

GOVERNMENT OF THE DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES



**FIRST SOURCE
THE AGENCY ANGLE**

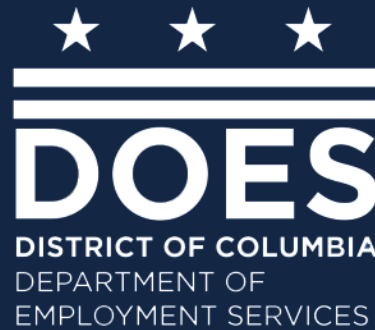
Dr. Unique Morris-Hughes, Director
District of Columbia Department of
Employment Services



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GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR



Terry Kenner
Supervisor

&

DeCarlo Washington
Senior Compliance Monitor

Office of First Source Compliance

Overview

For more than 30 years, First Source has been one of the driving forces in the District's strategy to reduce unemployment by ensuring that D.C. residents receives priority consideration for new jobs created by local government-assisted projects or contracts.

Workforce Act:

The Workforce Intermediary Establishment and Reform of First Source Amendment Act of 2011, (D.C. Law 19-84), effective February 24, 2012.

All beneficiaries of government assisted projects or contracts totaling \$300K or more must enter into a First Source Employment Agreement with DOES.

- **Non-construction government-assisted contracts \$300 or more.**
- **Construction government-assisted projects between \$300k - \$5 million**

(51% of all new hires must be District residents)

First Source Requirements

- Government-assisted projects of **\$5 million** or more include: Total hours worked by District residents:
 - 20% Journey worker hours
 - 60% Apprentice hours
 - 51% Skilled laborer hours
 - 70% Common laborer hours

First Source Requirements

- Contract Awardee must submit a First Source Employment Agreement and Revised Employment Plan with projected employment opportunities.
- Prime Contractor chooses whether the 51% Hiring or Hours Worked % requirement of District residents will be cumulative on a project or will be met by each individual subcontractors.
- Company can enter into a special workforce development training or placement arrangement with DOES.
- Company can “roll over” hours for beneficiaries to count hours that exceed previous requirements toward their current requirements if hours are in excess.

Hard to Employ District Residents

- **Company can double-count hours worked by “hard to employ” District residents up to 15% of total hours worked by District residents.**
 - Ex-Offender who has been released from prison within the last 10 years
 - A participant of the Temporary Assistance for Needy Families Program;
 - A participant of the Supplemental Nutrition Assistance Program;
 - Living with a permanent disability verified by the Social Security Administration or District vocational rehabilitation program.
 - Unemployed for 6 months or more in the last 12-month period
 - Homeless;
 - A participant or graduate of the transitional Employment Program
 - An individual who qualified for inclusion in the Work Opportunity Tax Credit Program as certified by the Department of Employment Services.

Apprenticeship Requirements

- The Employer who contracts with the District of Columbia government to perform construction, renovation work, or information technology work with a single contract, or cumulative contracts, of at least \$500,000, let within a 12-month period will be required to register an apprenticeship program with the District of Columbia Apprenticeship Council as required by DC Code 32-1431.
- The Employer shall ensure that District of Columbia residents (DC Residents) registered in programs approved by District of Columbia Apprenticeship Council shall work 35% (or 60%, where applicable) of all apprenticeship hours worked in connection with the Project.

Recruitment, Referrals and Placements:

- 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.
 - All First Source Employers must register and post positions in the DCNetworks.org (*Virtual One Stop*).
 - Employment Opportunities from First Source Employment Plans

First Source Requirements

Reporting:

- Each company that meet the First Source threshold shall submit contract compliance data monthly to the DOES following the start of the project or contract until completion of work.
- 51% Hiring of District Resident requirement reports in the First Source On-line Registration and Reporting System.
- Hours Worked % Requirement - must upload certified payrolls into the LCPtracker on a weekly basis.

First Source Requirements

FS Penalty:

- Willful breach of the Agreement, or failure to submit the required hiring reports, or deliberate submission of falsified data, shall receive a monetary fine of 5% direct and indirect labor costs.
- Failure to meet the hiring requirements may result in DOES imposing a penalty equal to 1/8 of 1% of the total amount of the direct and indirect labor costs of the contract of each percentage by which the beneficiary fails to meet the hiring requirement.

Partnerships:

Attributes of A Strong Partnership:

- Ensure Contractors/Employers receives Training & Awareness of the First Source Requirements
- Ensure Compliance throughout the Life of the Project
- Periodic Compliance Meetings
- Ensure all compliance issues or contract changes are communicated
- Ensure compliance is met prior to final payment

Impact:

- The Department of Employment Services provides education, tracking, monitoring and enforcement, which provides opportunities to our District residents:

We invest in our District residents by providing:

- Employment opportunities
- Training opportunities
- Pre-apprenticeship opportunities
- Apprenticeship opportunities
- On-the-Job Training
- Internship opportunities
- Summer youth employment opportunities
- Living Wages
- Wrap around services

Walk-thru of LCPtracker Reporting:

- Review of the Citywide Workforce Report that tracks hours worked percentages, certified payrolls, hard to employ district residents, components that verifies compliance or non-compliance.



