this vital topic with additional briefs.



Convening the Field

In an effort to strengthen the workforce development field and amplify successful practices, The Hub led a series of convenings throughout the year to elevate important and timely topics. With the launch of NYC Human Resources Administration's new Career Services program, The Hub partnered with Grant Associates to bring together over 100 vendors and subcontractors to facilitate partnership development to support implementation. We also partnered with the New York Association of Training and Employment Professionals to bring together national experts to discuss the opportunities and challenges of combining public assistance and workforce development programming. Further, we used cutting edge research produced by the NYC Labor Market Information Services on careers in the healthcare sector. The goal of this sector focused convening was to create a forum for open dialogue between and among the leaders of training and education providers within the healthcare sector about in-demand occupations and careers they should prepare their low-income job seekers for in the future. The Hub is committed to creating tables for information sharing, debate and solutions to strengthen the workforce development ecosystem.

Building Systems

Benchmarking Best Practices

Another goal of the Hub is to examine various evidence-based and promising employer-engagement models by inviting local and national leaders from across sectors to discuss and share their employer-engagement experiences. This is informing our development of capacity-building supports to aide providers in effectively creating strong employer-engagement strategies and scaling more employer friendly programs. In 2017, WPTI partnered with JobsFirstNYC with the support of the Pinkerton Foundation to launch Benchmarking for the Young Adult Sectoral Employment Program (YASEP) capacity building initiative. The goal of this project is to examine and benchmark the current business engagement practices of a cohort of five YASEP workforce training providers, and focus on increasing their ability to more effectively work with businesses and institutionalize the communication and data feedback loops necessary to sustain this work. The initiative uses the Benchmarking Success Drivers tool created by WPTI, Corporation for a Skilled Workforce, and the Chicago Jobs Council. Strategies and learnings from the multi-year initiative will be shared with a broader audience of workforce programs, locally and nationally.

Raising Workforce Development's Profile

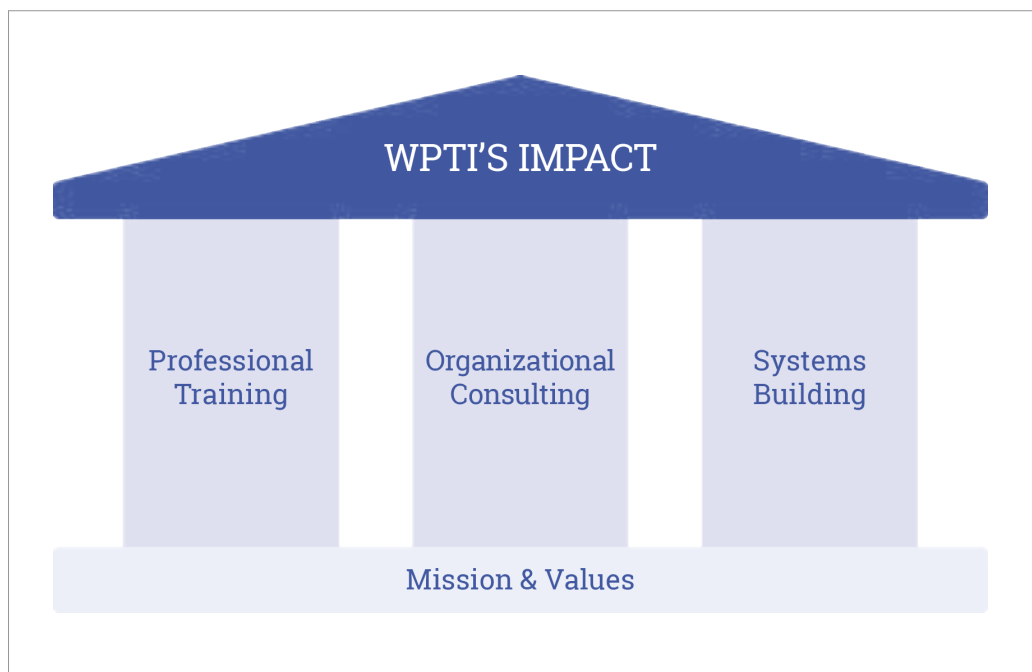


The New York Daily News features spread on the Workforce Development System

A motivating factor in the creation of The Hub was to shine light on the assets and challenges facing workforce development in our City. By raising visibility we are able to engage a wider range of stakeholders directly and indirectly involved in the workforce system in a bigger conversation, emphasizing the critical role of workforce development to the current and future vitality of the economy. The Hub was able to forge a connection and work closely with the NY Daily News in their efforts to bring the topic of workforce development to a larger audience, resulting in a 12-page insert in the November 9 edition of the paper. The Hub was recognized as a key contributor to building and unifying the workforce system

Positioning for the Future

Establishing the north stars that will guide our future



WPTI increases the effectiveness of people, programs, and organizations that are committed to generating pathways out of poverty through employment.

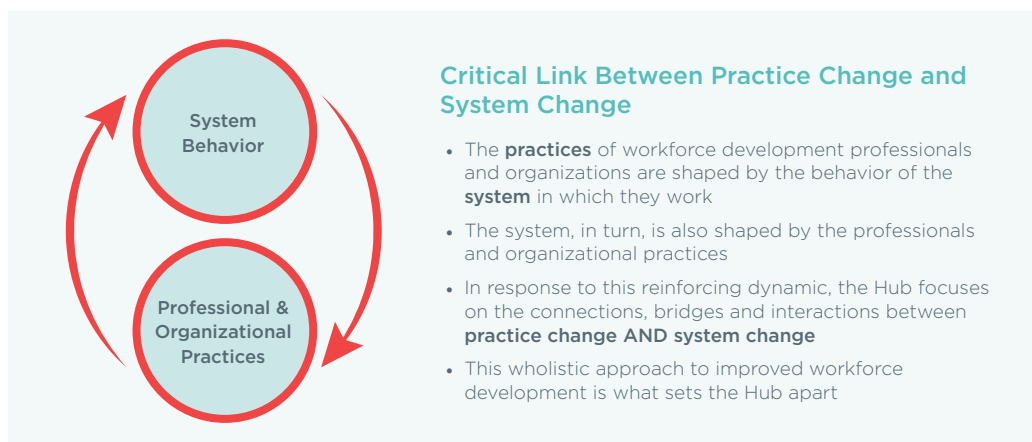
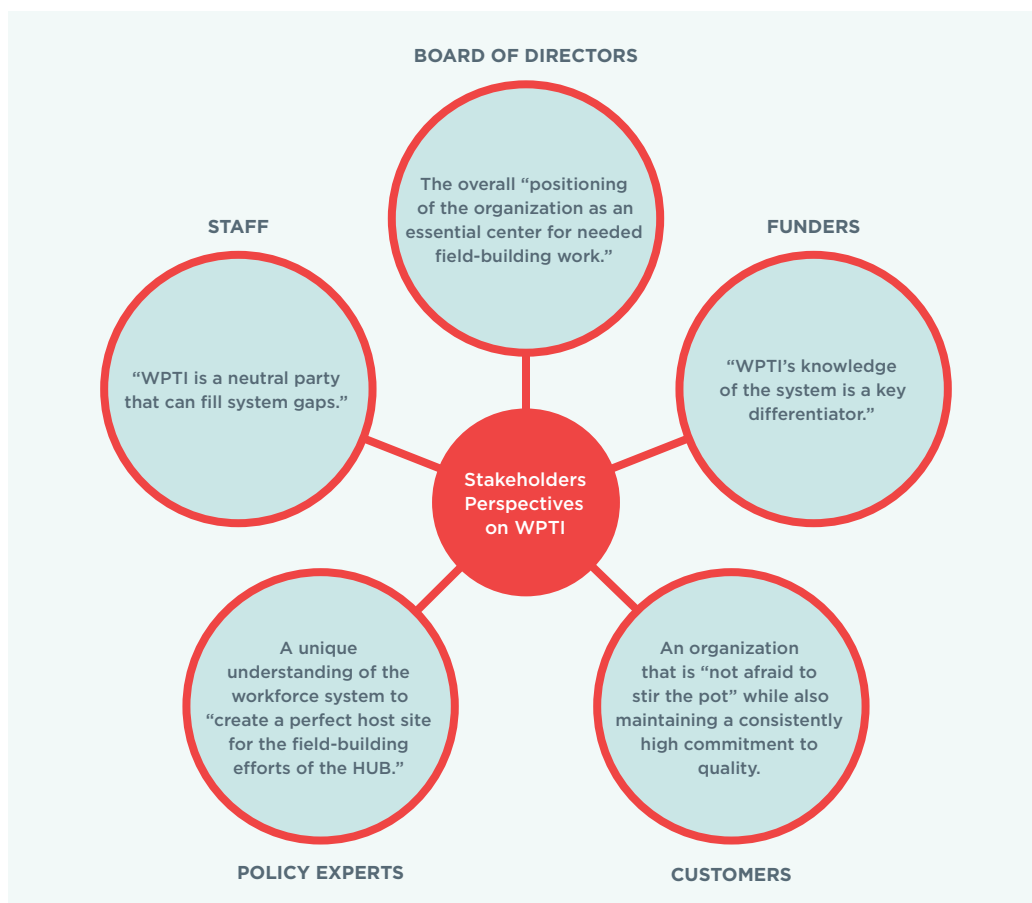
"It is time for us to shift into a higher gear, to clarify the direction of true north for WPTI, and to move towards a results-driven approach to the workforce development ecosystem capable of having a measurable impact on the unique needs of vulnerable populations. Rigorous standards of numeracy, controllability, repeatability, and insightfulness must be combined with our singular commitments to human service to create more and better employment opportunities for all under-resourced communities."

— WPTI's Board of Directors

Positioning for the Future

Heard from Stakeholders

Listening to the workforce development ecosystem is a core competency required to facilitate system change. At WPTI, it can even be said that the impact of our work as-a-whole is largely premised on the power of deep listening as a springboard of engaged action. Depending on the unique orientation of the individual stakeholders engaged, the key conversational themes vary somewhat yet always with strong focus upon around quality, service, evolving expertise, innovation, and the power of impassioned individuals to facilitate widespread change.



Positioning for the Future

Four Strategic Imperatives for the Immediate Path Ahead

Evolving from a rigorous six-month process, and with our passion for engaged human service and social engagement as guiding lights, four strategic priorities have crystalized as the anchors for the phase ahead.



Identify critical gaps in order to support and advance a unified workforce development system



Share highest-impact workforce development interventions



Improve service quality and overall field performance



Build financial and organizational stability

Leadership and Governance

Our Board of Directors has legal and fiduciary responsibility to the organization, and have full authority and responsibility to provide strategic guidance; develop policies for the operation of the organization; monitor financial health, programs and overall performance.

Welcoming New Leadership

In the past year, we had to bid farewell to our dynamic, energetic champion and Board Chair, Blake Foote, who completed a six year term on the Board this past Fall. But thankfully due to a strong depth of talent in our Board and thoughtful succession planning by Blake and our Executive Committee, we were able to seamlessly transition to our new Board Chair, Paul Ortega, and Vice Chair, Matt Harty. They are tasked with continuing our organizational sustainability and growth, and enacting our new strategic imperatives.



Paul Ortega

Chair

National Director for Training and Organizational Development at Swiss Post Solutions

Paul has more than 20 years of consulting, training and organizational development experience and has worked with Fortune 500 companies across a variety of industries. Paul's professional expertise includes talent strategy and development, performance management, competencies, selection systems, learning and development, coaching, and leadership and management consulting.



Matthew Harty

Vice Chair

Head of Programs in Social Enterprise and Deputy Associate Dean at Columbia Business School

Matthew is the Co-Director of Programs in Social Enterprise at Columbia Business School and the Program Director of the Senior Leaders Program for Nonprofit Professionals. He serves on the admissions and scholarship committees for both the Senior Leaders Program and Developing Leaders Program for Non Profit Professionals. In addition, Matthew develops and manages relationships with multiple foundations interested in supporting their grantees' enrollments and develops customized executive education programs for nonprofit organizations.

Leadership and Governance

Introducing New Members



Andrew Fayad

CEO and Managing Partner
eLearning Mind

Andrew oversees sales, marketing, and strategic growth opportunities. eLearning Mind is an e-learning design and development agency that helps companies transform their existing learning materials into memorable and engaging e-learning experiences.



Harris Freier

Partner
Genova Burns-Attorney-At-Law

Harris litigates employment law cases regarding age, race, religion, gender, and disability discrimination before state and federal courts. He has significant class action experience litigating cases under ERISA, the Fair Labor Standards Act and state wage and hour laws. He also has experience with restrictive covenants including pre-invention assignment agreements.



Colin Mincy

**Senior Manager/
Head of HR Operations**
Open Society Foundations

Colin oversees the implementation and compliance of human resources policies and procedures, and oversees payroll, benefits, labor relations, mobility in the US. He also serves as a strategic HR Partner for US Programs, Strategy, Global Drug Enforcement, Women's Rights Groups, and International Migration Initiative.

Leadership and Governance

Introducing New Members



Naadia Quader

**Head of Product Management,
Media Distribution**

Bloomberg LP

Naadia has over 15 years of in depth experience in Product Lifecycle management across multiple industries which include Information Technology, FinTech, Media and Publishing. She has a proven track record of developing product and commercial strategies, leading cross functional teams, and implementing B2B as well as B2C digital experiences and capabilities.



Raabia Shafi

Founder

Raabia Shafi Consulting

Harnessing over 15 years of experience in directing multi-national leaders in the structuring, selling, and implementation of new business ideas and global crisis management with organizations such as Hospitality Quotient and Booz Allen Hamilton, Raabia applies her signature consulting approach to design and implement strategic engagements that drive profitability and productivity for clients across multiple industries.



Lailany Sierra

**Head of People Solutions, Global
CHANEL**

Lailany is currently the Executive Director, HR Readiness at CHANEL and is responsible for facilitating organizational transformation as the company implements a new Best-in-Class HR technology solution. Leveraging her extensive global experience in managing HR operations and system implementations, she serves as the Functional Lead for the project, leading the design, coordination and validation of future processes while challenging current practices and ways of working to evolve the strategic intent and the future HR Operating Model.

Leadership and Governance

Engaging Events

Our Board is constantly looking for new ways to be ambassadors of WPTI and grow our network of supporters. This year saw us continue to build upon the success of our Fall Benefit, and to host a spring Friendraiser to expand our network of champions and volunteers.

First Board Friendraiser



As WPTI has grown and matured, we have looked to new methods to recruit Board Members who will provide the vision and leadership to take our work to the next level.

Last May, WPTI Board Chair, Blake Foote, graciously hosted our first ever Board Friendraiser event. Our current Board Members invited their network of friends and colleagues to learn more about WPTI, what we do, and how we serve the workforce development community.

Third Annual Fall Benefit



WPTI's Board of Directors and Staff hosted our third annual Fall Benefit in September. We enjoyed a wonderful evening with a record turnout of over 100 guests from the workforce development field and beyond. We had much to celebrate with the growth of our organization and addition of the Workforce Field Building Hub.

It was an honor and pleasure to spend the evening with friends and colleagues, and to honor dynamic leaders in the field:

- Blake Foote, *Former Board Chair and Workforce Consultant*
- Plinio Ayala, President & CEO, *Per Scholas*
- Gregory Hambric, Talent Acquisition Manager, *Modell's Sporting Goods*

Leadership and Governance

Board of Directors

Paul Ortega

Chair

National Director of Training & Organizational Development

Swiss Post Solutions

Matthew Harty

Vice Chair

**Head of Programs in Social Enterprise and
Deputy Associate Dean**

Columbia Business School

Andrew Fayad

CEO and Managing Partner

eLearning Mind

Suzanne B. Foran

Vice President of Operations

Eckerd Youth Alternatives

Harris Freier

Partner

Genova Burns-Attorney-At-Law

Jill Hyland

Executive Director, Professional Education and Workplace

CUNY School of Professional Studies

Tamsin Jones

Director, Human Resources

Women's World Banking

Colin Mincy

Senior Manager/Head of HR Operations

Open Society Foundations

Deldreana E. Peterkin

Director of Workforce Development

NYC Department of Probation

Russ Pomeranz

President and CEO

Claverack Advisory Group

Naadia Quader

Head of Product Management, Media Distribution

Bloomberg LP

Raabia Shafi

Founder

Raabia Shafi Consulting

Lailany Sierra

Head of People Solutions, Global

CHANEL

Leadership and Governance

Advisory Committee Members

David Bolotsky

Founder & CEO

Uncommon Goods

Sean Cullen

Sustainability and Community Partner

Uncommon Goods

Diane Edelson

Executive Vice President

Grant Associates

Blake Foote

Independent Workforce Development Consultant

Suzanne Foran

Vice President of Operations

Eckerd Youth Alternatives (WPTI Board Member)

Lowell Herschberger

Director

New York City Labor Market Information Service

Lesley Hirsch

Director

New York City Labor Market Intelligence Services

Faiza Issa

Director

SKILLFUL, Markle Foundation

Melinda Mack

Executive Director

NYATEP

Paul Ortega

National Director of Training and Organizational Development

Swiss Post Solutions (WPTI Board Vice Chair)

Marjorie Parker

President & CEO

JobsFirstNYC

Syrine Reese

Head of Talent Acquisition

Healthfirst

Kelly Richardson

Managing Director

New York, Per Scholas

Linda Rodriguez

Head of The Fellowship Initiative

JPMorgan Chase & Co.

Jennie Sparandara

Vice President, Global Philanthropy

JPMorgan Chase & Co.

Valerie Westphal

University Director of Continuing Education and Workforce Programs

CUNY

Faith Wiggins

Director

Homecare Education Fund, 1199 SEIU Training and Employment Funds

Ira Yankwitt

Executive Director

Literacy Assistance Center

Organizational Sustainability and Growth

Securing the talent and resources to meet our mission

Welcoming New Additions to Our Growing Staff



Stacy Woodruff

Director

Workforce Field Building Hub

Stacy brings to WPTI more than a decade of experience in workforce policy development, research and evaluation, most recently as a program advisor for the NYC Mayor's Office of Workforce Development. Stacy was previously a researcher for Public/Private Ventures, managing multiple workforce development-focused evaluation and demonstration projects across the nation and authoring multiple reports on workforce issues.



Kasia Tazearslan

Associate

Workforce Field Building Hub

Kasia brings over seven years of diverse experience from the government and non-profit sector. In her most recent role with Upwardly Global, she held multiple roles including outreach coordinator and trainer and employment services specialist assisting highly skilled immigrants in rebuilding their professional career in the U.S.



Jenny Pierre

Director of Consulting

Jenny brings to WPTI a blend of direct human services, workforce development and management experience through multiple experiences across the NYC metro area. Jenny received her master's degree in Public Administration specialization in Law and Public Management, and a bachelor's in Criminology from CUNY John Jay College of Criminal Justice.

Organizational Sustainability and Growth

WPTI Staff Members



Sharon Sewell-Fairman

Executive Director

Sharon Sewell-Fairman joined WPTI in 2010 and was appointed Executive Director in October 2012. She brings to WPTI over 20 years of workforce development experience at the local, state and national level through roles with Consortium for Worker Education, New York Association of Training & Employment Professionals, New York City Employment & Training Coalition, National Association of Workforce Boards in Washington, DC, and Wadley-Donovan Growth Tech, LLC.



Bruce Carmel

Chief Program Officer

With a doctorate in applied linguistics, Bruce Carmel has focused on nontraditional and adult education for over twenty-five years. Before joining WPTI in 2016, he served as a Senior Director of the Bronx Youth Center, a project of FEGS Health & Human Services and The Door; Deputy Executive Director of Educational Services at Turning Point; Curriculum Director for the Adult Literacy Media Alliance, where he helped launch the educational television series TV411; and managed education and employment programs in libraries, summer camps and several community-based organizations.



Markus Ward

Director of Operations & Development

Prior to joining WPTI in 2016, Markus Ward served as Special Assistant to the Executive Director of Year Up New York, with specific responsibilities for managing the organization's Leadership Council and implementing protocols to shape priorities and maximize operational efficiencies. He has also worked for SCO Family of Services and City Year New York on child welfare issues.

Organizational Sustainability and Growth

WPTI Staff Members



Sabeen Pirani

Director of Training

With over 10 years of experience in youth and workforce development prior to joining WPTI in 2016, Sabeen Pirani brings a wealth of front-line experience to the training room. She oversaw the daily operations of The Door's Bronx Youth Center; managed a "Learning to Work" program site, created a Sheltered Internship Program model for young people with a dual diagnosis, and placed hundreds of young people into internships and employment at FECS Health and Human Services; and helped young adults launch social enterprise through Youth Venture. She earned a BS in Public Health Education from Indiana University, Bloomington.



Saki Mori

Operations & Development Manager

Saki Mori joined WPTI in April 2012, with extensive experience in the New York City non-profit community, including direct service work with youth, program management, fundraising, and event planning. She has coordinated programs and events for Harlem RBI, Figure Skating in Harlem, Madison Square Park Conservancy, Swish Ally Fund, Asian American International Film Festival/ Asian Cinevision, and M.O.V.E. Mentoring and College Access. As Office Manager, she oversees day-to-day administration and special projects coordination.



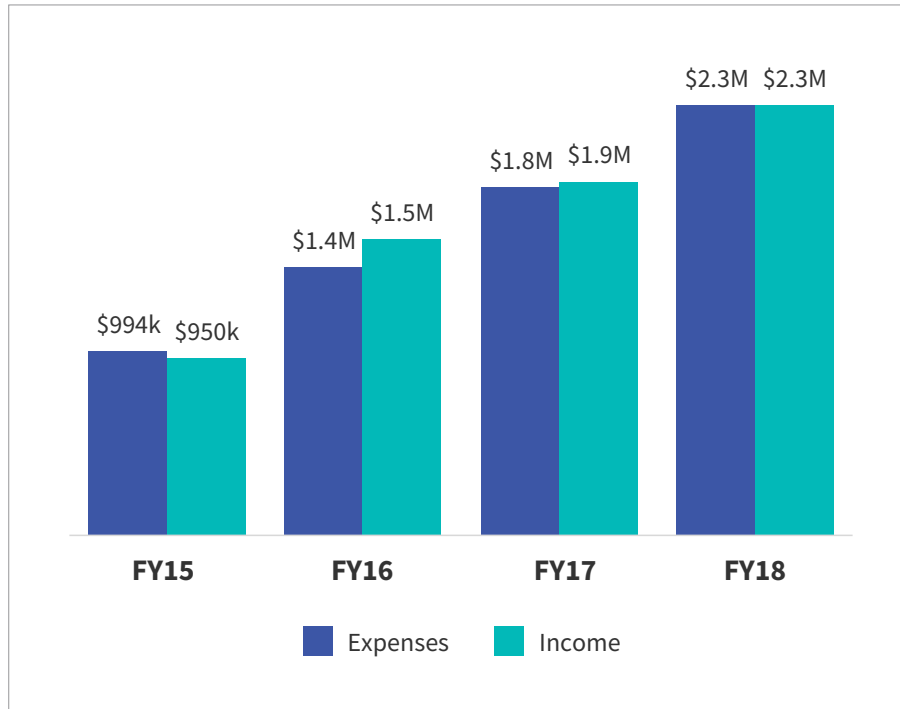
Anabel Diaz-Guzman

Program Associate

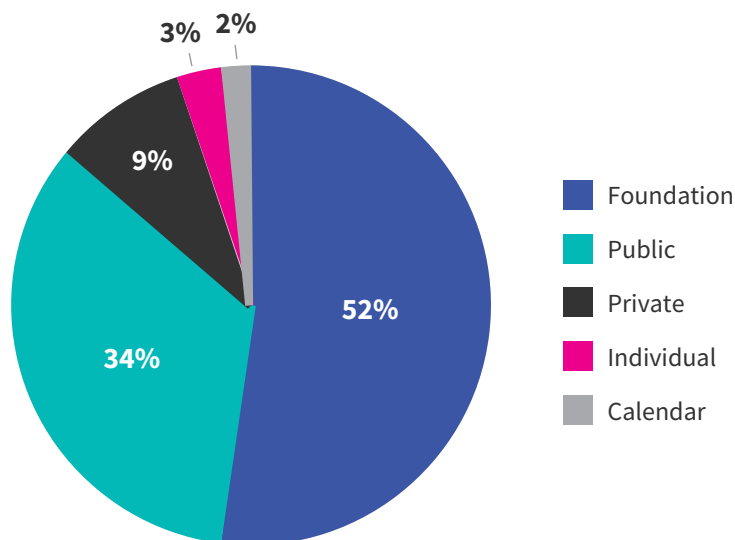
Anabel Diaz-Guzman joined WPTI in July 2015, after a summer internship with the organization the year before, during which she researched trends within the workforce development field. Prior to WPTI, she worked in organizations that provided training and tutoring services to traditional, adult, and ESL students. Her interests within the field include labor economics and policy. She received her BA in Economics with an English minor from Muhlenberg College.

Organizational Sustainability and Growth

Financials at a Glance



FY17 Revenue Mix



Results and Impact

Leveraging the skills, abilities, and reach of our network to enhance and improve our work

WPTI's Impact

94%

rated the sessions as
“Excellent” or “Good”

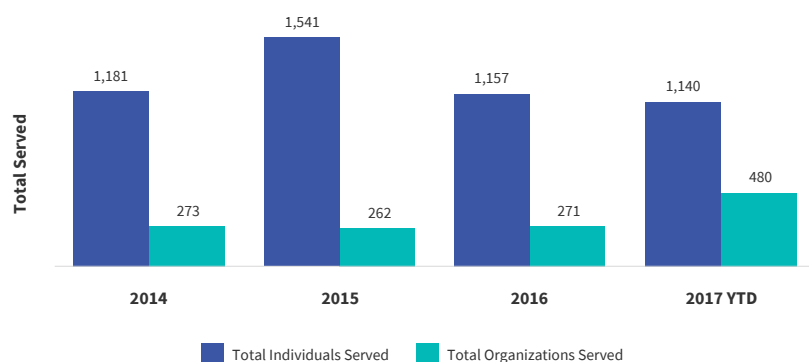
95%

agreed or strongly agreed
the session built upon
relevant skills for their jobs

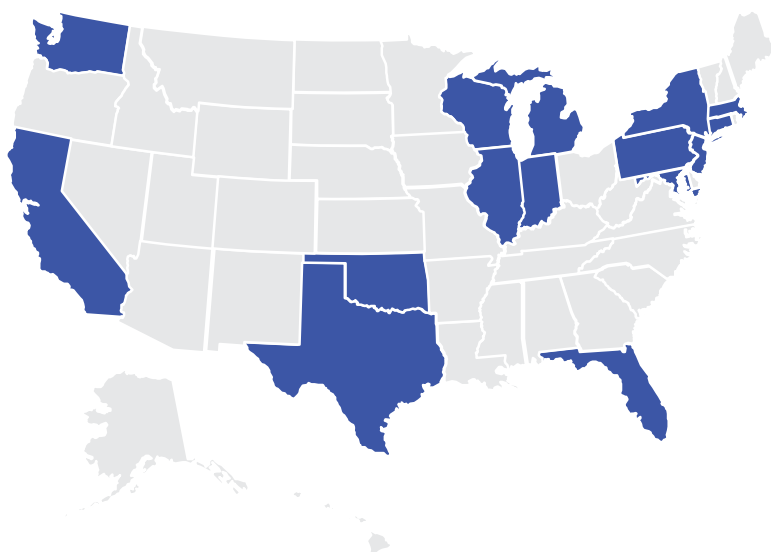
92%

agreed or strongly agreed
that they will be able to
apply what they learned
from the session(s) they
attended to their jobs

Customer Data



Geographic Scope: 14 States + Washington DC



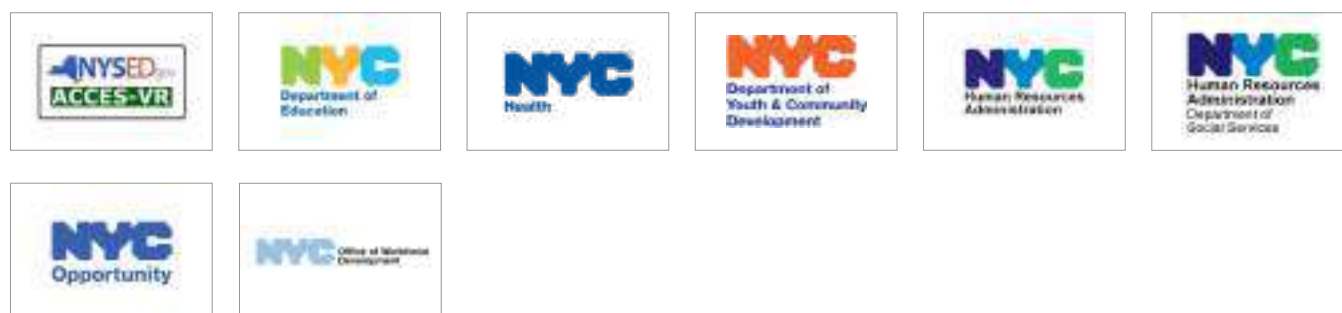
Partners and Supporters

We are extremely grateful for the continued support and dedication of our funders and supporters

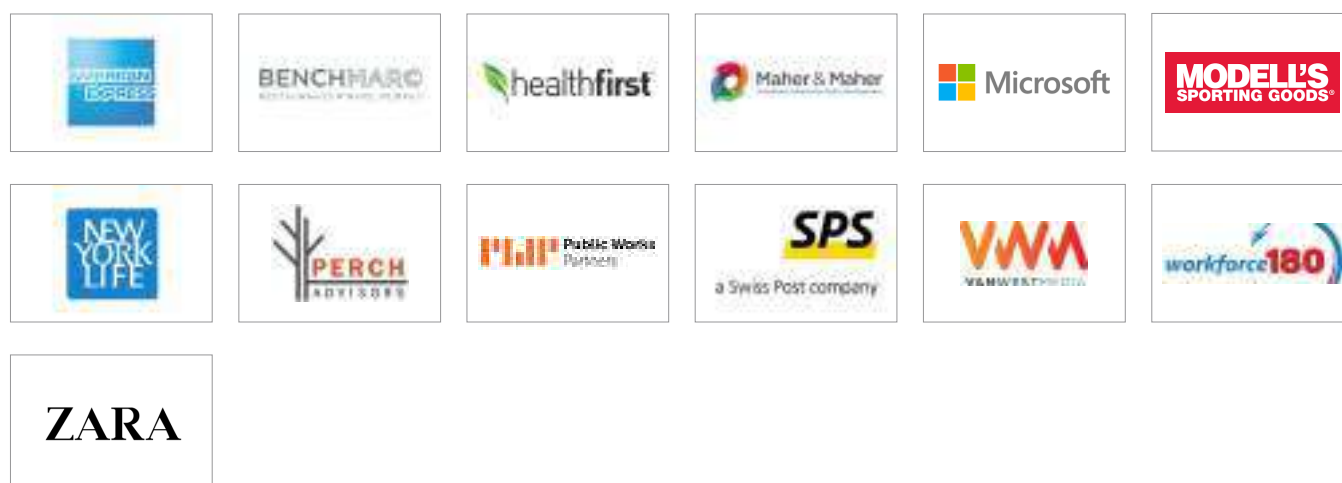
Foundations



Government Agencies



Private Businesses



Partners and Supporters

Community Partners

