

# FIRST SOURCE



DISTRICT OF COLUMBIA  
DEPARTMENT OF  
EMPLOYMENT SERVICES

## SEMI-ANNUAL REPORT

JANUARY 1, 2020 - JUNE 30, 2020

 GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
MURIEL BOWSER, MAYOR

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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. DOES, through the Office of First Source Compliance (OFSC), 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 are required to meet the residency requirement by ensuring at least 51 percent of all new hires are District residents. This requirement ensures District residents are given first consideration for job opportunities.

## FIRST SOURCE-GOVERNED LEGISLATION

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

- This Act was enacted on February 24, 2012, and made significant changes to 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](https://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 to the District's strategy to reduce unemployment. There were 55,094 unemployed District residents on the DC First Source Register as of June 30, 2020, a significant increase from the last reporting period due to the COVID-19 public health emergency. As a result, it remains important for DOES to continue its collaboration with other District agencies to ensure contracted employers meet the minimum hiring requirements under the First Source law and that all contractors and subcontractors are informed of the First Source law and its compliance and reporting requirements. DOES also 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 through June 30, 2020:



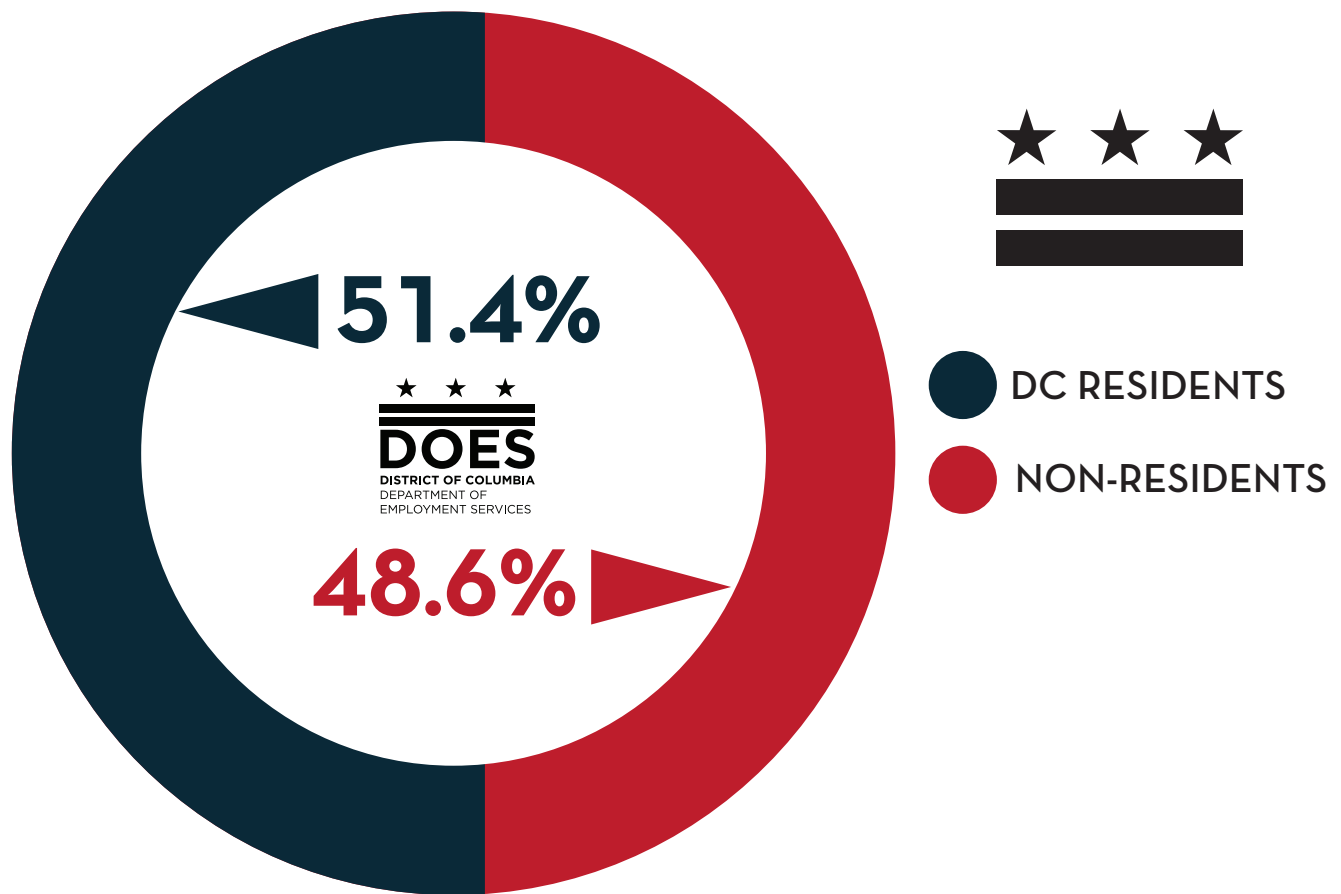
## FIRST SOURCE BY JOBS

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

From January through June 2020, 1,471 positions were created on First Source projects and contracts, including 550 construction jobs and 921 non-construction jobs.



**TOTAL NUMBER OF NEW POSITIONS CREATED THAT WERE FILLED BY DC RESIDENTS**  
From January through June 2020, 1,471 positions were created on First Source projects and contracts, with 756 of these filled by District residents (51.4%).

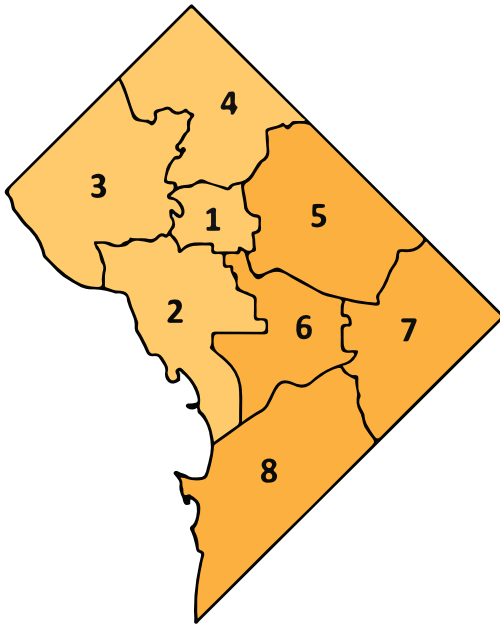


# 756 DC HIRES

# FIRST SOURCE

## SEMI-ANNUAL REPORT

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### NEW HIRES BY WARD

Ward 1	72	9.5%
Ward 2	26	3.4%
Ward 3	12	1.6%
Ward 4	76	10.1%
Ward 5	114	15.1%
Ward 6	80	10.6%
Ward 7	176	23.3%
Ward 8	200	26.5%
<b>Total Hires</b>	<b>756</b>	

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

#### CONSTRUCTION

Ward 1	24	8.8%
Ward 2	6	2.2%
Ward 3	4	1.5%
Ward 4	26	9.6%
Ward 5	33	12.1%
Ward 6	33	12.1%
Ward 7	65	23.9%
Ward 8	81	29.8%
<b>Total Hires</b>	<b>272</b>	

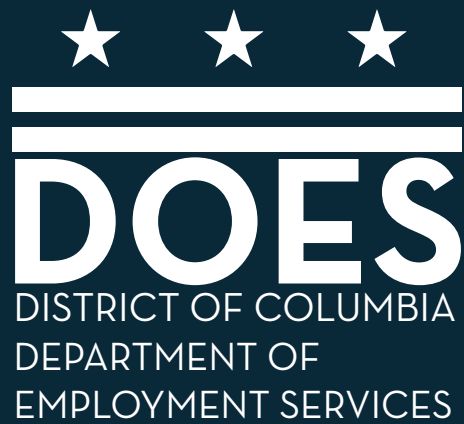
#### NON-CONSTRUCTION

Ward 1	48	9.9%
Ward 2	20	4.1%
Ward 3	8	1.7%
Ward 4	50	10.3%
Ward 5	81	16.7%
Ward 6	47	9.7%
Ward 7	111	22.9%
Ward 8	119	24.6%
<b>Total Hires</b>	<b>484</b>	

**Total New Hires: 756**

## CONCLUSION

The First Source requirements are important, 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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