



Sandy Recovery Hiring Plan

What is the Sandy Recovery Hiring Plan?

- The Sandy Recovery Hiring Plan is part of the Mayor's larger HireNYC program, announced in *One New York: The Plan for a Strong and Just City* and *Career Pathways: One City Working Together*.
- The Sandy Recovery Hiring Plan sets contract guidelines for connecting New Yorkers in Sandy-impacted communities with recovery-related employment opportunities.
- It provides free, high quality recruitment services to employers and high-quality employment services to jobseekers through Sandy Recovery Workforce1 (operated by Build it Back and the NYC Department of Small Business Services).
- The Plan contains guidelines that apply to Build it Back contractors and their subcontractors:
 - Requirement to post all job openings with Sandy Recovery Workforce1
 - Required compliance with federal and local reporting requirements (including but not limited to HUD Section 3, U.S. Executive Order 11246, and NYC Local Law 140 of 2013)
 - Encouraged goal of 20% Sandy-impacted residents for all firms (total workforce)
- For Build it Back Construction Management contracts procured through the Department of Design and Construction, the Plan also contains apprenticeship and PLA requirements for contracts exceeding \$300,000.

What Projects/Who Qualifies under the Sandy Recovery Hiring Plan?

- The Sandy Recovery Hiring Plan is included in all new Build it Back contracts, including three Construction Management contracts awarded by the Department of Design and Construction.
- The Plan applies to all contractors, consultants, and subcontractors.

How does the Sandy Recovery Hiring Plan work?

- The Sandy Recovery Hiring Plan requires and encourages fulfillment of certain workforce goals. It also connects contractors with free recruitment services offered through Sandy Recovery Workforce1, which give contractors the tools to achieve the prescribed goals.
- Sandy Recovery Workforce1 is a workforce development program operated jointly by Build it Back and the NYC Department of Small Business Services, which maintains a dedicated center in Coney Island as well as staff presence at Workforce1 career centers in Staten Island and Far Rockaway.

What are the Penalties for non-compliance with the Sandy Recovery Hiring Plan?

- While the Sandy Recovery Hiring Plan does not require an employer to hire the specific candidates that Sandy Recovery Workforce1 has referred, it does require that employers interview qualified pre-screened candidates and provide prompt feedback to interviewed candidates.

- Performance is based on:
 1. Sharing all open job postings with the City
 2. Compliance with federal and local reporting requirements, including submission of monthly workforce reports
 3. Making a good faith effort to achieve the encouraged 20% of Sandy-impacted employees
 4. For applicable contracts and projects, compliance with the stipulations of the Outer-Borough PLA and apprenticeship requirements

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