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Good morning Senator Gounardes and members of the State Senate Civil Service and Pensions Committee and Higher Education Committee. I am Barbara Dannenberg, Deputy Commissioner for Human Capital at the Department of Citywide Administrative Services (DCAS).

Thank you for this opportunity to discuss the DCAS' role in developing successful career pipelines for our municipal workforce. Our employees are the backbone of our thriving city. The breadth of services that the City offers means a breadth of opportunities for people seeking employment with the City of New York. This Administration is committed to improving access to City employment and applauds the work of the Committee to ensure that all New Yorkers have a path to civil service.

Our municipal workforce is as diverse as the City we serve. People of color comprise 62% of the workforce and women comprise 59%. We are proud of the diversity that we have achieved and look forward to continuing the recruitment and retention of a diverse talent pool for future generations. Looking at our workforce statistics, we have noted two key trends.

First, close to one-third of the City's workforce is retirement eligible within the next five years. Second, close to one-half of all separations occur within an employee's first ten years of service. Taken together, we believe we need to think thoughtfully about strengthening the employee pipeline to establish a continuous onramp of talent: to bring fresh and innovative ideas. At the same time, the civil service system, based on objective standards of merit and fitness, will ensure equity in job placement and career advancement for our employees.

The City has longstanding programs that has developed talent pipelines including the Public Service Corp. (PSC), Urban Fellows, and internships. Most recently, we launched a new program in January of 2019 called the Civil Service Pathways Fellowship. In partnership with the City University of New York (CUNY), this two-year fellowship pairs recent CUNY college graduates with positions within City agencies and allows them to take civil service examinations after the first year of service to obtain permanent status. There are currently 41 fellows in the program, across two cohorts, and we are in the midst of recruiting for the next cycle, connecting the City's future workforce with today's talent.

Additionally, we are actively seeking new engagement opportunities to work with the community and educational institutions to ensure that the City of New York employs the best talent to serve this city. DCAS' Office of Citywide Recruitment (OCR) has partnered with elected officials, educational institutions, and community-based organizations to host Civil Service 101 information sessions and participate in career and resource fairs. OCR particularly focuses on communities that are underrepresented in City government, and we look forward to growing our footprint in this area. Thank you for the opportunity to testify before the Committee today and I will now take any questions.