

Pathways Pledge – A Call to Action for New York State Employers

The Reimagine New York Commission was created to develop real solutions to build back better in the wake of the COVID-19 pandemic. Chaired by Eric Schmidt, former Google CEO and Executive Chairman and co-founder of Schmidt Futures, the 16-member Blue Ribbon Commission is leveraging advanced technology tools to build a more resilient and equitable New York.

Emerging from the work of the Reimagine New York Commission, the New York State Office of Workforce Development is organizing a Pathways Pledge for New York employers to demonstrate their commitment to rethinking opportunity in the development of their workforces in the wake of COVID-19.

To participate in the Pledge, employers must agree to undertake at least two of the following actions and to report on their progress in implementing their Pledge commitments on a quarterly basis. Employers interested in signing on to the Pledge may submit responses to the Pledge information on page 2 of this document to the Office of Workforce Development at workforce@exec.ny.gov.

Pathways Pledge Actions:

- Commit to exploring skills-based hiring models by removing, as appropriate, HS or post-secondary degree requirements for new hires
- Invest in subsidizing current worker retraining or skills development for promotions and/or higher wages, including providing college financial support or supporting new skills training on the job
- Scale relationships with existing nontraditional workforce development partners by providing funding and/or expanded staff volunteer time to facilitate recruiting, interviews, and mentorship opportunities for new prospective employees
- Develop new relationships with New York State workforce development providers serving underserved communities, including State University of New York (SUNY), City University of New York (CUNY), Boards of Cooperative Educational Services (BOCES) and/or nontraditional workforce development organizations
- Explore creating new apprenticeship programs to provide pathways for underrepresented populations
- Commit to exploring additional workforce supports for low-income workers or trainees, e.g., child care and transportation subsidies.

Company Pledge Information

Company:

Company Person of Contact:

Name, Email, Phone Number

Company Secondary Person of Contact:

Name, Email, Phone Number

Commitments:

Which of the Pathway Pledge actions is your company committing to?

Implementation Timeline:

By what date(s) will your company take the actions named above?

Metrics for Success:

How will you measure the success of actions taken as part of the Pathway Pledge?

Reporting:

Please confirm that your company will report to the Reimagine New York Commission and New York State on your progress in implementing your company pledge on a quarterly basis (stating "yes" is sufficient)