



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

EXECUTIVE ORDER NO. 22

August 15, 2022

THE OFFICE OF TALENT AND WORKFORCE DEVELOPMENT

WHEREAS, the greatest asset that we have as a City is the talent of New Yorkers; and

WHEREAS, investment in the City's talent and workforce development system is critical to an inclusive economic recovery that benefits City residents, employers, and the economy; and

WHEREAS, the Mayor seeks new and effective ways to improve government operations and services, build productive public/private partnerships, and leverage our educational institutions to ensure that all of the City's residents have the opportunity to access, secure, and thrive in family-sustaining careers; and

WHEREAS, the areas of education, career preparation, and skills training programs, and corporate engagement strategies, are currently managed in a decentralized manner across various City agencies and entities; and

WHEREAS, efficiency demands that the City develop a more coordinated approach to partner with the private sector to develop and better match talent to promising career opportunities that works for residents, employers, and the local economy, and promotes equity and shared prosperity; and

WHEREAS, the City seeks to align its education, career preparation, and skills training programs across City government and leverage the City's many resources to position City residents and employers for success; and

WHEREAS, City agencies providing talent development, workforce services and relevant education should share client, program and fiscal data with each other in order to provide a comprehensive and holistic view of the workforce system; and

WHEREAS, Section 8(a) of the Charter confers responsibility upon the Mayor for the "effectiveness and integrity of city government operations" and provides for the Mayor to "establish and maintain such policies and procedures as are necessary and appropriate to accomplish this responsibility..."; and

WHEREAS, it is desirable that the Office of Talent and Workforce Development more accurately reflect its new mission and structure,

NOW, THEREFORE, by the power vested in me as Mayor of the City of New York, it is hereby ordered:

Section 1. There shall be a newly-expanded Mayor's Office for Talent and Workforce Development ("the Office") which shall incorporate the Mayor's Office for Youth Employment, and be responsible for:

- a. Developing a strategy to position residents for careers that support their family's health and well-being and contribute to the economy based on the following Citywide objectives:
 - i. Young City residents should launch successfully into fulfilling, economically secure careers by the time they are 25 years old;
 - ii. All New Yorkers in paid employment should be paid a living wage;
 - iii. Employers should have access to local talent they need to thrive;
 - iv. The demographics of the workforce should match those of the City;
 - v. Disaggregated data analysis of employment and wage data should show progress in reducing inequity; and
 - vi. Public resources should be efficiently and effectively invested.
- b. Managing and overseeing the City's talent and workforce development related industry partnerships and relationships. Such partnerships shall focus on engaging employers to anticipate labor market demand, helping to identify and match residents to opportunities, and preparing and training City students and residents for careers in the local economy.
- c. Managing and providing recommendations regarding Mayoral appointments to the New York City Workforce Development Board.
- d. Shepherding requests for proposal (RFPs), requests for expression of interests (RFEIs) and requests for qualifications (RFQs) ("requests") that relate to talent and workforce development initiatives, including (1) investments to support City students and job-seekers in gaining career skills, acquiring paid work, and building professional networks, and (2) investments to help employers to diversify their talent pipelines, provide staff training, and identify promising candidates.

- i. Agencies shall notify the Office of any upcoming requests that exceed \$5 million 30 days prior to any public outreach, so that the Office can support agencies as they develop such requests. Agencies shall provide the Office with information on any requests under \$5 million 30 days prior to the release of such requests.
 - ii. The Office shall coordinate with the Interagency Talent and Workforce Development Cabinet as necessary to review the requests and to ensure they meet Citywide objectives.
- e. Developing a local hiring strategy and policy that leverages procurements to advance the Citywide talent and workforce objectives to the extent permitted by law. Such strategy shall be based on the City's project labor agreements and commitment to community hiring.

§ 2. The Office shall convene a Future of Workers Task Force.

- a. Members of the Task Force shall be appointed by the Mayor and shall represent employers, pre K-12 and post-secondary education, labor, and nonprofit workforce providers, community based organizations, civic and faith leaders, philanthropic organizations, and student representatives.

b. The Task Force shall:

- i. Recommend specific Citywide goals for talent and workforce development:
 - 1. For younger residents seeking to launch their careers and succeed in the local labor market;
 - 2. For adults who desire training and reskilling, especially given the City's dynamic labor market; and
 - 3. For populations who have faced systemic barriers in accessing and advancing in family-sustaining careers.
- ii. Articulate best practices and establish a framework for evaluating public investments, including but not limited to funds provided via city tax proceeds, the Workforce Innovation and Opportunity Act, and Perkins funds.
- iii. Recommend actions to drive better employment outcomes for NYC residents, including:
 - 1. Reviewing government structures that currently support economic development, local businesses, workforce training and education;

2. Revisiting industry and employer engagement on education and workforce issues to decrease fragmentation, build stronger partnerships, and enable effective use of time and resources;
3. Reviewing the purpose, governance, and functions of the Workforce Development Corporation;
4. Examining the composition, functions, and responsibilities of the Workforce Development Board; and
5. Recommending co-investment strategies across public agencies and for public and private resources.

§ 3. There shall be an Interagency Talent and Workforce Development Cabinet.

- a. The Cabinet shall be chaired by the Executive Director of the Office of Talent and Workforce Development and comprised of representatives from agencies selected by the Deputy Mayor for Economic and Workforce Development and the Executive Director of the Office of Talent and Workforce Development.
- b. Each of the selected agencies shall designate an agency representative to the Cabinet, referred to as the agency's Chief Workforce Officer.
- c. The Chair may also invite other non-City agencies to join the Cabinet as appropriate.
- d. The Cabinet shall include a designee from each Deputy Mayor's office, as well as from the offices of the Chief Housing, Technology, and Climate Officers; and
- e. The Cabinet shall:
 - i. Deliver an annual report to the Mayor on the state of talent and workforce development in the City;
 - ii. Convene monthly to support the Citywide objectives for talent and workforce development by:
 1. Sharing best practices to collectively address policy, practice and program barriers;
 2. Sharing industry expertise and efficiently leveraging and coordinating industry relationships;

3. Building the capacity of private-sector partners to improve hiring practices, delivery of services, and the ability to match job-seekers to meaningful opportunities;
 4. Analyzing data and stewarding the City's talent and workforce development objectives; and
 5. Promoting shared technology platforms across agencies.
- iii. Support the work and implement the findings of the Future of Workers Task Force.
 - iv. Coordinate with the Office, as necessary, to review talent and workforce development related RFPs, RFEIs, and RFQs.
- f. Agencies shall share relevant data with the Cabinet at least twice a year via the City's existing Integrated Workforce Data Platform, which shall serve as a centralized resource for mayoral agencies in support of program, policy development and research goals pertaining to talent and workforce development.
 - g. The confidentiality of any information so shared shall be maintained as required by applicable law.

§ 4. This order takes effect immediately.



Eric Adams
Mayor