

Annual Report FY 2023

Civil Service Exams, Recruitment and Training Programs

Local Law 28 (2023)

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I. Introduction and Executive Summary

The following report has been prepared pursuant to Local Law 28 (LL28) of 2023 which mandates the Department of Citywide Administrative Services (DCAS) to publish and submit to the mayor and speaker of the New York City Council an annual report on civil service examination outcomes, including the number of applicants for an exam, the number of passers, eligible list certifications, and accepted appointments. The legislation also mandates information on participation and passage of City agency training programs (e.g., academy class) that are required for, or relevant to, civil service appointments or promotions. The law requires a list of agencies' recruitment activities and expenditures related to recruiting candidates for open-competitive civil service examinations and promotional civil service examinations, as well as a list of any preparatory materials developed for applicants or potential applicants for open-competitive civil service examinations or promotional civil service examinations.

This report examines the data for Fiscal Year 2023 (July 1, 2022, to June 30, 2023) (FY23). It also includes an analysis of institutional processes and policies that provide equal opportunity for a diverse universe of municipal employees. The report also highlights the strategic outreach efforts that the City has undertaken to diversify recruitment and hiring through the civil service examination process.

A. Summary of Findings

- The City attracts a large population of diverse candidates to its civil service examinations on an ongoing basis. In FY23, the total number of applicants for open-competitive civil service examinations, promotional civil service examinations, and qualified incumbent examinations was 115,435. The highest number of applicants originated from Brooklyn and Queens, followed by the Bronx.
 - The data show that a majority of applicants for civil service examinations are racially and ethnically diverse. In FY23, 83,060 applicants (72%) self-identified as racial or ethnic minorities, exceeding 19,551 (17%) who self-identified as white.
 - The data for FY23 indicates that there were more applicants for civil service exams who self-identified as male or man. The civil service exam titles and type of exams offered may have contributed to the composition of exam applicants.
- However, examination data shows that ultimately more self-identified females (647,269; 56%) than self-identified males (477,264; 51%) were on eligible lists that were certified to agencies in FY23 for consideration for vacancies. In FY23, nearly two-thirds (65%) of all training program participants identified as male or man. The representation of men in these training programs is associated with the occupational segregation within certain civil service titles (e.g., police officers, sanitation worker, special officers, park rangers, etc.) where women have been traditionally underrepresented nationally. A longitudinal comparison of this representation may disclose whether the City's ongoing efforts to improve equity in the workforce increases female participation in applicants for these civil service titles.

- Agencies spent approximately \$4,806,896 in FY23 to promote job vacancies requiring open-competitive or promotional civil service examinations. An accurate analysis of spending by borough is not feasible for this report because city agencies do not disaggregate marketing and recruiting expenditure by geography. Most agencies monitor and report their marketing cost in aggregate by platforms, that reach New Yorkers in all boroughs. City agencies use a multi-channel approach, including television, news media (local and ethnic outlets), subway ads, digital ads, and social media, as well as in-person recruitment events to recruit diverse New Yorkers.
- Agencies across the City conducted a total of 2,349 recruitment events in all five boroughs and neighboring areas in FY23 to promote civil service examination-based job opportunities. In addition, agencies also held 174 virtual events to complement traditional outreach efforts, reflecting increasing efforts to reach diverse job seekers that rely on online platforms for their job search.
- The City will also continue to rely on virtual recruitment activities, which are an economical method for attracting younger and geographically dispersed residents to the applicant pool.

II. Data and Methodology¹

This report is categorized into four key areas based on the requirements of the law: (a) data on DCAS administered open-competitive, qualified incumbent and promotional civil service examinations in FY23; (b) data submitted to DCAS on agency administered training programs in FY23; (c) agency reported expenditures related to recruiting candidates for open-competitive and promotional civil service examinations; and (d) a general overview of citywide recruiting events organized by all agencies.

City agencies that report to the mayor and other elected officials, including the New York City Council, the Office of the Public Advocate, district attorneys and the offices of borough presidents, including community boards, and commissions, such as the Civil Service Commission, Equal Employment Practices Commission, the Board of Correction and each borough's Public Administrator office, were required to submit to DCAS training data, if applicable, recruitment expenditures, and a list of recruitment events. For a list of all complying agencies, see Appendix A.

Source of data and information reviewed for the preparation of this report include:

- Internal DCAS examination tracking systems (FY23)² - per LL28, the following indicators were defined for analysis:

¹ All data in this report has been aggregated by borough and disaggregated by demographics, including gender, and race or ethnicity, where applicable.

² A total of 167 exams were considered in this analysis.

Indicator	Definition
Applicants	The total number of applicants for open-competitive civil service examinations, promotional civil service examinations, and qualified incumbent examinations
Multiple Choice Test Takers	Took the computer-based multiple-choice portion of such examination.
Multiple Choice Test Passers	Achieved a passing score on the computer-based multiple-choice portion of such examination.
E&E Test Takers	Took the computer-based rated education and experience portion of such examination.
E&E Test Passers	Achieved a passing score on the computer-based rated education and experience portion of such examination.
Invited to Physical Tests	Were invited to take the physical portion of such examination.
Took physical Tests	Took or began to take the physical portion of such examination.
Passed Physical Tests	Passed the physical portion of such examination.
Certified to Agencies	Were certified on an eligible list.
Appointed by Agencies	Accepted any appointment to a position that was offered.
Eligibles on Promotion Lists	For promotion lists, were on an existing eligible candidate list.

- Data on training programs, civil service recruitment events, and exam recruitment expenditures received from individual agencies;³
- Promotional materials from individual agencies.

³ The training program data is only for programs that were administered, completed, and where a hire was made in FY23.

III. FY 2023 NYC Civil Service Examinations: Open-Competitive, Promotions, and Qualified Incumbent Examinations

The below section analyzes the total number of applicants for open-competitive civil service examinations, promotional civil service examinations, and qualified incumbent examinations (QIEs), and the number of such applicants who:

- a. Took the computer-based multiple-choice portion of such examination;
- b. Achieved a passing score on the computer-based multiple-choice portion of such examination;
- c. Took the computer-based rated education and experience portion of such examination;
- d. Achieved a passing score on the computer-based rated education and experience portion of such examination;
- e. Were invited to take the physical portion of such examination, if applicable;
- f. Took or began to take the physical portion of such examination, if applicable;
- g. Passed the physical portion of such examination, if applicable;
- h. Were certified on an eligible list, if applicable;
- i. Accepted any appointment to a position that was offered; and
- j. For promotion lists, were on an existing eligible candidate list.

When reviewing the total number for each of the above indicators as specified and defined by the local law, a direct relationship cannot be drawn between each category due to the varying data sources and current civil service examination process. The time from administration of an exam to establishment of a list of qualified candidates varies based on the type of exams. For example, a list of qualified candidates for QIE or Education and Experience (E&E) exams may be available much quicker than the list for an exam that requires a physical test.

Furthermore, the “applicant” indicator consists of all the candidates who applied for a civil service exam in FY23 whether or not the exam was fully administered during the fiscal year. Similarly, the number of multiple-choice, E&E, and physical “test takers” includes information from exams that were completed during FY23 but where the application period may have been open in the previous fiscal year. The “test passers” category does not reflect the full universe of all the test takers because the candidate lists are established on a rolling basis as the exams are scored, which can vary from 6 to 9 months due to the civil service process. As a result, the number of test passers may increase significantly once all the exams from FY23 are scored and established.

The “Certified to Agencies” and “Appointed by Agencies” are dynamic categories that change as eligible lists are established on an ongoing basis; therefore, the total reflected in the table below is a snapshot of the total number of individuals included and appointed from lists that were certified to agencies on or after 7/1/2022, up to 6/30/2023.

The “Eligibles on Promotion” total includes eligibles on an established, non-terminated, eligible list for promotional exams that were in existence on 6/30/2023.

A. Civil Service Examination Data by New York City Boroughs

In FY23, the total number of applicants for open-competitive civil service examinations, promotional civil service examinations, and qualified incumbent examinations was 115,435. The highest number of applicants originated from Brooklyn (27%) and Queens (25%), followed by the Bronx (16%). The higher representation of applicants residing in Brooklyn and Queens is in proportion to the city’s population breakdown⁴: Brooklyn consists of 31% of New York City’s population share in 2020 followed closely by Queens (25%). However, the Bronx which has 17% of the City’s population, supplied a greater number of applicants for the City’s civil service examinations than slightly larger Manhattan (19%).

Table A.1: Total number of civil service examination applicants⁵ by New York City Boroughs (FY23)

Indicator	Fiscal Year 2023						
	Borough of Residency						
	Bronx	Brooklyn	Manhattan	Queens	Staten Island	Outside of the 5 boroughs*	Total
Applicants⁶	17,908	31,302	8,270	28,714	8,423	20,818	115,435
Multiple Choice Test Takers	6,507	11,109	2,815	11,454	3,393	9,017	44,295
Multiple Choice Test Passers	2,646	4,124	1,090	3,916	1,197	3,566	16,539

⁴ [New York City Population by Borough, 1950 - 2040 | State of New York \(ny.gov\)](#)

⁵ All applicants for open-competitive civil service examinations, promotion civil service examinations, and qualified incumbent examinations.

⁶ The number of applications received for all DCAS civil service exams will vary year over year due the exam offerings during that reporting period. Certain popular exams such as exams for Police Officers, Oiler (Series), and School Safety Agents, draw higher test participants.

E&E Test Takers	1,762	3,830	1,180	3,674	1,345	1,879	13,670
E&E Test Passers	1,317	2,870	880	2,791	981	1,425	10,264
Invited to Physical Tests	877	1,732	378	1,886	1,433	1,460	7,766
Took physical Tests	258	526	130	589	445	343	2,291
Passed Physical Tests	246	501	126	569	422	332	2,196
Certified to Agencies	140,686	345,746	103,476	303,595	78,595	192,157	1,164,255**
Appointed by Agencies	3,066	6,807	2,066	6,332	1,824	4,288	24,383
Eligibles on Promotion Lists	4,710	9,090	2,253	9,324	3,850	9,817	39,044

*“Outside of 5 boroughs” include Long Island, Westchester, and any other areas outside of the five New York City boroughs.

** Candidates can appear on more than one certified list.

B. Civil Service Examination Data by Gender

The data for FY23 in the table below report that a majority of applicants self-identified male or man. The civil service titles for which exams were administered may have contributed to the predominance of males in the applicant population.

As observed in prior public reports, occupational segregation, the over- or under-representation of certain demographic categories (e.g., gender and by race/ ethnicity) in certain occupations, continues as a feature of the New York City municipal workforce, leading to over- and under-representation of certain demographics within titles including in some cases, near homogeneity in some titles.⁷

⁷ [Pay Equity in New York City: Analysis of Pay Differences in the New York City Municipal Workforce](#) (2022)

Nevertheless, the data show that the process ultimately results in the inclusion of more females (647,269; 56%) than males (477,264; 51%) on eligible lists certified to agencies and available for consideration for appointment in FY23. This observation remains consistent with the city's workforce which is composed of more female (58%) than male (42%)⁸ employees.

Among those "appointed by agencies," males (12,427; 51%) slightly outnumbered females (11,182; 46%) by 5 percentage points.

Table B.1: Total number of civil service examination applicants by Gender

Indicator	Fiscal Year 2023			
	Self-Identified Gender			
	Female or Woman	Male or Man	Unknown / I choose not to disclose	Total
Applicants	47,343	66,420	1,672	115,435
Multiple Choice Test Takers	15,691	27,929	675	44,295
Multiple Choice Test Passers	5,811	10,562	166	16,539
E&E Test Takers	6,050	7,355	265	13,670
E&E Test Passers	4,225	5,838	201	10,264
Invited to Physical Tests	587	6,461	718	7,766
Took physical Tests	149	1,954	188	2,291
Passed Physical Tests	111	1,901	184	2,196
Certified to Agencies	647,269	477,264	39,722	1,164,255
Appointed by Agencies	11,182	12,427	774	24,383
Eligibles on Promotion Lists	14,985	21,828	2,231	39,044

⁸ [Fiscal Year 2021 New York City Government Workforce Profile Report](#)

C. Civil Service Examination Data by Race and Ethnicity

The civil service candidate data show that a vast majority of applicants for civil service examinations are in fact racial/ethnic minorities. In FY23, the cumulative representation of minorities (83,060; 72%) exceeded those who self-identified as white (19,551; 17%) among civil service applicants.

The data below also show that a higher representation of Black or African American and Hispanics are appointed by agencies when compared to those who identified as White.

Table C.1: Race/Ethnic Distribution of Civil Service Examination Applicants (FY23)

Indicator	Fiscal Year 2023				
	Self-Identified Race/Ethnicity				
	Asian*	Black or African American	Hispanic or Latino	White	SOR** (Some Other Race)
Applicants	15,637	40,284	27,139	19,551	12,824
Multiple Choice Test Takers	6,402	14,269	9,020	8,452	6,152
Multiple Choice Test Passers	1,633	5,408	5,438	2,640	1,420
E&E Test Takers	2,260	3,982	2,842	3,117	1,469
E&E Test Passers	1,696	2,882	2,190	2,400	1,096
Invited to Physical Tests	263	1,809	2,018	3,277	399
Took physical Tests	81	571	657	878	104
Passed Physical Tests	75	547	632	842	100
Certified to Agencies	204,025	375,576	226,145	206,868	151,641
Appointed by Agencies	3,674	7,853	5,397	4,685	2,774
Eligibles on Promotion Lists	4,399	11,665	8,461	9,163	5,356

* Asian includes Native Hawaiian or Pacific Islander.

** Some Other Race = American Indian, two or more races, or unknown/I choose not to disclose. Self-identification is voluntary; therefore, there is a portion of individuals who do not disclose.

IV.FY 2023 NYC Civil Service Examinations: Training Programs

The following section includes data from agencies on training programs that are required for, or relevant to, an applicant's appointment to a position based on an open-competitive civil service examination or a promotional civil service examination, the name of the agency training program, the total number of applicants enrolled in such program, and the number of applicants who:

- Completed the program;
- Passed and graduated from the program, if applicable;
- Passed but did not graduate from the program, if applicable;
- Did not pass or graduate from the program, if applicable; and
- Accepted any appointment offered based on graduation from the program, if applicable.

A complete list with the names of the agency training programs reviewed for the subsequent analysis is available in [Appendix C](#). Most civil service titles do not mandate an additional training component for full-time appointment and, therefore, only a handful of agencies administer mandatory training for selected titles. If an agency is not listed, then the agency either did not submit data to DCAS, does not have a training program, or did not conduct any such training in FY23.

A. Training Program Data by New York City Boroughs

In FY23, there were a total of 7,129 applicants who participated in an agency training program that is required for, or relevant to, an applicant's appointment to a position based on an open-competitive civil service examination or a promotional civil service examination. Of those, 86% of the applicants passed and graduated from the programs and 85% of those accepted an appointment, including promotions, offered based on successful graduation from the program.

Nearly half (47%) of all participants reside in Brooklyn (24%) or in Queens (23%) and almost a quarter live outside of the five boroughs (24%). It should be noted that many of the large training programs are administered by uniform agencies (e.g., police academy, correction officer academy, and FDNY academy) where these titles are exempted from the residency requirement of living within the five New York City boroughs.

Table A.1: Total Number of Participants in Agency Training Programs (FY23)

Indicator	Total Participants
# of applicants enrolled in such program	7129
# of applicants who completed the program	6108
# of applicants who passed and graduated from the program	6100
# of applicants who passed but did not graduate from the program	4
# of applicants who did not pass or graduate from the program	1025
# of applicants who accepted any appointment offered based on graduation from the program	6047

Table A.2: Total Number of Agency Training Programs by New York City Boroughs (FY23)

Indicator	Borough of Residence						
	Bronx	Brooklyn	Manhattan	Staten Island	Queens	Outside of the 5 Boroughs ⁹	Total
# of applicants enrolled in such program	1002	1676	395	681	1642	1733	7129
# of applicants who completed the program	890	1453	341	585	1422	1419	6108
# of applicants who passed and graduated from the program	889	1449	341	584	1420	1419	6100
# of applicants who passed but did not graduate from the program	1	1	0	2	0	0	4
# of applicants who did not pass or graduate from the program	116	229	53	96	221	310	1025
# of applicants who accepted any appointment offered based on graduation from the program	887	1449	341	583	1420	1369	6047

⁹ Select civil service appointments allow residency outside of the five boroughs.

B. Training Program Data by Gender

The demographic composition of the training program participants is dependent on who applied to these civil service titles and successfully completed the civil service exam. In FY23, nearly two-thirds (67%) of all participants self-identified as male or man and almost one-third (31%) as female or woman. The concentrated representation of male or man in these training programs is associated with the occupational segregation within these civil service titles (e.g., police officers, sanitation workers, special officers, firefighters, parks rangers, etc.) where women have been traditionally underrepresented nationally. A longitudinal comparison of this representation may reveal whether the City's ongoing efforts to build a more diverse workforce will shift future gender distribution among test takers in these civil service titles.

Table B.1: Distribution of agency training program by Gender (FY23)

Indicator	Self-Identified Gender			
	Female or Woman	Male or Man	Unknown/I choose not to disclose	Total Gender
# of applicants enrolled in such program	2196	4636	297	7129
# of applicants who completed the program	1911	4089	108	6108
# of applicants who passed and graduated from the program	1907	4086	107	6100
# of applicants who passed but did not graduate from the program	3	1	0	4
# of applicants who did not pass or graduate from the program	284	552	189	1025
# of applicants who accepted any appointment offered based on graduation from the program	1906	4085	56	6047

C. Training Program Data by Race and Ethnicity

Training participants who self-identified as Black (28%) and Hispanic (27%) make up the majority of the training program. Nearly a quarter (24%) self-identified as White. Asians (12%) represent the smallest group among training program participants.

Table C.1: Distribution of agency training program by Race/ Ethnicity (FY23)

Indicator	Self-Identified Race/Ethnicity				
	Asian*	Black	Hispanic	White	SOR**
# of applicants enrolled in such program	889	1996	1916	1722	774
# of applicants who completed the program	771	1752	1653	1515	528
# of applicants who passed and graduated from the program	770	1752	1653	1515	523
# of applicants who passed but did not graduate from the program	0	1	0	2	1
# of applicants who did not pass or graduate from the program	120	243	267	208	249
# of applicants who accepted any appointment offered based on graduation from the program	770	1752	1651	1512	473

* Asian includes Native Hawaiian or Pacific Islander.

** Some Other Race = American Indian, two or more races, or unknown/I choose not to disclose. Self-identification is voluntary; therefore, there is a portion of individuals who do not disclose.

Race/Ethnicity totals may exceed 100% because applicants can self-identify as Hispanic and select a race/ethnicity.

V. Expenditures Related to Recruiting for Open-Competitive and Promotional Civil Service Examinations

Agencies across the City conducted a total of 2,349 recruitment events in all five boroughs and neighboring areas in FY23 to promote civil service examination-based job opportunities. In addition, agencies also held 174 virtual events to complement traditional outreach efforts, signifying a growing shift to reach diverse job seekers that rely on online platforms for their job search.

A list of agencies' FY23 recruitment events aggregated by location as well as a list of any preparatory materials for open-competitive civil service examinations or promotional civil service examinations is available in [Appendix D](#) and [Appendix E](#), respectively. If an agency is not listed, they either did not submit data to DCAS or did not participate in any recruiting events promoting civil service titles in FY23.

Agencies spent approximately \$4,806,896¹⁰ cumulatively in FY23 in promotion of job vacancies requiring civil service examinations, including open-competitive civil service examinations and promotion civil service examinations.

An accurate analysis of spending by borough is not feasible for this report because city agencies do not disaggregate marketing and recruiting expenditure geographically. To optimize dissemination of information to the largest number of New Yorkers, New York City agencies use a multi-channel approach, including television, news media (local and ethnic outlets), subway ads, digital ads, and social media, as well as in-person recruitment events. Therefore, most agencies track their marketing cost in aggregate by platform, such as digital vs. print, which reach New York City residents universally. Only a handful of agencies were able to provide their FY23 expenditure by boroughs in the table below, reflecting primarily the recruitment costs for in-person events.

DCAS will continue to encourage agencies to monitor their spending on a borough level for future reporting.

Agency Total	Bronx	Brooklyn	Manhattan	Queens	Staten Island	Digital	Citywide Total ¹¹
	\$550	\$2,625	\$3,625	\$1,400	\$800	\$119,121	\$4,806,896

¹⁰ Approximate amount due to recruitment marketing fund being combined for positions requiring civil service exams and those that do not.

¹¹ The total sum is larger than the breakdown by borough because many agencies reported their FY23 recruitment spending either cumulatively or by marketing platform.

VI. Equal Opportunity for Municipal Employees and Applicants

A. New York City's Efforts to Ensure and Enhance Equity

LL28 requires an evaluation of the City's efforts to provide fair and effective affirmative employment and recruitment practices to ensure equal employment opportunity and diversification of candidates who seek employment with the City of New York through civil service examinations.

DCAS' commitment to diversity, equity and inclusion means ensuring that city government leads the way in having a diverse and inclusive workforce that is reflective of the city it serves. That includes providing equal employment opportunities to all the potential workforce and providing all City employees with equal opportunities to further build their careers.

New York City agencies are guided by the City's Equal Employment Opportunity Policy (EEO Policy) and federal, state and local laws. City policy requires agencies to foster a workplace culture in which employment and advancement decisions are made fairly and employees are treated equitably. The City's employer diversity and non-discrimination statement, which is included in all job postings, is as follows:

The City of New York is an inclusive equal opportunity employer committed to recruiting and retaining a diverse workforce and providing a work environment that is free from discrimination and harassment based upon any legally protected status or protected characteristic including, but not limited to, an individual's sex, race, color, ethnicity, national origin, age, religion, disability, sexual orientation, veteran status, gender identity, or pregnancy.

DCAS continues to monitor employment legislation and policies to ensure that the City's EEO Policy is reflective of the latest workplace protections.

Furthermore, employment by the City of New York is largely governed by the New York State Civil Service Law. Approximately 81% of employees hold competitive class titles, which are titles for which it is deemed practicable to test the merit and fitness of job applicants by competitive examination.

Appointments to positions in the competitive class are made from lists established using competitive civil service examinations. Job applicants are required to meet eligibility requirements, take an exam and for those who pass the test, to meet minimum qualification requirements in order to be considered for selection by agencies based on their exam score. Individuals are ranked from highest to lowest score. Under New York State Civil Service Law, in order to fill available vacancies for the title, and to ensure that hiring decisions are based on an objective measure of merit and fitness, agencies must select at least one of the three highest ranked candidates who are able and willing to be appointed.

B. Initiatives to Promote Civil Service Exams to Increase the City's Workforce

The [FY 2021 City's Workforce Profile Report](#) shows that racial/ethnic minorities and women continue to constitute a significant proportion of the City's workforce. That is an important indication that the City's inclusive practices are effective in attracting diverse applicants to positions in city government.

DCAS provides support to agencies in recruitment and hiring by increasing access for groups that are underrepresented in city government to civil service exams and city government careers. For example, DCAS:

- Created the Office of Citywide Recruitment (OCR), which is responsible for conducting outreach to build a diverse talent pipeline of applicants through educating the public on civil service exams and city government career pathways. OCR partners with educational institutions, community-based organizations, faith-based institutions and elected officials to educate the public on civil service career opportunities. OCR conducts outreach to historically underrepresented and underserved communities—including communities of color, people with disabilities, veterans, women, youth, justice-impacted individuals and the LGBTQI+ community. Through such efforts, the city builds pathways to ensure the City's workforce represents the diversity of the City of New York. In FY23, OCR participated in over 209 outreach events, reaching over 25,600 participants.
- Created and administered the first NYC Bridge Exam, a single exam that covers 10 different civil service titles. This allowed test takers to take a single exam and pay just one fee and be eligible for hiring under 10 different civil service titles.
- Updated the Online Application System (OASys) that is used for reviewing and applying for civil service exams so that it is now compatible with mobile devices.
- Issues a monthly NYC Jobs newsletter featuring updates on civil service exams, current City jobs submitted by different agencies and upcoming recruitment events.
- Partnered with the Department of Youth and Community Development to increase the number of Summer Youth Employment Program participants across the City. In addition to increasing the number of participants, DCAS conducts Civil Service 101 information sessions for participants to inform them of the civil service exam process and the various career opportunities available in city government.
- Manages the City's 55-a Program¹², a diversity and inclusion program that allows people with disabilities to be hired into competitive class positions without taking competitive exams. All City agencies with competitive positions are encouraged to participate in the 55-a Program to advance equity and career access for New Yorkers with disabilities. Through partnership with the Mayor's Office for People with Disabilities, DCAS continues to educate agencies' 55-a coordinators, human resources staff and hiring managers on effectively using the 55-a Program for recruitment and the application process.

¹² Section 55-a of the New York State Civil Service Law allows qualified people with a certified mental or physical disability to be hired into competitive civil service positions without taking an exam.

- Builds agencies' recruitment capacities by sharing monthly recruitment calendar of events and training agency staff on recruitment strategies for their agency needs and promoting the civil service exams.
- Coordinates with agencies to host *CityTalk* panel discussions that spotlight diverse employees across various agencies and the different career paths available in the City. In order to promote open positions that some agencies need to urgently fill, while showcasing the inclusivity of city government to various demographics in the public, these sessions spotlight LGBTQI+ employees, veterans, employees with disabilities and ethnic groups in recognition of their respective heritage months.
- Organizes Citywide NYC Government Hiring Halls to provide the opportunity for individuals expressing interest in civil service to engage with representatives from various City agencies. These events are characterized by on-the-spot interviews conducted by the agencies who had budget-approved positions. These Hiring Halls were strategically hosted across all five boroughs of New York City during the last two quarters of FY23, ensuring accessibility and outreach to a broad spectrum of potential candidates. Attendees were offered the opportunity to apply for and obtain City government positions. By facilitating direct interactions and immediate interviews, these events played a crucial role in streamlining the hiring process and connecting qualified individuals with diverse job opportunities within City government. The Hiring Halls were a massive citywide initiative that allowed all City agencies that participated to address the recruitment needs and resource strains that arose during the COVID-19 pandemic. A total of 14 Hiring Halls were held between February and June 2023 resulting in over with 1900 conditional offers.
- Hosts quarterly knowledge-sharing discussions where EEO Officers, Human Resources and DEI professionals can have candid conversations on topics that are relevant to their work. Topics and resources include:
 - Hiring and onboarding diversity, equity and inclusion leaders to oversee the management and implementation of various DEI related programs and initiatives, including the development of gender equity toolkits.
 - Establishing and promoting equity-related working groups focused on increasing diversity in the agency's recruitment efforts and promoting inclusion within the workplace.
 - Development of equity toolkits designed to equip managers with resources and strategies for implementing deliberate measures to promote equity in the workplace.

Appendix A

Agencies included in this report.

Agency Description
Administration for Children's Services
Board of Corrections
Board of Standards and Appeals
Borough President-Bronx (incl. Community boards)
Borough President-Brooklyn (incl. Community boards)
Borough president-Manhattan (incl. Community boards)
Borough President-Queens (incl. Community boards)
Borough President-Richmond (incl. Community boards)
Business Integrity Commission
City Clerk
Civil Service Commission
Civilian Complaint Review Board
Commission on Human Rights
Conflicts of Interest Board
Department for the Aging
Department of Buildings
Department of Business Services
Department of City Planning
Department of Citywide Administrative Services
Department of Consumer and Worker Protection
Department of Correction
Department of Cultural Affairs
Department of Design and Construction
Department of Environmental Protection
Department of Finance
Department of Health and Mental Hygiene
Department of Homeless Services
Department of Investigation
Department of Parks & Recreation
Department of Probation
Department of Records and Information Services
Department of Sanitation
Department of Transportation

Agency Description
Department of Veterans' Services
Department of Youth and Community Development
District Attorney - Bronx County
District Attorney - Kings County
District Attorney - Richmond County
District Attorney - Special Narcotics
Equal Employment Practices Commission
Financial Information Services Agency/Office of Payroll Administration
Fire Department of the City of New York
Housing Preservation & Development
Human Resources Administration/Department of Social Services
Landmarks Preservation Commission
Mayor's Office of Contract Services
New York City Housing Authority
New York City Law Department
New York City Fire Pension Fund
New York City Employees' Retirement System
New York City Office of Technology & Innovation
New York City Police Pension Fund
New York City Emergency Management
New York City Police Department
Office of Administrative Trials and Hearings
Office of Collective Bargaining
Office of Labor Relations
Office of Management and Budget
Office of the Actuary
Office of the Comptroller
Public Administrator - Bronx County
Public Administrator - Kings County
Public Administrator - New York County
Public Administrator - Queens County
Public Administrator - Richmond County
Public Advocate
Tax Commission
Taxi and Limousine Commission
Teachers' Retirement System

Appendix B

The definition of each indicator as described in the Local Law 28.

Indicator	Definition
Applicants	The total number of applicants for open-competitive civil service examinations, promotion civil service examinations, and qualified incumbent examinations, and the number of such applicants
Multiple Choice Test Takers	Took the computer-based multiple-choice portion of such examination
Multiple Choice Test Passers	Achieved a passing score on the computer-based multiple-choice portion of such examination
E&E Test Takers	Took the computer-based rated education and experience portion of such examination
E&E Test Passers	Achieved a passing score on the computer-based rated education and experience portion of such examination
Invited to Physical Tests	Were invited to take the physical portion of such examination
Took physical Tests	Took or began to take the physical portion of such examination
Passed Physical Tests	Passed the physical portion of such examination
Certified to Agencies	Were certified on an eligible list
Appointed by Agencies	Accepted any appointment to a position that was offered
Eligibles on Promotion Lists	For promotion lists, were on an existing eligible candidate list

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