

ON-THE-JOB

UNMASKING YOUR POTENTIAL: TRICKS AND TREATS IN DC WORKFORCE



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MESSAGE FROM THE DIRECTOR

Greetings!

October is National Disability Employment Awareness Month and a vital reminder of the need for inclusivity and equal opportunities in the workforce, ensuring that everyone, regardless of their abilities, can contribute to and benefit from our society.

As we close the chapter on an exhilarating month packed with innovation, collaboration, and progress, I wanted to take a moment to express my gratitude and share some reflections on our collective achievements.

The past month has been a whirlwind of excitement with a series of remarkable program announcements, events, and initiatives that have set our agency and the District on an inspiring trajectory.

In this issue, you will find important resources, workforce information, and a recap of the month of October.



Dr. Unique Morris-Hughes
DOES Director

HERE TO HELP



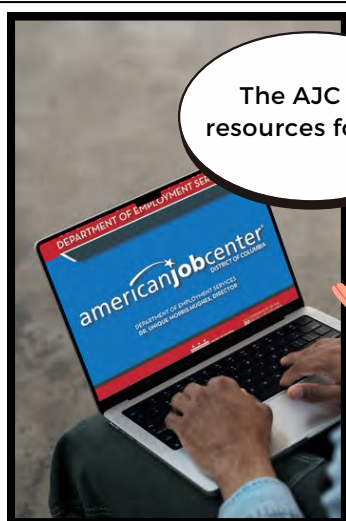
Water Cooler Talk

INSIDE THE AGENCY

Have You Checked Out the American Job Centers (AJC)?

americanjobcenter
DISTRICT OF COLUMBIA

The AJC has
resources for you!



**Get to Know Your American Job
Center (Orientation)** ➡

americanjobcenter
DISTRICT OF COLUMBIA

Everyone is welcome! The
AJC offers workshops that
have successfully guided
individuals towards
fulfilling careers.



How to Complete a Job ➡
Application on DCNetworks.org

UPCOMING EVENTS

**PFL X WIRED CYCLING
OCTOBER 28**

RSVP

**VETERANS CAREER FAIR
& NETWORKING EVENT**

NOVEMBER 2

RSVP

**DC COMMISSION ON
POVERTY VIRTUAL
LISTENING SESSION**

NOVEMBER 9

RSVP

HBCU Public Service Program

A Career Pipeline for Students in DC Government

The DC Innovation Team Is Making Hiring Processes More Accessible, User-Friendly and Equitable for DC Residents

Mayor Muriel Bowser and District officials announced that early next year the District will launch a historically black colleges and universities (HBCU) Public Service Program in partnership with Howard University and the University of the District of Columbia. These two District-based HBCUs offer a world-class education to students, and the partnership will allow District government to create a pipeline for senior students to pursue a role in public service. During an event at City Lab 2023, the Mayor further announced new innovations in District government hiring processes that are happening through DC's Innovation team.

Through the HBCU Public Service Program, which will go open early next year, DC government will work with highly talented and qualified graduating seniors to help launch their career. The program will be open for one-year to graduating seniors who are earning a bachelor's degree. Participating DC government agencies will convert existing and due-to-hire full time positions into apprenticeship positions for a total of 25 apprentices.

If selected, the students will be hired as full-time employees through the one-year apprenticeship that will begin in June 2024. Participants in the program will also be able to take a professional development course at their universities that will be led by the District Department of Employment Services (DOES). After successful completion of the program, participants will be eligible to increase to step 3 status within DC government. Participants must maintain District residency while part of the program and once they increase to a step 3.

To learn more, click here. 

City Leaders from around the world at #CityLab2023



Mayor Bowser Announces the Addressing Crime Trends Now Act (ACT Now)

Mayor Bowser has announced the Addressing Crime Trends Now Act (ACT Now) to address recent public safety challenges by giving law enforcement more tools to hold criminals accountable and keep neighborhoods safe. The proposed legislation also clarifies and updates several existing policies to better align with the day-to-day realities of safe and effective policing.

Supporting Safe and Effective Policing

- Clarifying the distinction between a serious use of force and incidental contact with the neck.
- Ensuring officers can review their body worn camera footage prior to writing their initial police report in certain circumstances.
- Making permanent clarification of vehicular pursuit.
- Defining what information will be posted publicly related to officer discipline.

While the Metropolitan Police Department (MPD) continues to be a leader in fair and constitutional policing and continuously works to build community trust, the department is currently dealing with the consequences of the Comprehensive Policing and Justice Amendment Act which have made it more difficult for police to keep the community safe and hold criminals accountable for their actions.

By adding more tools while also amending provisions of the Comprehensive Policing and Justice Amendment Act, the legislation will also help create an environment that better supports communities and victims as well as the MPD's ability to hire and retain highly qualified officers. At a time when MPD is dealing with historically low staffing levels, these amendments seek to make some commonsense changes, recognizing the operational concerns officers see every day, while also supporting police accountability and public safety.

Addressing Recent Crime Trends

Combatting Organized Retail Theft

- Creating criminal penalties for organized retail theft.
- Establishing a new crime for "directing organized retail theft" which makes it illegal for any person to act as the organizer of a theft for profit scheme by recruiting or directing individuals to commit organized retail theft.

Addressing Loitering Around Open-Air Drug Markets

- Limiting loitering by reinstating the ability of the MPD Chief to declare drug-free zones. The establishment of temporary drug free zones can interrupt this activity and allow neighborhoods to clean up and reclaim public space.

Making it Unlawful to Use Masks for Committing Criminal Acts

- Reinstating the law that makes it unlawful to wear a mask for the purpose of committing criminal acts, intimidating and threatening other people, or causing fear.



2023-2024

Leaf Collection



Mayor Muriel Bowser and the DC Department of Public Works (DPW) have launched the 2023-2024 Leaf Collection season! Leaf collection starts on October 30 and continues until January 20. Plus, you can compost pumpkins and gourds at designated food waste drop-off locations!

"Autumn leaves can be a pretty sight, but when they fall off the trees and into our streets, they can actually create a hazard for our city," shared Mayor Bowser. "DPW is equipped with new resources, including electric leaf blowers and more trucks, to make leaf collection efficient and swift."

Here's what you need to know:

- 🍁 Visit dpw.dc.gov for your area's leaf collection dates.
- 🍁 Keep curb lanes clear to assist the leaf vacuum collection process.
- 🍁 Rake leaves to the curbside the weekend before your collection week.
- 🍁 Avoid placing leaves in plastic bags, as they'll be treated as trash.
- 🍁 Drop off pumpkins and gourds at food waste drop-off sites.

For snow or icy weather, DPW might prioritize snow duties, causing leaf collection delays. Call 311 or visit 311.dc.gov if your leaves have not been collected within eight business days.

Let's keep our streets clean and safe this leaf season! #CleanDC 🌿
Find out more at zerowaste.dc.gov/foodwastedropoff.





Introducing

NEW READY CENTER LOCATION

Ward 8

Mayor Muriel Bowser is thrilled to announce the grand opening of the standalone Resources to Empower and Develop You (READY) Center in Ward 8, serving as a dedicated space for DC's returning citizens. This new facility, managed by the Department of Corrections (DOC), in collaboration with the Department of Employment Services and various government agencies, provides essential programs and services to support successful reentry.

The READY Center offers a wide array of services, including:

- 🔑 Streamlined Access to Identification/Vital Documents
- 🏠 Housing Assistance
- 📁 Employment and Skills Training
- 📖 Education and Training Resources
- 🧠 Mental Health and Substance Use Referrals
- 💰 Financial Literacy Services
- ⚖️ Legal and Case Management Support

"The READY Center is a beacon of hope for our returning citizens, offering them a meaningful second chance," emphasized Mayor Bowser.

Residents released within the last six months from a DOC or Federal Bureau of Prisons facility are eligible for services. **The Center operates five days a week, offering both scheduled appointments and walk-ins. Call (202) 790-6790 to schedule a visit or drop by the Center's new location at 3640 Martin Luther King Jr. Avenue SE.** Join us in supporting returning citizens as they embark on a path towards a brighter future! Learn more about the READY Center and its transformative impact [here](#).

LET GO?

LOSING YOUR JOB DOES NOT HAVE TO BE SCARY: HOW TO BOUNCE BACK STRONGER THAN EVER

The DC Department of Employment Services remains dedicated to assisting DC residents during challenging periods by providing a comprehensive array of resources. To access these benefits, please visit does.dc.gov for more information.

REMEMBER: You are not alone. In fact, over 40% of Americans have been fired at least once in their career. What's more important is how you will move forward. Here are 4 steps to help you navigate the aftermath and what you should do next.

Step 1: Get Your Mindset Right - Getting fired from a job can be traumatizing. Layoff anxiety is a thing, and it can cause you to dwell on negative thoughts that can affect your self-confidence. Take some time to grieve and let all your emotions out. It will not happen overnight but take little steps towards accepting the situation and understanding that the past is the past.

Step 2: Audit Your Skills - Consider reviewing your current skill set through a personal audit. Reflect on your previous role and examine it from your former employer's perspective. Identify any tasks or responsibilities that could have been handled differently. Did you receive feedback or evaluations highlighting areas for improvement? This self-reflection can guide your personal and professional development. Additionally, seek feedback from past colleagues to gain valuable insights and uncover any blind spots. Embrace constructive criticism as a tool for growth.


Step 3: Choose What's Next For You - Now comes the enjoyable part - making decisions. While it might appear challenging initially, this presents a valuable opportunity to reevaluate your professional objectives, values, and ambitions. Take this time to ask yourself what you truly desire for your future. Whether it involves exploring entrepreneurship, seeking a new industry, or pursuing a different role that better utilizes your skills, these considerations will shape your career satisfaction and personal development.

Step 4: Start Applying - When re-entering the job market, avoid hasty applications with an outdated resume. Update your resume and LinkedIn profile, highlighting recent skills and accomplishments. Tailor your resume for each application, emphasizing relevant roles and abilities, especially when transitioning industries. To increase your chances of securing an interview, consider reaching out to the hiring team on LinkedIn. Craft a personalized note expressing your interest in the role and the value you can contribute. This simple step can significantly impact your candidacy.

good luck



THE BULLETIN BOARD



DC DEPARTMENT OF EMPLOYMENT SERVICES

VETERANS CAREER FAIR & NETWORKING EVENT SERIES

THURSDAY, NOVEMBER 2, 2023

LOCATED AT:
COMMUNITY ROOM
4058 MINNESOTA AVENUE, NE
WASHINGTON, DC 20019

#VETERANS

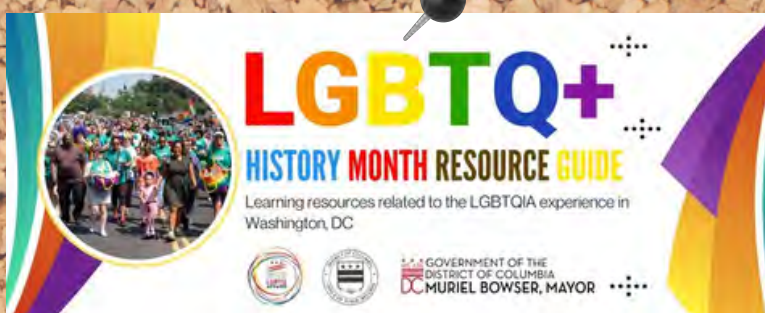
DOES DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

Thursday, November 2, 2023

Attention DC #veterans, spouses, and transitioning service members. We are back with the Veteran Career Fair and Networking Event Series!

List of American Job Center Locations in DC

- AJC Headquarters
- AJC Bertie Backus
- AJC Reeves Center



LGBTQ+ HISTORY MONTH RESOURCE GUIDE

Learning resources related to the LGBTQIA experience in Washington, DC

GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

October is LGBTQ+ History Month!

Explore the DC State Archives and Mayor's Office of LGBTQ Affairs' **resource guide** to learn more about the LGBTQ+ experience.



NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

DOES DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

For more information on disability rights and laws in the District, visit bit.ly/DCdisabilityrights.

Check out our socials!



CONTACT US

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Monday – Friday, 8:30 AM – 5:00 PM

does.dc.gov

(202) 724-7000