



Who We Are

- ❖ The New York Shipping Association, Inc. represents the terminal operators, ocean carriers, stevedores and marine related businesses that operate the ships, move the cargo, and train and employ the longshore workers in the Port of New York and New Jersey. The Port of New York and New Jersey, since established in 1921, has been a significant driver of both the economic development and economic stability of not only the Northeast, but the entire United States. In recent years, the New York Shipping Association has made great strides in assembling a more diverse workforce, particularly with regards to veterans, minorities and women. A hiring plan was established in 2013, in collaboration with the International Longshoremen's Association, with the intention to enhance the efficiency and effectiveness of the Port's workforce.

Proof Points in Increasing Economic Development and Stability

- ❖ The New York Shipping Association takes great pride in the strong economic value that the Port has to the NJ-NY-PA metropolitan region. The 2014 NYSA Economic Impact Study found that **since 2012**, the number of **jobs NYSA supported in the region increased by 40,600 jobs**. In 2014, Port Industry operations **created 336,600 total jobs throughout the region**. Out of those jobs, **190,100 were specifically Port jobs**.
- ❖ In 2014, the New York Shipping Association has **contributed to over \$21.2 billion in personal income**, as well as **\$53.5 billion in business incomes**, which has helped to continuously support individuals and families throughout the NJ-NY-PA metropolitan region. Furthermore, the NYSA has provided federal, state, and local governments with approximately **\$7.1 billion in tax revenues**.

Proof Points in Increasing Newark Hiring

- ❖ Since 2013, the New York Shipping Association has **hired 71 residents of the city of Newark**, which makes up approximately **11% of all newly hired employees** and is the **highest percentage of newly hired employees from any city in New Jersey**, and the **second highest from all cities** in the NJ-NY-PA metropolitan region.
- ❖ The New York Shipping Association has hired residents from 21 different counties throughout New Jersey and New York City, as well as individuals from other parts of the state of New York and Pennsylvania; out of the wide range of different regions that the New York Shipping Association hires from, **over 1 in 10 new workers are Newark residents**.



Proof Points in Increasing Veteran Hiring

- ❖ The New York Shipping Association has made significant strides by investing in the hiring of more veterans into the Port's workforce. The New York Shipping Association understands the **strong skills that veterans demonstrate**, which translate well to the shipping industry. We have found that a veteran's **strong attention to detail, grit and perseverance**, as well as their past experiences **working in a structured, disciplined, and challenging work environment**, sets them up for success. Since the hiring plan was implemented in 2013, it has been agreed upon that **51% of new workers would be veterans**.
- ❖ Since February 1, 2013, the New York Shipping Association has **hired 40 veterans from the city of Newark**, which consists of **approximately 10% of all newly hired veterans** in the Port's workforce.
- ❖ Between 2013 and 2016, the New York Shipping Association has participated annually, each spring, in Veteran Job Fairs throughout Newark and surrounding parts of Northern New Jersey. These job fairs have included the **GI-Go Fund Veteran Job Fair**, the **NYSA-ILA Veteran Job Fair**, and the **Be a Hero Hire a Hero Job Fair**.
- ❖ The New York Shipping Association's strong commitment to veterans has been acknowledged by and **received awards from the New Jersey Department of the American Legion, the National Commander of the American Legion, and the New Jersey Employer Support of the Guard and Reserve**. All three organization's awards that the New York Shipping Association has received are the **highest veteran employment awards** given from each respective organization.

Proof Points in Increasing Workforce Diversity

- ❖ The establishment of a new and innovative hiring plan, in collaboration with the International Longshoremen's Association, has brought about **a more diverse and skilled** Port workforce. Since 2014, over **60% of all newly hired workers have identified as minorities**, with **African Americans and Hispanics making up 34% and 20.5% of new hires**, respectively. In comparison, on January 1, 2012, the workforce diversity for these two minority groups were 21.2% and 13.1%, respectively.
- ❖ Overall, we have seen promising increases in the Port of New York and New Jersey's workforce diversity. As of April 2016, **African American and Hispanic workers now make up 24.6% and 14.2% of the workforce**, respectively, with an **increase of four and one percentage points** compared to the Port's workforce in 2012. This increase has occurred after just two years of the implementation of the hiring plan.