



DEPARTMENT OF EMPLOYMENT SERVICES ANNUAL REPORT

Fiscal Year 2017



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

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LETTER FROM THE DIRECTOR

Dear Washingtonians:

As the Director of the Department of Employment Services (DOES) I have the honor of carrying out the vision of the Honorable Mayor Muriel Bowser, to ensure that District residents have a clear pathway to the middle class.

This annual report was designed to analyze the efforts and impact of the agency in FY17, hone in on future customer needs, and highlight the impact of strategic workforce investments on the overall economy. The Bowser Administration's focus on continuous quality improvement, key feedback from businesses and residents, along with the infusion of new programming has had quality results.



We are proud to have the opportunity to empower job seekers, motivate young adults, and create opportunities for businesses to easily source talent from the nation's most skilled workforce. The improved service delivery exemplified during the Bowser Administration has renewed business confidence in our workforce, and encouraged residents to access the training and employment services necessary to benefit from our growing economy. While we are excited about the progress made to date, we are committed to the continued improvement and innovative service delivery necessary to create a better Department of Employment Services and a better Washington, D.C.

In Service,

A stylized, handwritten signature in black ink, appearing to read 'Odie Donald II'.

Odie Donald II
Director

EXECUTIVE SUMMARY AND HIGHLIGHTS



The unemployment rate in D.C., stands at **6.1%** and has decreased by **0.8 percentage points** from 2015 to 2017.



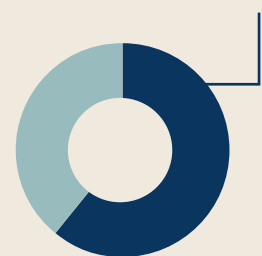
In 2017, the lowest unemployment rate in the District was in Ward 3 (**4%**) and, the highest was in Ward 8 (**13.2%**). From 2015 to 2017, the largest decrease in unemployment was in Ward 7 with **-1.5** percentage points; followed by Wards 5 and 8 with **-1.4** percentage point decreases.

From 2015 to 2017, more than **100 thousand** private sector new jobs had been created in the Greater Washington Region (**102,800 new jobs**) and more than **21 thousand** new private sector jobs in D.C., (**21,400 new jobs**).

In 2017, more than **22,000** people claimed unemployment insurance in D.C., with **47%** being D.C., residents.



Almost two-thirds **61.6%** of unemployment insurance claimants were Black or African American in 2017.



More than **20%** of District of Columbia unemployment insurance claimants lived in Wards 7 and 8, which represents **42%** of all D.C., claimants.



57% of all unemployment insurance claimants in 2017 had less than a Bachelor's degree, whereas **43%** had a Bachelor's degree or above.

Between 2014 and 2016, almost **3,000 (2,620) new private sector** businesses were created with almost **900** between 2015 and 2016.

EXECUTIVE SUMMARY AND HIGHLIGHTS (CONTINUED)

Annual average weekly wages grew very slightly, with only a **1.3%** increase between 2015 and 2016, from **\$1,565 to \$1,586**.



In the first quarter of 2017, **88%** of all private sector business had less than 20 employees and **95%** of them had less than 50 employees.

Almost **\$12 billion** of wages were paid in the District in the first quarter of 2017, which is a **\$1.3 billion** increase since 2015. Small businesses (with less than 20 employees) paid a total of **\$2.4 billion** in the first quarter of 2017.

There were more than **2.5M** total job postings in D.C., in 2017, of which more than **419,387** were unique. There were more than **16.5 Million** total job postings in the Greater Washington Region in 2017, of which more than **2.5 Million** were unique.



80% of the top 25 job postings in the District in 2017 required Bachelor's degree and above. While **44%** of the top 25 job postings in the Greater Washington Region required less than a Bachelor's degree and pay on average of almost **\$50,000** a year.



Almost **100,000** jobs were in demand in Professional, Scientific and Technical Services, Health Care and Social Assistance, Administrative Support, Waste Management and Remediation Services. Also, more than **10,000** jobs were in demand in Accommodation, Food Services and Construction. Finally, more than **24,000** jobs were in demand in the Greater Washington Region in Transportation, Warehousing and Utilities.

From 2014 to 2016, D.C., per capita income has increased by almost **\$5,000 (\$4,690)** and the average earnings by more than **\$5,000 (\$5,335)**.



From 2014 to 2016, median household income has increased for all races except Black or African Americans (**-7%**), with the highest increase for Asians (**+18%**).



EXECUTIVE SUMMARY AND HIGHLIGHTS (CONTINUED)



In 2016, median household income for Whites was **3.3** times higher than median household income for Black or African Americans (**\$125,747 vs. \$37,891**).



Median income for both males and females has been increasing for the last three years with a **9%** and **6%** increase respectively. Meanwhile, the female/male ratio was constant for the same period of time, meaning female income is **90%** of male income. **Therefore, the wage gap in D.C., is very low.**



Overall, more than **122,000** District residents lived below poverty in 2016 with **8%** being White, **28%** Black and **18%** Hispanic. Finally, **14,190** more women than men lived in poverty in 2016.



For the last three fiscal years, DOES provided more than **317,000** services to more than **103,000** people. For the same period of time, the total number of people served decreased by **4%**, whereas the total number of services increased by **30%**.



Average quarterly wages paid for the last three fiscal years to DOES participants has increased by more than **\$800** or **14%**. Total wages paid for the last three fiscal years to DOES participants is **\$1,086,487,991** with an average quarterly wage of **\$6,125**.

ECONOMIC SITUATION IN THE DISTRICT OF COLUMBIA AND THE GREATER WASHINGTON REGION



ECONOMIC SITUATION IN THE DISTRICT OF COLUMBIA AND THE GREATER WASHINGTON REGION

Employment Data

Average unemployment rate for D.C., by Ward and for the Greater Washington Region

Table 1. Not Seasonally Adjusted Unemployment Rate 2014-2017

Annual Average Unemployment Rate				
	2014	2015	2016	2017*
District of Columbia	7.8	6.9	6.0	6.1
DC-VA-MD-WV GREATER WASHINGTON REGION	5.1	4.4	3.8	
DC-VA-MD-WV Metropolitan Division	5.2	4.5	3.9	
Source: DOES; Bureau of Labor Market Research and Performance				
*2017 data is preliminary				

The unemployment rate in D.C., stands at **6.1%** and has decreased by **0.8** percentage points from 2015 to 2017.

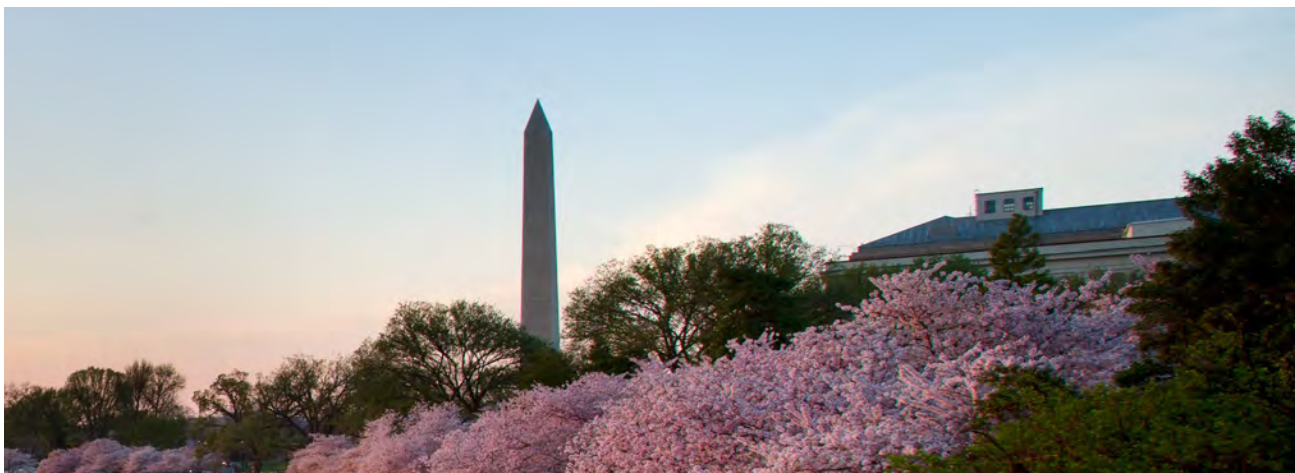
Unemployment in the Greater Washington Region stands at **3.7%** in 2017.

Table 2. District of Columbia Wards Not Seasonally Adjusted Unemployment Rate 2014-2017

	2014	2015	2016	2017*
Ward 1	5.8	5.0	4.4	4.5
Ward 2	5.2	4.8	4.2	4.2
Ward 3	4.8	4.5	3.9	4.0
Ward 4	7.3	6.4	5.4	5.4
Ward 5	9.9	8.7	7.4	7.3
Ward 6	6.3	5.8	4.9	5.6
Ward 7	13.6	11.9	10.6	10.4
Ward 8	16.4	14.6	13.0	13.2
Source: DOES; Bureau of Labor Market Research and Performance				
*2017 data is preliminary				

In 2017, the lowest unemployment rate in the District was in Ward 3 (**4%**) and, the highest was in Ward 8 (**13.2%**).

From 2015 to 2017, the largest decrease in unemployment was in Ward 7 with **-1.5 percentage points**, followed by Wards 5 and 8 with **-1.4 percentage point** decreases.



Total number of private sector jobs for D.C., and for the Greater Washington Region

Table 3. Current Employment Statistics (CES) Not Seasonally Adjusted Private Sector Employment 2014-2017

Annual Average Employment (In Thousands)				
	2014	2015	2016	2017*
District of Columbia	518.1	531.3	542.8	552.7
DC-VA-MD-WV GREATER WASHINGTON REGION	2,427.9	2,482.3	2,533.8	2,585.1
DC-VA-MD-WV Metropolitan Division	1,955.0	2,003.3	2,050.5	2,093.2

Source: DOES; Bureau of Labor Market Research and Performance using BLS/Current Employment Statistics
*2017 data is preliminary

From 2015 to 2017, more than **100,000** private sector new jobs had been created in the Greater Washington Region (**102,800 new jobs**).

More than **21,000** new private sector jobs had been created in D.C., during the same period of time (**21,400 new jobs**).

Total number of UI Claimants in D.C., by demographics (Age, gender, Education, Disability, Ward, Veteran status, etc.)

Table 4. Fiscal Year 2015-2017 UI Claimants by Age Group						
	Number			% of Total		
Age Group	2015	2016	2017	2015	2016	2017
16-19	72	68	75	0.3%	0.4%	0.3%
20-24	1,717	1,177	1,544	8.2%	7.5%	6.9%
25-34	6,143	4,330	6,599	29.2%	27.5%	29.6%
35-44	4,629	3,540	5,171	22.0%	22.5%	23.2%
45-54	4,607	3,442	4,577	21.9%	21.9%	20.5%
55-64	3,238	2,612	3,552	15.4%	16.6%	15.9%
65 and Over	651	564	806	3.1%	3.6%	3.6%
Total	21,057	15,733	22,324	100.0%	100.0%	100.0%

Source: DOES; Bureau of Labor Market Research and Performance



In 2017, more of **22,000** people claimed unemployment insurance in D.C..

Less than **10%** (7.2%) of claimants were less than 25 years old and less than **20%** (19.5%) were 55 years old and over.

Table 5. Fiscal Year 2015-2017 UI Claimants by Gender

Gender	Number			% of Total		
	2015	2016	2017	2015	2016	2017
Female	11,268	8,619	12,054	53.5%	54.8%	54.0%
Male	9,789	7,114	10,270	46.5%	45.2%	46.0%
Total	21,057	15,733	22,324	100.0%	100.0%	100.0%

Source: DOES; Bureau of Labor Market Research and Performance

Over the last three years, the share of female unemployment insurance claimants has been constant (**54%**), despite the increase in the female labor force participation rate.

Table 6. Fiscal Year 2015-2017 UI Claimants by Race

Race	Number			% of Total		
	2015	2016	2017	2015	2016	2017
American Indian or Alaskan Native	99	61	116	0.5%	0.4%	0.5%
Asiatic	586	477	740	2.8%	3.0%	3.3%
Black or African American	13,912	10,539	13,741	66.1%	67.0%	61.6%
Not Available	1,593	1,324	2,187	7.6%	8.4%	9.8%
Native Hawaiian or Pacific Islander	56	42	56	0.3%	0.3%	0.3%
White	4,811	3,290	5,484	22.8%	20.9%	24.6%
Total	21,057	15,733	22,324	100.0%	100.0%	100.0%

Source: DOES; Bureau of Labor Market Research and Performance



Almost two-thirds (**61.6%**) of unemployment insurance claimants were Black or African American in 2017.

Table 7. Fiscal Year 2015-2017 UI Claimants by D.C., Ward Address

Ward	Number			% of Total		
	2015	2016	2017	2015	2016	2017
Ward 1	844	633	1,021	4.0%	4.0%	4.6%
Ward 2	605	427	757	2.9%	2.7%	3.4%
Ward 3	495	328	521	2.4%	2.1%	2.3%
Ward 4	1,077	745	1,041	5.1%	4.7%	4.7%
Ward 5	1,497	1,153	1,435	7.1%	7.3%	6.4%
Ward 6	1,218	829	1,387	5.8%	5.3%	6.2%
Ward 7	1,871	1,543	2,050	8.9%	9.8%	9.2%
Ward 8	2,369	1,793	2,437	11.3%	11.4%	10.9%
Not DC Address	11,081	8,282	11,675	52.6%	52.6%	52.3%
Total	21,057	15,733	22,324	100.0%	100.0%	100.0%

Source: DOES; Bureau of Labor Market Research and Performance

More than half (**52.3%**) of all unemployment insurance claimants were not D.C., residents in 2017.

Additionally, more than **20%** of District of Columbia unemployment insurance claimants lived in Wards 7 and 8, which represent **42%** of all D.C., claimants.

Fiscal Year 2015-2017 UI Claimants by Educational Attainment Level

Education	Number			% of Total		
	2015	2016	2017	2015	2016	2017
Bachelor's Degree	3,512	2,701	4,216	16.7%	17.2%	18.9%
Graduate/Professional Degree	4,434	3,158	5,493	21.1%	20.1%	24.6%
High School or Equivalent (GED)	6,351	4,820	6,133	30.2%	30.6%	27.5%
Less Than High School	1,586	1,218	1,629	7.5%	7.7%	7.3%
Some College	5,174	3,836	4,853	24.6%	24.4%	21.7%
Total	21,057	15,733	22,324	100.0%	100.0%	100.0%

Source: DOES; Bureau of Labor Market Research and Performance

Fifty-seven percent (57%) of all unemployment insurance claimants in 2017 had less than a Bachelor's degree, whereas **43%** had a Bachelor's degree and above.

Fiscal Year 2015-2017 UI Claimants by Major Occupation Group						
	Number			% of Total		
Occupation Group	2015	2016	2017	2015	2016	2017
Architecture and Engineering Occupations	100	74	130	0.5%	0.5%	0.6%
Arts, Design, Entertainment, Sports, and Media Occupations	543	467	781	2.6%	3.0%	3.5%
Building and Grounds Cleaning Maintenance Occupations	733	503	665	3.5%	3.2%	3.0%
Business and Financial Operations Occupations	702	552	941	3.3%	3.5%	4.2%
Community and Social Services Occupations	296	225	380	1.4%	1.4%	1.7%
Computer and Mathematical Occupations	496	434	672	2.4%	2.8%	3.0%
Construction and Extraction Occupations	740	452	757	3.5%	2.9%	3.4%
Education, Training, and Library Occupations	640	580	680	3.0%	3.7%	3.0%
Farming, Fishing, and Forestry Occupations	8	6	7	0.0%	0.0%	0.0%
Food Preparation and Serving Related	1,598	1,450	1,953	7.6%	9.2%	8.7%
Healthcare Practitioners and Technical Occupations	203	169	204	1.0%	1.1%	0.9%
Healthcare Support Occupations	336	237	313	1.6%	1.5%	1.4%
Installation, Maintenance, and Repair	275	203	286	1.3%	1.3%	1.3%
Legal Occupations	553	327	714	2.6%	2.1%	3.2%
Life, Physical, and Social Science Occupations	155	101	217	0.7%	0.6%	1.0%
Management Occupations	2,093	1,546	3,019	9.9%	9.8%	13.5%
Military Specific Occupation	35	13	34	0.2%	0.1%	0.2%
Office and Administrative Support Occupations	2,133	1,556	2,417	10.1%	9.9%	10.8%
Personal Care and Service Occupations	463	279	371	2.2%	1.8%	1.7%
Production Occupations	255	234	371	1.2%	1.5%	1.7%
Protective Service Occupations	863	797	947	4.1%	5.1%	4.2%
Sales and Related Occupations	920	761	1,011	4.4%	4.8%	4.5%
Transportation and Material Moving Workers	535	370	535	2.5%	2.4%	2.4%
Not Available	6,382	4,397	4,919	30.3%	27.9%	22.0%
Total	21,057	15,733	22,324	100.0%	100.0%	100.0%

Source: DOES; Bureau of Labor Market Research and Performance



Quarterly Census of Employment and Wages (QCEW)

Annual Establishments, Annual Average Employment, and Annual Weekly Wage

Table 11. Total Covered, All Industries, District of Columbia

Annual averages 2013 - 2016 , All establishment sizes

	2013	2014	2015	2016
Annual Establishments	35,363	36,246	37,997	38,866
Annual Average Employment	724,270	729,349	743,596	756,646
Annual Average Weekly Wage	\$1,597	\$1,651	\$1,695	\$1,721

Source: Quarterly Census of Employment and Wages - Bureau of Labor Statistics

Between 2014 and 2016, almost **3,000 (2,620) new private sector** businesses were created with almost **900** of those businesses being created between 2015 and 2016.

Annual average weekly wages grew **1.3%** between 2015 and 2016, from **\$1,565 to \$1,586, which aligns with a national trend.**

Table 12. Private, All Industries, District of Columbia

Annual averages 2013 - 2016 , All establishment sizes

	2013	2014	2015	2016
Annual Establishments	35,010	35,871	37,619	38,491
Annual Average Employment	485,538	495,073	506,774	517,154
Annual Average Weekly Wage	\$1,479	\$1,522	\$1,565	\$1,586

Source: Quarterly Census of Employment and Wages - Bureau of Labor Statistics



Private Sector by Establishment Size Class

Table 13. Private Sector, District of Columbia

2015-2017 First Quarter, By Establishment Size Class

Quarterly Establishments

Industry	Size Class	2015 Q1	2016 Q1	2017 Q1
All industries	All sizes	36,681	38,027	38,994
All industries	Fewer than 5	25,314	26,379	27,172
All industries	5 to 9	4,163	4,252	4,287
All industries	10 to 19	3,012	3,094	3,161
All industries	20 to 49	2,416	2,470	2,536
All industries	50 to 99	946	973	959
All industries	100 to 249	564	583	598
All industries	250 to 499	182	187	194
All industries	500 to 999	51	59	56
All industries	1000 or more	33	30	31

Source: Quarterly Census of Employment and Wages - Bureau of Labor Statistics

In the first quarter 2017, **88%** of all private sector businesses had less than 20 employees and **95%** of them had less than 50 employees.

Despite this saturation, businesses with less than 20 employees represent only **20%** of the private sector workforce and wages paid in the District.

Table 14. Private Sector, District of Columbia

2015-2017 First Quarter, By Establishment Size Class

Average Employment

Industry	Size Class	2015 Q1	2016 Q1	2017 Q1
All industries	All sizes	496,531	510,171	516,186
All industries	Fewer than 5	29,761	30,700	29,933
All industries	5 to 9	27,183	27,714	27,865
All industries	10 to 19	40,545	41,820	43,055
All industries	20 to 49	73,549	74,504	76,802
All industries	50 to 99	65,016	66,352	65,438
All industries	100 to 249	84,650	86,819	89,974
All industries	250 to 499	61,957	63,736	65,347
All industries	500 to 999	34,385	40,853	38,350
All industries	1000 or more	79,485	77,673	79,423

Source: Quarterly Census of Employment and Wages - Bureau of Labor Statistics

Total wages paid in the District increased by **\$1.3B** since 2015.

Small businesses with less than 20 employees paid a total of **\$2.4B** in the first quarter of 2017.

Almost **\$12B** of wages were paid in the District in the first quarter of 2017.

Table 15. Private Sector, District of Columbia

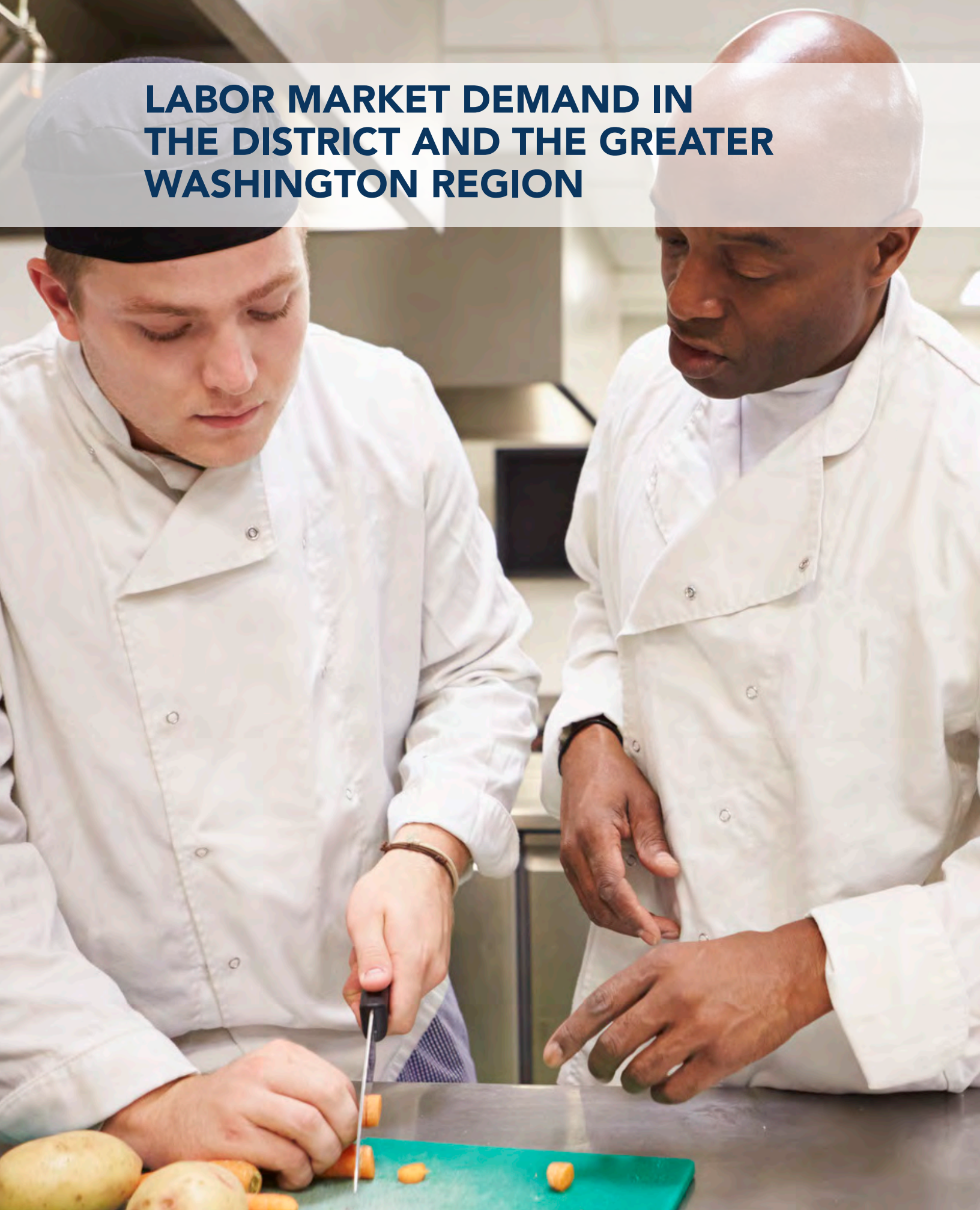
2015-2017 First Quarter, By Establishment Size Class

Total Quarterly Wages

Industry	Size Class	2015 Q1	2016 Q1	2017 Q1
All industries	All sizes	\$10,449,995,357	\$10,718,788,110	\$11,797,631,579
All industries	Fewer than 5	\$647,803,496	\$660,822,130	\$723,217,185
All industries	5 to 9	\$581,679,124	\$595,640,021	\$634,306,758
All industries	10 to 19	\$844,033,815	\$891,562,947	\$962,056,094
All industries	20 to 49	\$1,525,171,632	\$1,518,036,725	\$1,633,674,067
All industries	50 to 99	\$1,303,344,437	\$1,368,343,077	\$1,525,323,196
All industries	100 to 249	\$1,872,550,187	\$1,919,937,720	\$2,247,137,640
All industries	250 to 499	\$1,325,579,248	\$1,396,725,624	\$1,517,046,084
All industries	500 to 999	\$789,796,057	\$895,127,745	\$874,532,406
All industries	1000 or more	\$1,560,037,361	\$1,472,592,121	\$1,680,338,149

Source: Quarterly Census of Employment and Wages - Bureau of Labor Statistics

LABOR MARKET DEMAND IN THE DISTRICT AND THE GREATER WASHINGTON REGION



LABOR MARKET DEMAND IN THE DISTRICT AND THE GREATER WASHINGTON REGION

Total Number of Job Postings by Occupation

2017 Top 25 D.C., Job Postings				
Rank	Title	Average	*Education	**Wages
1	Computer occupations, all other	12,763	Bachelor's degree	\$116,150
2	Registered nurses	11,153	Bachelor's degree	\$80,010
3	Software developers, applications	9,007	Bachelor's degree	\$112,830
4	Management analysts	8,476	Bachelor's degree	\$98,260
5	Information security analysts	7,712	Bachelor's degree	\$119,560
6	Network and computer systems administrators	7,463	Bachelor's degree	\$93,320
7	Managers, all other	6,793	Bachelor's degree	\$130,690
8	Computer user support specialists	6,538	Some college, no degree	\$60,480
9	Computer systems analysts	5,462	Bachelor's degree	\$99,030
10	Accountants and auditors	5,135	Bachelor's degree	\$86,460
11	Business operations specialists, all other	4,521	Bachelor's degree	\$92,980
12	Executive secretaries and executive administrative assistants	4,135	High school diploma or equivalent	\$66,080
13	Sales managers	3,680	Bachelor's degree	\$116,130
14	Lawyers	3,673	Doctoral or professional degree	\$160,290
15	Web developers	3,645	Associate's degree	\$85,300
16	First-line supervisors of office and administrative support workers	3,232	High school diploma or equivalent	\$73,280
17	Marketing managers	3,192	Bachelor's degree	\$150,760
18	Market research analysts and marketing specialists	3,095	Bachelor's degree	\$64,690
19	Public relations specialists	2,978	Bachelor's degree	\$78,170
20	Computer programmers	2,865	Bachelor's degree	\$93,440
21	Financial managers	2,812	Bachelor's degree	\$141,560
22	Public relations and fundraising managers	2,769	Bachelor's degree	\$148,140
23	Secretaries and administrative assistants, except legal, medical, and executive	2,669	High school diploma or equivalent	\$46,760
24	Human resources specialists	2,240	Bachelor's degree	\$91,940
25	Database administrators	2,195	Bachelor's degree	\$102,890

Source: Labor Market Research; EMSI; D.C., Networks; Burning Glass;
 *Source: BLS
 **Source: OES May 2016

There were more than **2.5M** total job postings in D.C., in 2017, of which more than **419,387** were unique.

Eighty percent (80%) of the top 25 job postings in the District in 2017 required a Bachelor's degree and above.

Top 25 Job Postings by Occupation in GREATER WASHINGTON REGION 2017				
Rank	Occupation	Average	*Education	**Wages
1	Heavy and tractor-trailer truck drivers	104,336	Postsecondary nondegree award	\$42,370
2	Registered nurses	67,823	Bachelor's degree	\$76,300
3	Computer occupations, all other	55,623	Bachelor's degree	\$113,630
4	Software developers, applications	48,993	Bachelor's degree	\$113,030
5	Network and computer systems administrators	37,617	Bachelor's degree	\$99,670
6	Retail salespersons	33,983	No formal educational credential	\$23,500
7	Information security analysts	33,581	Bachelor's degree	\$105,080
8	Management analysts	28,009	Bachelor's degree	\$98,750
9	Computer user support specialists	27,244	Some college, no degree	\$58,070
10	First-line supervisors of retail sales workers	27,025	High school diploma or equivalent	\$44,760
11	Managers, all other	24,761	Bachelor's degree	\$130,680
12	Computer systems analysts	23,535	Bachelor's degree	\$99,750
13	Computer programmers	20,169	Bachelor's degree	\$96,300
14	Customer service representatives	19,699	High school diploma or equivalent	\$37,590
15	Accountants and auditors	19,240	Bachelor's degree	\$82,700
16	First-line supervisors of food preparation and serving workers	19,136	High school diploma or equivalent	\$37,730
17	Web developers	15,953	Associate's degree	\$83,500
18	Stock clerks and order fillers	15,224	High school diploma or equivalent	\$24,320
19	First-line supervisors of office and administrative support workers	14,592	High school diploma or equivalent	\$62,590
20	Taxi drivers and chauffeurs	13,834	No formal educational credential	\$28,520
21	Business operations specialists, all other	13,770	Bachelor's degree	\$92,150
22	Marketing managers	13,020	Bachelor's degree	\$155,820
23	Sales managers	12,910	Bachelor's degree	\$154,500
24	Executive secretaries and executive administrative assistants	12,444	High school diploma or equivalent	\$68,030
25	General and operations managers	12,441	Bachelor's degree	\$134,300

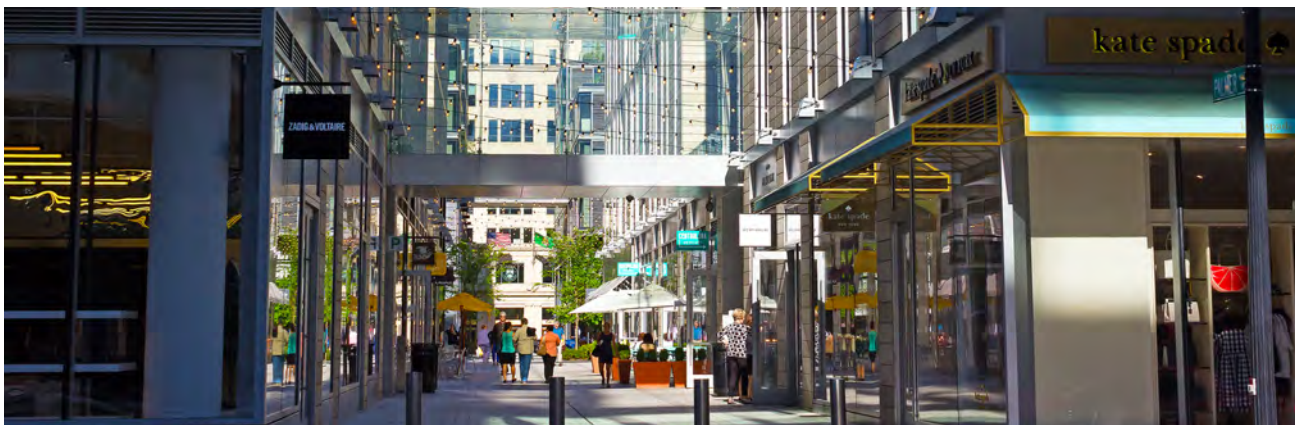
Source: Burning Glass 2017 Industry Postings;
DCNetworks 2017 Industry Openings
*EMSI Current Wages, Salaries, & Proprietor Earnings

There were more than **16.5M** total job postings in the Greater Washington Region in 2017, of which more than **2.5M** were unique.

Forty-four percent (44%) of the top 25 job postings in the Greater Washington Region required less than a Bachelor's degree and paid on average almost **\$50,000 a year**.

Total Number of Job Postings by Sector

Top 20 Job Openings by Industry in D.C., 2017		
Industry	Average	Wages
Professional, Scientific, and Technical Services	61,444	\$134,727
Health Care and Social Assistance	21,356	\$63,737
Administrative and Support and Waste Management and Remediation Services	15,435	\$51,901
Other Services (except Public Administration)	10,703	\$85,233
Finance and Insurance	9,794	\$176,871
Accommodation and Food Services	8,298	\$33,421
Information	7,475	\$129,343
Public Administration	7,422	N/A
Educational Services	6,872	\$52,230
Manufacturing	5,365	\$93,242
Real Estate and Rental and Leasing	4,561	\$96,305
Retail Trade	4,251	\$36,535
Transportation and Warehousing	3,280	\$64,934
Construction	2,239	\$66,278
Arts, Entertainment, and Recreation	1,483	\$76,922
Wholesale Trade	1,002	\$120,741
Utilities	903	\$110,632
Management of Companies and Enterprises	779	\$226,992
Mining, Quarrying, and Oil and Gas Extraction	311	\$0
Agriculture, Forestry, Fishing and Hunting	97	\$0
*Source: Burning Glass 2017 Industry Postings **Source: D.C., Networks 2017 Industry Openings ***EMSI Current Wages, Salaries, & Proprietor Earnings		



Almost **100,000 jobs** were offered in identified High Demand sectors in the District. For instance, IT had more than **61,000** jobs offered (**61,444**), Health Care, more than **21,000** jobs offered (**21,356**) and Security and Law more than **15, 000** jobs offered (**15,435**). Finally, more than **10,000 jobs** were in Hospitality and Construction combined (**8,298** and **2,239** respectively).

Top 20 Industries by Job Openings in Greater Washington Region: 2017

Rank	Industry	Average	*Wages
1	Professional, Scientific, and Technical Services	262,988	\$116,698
2	Health Care and Social Assistance	107,636	\$55,799
3	Administrative and Support and Waste Management and Remediation Services	64,086	\$49,451
4	Retail Trade	54,175	\$33,344
5	Manufacturing	47,064	\$79,880
6	Finance and Insurance	46,206	\$122,355
7	Accommodation and Food Services	37,949	\$25,226
8	Educational Services	28,527	\$48,073
9	Information	27,875	\$121,133
10	Public Administration	26,287	N/A
11	Other Services (except Public Administration)	21,711	\$60,559
12	Transportation and Warehousing	20,743	\$55,383
13	Real Estate and Rental and Leasing	14,583	\$74,919
14	Construction	9,346	\$66,799
15	Arts, Entertainment, and Recreation	7,791	\$37,724
16	Wholesale Trade	7,451	\$94,612
17	Management of Companies and Enterprises	5,887	\$153,353
18	Utilities	3,279	\$118,529
19	Mining, Quarrying, and Oil and Gas Extraction	637	\$77,638
20	Agriculture, Forestry, Fishing and Hunting	601	\$32,647

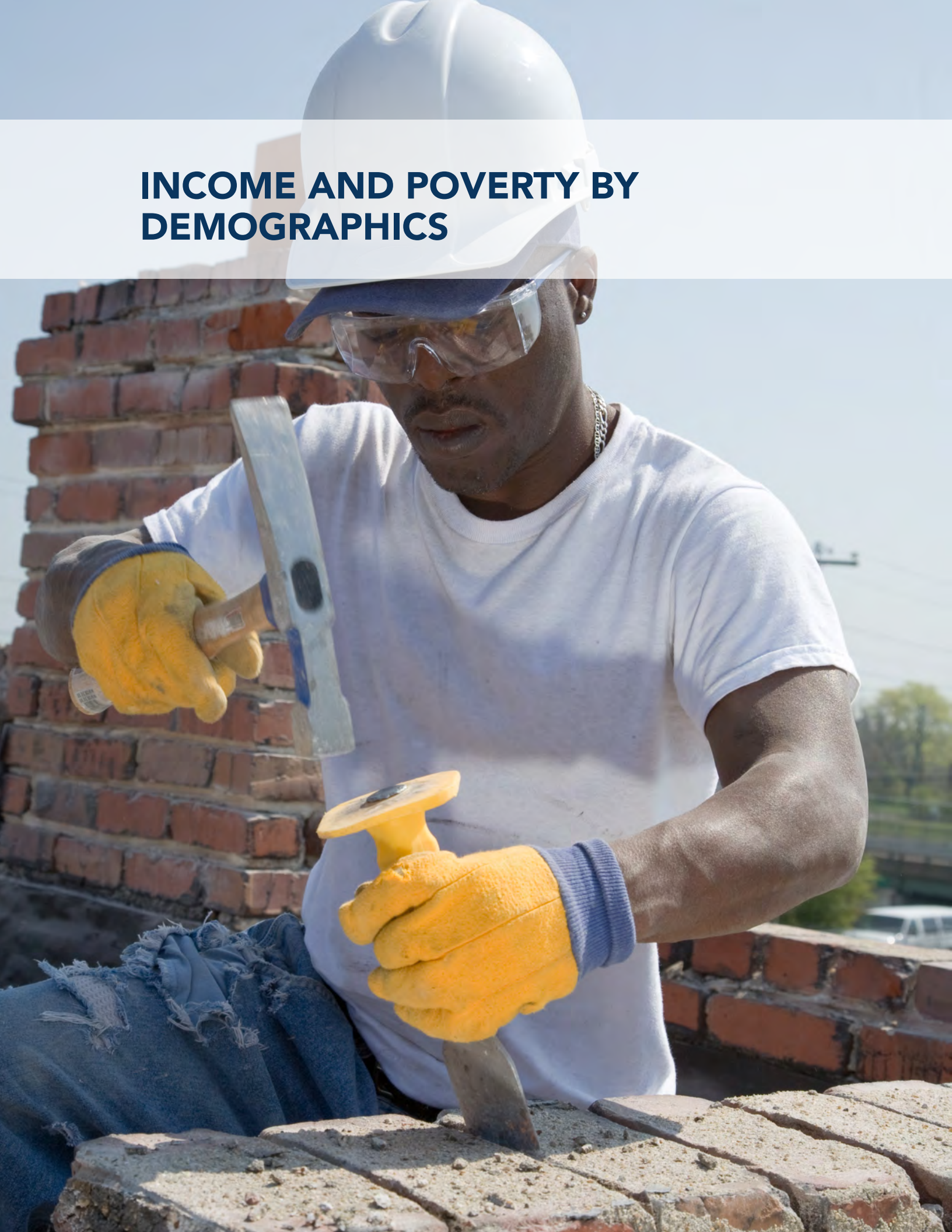
Source: Burning Glass 2017 Industry Postings; DCNetworks 2017 Industry Openings
 *EMS1 Current Wages, Salaries, & Proprietor Earnings

More than **24,000** jobs were offered in the Greater Washington Region in the Transportation and Logistics (**20,743**) and Utilities (**3,279**) industries.

D.C., Hot Jobs

Top 25 High Demand, High Wage Occupations in the District of Columbia			
Occupational Title	Numeric Job Growth 2014-2024	Annual Median Wage	Typical Education Needed for Entry
General and Operations Managers	1,063	\$134,669	Bachelor's degree
Lawyers	2,561	\$158,687	Doctoral or prof. degree
Computer and Information Systems Managers	223	\$151,488	Bachelor's degree
Financial Managers	152	\$139,511	Bachelor's degree
Computer Occupations, All Other	189	\$115,035	Bachelor's degree
Public Relations and Fundraising Managers	226	\$140,355	Bachelor's degree
Computer Systems Analysts	1,036	\$98,708	Bachelor's degree
Software Developers, Applications	575	\$100,368	Bachelor's degree
Network and Computer Systems Administrators	530	\$90,426	Bachelor's degree
Economists	263	\$112,602	Master's degree
Management Analysts	1,573	\$94,527	Bachelor's degree
Business Operations Specialists, All Other	317	\$90,829	Bachelor's degree
Software Developers, Systems Software	523	\$106,347	Bachelor's degree
Marketing Managers	114	\$145,891	Bachelor's degree
Financial Analysts	503	\$86,394	Bachelor's degree
Accountants and Auditors	784	\$87,081	Bachelor's degree
Registered Nurses	1,203	\$79,578	Bachelor's degree
Public Relations Specialists	779	\$80,731	Bachelor's degree
Medical and Health Services Managers	204	\$121,630	Bachelor's degree
Physicians and Surgeons, All Other	172	\$175,977	Doctoral or prof. degree
Market Research Analysts and Marketing Specialists	1,075	\$68,261	Bachelor's degree
Paralegals and Legal Assistants	480	\$75,122	Associate's degree
First-Line Supervisors of Office and Administrative Support Workers	433	\$71,036	HS or EQ
Human Resources Managers	44	\$144,359	Bachelor's degree
Sales Managers	96	\$111,443	Bachelor's degree
Notes: This list includes occupations that show a favorable mix of current hiring demand (job openings and average hires), projected short-term job growth and median wages Source: Department of Employment Services, Office of Labor Market Research and Information			

INCOME AND POVERTY BY DEMOGRAPHICS

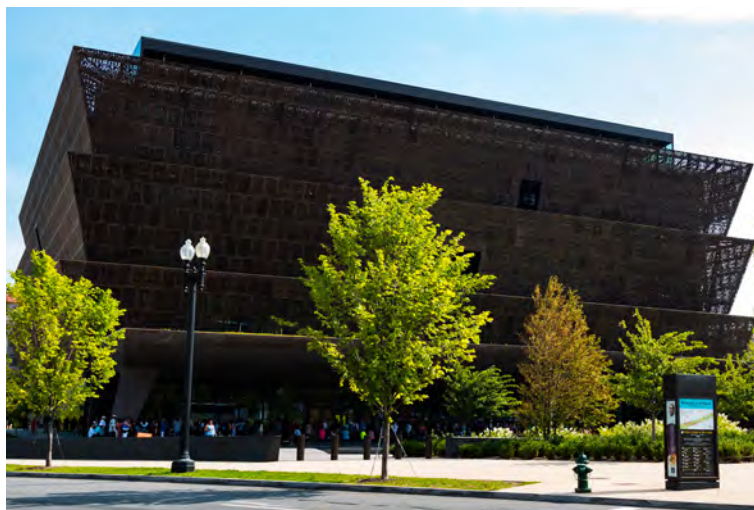


INCOME AND POVERTY BY DEMOGRAPHICS

Income Inequality in D.C.

From 2014 to 2016, D.C.'s per capita income has increased by almost **\$5,000 (\$4,690)** and the average earnings by more than **\$5,000 (\$5,335)**.

D.C., Per Capita and Average Earnings		
Year	D.C. Per Capita	Mean Earnings
2014	\$45,877	\$85,816
2015	\$50,187	\$90,636
2016	\$50,567	\$91,151
Source: DOES, Bureau of Labor Market Research and Performance using ACS, 1 Year estimate		



From 2014 to 2016, the median household income has increased for all race categories except Blacks, with the highest increase occurring among Asians **(+18%)**.

In 2016, median household income for Whites was **3.3** times higher than median household income for Blacks **(\$125,747 vs. \$37,891)**.

Median Household Income by Race			
Race	2014	2015	2016
White	\$114,747	\$120,405	\$125,747
Black	\$40,739	\$41,522	\$37,891
Asian	\$84,466	\$93,877	\$99,385
Some other race	\$48,019	\$52,516	\$49,897
Two or more races	\$72,691	\$95,987	\$81,848
Hispanic or Latino origin (of any race)	\$63,065	\$65,973	\$64,930
White alone, not Hispanic or Latino	\$117,134	\$124,801	\$127,369
Source: DOES, Bureau of Labor Market Research and Performance using ACS, 1 Year estimate			

Gender Gap in D.C.

Median Income of Full Time Workers by Sex			
Year	Male	Female	Ratio Female/Male
2014	\$70,445	\$62,282	0.9
2015	\$75,134	\$64,063	0.9
2016	\$76,604	\$65,774	0.9
Source: DOES, Bureau of Labor Market Research and Performance using ACS, 1 Year estimate			



Median income for both males and females has increased consistently for the last three years with an increase of **9%** and **6%** respectively.

Meanwhile, the female/male ratio has remained constant for the same period of time, meaning female income stands at **90%** of male income. **Therefore, the gender gap in D.C., is one the lowest in the country.**

D.C. Residents Below Poverty Level by Race (2014-2016)					
Year	Categories	White	Black	Asian	Hispanic or Latino origin (of any race)
2014	Total	249,670	307,045	22,074	65,758
	Below Poverty Level	19,413	79,442	4064	11124
	Percent	7.80%	25.90%	18.40%	16.90%
2015	Total	252,112	305,616	24,129	68460
	Estimate	17,986	81,216	2,969	7,921
	Percent	7.10%	26.60%	12.30%	11.60%
2016	Total	260,919	307,253	24,027	71,543
	Estimate	20,522	85,574	3,735	12,729
	Percent	7.90%	27.90%	15.50%	17.80%
Source: DOES, Bureau of Labor Market Research and Performance using ACS, 1 Year estimate					

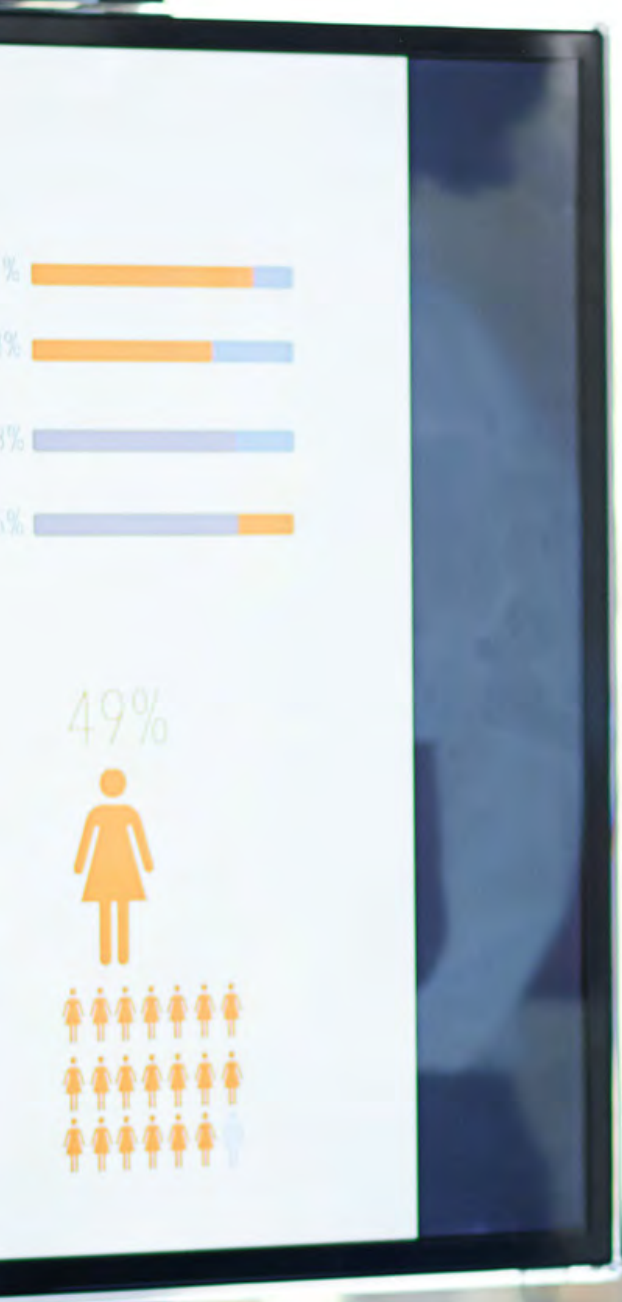
In 2016, **8%** of Whites, **28%** and **18%** of Blacks and Hispanics who live in D.C., lived below the poverty line.

Overall, more than **122,000** District residents lived below poverty in 2016.

Fourteen thousand (**14,190**) more women than men lived in poverty in 2016.

D.C. Residents Below Poverty Level by Sex			
Year	Categories	Male	Female
2014	Total	295,954	328,373
	Estimate	47,584	63,082
	Percent	16.10%	19.20%
2015	Total	303,133	334,894
	Estimate	48,884	61,616
	Percent	16.10%	18.40%
2016	Total	306,361	341,293
	Estimate	53,059	67,249
	Percent	17.30%	19.70%
Source: DOES, Bureau of Labor Market Research and Performance using ACS, 1 Year estimate			

DOES SERVICES



DOES SERVICES

DOES Employment Outcomes (Quarterly Number of Employed, Total Quarterly Wages and Average and Median Quarterly Wages)

	FY15	FY16	FY17	Total
Total People Served (Local+Federal)	34,820	35,200	33,398	103,418
Total Services Provided (Local+Federal)	85,751	120,050	111,317	317,118
Employed	18,353	16,762	15,024	50,139
Average wages	\$5,745	\$6,054	\$6,575	\$6,125
Total Wages	\$485,979,048	\$345,361,125	\$255,147,818	\$1,086,487,991

Source: DOES; Bureau of Labor Market Research and Performance

For the last three years, DOES has provided more than **317,000** services to more than **103,000** people.

From FY15 to FY17, the total number of people served decreased by **4%**, whereas the total number of services increased by **30%**.

Average quarterly wages paid for the last three fiscal years to DOES participants has increased by more than **\$800** or **14%**.

Total wages earned for the last three fiscal years (FY15-FY17) by DOES participants is **\$1,086,487,991** with an average quarterly wage of **\$6,125**.

WIOA and Local Participants by Demographics (Age, Gender, Education, Disability, Ward, Veteran status, etc.)

DW: Dislocated Workers; WP: Wagner-Payser; LOCAL ADULTS PROGRAMS

DOES Services by Age Group					
Fiscal Year 2017					
Program Group	Title I Adult	Title I DW	Title I Youth	WP WP-Distinct	Generic LOCAL ADULTS PROGRAMS-Distinct
Participants	755	240	377	39,017	1,603
Under 16				0	0
16-19	11	0	154	474	3
20-24	131	15	223	5,047	565
25-34	247	60		12,000	460
35-44	148	51		8,053	240
45-54	124	58		7,066	254
55-64	82	50		5,199	73
65 and Over	12	6		1,178	8

Source: DOES; Bureau of Labor Market Research and Performance



Fifty-one percent (51%) of people served at DOES were between the ages of 25 and 44 years old, while **16%** were 55 years old and over.

The vast majority of people served at DOES in FY17 were through Wagner-Payser (**93%**).

More than half (**52%**) of people served by the agency were female and **54%** of those served were Black.

DOES Services by Gender

Fiscal Year 2017

Program	Group	Participants	Male	Female	NS
Title I	Adult	755	341	412	2
Title I	DW	240	91	149	
Title I	Youth	377	180	197	
WP	WP-Distinct	39,017	18,770	20,207	40
Generic	LOCAL ADULTS PROGRAMS-Distinct	1,603	935	667	1

Source: DOES; Bureau of Labor Market Research and Performance

DOES Services by Race

Fiscal Year 2017

Program	Title I	Title I	Title I	WP	Generic
Group	Adult	DW	Youth	WP-Distinct	LOCAL ADULTS PROGRAMS-Distinct
Participants	755	240	377	39,017	1,603
White	21	9	1	2,426	15
Black/Black	615	175	356	20,257	1,463
American Indian/Alaskan Native	13	5	4	318	15
Asian	7	0	1	372	1
Hawaiian/Other Pacific Islander	1	0	1	69	5
Not Available	98	51	14	15,575	104

Source: DOES; Bureau of Labor Market Research and Performance

More than two-thirds (**68%**) of people served at DOES in fiscal year 2017 had less than a Bachelor's degree, which is consistent with the share of unemployed District residents with less than a Bachelor's degree.

DOES Services by Educational Attainment Level					
Fiscal Year 2017					
Program	Title I	Title I	Title I	WP	Generic
Group	Adult	DW	Youth	WP-Distinct	LOCAL ADULTS PROGRAMS-Distinct
Participants	755	240	377	39,017	1,603
Less Than High School	59	5	149	3,215	309
High School or Equivalent (GED)	232	54	199	13,192	861
Some College	248	62	26	9,462	343
Bachelor's Degree	141	75	3	7,275	68
Graduate/Professional Degree	75	44	0	5,873	22
Notes: Education Level was based on Highest Grade Completed based on the Profile data and not at the time of Application/Participation Source: DOES; Bureau of Labor Market Research and Performance					

Forty-four percent (44%) of people served at DOES lived in underserved Wards in the District (Wards 5, 7 and 8).

DOES Services by Ward					
Fiscal Year 2017					
Program	Title I	Title I	Title I	WP	Generic
Group	Adult	DW	Youth	WP-Distinct	LOCAL ADULTS PROGRAMS-Distinct
Participants	755	240	377	39,017	1,603
Ward 1	62	26	13	2,221	66
Ward 2	22	7	3	1,036	21
Ward 3	12	5	1	748	9
Ward 4	92	29	20	2,340	92
Ward 5	145	37	44	3,911	233
Ward 6	62	22	35	2,999	173
Ward 7	191	69	112	6,004	436
Ward 8	165	42	146	6,558	566
Ward N/A	4	3	3	13,200	7
Source: DOES; Bureau of Labor Market Research and Performance					

DOES Services by Disability Status			
Fiscal Year 2017			
Program	Group	Participants	DISABILITY
Title I	Adult	755	44
Title I	DW	240	7
Title I	Youth	377	9
WP	WP-Distinct	39,017	2,139
Generic	DSI-Distinct	1,603	115
Source: DOES; Bureau of Labor Market Research and Performance			

Six percent (6%) of people served at DOES had a disability, and **4%** were Veterans.

DOES Services by Veteran Status			
Fiscal Year 2017			
Program	Group	Participants	VET
Title I	Adult	755	43
Title I	DW	240	11
Title I	Youth	377	1
WP	WP-Distinct	39,017	1,486
Generic	DSI-Distinct	1,603	34
Source: DOES; Bureau of Labor Market Research and Performance			

WIOA and Local Training by Demographics (Age, Gender, Education, Disability, Ward, Veteran status, etc.)

DOES WIOA and Local Training Services by Age Group			
Fiscal Year 2017			
Program	Title I	Title I	Generic
Group	Adult	DW	LOCAL ADULTS PROGRAMS-Distinct
Participants	378	122	12
Under 16	0	0	0
16-19	0	0	0
20-24	51	3	1
25-34	133	34	5
35-44	84	23	0
45-54	61	34	3
55-64	44	27	2
65 and Over	5	1	1
Source: DOES; Bureau of Labor Market Research and Performance			



Fifty-four percent (54%) of WIOA participants at DOES were between the ages of 25 and 44 years old, with **16%** of those served being 55 years old and over.

More than half (**59%**) of WIOA participants were female and **79%** were Black.

DOES WIOA and Local Training Services by Gender

Fiscal Year 2017

Program	Group	Participants	Male	Female	NS
Title I	Adult	378	153	223	0
Title I	DW	122	51	71	0
Generic	LOCAL ADULTS PROGRAMS-Distinct	12	4	8	6

Source: DOES; Bureau of Labor Market Research and Performance

Sixty-eight percent (68%) of WIOA participants at DOES lived in underserved Wards in the District (Wards 5, 7 and 8).

DOES WIOA and Local Training Services

Fiscal Year 2017

Program	Title I	Title I	Generic
Group	Adult	DW	LOCAL ADULTS PROGRAMS-Distinct
Participants	378	122	12
White	8	7	1
Black	305	88	9
American Indian/Alaskan Native	7	1	0
Asian	7	1	0
Hawaiian/Other Pacific Islander	3	0	0
Not Available	48	25	2

Source: DOES; Bureau of Labor Market Research and Performance



More than two-thirds (**70%**) of WIOA participants at DOES in fiscal year 2017 had less than a Bachelor's degree.

DOES WIOA and Local Training Services

Fiscal Year 2017

Program	Title I	Title I	Generic
Group	Adult	DW	LOCAL ADULTS PROGRAMS-Distinct
Participants	378	122	12
Less Than High School	16	1	1
High School or Equivalent (GED)	131	28	4
Some College	138	35	3
Bachelor's Degree	67	43	3
Graduate/Professional Degree	26	15	1

Source: DOES; Bureau of Labor Market Research and Performance

DOES WIOA and Local Training Services

Fiscal Year 2017

Program	Title I	Title I	Generic
Group	Adult	DW	LOCAL ADULTS PROGRAMS-Distinct
Participants	378	122	12
Ward 1	33	12	1
Ward 2	6	3	2
Ward 3	5	4	0
Ward 4	29	15	2
Ward 5	70	22	2
Ward 6	31	13	0
Ward 7	101	32	1
Ward 8	98	20	4
Ward Not Available	5	1	0

Source: DOES; Bureau of Labor Market Research and Performance



Four percent (4%) of WIOA participants at DOES were people with a disability and **4%** were veterans.

DOES WIOA and Local Training Services

Fiscal Year 2017

Program	Group	Participants	DISABILITY
Title I	Adult	378	21
Title I	DW	122	1
Generic	LOCAL ADULTS PROGRAMS-Distinct	12	1

Source: DOES; Bureau of Labor Market Research and Performance

DOES WIOA and Local Training Services

Fiscal Year 2017

Program	Group	Participants	VET
Title I	Adult	378	15
Title I	DW	122	6
Generic	LOCAL ADULTS PROGRAMS-Distinct	12	0

Source: DOES; Bureau of Labor Market Research and Performance

DOES SERVICES EXPENDITURES AND WIA/WIOA PERFORMANCE



DOES SERVICES EXPENDITURES AND WIA/WIOA PERFORMANCE

DOES Expenditures Per Program			
Programs	FY15	FY16	FY17
SENIOR SERVICES	\$583,576	\$585,112	\$637,245.73
LOCAL ADULT TRAINING	\$3,872,375	\$7,689,894	\$5,943,054.46
TRANSITIONAL EMPLOYMENT	\$8,779,217	\$9,897,653	\$10,005,482.39
YEAR ROUND YOUTH PROGRAM	\$6,794,230	\$10,966,144	\$12,722,135.96
SUMMER YOUTH EMPLOYMENT PROGRAM	\$17,963,920	\$17,274,577	\$20,401,673.53
MAYORS YOUTH LEADERSHIP PROGRAM	\$929,768	\$913,905	\$1,187,089.32
Source: DOES; Bureau of Labor Market Research and Performance using OCFO Data			

From 2015 to 2017, Department of Employment Services expenditures increased by more than **30%**, with the largest increase in expenditures coming from the Year Round Youth Employment program (**87%**).

Local adult training expenditures increased by **53%** from 2015 to 2017, while Senior Services increased by **9%** during the same time period.

In PY 14 and PY15, DOES failed to meet at least one (1) WIA performance standard, whereas in PY17 the agency has either met **80%** of the WIOA standard as required, or exceeded the standard.

WIA and Labor Exchange Title I Performance - District of Columbia- PY2014 Annual					
		Timeframe	ETA Negotiated Standard	District's Performance	% of Standard Achieved
Performance Measure					
Entered Employment Rate	Adults	10/01/13-09/30/14	62%	60.5%	97.6%
	Dislocated Workers	10/01/13-09/30/14	63%	60.0%	95.2%
	Labor Exchange	10/01/13-09/30/14	56%	46.0%	82.1%
Employment Retention Rate	Adults	04/01/13-03/31/14	79%	83.3%	105.4%
	Dislocated Workers	04/01/13-03/31/14	84%	83.9%	99.9%
	Labor Exchange	04/01/13-03/31/14	79%	78.1%	98.9%
Average Earnings	Adults	04/01/13-03/31/14	\$13,550	\$13,174.90	97.2%
	Dislocated Workers	04/01/13-03/31/14	\$17,750	\$18,864.77	106.3%
	Labor Exchange	04/01/13-03/31/14	\$18,000	\$15,417.05	85.7%
Youth Attainment of Degree or Certificate		10/01/13-09/30/14	34%	49.5%	145.6%
Youth Placement in Employment or Education		10/01/13-09/30/14	64%	38.6%	60.3%
Youth Literacy/Numeracy Gains		07/01/13-06/30/14	58%	24.0%	41.4%

WIA and Labor Exchange Title I Performance - District of Columbia- PY2015 Annual					
		Timeframe	ETA Negotiated Standard	District's Performance	% of Standard Achieved
Performance Measure					
Entered Employment Rate	Adults	10/01/14-09/30/15	62%	69.0%	111.3%
	Dislocated Workers	10/01/14-09/30/15	63%	69.2%	109.8%
	Labor Exchange	10/01/14-09/30/15	56%	49.8%	88.9%
Employment Retention Rate	Adults	04/01/14-03/31/15	79%	86.9%	110.0%
	Dislocated Workers	04/01/14-03/31/15	84%	90.5%	107.7%
	Labor Exchange	04/01/14-03/31/15	79%	80.20%	101.50%
Average Earnings	Adults	04/01/14-03/31/15	\$13,550	\$12,557.23	92.7%
	Dislocated Workers	04/01/14-03/31/15	\$17,750	\$18,285.88	106.3%
	Labor Exchange	04/01/14-03/31/15	\$18,000	16,369.90	90.9%
Youth Attainment of Degree or Certificate		10/01/14-09/30/15	34%	74.2%	103.0%
Youth Placement in Employment or Education		10/01/14-09/30/15	64%	64.4%	100.6%
Youth Literacy/Numeracy Gains		07/01/15-06/30/16	58%	0.0%	0.0%



PY2017 WIOA Quarterly Performance						
		ETA Negotiated Standard	District's Performance Qtr1	% of Standard Achieved Qtr1	District's Performance Qtr2	% of Standard Achieved Qtr2
Performance Measure						
Participants Served	Adults	N/A	770	N/A	682	N/A
	Dislocated Workers	N/A	248	N/A	212	N/A
	Youth	N/A	260	N/A	176	N/A
	WP	N/A	5,605	N/A	3,848	N/A
Employment Rate-2 nd quarter after exit	Adults	62%	77.5%	125%	74.5%	120%
	Dislocated Workers	69%	78.7%	114%	59%	86%
	Youth	51%	69.2%	136%	71%	139%
	WP	50%	59.1%	118%	56.5%	113%
Employment Rate: 4 th Quarter after exit	Adults	68%	N/A	N/A	N/A	N/A
	Dislocated Workers	65%	N/A	N/A	N/A	N/A
	Youth	46%	N/A	N/A	N/A	N/A
	WP	79%	N/A	N/A	N/A	N/A
Median Earnings	Adults	\$6,200	\$5,834	94%	\$6,751	109%
	Dislocated Workers	\$7,500	\$7,668	102%	\$9,330	124%
	Youth	Baseline	\$1,271	N/A	\$3,721	N/A
	WP	\$5,500	\$5,523	100%	\$5,027	91%
Credential Attainment Rate	Adult	54%	N/A	N/A	N/A	N/A
	Dislocated Workers	57%	N/A	N/A	N/A	N/A
	Youth	50%	N/A	N/A	N/A	N/A
Measurable Skills Gain	Adult	Baseline	10%	N/A	8.8%	N/A
	Dislocated Workers	Baseline	13.3%	N/A	12%	N/A
	Youth	Baseline	10.5%	N/A	28.6%	N/A
Effectiveness in Serving Employers	Adult	Baseline	N/A	N/A	N/A	N/A
	Dislocated Workers	Baseline	N/A	N/A	N/A	N/A
	Youth	Baseline	N/A	N/A	N/A	N/A
	WP	Baseline	N/A	N/A	N/A	N/A

Legend

- Exceeded standards
- Met standards
- Did not meet standards

CONCLUSIONS & FINDINGS



CONCLUSIONS & FINDINGS

The Bowser Administration inherited a challenging workforce system, and pockets of economic inequity. The administration's concerted effort to connect local resources to key federal programs targeting the District's most vulnerable residents has helped to bolster the region's economy. A focus on connecting strategic initiatives and investments to the needs of the District has assisted in the overall administration of programs, evidenced by the removal of the District's longstanding high-risk and at-risk designation on federally funded workforce and unemployment insurance programs by the US Department of Labor. In addition to the removal of these negative federal designations, DOES has improved in every measurable statistical category.

From 2015 to 2017, DOES expenditures increased by more than **30%**, with the largest increase for the Year Round Youth Employment program (**87%**). From FY15 to FY17, the total number of Youth enrolled in DOES administered Federal programs increased by more than **600%**, while the total number of services provided for Youth in our Federal programs increased by more than **700% (176 vs. 1,475)**. These increases coincide with increased federal and local program performance outcomes. In PY14 and PY15, DOES failed to meet at least one (1) performance standard, whereas in PY17 the agency has either met **80%** of the standard as required, or exceeded the standard.

The unemployment rate in D.C., decreased by **1.5** percentage points, with the unemployment rate in Ward 7 and Ward 8 having decreased by **3.3** percentage points and **3.7** percentage points respectively. The total number of unemployed D.C., residents decreased by **4,500** people, leading to the unemployment rate for Blacks having a similar decrease of **2.5** percentage points. The average weekly median duration of unemployment for Blacks has also decreased by **22 weeks**.

Washingtonians are receiving more services, more effectively, and acquiring the skills necessary to thrive in the District's economy. As a result, private sector companies are hiring and investing in the District at impressive rates. The total number of D.C., residents that are employed has increased by **21,700**, while the total number of jobs in D.C., increased by **41,900**. The total number of unemployed D.C., residents has decreased by **4,500** people, and more than 50,000 Washingtonians served through DOES have earned **\$1,086,487,991**.

PROGRAMMING & REWARDING REACTIONS



PROGRAMMING & REWARDING REACTIONS



DC Infrastructure Academy (DCIA)

In Quarter 1 of 2018, DOES is launching a District of Columbia Infrastructure Academy ("Infrastructure Academy"), a partnership between D.C., Government and public and private sector partners that will create a pipeline to in-demand infrastructure jobs for District residents. The Infrastructure Academy will be launched in Ward 8, the ward with historically the highest unemployment rate (14%) of the eight wards in the District of Columbia. As part of the Infrastructure Academy, DOES's vision is to implement IT infrastructure related programming, including utility, energy efficiency, automotive, transportation and logistics and other infrastructure related training in one location.



Apprenticeship D.C.

Apprenticeship D.C., launched in September to promote both pre- and registered apprenticeship and better connect employers, government resources and D.C., residents. Apprenticeship D.C., serves as the Statewide Apprenticeship Partner to business, industry and District job seekers. Apprenticeship D.C., is the District's vehicle through which employers and organizations can customize apprenticeship offerings that meet industry specific hiring and training needs, including the establishment and operation of youth apprenticeship programs. The initiative expands the apprenticeship model from traditional (construction) industries into non-traditional industries such as healthcare, IT, security, energy, transportation, and infrastructure. To date, Apprenticeship D.C., has funded three new apprenticeship and pre-apprenticeship programs, providing grants to organizations that target three of the District's high demand industries, expanding into Information Technology and Infrastructure. DOES partnered in National Apprenticeship Week and highlighted work to create the first registered apprenticeship program within D.C., government. In addition, the Workforce Bureau hosted an Apprenticeship symposium and Youth Apprenticeship Fair, which connected over 300 youth attendees to several registered and pre-apprenticeship programs.



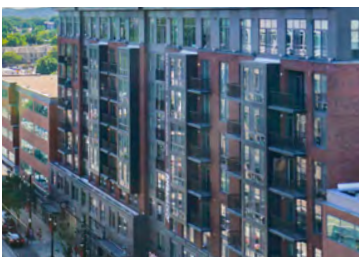
MBSYEP - Mayor's Opportunity Scholarship (MOS)

The Executive Office of the Mayor has partnered with the Department of Employment Services, Office of Youth Programs (DOES) to pilot the Mayor's Opportunity Scholarship. Through the Mayor's Opportunity Scholarship, DOES seeks to support the post-secondary endeavors of participants in the Marion S. Barry Summer Youth Employment Program (MBSYEP). The Mayor's Opportunity Scholarship will provide a minimum of 25 scholarships in the amount of \$2,000 each for young adults ages 18-24, who have successfully attained a high school diploma or equivalent and participated in 2017 MBSYEP and enrolled in post-secondary education or occupational skills training or the military.



Aspire to Entrepreneurship

The Aspire to Entrepreneurship Program was established to promote the pursuit of entrepreneurship among the District's returning citizen population. Aspire provides work readiness and entrepreneurship training, mentorship, financial management counseling, business development support, and financial backing to returning citizens who wish to pursue entrepreneurship as a means of reentry into the workforce. The various components of Aspire work in conjunction with the multitude of supportive services available through each partnering agency to provide a solid foundation for program participants to grow and thrive.



Transitional Residential Program (TRP)

The Transitional Residential Program was created to provide transitional housing opportunities to District residents who have participated in DOES' DC Career Connections, Project Empowerment or Aspire to Entrepreneurship programs, and are employed in full-time unsubsidized jobs or earning a sustainable wage through a small business venture.



Security Cameras

Office of Victim Services and Justice Grants – Private Security Camera Voucher Program

The Office of Victim Services and Justice Grants' (OVSJG) Private Security Camera Voucher Program identifies D.C., residents that are eligible to receive a private security camera system free of charge. These residents are either owners or tenants of a property that is used as a residence (the Applicant) and are receiving public assistance under the District of Columbia Public Assistance Act of 1982, effective April 6, 1982. This program is intended to help deter crime and assist law enforcement with investigations. The Office of Victim Services and Justice Grants partnered with DOES to identify small, local businesses launched through the Aspire to Entrepreneurship program to conduct security camera installations. "DOES", on behalf of OVSJG, issued two grants through a competitive award process.



DC Office on Aging – Safe at Home Private Security Camera Program for seniors

The District of Columbia Office on Aging (DCOA) Safe at Home Program provides safety adaptations in and around the homes of qualifying seniors and adults with disabilities. Safe at Home's Private Security Camera Program enables eligible D.C., seniors and residents with disabilities to receive a private security camera system without cost. This program is intended to help deter crime and assist law enforcement with investigations. The DC Office on Aging partnered with DOES to identify small, local businesses launched through the Aspire to Entrepreneurship program to conduct security camera installations. "DOES", on behalf of DCOA, issued two grants through a competitive award process.



On-the-Job (OJT) Training

On-the-Job training (OJT) is a program in which employers have an opportunity to train, mentor and hire candidates who are not fully proficient in a particular skillset or job function. Through the OJT model, candidates receive the hands-on training necessary to increase their skills, knowledge and capacity to perform the designated job function. OJT ensures unemployed and underemployed jobseekers have a chance to enter/re-enter the workforce through an "Earn While You Learn" model. This streamlined approach allows employers to be reimbursed up to 75% of an established wage rate in exchange for the training provided to participating candidates for up to six (6) months.

Quick Path to Energy (QPE)



QPE launched as a six-week, pre-vocational training program to prepare District residents for careers in the utility industry with PepCo and other employers. To date, Pepco has confirmed that 12 Quick Path to Energy participants have been hired for various positions within the company, with one participant being hired for an office position immediately following the training program. Another QPE participant is currently in the hiring process, and the number of participants to be employed with PepCo or other utility companies is expected to increase as several participants are testing and re-testing for the Construction and Skilled Trades (CAST) exam over the next months.



Quick Path to Transportation (QPT)

DOES administered training program that connects District residents to employment in the transportation industry.



Project Empowerment

Project Empowerment provides job readiness and life skills training, work experience, job search assistance and a variety of supportive services to District residents who face multiple barriers to employment. Participants attend an intensive three-week training course and, upon completion, have the opportunity to be placed in subsidized employment for up to six months. Participants must be District residents between the ages of 22 to 54 who are unemployed and are not recipients of government assistance, such as TANF or unemployment benefits. In addition, participants must demonstrate a substantial need for intensive employment assistance by exhibiting at least three of the six barriers recognized by Project Empowerment.



Project Empowerment Returning to Work with Mr. Robinson

Mr. Anthony Robinson became a Project Empowerment participant in December of 2016 after serving nearly 17 years in the federal prison system. After being released early, he set his sights on achieving the personal, educational, and employment goals he'd established for himself while incarcerated. When he learned about Project Empowerment from a friend and former participant, he knew it was just what he needed to move forward.

Mr. Robinson was a focused and engaged Project Empowerment participant with a clear vision for where he wanted to go. He knew employment was crucial but also recognized that an advanced education had to be priority. After successfully completing the program's job readiness/life skills training component, he was placed in positions with the Mayor's Office of Returning Citizens Affairs and United Planning Organization. When offered the opportunity to further his education as part of the job preparation process, he began taking technology classes with the CC Preparatory Academy/Hope Project. In August of 2017, Mr. Robinson completed training, successfully achieving CompTIA A+ certification.

Mr. Robinson was hired by Promantus Inc. in January of this year as a full time IT Help Desk Technician. In this role he is the initial point of contact for troubleshooting all information technology related issues. Mr. Robinson attributes his success to strong personal motivation and the support given by the whole Project Empowerment team---and the network of service providers bringing valuable resources to the table.

Mr. Robinson's sees this as only the beginning. He plans to continue his education and to be proactive in growing professionally--and obtaining other IT certifications.



Creating Stronger Connections

Jaylon Mitchell is a graduate of DC Career Connections Safer Stronger Cohort. This cohort was comprised of at-risk young adults from Wards 7 and 8 that possessed the drive, desire and potential to become influencers of positive change in their community. Jaylon a graduate of Ballou High School was one of the first participants who entered the program in October of 2016 and began his placement with Contemporary Families Services (CFS). It was here Jaylon did a combination of extended Job Readiness training as well as professional development. Jaylon completed his placement with CFS and transitioned to a subsidized position with the Safer Stronger DC Office as a

Community Outreach Worker. Through a partnership with the Department of Behavioral Health, Jaylon and 12 other Safer Stronger participants were offered the chance to earn a Youth Peer Specialist certification that was held at DOES. Over six weeks he successfully demonstrated his commitment which led to his completion of the certification program. Subsequently he applied for several community outreach positions and was presented with five job offers from various organizations throughout the District. Jaylon has since landed with the Department of Parks and Recreation (DPR) as a Staff Assistant where he can utilize his experiences, certifications and training he earned during his tenure with DC Career Connections.



Connecting to Create a Dream Career

PreAnn Walker, a native Washingtonian of Ward 5 and a graduate of DC Career Connection's

(DCCC) Program is no stranger to hard work. PreAnn attended Friendship Collegiate High School and later went on to earn her Bachelor's degree from Spelman College. Upon completion PreAnn found that it was extremely difficult to obtain employment. Although formally educated she continued to get denied for local jobs in the District. It was then during her job search she learned of DCCC. In September of 2016, PreAnn attended DCCC orientation at DOES Headquarters and enrolled in Job Readiness Training. Once PreAnn graduated she was placed in a subsidized opportunity working with the Child Support Services Division, Office of the Attorney General; however PreAnn was not permanently selected for the job. While feeling discouraged PreAnn continued to work the DCCC team in looking for an unsubsidized job opportunities. This included updating her resume, practicing her interview skills, completing countless applications and staying engaged with the DCCC team to follow up on job leads and training opportunities. Then it happened, PreAnn was selected for a position with the school she had once attended Friendship Collegiate High School. Who knew the community from hence where she came would be her new place of employment. Through her hire, PreAnn was eligible for the retention program in DCCC where she could earn up to \$1150 in bonuses. Unfortunately, it didn't stop there. PreAnn became homeless even after earning employment. She was not able to provide housing for herself. During this same time DCCC was participating in a pilot initiative, Transitional Residential Program within the Division of State Initiatives that offered free temporary housing (six months) to Career Connections and Project Empowerment Participants. PreAnn met the qualifications and was selected for housing. PreAnn is now working on saving funds towards purchasing her first place while continuing to work at Friendship Collegiate High School as a paraprofessional.



Breaking Down Barriers

Mr. Rudolph Barnes was incarcerated and was referred to DSI by CSOSA. Mr. Barnes' barriers were job recycling, drug addiction, and homelessness when he signed up at the AJC (MLK) location. Upon completion of the PE empowerment program, Mr. Barnes became gainfully employed with Carver Terrace Apartments as a General Maintenance worker. Mr. Barnes has gained various skills while on the job such as reading water meters, resetting thermostats, and plumbing skills. He has moved into a supervisory position in which he manages three PE co-workers as well as two other employees. Mr. Barnes has been privy to a financial promotion, has gained a bank account, credit cards and a vehicle as a result in participating in the CAAB Program. Mr. Barnes future plans include becoming a home owner and he would like to explore becoming an entrepreneur by starting his own limousine company. Mr. Barnes has been clean for two years and shows nothing short of gratitude towards PE.



Back to Work 50+

Back to Work 50+ promotes the full reintegration of talented job seekers, ages fifty (50) to sixty-four (64), into the workforce. The program was created in partnership with the AARP Foundation in an effort to enhance opportunities for mature job seekers by broadening access to critical employment resources and to connect senior job seekers from all Wards of the city with services supporting their reentry into the workforce.



The Passionate Professional

Robert Washington was referred to BACK TO WORK 50+ at DC DOES by a workforce development specialist at the Bertie Backus AJC Campus. Prior to enrolling in Wave 3 of the program in August 2017, Mr. Washington had been out of work for approximately 2 months and actively searching for employment that would allow him to return to his passion – working with youth. Through the supportive and familial environment of BTW, Mr. Washington was able to identify areas of improvement that would be integral to his long-term employment success. The skills Mr. Washington sharpened related to interviewing and networking helped him to obtain multiple job interviews, and ultimately led to his permanent employment with Potomac Job Corps where he serves as a Career Preparation Period Instructor. In that role he is a personal support to students newly entering Potomac Job Corps. He assists them with adjusting to the culture and counsels them through any challenges they may be facing.



Learn, Earn, Advance, Prosper (LEAP) Academy

The LEAP Academy is a network of interconnected District partners working together to refer, train, support, and employ residents in District jobs. Through extensive coordination of efforts, DC government agencies, educational organizations, community partners, and employers leverage their resources to provide LEAP participants with paid on-the job work experience at District agencies for up to one (1) year. Individuals in the program earn wages, accumulate work experience, and obtain stackable credentials toward an obtainable career pathway.



Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP)

The Summer Youth Employment Program (SYEP) is a locally funded initiative sponsored by the Department of Employment Services (DOES) that provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in the private and government sectors.

Through SYEP, we strive to provide young people with the opportunity to:

- Earn money and gain meaningful work experience;
- Learn and develop the skills, attitudes, and commitment necessary to succeed in today's world of work;
- Gain exposure to various exciting career industries; and,
- Interact with dynamic working professionals in a positive work environment.

Though SYEP is a short-term employment and training program (traditionally 6 weeks), our goal is to introduce our youth to employers who will positively impact their futures.

Employers in the Washington, D.C., metropolitan area make this annual program possible by volunteering to serve as Host Employers and providing structured job opportunities for youth during the summer.



Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP)

Looking to Lead

MBYLI youth **Julian Ransome**, age 21, from Ward 7, participated in a workforce design lab at the Opportunity Nation AT&T Forum in Washington, D.C. on Oct. 25, 2017. During the forum, Julian provided insights on how employers can make it easier for youth to apply and land a job. A 2014 graduate of Phelps Senior High, Ransome currently works as an MBYLI Youth Supervisor and started with the program at age 14. He completed two years of college at Point Park University in Pittsburgh where he studied creative writing. He is in the process of transferring to Bowie State University in Maryland, closer to home. At Bowie State, Ransome plans to study music technology and someday write music for movies.



'Strive for More' When Facing Life's Obstacles By Shannon Travis and Catherine Hollingsworth

The Mayor Marion S. Barry Summer Youth Employment Program (SYEP) is just the beginning of exciting opportunities for so many District youth.

Shadaye White, who is hearing disabled, is just one example of how the summer job program led to new possibilities—and a promising career!

Shadaye started with SYEP in 2009 when she was 14 years old but it was her experience as a summer intern for Metro that ultimately led to a job. It wasn't an easy road. White had planned to attend college but dropped out when she couldn't obtain interpreters on campus. She thought it might be better to put college on hold and enter the workforce, but unfortunately

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she found that few employers offered interpreters. All that changed when she paired up with Metro at a career fair sponsored by the Department of Employment Services.

Tiquisha Harris, SYEP coordinator at WMATA hired Shadaye while at the career fair. After her first summer there, with assistance from an American Sign Language interpreter, she did such a great job that WMATA requested her for two additional consecutive summers from 2014-2016. WMATA made her part of their community outreach team and increased her responsibility each summer. She traveled to Gallaudet and throughout the District assisting Metro riders with disabilities.

Her coworkers and supervisors loved her. And when she was old enough to be hired, they actually created a position specifically for her and her skillset. In 2017, Shadaye became an SYEP ambassador sharing her positive summer experiences with the public. Shadaye has emphasized that SYEP taught her how to strive for more. SYEP is still teaching that core principal, to find greater opportunity through employment.



Chasing Dreams to Create Change

District native **Arturo Evans** has come a long way since his first summer job in the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP). Currently employed at the Courtyard Marriott Convention Center, Evans recalled his first job in MBSYEP making \$5.25 an hour pulling weeds for the DC Department of Real Estate.

"It wasn't about the money. I really enjoyed the work," Evans said. He also enjoyed having some money in his pocket. "Of course, it was good to have a \$100 check."

No doubt, it was a sweaty job pulling weeds in humid weather. But as Evans explained, he began to feel a sense of pride in his work as he cleared overgrown weeds to reveal "the finished product."

Ever since the eighth grade, Evans had heard his friends talk excitedly about MBSYEP, and as soon as he turned 14, he signed up for the summer jobs program. He participated in MBSYEP every summer for five years in a row until he went off to college. By then, he had become interested in the hospitality and tourism industry.

Evans was accepted to one of the top hospitality schools in the nation, University of Nevada, Las Vegas. While in college, Evans returned home during the summers to intern at the Courtyard Marriott Convention Center.

During his junior year, he was hired full-time and currently works the hotel's front desk. Due to finances and his mother's medical condition, Evans left school to accept the job with Marriott. "I believe this is one of the best industries to be in if you're a people person," Evans said.

Asked what advice he would give to youth looking for jobs, Evans said, "Don't chase the money, chase your dreams." As for his future plans, Evans hopes to become a hotel general manager and run a chain of hotels just like his boss, Thomas Penny, general manager of Courtyard Marriott Convention Center.

Both Evans and Penny served as MBSYEP Ambassadors in 2017, sharing their positive experiences in the summer jobs program. In a television interview that aired this past spring on WUSA 9, Evans shared an important lesson he learned at age 14 in his first summer job: "[The work] may not be targeted toward your career but just a stepping stone for furthering your career."

For the past 20 years the local hotel industry has placed over 1,000 youth who started as interns, Penny, stated in a recent social media video promoting MBSYEP. "Many of these young people have gone on to graduate college and transition into the hotel industry," he said. "So from my perspective, getting them exposed to the hotel industry at the high school age only makes their transition better post-college. So I would urge all employers in the city to get involved" in MBSYEP.

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