



FIRST SOURCE COMPLIANCE

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

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

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

- Eliminates contracts under \$300K from First Source obligations.

Under District Law, of all NEW HIRES
51%
MUST BE DISTRICT RESIDENTS

- Under the law, 51% of all new hires on any government-assisted project or contract between \$300,000 and \$5,000,000 must be District residents.

Government Assisted Construction
Projects receiving
\$5M or more
MUST MEET REQUIRED PERCENTAGES

- Requires that each government-assisted construction project receiving government assistance totaling \$5M or more have the following percentage of District of Columbia residents on the project:
 - 20% of journey worker hours
 - 60% of apprentice hours
 - 51% of skilled laborer hours
 - 70% of common laborer hours

WORKFORCE INTERMEDIARY ESTABLISHMENT AND REFORM OF FIRST SOURCE AMENDMENT ACT OF 2011

The District of Columbia Workforce Intermediary Establishment and Reform of First Source Amendment Act of 2011 significantly changed the District's First Source law. Crafted to increase the number of D.C. residents hired on projects funded by D.C. taxpayer dollars, the Act implemented more aggressive requirements for hiring, monitoring, and compliance. These changes ensure that District residents are given priority for new jobs created by municipal financing and development programs.

Other major changes to the new law include:

- The initial Employment Plan from bidders or offerors must outline a strategy to meet local hiring requirements as part of its response to the bid solicitation. An evaluation will be made and shall be worth 10% of the overall score of the bid or proposal.
- Requires bidders and offerors of government contracts valued at five million dollars (\$5M) or more to submit initial Employment Plans that reveal past compliance and employment practices of D.C. residents as part of their bid packages. The past compliance also includes disclosure of apprenticeship and Davis-Bacon Act compliance.
- The winning bidder or offeror must submit a revised Employment Plan to the using agency for approval prior to beginning work associated with the relevant government project or contract. The new law outlines the requirements for Employment Plans.
- The new law requires the primary beneficiary of the First Source Employment Agreement to choose whether the 51% hiring or hours worked percentages requirements of District residents will be cumulative on a project or contract or will be met by each individual beneficiary covered by the project or contract.
- The Department of Employment Services (DOES) must receive the First Source Employment Agreement/Revised Employment Plan no less than seven (7) calendar days in advance of the project or contract start date, whichever is later. No work associated with the relevant government assistance can begin on a project or contract until the First Source Employment Agreement/Revised Employment Plan has been accepted by DOES.
- The new law eliminates contracts under \$300,000 from the First Source obligations, but continues to require 51% of all new hires on government contracts be District residents.
- Government-assisted construction projects receiving government assistance totaling five million dollars (\$5M) or more must have the following percentage of D.C. residents on those projects:
 - 20% of journey-worker hours
 - 60% of apprentice hours
 - 51% of skilled laborer hours
 - 70% of common laborer hours
- The new law allows contractors to double-count hours worked by “hard to employ” District residents up to 15% of total hours worked by District residents.
- The new law allows DOES to consider altering the ratio of apprentices to journey-workers employed, based on a compelling District resident hiring rationale.
- Beneficiary may count any hours worked by District residents on other completed projects or contracts subject to and in excess of the Workforce Act’s requirement that are certified by Department of Employment Services.
- The beneficiary can enter into a special workforce development training or placement arrangement with DOES.
- The new law maintains the 5% direct and indirect labor costs (monetary fine) level. The new law added failure to meet the hiring requirements may result in DOES imposing a penalty equal to 1/8 of 1% of the total amount of the direct and indirect labor costs of the project or contract for each percentage by which the beneficiary fails to meet the hiring or hours worked percentages requirements. The new law also includes debarment for those found in violation two (2) times over a ten-year period for a period of five (5) years.
- Appeals are heard by the Contract Appeals Board.



HOW TO SUBMIT A FIRST SOURCE AGREEMENT/ EMPLOYMENT PLAN

Each District contracting agency is responsible for insuring that an initial Employment Plan is submitted for each bidder or offeror during the solicitation phase, and insure that a First Source Agreement and Revised Employment Plan is included with contract awardee required contractual documents.

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



CONTACT US TODAY!

Department of Employment Services FIRST SOURCE PROGRAM

4058 Minnesota Avenue N.E., Suite 3802
Washington, D.C. 20019

 (202) 698-6284

 firstsource@dc.gov

 does@dc.gov

 does.dc.gov

 /DCDeptofEmploymentServices

 @DOES_DC

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