

FIRST SOURCE PROGRAM

The Department of Employment Services (DOES) First Source Program has been in effect since 1984. For more than 30 years, the First Source Employment Program has been an important part of the District of Columbia's strategy to reduce unemployment in the city.

First Source ensures that city residents are given priority for new jobs created by municipal financing and development programs. Over the years, various amendments were added to strengthen or relax the requirements.

The Workforce Intermediary Establishment and Reform of First Source Amendment Act of 2011 made substantial changes to the First Source law, including the following:

- Eliminates contracts under \$300K from First Source obligations, and
- Under the law, 51% of all new hires on any government-assisted project or contract between \$300,000 and \$5,000,000 must be District residents.
- Requires that each government-assisted construction project receiving government assistance totaling \$5 million or more must have the following percentage of District of Columbia residents on those projects:
 - 20% of journey worker hours
 - 60% of apprentice hours
 - 51% of skilled laborer hours
 - 70% of common laborer hours

HOW TO SUBMIT A FIRST SOURCE AGREEMENT/EMPLOYMENT PLAN

Each District contracting agency is responsible for insuring that a DOES First Source Agreement/Revised Employment Plan is included with all required contractual documents.

Please email all First Source Agreements/Revised Employment Plans to the First Source mailbox at firstsource@dc.gov. Send Complete First Source Agreement/Revised Employment Plan in PDF Format.

For more information about the First Source Program, contact the following:

FIRST SOURCE PROGRAM

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