



MURIEL BOWSER
MAYOR

March 23, 2026

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue, NW, Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

I am pleased to submit to the Council of the District of Columbia the enclosed "First Source Semi-Annual Report January 1, 2025 – June 30, 2025," which was prepared by the Department of Employment Services ("DOES") pursuant to section 5 of the First Source Employment Agreement Act of 1984, effective June 29, 1984 (D.C. Law 5-93; D.C. Official Code § 2-219.04).

The report includes information on the number of first source employment agreements executed, the number of jobs created by those agreements, the number of unemployed District residents, and the number of District residents employed because of a government-assisted project or contract. Between January 1, 2025, and June 30, 2025, first source projects and contracts resulted in the creation of 1,049 jobs, 52.6% of which were filled by District residents.

My administration is available to discuss any questions you may have regarding this report. To facilitate a response to your questions, please contact Dr. Unique Morris-Hughes, Director, DOES, at (202) 671-1900.

Sincerely,

A handwritten signature in blue ink that reads "Muriel Bowser".

Muriel Bowser

Enclosure

DEPARTMENT OF EMPLOYMENT SERVICES

FIRST SOURCE



SEMI-ANNUAL REPORT

JANUARY 1, 2025 - JUNE 30, 2025



DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES



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 valued at \$300,000 to \$5,000,000 or non-construction contracts of \$300,000 or more. These employers are required to meet the residency requirement by ensuring at least 51 percent of all new hires are District residents. New hires of District residents also include individuals participating in alternative plans that gives opportunities for residents to engage in pre-apprenticeship training programs, designed to build foundational skills and prepare them for long-term career success. This requirement ensures District residents are given first consideration for job opportunities.

FIRST SOURCE 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 COMPLIANCE

Oversees and works in
partnership with OFSC

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, 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 5,841 unemployed District residents on the DC First Source Register during the period of January 1, 2025, through June 30, 2025. Accordingly, 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 monitor contractor requirements with weekly desk reviews, meetings, and periodic site visits.

FIRST SOURCE

SEMI-ANNUAL REPORT

JANUARY 1, 2025 - JUNE 30, 2025

FIRST SOURCE EMPLOYMENT AGREEMENTS

TOTAL NUMBER OF FIRST SOURCE AGREEMENTS

The total number of First Source Employment Agreements from January 1, 2025, through June 30, 2025:



608

AGREEMENTS



346

CONSTRUCTION



262

NON-CONSTRUCTION

FIRST SOURCE BY JOBS

TOTAL NUMBER OF NEW POSITIONS CREATED ON FIRST SOURCE PROJECTS

From January 1, 2025, through June 30, 2025, 1,049 positions were created on First Source projects and contracts, including 165 construction jobs and 884 non-constructions jobs.

1,049

New Hires Overall

165

Construction New Hires

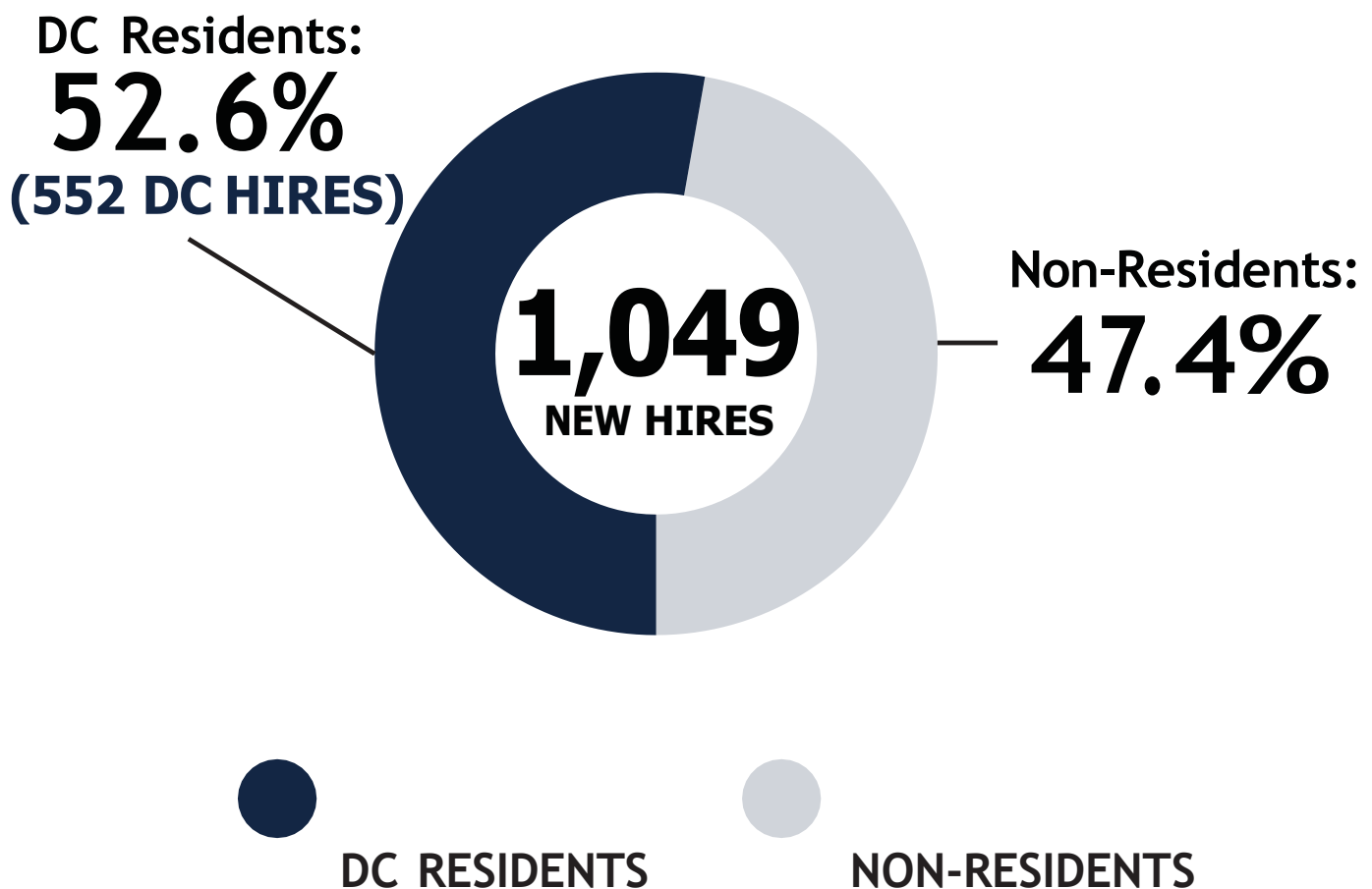
884

Non-Construction New Hires

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

From January 1, 2025, through June 30, 2025, 1,049 positions were created on First Source projects and contracts, and through Alternative Plans with 552 of these filled by District residents (52.6%).

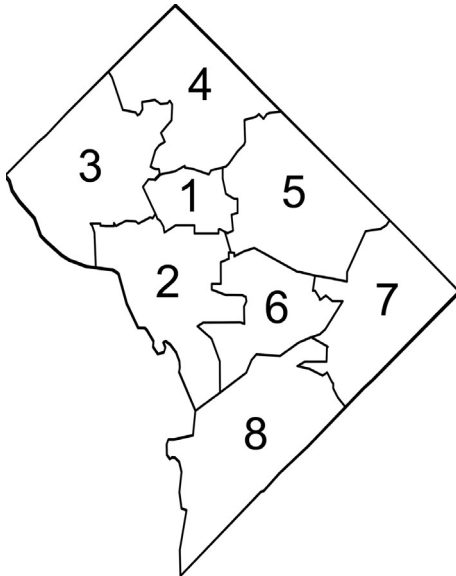
NON-RESIDENTS BREAKDOWN



FIRST SOURCE

SEMI-ANNUAL REPORT

JANUARY 1, 2025 - JUNE 30, 2025



DC RESIDENTS HIRED BY WARD

Ward 1	30	5.4%
Ward 2	16	<5%
Ward 3	<10	<5%
Ward 4	49	8.8%
Ward 5	98	17.8%
Ward 6	42	7.6%
Ward 7	130	23.5%
Ward 8	179	32.4%
Total Hires	552	

Note: Per DOES policy, DOES suppresses values below 10 and percentages below 5.

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

CONSTRUCTION

Ward 1	<10	8.6%
Ward 2	<10	<5%
Ward 3	<10	<5%
Ward 4	10	12.3%
Ward 5	14	17.3%
Ward 6	<10	<5%
Ward 7	22	27.2%
Ward 8	26	32.1%
Total Hires	81	

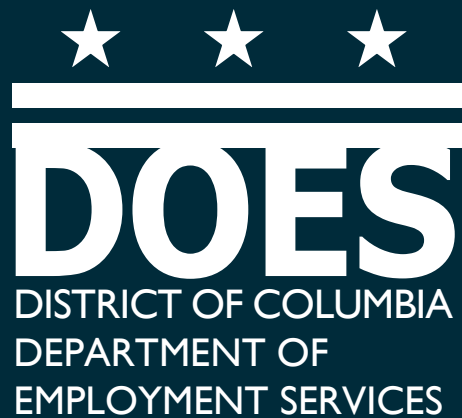
NON-CONSTRUCTION

Ward 1	23	<5%
Ward 2	16	<5%
Ward 3	DS	DS
Ward 4	39	8.3%
Ward 5	84	17.8%
Ward 6	41	8.7%
Ward 7	108	22.9%
Ward 8	153	32.5%
Total Hires	471	

Note: Per DOES policy, DOES suppresses values below 10 and percentages below 5.

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
OFFICE OF FIRST SOURCE COMPLIANCE
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