

# Workforce Development Board Meeting

**WORKFORCE INVESTMENT COUNCIL**

**November 16<sup>th</sup>, 2023**

9:00 a.m. – 12:00 p.m.



**Agenda**

**Opening Remarks**

**Guest Speaker**

**Board Member  
Overview**

**2024 Priorities**

**State Planning**

**Questions**

# WELCOME & ROLL CALL



# AGENDA

- I. Welcome & Roll Call
- II. Review Agenda
- III. Opening Remarks
- IV. Guest Speaker
- V. Board Member Overview
- VI. 2024 Priorities
- VII. State Planning - Establishing the Strategic Vision and Goals
- VIII. Questions & Adjourn

# Opening Remarks

## **Drew Hubbard**

Executive Director, Workforce Investment Council

## **Paul Kihn**

Deputy Mayor for Education

## **Antwayne Ford**

Chair, Workforce Development Board

Welcome &  
Roll Call

Agenda

Opening Remarks

▶ Guest Speaker

Board Member  
Overview

2024 Priorities

State Planning

Questions

# GUEST SPEAKER

W8\*CED



# W8★CED

Digital  
Collective

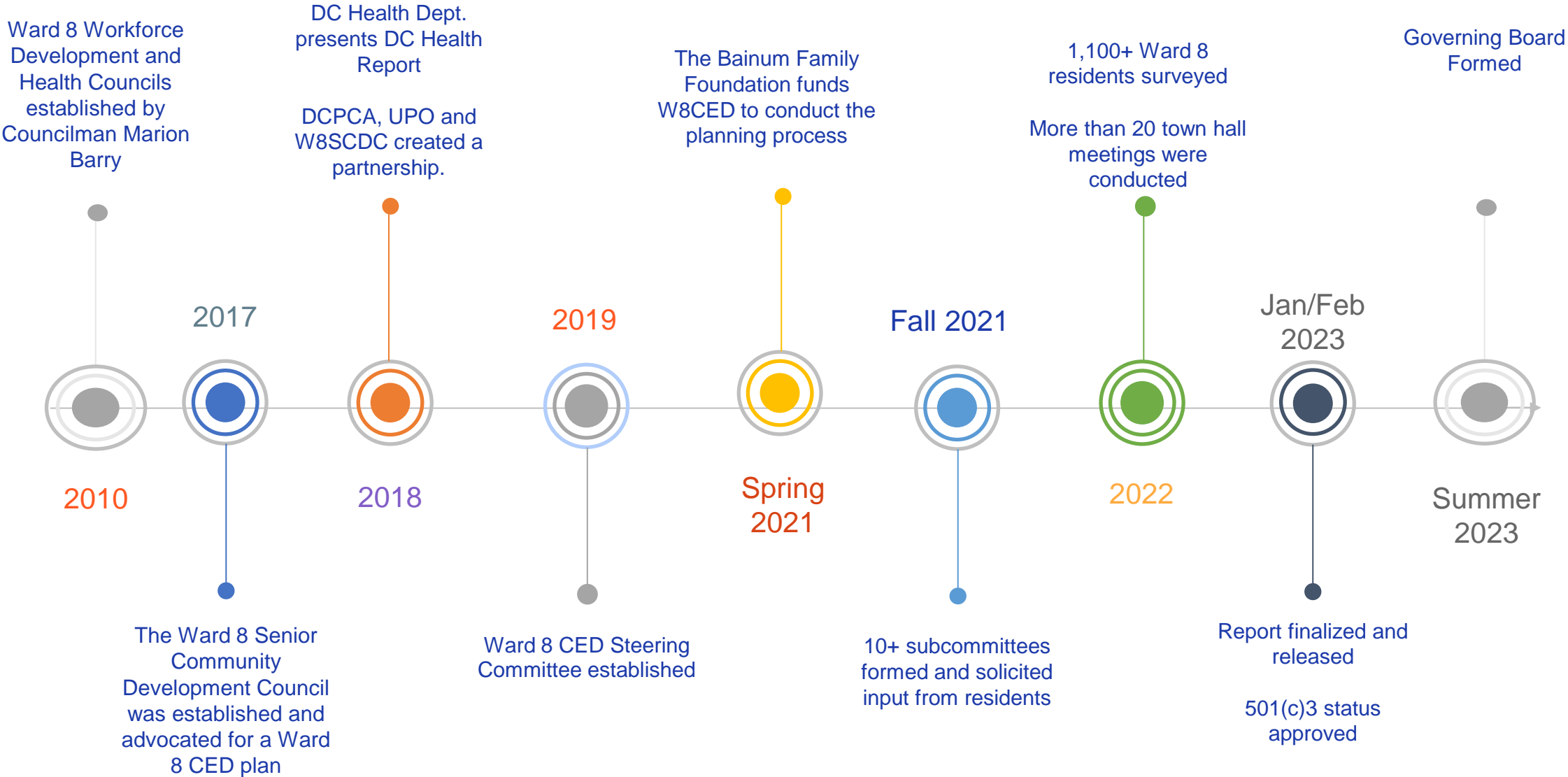


A DREAM

DESERVED

# Where We've Been: Highlights of our Journey to Date

# W8CED HISTORY OVERVIEW





# What Have We Accomplished?

## Community Building

- The ability to convene residents and stakeholders
- The ability to assess the needs of the resident that is focusing on the individual
- The formation of a community-wide collective voice of residents and service providers
- Community-wide relationship with residents and service providers
- Community buy-in

## Data and Infrastructure Building

- Completed the 2023 W8CED report: A Dream Deserved
- Established W8CED nonprofit entity
- Completed setup and configuration of the W8CED Digital Collective and the local data warehouse
- Established governing board

# DATA COLLECTION PROCESS HIGHLIGHTS

Data collected from nearly  
1,200 Ward 8 residents,  
including:

- Surveys
- Virtual and in-person town hall meetings
- Ward 8 residents were hired and trained to do outreach as W8CED Ambassadors to engage community members in survey participation and GIS mapping

# W8CED Resident-led Final Priorities

Guaranteed  
income

Healing  
intergenerational  
trauma

Local  
affordability

Housing  
improvement

Community  
benefit from  
development

Resident-led  
safety programs

Youth civic  
engagement

# Where We Go From Here: Implementation Planning

# THE WHAT: From Data Reporting to Planning and Action

**Plan development and implementation will be:**



Resident-led



Data-driven;  
informed by the  
data collected  
in Phase One



Operationalized  
within six sub-  
committees



Aligned to the  
Social  
Determinants  
of Health



Focused on  
ground-up  
input,  
outcomes and  
strategies

# THE WHAT: Six Subcommittees



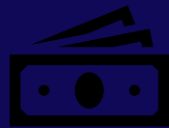
Family Support



Health and  
Safety



Housing Justice



Economic Justice



Sustainable  
Development



Education,  
Workforce  
Development,  
and Employment

# THE HOW: WARD 8 DIGITAL COLLECTIVE

# THE HOW: Our Unique Value



Residents, rather than folks outside the community, are the most effective conduits, connectors and convenors of their community.

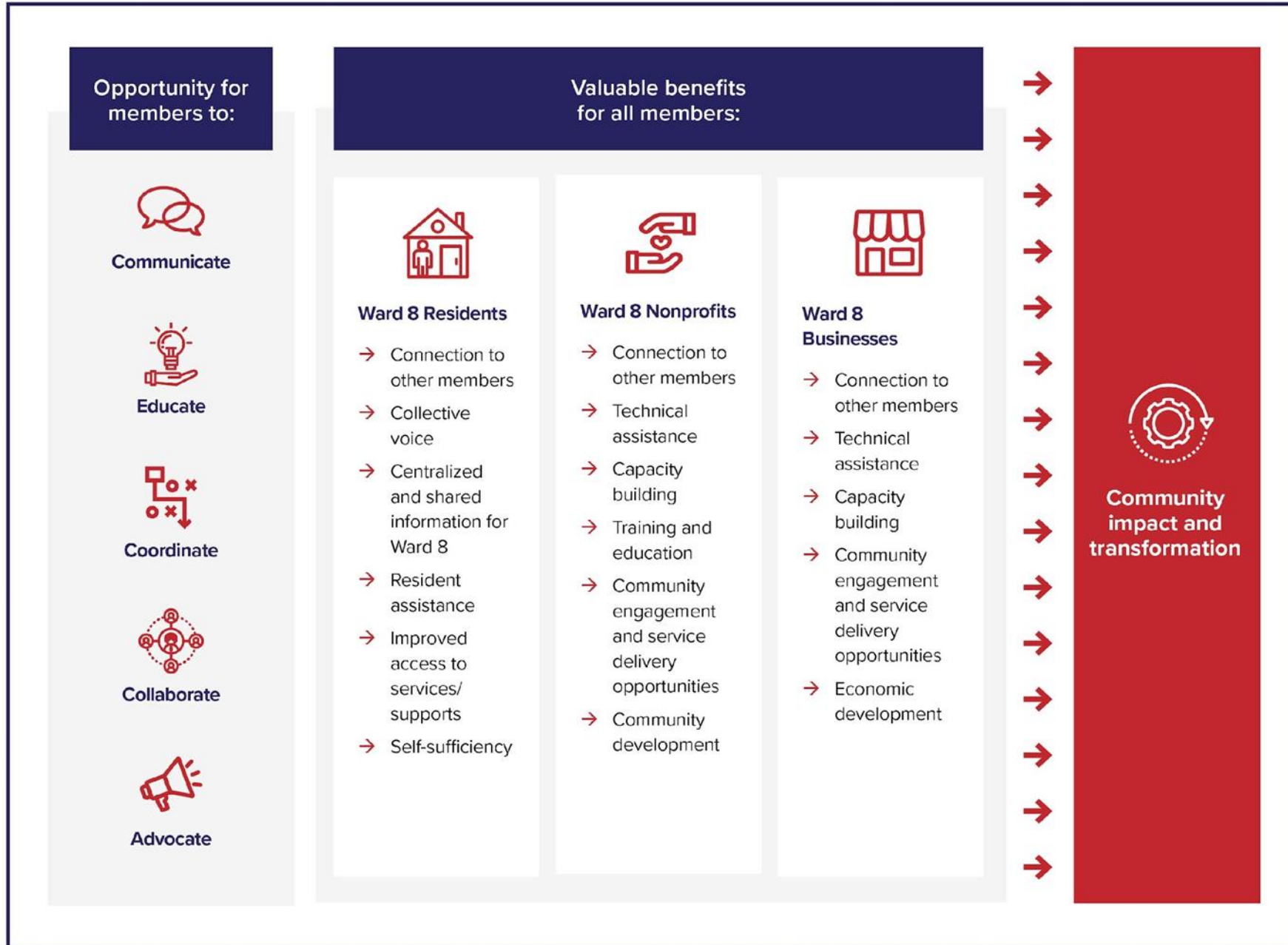


We give credibility to coordinated efforts by ensuring the implementation of community voice, ideas and solutions.

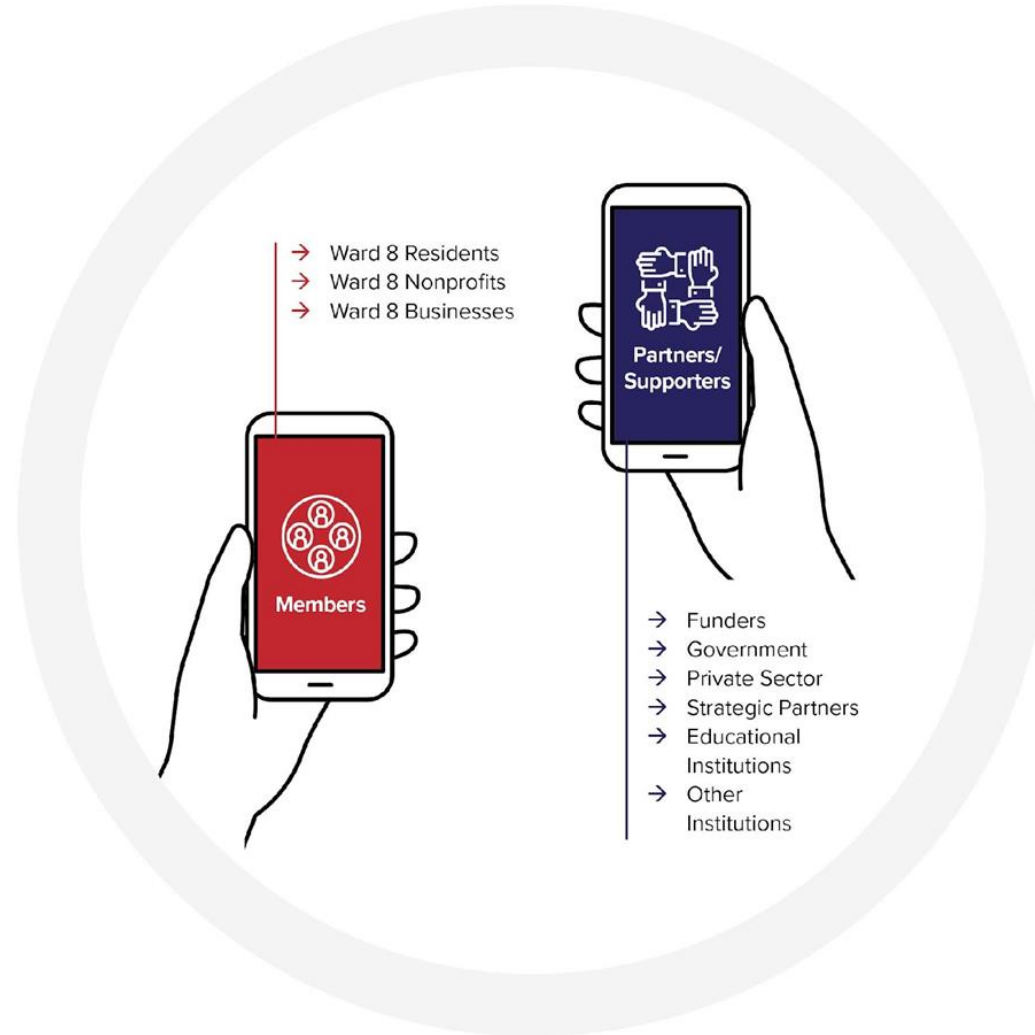
**Ward 8 Digital Collective serves as an entry point into community.**  
**Ward 8 Digital Collective does not seek to be a direct service provider.**



## What the Ward 8 Digital Collective Will Provide



## How the Ward 8 Digital Collective Will Work



## Privacy and Security Layer (Behind the Scenes)



**New Nonprofit Organization:**  
Ward 8 Digital Collective

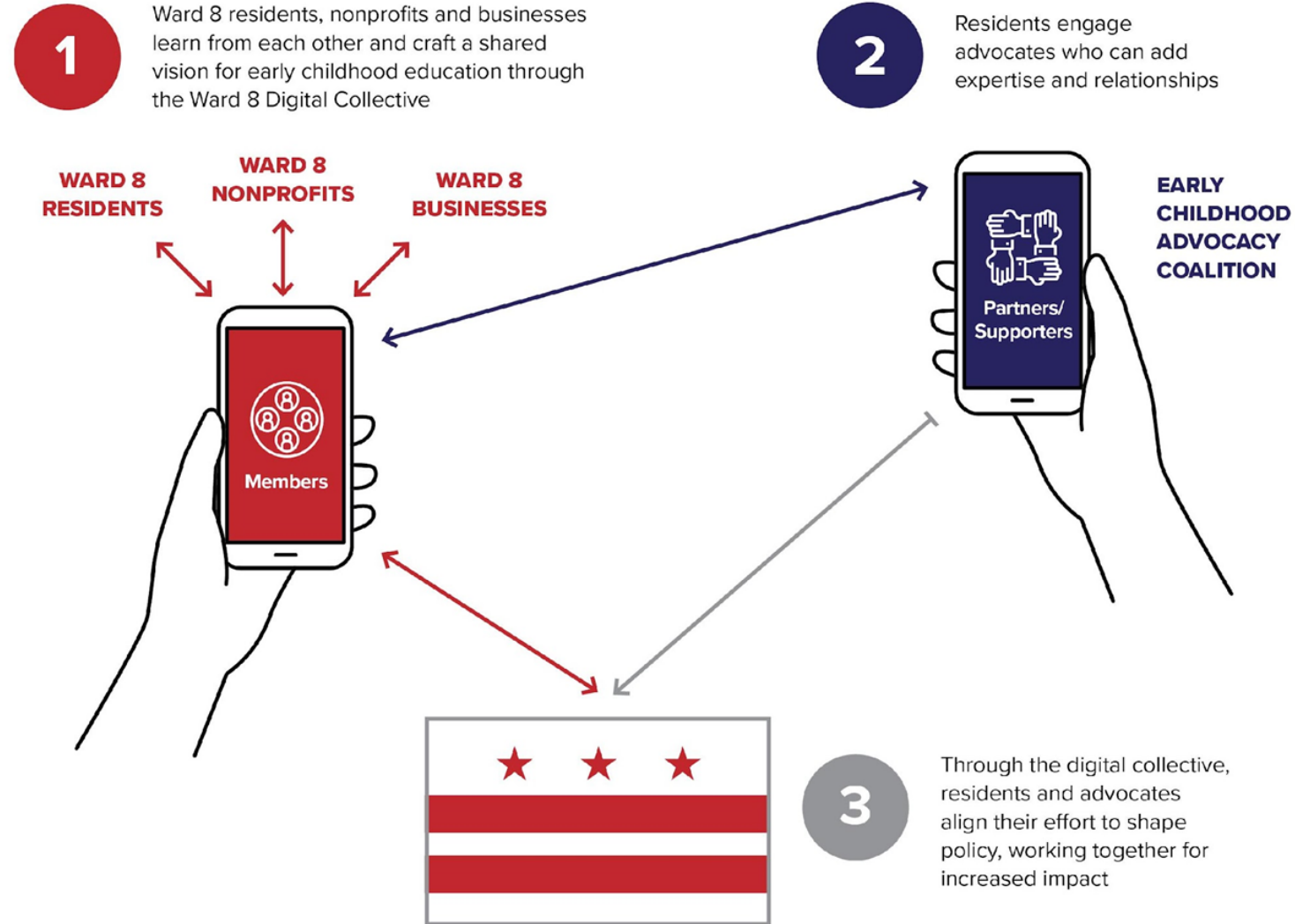


**Community-wide Digital  
Data Warehouse**

Management Services  
and Operations

- Navigational Management
- Fund and Service Delivery Management
- Partnership Management
- Organizational Management
- Data and Asset Management

## Public Policy Example



What's Needed  
for the Road Ahead  
(Years 1-2 of Implementation)

# What's Needed: Infrastructure Building

- W8CED Digital Collective Nonprofit
  - Incorporate a managed service operation
  - Identify and obtain internal human and financial resources
  - Continue to frame and elevate residents' challenges and solutions
  - Design, build and implement short-term and long-term strategies
  - Develop a community assessment and scorecard

# What's Needed: Resources, Engagement and Capacity

## Human Capacity Building

- Training and education
- Technical assistance that is culturally aligned with Ward 8's residents

## Digital Capacity Building

- Training and education
- Technical assistance that is culturally aligned with Ward 8's residents

## Establish Base of Residential Influence

(Membership association, free to residents, to get a critical mass of the community)

## Assessment and Evaluation

## Political Buy-In

## Funding

*See 2-year projected budget handout*

Implementation  
will take  
*ALL* of us



Where do you see  
yourself?

Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

▶ Board Member  
Overview

2024 Priorities

State Planning

Questions

# BOARD MEMBER OVERVIEW





# Board Member Overview

**VISION:** Employers have access to the skilled workforce they need to grow and thrive, and all residents have access to high-quality education and training, meaningful employment, and economic prosperity.

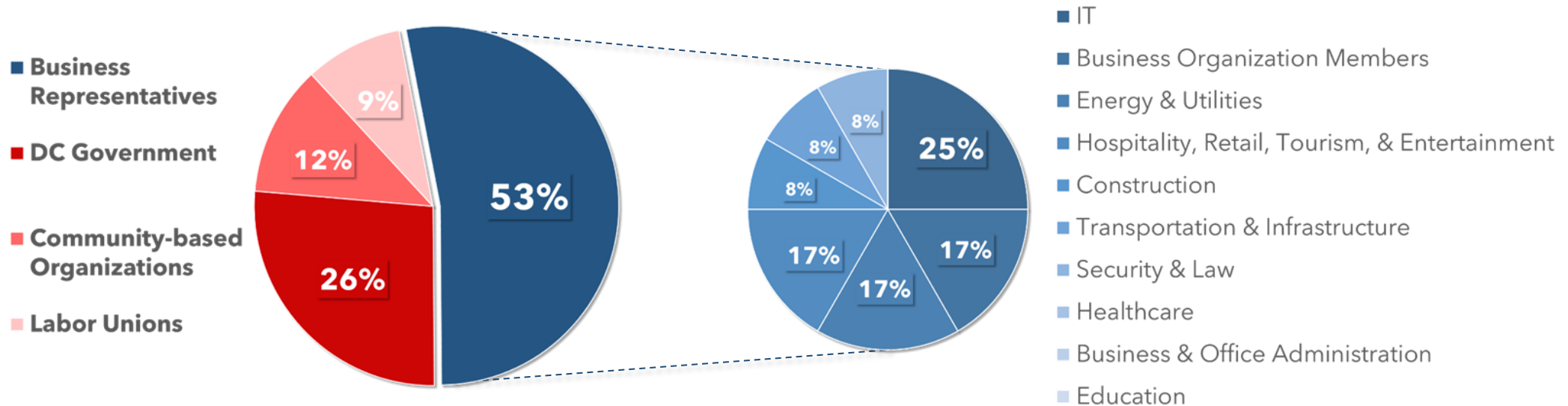
**MISSION:** The District of Columbia Workforce Investment Council will lead with a sense of urgency to help create a fully integrated, comprehensive workforce development system that effectively meets job seeker and business needs; while ensuring accountability, high performance, coordination, transparency, and effective leadership at all levels

# Workforce Board Membership

Business Representatives – at least 51% (two members from small business)

Workforce Representatives – Not less than 20%

DC Government Representatives – Balance of Membership



Workforce Innovation and Opportunity Act of 1998, Pub. L. No. 113-128 Stat. 1440 (2014)  
<https://www.congress.gov/113/plaws/publ128/PLAW-113publ128.pdf>



# Board Member Responsibilities

- I. Provide strategic and operations oversight.
- II. Provide strategic vision goals for the WIOA Unified State Plan.
- III. Review and approve the solicitation for competitively procuring the provider(s) of adult and youth program services, and the One-Stop Operator in partnership with the DC Workforce Investment Council.
- IV. Promote private sector involvement in the district's public workforce system through networking, brokering, and business engagement activities.
- V. Conduct business in an open manner as required by the "Open Meetings Act."

# Standing Board Committees

- **Executive Committee:** This leadership body is empowered to make decisions and act on behalf of the DC WIC on all policy, performance management, fiscal, and administrative issues related to the local workforce system.
- **Education and Workforce Alignment Committee:** This group is focused on WIOA performance, state/local policy, Labor Market Information, Demand Occupation List evaluation, and review of providers on the Eligible Training Provider List. This group is focused on the administration of District-specific programming and service delivery Career Pathways Task Force, Workforce Intermediary, and employment-related outcomes.
- **Policy, Compliance, and Implementation Committee:** This group is focused on policy, programming, and performance, and supports connection and alignment among other focused organizing bodies operating throughout the district. This group is focused on the administration of District-specific programming and service delivery (including American Job Centers [AJCs], and one-stop operations) and related outcomes.

# Ambassador

Board members have an important role to play beyond the boardroom in supporting the work of the DC Workforce Investment Council. The success of the WIC benefits from the awareness, interest, and engagement of businesses and job seekers in all eight wards of the district and throughout the region. For this reason, board members are encouraged to help make the DC WIC's mission more visible.

## Call to Action:

Today, I would encourage you to all commit to roles as ambassadors, actively promoting the integration of workforce activities while ensuring that employers find no wrong door when seeking to participate in our hiring district residents. Your active involvement amplifies the impact of our collective efforts.

As we navigate these dual roles as ambassadors and contributors to the workforce ecosystem, remember that your influence and dedication contribute significantly to the success of our workforce development initiatives for the greatest impact on district residents.

# Board Meetings

The **Full Board** meets in-person on a quarterly basis on the 3rd Wednesday during the months of February, April, June, and November.

The **Executive Committee** holds meetings on a quarterly basis two weeks prior to the full board and reports proceedings to the full board.

An Ad Hoc meeting for the **Review of the State Plan** is scheduled for January 17<sup>th</sup>, 2024.

The **Board Retreat** will be scheduled for the end of Summer.

51% of non-vacant seats on the board must be present and 51% of the total board must be from the business sector to constitute a quorum for a full board meeting.

Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

Board Member  
Overview

► 2024 Priorities

State Planning

Questions

# 2024 PRIORITIES



# 2024 Priorities

- Solicit and Procure One-Stop Operator
- Submission of DC WIOA Unified State Plan
- My Journey DC
- Expenditure Guide
- High Demand Industry Sectors and Career Pathways
- Industry Engagement and Sector Partnerships
- Eligible Training Provider Process, Program Management, and Quality Training Standards
- Sector Partnerships – Building Business Relationships and Partnerships
- WIC Policy Manual Updates
- Workforce System Training – Workforce Summit 2024
- Dashboard and Vendor Scorecard
- DOL Monitoring and Site Visit



Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

Board Member  
Overview

2024 Priorities

► State Planning

Questions

# WIOA STATE PLANNING

U.S. Department of Labor State Planning Guidelines

TEGL - 04-23

October 31, 2023



# Key Information

Deadline: March 4, 2024

WIOA requires the governor of each state to submit a Unified or Combined State Plan that includes a four-year strategy and operational plan for the continuing implementation of the state's workforce development system, with an update after two years.

Workforce Boards are encouraged to use the 2024 state planning process to reshape education and workforce development service delivery to take advantage of historic federal investments through the **Infrastructure Investment and Jobs Act (aka Bipartisan Infrastructure Law BIL)**, the **Creating Helpful Incentives to Produce Semiconductors and Science Act (CHIPS)**, and the **Inflation Reduction Act (IRA)**.

State boards should forge new partnerships with key stakeholders from P-12, career and technical education, higher education, economic development, state and regional transportation and energy agencies, community-based organizations, Registered Apprenticeship Program sponsors, and the business community to ensure WIOA investments connect individuals to quality jobs and provide genuine pathways to middle class.

Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

Board Member  
Overview

2024 Priorities

► State Planning

Questions

# Economic Analysis: The State of the District

Dr. Rebati Mendali, Chief Economist, Office of Labor Market  
Research and Performance

Department of Employment Services





GOVERNMENT OF THE DISTRICT OF COLUMBIA  
**DEPARTMENT OF EMPLOYMENT SERVICES**

The background of the slide is a photograph of a modern, multi-story building with a curved facade and large windows. The image is overlaid with a semi-transparent blue filter. The main title is centered over this background.

# District of Columbia Labor Market Outlook

**Office of Labor Market Research and Performance  
(OLMRP)**

# Agenda

- Current State of Employment**
- Labor Market Outlook**
- Summary & Implications**

# DC Workforce at a Glance (as of Sept. 2023)

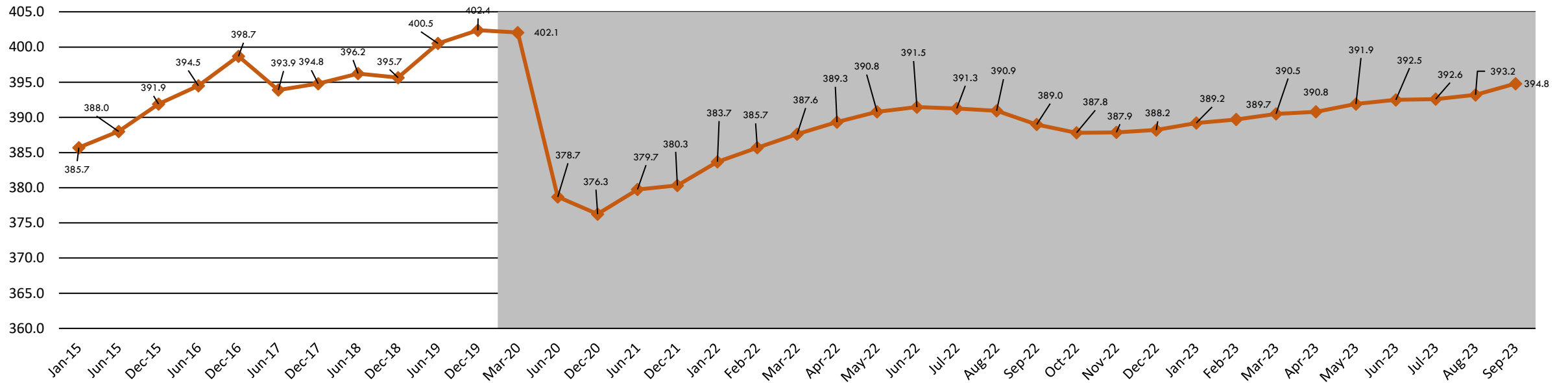
|                                       |         |
|---------------------------------------|---------|
| <b>Labor Force</b>                    | 394,800 |
| <b>Labor Force Participation Rate</b> | 71.1%   |
| <b>Residents Employed</b>             | 375,100 |
| <b>Residents Unemployed</b>           | 19,600  |
| <b>Unemployment Rate</b>              | 5%      |

Source: Bureau of Labor Statistics; Local Area Unemployment Statistics

# Labor Force Participation

- ❑ As of September 2023, the District's labor force stood at 394,800.
- ❑ It remains slightly below the pre-pandemic level but is consistently increasing in the post-pandemic period.

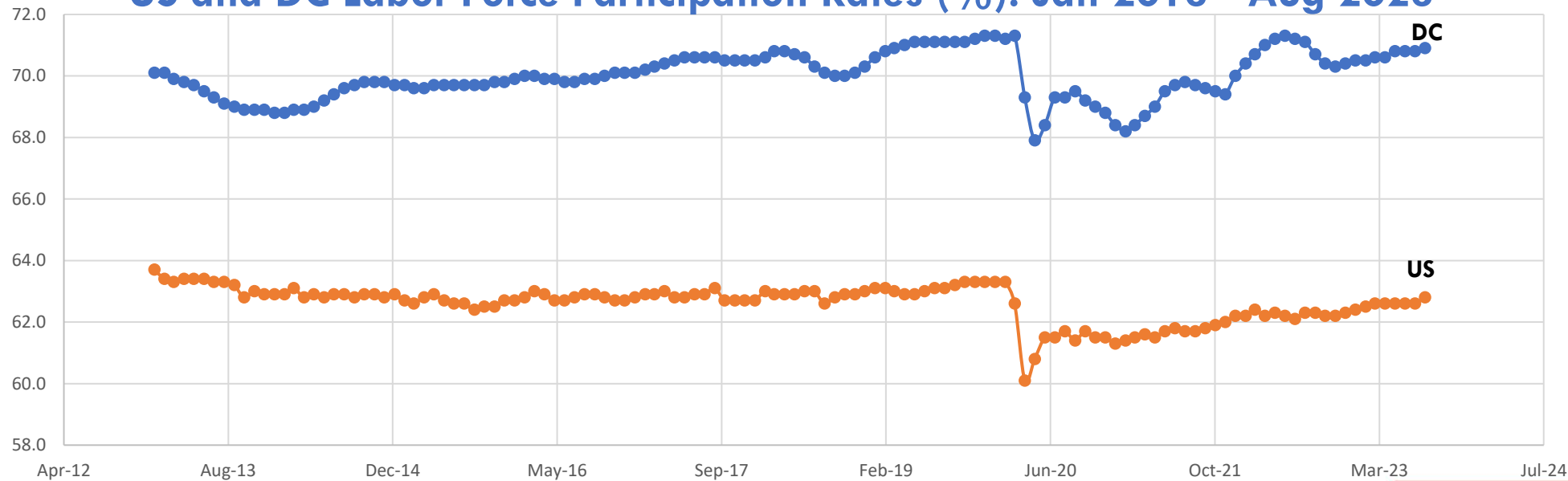
The District's Labor Force (In Thousands): Jan. 2015- Sept. 23



# Labor Force Participation Rate

- ❑ The District's current labor force participation rate is approx. 71%.
- ❑ In May 2020, the District's labor force participation rate fell below 68% for the first time since 2014.
- ❑ The current labor force participation rate is close to the pre-pandemic rate and is much higher than the national rate (62.8%).

## US and DC Labor Force Participation Rates (%): Jan 2013 - Aug 2023



Source: CPS, LAUS, DC Department of Employment Services

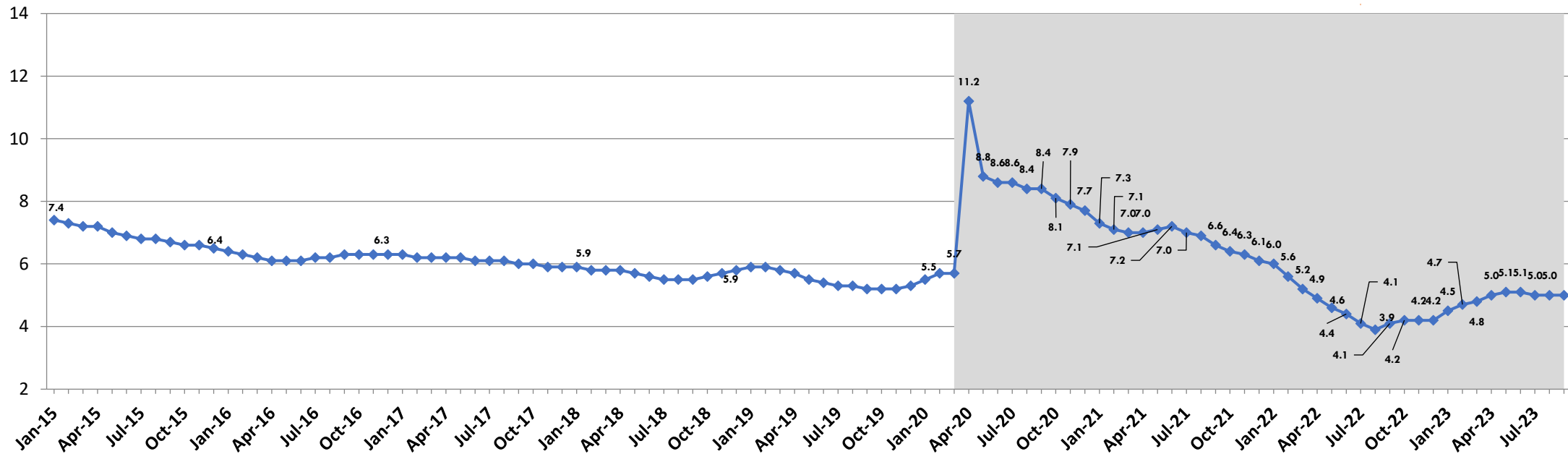
—●— DC —●— US



# Monthly Unemployment Rate

- ❑ The District saw historic low unemployment rates in 2022.
- ❑ The unemployment rate jumped to 11.2% in April 2020 when the labor market was hit hard by the pandemic.
- ❑ The current unemployment rate is 5% (as of Sept 2023), and is lower than the pre-pandemic rates.

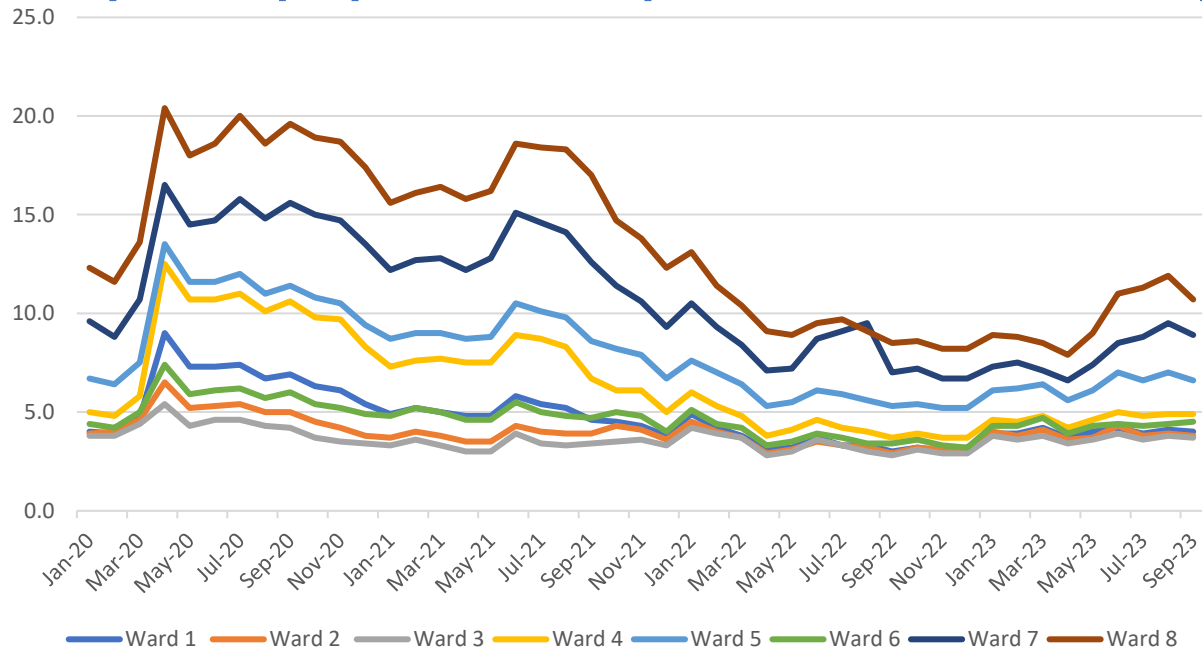
The District's Monthly Unemployment Rate (%): Jan. 2015 - Sept. 2023



# Unemployment Rate by Ward

- ❑ All wards, especially wards 7 and 8, saw significant decreases in their unemployment rate in 2022 compared to previous years.
- ❑ The most recent September 2023 unemployment rate for all wards was the same or lower than it was for January 2020 (pre-pandemic).

Monthly Unemployment Rate by Ward (%): Jan 2020-Sept 2023



| DC Ward Employment Data September 2023 |             |            |              |                       |
|--|-------------|------------|--------------|-----------------------|
| Ward                                   | Labor Force | Employment | Unemployment | Unemployment Rate (%) |
| 1                                      | 63,039      | 60,515     | 2,524        | 4.0                   |
| 2                                      | 65,079      | 62,620     | 2,459        | 3.8                   |
| 3                                      | 57,523      | 55,367     | 2,156        | 3.7                   |
| 4                                      | 48,561      | 46,200     | 2,361        | 4.9                   |
| 5                                      | 43,337      | 40,464     | 2,873        | 6.6                   |
| 6                                      | 57,388      | 54,813     | 2,575        | 4.5                   |
| 7                                      | 35,567      | 32,401     | 3,166        | 8.9                   |
| 8                                      | 28,624      | 25,553     | 3,071        | 10.7                  |

Note: Ward data from Jan 2020 have been updated to reflect new ward boundaries.

# Employment Statistics for Demographic Groups

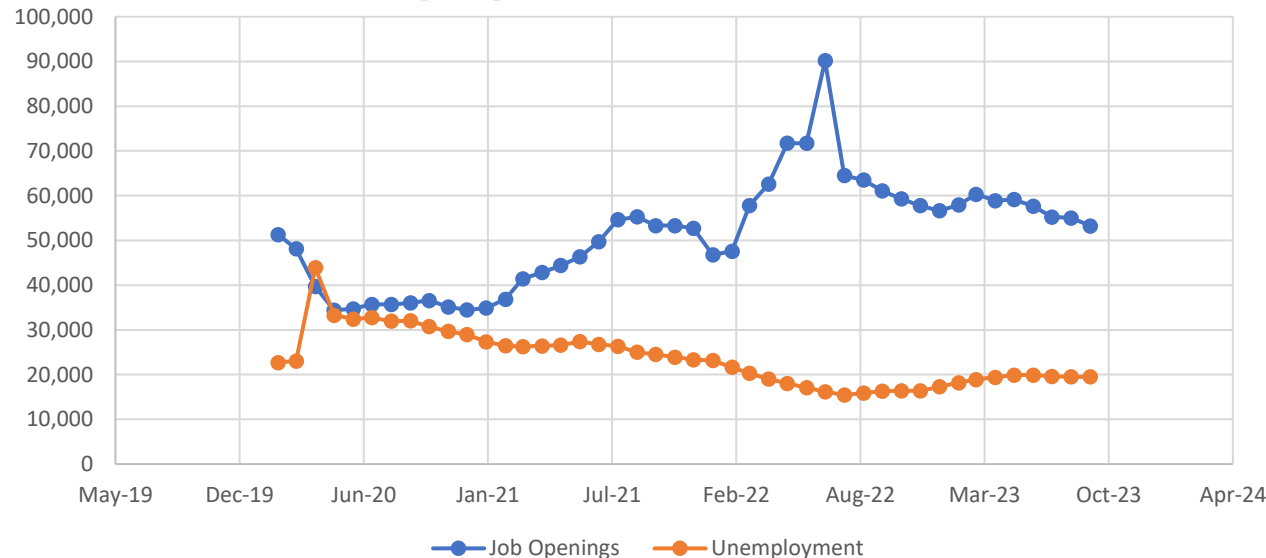
|   | Labor Force Participation Rate (%) |             |             |             | Unemployment Rate (%) |             |             |            |
|---|------------------------------------|-------------|-------------|-------------|-----------------------|-------------|-------------|------------|
|   | 2019                               | 2020        | 2021        | 2022        | 2019                  | 2020        | 2021        | 2022       |
| <b>Total</b>                            | 71.1                               | 69.5        | 69.2        | 70.1        | 5.7                   | 7.9         | 6.1         | 4.6        |
| <b>Men</b>                              | 74.6                               | 72.9        | 73.3        | 74.3        | 5.9                   | 7.1         | 5.6         | 4.3        |
| <b>Women</b>                            | 68.1                               | 66.7        | 65.8        | 66.5        | 5.5                   | 8.6         | 6.6         | 4.9        |
| <b>White</b>                            | 82.4                               | 80.5        | 80.5        | 79.5        | 1.9                   | 4.1         | 3.1         | 1.6        |
| <b>Black or African American</b>        | <b>58.0</b>                        | <b>55.6</b> | <b>56.1</b> | <b>59.9</b> | <b>12.1</b>           | <b>14.7</b> | <b>11.6</b> | <b>9.4</b> |
| <b>Asian</b>                            | 74.6                               | 78.1        | 74.6        | 76.0        | 3.9                   | 4           | 2.4         | 1.3        |
| <b>Hispanic</b>                         | 78.0                               | 72.7        | 71.1        | 75.3        | 4.2                   | 8.9         | 7.5         | 2.7        |
| <b>Less than a high school diploma</b>  | 39.2                               | 37.9        | 31.6        | 33.9        | 8.5                   | 22.3        | 14.4        | 22.7       |
| <b>High school graduate, no college</b> | 50.7                               | 47.1        | 46.9        | 53.0        | 16.5                  | 19.5        | 18.9        | 10.8       |
| <b>Some college or associate degree</b> | 58.5                               | 57.6        | 53.4        | 58.6        | 9.4                   | 12.8        | 11.7        | 11.3       |
| <b>Bachelor's degree and higher</b>     | 84.7                               | 83.0        | 82.9        | 82.0        | 2.3                   | 3.7         | 2.8         | 1.8        |
| <b>Age 16 - 19</b>                      | 21.9                               | 19.0        | 24.6        | 19.7        | 36.0                  | 35.2        | 21.4        | 22.6       |
| <b>Age 20 - 24</b>                      | 71.6                               | 68.2        | 69.2        | 68.5        | 12.2                  | 15.7        | 10.2        | 7.6        |
| <b>Age 25 - 34</b>                      | 89.5                               | 88.2        | 86.6        | 88.8        | 4.9                   | 7.1         | 5.6         | 4.5        |
| <b>Age 35 - 44</b>                      | 89.1                               | 87.7        | 86.3        | 89.5        | 3.5                   | 5.9         | 4.3         | 3.8        |
| <b>Age 45 - 54</b>                      | 82.9                               | 81.6        | 80.5        | 82.2        | 4.4                   | 7.9         | 5.7         | 3.7        |
| <b>Age 55 - 64</b>                      | 65.6                               | 62.3        | 63.5        | 64.5        | 5.9                   | 6.6         | 7.1         | 5.2        |
| <b>Age 65 and Over</b>                  | 23.3                               | 21.6        | 23.5        | 23.6        | 7.1                   | 6.1         | 6.0         | 3.2        |
| <b>Married men, spouse present</b>      | 79.6                               | 79.3        | 78.6        | 79.7        | 2.1                   | 2.8         | 2.6         | 1.4        |
| <b>Married women, spouse present</b>    | 71.8                               | 70.5        | 71.1        | 73.2        | 3.1                   | 3.2         | 3.7         | 2.2        |
| <b>Women who maintain families</b>      | 64.8                               | 63.3        | 60.2        | 63.3        | 13.4                  | 17.6        | 11.9        | 13.7       |

Source: Bureau of Labor Statistics; Current Population Survey (12 months moving average)

# Unemployment Vs. Job Postings

- ❑ As of September 2023, there are about 19,600 unemployed DC residents actively looking for jobs.
- ❑ There are more jobs openings than the number of unemployed residents.
- ❑ Approximately, 2.7 jobs are available (advertised) for 1 unemployed DC resident.
- ❑ In September 2023, the number of job postings was 53,239. This included 3107 Green Jobs.

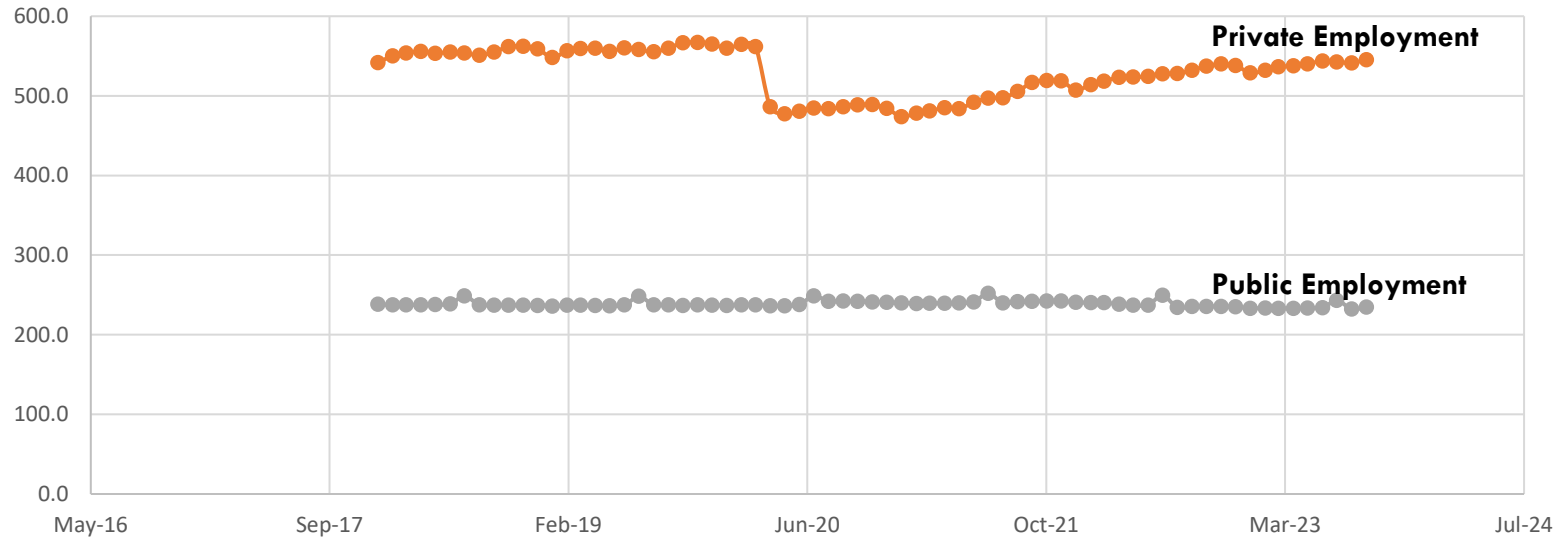
## Unemployment Vs. Job Postings



**3107**  
**Green Jobs**  
(~6%)

# Public Vs. Private Sector Employment

Public Vs. Private Sector Employment (In Thousands): Jan 2020-Sept 2023



| Industry              | September 2023 | September 2022 | September 2021 | September 2020 | September 2019 |
|-----------------------|----------------|----------------|----------------|----------------|----------------|
| <b>TOTAL</b>          | 780.0          | 767.6          | 746.8          | 728.3          | 797.3          |
| <b>Private Sector</b> | 545.5          | 532.2          | 505.5          | 486.1          | 559.9          |
| <b>Public Sector</b>  | 234.5          | 235.4          | 241.3          | 242.2          | 237.4          |

# Job Growth in Industries, 2023-2028

| Industry   | 2023 Jobs      | 2028 Jobs      | 2023 - 2028 Change | 2023 - 2028 % Change | Avg. Earnings    |
|--|----------------|----------------|--------------------|----------------------|------------------|
| Government   | 252,907        | 264,245        | 11,339             | 4%                   | \$171,170        |
| Professional, Scientific, and Technical Services                         | 127,092        | 134,061        | 6,969              | 5%                   | \$190,849        |
| Other Services (except Public Administration)                            | 70,781         | 72,764         | 1,983              | 3%                   | \$122,170        |
| Health Care and Social Assistance  | 67,517         | 70,910         | 3,393              | 5%                   | \$98,994         |
| Accommodation and Food Services  | 61,666         | 67,072         | 5,406              | 9%                   | \$48,622         |
| Educational Services   | 50,604         | 51,986         | 1,381              | 3%                   | \$81,617         |
| Administrative and Support and Waste Management and Remediation Services | 47,479         | 49,225         | 1,746              | 4%                   | \$78,902         |
| Information  | 21,315         | 23,231         | 1,916              | 9%                   | \$202,249        |
| Retail Trade   | 20,843         | 21,634         | 791                | 4%                   | \$53,670         |
| Construction   | 15,895         | 16,538         | 642                | 4%                   | \$98,279         |
| Finance and Insurance  | 14,237         | 14,326         | 89                 | 1%                   | \$263,135        |
| Real Estate and Rental and Leasing                                       | 13,097         | 13,737         | 639                | 5%                   | \$134,964        |
| Arts, Entertainment, and Recreation                                      | 8,899          | 9,606          | 706                | 8%                   | \$105,359        |
| Wholesale Trade  | 5,473          | 6,176          | 702                | 13%                  | \$194,539        |
| Management of Companies and Enterprises                                  | 3,309          | 3,821          | 512                | 15%                  | \$321,762        |
| Transportation and Warehousing   | 2,539          | 2,610          | 71                 | 3%                   | \$97,969         |
| Utilities  | 2,077          | 2,069          | (8)                | (0%)                 | \$189,082        |
| Manufacturing  | 1,251          | 1,369          | 118                | 9%                   | \$150,871        |
| Unclassified Industry  | 68             | <10            | Insf. Data         | Insf. Data           | \$74,785         |
| Agriculture, Forestry, Fishing and Hunting                               | 16             | 24             | 7                  | 44%                  | \$112,782        |
| Mining, Quarrying, and Oil and Gas Extraction                            | 0              | 0              | 0                  | 0%                   | \$0              |
| <b>TOTAL</b>   | <b>787,065</b> | <b>825,401</b> | <b>38,336</b>      | <b>5%</b>            | <b>\$140,047</b> |

Source: Lightcast

# Job Growth in Occupations, 2023-2028

| Occupational Group   | 2023 Jobs      | 2028 Jobs      | 2023 - 2028 Change | 2023 - 2028 % Change | Median Annual Earnings |
|--|----------------|----------------|--------------------|----------------------|------------------------|
| Business and Financial Operations Occupations              | 126,675        | 132,864        | 6,188              | 5%                   | \$101,547.29           |
| Management Occupations                                     | 106,221        | 110,334        | 4,113              | 4%                   | \$153,917.57           |
| Office and Administrative Support Occupations              | 70,778         | 70,704         | (74)               | (0%)                 | \$53,676.41            |
| Computer and Mathematical Occupations                      | 53,771         | 58,567         | 4,796              | 9%                   | \$115,913.56           |
| Food Preparation and Serving Related Occupations           | 51,520         | 56,554         | 5,034              | 10%                  | \$36,680.79            |
| Legal Occupations  | 43,567         | 44,839         | 1,272              | 3%                   | \$170,288.55           |
| Arts, Design, Entertainment, Sports, and Media Occupations | 39,143         | 40,777         | 1,634              | 4%                   | \$92,362.83            |
| Educational Instruction and Library Occupations            | 35,239         | 37,342         | 2,103              | 6%                   | \$72,054.42            |
| Healthcare Practitioners and Technical Occupations         | 34,847         | 36,738         | 1,891              | 5%                   | \$93,584.32            |
| Protective Service Occupations                             | 32,207         | 33,648         | 1,441              | 4%                   | \$64,357.84            |
| Sales and Related Occupations                              | 24,012         | 25,171         | 1,159              | 5%                   | \$40,178.35            |
| Life, Physical, and Social Science Occupations             | 23,272         | 23,879         | 607                | 3%                   | \$109,849.24           |
| Healthcare Support Occupations                             | 21,384         | 23,224         | 1,840              | 9%                   | \$35,551.33            |
| Building and Grounds Cleaning and Maintenance Occupations  | 21,380         | 21,945         | 565                | 3%                   | \$36,409.28            |
| Transportation and Material Moving Occupations             | 20,231         | 21,439         | 1,207              | 6%                   | \$42,504.38            |
| Construction and Extraction Occupations                    | 14,135         | 14,931         | 795                | 6%                   | \$61,382.64            |
| Architecture and Engineering Occupations                   | 14,063         | 14,791         | 728                | 5%                   | \$109,771.68           |
| Installation, Maintenance, and Repair Occupations          | 13,733         | 14,479         | 746                | 5%                   | \$59,213.86            |
| Personal Care and Service Occupations                      | 13,030         | 13,595         | 565                | 4%                   | \$37,425.89            |
| Community and Social Service Occupations                   | 12,900         | 13,779         | 879                | 7%                   | \$65,424.85            |
| Military-only occupations                                  | 7,627          | 8,084          | 456                | 6%                   | \$66,118.58            |
| Production Occupations                                     | 6,900          | 7,249          | 350                | 5%                   | \$55,638.69            |
| Farming, Fishing, and Forestry Occupations                 | 430            | 469            | 39                 | 9%                   | \$35,614.49            |
| <b>TOTAL</b>   | <b>787,065</b> | <b>825,401</b> | <b>38,336</b>      | <b>5%</b>            |                        |

# Top Private Sector Employers

| #  | Employer                              |
|----|---------------------------------------|
| 1  | GEORGETOWN UNIVERSITY                 |
| 2  | CHILDREN'S NATIONAL MEDICAL CENTER    |
| 3  | WASHINGTON HOSPITAL CENTER            |
| 4  | GEORGE WASHINGTON UNIVERSITY          |
| 5  | AMERICAN UNIVERSITY                   |
| 6  | GEORGETOWN UNIVERSITY HOSPITAL        |
| 7  | BOOZ ALLEN & HAMILTON INC.            |
| 8  | UNIVERSAL PROTECTION SERVICE LLC      |
| 9  | INSPERITY PEO SERVICES LP             |
| 10 | HOWARD UNIVERSITY                     |
| 11 | MEDSTAR MEDICAL GROUP LLC             |
| 12 | CATHOLIC UNIVERSITY OF AMERICA        |
| 13 | GEORGE WASHINGTON UNIVERSITY HOSPITAL |
| 14 | RED COATS                             |
| 15 | JUSTWORKS EMPLOYMENT GROUP LLC        |
| 16 | SIBLEY MEMORIAL HOSPITAL              |
| 17 | DELOITTE CONSULTING LLP               |
| 18 | HOWARD UNIVERSITY HOSPITAL            |
| 19 | MONUMENTAL SPORTS                     |
| 20 | THE WASHINGTON POST                   |

Source: DOES



# Top Occupations and Industries by Job Posting

| Occupational Group   | Unique Postings from Jan 2023 - Sep 2023 |
|--|--|
| Computer and Mathematical Occupations                      | 37,559                                   |
| Management Occupations                                     | 35,377                                   |
| Business and Financial Operations Occupations              | 25,240                                   |
| Healthcare Practitioners and Technical Occupations         | 16,843                                   |
| Office and Administrative Support Occupations              | 14,565                                   |
| Sales and Related Occupations                              | 8,996                                    |
| Food Preparation and Serving Related Occupations           | 8,879                                    |
| Arts, Design, Entertainment, Sports, and Media Occupations | 7,418                                    |
| Architecture and Engineering Occupations                   | 5,216                                    |
| Educational Instruction and Library Occupations            | 5,112                                    |
| Life, Physical, and Social Science Occupations             | 4,539                                    |
| Legal Occupations  | 4,363                                    |
| Protective Service Occupations                             | 3,694                                    |
| Installation, Maintenance, and Repair Occupations          | 3,463                                    |
| Community and Social Service Occupations                   | 2,787                                    |
| Healthcare Support Occupations                             | 2,606                                    |
| Transportation and Material Moving Occupations             | 2,516                                    |
| Building and Grounds Cleaning and Maintenance Occupations  | 2,060                                    |
| Personal Care and Service Occupations                      | 2,029                                    |
| Production Occupations                                     | 1,574                                    |
| Construction and Extraction Occupations                    | 1,329                                    |
| Military-only occupations                                  | 266                                      |
| Farming, Fishing, and Forestry Occupations                 | 78                                       |
| Unclassified Occupation                                    | 11,978                                   |
| <b>Total Across All Occupations</b>                        | <b>208,487</b>                           |

| Industry   | Unique Postings from Jan 2023 - Sep 2023 |
|--|--|
| Professional, Scientific, and Technical Services                         | 46,652                                   |
| Health Care and Social Assistance  | 18,877                                   |
| Administrative and Support and Waste Management and Remediation Services | 17,291                                   |
| Educational Services   | 12,657                                   |
| Public Administration  | 8,918                                    |
| Accommodation and Food Services  | 8,631                                    |
| Other Services (except Public Administration)                            | 7,621                                    |
| Manufacturing  | 6,995                                    |
| Finance and Insurance  | 6,621                                    |
| Information  | 5,814                                    |
| Retail Trade   | 4,290                                    |
| Construction   | 3,862                                    |
| Wholesale Trade  | 3,408                                    |
| Real Estate and Rental and Leasing                                       | 3,213                                    |
| Transportation and Warehousing   | 3,082                                    |
| Management of Companies and Enterprises                                  | 1,680                                    |
| Arts, Entertainment, and Recreation                                      | 1,337                                    |
| Utilities  | 1,146                                    |
| Agriculture, Forestry, Fishing and Hunting                               | 519                                      |
| Mining, Quarrying, and Oil and Gas Extraction                            | 250                                      |
| <b>Total Across All Industries</b>                                       | <b>208,487</b>                           |

# Top Skills by Job Posting

## Software

| Skill or Qualification                  | Unique Postings from Jan 2023 - Sep 2023 |
|---|--|
| Microsoft Office                        | 26,155                                   |
| Microsoft Excel                         | 25,820                                   |
| Microsoft PowerPoint                    | 19,129                                   |
| Microsoft Outlook                       | 11,501                                   |
| SQL (Programming Language)              | 8,183                                    |
| Python (Programming Language)           | 7,968                                    |
| Microsoft Word                          | 7,504                                    |
| Amazon Web Services                     | 7,025                                    |
| Microsoft SharePoint                    | 6,556                                    |
| Microsoft Azure                         | 5,377                                    |
| Operating Systems                       | 5,230                                    |
| Java (Programming Language)             | 5,106                                    |
| JavaScript (Programming Language)       | 5,050                                    |
| Spreadsheets                            | 5,009                                    |
| Salesforce                              | 4,807                                    |
| Microsoft Access                        | 4,349                                    |
| Dashboard                               | 4,297                                    |
| Application Programming Interface (API) | 4,205                                    |
| Linux                                   | 3,971                                    |

## Certification

| Skill or Qualification  | Unique Postings from Jan 2023 - Sep 2023 |
|---|--|
| Security Clearance  | 12,193                                   |
| Top Secret-Sensitive Compartmented Information (TS/SCI Clearance) | 10,283                                   |
| Valid Driver's License  | 9,354                                    |
| Registered Nurse (RN)   | 8,495                                    |
| Secret Clearance  | 8,489                                    |
| Basic Life Support (BLS) Certification                            | 4,995                                    |
| Top Secret Clearance  | 4,401                                    |
| Project Management Professional Certification                     | 4,185                                    |
| Cardiopulmonary Resuscitation (CPR) Certification                 | 3,341                                    |
| Certified Information Systems Security Professional               | 2,657                                    |
| Master Of Business Administration (MBA)                           | 2,484                                    |
| CompTIA Security+   | 2,165                                    |
| Advanced Cardiovascular Life Support (ACLS) Certification         | 1,639                                    |
| Certified Public Accountant                                       | 1,435                                    |
| First Aid Certification   | 1,421                                    |
| Certified Information System Auditor (CISA)                       | 1,359                                    |
| GIAC Certifications   | 1,313                                    |
| IAT Level II Certification  | 1,271                                    |
| Board Certified/Board Eligible                                    | 1,267                                    |

# Top Skills by Job Posting

## Top Specialized Skills

| Skill or Qualification        | Unique Postings from Jan 2023 - Sep 2023 |
|-------------------------------|--|
| Project Management            | 30,286                                   |
| Finance                       | 15,300                                   |
| Marketing                     | 15,160                                   |
| Auditing                      | 14,457                                   |
| Computer Science              | 14,259                                   |
| Accounting                    | 13,609                                   |
| Data Analysis                 | 13,161                                   |
| Agile Methodology             | 10,970                                   |
| Workflow Management           | 10,231                                   |
| Nursing                       | 8,693                                    |
| Procurement                   | 8,535                                    |
| SQL (Programming Language)    | 8,183                                    |
| Automation                    | 8,055                                    |
| Python (Programming Language) | 7,968                                    |
| Process Improvement           | 7,778                                    |
| Administrative Support        | 7,692                                    |
| Invoicing                     | 7,257                                    |
| Business Development          | 7,251                                    |
| Amazon Web Services           | 7,025                                    |

## Top Common Skills

| Skill or Qualification            | Unique Postings from Jan 2023 - Sep 2023 |
|-----------------------------------|--|
| Communications                    | 90,928                                   |
| Management                        | 74,002                                   |
| Operations                        | 47,795                                   |
| Leadership                        | 46,627                                   |
| Writing                           | 46,452                                   |
| Customer Service                  | 41,674                                   |
| Research                          | 38,803                                   |
| Planning                          | 37,667                                   |
| Detail Oriented                   | 33,954                                   |
| Problem Solving                   | 32,273                                   |
| Coordinating                      | 30,324                                   |
| Microsoft Office                  | 26,155                                   |
| Microsoft Excel                   | 25,820                                   |
| Presentations                     | 24,634                                   |
| Interpersonal Communications      | 22,427                                   |
| Verbal Communication Skills       | 21,856                                   |
| Microsoft PowerPoint              | 19,129                                   |
| Sales                             | 18,497                                   |
| Organizational Skills             | 18,473                                   |
| Troubleshooting (Problem Solving) | 16,052                                   |

# Summary & Implications

- The District's economic and labor market outlook looks strong.
  - Over 19,000 unemployed residents are still actively looking for jobs.
  - The Labor Force Participation Rate is lower, and the unemployment rate is higher for some population groups compared to their counterparts.
  - The job market is still very tight - There are more job openings than the number of unemployed residents- which means more opportunities.
- 
- Workforce development programs should accelerate outreach activities to attract more residents to participate in programs.
  - Provide training on skills that have high demand from employers
  - Develop training programs or integrate into existing programs based on sectors that have high job openings, better pay
  - Tailored programs for the underserved, disadvantaged population segments and/or geographic regions

# Thank You

# Appendix

# DC's Hot Jobs

- ❑ **Hot Jobs:** <https://does.dc.gov/page/washington-dcs-hot-50-jobs>
  - **Hot 50 Jobs:**  
[https://does.dc.gov/sites/default/files/dc/sites/does/page\\_content/attachments/2023%20Hot%20Jobs%2050\\_1.pdf](https://does.dc.gov/sites/default/files/dc/sites/does/page_content/attachments/2023%20Hot%20Jobs%2050_1.pdf)
  - **Hot 50 Jobs Requiring Less than a Bachelor's Degree:**  
[https://does.dc.gov/sites/default/files/dc/sites/does/page\\_content/attachments/2023%20Hot%2050%20Jobs%20for%20High%20School%20Graduates\\_0.pdf](https://does.dc.gov/sites/default/files/dc/sites/does/page_content/attachments/2023%20Hot%2050%20Jobs%20for%20High%20School%20Graduates_0.pdf)
  - **Hot 50 Jobs Requiring Less than a High School Diploma:**  
[https://does.dc.gov/sites/default/files/dc/sites/does/page\\_content/attachments/2023%20Hot%20Jobs%20Visual%20below%20GED.pdf](https://does.dc.gov/sites/default/files/dc/sites/does/page_content/attachments/2023%20Hot%20Jobs%20Visual%20below%20GED.pdf)

# Table A1

## Business and Information Technology sector recent job growth and projections for high demand, Entry-Intermediate skill occupations

| Occupation Title  | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|---|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| Payroll and Timekeeping Clerks                                | 565       | \$62,400.20            | (8%)                 | 9%                   | (2%)                 | 63                   |
| File Clerks   | 314       | \$57,337.36            | (36%)                | (10%)                | (4%)                 | 39                   |
| Interviewers, Except Eligibility and Loan                     | 518       | \$53,568.03            | (3%)                 | (26%)                | 4%                   | 72                   |
| Library Assistants, Clerical                                  | 324       | \$50,211.20            | 39%                  | (11%)                | 4%                   | 57                   |
| Receptionists and Information Clerks                          | 3,802     | \$37,664.03            | (10%)                | 1%                   | 5%                   | 563                  |
| Information and Record Clerks, All Other                      | 2,002     | \$62,434.69            | (17%)                | (12%)                | 5%                   | 253                  |
| Postal Service Mail Carriers                                  | 1,129     | \$56,804.80            | 0%                   | (0%)                 | 0%                   | 87                   |
| Shipping, Receiving, and Inventory Clerks                     | 941       | \$47,223.36            | 15%                  | 19%                  | 1%                   | 105                  |
| Data Entry Keyers   | 497       | \$46,022.15            | (10%)                | (9%)                 | (6%)                 | 61                   |
| Word Processors and Typists                                   | 202       | \$44,902.41            | (30%)                | (16%)                | (18%)                | 24                   |
| Mail Clerks and Mail Machine Operators, Except Postal Service | 726       | \$45,217.21            | (2%)                 | (18%)                | (3%)                 | 94                   |
| Office Clerks, General  | 10,496    | \$48,106.75            | (5%)                 | (15%)                | 1%                   | 1,355                |
| Office Machine Operators, Except Computer                     | 334       | \$39,874.16            | (10%)                | (7%)                 | (8%)                 | 48                   |
| Office and Administrative Support Workers, All Other          | 2,576     | \$36,714.17            | (1%)                 | 10%                  | (4%)                 | 301                  |

Source: Lightcast



# Table A2

## Business and Information Technology sector recent job growth and projections for high-demand, Middle skill occupations

| Occupation Title  | 2022 Jobs | Median Annual Earnings | 2018 - 2020<br>% Change | 2020 - 2022<br>% Change | 2022 - 2029<br>% Change | Avg. Annual Openings |
|---|-----------|------------------------|-------------------------|-------------------------|-------------------------|----------------------|
| Project Management Specialists  | 7,800     | \$106,057.28           | 13%                     | 38%                     | 7%                      | 718                  |
| Business Operations Specialists, All Other                                      | 39,842    | \$101,767.62           | 10%                     | 9%                      | 2%                      | 3,847                |
| Computer User Support Specialists   | 4,597     | \$76,164.98            | 5%                      | 9%                      | 7%                      | 411                  |
| First-Line Supervisors of Office and Administrative Support Workers             | 4,456     | \$79,147.28            | (13%)                   | (0%)                    | 5%                      | 524                  |
| Bookkeeping, Accounting, and Auditing Clerks                                    | 3,255     | \$61,200.38            | (20%)                   | (7%)                    | 8%                      | 460                  |
| Procurement Clerks  | 335       | \$59,238.76            | (13%)                   | (21%)                   | (0%)                    | 34                   |
| Human Resources Assistants, Except Payroll and Timekeeping                      | 676       | \$57,948.65            | (14%)                   | (15%)                   | (0%)                    | 77                   |
| Executive Secretaries and Executive Administrative Assistants                   | 5,772     | \$76,203.87            | (8%)                    | (6%)                    | (12%)                   | 629                  |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 14,366    | \$50,565.34            | (13%)                   | (7%)                    | (4%)                    | 1,661                |

Source: Lightcast

# Table A3

## Security and Law sector recent job growth and projections for high-demand, Entry-Intermediate skill occupations

| Occupation Title  | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|---|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| First-Line Supervisors of Protective Service Workers, All Other | 286       | \$45,531.10            | 7%                   | 38%                  | 5%                   | 30                   |
| Security Guards   | 15,637    | \$56,195.11            | (6%)                 | 5%                   | 8%                   | 2,410                |
| School Bus Monitors   | 52        | \$32,409.62            | (2%)                 | 43%                  | 25%                  | 14                   |
| Protective Service Workers, All Other                           | 241       | \$56,349.66            | (9%)                 | (7%)                 | 12%                  | 70                   |

Source: Lightcast

# Table A4

## Security and Law sector recent job growth and projections for high-demand, Middle skill occupations

| Occupation Title                                | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|---|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| First-Line Supervisors of Police and Detectives | 1,417     | \$118,643.20           | 2%                   | 3%                   | 3%                   | 100                  |
| Correctional Officers and Jailers               | 592       | \$65,809.46            | (11%)                | (20%)                | 25%                  | 82                   |
| Police and Sheriff's Patrol Officers            | 5,972     | \$78,540.43            | (2%)                 | (5%)                 | 3%                   | 510                  |
| Private Detectives and Investigators            | 75        | \$59,239.04            | (39%)                | (31%)                | 27%                  | 11                   |
| Legal Secretaries and Administrative Assistants | 2,439     | \$93,818.21            | (21%)                | (18%)                | (11%)                | 286                  |

Source: Lightcast

# Table A5

## Healthcare sector recent job growth and projections for high-demand, Entry-Intermediate occupations

| Occupation Title                    | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|-------------------------------------|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| Home Health and Personal Care Aides | 13,077    | \$34,070.83            | 1%                   | (2%)                 | 14%                  | 2,355                |
| Nursing Assistants                  | 3,425     | \$40,689.96            | (11%)                | (10%)                | 4%                   | 542                  |
| Orderlies                           | 152       | \$39,894.42            | (29%)                | (13%)                | 0%                   | 24                   |

Source: Lightcast

# Table A6

## Healthcare sector recent job growth and projections for high-demand, Middle skill occupations

| Occupation Title                                  | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|---|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| Dental Hygienists                                 | 200       | \$85,782.77            | (41%)                | (21%)                | 19%                  | 20                   |
| Clinical Laboratory Technologists and Technicians | 1,385     | \$64,575.89            | 1%                   | 3%                   | 5%                   | 108                  |
| Radiologic Technologists and Technicians          | 1,067     | \$81,930.78            | 21%                  | 49%                  | 3%                   | 63                   |
| Pharmacy Technicians                              | 874       | \$45,086.60            | (3%)                 | (1%)                 | 6%                   | 88                   |
| Surgical Technologists                            | 387       | \$64,210.59            | 9%                   | 8%                   | 1%                   | 27                   |
| Licensed Practical and Licensed Vocational Nurses | 1,382     | \$62,497.73            | (19%)                | (6%)                 | 10%                  | 136                  |
| Dental Assistants                                 | 758       | \$51,586.92            | (8%)                 | 18%                  | 10%                  | 125                  |
| Medical Assistants                                | 2,162     | \$49,093.53            | 1%                   | 0%                   | 23%                  | 404                  |
| Healthcare Support Workers, All Other             | 433       | \$55,778.10            | 7%                   | 6%                   | 11%                  | 70                   |
| Medical Secretaries and Administrative Assistants | 1,549     | \$47,134.75            | (5%)                 | 13%                  | 13%                  | 219                  |
| Medical Dosimetrists                              | 127       | \$144,315.81           | 44%                  | 113%                 | 0%                   | 7                    |
| Emergency Medical Technicians                     | 385       | \$45,861.94            | (47%)                | (17%)                | (1%)                 | 29                   |
| Paramedics  | 296       | \$63,107.34            | (10%)                | 3%                   | 2%                   | 17                   |
| Medical Records Specialists                       | 406       | \$62,061.66            | (13%)                | 3%                   | 14%                  | 38                   |
| Health Technologists and Technicians, All Other   | 870       | \$50,815.92            | (1%)                 | 0%                   | 2%                   | 64                   |

Source: Lightcast

# Table A7

## Infrastructure sector recent job growth and projections for high-demand, Entry-Intermediate occupations

| Occupation Title                                       | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|--|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| Pest Control Workers                                   | 47        | \$42,227.68            | 13%                  | (18%)                | (5%)                 | 7                    |
| Retail Salespersons                                    | 3,844     | \$35,863.15            | (30%)                | (19%)                | 3%                   | 586                  |
| Customer Service Representatives                       | 6,865     | \$47,750.14            | (8%)                 | (2%)                 | 3%                   | 1,014                |
| Meter Readers, Utilities                               | 11        | \$49,735.11            | Insf. Data           | 5%                   | 66%                  | 2                    |
| Carpenters   | 1,386     | \$62,565.07            | (16%)                | (10%)                | 3%                   | 137                  |
| Solar Photovoltaic Installers                          | 19        | \$49,709.50            | Insf. Data           | Insf. Data           | 32%                  | 3                    |
| Inspectors, Testers, Sorters, Samplers, and Weighers   | 354       | \$57,653.16            | (4%)                 | 3%                   | 14%                  | 54                   |
| Light Truck Drivers                                    | 1,107     | \$47,242.27            | (10%)                | 5%                   | 8%                   | 148                  |
| Bus Drivers, Transit and Intercity                     | 333       | \$46,599.32            | (26%)                | 31%                  | 0%                   | 44                   |
| Laborers and Freight, Stock, and Material Movers, Hand | 1,734     | \$39,086.16            | (14%)                | 0%                   | 19%                  | 311                  |
| Stockers and Order Fillers                             | 3,508     | \$36,021.09            | (2%)                 | 19%                  | 14%                  | 710                  |

Source: Lightcast

# Table A8

## Infrastructure sector recent job growth and projections for high-demand, Middle skill occupations

| Occupation Title  | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|---|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| Merchandise Displayers and Window Trimmers                            | 246       | \$31,961.65            | 5%                   | 4%                   | 17%                  | 37                   |
| Electricians  | 2,317     | \$96,416.80            | 5%                   | 20%                  | 12%                  | 292                  |
| Security and Fire Alarm Systems Installers                            | 97        | \$50,295.10            | (20%)                | 6%                   | 36%                  | 17                   |
| Bus and Truck Mechanics and Diesel Engine Specialists                 | 234       | \$56,379.64            | 1%                   | (4%)                 | 11%                  | 26                   |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 503       | \$75,422.72            | 2%                   | (6%)                 | 5%                   | 52                   |
| Maintenance and Repair Workers, General                               | 6,224     | \$48,729.55            | (4%)                 | 11%                  | 6%                   | 675                  |

Source: Lightcast

# Table A9

## Construction sector recent job growth and projections for high-demand, Entry-Intermediate occupations

| Occupation Title   | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|--|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| Brickmasons and Blockmasons                                    | 255       | \$58,474.77            | 13%                  | 44%                  | 12%                  | 30                   |
| Cement Masons and Concrete Finishers                           | 344       | \$55,500.08            | (20%)                | (22%)                | 6%                   | 35                   |
| Construction Laborers  | 2,783     | \$43,148.54            | (14%)                | (7%)                 | 9%                   | 320                  |
| Paving, Surfacing, and Tamping Equipment Operators             | 203       | \$46,924.36            | (0%)                 | 65%                  | 10%                  | 25                   |
| Operating Engineers and Other Construction Equipment Operators | 655       | \$62,679.93            | 4%                   | (4%)                 | 15%                  | 85                   |
| Drywall and Ceiling Tile Installers                            | 73        | \$55,237.14            | (26%)                | 10%                  | 0%                   | 6                    |
| Insulation Workers, Mechanical                                 | 52        | \$66,364.67            | 18%                  | 6%                   | (4%)                 | 5                    |
| Painters, Construction and Maintenance                         | 603       | \$44,458.37            | 0%                   | (5%)                 | 2%                   | 54                   |
| Plasterers and Stucco Masons                                   | <10       | Insf. Data             | Insf. Data           | Insf. Data           | Insf. Data           | 1                    |
| Reinforcing Iron and Rebar Workers                             | 37        | \$59,541.42            | (23%)                | (82%)                | (3%)                 | 3                    |
| Sheet Metal Workers  | 178       | \$76,955.59            | 4%                   | (41%)                | 6%                   | 19                   |
| Structural Iron and Steel Workers                              | 484       | \$60,991.87            | 26%                  | 83%                  | (6%)                 | 48                   |
| Helpers--Installation, Maintenance, and Repair Workers         | 205       | \$65,668.75            | (9%)                 | (31%)                | 2%                   | 25                   |

Source: Lightcast



# Table A10

## Hospitality sector recent job growth and projections for high-demand, Entry-Intermediate occupations

| Occupation Title   | 2022 Jobs | Median Annual Earnings | 2018 - 2020 % Change | 2020 - 2022 % Change | 2022 - 2029 % Change | Avg. Annual Openings |
|--|-----------|------------------------|----------------------|----------------------|----------------------|----------------------|
| First-Line Supervisors of Food Preparation and Serving Workers | 3,357     | \$48,646.24            | (16%)                | 30%                  | 23%                  | 691                  |
| Cooks, Fast Food   | 1,817     | \$34,335.47            | (12%)                | (12%)                | 1%                   | 284                  |
| Cooks, Institution and Cafeteria                               | 1,531     | \$40,489.26            | (12%)                | 13%                  | 12%                  | 272                  |
| Cooks, Restaurant  | 5,128     | \$38,785.28            | (35%)                | 25%                  | 47%                  | 1,299                |
| Cooks, Short Order   | 146       | \$37,920.35            | (57%)                | (25%)                | 50%                  | 38                   |
| Bartenders   | 4,409     | \$35,921.02            | (26%)                | 36%                  | 28%                  | 1,036                |
| Fast Food and Counter Workers                                  | 6,976     | \$35,067.61            | (31%)                | (8%)                 | 12%                  | 1,714                |
| Waiters and Waitresses   | 9,840     | \$36,352.80            | (21%)                | 20%                  | 26%                  | 2,617                |
| Food Servers, Nonrestaurant                                    | 773       | \$37,041.29            | (31%)                | 13%                  | 9%                   | 138                  |
| Dining Room and Cafeteria Attendants and Bartender Helpers     | 3,511     | \$34,922.60            | (29%)                | 37%                  | 22%                  | 817                  |
| Dishwashers  | 3,891     | \$35,525.91            | (23%)                | 27%                  | 16%                  | 806                  |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop       | 2,286     | \$35,692.46            | (29%)                | 41%                  | 27%                  | 711                  |
| Food Preparation and Serving Related Workers, All Other        | 148       | \$38,752.71            | (29%)                | 75%                  | 43%                  | 50                   |
| First-Line Supervisors of Housekeeping and Janitorial Workers  | 1,474     | \$49,362.09            | (14%)                | 15%                  | 5%                   | 181                  |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners  | 14,068    | \$35,760.05            | (11%)                | 2%                   | 3%                   | 2,063                |
| Maids and Housekeeping Cleaners                                | 5,545     | \$36,574.39            | (21%)                | 8%                   | 8%                   | 868                  |
| Ushers, Lobby Attendants, and Ticket Takers                    | 995       | \$36,274.91            | (35%)                | 76%                  | 12%                  | 317                  |
| Amusement and Recreation Attendants                            | 334       | \$32,824.31            | (23%)                | 16%                  | 24%                  | 110                  |
| Hotel, Motel, and Resort Desk Clerks                           | 950       | \$36,627.02            | (43%)                | 36%                  | 13%                  | 197                  |

Source: Lightcast

# WIOA Planning Priorities

## Leveraging Infrastructure Investments

The three pieces of Biden legislation (BIL, CHIPS, IRA), will create an abundance of new, high-quality jobs.

Take a systems-level approach to coordinate around shared goals and foster new partnership with state transportation and energy agencies. (*National Governor's Association Toolkit for State Workforce Development Policymakers*)

**Infrastructure Investment and Jobs Act: \$65 billion** in broadband infrastructure deployment. States are encouraged to consider how to leverage these investments, target them to communities most in need, implement digital equity plans, and connect underserved communities to good jobs created through these investments.

# WIOA Planning Priorities

## **Creating Helpful Incentives to Produce Semiconductors and Science Act (CHIPS) - \$52.7 billion**

To increase semiconductor production in the US. The fund includes \$39 billion in incentives for employers to increase semiconductor production and \$11 billion for research and development.

## **Inflation Reduction Act (IRA) - \$369 billion**

To fight the climate crisis. The IRA will help improve job quality in clean energy industries and incentivize the expansion of workforce training pathways into these jobs which will help lift many people into the middle class, particularly workers who have been historically underrepresented in these industries. The law includes targeted labor and workforce development standards (wage and Registered Apprenticeship targets, manufacturing and domestic content requirements for electric vehicles). Workforce areas should plan for sector-based strategies that incorporate meaningful pathways into those newly created or expanded jobs for today's workers and youth entering first jobs.

# Investments that Prepare Workers for Quality Jobs

## TEGL 07-22 Improving Job Quality

Strengthening economic self-sufficiency hinges on the ability of individuals to obtain good jobs that provide **family-sustaining wages** and advancement opportunities. Evidence-based workforce development models such as **career pathways, Registered Apprenticeships, and work-centered sector strategies** including labor management partnership training programs can increase availability of good jobs and help close the equity gap.

Different programs might play different roles in preparing a jobseeker for a good job:

- Career guidance that incorporates information about benefits
- Adult educations and literacy programs that support workers moving along career pathways
- Strong reemployment connections between unemployment insurance and workforce development programs to maximize workers' abilities to maintain income and benefits
- Career and technical education programs that provide skill credentialing
- VR programs that support access to and support in quality competitive integrated employment outcomes for individuals with disabilities.

# Data-Driven Decisions

States must assess economic and labor market information and adjust strategies for what may now be a different set of growing versus declining industries, occupations, in-demand skills and credentials.

## Investing in Youth:

A “no wrong door” youth workforce system that offers seamless access to resources, programs and wraparound services. Offer paid work experiences and coordinates with critical WIOA core partners as well as employers, sector-based industry coalitions, workforce intermediaries, labor unions and worker organizations, secondary and post-secondary education institutions, Registered Apprenticeship Program sponsors, pre-apprenticeship programs, community-based organizations, and philanthropy to advance a shared commitment to high-quality career pathways for young workers.

Further alignment and coordination between:

- Title I youth program
- Job Corps
- Title II AEFLA
- Title IV VR program

## Equity in Service Delivery and Educational Programming

States should examine population groups, particularly those identified in the LMI analysis as having higher unemployment and lower earning than the overall population and explore existing inequities with access to participation in public workforce and education programs, and outcomes in terms of employment and earnings, and placement in quality jobs.

Examine which communities and neighborhoods were particularly economically impacted during the pandemic and its aftermath to focus resources and referral networks for maximum impact.

Demonstrate how to develop education, training and career service strategies that better address and promote equity in recruitment, service design, implementation and support services to improve access and outcomes for individuals in such communities.

# Enhance Supportive Service Offerings

Services that assist individuals begin work, return to work, retain work, and advance at work not only include education, training and employment services but also include services that support individuals' personal and family needs and reduce barriers to work.

WIOA state plans require discussions of how supportive services are made available to participants, and the state planning process is an opportunity to reimagine how supportive services can change job seekers and learners' career trajectories into high-paying good jobs.

# Strategic Partnering

Strategic partners can play an essential role in refocusing state plans to address local, regional, and state-specific challenges and solutions, including strategies to improve job quality, elevate worker voice, and close equity gaps. *(the District will take a more regional approach to the state plan to expand employment and training opportunities for our residents).*



# Aligning Perkins and WIOA State Plans

## Aligning Foundational Data and Information

- Economic Analysis/State of the District
- Career Pathway Maps
- High Growth Industries and In-Demand Occupations List
- OSSE plan submission

Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

Board Member  
Overview

2024 Priorities

► State Planning

Questions

# STATE PLANNING

Establishing the Strategic Vision and Goals for the District's  
Workforce System



# Current WIOA State Plan Strategic Vision

The District's strategic vision for its workforce development system consists of the following three tenets:

- 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 participants in the workforce system, and drive the District's economic growth.
- Residents and businesses in all wards are supported by coordinated, cohesive, and integrated government agencies and partners working to help communities thrive.

# Current WIOA State Plan Goals

**Goal 1: Enhance System Alignment: District workforce development, education and social services providers will collaborate to deliver coordinated and effective services.**

Strategy - The District's workforce development, education and social services system providers (including community-based organizations (CBOs)) will develop a process and necessary tools to assess, refer, and serve individuals based on their own goals, readiness, and needs.

Strategy - The District's providers will foster an environment of collaboration by cross-training staff from organizations throughout the system.

# Current WIOA State Plan Goals

**Goal 2: Improve Community Access to Workforce and Education Services: All District residents—including people with disabilities, individuals with multiple barriers to employment and those who are underemployed—will have improved access to jobs, education, training, career information and support services necessary to advance in their career pathway.**

Strategy - The District will develop business-driven career pathway maps for high-demand occupations and industry sectors within and around the local area to provide jobseekers information on the knowledge, skills, competencies, and credentials required to secure initial employment and progress in their selected careers, as well as provide information on how to access relevant career, education, training, and support services.

Strategy - The District will provide access to programs and services through traditional and non-traditional means, including AJCs, satellite locations and virtual platforms.

Strategy - District providers will ensure residents receive appropriate case management, career navigation, and support services to remediate barriers and ensure movement along their career pathway.

# Current WIOA State Plan Goals

**Goal 3: Expand the Talent Pool for Businesses: The District’s business community, particularly those in critical sectors, will be able to access a broader pool of District talent with the skills necessary to meet businesses’ needs, and workers will be able to advance in a career pathway at businesses that hire them.**

Strategy - The District will conduct an inventory of how local workforce development entities, educational institutions, social service agencies, community-based organizations, and education and training providers communicate and engage with the business community to identify common policies, processes, and opportunities for increased coordination.

Strategy - The District will increase its capacity to provide quality work-based learning opportunities and business-driven training options that respond quickly to demand, including apprenticeships, on-the-job training, and customized training for businesses with significant hiring needs.

# Current WIOA State Plan Goals

**Goal 4: Improve Youth Services: Youth will have increased access to a coordinated education and workforce system that provides the services and support needed to prepare them for postsecondary educational success, employment and long-term career advancement.**

Strategy - The District will provide K-12 youth with career development activities and paid work-based training opportunities (e.g., apprenticeships, internships, work experience) so they become familiar with a wide range of occupational opportunities and related educational and skill requirements. The District will connect these activities to year-round services and supports.

Strategy - The District will develop services that promote postsecondary education (e.g., scholarships, dual credit courses) so youth can easily transition from K-12 to higher education.

Strategy - The District will focus attention and resources on engaging opportunity youth (those 16 to 7 who are neither in-school nor employed).

# Current WIOA State Plan Goals

**Goal 5: Increase Performance and Accountability: The DC WIC will establish, measure and regularly report progress in meeting realistic quantitative and qualitative performance goals for the District's workforce and education system.**

Strategy - The DC WIC will develop and implement common customer (i.e., jobseekers and businesses) experience and satisfaction surveys to be delivered across relevant workforce system agencies, with results captured and reported to the Board on a quarterly basis.

Strategy - The DC WIC will create standardized annual report cards on service providers across the workforce system to facilitate informed customer choices.



Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

Board Member  
Overview

2024 Priorities

► State Planning

Questions

# Partner Updates

Department of Employment Services  
Department of Disability Services  
Department of Human Services  
Office of the State Superintendent of Education



# Next Steps

## State Plan Timeline

| Date   | Activities   |
|--|--|
| December 15 <sup>th</sup>                          | Partner Plan Submissions Due                           |
| January 4 <sup>th</sup> - February 4 <sup>th</sup> | Public Comment Period                                  |
| January 17 <sup>th</sup>                           | Board Meeting for Final State Plan Review and Approval |
| January 26 <sup>th</sup>                           | IQ Review and Approval                                 |
| February 21 <sup>st</sup>                          | Board Meeting  |
| February 26 <sup>th</sup> - 29 <sup>th</sup>       | WIOA Unified State Plan Submission (uploading begins)  |
| March 4 <sup>th</sup>                              | Submission Deadline                                    |



Welcome &  
Roll Call

Agenda

Opening Remarks

Guest Speaker

Board Member  
Overview

2024 Priorities

State Planning

► Questions

# Questions



ADJOURN

