

**NEW YORK JOBS  
CEO COUNCIL**



Annual Report 2022



# POWERING OPPORTUNITIES

The New York Jobs CEO Council was founded on the belief that democratized access to jobs and skills yields stronger outcomes for society and business.

“The pipeline of future industry professionals and leaders is beginning to look more like this city, and collaboration has been the cornerstone of that success.”

— JAMIE DIMON, Chairman and CEO of JPMorgan Chase

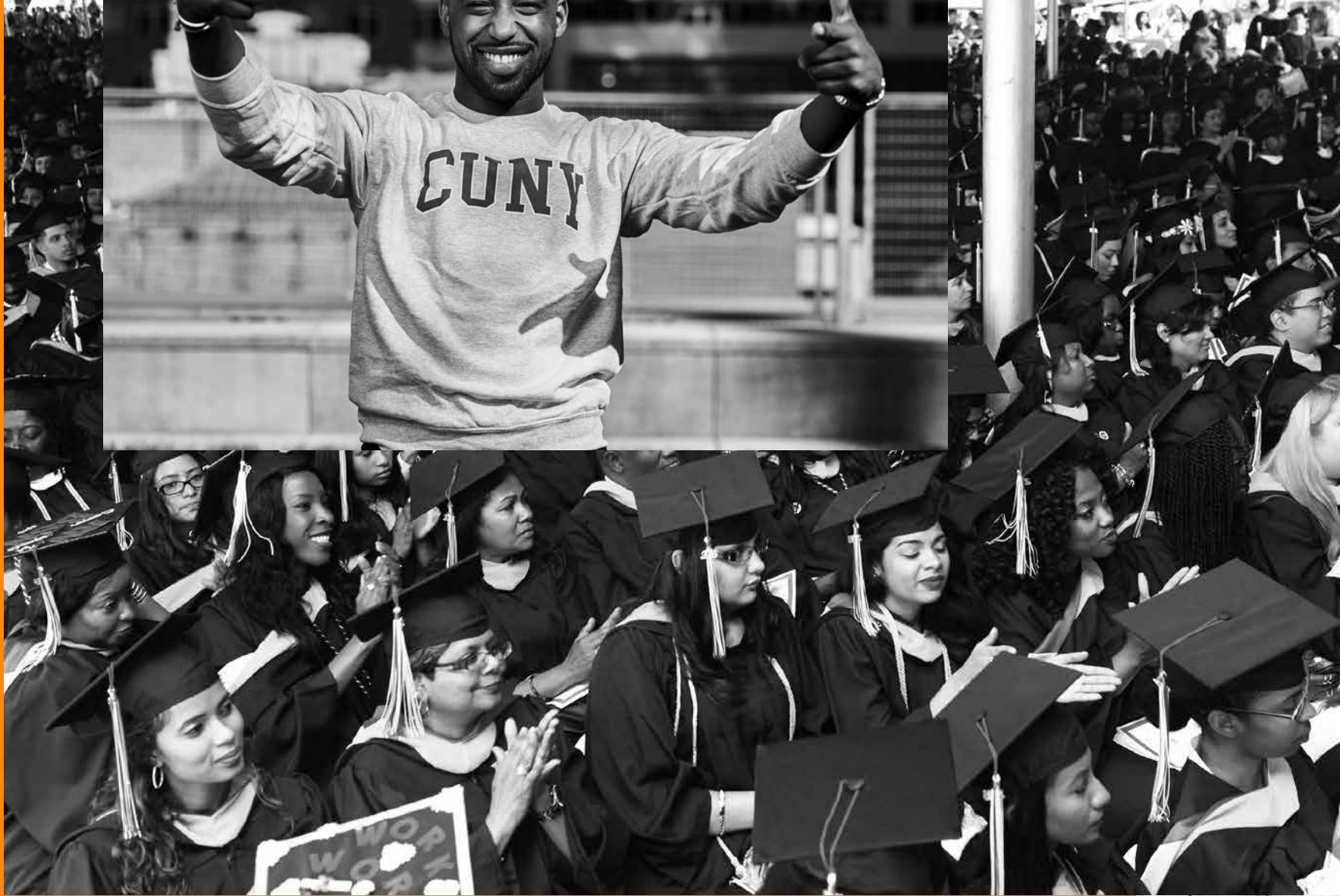


## LETTER FROM **JAMIE DIMON, EXECUTIVE CHAIR**

Exceptional companies are distinguished by exceptional talent. Every one of our Council's CEOs will tell you that people are the foundation for commercial success. Investing in talent includes investing in a system that arms New Yorkers with the education and skills that employers value and one that democratizes access to good jobs.

Since we launched in 2020, the New York Jobs CEO Council has driven unprecedented collaboration between business, education, and local government. We've broken down silos between the classroom and workplace, built transformative public-private partnerships, and moved to skills-based hiring practices to open the door wider to local talent.

The results speak for themselves. Across our 32 companies, we hired 18,300 low-income New Yorkers, most from communities of color, into good jobs that pay a family-sustaining wage. Roughly one in five entry-level hires was filled with a graduate of the City University of New York (CUNY). There is hard work ahead, but the pipeline of future industry professionals and leaders is beginning to look more like this city and collaboration has been the cornerstone of that success.



LETTER FROM  
**KIERSTEN BARNET,  
EXECUTIVE DIRECTOR**

2022 brought a wave of recognition that good jobs are New York City's biggest equalizer. As the Great Resignation ensued, skilled talent weighed employment options and counteroffers while low-wage workers found it even harder to meet the rising costs of basic needs. This reckoning has fueled momentum among public and private sector leaders to unite the city's workforce development ecosystem and double-down on market-driven systems change.

This alignment brings us to a pivotal moment for our city. Seizing it requires employers, educators, and policy makers to recognize that there are multiple pathways to a career, just as there are models of work. The New York Jobs CEO Council companies are flush with proof points that showcase the value of skills-based hiring practices, professional apprenticeships, and continued learning. Until these practices are mainstream, we'll continue to see people left behind and talent left on the table.

Brighter signals for change made 2022 an exciting year to join the Jobs Council as Executive Director. The level of support and commitment from our CEOs has exceeded every expectation and new members have expanded the scope of impact. This report is a powerful reminder of what we can achieve when we work together towards a common goal. My hope is that more companies will be inspired to join us in this critical effort to build a more equitable and inclusive workforce.

# OUR MEMBERS

Collectively employing over 300,000 New Yorkers, our CEOs are committed to creating economic opportunity and building a future-focused, resilient workforce.



Julie Sweet  
CHAIR & CEO



Peter Zaffino  
CHAIRMAN & CEO



Andy Jassy  
PRESIDENT & CEO



Steve Squeri  
CHAIRMAN & CEO



Greg Case  
CEO



Brian Moynihan  
CHAIR & CEO



Larry Fink  
CHAIRMAN & CEO



Peter Grauer  
CHAIRMAN



Robin Vince  
PRESIDENT & CEO



Jane Fraser  
CEO



Tim Cawley  
CHAIRMAN, PRESIDENT & CEO



Joseph B. Ucuzoglu  
GLOBAL CEO



Carmine Di Sibio  
GLOBAL CHAIRMAN & CEO



David Solomon  
CHAIRMAN & CEO



Sundar Pichai  
CEO



Arvind Krishna  
CHAIRMAN & CEO



Jamie Dimon  
CHAIRMAN & CEO



Paul Knopp  
CHAIR & CEO



Michael Miebach  
CEO



Bob Sternfels  
GLOBAL MANAGING PARTNER



Memorial Sloan Kettering  
Cancer Center

Selwyn Vickers  
PRESIDENT & CEO



Satya Nadella  
CHAIRMAN & CEO



Mount  
Sinai  
Kenneth Davis  
CEO



Steven Corwin  
PRESIDENT & CEO



Michael Dowling  
PRESIDENT & CEO



Bob Moritz  
GLOBAL CHAIRMAN



Patrice Louvet  
PRESIDENT & CEO



Bharat Masrani  
GROUP PRESIDENT & CEO



Meredith Kopit Levien  
PRESIDENT & CEO



TISHMAN SPEYER  
Rob Speyer  
CEO



Hans Vestberg  
CHAIRMAN & CEO



Charlie Scharf  
CEO & PRESIDENT

“Thank you to the New York Jobs CEO Council for stepping up to support New York City’s workforce of tomorrow.”

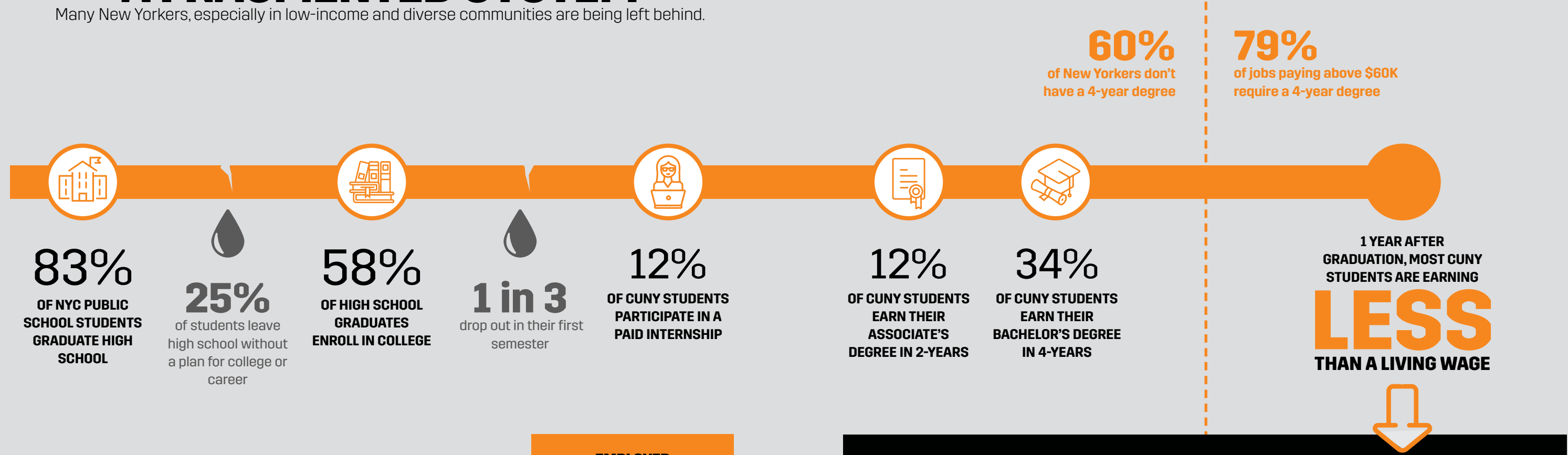


– New York City Mayor **ERIC L. ADAMS**



# A FRAGMENTED SYSTEM

Many New Yorkers, especially in low-income and diverse communities are being left behind.



## ONE IN SIX

NYC RESIDENTS AGES 16 TO 24 ARE NEITHER IN SCHOOL NOR EMPLOYED



**EMPLOYER CHALLENGES**

**68%** of our Council Members say that finding talent for in demand roles is difficult

**50%** of all New York employers believe that there is a lack of qualified candidates

### WHAT'S NEEDED TO CHANGE THE SYSTEM

- Leading by Example**  
Change the talent demand profile to be inclusive of local talent. Promote best practices for building a diverse and inclusive workplace
- Incubating Solutions**  
Where there are gaps in the market, incubate solutions that can be sustained without additional financial resources
- Building Powerful Partnerships**  
Identify proof points in the market and facilitate partnerships with stakeholders to bring solutions to scale
- Measuring Impact**  
What's measured improves. Build a common language and metrics to iterate, drive accountability, and measure progress

Sources: CUNY, New York State Comptroller College Readiness Report, NYC Center for Innovation through Data Intelligence Disparity Report



# THE JOBS COUNCIL'S ROLE

## Unite the Ecosystem



Facilitate strategic partnerships among stakeholders to build and scale solutions.

## Equip New Yorkers With Skills and Experience



Advance market-driven curricula and professional skills training to prepare talent for in-demand and entry-level roles.

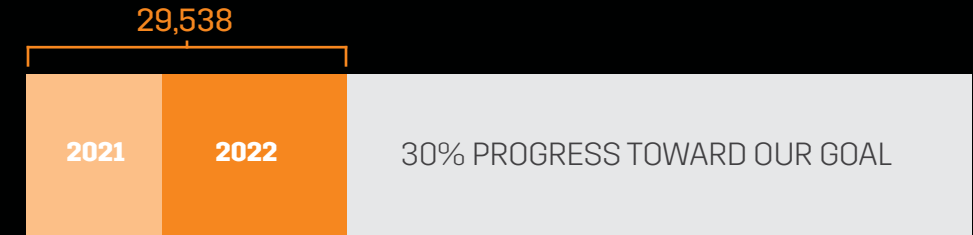
## Facilitate Tangible Employment Outcomes



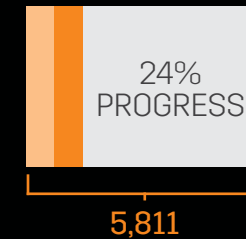
Expand skills-first hiring practices, centralize local talent pools, and measure long-term employment and income outcomes.

# THE JOBS COUNCIL'S GOAL

OUR CEOS ARE ON A MISSION TO HIRE **100,000** LOW-INCOME NEW YORKERS INTO FAMILY-SUSTAINING CAREERS BY **2030**, WITH AN EMPHASIS ON COMMUNITIES OF COLOR



**100,000** by 2030



Including **25,000** from CUNY

Jobs Council data reflects 97% of members who reported.

IN 2022, COUNCIL MEMBERS HIRED **18,300** LOW-INCOME NEW YORKERS INTO FAMILY-SUSTAINING JOBS, INCLUDING **4,000** CUNY GRADUATES, A **2X** INCREASE FROM 2021

## PRIORITIZED JOB AREAS



Software Developer/Engineer



Operations/Back Office



Sales



Financial Analyst



Accountant



Registered Nurse/LPN



Business/Management



Data Analyst



Physician Assistant



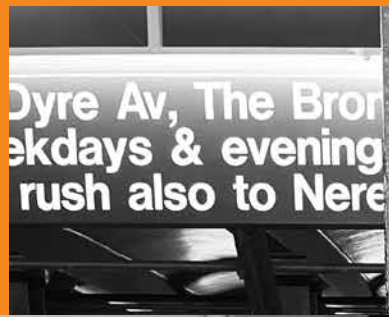
Business Analyst



Human Resources



Clinical Lab Technologist



UNITE





# BUILDING POWERFUL PARTNERSHIPS TO SCALE SOLUTIONS

To create a more dynamic workforce ecosystem, all stakeholders need to have a seat at the table.



## Career Readiness and Modern Youth Apprenticeship

September 12th marked the launch of a transformative public-private partnership that will dramatically expand career-connected learning opportunities for 25,000 NYC high school students. The Jobs Council, in partnership with NYC Public Schools and CareerWise NY, will place approximately 3,000 students across 58 high schools into paid, multi-year apprenticeships.

“All of our young people should be prepared to set forth on a path that supports their aspirations. This initiative will benefit our students in communities that have historically been denied these opportunities, giving them earlier and expanded access to career-connected learning.”



**DAVID C. BANKS,**  
NYC Public Schools Chancellor



## The Future of Workers Task Force

In August, Executive Order #22 convened the Future of Workers Task Force, composed of leaders from the city’s private, nonprofit, and philanthropic sectors. Charged with rebooting the city’s approach to talent and workforce development, the Jobs Council worked with Task Force leaders to develop a framework and action plan to achieve shared objectives. The Task Force recommendations, to be published in spring 2023, address the actions required to ensure New Yorkers have access to strong career pathways, employers have an adequate pipeline of talent and the demographics of the workforce match those of our city.



### SPOTLIGHT

**Abby Jo Sigal, Executive Director,  
Mayor’s Office of Talent and Workforce  
Development**

“Talent is New York City’s most important resource, and what makes our city great. Partnering with the Jobs Council, the signing of the executive order and convening the Future of Workers Task Force are critical first steps to building a citywide strategy to fully tap this talent so that every New Yorker can contribute to an inclusive, thriving economy.”



**CARMINE DI SIBIO,** EY Global Chairman and CEO

“As a New York area native, I know the importance of creating opportunities for our citizens. As a CEO, I know the needs of employers for a skilled workforce.”



# BRIDGING GAPS BETWEEN EDUCATION AND INDUSTRY



**“CUNY is the social mobility engine of our city and our state, and there is a critical role for higher education to play in preparing the workforce of tomorrow.”**



**FÉLIX MATOS RODRÍGUEZ**, CUNY  
Chancellor

## Faculty Fellowship in Practice-Based Teaching and Learning

Our Faculty Fellowship program connects faculty from CUNY campuses with subject-matter experts, recruiters and executives at member companies. Fellows become practitioners and pedagogical leaders in the practice-based teaching and learning that is critical to prepare students for the future of work. The program has resulted in curriculum being adapted to match the needs of employers, the integration of real-world assignments and assessments into the classroom, and faculty helping students effectively navigate recruitment practices and timelines.



### SPOTLIGHT

**Andrea Garraway**, Professor of Hospitality at Borough of Manhattan Community College (BMCC), 2022 Faculty Fellow

**“Programs like these are important because they provide students the opportunity to gain real-world experience and develop the skills necessary to succeed in their chosen career paths. I firmly believe that if I use the methods of yesterday, I won’t be helping them for the future.”**

# STRENGTHENING PIPELINES OF LOCAL TALENT

**THE JOBS COUNCIL PARTNERS WITH CUNY TO BUILD A STRONGER PIPELINE OF TALENT FOR EMPLOYERS**

**47K**

CUNY GRADUATES<sup>1</sup>  
per year • Bachelor’s and Associate’s degrees

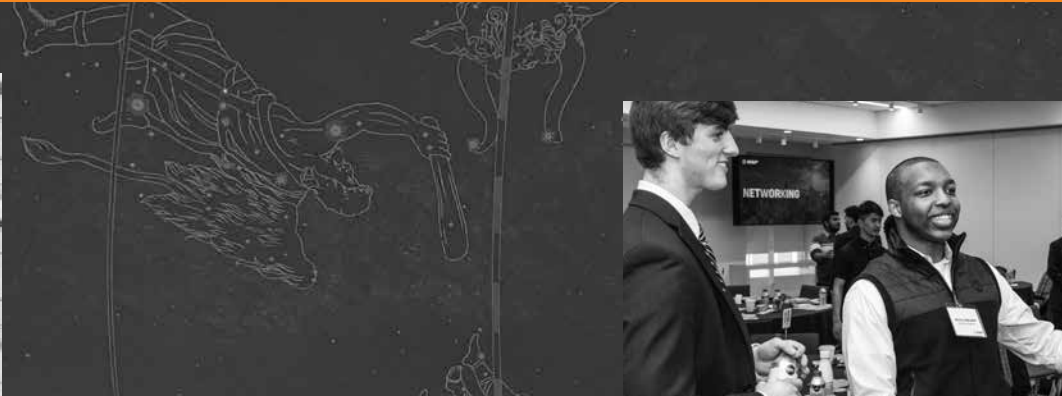
**33.4K**

ADDRESSABLE CUNY GRADUATES PER YEAR  
• Low-income<sup>2</sup>  
• Degrees in market-relevant fields<sup>4</sup>

**12%**

of addressable CUNY graduates were hired by our companies into family-sustaining roles in 2022 (4,000)

<sup>1</sup>CUNY Data Report on Degrees Granted • <sup>2</sup>CUNY; Low-income CUNY students based on percent of incoming students receiving Grant Aid. • <sup>4</sup>IPEDS; Council-relevant fields



# EQUIP



# ARMING JOBSEEKERS WITH SKILLS AND EXPERIENCE

Jobs Council initiatives increase transparency and access to the in-demand skills relevant to high demand career opportunities.

## EverUp Micro-Credentials

The EverUp Micro-Credentials skills training program offers free, 100 hour online intensives to certify students in specific skills and competencies that map to in-demand jobs. Co-designed by CUNY faculty and Jobs Council member subject-matter experts, the EverUp program provides completers with professional skills training and employer access to give jobseekers a competitive edge in the recruitment process. Since launch, nearly 1,600 CUNY students have successfully completed one of the 10 skills credentials.

### Micro-Credential Offerings:



Finance



Customer Service/Support



Project Management



Data Analytics



Systems Administration



Cybersecurity



Software Engineering



UX Design



Facilities Management



Marketing



### SPOTLIGHT

Jiayang Li, EverUp Micro-Credential Completer, Data Analyst at the New York Jobs CEO Council

Jiayang found the EverUp Micro-Credential program while studying Statistics and Quantitative Modeling at Baruch College. He recognized the opportunity to enhance his skills with an industry-endorsed credential and increase his chance of landing a paid summer internship. In 2022, Jiayang was hired as a data analytics summer intern at the Jobs Council and then was offered a full-time position as a data analyst.

**“I was very happy that in 2021 the Jobs Council offered the micro-credential one-month boot camp and professional development opportunities after that. Through this experience I learned how to prepare for interviews, and learned about the day-to-day of what it’s like working at different companies.”**



Kenneth Davis, Mount Sinai CEO

## Driving Transparency Into Career Pathways

Transparency is critical to democratizing access to good jobs and demystifying recruitment and hiring practices. The Jobs Council partners with Career Services and Industry Partnerships teams across CUNY to ensure students have insight into how their academic journey can further their career goals and the requisite skills and experiences to support their aspirations.

**“A Jobs Council event gave me the opportunity to learn about the different roles within companies like Citi, Bank of America, JPMorgan Chase, Goldman Sachs and TD Bank. Through this experience I learned about the recruitment timelines for internships and full-time roles. I now feel more confident about applying for internships.”**



**DIELZA BELIGRADI,**  
Hunter College Student

# SCALING APPRENTICESHIPS

Apprenticeships are an alternative career pathway that drives social mobility.

## CareerWise NY Modern Youth Apprenticeships

CareerWise New York offers a three-year applied-learning environment for high school students in fields including IT, financial services and business operations. Jobs Council members currently employ 377 students in part-time, paid apprenticeships during the calendar school year. Apprenticeships also offer students the opportunity to earn debt-free college credit and nationally recognized industry certificates, all while graduating on time. These high school apprenticeships build transferable skills, shape career goals and provide multiple pathways to a successful career.



### SPOTLIGHT

## New York Apprenticeship Network

In 2022, the Jobs Council launched the New York Apprenticeship Network in partnership with Accenture, Aon, and Zurich. The Apprenticeship Network is an employer-led coalition committed to increasing apprenticeship opportunities and work-based learning programs.

## Embedding Apprenticeships into Associate Degrees

The Jobs Council worked with industry experts and innovative CUNY faculty to redesign five Associate of Applied Science degrees to increase employment outcomes. Embedding a credit-bearing, paid apprenticeship into an associate degree program has been transformative for colleges, companies, and low-income two-year college students. In aligning learning with real-world job requirements,

we are establishing a diverse talent pool and creating pathways into high potential jobs. For many students, the apprenticeship provides the first opportunity to work in an office or corporate environment, while combining classroom learning with real-world practice. Of these apprentices, 61% transitioned into a full-time role at their employer after graduation.

**“At Accenture, apprenticeships are part of our core talent strategy. Every company, in order to succeed in the next decade, must access great talent — they need to be talent creators, not just talent consumers, and they must be able to unlock the potential of that talent. Apprenticeship programs do all three; they provide access to great talent and they are talent accelerators. Lastly, they not only unlock the enormous potential of these young men and women, but unlock the potential of every person that they touch.”**



**JULIE SWEET**, Accenture Chair and CEO



### SPOTLIGHT

## Roberto Velasquez, CareerWise NY Youth Apprenticeship Alum, Visual Designer at Accenture

While attending high school in the South Bronx, Roberto worked as an apprentice at Accenture. He had expected to learn new skills that could further his career or college prospects. He hadn't expected the full-time job offer at the end.

**“I wish more high school students knew that opportunities like these don't always come around. The apprenticeship program has been life-changing for me, and I'm grateful for the opportunity to pursue my passions and build my skills. Accenture was very supportive in my development and supported my transition from high school into the workforce.”**



### SPOTLIGHT

## Juan Paredes, Mastercard Apprentice from LaGuardia Community College

Juan is a student at LaGuardia Community College pursuing an associate's degree in Network Administration and System Administration.

**“There's school and there's the actual workplace. The apprenticeship pushes you into a working environment so you can see how it works and how you can connect it back to your studies. The experience is great, and every student should have it.”**



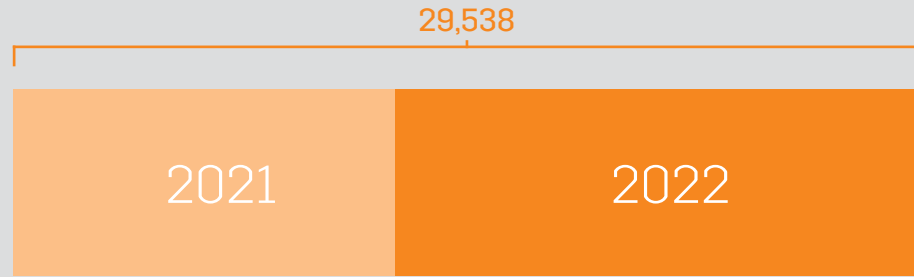


# TANGIBLE OUTCOMES



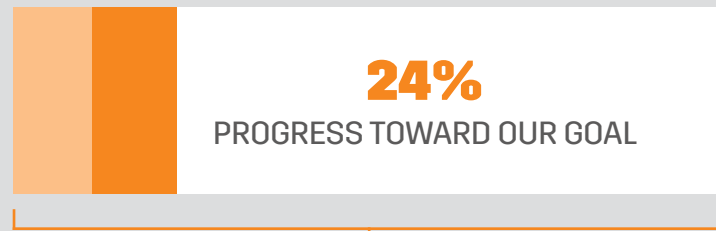
# BY THE NUMBERS

In 2022, Council Members hired 18,300 low-income New Yorkers into jobs paying over \$55,000.



**30%**  
PROGRESS TOWARD OUR GOAL

**100,000**  
BY 2030



INCLUDING  
**25,000**  
FROM CUNY

5,811

**65%**

OF LOW-INCOME HIRES  
WERE PEOPLE OF COLOR

**62%**

INCREASE IN LOW-INCOME WOMEN  
HIRES FROM 2021

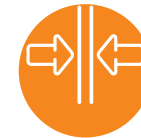
**2,725**

HIRES IN NY METRO  
WITH A 2-YEAR DEGREE

**16%**

OF ENTRY-LEVEL ROLES WERE FILLED  
BY CUNY STUDENTS

**THE COUNCIL'S  
HIRING  
TARGET IS  
INTENDED  
TO FUEL  
SYSTEMS-  
LEVEL  
CHANGE**



**CLOSE OPPORTUNITY GAPS**



**DRIVE ECONOMIC GROWTH**



**BE THE MODEL FOR AN EQUITABLE  
AND INCLUSIVE CITY**

Jobs Council data reflects 97% of members who reported.

# FUELING OUTCOMES

Our members are adapting their recruitment and hiring practices to expand diverse talent pools and amplify impact.



Rob Speyer, CEO of Tishman Speyer

## Best Practices at Play

Our member companies have adapted their hiring strategies to be more inclusive.

### 1 Skills-first Hiring

Adjusting degree and GPA requirements to reduce barriers to entry.

### 2 Dedicated Resources to Target Local Talent

Allocating resources to better access a wider pool of local candidates.



50% of IBM's U.S. job openings do not require a 4-year degree

JPMORGAN CHASE & CO.

Approximately 75% of JPMorgan Chase's jobs posted for experienced hires did not require a 4-year degree

### 3 Retention and Development

Creating internal pathways for upward mobility to ensure new hires have equal opportunity for advancement.

### 4 Skills for Everyone

Continued advancement opportunities to support talent retention and mobility and fill skills gaps within organizations.

## Leveraging Partners and Technology

The Jobs Council identifies strategic partnerships to support our mission and expand resources for jobseekers and employers.



“At Bloomberg, we are proud to have hired 390 CUNY students since last year. As a company with deep roots in New York City, investing in local talent is part of our DNA.”



PETER GRAUER, Bloomberg Chairman





# LOOKING AHEAD

In 2023 we will build on our successes, iterate, and expand our initiatives to amplify our impact and connect jobseekers with the talent demands of our members.



Selwyn Vickers, Memorial Sloan Kettering Cancer Center CEO in conversation with Michelle Anderson, Brooklyn College President

## Tech Skills Training

Partner with Amazon AWS to create pathways from CUNY colleges to Software Development and Cloud Support roles by integrating AWS training/certifications in CUNY colleges and providing Council Members the opportunity to shape program curricula.

## Student Portal

Partner with IBM to build and launch a portal to connect talent with opportunities and track long-term student outcomes.

## Student Talent Network

Centralize CUNY talent pool for employers to more easily tap into and connect students with career development and employment opportunities.

## Signature Healthcare Initiative

Partner with healthcare members to create pathways to high-demand job areas like nursing and medical laboratory technologist; identify new entry points and support pathways to next level jobs.

## Talent Accelerator

Convene mission-aligned partners committed to improving hiring outcomes across New York City to scale best practices to support career readiness across CUNY and the broader workforce ecosystem.

## Workforce Equity Innovation Grants

Award grants to mission-aligned organizations with scalable models that are focused on advancing career readiness and strengthening hiring outcomes of low-income New Yorkers.



**“100,000 is just the beginning, the long-term goal is to ensure every New Yorker has a clear pathway to a family-sustaining career.”**

**KIERSTEN BARNET**, NEW YORK JOBS COUNCIL EXECUTIVE DIRECTOR



