

NYC Community Hiring

ACEC New York
February 8th, 2024



**Welcome and
Introductions**



**Overview of
Community
Hiring**



**Timeline and
Rollout**



Q&A

Agenda

Office of Community Hiring



Doug Lipari – Executive Director

Keon Pitter – Director, External Engagement

Phoebe Downes – Director, Agency Engagement and Change Management

Sarah Evers – Director, Operations

Ji Hae Lee – Senior Counsel

Jose Garcia – Project Manager

Community Hiring



Authorized by State legislation, Community Hiring is a procurement-based initiative that allows the City to set hiring goals for City vendors to provide employment and apprenticeship opportunities to low-income individuals and those living in economically disadvantaged communities.

Mission:

The Office of Community Hiring's mission is to use the City's purchasing power to drive economic mobility by connecting City vendors with a pipeline of talent and creating pathways to careers for our community.



Community Hiring Legislation (1 of 2)



Establishes the Office of Community Hiring and Workforce Development



Allows the City and certain City-affiliated entities to develop and implement a Community Hiring program by administrative rule



Community Hiring applies to contracts for construction, building, professional, standard, and human services (excludes goods purchases, among others)



Enables the City to establish a network of “Referral Sources,” such as workforce development programs and union referral systems that will help connect contractors and subcontractors to qualified talent

Community Hiring Legislation (2 of 2)



For construction and building service work, City contracts will contain hiring goals to employ individuals residing in ZIP codes where a minimum of 15% of the population lives below the federal poverty threshold, or individuals residing in NYCHA housing, referred to as "economically disadvantaged region candidates"



For all other services, City contracts will contain hiring goals based on an individual's or household's income, referred to as an "economically disadvantaged candidate"



Allows City to require, on certain City contracts, that contractors and its subcontractors utilize a minimum ratio of apprentices to journey-level workers

Contracts Exempt from Community Hiring Under State Legislation



- Contracts with preferred sources under the state finance law
- Contracts for services by a city-affiliated not-for-profit corporation
- Contracts for supply of goods
- Contracts falling below the small purchase threshold of \$100,000
- Contracts for confidential or investigative services
- Contracts subject to federal or state funding requirements that preclude or substantially conflict with the application of goals
- Contracts for emergency demolition services procured by Department of Housing Preservation and Development (HPD)
- Contracts for which contractor selected by elected official other than Mayor or mayoral agency (City Council Discretionary Contracts)

Construction & Building Services



Construction Contracts

Contractors must agree to make best efforts to employ **economically disadvantaged region candidates** to meet Community Hiring goals based on % of cumulative hours of construction work.



If subject to a PLA, the employment goals in the PLA will control



If not subject to a PLA, the goals will be determined based on various factors (e.g., scope of transaction)

Building Services Contracts

Contractors must agree to make best efforts to employ **economically disadvantaged region candidates** to meet Community Hiring goals, which can be based on either:



% of building service opportunities filled



% of building service opportunity labor hours performed

Services Contracts

(excluding construction and building services)



Professional Services

Standard Services

Human Services

Contractors must agree to make best efforts to employ **economically disadvantaged candidates** to meet Community Hiring goals, which can be based on either:

Value of the transaction (e.g., hire X people for every \$Y in contract value)

% of labor hours performed

% of employment opportunities filled

Roadmap



Program
Design and
Rulemaking

Prepare
Stakeholders
for
Implementation

Phased
Implementation
of Community
Hiring Goals in
Initial
Procurements

Broaden
Implementation
Across All
Impacted
Procurements



Mayor's Office of
Talent and Workforce
Development

Contact Us:

CommunityHiring@talent.nyc.gov