



SECTION 3 FAQ

Frequently Asked Questions

What is Section 3?

Section 3 requires that recipients of certain HUD financial assistance, to the greatest extent feasible, provide economic opportunities for low- or very low-income residents in connection with projects and activities in their neighborhoods. The Section 3 regulations can be found here:

http://portal.hud.gov/hudportal/documents/huddoc?id=DOC_12047.pdf

Who are Section 3 Residents?

A Section 3 resident is:

- A public housing resident OR
- A low- or very low-income person, residing in the metropolitan area.

Low income or Very low-income persons are defined as families whose incomes do not respectively exceed 80% or 50% of the median income (varies by household size) for the area. [View](#) HUD's Fiscal Year Income Limits to check if you and/or your workforce qualify as low- income status.



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What are the categories of prioritization for Section 3 hiring?

- 1) Category 1 residents: Residents of the housing development or developments for which the Section 3 covered assistance is being expended.
- 2) Category 2 residents: Residents of other housing developments managed by the housing authority for which the Section 3 covered assistance is being expended.
- 3) Category 3 resident: Participants in HUD YouthBuild programs being carried out in the metropolitan area in which the section 3 covered assistance is being expended.
- 4) Category 4 resident: Other low-income or very low-income residents of the metropolitan area in which the section 3 covered assistance is being expended.



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What is the numerical Section 3 hiring goal?

The Section 3 regulation requires that thirty-percent (30%) of the aggregate number of new hires be Section 3 residents.

What is the Resident Employment Program?

NYCHA's Resident Employment Program ("REP") was enacted to extend the reach of the federal Section 3 regulation. REP is a NYCHA sponsored policy that requires contractors expend 15% of the total projected labor cost, on capital and modernization contracts that are awarded in excess of \$500,000, on resident hires (categories 1 & 2). REP is in addition to Section 3.

How do I register my interest in Section 3/REP job opportunities?

NYCHA residents who are interested in job opportunities generated through Section 3/REP can learn more about how to apply by attending a REES Information Session. These information sessions are held virtually or in person.

You can [view](#) upcoming REES Information Sessions and make an appointment [online](#) or call the REES Hotline at 718.289.8100.

You can also register your interest in Section 3 job opportunities by completing a REES intake form via [NYCHA's Self Service Portal](#).

Residents who need additional experience or certifications can meet with a REES Assessment Specialist at an Information Session to access training and other services available through REES partners.



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Does NYCHA provide training for Section 3 jobs?

Yes. NYCHA, through support of the Robin Hood Foundation, administers the NYCHA Resident Training Academy (“NRTA”) in partnership with best-in-class vocational training providers. The NRTA is an employment- linked training program that prepares NYCHA residents for jobs with NYCHA, NYCHA contractors and other employers. Over 2,800 residents have graduated from the Academy with 90% going on to quality jobs. To learn more visit <http://opportunitynycha.org/workforce-development/nycha-resident-training-academy/>.

Additional training is available through REES partner service providers or “Zone Partners”. You can learn more about training and workforce services at www.opportunitynycha.org.

How do I get placed in Section 3/REP jobs?

Once Section 3/REP vacancies become available, REES staff match qualified candidates with the opportunities based on the skillset requirement and the residents’ proximity to where the work is occurring. REES will refer candidates to NYCHA contractors for interviews. Contractors make all final hiring decisions. Please note, residents may be referred for vacancies outside of their housing development and/or borough.



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What types of skills or certificates do I need for a Section 3/REP job?

Section 3 jobs have varying skillset requirements. Necessary certifications vary depending on the type of work required on the job site. At a minimum, most construction sites require that employees complete the Occupational Safety & Health Administration (OSHA) 30-Hour Construction Course, which provides an introduction to OSHA standards and requirements. Certain jobs may require additional certifications and minimum years of experience in a given trade or occupation.

What types of jobs are available through Section 3/REP jobs?

Entry level and more skilled jobs may be available to qualified NYCHA residents interested in employment through Section 3/REP. Some examples of job titles, include:

- Carpenter
- Demolition Laborer
- Electrician
- Elevator Apprentice/Helper
- Elevator Mechanic
- Laborer
- Mason Tender/Bricklayer
- Painter
- Plumber/Jobber
- Cable Pulling/Technician
- Maintenance Assistant
- Field Support Assistant



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What is a Section 3 Business Concern?

A Section 3 Business Concern is a business:

- That is at least 51% or more owned by Section 3 residents, or
- Whose permanent full-time employees include persons, at least 30% of whom are currently Section 3 residents, or within 3 years of the date of first employment with the business concern were Section 3 residents, or
- That provides evidence of a commitment to subcontract in excess of 25% of the dollar award of all subcontracts to be awarded to business concerns that meet the qualifications in either of the two preceding qualifications.

How do I register as a Section 3 Business Concern and do Business with NYCHA?

If your company has never done business with NYCHA, you must first register your company with NYCHA through iSupplier. Learn more about doing business with NYCHA here:

<https://www1.nyc.gov/site/nycha/business/isupplier-vendor-registration.page>

If you have previously done business with NYCHA, register as a Section 3 Business Concern online at

<https://www1.nyc.gov/site/nycha/business/isupplier-vendor-registration.page>