



COMMUNITY HIRING

INTRODUCTORY REPORT

NOVEMBER 2024

Letter from the Executive Director

After years of advocacy by stakeholders across the five boroughs and in Albany, the New York State legislature passed legislation that authorized the City of New York to implement a Community Hiring program in June 2023. Community Hiring allows the City to leverage its purchasing power by setting workforce goals for vendors to hire underutilized talent across billions of dollars of City procurement contracts.

In July 2023, I was appointed Executive Director of the newly established Office of Community Hiring (OCH). OCH is tasked with taking the framework established in the State legislation and transforming it into an operational Community Hiring initiative that will have a tangible impact on New Yorkers.

While our work to roll out this initiative is still in progress, we are thrilled to share more about Community Hiring and the progress made to date. Going forward, OCH will continue to provide regular updates on Community Hiring, including publishing quarterly reports on contracts subject to Community Hiring goals. These reports will include aggregate and vendor-specific progress towards goals and information about the placements and demographics of Community Hires.

Community Hiring is embedding equity and opportunity into the DNA of doing business with the City. Once fully implemented, Community Hiring is projected to connect jobseekers to thousands of jobs and over a billion dollars in salaries annually. We look forward to continuing to work with our partners in industry, government, organized labor, and across New York City's communities, to realize the full impact of this groundbreaking initiative.



DOUG LIPARI
Office of Community Hiring
Executive Director

About Community Hiring

New York City's local government has many City agencies that provide a wide range of services for New Yorkers – from designing parks and playgrounds, to providing healthcare and childcare, to repairing roads and bridges. While some of this work is done by City employees, the City also contracts with vendors, which include businesses and nonprofits, to deliver billions of dollars' worth of services every year. The contracting process through which City agencies purchase goods and services is called "procurement."

Through Community Hiring, City agencies can now include workforce goals in their procurement contracts. The Community Hiring goals are for vendors to provide employment and apprenticeship opportunities to low-income individuals and those who live in low-income communities. Community Hiring goals will apply to agency procurement contracts for construction, professional services like information technology and architecture, standard services like cleaning and moving, and human services like healthcare.

Industries of Procurement Contracts Subject to Community Hiring

Construction

Professional
Services

Standard
Services

Human
Services

About Community Hiring

If a vendor's City contract is subject to Community Hiring, the vendor will be required to make best efforts to meet workforce goals as outlined in the contract. To help vendors find qualified talent, Community Hiring will establish a network of Referral Sources. Referral Sources may include City's public workforce system, union referral systems, and other entities that perform job placement services or other workforce development services for employers and jobseekers.

The Office of Community Hiring (OCH) is responsible for managing the rollout and implementation of Community Hiring, supporting City agencies and vendors, and reporting on Community Hiring goals. OCH is part of the Mayor's Office of Talent and Workforce Development (NYC Talent). NYC Talent leads the City's workforce development strategy. Community Hiring is a key tool for achieving this administration's goal of building shared prosperity and an inclusive economy.

Community Hiring Referral Sources

NYC Public
Workforce System

Union Referral
Systems

Other Entities that
Perform Job
Placement
Services

Community Hiring & Procurement



Progress Update:

Overview and Rulemaking

To operationalize Community Hiring, OCH is collaborating with key stakeholders to:

- Complete the City’s formal rulemaking process,
- Develop program details,
- Incorporate Community Hiring into existing procurement processes,
- Update and build the technical systems needed to implement and track Community Hiring goals,
- Ensure that impacted City agencies, vendors, jobseekers, and workforce development organizations are aware and prepared for the roll out of Community Hiring.

More on OCH’s Work:

Rulemaking				
OCH is authorized to establish certain rules to implement Community Hiring on City procurements.	The rules will provide the operational framework for the program, including what types of contracts are covered, how City agencies set goals, what vendors need to do to comply with goals, etc.	To establish rules, the City is required to follow a formal rulemaking process known as the City Administrative Procedure Act (CAPA).	This process includes an opportunity for the public to read and comment on the proposed rules before they go into effect.	A public hearing on the proposed rules was held November 13, 2024.
Up Next: Reviewing public comments and finalizing the rules				

Progress Update: Partner Engagement

Partner Engagement

To inform the proposed rules for Community Hiring,

OCH heard from **116** unique external stakeholders through one-on-one meetings, information sessions, roundtables, and panel discussions. External stakeholders included organized labor, elected officials, workforce development organizations, industry groups, pre-apprenticeship programs, human services providers, and community organizations.

OCH engaged with **44** unique City agencies and offices through one-on-one meetings and bi-weekly agency working groups, which ran from December 2023–April 2024.

Up Next: Continuing to work with partners to ensure impacted stakeholders are supported and prepared for the implementation of Community Hiring.



Progress Update: Technology and Data

Technology and Data

OCH is building the technological and digital infrastructure necessary to implement Community Hiring and meet the City's legally mandated reporting and compliance requirements. This includes:

Updating existing City systems related to workforce development and procurement to integrate Community Hiring into digital processes.

Identifying new tools needed to digitize current paper-based processes to collect workforce information across City contracts.

Up Next: Finalizing updates and new technological and digital infrastructure required for implementation.



Progress Update: Phased Implementation

Phased Implementation

On June 20, 2024, the City released the first request for proposals (RFP) with Community Hiring goals.	The RFP was released by the Department of Citywide Administrative Services (DCAS) and will result in an estimated value of \$1.2 billion in contracts for security guard services and fire safety personnel throughout the five boroughs.	The resulting contracts will include a Community Hiring goal for 40% of the labor hours to be performed by residents of NYCHA or ZIP codes in which at least 15% of the population lives below the federal poverty threshold.	DCAS anticipates that the contracts will be in place in 2025.
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Up Next: Tracking upcoming contracts and working with agencies to set Community Hiring goals on applicable procurements.



Progress Update: Project Labor Agreements

Project Labor Agreements

OCH also plays a critical role in negotiating the City's Project Labor Agreements (PLAs) with the Building Trades Council of Greater New York (BCTC).

PLAs are pre-hire collective bargaining agreements that enable the City to control construction costs, ensure timely completion of projects, establish fair standards for workers, and provide opportunities for workforce development.

In November 2024, the City announced a Design-Build Infrastructure PLA that will cover over **\$800 million** in infrastructure projects.

This PLA will contain Community Hiring goals for work to be performed by residents of NYCHA or a ZIP code in which at least 15% of the population lives below the federal poverty threshold. The goals are for 30% of all hours be performed by journey-level Community Hires and 9% of all hours be performed by apprentice Community Hires.

Up Next: Tracking upcoming contracts and working with agencies to set Community Hiring goals on applicable procurements subject to the PLAs.





TO LEARN MORE ABOUT COMMUNITY HIRING:
nyc.gov/communityhiring