



## **HireNYC: NYCEDC Development for Permanent 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 permanent 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 open positions.
- 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 for Permanent Positions?**

HireNYC NYCEDC Development will apply to all development projects producing 10 or more new, permanent employment opportunities at the development site. This requirement applies to all applicable NYCEDC land sales, ground leases, IDA and BUILD NYC projects and NYCEDC assets

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

HireNYC: NYCEDC Development will require qualifying employers hiring for permanent positions to fulfill the following requirements:

- HireNYC staff should be provided with job types and job descriptions at least 3 months before the commencement of hiring
- HireNYC: NYCEDC Development and NYC SBS staff will meet with the employer to discuss their recruitment needs and finalize a marketing and recruitment strategy
- Based on the referral process created jointly with the employer, the NYC SBS Workforce1 staff, as well as other City agency and local community based organization (CBO) partners where applicable, will screen and refer candidates with the required skills and experience
- The employer will be required to interview qualified candidates
- Employers are required to provide quarterly reports on their achievement of HireNYC: NYCEDC Development goals for permanent positions
- For ongoing hiring when five or more positions are open, the employer will be required to engage in an expedited process.

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

Liquidated damages will apply to qualifying HireNYC: NYCEDC Development employers hiring for permanent positions as of 12/1/2014 in the case of:

- Non-compliance with the HireNYC process: \$1,000 per instance
- Withholding job opportunities where HireNYC could present candidates: \$2,500 per job withheld

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

For additional information about HireNYC: NYCEDC Development for permanent jobs, e-mail [hirenyc@edc.nyc](mailto:hirenyc@edc.nyc).