

HireNYC → Community Hiring

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City Vendors:

- As of July 1, 2025, new solicitations will not include HireNYC Goods & Services or HireNYC Human Services requirements
- If you have active contracts subject to HireNYC, you should continue to meet those contract requirements through the contract term
- The tools and support for vendors to fulfill existing HireNYC obligations (e.g., enrolling, updating hiring need, providing interview feedback, etc.) will continue to be available until further notice

What's Community Hiring?

Community Hiring allows the City to use its purchasing power to drive economic mobility by connecting City vendors with a pipeline of talent and creating pathways to careers for our community.

With some exceptions, Community Hiring applies to mayoral agency procurement contracts for construction, human services, professional services, and standard services with a contract value of over \$3 million.

How is this different from HireNYC?

Community Hiring builds on the framework established by HireNYC, with several noteworthy differences. Community Hiring is authorized by State legislation that establishes the framework for compliance, centralizes oversight under the new Office of Community Hiring (OCH), and mandates public reporting to improve transparency.

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The following contracts are not subject to Community Hiring:

- Contracts \$3 million or less
- Goods contracts
- City Council Discretionary contracts
- Contracts subject to federal or state funding requirements that preclude or substantially conflict with Community Hiring Goals
- Intergovernmental contracts with OGS and GSA
- Government-to-Government contracts
- Mentoring program contracts as defined in Section 1206 or 1309 of the NYC Charter
- Preferred source contracts
- Contracts subject to Section 1-02(f) of the PPB Rules
- Investigative or confidential services contracts
- Contracts performed by city-affiliated not-for-profit corporation
- HPD emergency demolition services contracts
- DOF banking services and electronic payment services contracts
- Emergency procurement contracts* pursuant to Section 315 of the NYC Charter

**While emergency procurement contracts are not subject to Community Hiring, the City has the discretion to set goals where possible.*

Any new Community Hiring requirements will be clearly stated in the solicitation. If you have questions about whether your contract is subject to HireNYC or Community Hiring, contact your contracting City agency.

To learn more about Community Hiring and read our Vendor FAQ, please visit nyc.gov/communityhiring