

FIRST SOURCE



DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES

SEMI-ANNUAL REPORT

JULY 1, 2019 - DECEMBER 31, 2019

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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 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, 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 8,594 unemployed District residents on the DC First Source Register as of January 30, 2020. 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 July 1 through December 31, 2019:



FIRST SOURCE BY JOBS

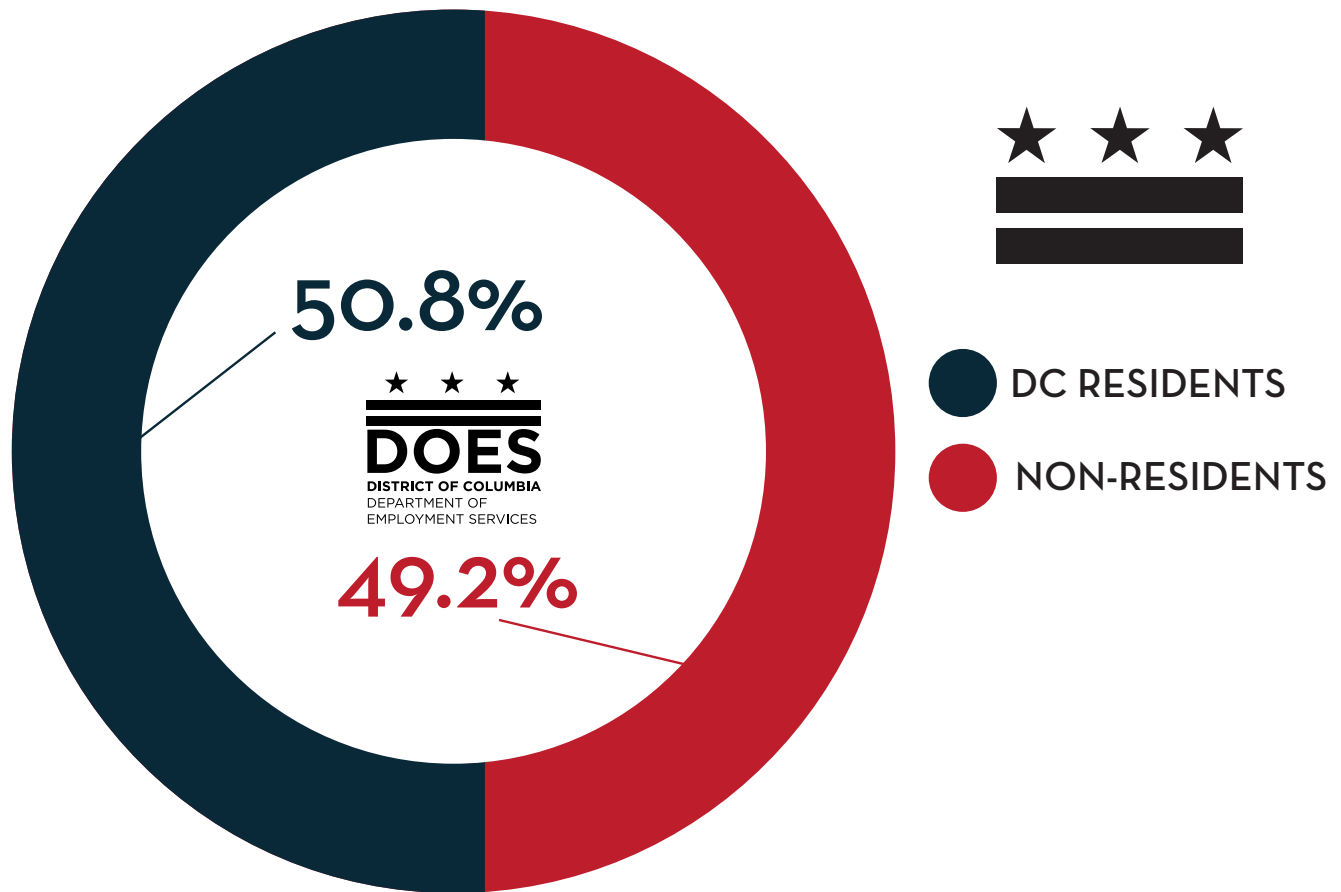
TOTAL NUMBER OF NEW POSITIONS CREATED ON FIRST SOURCE PROJECTS

From July through December 2019, 1,625 positions were created on First Source projects and contracts, including 393 construction jobs and 1,232 non-construction jobs.



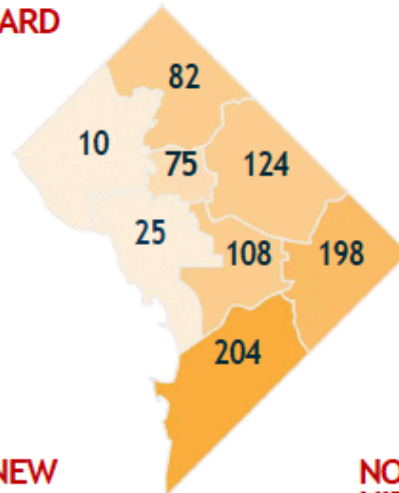
TOTAL NUMBER OF NEW POSITIONS CREATED THAT WERE FILLED BY DC RESIDENTS

From July through December 2019, 1,625 positions were created on First Source projects and contracts, with 826 of these filled by District residents (50.8%).



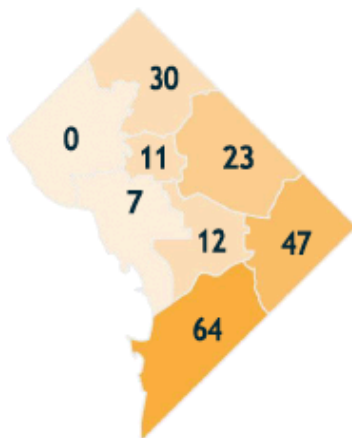
826 DC HIRES

NEW HIRES BY WARD



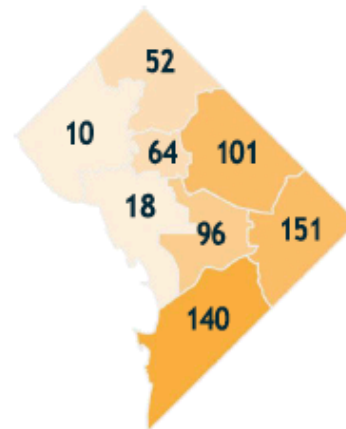
Ward 1: 75 (9%) Ward 5: 124 (15%)
 Ward 2: 25 (3%) Ward 6: 108 (13%)
 Ward 3: 10 (1%) Ward 7: 198 (24%)
 Ward 4: 82 (10%) Ward 8: 204 (25%)
TOTAL: 826 HIRES

CONSTRUCTION NEW HIRES BY WARD



Ward 1: 11 (6%) Ward 5: 23 (12%)
 Ward 2: 7 (4%) Ward 6: 12 (6%)
 Ward 3: 0 (0%) Ward 7: 47 (24%)
 Ward 4: 30 (15%) Ward 8: 64 (33%)
TOTAL: 194 HIRES

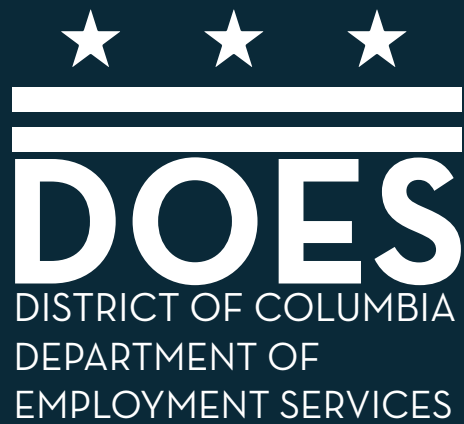
NON-CONSTRUCTION NEW HIRES BY WARD



Ward 1: 64 (10%) Ward 5: 101 (16%)
 Ward 2: 18 (3%) Ward 6: 96 (15%)
 Ward 3: 10 (2%) Ward 7: 151 (24%)
 Ward 4: 52 (8%) Ward 8: 140 (22%)
TOTAL: 632 HIRES

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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