

DC WORKS

The strategic plan to move workforce development forward

The District of Columbia is on the rise: Our city is home to 670,000 residents and climbing. The citywide unemployment rate has declined 1.1 percent in the past year and has dropped even further in Wards 7 and 8. Our economy is thriving and large-scale development is happening all over the city. However, too many residents have yet to share in the prosperity and economic growth that has occurred in much of the city.

The Bowser Administration is committed to building pathways to the middle class by making changes, big and small, in how our city supports its residents. We are overhauling the city's workforce development system to better equip our residents for the jobs of today and tomorrow.

Tackling the Workforce Challenge through WIOA

The Workforce Innovation and Opportunity Act (WIOA) is a federal law that substantially changes how workforce programs are delivered nationwide. Each state must create its own plan, and DC is using the WIOA process to create an innovative, comprehensive plan to move the city forward.

DC's State Plan lays out specific strategies and operational components for overall workforce system improvements. There is special attention paid toward high-growth industries to ensure that DC residents are prepared for the jobs of today and of tomorrow.

Our Vision for the Workforce Development System

The plan is guided by a vision statement: Every DC resident is ready, able, and empowered to discover and attain their fullest potential through lifelong learning, sustained employment, and economic security. Businesses are connected to the skilled DC residents they need to compete globally, are full participants in the workforce system, and drive the District's economic growth. Residents and businesses in all eight wards are supported by a system that includes coordinated, cohesive, and integrated government agencies and partners working to help communities thrive.

The DC State Plan

The plan consists of a strategic economic and workforce analysis, as well as five major goals. Within these five areas are strategic planning and operational elements that will guide the Bowser Administration in carrying out the goals.

Goal 1 - System Alignment: District agencies form an integrated workforce and education system that delivers coordinated, accessible, and effective workforce and education services through clearly defined roles and transitional supports throughout the provision of a continuum of services.

Goal 2 - Expanding Access to Workforce and Education Services: All residents, including people with disabilities and those with multiple barriers to employment, regardless of education or skill level, can access the education, training, career, and supportive services necessary to move forward in their career pathway.

Goal 3 – Alignment with Business Needs: The District’s business community gains access to a broader pool of District residents with the skills necessary to meet their needs and advance within their organizations.

Goal 4 – Performance and Accountability: Workforce and education services are evidence-based, high quality, and flexible in meeting individuals’ needs; and District agencies will evaluate outcomes through standardized methodologies that ensure accountability and transparency.

Goal 5 – Supporting Our Youth: Youth have access to a coordinated, accessible education and workforce system that provides the supports needed to prepare them for postsecondary success; including education, training, and competitive employment.

How You Can Get Involved

1. Submit your comments on the full plan to wic.dmped@dc.gov.
2. Access our interactive platform via drafts.dc.gov that allows you to get involved and collaborate with government to craft policy that works for our entire community.
3. Attend a public engagement session to learn more and share your thoughts with the Bowser Administration’s workforce team. The full schedule is available at dcworks.dc.gov.

To read the full DC Works WIOA State Plan and learn more, visit dcworks.dc.gov.