



2025

GUIDE TO NYC PROGRAMS

for Women and Transgender,
Gender-Nonbinary, Gender-Nonconforming,
and Intersex (TGNBNCI) Workers
Considering Nontraditional Careers

QUICK START

This guide contains resources that TGNBNCI people and women can use to pursue nontraditional careers or to assert their workplace rights, as well as recommendations to further support these workers in nontraditional careers.

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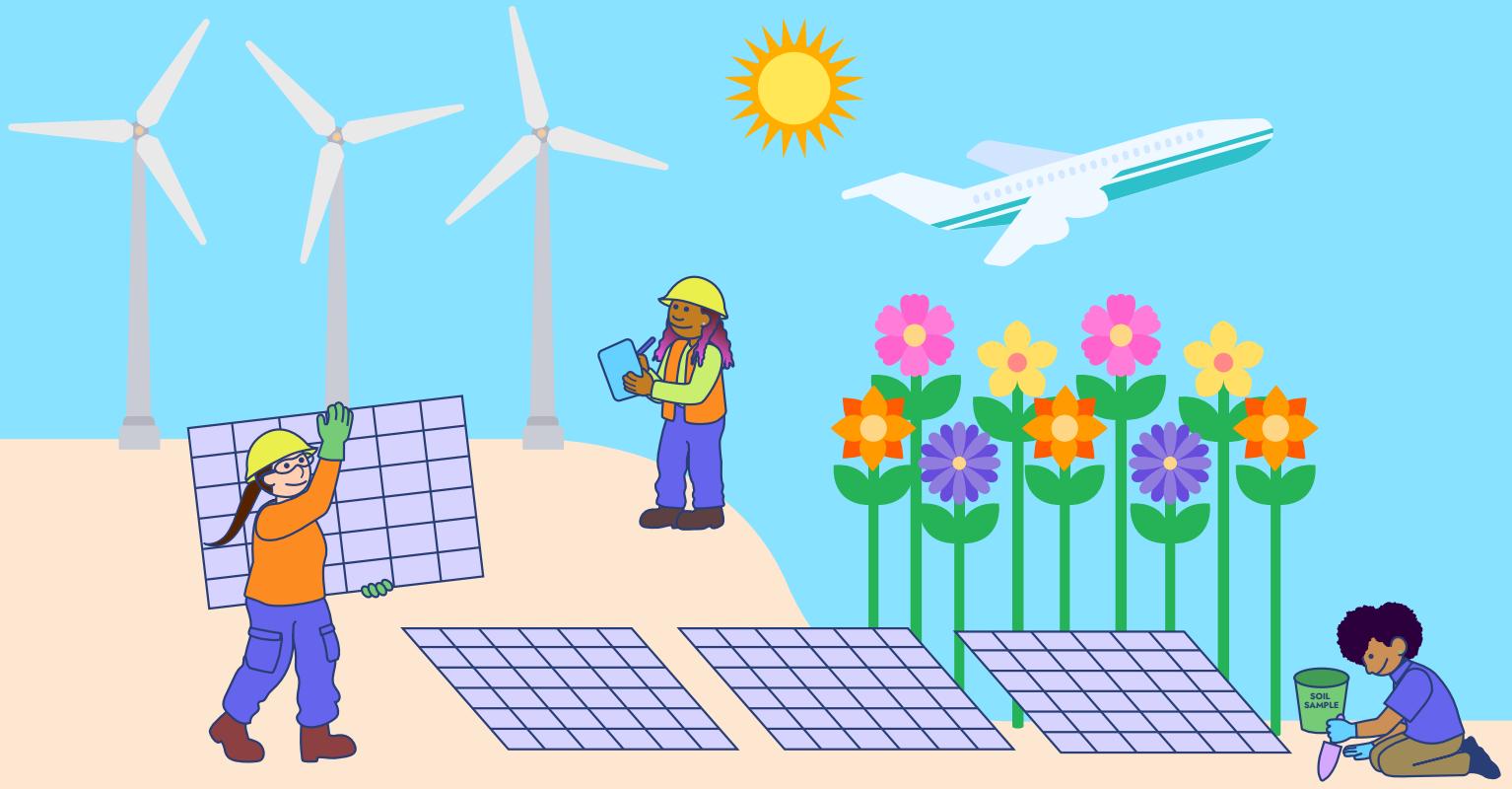
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ABOUT THE NYC COMMISSION ON GENDER EQUITY

Established in 2015, the [NYC Commission on Gender Equity](#) (CGE) works to create deep and lasting institutional commitment to removing barriers across New York City. CGE applies an intersectional lens and human rights framework to advise on issues of inequity and discrimination facing women, girls, transgender, intersex, gender-nonconforming, and gender-nonbinary New Yorkers regardless of age, disability, ethnicity and race, faith, gender expression, immigration status, sexual orientation, and socioeconomic status. Through its focus on economic mobility and opportunity, health and reproductive justice, and safety, CGE ensures the city leads in best practices in gender-equitable policies and programs for its workforce and residents.

CGE sits within the [NYC Mayor's Office of Equity & Racial Justice](#) (MOERJ). Launched in 2023, MOERJ is the city's first centralized equity office. Together with several key offices and initiatives, MOERJ is dedicated to creating a fairer and more equitable New York City through an intersectional approach to advancing change so people in every community can thrive.





ABOUT THIS GUIDE

This is a guide to New York City government programs and resources that transgender, gender-nonbinary, gender-nonconforming and intersex (TGNBNCI) people and cisgender women can use to pursue nontraditional careers. These are careers that historically have had — and usually still have — mostly men workers, and often have better pay, benefits and security. These fields include construction, utilities, maintenance, green jobs and the green economy, and transportation, among others.

A **cisgender woman** is someone who was assigned female at birth and identifies as a woman.

TGNBNCI and women workers have described tremendous benefits and fulfillment from working in nontraditional careers but also detail many [barriers to entering and remaining in these fields](#). These barriers can range from a lack of networks needed to find employment, a shortage of mentors, deeply ingrained gender norms, and perhaps most of all — discrimination and harassment. In fact, [some evidence suggests approximately half of the women workers in nontraditional trades have experienced discrimination or harassment](#), and the majority of LGBTQIA+ workers in these fields have left or considered leaving because of it.

Women and TGNBNCI workers also face [pay gaps within these industries](#), although [gender and race pay gaps for union workers](#) are significantly smaller than those for nonunion workers.

Workers have frequently faced a [caregiver or motherhood penalty](#) that can include losing pay, losing hours, or losing a job because of responsibilities as a caregiver for children, adult family members, or both. Negative consequences

Green jobs are jobs with good pay, benefits, and security that help the environment, whether in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.

are amplified for women caregivers, particularly women of color, as well as for low wage workers. Men workers, on the other hand, often enjoy a “[fatherhood bonus](#),” receiving higher pay after becoming a father.

These barriers, among others, have contributed to an [underrepresentation of women and TGNBNCI workers in nontraditional careers](#). Examples include women holding only 18.3% of architecture and engineering roles, 24.2% of computer and mathematical science roles, and 6.9% of transportation and material moving jobs in New York State. Unfortunately, comprehensive quantitative employment data for TGNBNCI workers are currently not collected. For example, the Census Bureau’s Current Population Survey asks for sex and not for gender identity. However, qualitative data show that [TGNBNCI workers in New York experience discrimination in education and employment](#), likely resulting in lower levels of employment in nontraditional careers.

The city’s agencies and offices offer a range of programs to assist New Yorkers in workforce and career development. These resources work to address the historical and persistent barriers to gender equity in these career fields, including education, recruitment, retention, and discrimination. TGNBNCI people and cisgender women can utilize any of them as they pursue nontraditional careers.

This guide covers a comprehensive range of current employment- and discrimination-related city resources and services. However, it may not include all such relevant resources and services. Moreover, many additional factors also impact a worker’s ability to access and sustain employment (such as stable housing, public transportation, affirming healthcare, and affordable child care, among others), but fall beyond the scope of this guide.

CGE and MOERJ produced this guide in compliance with Local Law 106 of 2022.



PROGRAMS AND RESOURCES



Department of Small Business Services (SBS)

The [NYC Department of Small Business Services](#) (SBS) helps unlock economic potential and create economic security for all New Yorkers by connecting New Yorkers to good jobs, creating stronger businesses, and building thriving neighborhoods across the five boroughs. The SBS website refers anyone interested to programs that are currently accepting applications for new participants.

Workforce1 Career Centers

SBS offers free services through the network of [Workforce1 Career Centers](#) to prepare and help adult New Yorkers find jobs in the following ways:

- Assistance in finding jobs in the private sector
- Information about job fairs and recruitment events
- Financial counseling and job readiness classes, such as resume creation and interview preparation
- Information and connection to numerous free workforce trainings in various industries, including food service, healthcare, tech, and industrial/construction
- Career advancement coaching for those already employed who wish to increase their pay and benefits

Workforce1 also provides specialized services for different groups:

- Out-of-school youth, ages 18 to 24, with job preparation and high school equivalency courses
- New Yorkers born outside the U.S. with services like English-language training and occupational training
- Veterans and their spouses with support in translating military skills to civilian job markets

To access these services, workers can visit Workforce1 Career Centers located throughout New York City. Find a location near you through the [SBS location finder](#).

NYC Her Future

[NYC Her Future](#) addresses the disparities that young women of color face in education, employment, justice, and health, and provides them with the tools to be successful by their own definition. By developing and championing policies, programs, and partnerships that holistically support the success of young women of color, NYC Her Future is dedicated to fostering positive change and creating a brighter future for girls and women. [Workers can find out more about NYC Her Future's programs here](#).

The NYC Office of Talent and Workforce Development

The [NYC Office of Talent and Workforce Development](#)'s (NYC Talent) mission is to ensure all New Yorkers can access good-paying careers and that employers can access New York City's talent, so they can thrive today and in the future.

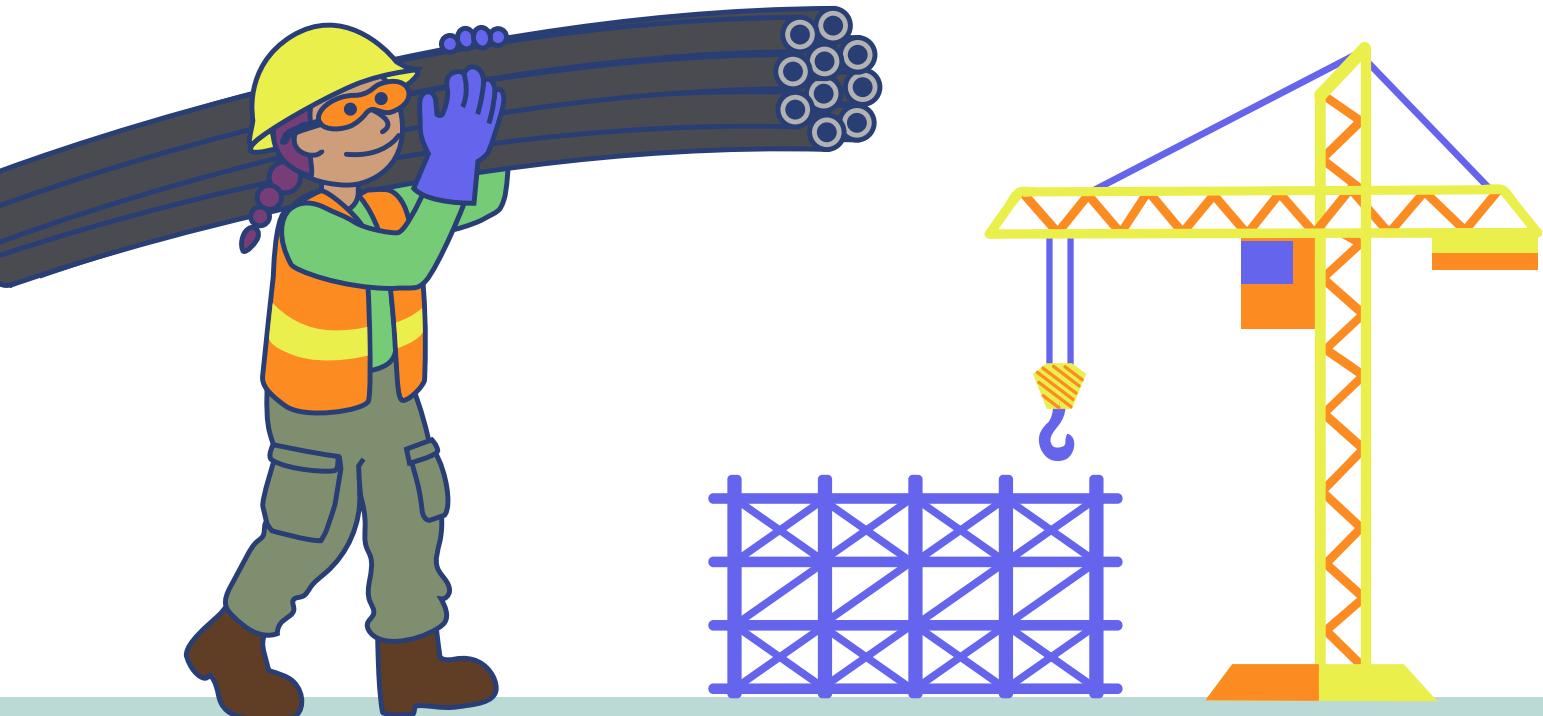
NYC Talent works to ensure that the city's workforce reflects its greatest resource — its diverse talent — including women, gender-nonbinary, gender-nonconforming, and intersex individuals, especially in industries where they remain underrepresented.

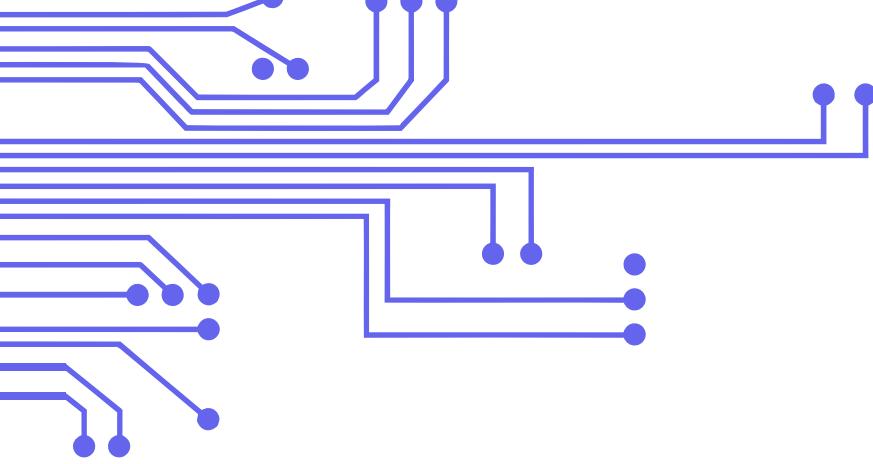
Overview of Existing Resources & Efforts

NYC Talent leads [the city's workforce development strategy](#) by fostering partnerships across public agencies, and by training providers, community-based organizations, and businesses to develop equitable and inclusive solutions. [Some programs are specifically targeted toward women workers.](#)

The Resiliency, Manufacturing, Industrial, and Infrastructure Council (ReMallC), under the Office of Talent and Workforce Development, supports industries such as construction, utilities, maintenance, and transportation — sectors traditionally dominated by male workers. NYC Talent works to ensure partnerships include a focus on increasing access and representation for women and TGNBNCI individuals.

In February 2024, New York City released the [Green Economy Action Plan](#), New York City's first comprehensive roadmap for building a green economy. The plan defines growth opportunities across eight sectors and 21 subsectors, highlighting key occupations essential to decarbonization, sustainability, and climate resiliency. Yet, despite growing demand, women and TGNBNCI individuals remain underrepresented in many high-wage occupations such as construction, maintenance, and green infrastructure. This disparity emphasizes the need for more targeted efforts to ensure equitable access and retention in nontraditional careers.





NYC Tech Talent Pipeline

[NYC Tech Talent Pipeline](#) (TTP) is New York City's tech industry partnership. Formed in 2014, TTP unites government agencies, industry leaders, and educational institutions to drive economic growth by broadening access to careers in tech. TTP's mission is to cultivate a representative tech talent pool by bridging the divides among employers, jobseekers, and training providers, ensuring that individuals are equipped with the skills needed to thrive in the rapidly evolving tech economy. TTP focuses on developing strategies that promote inclusive outreach and hiring practices to advance equity in the field by collaborating with community workforce providers and building capacity within CUNY.

All New Yorkers can [learn more about technical training opportunities on the website](#).

For CUNY students: Ask your college's career development office or computer science department for more information about additional tech career connection programs.

NYC Pathways to Industrial and Construction Careers

The [NYC Pathways to Industrial and Construction Careers](#) (PINCC), one of the Human Resources Administration's (HRA) Career Services programs, is a workforce program that focuses on connecting low-income New Yorkers to trainings and jobs within the industrial, transportation, and construction sectors in NYC at no cost to participants.

PINCC's mission is to connect participants to unionized employment or to well-paid jobs with benefits and advancement opportunities. PINCC participants pursue skills-based training or direct placement with their list of in-demand job opportunities with NYC agencies and private employers. At each program level, participants are provided with support services including career navigation, financial counseling, job readiness, and employment placement support.

Workers are eligible for enrollment in PINCC if they meet one or more of the following qualifications:

- Participation in Cash Assistance, Supplemental Nutrition Assistance Program (SNAP), or Medicaid
- New York City Housing Authority resident
- Noncustodial parent
- Household income is at or below certain income limits

Find out more or sign up for an informational session at [NYC Pathways to Industrial and Construction Careers](#).

Women.NYC

NYC's Economic Development Corporation launched [Women.NYC](#) to close the gap in high-growth sectors and to ensure that women can thrive in the industries driving NYC's future, including technology, life sciences, and the green economy. Women, especially women of color, remain underrepresented in these fields, even though they make up nearly half of NYC's workforce.

Women.NYC provides a range of programs to dismantle structural barriers head-on by helping cisgender women and TGNBNCI workers build skills and networks.

Women.NYC participants gain access to industry-specific resources, as well as direct mentorship and opportunities to build critical professional and strategic connections, enabling them to pursue nontraditional careers in sectors where women are historically underrepresented. As of 2024, Women.NYC had reached over 80,000 people. Additionally, 1,800 women directly benefited from Women.NYC programming, with 85% reporting their strategic networks expanded as a result — underscoring Women.NYC's critical role in advancing gender equity and breaking down barriers that drive economic mobility for women across NYC.

Women.NYC Programs

- [The Women.NYC Network Advisors](#) – Connect one-on-one with industry experts and gain personalized strategies.
- [Power Circles](#) – Join intimate networking groups that offer mentorship, industry insights, and a supportive space to build connections.
- [Industry Events](#) – Learn from industry insiders, attend expert panels, and connect with the professionals shaping high-growth fields.
- [Insider's Look](#) – Get a behind-the-scenes view of NYC's top industries and learn what it takes to break into these competitive fields.
- [Pivot to Growth: Careers](#) – This career pathways program will help you reskill, reposition, and break into high-growth industries.
- [Pivot to Growth: Entrepreneurship](#) – A business growth-focused bootcamp designed to take your early-stage business to the next level.

NYC Unity Project

The [NYC Unity Project](#) is the first citywide initiative focused on delivering and coordinating affirming services for LGBTQIA+ New Yorkers. Unity Project has created a living directory that includes [peer and community support organizations offering a variety of vital resources for LGBTQIA+ workers and communities](#). Additionally, [Unity Project's Work It, NYC manual](#) is a tool for supporting workforce development program professionals in their efforts to create more inclusive environments — and successful outcomes — for LGBTQIA+ workers across the city.

NYC Commission on Human Rights and the NYC Human Rights Law (NYCHRL)

The NYC Commission on Human Rights (CCHR) is responsible for enforcing the NYC Human Rights Law (NYCHRL), one of the strongest civil rights laws in the country. CCHR works to combat discrimination, to promote equality, and to protect the rights of all New Yorkers in areas such as employment, housing, and public accommodations, which include city services, education, and most places serving the public.

Discrimination

Discrimination throughout the job-application process and on the job can be a significant barrier for workers in historically male-dominated jobs.

It is against the law to discriminate in employment because of a job applicant's or employee's protected categories under the NYCHRL. There are more than 25 protected categories in the NYCHRL. These include gender, which also covers gender identity or expression and pregnancy, sexual orientation, race, immigration status and national origin, religion, disability, status as a caregiver, status as a victim of domestic violence, age, sexual and reproductive health decisions, and height and weight.

Adverse actions and discriminatory policies on these bases — such as lower pay, less access to leave, and denial of promotions — violate the NYCHRL.

Reasonable Accommodations

For pregnancy, disability, religion, and status as a victim of domestic violence, the NYCHRL requires employers to provide a reasonable accommodation unless the employer can show that providing an accommodation would be an undue hardship. This [Businesses' Obligations as Employers Fact Sheet](#) outlines existing workplace protections against discrimination and explains employers' obligations under the NYCHRL, including the requirement to provide reasonable accommodations.

NYCHRL Protections and Guidance

CCHR's publications provide further detail on the NYCHRL's protections, as well as examples of violations related to specific protected categories:

Gender, Gender Identity, and Gender Expression

- [Gender Identity/Gender Expression: Legal Enforcement Guidance](#) discusses protections related to actual or perceived sex, gender identity, and gender expression, including a person's actual or perceived gender-related self-image,



appearance, behavior, expression, or other gender-related characteristic, regardless of the sex assigned to that person at birth. The guidance explains various examples of violations of the law, including gender stereotyping such as gender-based appearance expectations. It also covers refusing to use the name or pronouns with which a person self-identifies.

☞ [Living Proudly: Understanding LGBTQIA+ Rights](#) explains discrimination based on sexual orientation and gender identity and expression and includes examples.

☞ [Gender Identity Myths vs. Facts](#) addresses many of the common misconceptions about gender identity and gender expression protections.

- Additional Gender-related Protections

☞ [CCHR's Legal Enforcement Guidance on Discrimination on the Basis of Pregnancy, Childbirth, Related Medical Conditions, Lactation Accommodations, and Sexual or Reproductive Health Decisions](#) explains reasonable accommodations and violations of the law related to these protected categories.

☞ [Pregnancy Accommodations at Work](#) informs employees of their rights to workplace accommodations during pregnancy.

☞ [Lactation Accommodations What New York City Employers Need to Know](#) explains the requirement for employers to maintain a lactation policy and to provide a suitable space for employees to express milk.

☞ [Protections Against Employment Discrimination Based on Sexual and Reproductive Health Decisions Fact Sheet](#) explains what constitutes sexual and reproductive health decisions and gives examples of how these protections apply regardless of gender, gender identity, and gender expression. This includes protections for employees receiving hormone therapy, transition-related care, or in vitro fertilization.

☞ [Anti-Discrimination Protections for Survivors of Domestic Violence, Sex Offenses, or Stalking](#) addresses NYCHRL protections against discrimination based on these protected categories, which includes reasonable accommodations in employment.

☞ [Protections for Workers With Caregiving Responsibilities](#) describes the NYCHRL's prohibition on discrimination on the basis of caregiver status in employment.

☞ [Anti-sexual Harassment Trainings](#): Most employers are required to provide annual training on sexual harassment to inform employees of their rights to be free from sexual harassment and retaliation, as well as how to report sexual harassment to their employers, CCHR, and other agencies.

☞ [Stop Sexual Harassment Act Fact Sheet](#): Employers must distribute this fact sheet to individual employees, which describes the NYCHRL's prohibition on sexual harassment and points to resources for individuals experiencing harassment in the workplace.





[Stop Sexual Harassment Act Fact Sheets and Posters](#) outline workplace sexual harassment protections.

Disability

- [CCHR's Legal Enforcement Guidance on Discrimination on the Basis of Disability](#) covers discrimination based on disability, including reasonable accommodation examples and requirements in employment, housing, and places of public accommodation.

Immigration Status and National Origin

- [CCHR's Legal Enforcement Guidance on Discrimination on the Basis of Immigration Status and National Origin](#) provides further detail on this legal protection in employment, as well as the prohibition on discrimination based on actual or perceived immigration status or national origin in housing and places of public accommodation.

Additional Protections for Workers That Advance Pay Equity

- [Pay Transparency](#): Employers must include a good-faith pay range in job advertisements.
- [Salary History Ban](#): Employers must not ask about a worker's salary history during the hiring process.

Reporting Discrimination

- Workers can file claims with [CCHR's Law Enforcement Bureau](#) within one year of the discriminatory act or, in the case of gender-based harassment, within three years of the discriminatory act. Alternatively, a complaint can be filed in court within three years of the discriminatory act.

Nonprofit Organization: Nontraditional Employment for Women

This guide focuses on city government resources; however, there are also organizations throughout the city that work to help New Yorkers access historically male-dominated careers. One organization has been a pioneer and leader in this work since 1978:

[Nontraditional Employment for Women](#) (NEW) focuses on preparing women workers for skilled union careers in the construction, utilities, and maintenance trades. NEW trains approximately 350 students annually and connects them with employers and union partners, while also advocating for a diverse workforce, the prevention of gender-based violence and harassment, and the prioritization of health and safety in the workplace. [Prospective workers may register for an information session online.](#)

Department of Consumer and Worker Protection (DCWP)

DCWP enforces key workplace laws, including the Paid Safe and Sick Leave Law, the Fair Workweek Laws, and the Delivery Worker Laws.

Paid Sick, Safe and Prenatal Leave

Under the NYC Paid Safe and Sick Leave Law, covered employees have the right to use safe and sick leave for the care and treatment of themselves or a family member and to seek legal and social services assistance or take other safety measures if the employee or a family member is the victim of any act or threat of domestic violence, unwanted sexual contact, stalking, or human trafficking. Most employees have the right to this paid leave. Employers with 100 or more employees are required to provide up to 56 hours of paid safe and sick leave per year and employers with 99 or fewer employees are required to provide up to 40 hours of safe and sick leave per year. Employees also have the right to an additional 20 hours of paid prenatal leave for health care during pregnancy or related to their pregnancy, including fertility treatment and end-of-pregnancy care. Workers can learn more about their rights and employers' obligations under the law in the [Paid Safe and Sick Leave Law FAQs](#).

Fair Workweek Law: Information for Utility Safety Employers

Under the Fair Workweek Law, utility safety workers must receive 72 hours' advance notice of work schedules. The law also provides protections against on-call shifts, shift cancellations with less than 72 hours' notice, and being required to work with less than 72 hours' notice. Utility safety workers can learn more about their rights and their employers' obligations under the law in the [Fair Workweek Law Utility Safety Frequently Asked Questions](#).

Other provisions of the Fair Workweek Law cover fast food workers and retail workers.

Delivery Workers

The [Food Delivery Worker Laws regulate third-party food delivery services](#), such as Uber Eats, DoorDash, and Grubhub, as well as third-party courier services such as Relay. These laws provide pay and other workplace protections to app-based restaurant delivery workers. Delivery apps must pay workers at least \$21.44 per hour — not including tips — for time spent making deliveries. This minimum will increase on April 1 of each year. Apps also must give delivery workers information about each trip, including pickup address, estimated time and distance, tips, and pay. Delivery workers can learn more about their rights and the apps' obligations under the law in the [Food Delivery Worker Laws Frequently Asked Questions](#).

Filing a Complaint

[Workers may ask a question or file a complaint about possible violations of the law online.](#)



RECOMMENDATIONS



To build on this foundation and to support women, transgender, gender-nonbinary, gender-nonconforming, and intersex New Yorkers further in nontraditional careers, the following recommendations are shared as opportunities for the city in partnership with key stakeholders:

1

Start the conversation early and build partnerships to diversify recruitment:

- Continue to integrate career awareness into public education.
- Highlight successes and elevate the stories of New Yorkers who are succeeding in nontraditional careers.
- Develop public awareness campaigns about relevant city resources and programs, and work with nonprofit partners, to increase TGNBNCI and women workers' enrollment and participation in these programs and resources.
- Work with relevant unions, workers' centers, and other organizations that serve women and TGNBNCI communities to improve targeted recruitment.
- Expand pipeline programs and other initiatives that support access to nontraditional fields, such as internships, registered apprenticeships and pre-apprenticeships, and job fairs.
- Continue to support youth workforce development programs like New York City's Summer Youth Employment Program (SYEP) and SYEP Pride, which provide girls and LGBTQIA+ young people with early career exploration opportunities.

2

Engage businesses to increase retention of women and TGNBNCI workers:

- Share and discuss best practices with employers on strengthening workplace inclusion for women and TGNBNCI workers.
- Improve employers' understanding of their responsibilities — and the consequences — regarding discrimination and sexual harassment and compliance with the NYC Human Rights Law.

3

Strengthen data collection and research to support workplace equity efforts:

- Collect gender and race pay data from relevant large employers across the city, and report regularly on any pay gaps.
- Encourage data reporting on workforce diversity in city-funded construction and infrastructure projects to leverage and inform real-time adjustments.
- Enlist academic researchers to survey workers confidentially about their experiences in nontraditional careers, including working conditions, pay, and benefits while ensuring privacy from employers and government.
- Utilize findings and data to refine best practices for employers and to support workers.

CONCLUSION

As New York City builds toward a more sustainable and equitable future, the active inclusion of cisgender women, transgender, gender-nonbinary, gender-nonconforming, and intersex New Yorkers in nontraditional sectors is not only a matter of justice but also an economic imperative: [Research shows that a diverse workplace brings economic benefits](#), including productivity gains from an improved ability to solve complex problems, while [a diverse workforce can drive economic growth](#). The City of New York is committed to creating the systems, supports, and opportunities that allow all New Yorkers to thrive in every sector of our economy.



