



## **HireNYC: NYCEDC Development for Construction Positions**

### **What is HireNYC: NYCEDC Development?**

- HireNYC: NYCEDC Development is part of the Mayor's citywide HireNYC program, announced in One New York: The Plan for a Strong and Just City and Career Pathways: One City Working Together. It is an alliance between NYCEDC, employers and jobseekers, to better connect construction-related job opportunities generated by our economic development projects to low-income New Yorkers.
- HireNYC: NYCEDC Development is a hiring process that requires businesses that contract with NYCEDC to share relevant job openings with the City, and interview the qualified candidates that the City refers for the job opening.
- HireNYC: NYCEDC Development provides free, high quality recruitment services to employers and high-quality employment services to jobseekers.

### **What Contracts Qualify Under HireNYC: NYCEDC Development?**

- HireNYC: NYCEDC Development will apply to employers, including subcontractors, hiring for new entry and mid-level construction-related positions for real estate transactions and capital construction projects with a contract value of \$1 million or above.
- Employers hiring for union-trade positions are not required to share those positions

### **How does HireNYC: NYCEDC Development Work for Construction Positions?**

- HireNYC: NYCEDC Development will require qualifying employers hiring for construction-related positions to:
  - Enroll with the [HireNYC portal](#) within 30 days of the full execution of the contract in order to attest to upcoming hiring needs;
  - Share information about the new entry and mid-level open positions associated with the contract;
  - Interview the qualified candidates referred by the City; and
  - Report on the individuals interviewed and hired
- The Contractor is required to share openings for entry and mid-level positions, which require no more than an Associate's Degree, as determined by the [New York State Department of Labor](#).
- The Department of Small Business Services' Workforce1 system will work with the employer to develop a recruitment plan that aligns with specific hiring needs and processes.

### **What are the Penalties for non-compliance with HireNYC: NYCEDC Development?**

- While HireNYC: NYCEDC Development does not require an employer to hire the specific candidates that the City has referred, it does require that employers comply

with NYCEDC's process of engagement, including providing an explanation as to why it did not hire the candidates referred by the City.

- Compliance for employers hiring for construction positions will be based on:
  - Registering with the HireNYC portal within 30 days of contract commencement, and attesting to hiring needs
  - Sharing entry to mid-level job construction-related positions with the City
  - Interviewing qualified candidates
- Liquidated damages of up to \$2,500 per breach will be assessed for not registering with the system in a timely manner, withholding relevant job openings from the City, or failing to interview qualified candidates. All other breaches could lead to assessment of \$500 in liquidated damages each and continued failure may lead to the City holding the Contractor in default of the contract.

### **Where can I go for more information?**

- To determine whether your contract is subject to the Hire NYC requirements, make sure to review your contract carefully. If you have additional questions about your contract, ask the contract agency officer you regularly consult with. For general questions [HireNYCQuestions@cityhall.nyc.gov](mailto:HireNYCQuestions@cityhall.nyc.gov)
- These contract provisions will be added to vendors' contracts over time; contractors should work with their contracting agency to understand when this requirement will go into effect.
- For additional information about the Hire NYC portal, email [HireNYCSupport@sbs.nyc.gov](mailto:HireNYCSupport@sbs.nyc.gov)