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LETTER FROM THE DIRECTOR



As the Director of the Department of Employment Services (DOES), I have the honor of advancing Mayor Muriel Bowser's vision of ensuring District residents receive a fair shot at economic prosperity and a pathway to the middle class. We have had significant strides in providing career and workforce development training and services for District residents and businesses. At the start of 2019, we went into swift action as thousands of District workers were affected by the partial federal shutdown.

From there, our year gained momentum as we celebrated 40 years of the Marion S. Barry Summer Youth Employment Program, launched DOES en español, spotlighted District apprenticeships at our DOES Signing Day, and reached milestones with the increase in minimum wage and began our employer tax collection for the District's Paid Family Leave program. We also hosted our first ever Women in Workforce conference, graduated the largest Pepco training cohort at the DC Infrastructure Academy and relaunched the Business Services Group as the Office of Talent and Client Services.

This year also afforded the opportunity to implement our Vision Forward plan as we began working towards six major milestones: promote the District's human capital, align workforce and education, create equity and access, achieve excellence in service delivery, operate smart and effective systems, and provide the best-in-class customer service for our District residents and business partners.

At DOES, we measure success by our ability to create more job opportunities for District residents. As we strive to close opportunity gaps and promote the diverse human capital in the District of Columbia, we are encouraged by the increased business confidence in our workforce. Our national economy is increasingly driven by the technology, construction, health, higher education, hospitality and entertainment sectors, and DOES is in step with this momentum. This is a year in review, and we are happy to have stakeholders and partners who support us.

The 2019 District of Columbia Talent Forward: Annual Economic and Workforce Report provides a detailed analysis of the labor and job market, and occupational employment for the District. The report gives an analysis of the District's economic and workforce outcomes in 2019 and over time.

DOES provides this report in fulfillment of its commitment to providing statistical information about program activities and outcomes overtime. The report was prepared in accordance with guidelines from the U.S. Department of Labor (DOL), Employment and Training Administration (ETA), for Program Year 2019 Workforce Information Grant (WIG).

U.Men

Dr. Unique Morris-Hughes
Director, Department of Employment Services





WE BELIEVE...

- It is our role to serve all residents of the District from all economic, social, and cultural backgrounds.
- We are responsible for providing excellent service to all of our customers and partners.
- We are the partner of choice for all DC employers to find skilled and talented employees in the District.
- We must increase equitable opportunities for all DC residents so they may secure jobs that provide livable wages and the opportunity for economic advancement.
- We must provide training that is responsive to the needs of employees and innovative to meet the needs of employers in our growing city.
- The key to our success is to leverage cutting edge technology to support residents seeking meaningful employment.



- 1. Promote the District's Human Capital
- 2. Align Workforce with Education
- 3. Create Equity and Access
- 4. Achieve Excellence in Service Delivery
- 5. Operate Smart and Effective Systems
- 6. Provide Best-in-Class Customer Service

HIGHLIGHTS

Unemployment rate in Ward 7 and Ward 8 decreased by **2.8** percentage points and **2.7** percentage points respectively.

Launch of the Teleopti
system. Teleopti is a
Workforce Management
solution that maximizes
call center planning with
multichannel forecasting
and multi-skilled
scheduling.

\$25 million

workers' compensation rebate or reduction in upfront costs to insurance carriers and self-insured employers doing business in the District of Columbia.

UI Trust Fund Balance is \$525,489,034, far exceeding the minimum balance requirement of \$377,000,000.

More than
320,000
services provided to
workforce development
participants for the
last three fiscal years
(324,044 services).

On average, more than

30,000 individual participants were served during the last three fiscal years (30,307 individuals).

FY19 cohort of workforce development programs participants successful completers earned more than

\$1,200 a quarter than non-successful completers.

Overall decrease of the unemployment rate by **0.5** points in the District leads to a **16%** decrease of the total number of people served through workforce development programs from FY17 to FY19.

Total expenditures for workforce development programs were constantly increasing during the last three fiscal years. From FY 17, total expenditures increased by

The average cost of services provided has increased by, 17% whereas the average cost per individual served has increased by 29% from FY17 to FY19.

DOES customers earn more than \$700M

in wages during the last three fiscal years (\$706,289,539 earned).



63% of participants served through workforce development programs lived in the highest unemployment areas in the District (Wards 5, 7 and 8).

Computer

and Mathematical

Occupations, which include IT related occupations, have more jobs in demand than candidates available to fill those jobs in the District.

Construction

and Extraction Occupations have more candidates in the District than jobs available.





Workforce Development Overall Outcomes

Employment - Describes when an individual or participants is working in a paid, unsubsidized job, therefore has wages reported during the fiscal year.

Participant - For the WIOA title I Adult, title I Dislocated Worker, title II, and title III programs, a participant is a reportable individual who has received services, after satisfying all applicable programmatic requirements for the provision of services, such as eligibility determination.

Exit - occurs when a participant, enrolled in multiple partner programs, has not received services from any DOL and Local administered program in which the participant is enrolled, to which the common exit policy applies, for at least 90 days, and no future services are planned.

Services - are defined as all services or training received by participants such as career counseling, one stop resources room, ITA training, job readiness workshop resume, RESEA workshop, etc.

Table 1: Outcomes of Workforce Development Services Provided

Outcomes	FY17	FY18	FY19
Total People Served	33,398	29,435	28,087
Total Services Provided	111,317	111,789	100,938
Average Individual Services Provided	3	4	4
Employed	15,024	14,520	12,646
Average Quarterly Wages	\$6,575	\$6,486	\$8,465
Total Wages	\$255,147,818	\$223,075,441	\$228,066,280
Employment Rate	45%	49%	45%
Average DC Unemployment Rate	6.2%	5.6%	5.7%

Source: DOES; Office of Labor Market Research and Performance

- More than 320,000 services were provided to workforce development (federal and local) participants and/or stakeholders.
- On average, more than **30,000** individual participants were served during the last three fiscal years with an average of three (3) different types of services provided to each of them.
- The total number of people served has decreased by **16%** mainly due to decrease in unemployment rate. In fact, for the same period unemployment rate in the District decreased by **0.5 points** from 6.2% in FY17 to 5.7% in FY19.
- Hence, less district residents are unemployed and therefore less are coming for employment services at DOES.
- Overall, DOES customers have generated more than **\$700M** in wages during the last three fiscal years.

Total expenditures - are defined as total expenditures for workforce development programs such as federal bureau programs, division of states initiative programs by fiscal year.

Cost per services - are defined as the ratio of total expenditures by the total services received by fiscal year.

Cost per individual served - are defined as the ratio of total expenditures by the total unique individual served by fiscal year.

Table 2: Cost Per Services and Total Expenditures

Period	FY17	FY18	FY19
Total expenditures for Workforce Development Programs	\$68,739,000	\$72,361,000	\$74,523,000
Cost Per Services	\$618	\$647	\$727
Cost Per Individual Served	\$2,058	\$2,458	\$2,653

Source: DOES; Office of Labor Market Research and Performance

- Total expenditures for workforce development programs are constantly increasing during the last three fiscal years. From FY17, total expenditures increased by **8%**.
- The average cost of services provided has increased by 18% from FY17 to FY19, whereas the average cost per individual served has increased by 29% from FY17 to FY19.

Outcomes Distribution by Demographics for FY19 Participants

Table 3: Employment and Wages for People Served by Ward

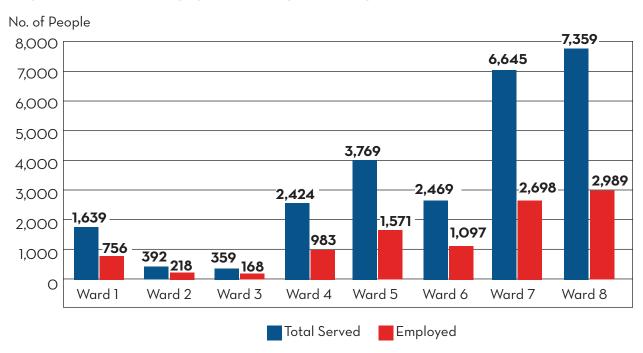
Ward	Peopl	e Served	Wages			
Ward	Total	Employed	2018Q4	2019Q1	2019Q2	2019Q3
Ward 1	1,639	756	\$4,088,074	\$3,431,091	\$3,018,679	\$2,853,895
Ward 2	392	218	\$1,883,153	\$1,601,218	\$1,074,785	\$1,080,269
Ward 3	359	168	\$1,770,339	\$1,691,383	\$1,165,006	\$892,150
Ward 4	2,424	983	\$4,719,637	\$4,158,665	\$4,003,149	\$3,905,960
Ward 5	3,769	1,571	\$6,459,429	\$5,761,414	\$5,757,626	\$5,662,581
Ward 6	2,469	1097	\$5,253,013	\$4,644,521	\$4,385,123	\$4,327,519
Ward 7	6,645	2,698	\$9,461,011	\$8,683,777	\$8,576,521	\$8,806,290
Ward 8	7,359	2,989	\$9,516,021	\$8,699,968	\$8,971,204	\$9,366,234
Not Appli- cable	3,032	2,166	\$25,798,602	\$22,966,857	\$14,234,671	\$9,396,445
Total	28,088	12,646	\$68,949,279	\$61,638,894	\$51,186,764	\$46,291,343

Source: DOES; Office of Labor Market Research and Performance

• Almost two-thirds (63%) of participants served through workforce development programs lived in the highest unemployment areas in the District (Wards 5, 7 and 8).



Graph 1: Distribution of Employment for People Served by Ward



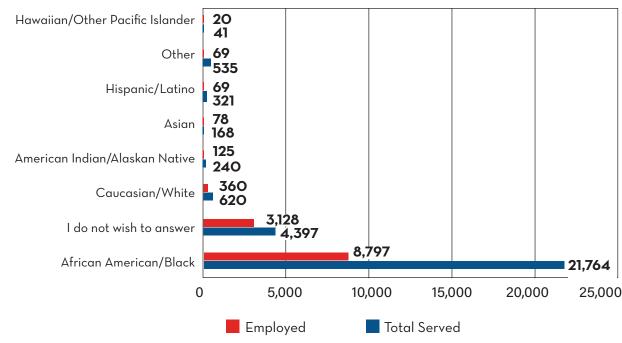
- Participants living in Wards 5, 7 and 8 earned more than \$95M or 42% of all total wages in FY19.
- Only 41% of individuals served in Wards 7 and 8 had employment during at least one quarter in FY19.

Table 4: Employment and Wages for People Served by Race and Ethnicity

Race/Ethnicity	Peop	le Served		Wag	ges	
Race/Ethnicity	Total	Employed	2018Q4	2019Q1	2019Q2	2019Q3
African American/ Black	21,764	8,797	\$31,975,850	\$29,340,899	\$29,048,929	\$29,589,207
American Indian/ Alaskan Native	240	125	\$442,655	\$323,248	\$358,487	\$387,568
Asian	168	78	\$545,491	\$761,522	\$377,824	\$329,928
Caucasian/White	620	360	\$4,501,823	\$4,038,143	\$2,545,349	\$2,104,257
Hawaiian/Other Pacific Islander	41	20	\$120,860	\$147,193	\$174,428	\$184,787
Hispanic/Latino	321	69	\$85,959	\$92,902	\$126,857	\$167,390
I do not wish to answer	4,397	3,128	\$31,147,590	\$26,800,616	\$18,363,207	\$13,303,610
Other	535	69	\$129,051	\$134,371	\$191,683	\$224,596
N/A	2	0	0	0	0	0
Total	28,088	12,646	\$68,949,279	\$61,638,894	\$51,186,764	\$46,291,343

- In FY19, **77%** of individuals served through workforce development programs were African American/Black and only 2% were Caucasian/White.
- On the other hand, African American/Black individuals earned 53% of total FY19 earnings of all participants.

Graph 2: Distribution of Employment for People Served by Race and Ethnicity



Source: DOES; Office of Labor Market Research and Performance

• Only **40%** of African American/Black individuals served had employment in the District, and they earned almost **\$120M** in FY19 (\$119,954,885).

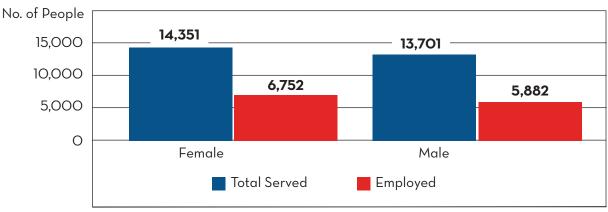
Table 5: Employment and Wages for People Served by Gender

Gender	People Served Wages					
Gender	Total	Employed	2018Q4	2019Q1	2019Q2	2019Q3
Female	14,351	6,752	\$36,473,860	\$32,494,720	\$27,747,872	\$24,790,728
Male	13,701	5,882	\$32,397,417	\$29,056,516	\$23,381,376	\$21,435,248
Information not provided	36	12	\$78,002	\$87,658	\$57,516	\$65,367
Total	28,088	12,646	\$68,949,279	\$61,638,894	\$51,186,764	\$46,291,343

Source: DOES; Office of Labor Market Research and Performance

• Females represented **51%** of participants served in FY19 through workforce development programs, and males represented **49%**.

Graph 3: Distribution of Employment for People Served by Gender



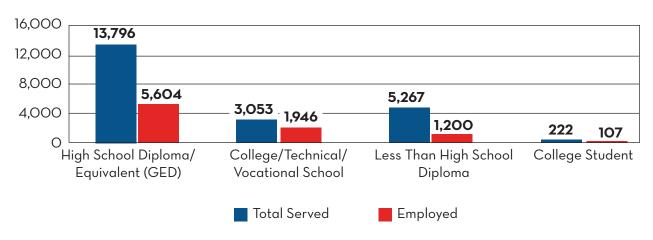
Source: DOES: Office of Labor Market Research and Performance

- In FY19, the total amount of wages earned by female participants (\$121,507,180) was **higher** than the total amount of wages earned by male participants (\$106,270,557).
- The greater total amount of wages earned by female participants in FY19 compared to males was the result of a **greater number of female participants employed in FY19** (+870 individuals).
- The average wage earned in FY19 by female participants (\$17,996) was **slightly less** than the average wage earned by male participants (\$18,067).

Table 6: Employment and Wages for People Served by Educational Attainment

Education Level	Peop	le Served		Wages		
Education Level	Total	Employed	2018Q4	2019Q1	2019Q2	2019Q3
Less Than High School Diploma	5,267	1,200	\$3,195,240	\$2,791,488	\$2,875,825	\$2,866,737
High School Diploma/ Equivalent (GED)	13,796	5,604	\$18,101,480	\$16,194,801	\$16,211,956	\$16,240,042
Bachelor's Degree & Higher	14	3	\$24,104	\$29,176	\$27,692	\$27,036
Some College/ Associate Degree	6	2	\$3,225	\$7,743	\$14,374	\$16,049
College/ Technical/ Vocational School	3,053	1,946	\$10,056,550	\$8,488,716	\$7,465,624	\$6,868,126
College Student	222	107	\$263,225	\$277,112	\$288,186	\$329,585
Certificate of Attendance/ Completion (Disabled Individuals)	6	3	\$1,227	\$671	\$0	\$0
Information Not Avail- able	5,724	3,781	\$37,304,228	\$33,849,187	\$24,303,107	\$19,943,768
Total	28,088	12,646	\$68,949,279	\$61,638,894	\$51,186,764	\$46,291,343

- **68%** of all participants served through workforce development had a high school diploma or
- In total, participants with a high school diploma or less earned only one-third (**34%**) of all earnings in FY19.



Graph 4: Distribution of Employment for People Served by Educational Attainment

Building Talent Pipeline: Return on Investment (ROI) of Training Programs

In this section, the Labor Market Information (LMI) evaluated the probability of being hired next quarter after exiting a program. Hires are defined as participants with wages reported during a given quarter.

Quarterly Net Impact of Training Programs

Local training - are workforce development training participants from locally funded programs (Project Empowerment, Infrastructure academy, LEAP, Career connection, etc.).

Federal training - are workforce development training participants from federally funded programs (WIOA, In-school program, Out-Of-School Program, etc.).

Any training - are workforce development training participants from either federal training program or local training program.

Local training successful completion - are workforce development training participants from locally funded programs (Project Empowerment, Infrastructure academy, LEAP, Career connection, etc.) that have successfully completed their training.

Federal training successful completion - are workforce development training participants from federally funded programs (WIOA, In-school program, Out-Of-School Program, etc.) that have successfully completed their training.

Any training successful completion - are workforce development training participants from either federal training program or local training program that have successfully completed their training.

The table below is comparing employment outcomes (employed next quarter or not) for two similar groups in characteristics (age, gender, education, race and Ward) with the only differences being participating in a training or not and; participating and successful completing a training or not.

Table 7: Probability of Being Employed One Quarter After Exiting a Program

Program Type	FY17	FY18	FY19			
Participants compared to non-participants						
Local Training	9.2%	6.9%	6.9%			
Federal Training	12.9%	12.2%	11.8%			
Any Training	11.8%	9.8%	10.6%			
Participants that successfully completed compared to participants that did not complete						
Local Training Successfully Completed	10.9%	5.3%	8.4%			
Federal Training Successfully Completed	11.9%	12.1%	12.7%			
Any Training Successfully Completed	11.5%	10.6%	11.7%			

- In FY19, individuals participating in any training (federal or local) had a **10.6%** higher chance of being hired within the next quarter after exiting the program compared to nonparticipants. Moreover, participants that successfully completed their training had a **11.7%** higher chance of being hired within the next quarter after exiting compared to training participants who did not successfully complete their training.
- In FY19, participants in local program training that successfully completed the program had an **8.4%** higher chance of being hired within the next quarter compared to participants in local program training that did not complete.
- In FY19, participants in federal program training that successfully completed the program had a **12.7%** higher chance of being hired within the next quarter compared to participants in federal program training that did not complete.

Annual Net Impact of Training Programs

LMI evaluated the probability of being hired within the next year after exiting a program. This is done by annualizing the quarterly findings that compare employment.

Table 8: Probability of Being Employed One Year After Exiting a Program

Program Type	FY17	FY18	FY19				
Participants compared to non-participants							
Local Training	27.7%	20.6%	20.8%				
Federal Training	38.9%	36.5%	35.3%				
Any Training	35.3%	29.4%	31.7%				
	Participants that successfully completed						
compared to parti	cipants that did 1	not complete					
Local Training Successfully Completed	33.0%	15.8%	25.3%				
Federal Training Successfully Completed	35.7%	36.3%	38.0%				
Any Training Successfully Completed	34.4%	31.9%	35.3%				

Source: DOES; Office of Labor Market Research and Performance

- In FY19, participants in local program training who successfully completed the program had a **25.3%** higher chance of being employed within the next year than participants in local program training who did not complete their training.
- In FY19, participants in federal programs who successfully completed their program had a **38%** higher chance of being hired within the next year compared to federal program participants who did not successfully complete their program.

Average Net Impact Wages of Training Programs

Table 9: Average Quarterly Wages Quarter After Exiting Local Program

Program Type	FY17	FY18	FY19
Local Training ¹	+\$320	+\$931	+\$451
Local Training Successfully Completed ²	+\$1,350	+\$1,017	+\$1,253

Source: Department of Employment Services; Office of Labor Market Research and Performance

- Participating in, and most importantly successful completing, training with DOES local training programs has a **positive impact on earnings**.
- Whereas just participating in training does not make a large difference in earnings, successfully completing the training before exit makes a large difference in earnings. In FY19, successful completers of local training earned more than \$1,200 a quarter more than local training participants that did not successfully complete.



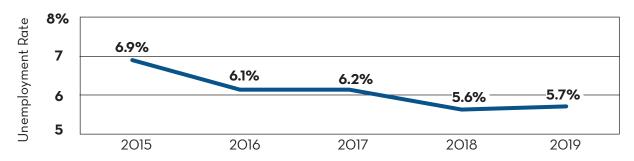
¹ Compared to earnings of nonparticipants

² Compared to earnings of participants that did not successfully complete



Employment Data

Graph 5: Annual Average Unemployment Rate in the District



Source: DOES - Office of Labor Market Research and Performance

• From 2015 to 2019, the unemployment rate in the District decreased by **1.2** percentage points (or **17.4%** decrease).

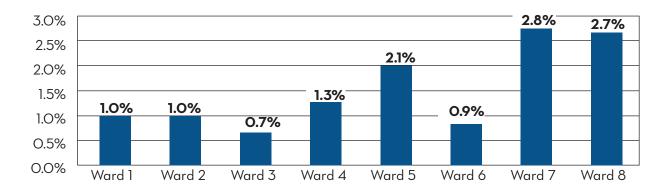
Table 10: Annual Average Unemployment Rate in the District for 2015 and 2019

	Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8
2015	5.0%	4.8%	4.4%	6.3%	8.7%	5.8%	11.8%	14.9%
2019	4.0%	3.8%	3.7%	5.0%	6.6%	4.9%	9.0%	11.9%
Variation	-1.0%	-1.0%	-0.7%	-1.3%	-2.1%	-0.9%	-2.8%	-2.7%

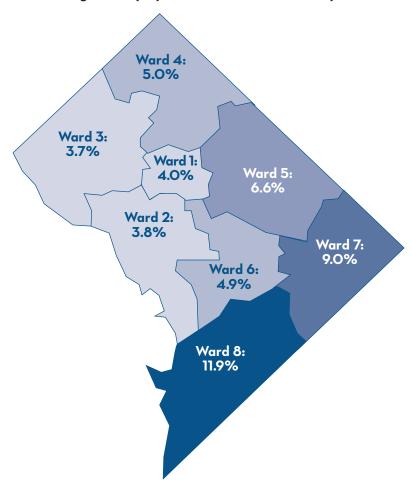
Source: DOES - Office of Labor Market Research and Performance

- The unemployment rate in Ward 7 and Ward 8 decreased by **2.8** percentage points (**23.7%** decrease) and **2.7** percentage points (**18.5%** decrease) respectively.
- The unemployment rate in Ward 5 decreased by **2.1** percentage points.

Graph 6: Annual Average Reduction of Unemployment Rate in the District by Ward (2015 &2019)



Source: DOES - Office of Labor Market Research and Performance



Graph 7: Map of FY19 Average Unemployment Rate in the District by Ward

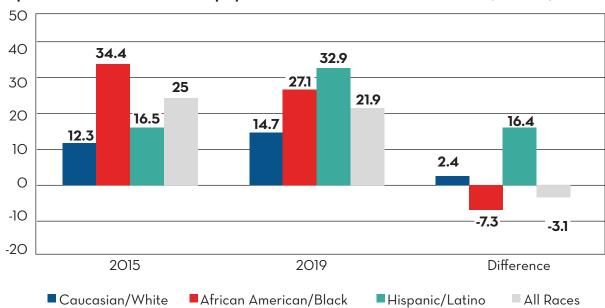
• In 2019, the lowest unemployment rate in the District was in Ward 3 (**3.7%**), and the highest was in Ward 8 (**11.9%**).

Table 11: Unemployment Rate in the District by Race and Hispanic Origin

Race	Unemployment Rate
All Races	5.6%
Caucasian/White	2.0%
African American/Black	11.7%
Hispanic/Latino	3.7%

Source: Bureau of Labor Statistics; Current Population Survey

• In FY19, the unemployment rate for African American/Black district residents (11.7%) was almost six times that of Caucasian/White residents (2.0%).



Graph 8: Median Duration of Unemployment in the District for 2015 and 2019 (In weeks)

• The weekly median duration of unemployment for African American/Black residents decreased by **7.3** weeks from 2015 to 2019.

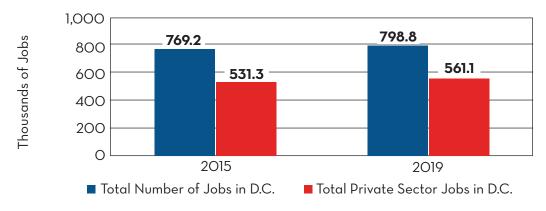
Table 12: Total Number of Jobs and Private Sector Jobs in the District

Year	Number of Jobs	Number of Private Sector Jobs
2015	769,200	531,300
2019	798,900	561,100
Difference (2015 - 2019)	29,700	29,800

Source: DOES - Office of Labor Market Research and Performance

• The share of private sector jobs in the District increase from 69% in 2015 to 70% in 2019.

Graph 9: Total Number of Jobs and Private Section Jobs in the District



Source: DOES - Office of Labor Market Research and Performance

• From 2015 to 2019, the number of jobs in the District increased by **29,700** and the number of private sector jobs increased by **29,800**.

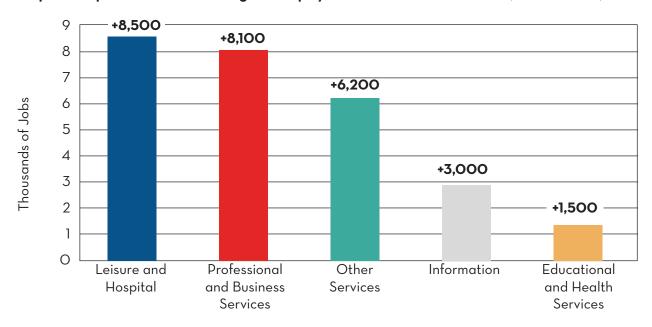
Table 13: Top 5 Sectors with the Highest Employment Increase in the District (2015-2019)

Industry	2015	2019	Variation
Leisure and Hospitality	73,200	81,700	8,500
Professional and Business Services	161,900	170,000	8,100
Other Services	71,000	77,300	6,200
Information	17,200	20,200	3,000
Education and Health Services	130,600	132,100	1,500

Source: DOES - Office of Labor Market Research and Performance

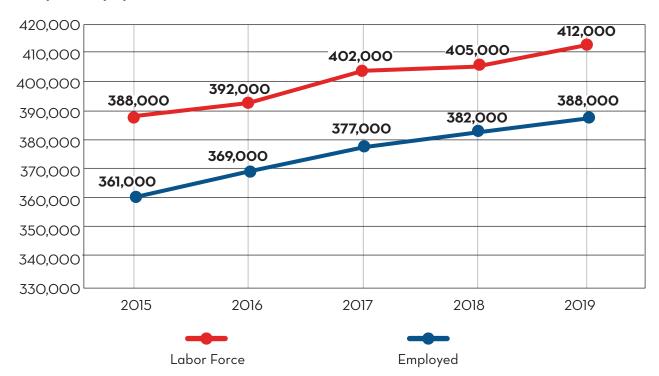
• Leisure and Hospitality, alongside Professional and Business Services, had the highest employment increase by industry with **8,500 and 8,100 respectively since 2015.**

Graph 10: Top 5 Sectors with the Highest Employment Increase in the District (2015 to 2019)



Source: DOES - Office of Labor Market Research and Performance

• Educational and Health Services industry added 1,500 new jobs between 2015 and 2019.



Graph 11: Employed District Residents (2015-2019)

- From 2015 to 2019, the labor force increased by **6%** which leads to a labor force participation rate of **71.1%** in 2019.
- From 2015 to 2019, total number of District residents that were employed increased by **27,000** or **7%.**

Table 14: Private Sector by Establishments, Size Class

Quarterly Establishments					
Size Class	2016Q1	2017Q1	2018Q1	2019Q1	
All sizes	38,027	38,777	39,013	40,040	
Fewer than 5	26,379	26,980	26,865	27,703	
5 to 9	4,252	4,287	4,382	4,390	
10 to 19	3,094	3,148	3,178	3,265	
20 to 49	2,470	2,528	2,690	2,753	
50 to 99	973	958	974	1,011	
100 to 249	583	594	648	638	
250 to 499	187	195	188	191	
500 to 999	59	56	58	57	
1000 or more	30	31	30	32	

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

• In the first quarter of 2019, **88%** of all private sector businesses had less than 20 employees, and **95%** of them had less than 50 employees.

Table 15: Average Employment by Size Class for Private Sector

Average Employment				
Size Class	2016Q1	2017Q1	2018Q1	2019Q1
All sizes	510,171	515,311	528,089	533,282
Fewer than 5	30,700	29,823	31,154	31,636
5 to 9	27,714	27,855	28,536	28,639
10 to 19	41,820	42,860	42,976	44,227
20 to 49	74,504	76,627	81,184	82,818
50 to 99	66,352	65,349	66,552	68,922
100 to 249	86,819	89,418	98,388	95,586
250 to 499	63,736	65,607	63,267	64,562
500 to 999	40,853	38,350	39,411	38,050
1000 or more	77,673	79,423	76,621	78,843

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

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

Table 16: Total Quarterly Wages by Establishment and Size Class for Private Sector

Total Quarter	ly Wages			
Size Class	2016Q1	2017Q1	2018Q1	2019Q1
All sizes	\$10,718,788,110	\$11,745,697,676	\$12,263,484,733	\$12,817,257,751
Fewer than 5	\$660,822,130	\$699,906,863	\$740,884,688	\$755,290,606
5 to 9	\$595,640,021	\$634,122,020	\$660,414,652	\$691,876,687
10 to 19	\$891,562,947	\$956,241,510	\$1,006,350,541	\$1,041,880,776
20 to 49	\$1,518,036,725	\$1,619,819,094	\$1,802,877,614	\$1,906,253,162
50 to 99	\$1,368,343,077	\$1,518,100,726	\$1,504,480,905	\$1,595,913,289
100 to 249	\$1,919,937,720	\$2,239,779,897	\$2,365,625,722	\$2,447,883,816
250 to 499	\$1,396,725,624	\$1,522,857,011	\$1,569,222,999	\$1,569,996,088
500 to 999	\$895,127,745	\$874,532,406	\$939,777,304	\$1,032,559,914
1000 or more	\$1,472,592,121	\$1,680,338,149	\$1,673,850,308	\$1,775,603,413

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

- Total wages paid by the private sector in first quarter of 2019 increased by almost **\$2.1B** since the first quarter of 2016.
- Small businesses with less than 20 employees paid almost \$2.5B in wages in the first quarter of 2019.
- Over \$12.8B of wages were paid by the private sector in the District in the first quarter of 2019.



Table 17: Top 5 Job Openings in the District (Average Monthly Unique Job Postings)

Occupation	Avg. Monthly Postings (Jan 2019 – Dec 2019)	Annual Median Wages
Software Developers, Applications	5,433	\$113,750
Computer Occupations, All Other	4,037	\$118,800
Information Security Analysts	3,702	\$117,850
Registered Nurses	3,576	\$88,800
Management Analysts	2,898	\$103,300

• The highest in-demand occupation is Software Developers, Applications, with an average monthly opening of **5,433 in 2019**.

Table 18: Top 5 Job Openings Requiring Less Than Bachelor's Degree in D.C.

Occupation	Average Monthly Postings (Jan. 2019 - Dec. 2019)	Annual Median Wages
Computer User Support Specialists	2,308	\$66,390
Web Developers	1,760	\$86,580
First-Line Supervisors of Office and Administrative Support Workers	1,529	\$73,800
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,107	\$48,220
Executive Secretaries and Executive Administrative Assistants	1,089	\$69,830

Source: DOES - Office of Labor Market Research and Performance

• The highest in-demand occupation requiring less than a bachelor's degree is Computer User Support Specialists with an average monthly opening of **2,308 in 2019**.

Labor Market Demand in the District

Table 19: Top 25 Job Postings by Occupation

Occupation	Average Monthly Postings 2019	Education	Annual Median Wage
Software Developers, Applications	5,083	Bachelor's degree	\$113,750
Computer Occupations, All Other	3,950	Bachelor's degree	\$118,800
Information Security Analysts	3,796	Bachelor's degree	\$117,850
Registered Nurses	3,372	Bachelor's degree	\$88,800
Management Analysts	2,950	Bachelor's degree	\$103,300
Network and Computer Systems Administrators	2,808	Bachelor's degree	\$97,600
Computer User Support Specialists	2,258	Some college, no degree	\$66,390
Computer Systems Analysts	2,136	Bachelor's degree	\$104,990
Managers, All Other	2,062	Bachelor's degree	\$141,320
Marketing Managers	1,954	Bachelor's degree	\$151,380
Public Relations and Fundraising Managers	1,826	Bachelor's degree	\$164,260
Accountants and Auditors	1,755	Bachelor's degree	\$91,890
Lawyers	1,748	Doctoral or profes- sional degree	\$164,210
Sales Managers	1,734	Bachelor's degree	\$123,180
Web Developers	1,728	Associate's degree	\$86,580
Public Relations Specialists	1,490	Bachelor's degree	\$88,670
First-Line Supervisors of Office and Administrative Support Workers	1,412	High school diploma or equivalent	\$73,800
Business Operations Specialists, All Other	1,327	Bachelor's degree	\$96,970
Market Research Analysts and Marketing Specialists	1,296	Bachelor's degree	\$71,380
Financial Managers	1,294	Bachelor's degree	\$150,550
Computer and Information Systems Managers	1,226	Bachelor's degree	\$162,010
Executive Secretaries and Executive Administrative Assistants	1,040	High school diploma or equivalent	\$69,830
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,028	High school diploma or equivalent	\$48,220
Sales Representatives, Services, All Other	951	High school diploma or equivalent	\$65,260
General and Operations Managers	916	Bachelor's degree	\$140,980

Source: DOES - Office of Labor Market Research and Performance; EMSI

- There were more than **2.5M** total job postings in the District in 2019, of which more than **560,000** were unique.
- 76% of the top 25 job postings in the District in 2019 required a Bachelor's degree and above.

Labor Market Supply in the District

Table 20: Unemployment Rate by Educational Attainment Level (Population 25 years and Over)

Educational Attainment	Unemployment Rate
Less Than a High School Diploma	8.6
High School Graduates, No College ¹	16.8
Some College or Associate Degree	9.0
Bachelor's Degree and Higher ²	2.3

Source: DOES - Office of Labor Market Research and Performance

Only **2.3%** of unemployed district residents hold a bachelor degree. Therefore, there is a large educational gap in the District labor market.



 $^{^{\}rm l}$ Includes persons with a high school diploma or equivalent

 $^{^{\}rm 2}$ Includes person with bachelor's, master's, professional and doctoral degrees

Labor Market Demand and Supply Ratio in the District

Table 21: 2019 Labor Market Supply and Demand

Description	Average Monthly Job Postings (Demand)	2019 Unemployment & VOS Candidates (Supply)	Ratio (Demand / Supply)
Management Occupations	16,214	3,963	4.1
Business and Financial Operations Occupations	11,343	1,943	5.8
Computer and Mathematical Occupations	24,253	1,678	14.5
Architecture and Engineering Occupations	2,743	265	10.4
Life, Physical, and Social Science Occupations	1,112	312	3.6
Community and Social Service Occupations	1,532	689	2.2
Legal Occupations	2,559	607	4.2
Education, Training, and Library Occupations	2,162	1,498	1.4
Arts, Design, Entertainment, Sports, and Media Occupations	3,816	1,218	3.1
Healthcare Practitioners and Technical Occupations	8,031	562	14.3
Healthcare Support Occupations	938	837	1.1
Protective Service Occupations	1,445	1,644	0.9
Food Preparation and Serving Related Occupations	2,393	2,686	0.9
Building and Grounds Cleaning and Maintenance Occupations	744	1,245	0.6
Personal Care and Service Occupations	935	863	1.1
Sales and Related Occupations	5,504	1,397	3.9
Office and Administrative Support Occupations	7,319	4,924	1.5
Farming, Fishing, and Forestry Occupations	21	4	5.3
Construction and Extraction Occupations	647	1,453	0.4
Installation, Maintenance, and Repair Occupations	1,573	644	2.4
Production Occupations	649	583	1.1
Transportation and Material Moving Occupations	2,457	1,265	1.9
Military-only Occupations	29	35	0.8
Unclassified Occupation	6,575	205	32.1

Source: DOES - Office of Labor Market Research and Performance

- Computer and Mathematical Occupations, which includes IT related occupations, have the highest ratio of demand and supply (i.e. has more jobs in demand than candidates available to fill those jobs in the District). Healthcare Practitioners and Technical Occupations have the second highest ratio of demand and supply.
- Construction and Extraction Occupations have the lowest ratio of demand and supply (i.e. there
 are more candidates than jobs available). Building and Grounds Cleaning and Maintenance
 Occupations have the second lowest ratio of demand and supply.

WIOA Performance Outcomes

Table 22 below contains the Program Year 2019 Quarter 2 WIOA Performance results for the Adult, Dislocated Worker, Youth, and Wagner-Payser programs. The report reflects the ETA Negotiated Standards, the DOES actual performance, and the percent of the negotiated standard DOES achieve.

Table 22: PY2019 Q2 WIOA Quarterly Performance (October 2019 to December 2019)

PY2019 Qtr2 WIOA Quarter	rly Performance 01/30	0/2020		
District of Columbia - DOES		ETA Negotiated Standard	PY2019 Q2 Perfor- mance	% of Standard Achieved Q2
Performance Measure				
	Adults	N/A	791	N/A
Participants Served	Dislocated Workers	N/A	234	N/A
(10/1/2019 - 12/31/2019)	Youth	N/A	84	N/A
	WP	N/A	3,171	N/A
5 L LD LOU	Adults	65.0%	72.5%	100%
Employment Rate-2 nd quar-	Dislocated Workers	67.0%	71.9%	100%
ter after exit (10/1/2018 - 12/31/2018)	Youth	54.0%	69.2%	100%
12/01/2010)	WP	54.0%	56.5%	100%
	Adults	68.0%	74.2%	100%
Employment Rate: 4 th Quar-	Dislocated Workers	68.0%	77.2%	100%
ter after exit (04/1/2018 - 06/30/2018)	Youth	46.0%	66.9%	100%
00/30/2010/	WP	79.0%	62.6%	79%
	Adults	\$5,725	\$6,419	100%
Median Earnings	Dislocated Workers	\$7,500	\$10,522	100%
(10/1/2018 - 12/31/2018)	Youth	Baseline	\$3,274	N/A
	WP	\$5,200	\$5,455	100%
0 1 11 11 11 11 11 11	Adult	60.0%	37.5%	63%
Credential Attainment Rate	Dislocated Workers	60.0%	24.1%	40%
(04/1/2018 - 06/30/2018)	Youth	52.0%	64.7%	100%
	Adult	Baseline	46.5%	N/A
Measurable Skills Gain	Dislocated Workers	Baseline	60.7%	N/A
(10/1/2019 - 12/31/2019)	Youth	Baseline	33.8%	N/A

Legend Exceeded the Standard Met 90% of Standard Did not meet 90% of Standard

LOOKING FORWARD

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 and local workforce development 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, connecting workforce development and education and designing and managing workforce development programs based on evidence and data has assisted in the overall performance of DOES's programs. For the last 3 years, DOES has improved in every measurable statistical category. Since Mayor Bowser has taken office in January 2015, unemployment in the District has dropped by 2.1%. The most significant decreases were in Wards 7 and 8, where the unemployment rates have decreased in Ward 7 by 4.3% and Ward 8 by 4.8%, respectively. The total number of unemployed District residents decreased by 3,000, leading to a decrease of the average weekly median duration of unemployment for African American/Black residents by more than 7 weeks since 2015. District residents are receiving more services, receiving services more effectively, and acquiring the skills necessary to thrive in the District's economy. Moreover, trainings administered to DOES participants from FY17 to FY19 have significant and positive net impact on employment and earnings. In fact, training participants who completed their training have higher likelihood of being employed within the next quarter after exiting when compared to participants that did not complete training. Hence, the ROI of workforce development training program are positive and significant (+12% quarterly or + 35% annually). Also, successfully completing local program training had a positive impact on earnings and has led to an average difference in earnings of more \$1,200 a quarter when compared to participants that did not complete their training. Meanwhile, private sector companies are hiring and investing in the District at impressive rates. The total number of District residents that are employed has increased by 27,000, while the total number of jobs in the District, increased by almost 30,000 from 2015 to 2019. More than **320,000** services have been provided to more than **90,000** District residents through DOES workforce development programs, and these residents have earned more than \$700M in wages since FY17. Finally, as of the second quarter of PY19, the agency met 100% of the standard on all measures except for three (3).

The District still faces some challenges in connecting more residents to high paying jobs such as IT and Healthcare. For instance, there are 14 times more jobs available in IT than there are district residents available to fill those jobs. By aligning workforce development and education and by creating a talent pipeline through its Office of Talent and Client Services, DOES will mitigate and/or solve the skill gap or shortage of talents in the District.



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