

DEPARTMENT OF EMPLOYMENT SERVICES

# FIRST SOURCE



## SEMI-ANNUAL REPORT

JANUARY 1, 2021 - JUNE 30, 2021

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## ABOUT THIS REPORT

Pursuant to DC Code § 2-219.04, the District of Columbia Department of Employment Services (DOES) is required to report, on a semi-annual basis, the number of First Source agreements executed, the number of newly available jobs open because of executed First Source agreements, the number of unemployed District residents, and the number of District residents employed as a result of government-assisted projects or contracts. Through the Office of First Source Compliance (OFSC), DOES oversees compliance and enforcement of the First Source law and is responsible for monitoring employers' First Source requirements.

## ABOUT FIRST SOURCE

As the District's workforce agency, DOES is responsible for ensuring compliance by monitoring and enforcing First Source requirements for all District government-assisted projects or contracts valued at \$300,000 to \$5,000,000. These employers must meet the residency requirement by ensuring that at least 51 percent of all new hires are District residents. This requirement ensures District residents have first consideration for job opportunities.

## FIRST SOURCE LEGISLATION

### Workforce Intermediary Establishment and Reform of the First Source Amendment Act of 2011

- Enacted on February 24, 2012, the Act significantly changed the District's First Source law.
- The First Source hiring process must begin with a formal written agreement between the employer and DOES.
- The employer commits to utilizing DOES as its first source for recruitment, referrals, and placements of District residents.
- It outlines specific requirements of the District's original First Source law and amendments.

## MATCHING EMPLOYERS WITH DC JOB SEEKERS

### DEPARTMENT OF EMPLOYMENT SERVICES

#### OFFICE OF FIRST SOURCE COMPLIANCE

Ensures compliance with the Workforce Intermediary Establishment and Reform of the First Source Amendment Act of 2011

#### OFFICE OF WAGE-HOUR

Oversees and works in partnership with the Office of First Source Compliance

#### OFFICE OF TALENT & CLIENT SERVICES

Supports employees and employers in filling First Source positions by matching District residents with employer job opportunities and managing [dcnetworks.org](http://dcnetworks.org), which serves both employers and job seekers with recruitment, placement, and referrals

## ROLE OF THE DEPARTMENT OF EMPLOYMENT SERVICES IN FIRST SOURCE

DOES is integral to First Source compliance and the District's strategy to reduce unemployment. There were 16,002 unemployed District residents on the DC First Source Register as of June 30, 2021. It is important for DOES to collaborate with other District agencies to ensure contracted employers meet the minimum hiring requirements under the First Source law and that all contractors and subcontractors remain informed of the First Source law and its compliance and reporting requirements. DOES monitors contractor requirements with weekly desk reviews, meetings, and periodic site visits.



## FIRST SOURCE EMPLOYMENT AGREEMENTS

### TOTAL NUMBER OF FIRST SOURCE AGREEMENTS

The total number of First Source Employment Agreements from January 1, 2021 through June 30, 2021:



## FIRST SOURCE BY JOBS

### TOTAL NUMBER OF NEW POSITIONS CREATED ON FIRST SOURCE PROJECTS

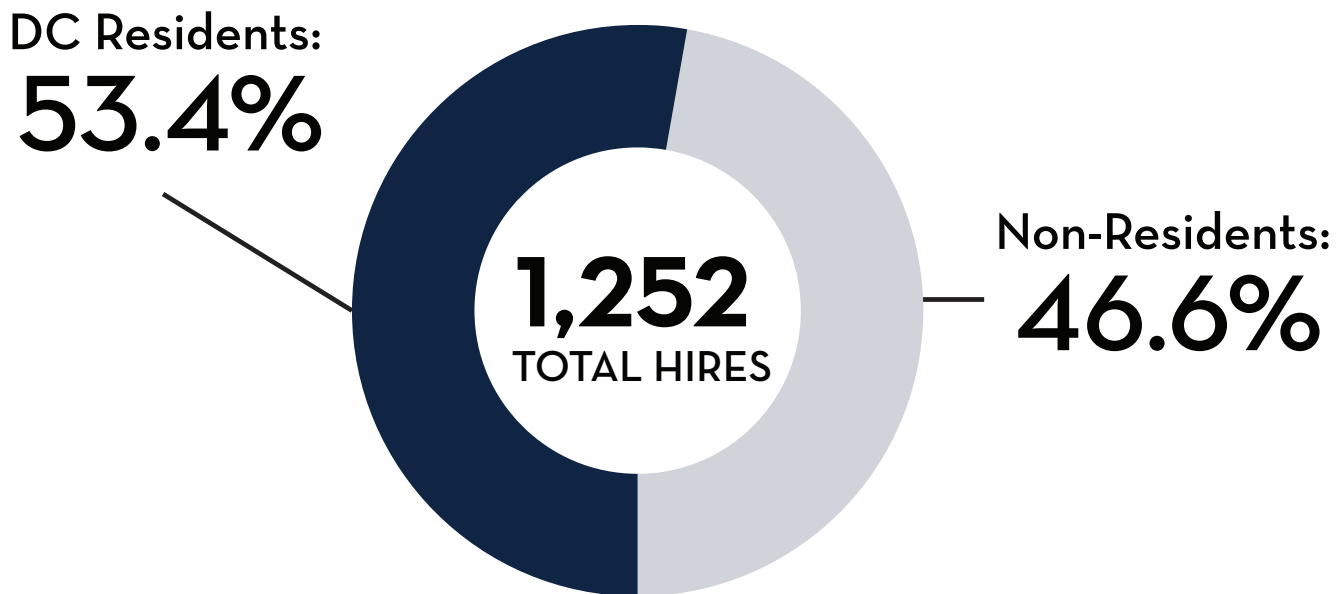
From January 1, 2021 through June 30, 2021, First Source had 1,252 positions created for projects and contracts, including 317 construction jobs and 935 non-construction jobs.



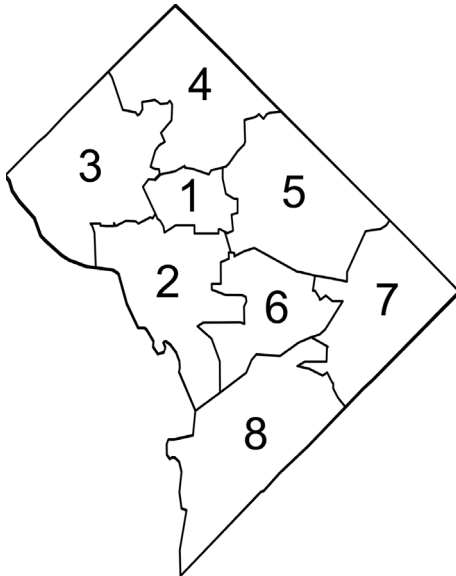
### TOTAL NUMBER OF NEW POSITIONS CREATED THAT WERE FILLED BY DC RESIDENTS

From January 1, 2021 through June 30, 2021, First Source created 1,252 positions for projects and contracts, with 669 of these positions filled by District residents (53.4%).

## DC RESIDENTS AND NON-RESIDENTS BREAKDOWN



● DC RESIDENTS      ● NON-RESIDENTS  
(669 are District Residents)



### DC HIRES BY WARD

Ward 1	61	9.1%
Ward 2	18	2.7%
Ward 3	17	2.5%
Ward 4	64	9.6%
Ward 5	107	16.0%
Ward 6	86	12.9%
Ward 7	140	20.9%
Ward 8	176	26.3%
<b>Total Hires</b>	<b>669</b>	

### NEW HIRES BY AGREEMENT TYPE CONSTRUCTION/NON-CONSTRUCTION AND BY WARD

#### CONSTRUCTION

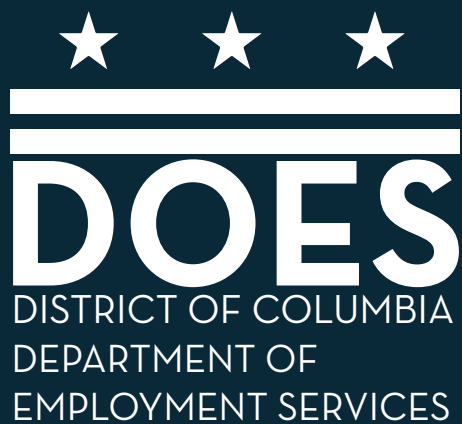
Ward 1	15	8.6%
Ward 2	DS	DS
Ward 3	<10	<10%
Ward 4	21	16.9%
Ward 5	20	11.5%
Ward 6	28	16.1%
Ward 7	34	19.5%
Ward 8	52	29.9%
<b>Total Hires</b>	<b>174</b>	

#### NON-CONSTRUCTION

Ward 1	46	9.3%
Ward 2	18	3.6%
Ward 3	13	2.6%
Ward 4	43	8.7%
Ward 5	87	17.6%
Ward 6	58	11.7%
Ward 7	106	21.4%
Ward 8	124	25.1%
<b>Total Hires</b>	<b>495</b>	

## CONCLUSION

The First Source requirements are essential, robust levers to economic development in the District. DOES is committed to continuing its stringent enforcement activities in holding employers accountable for achieving their First Source requirements.



DISTRICT OF COLUMBIA  
**DEPARTMENT OF EMPLOYMENT SERVICES**

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