

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Workforce Investment Council**



**Responses to FY2025-2026  
Performance Oversight Questions**

**Drew Hubbard, Executive Director**

**Submission to:**

**Committee on Executive Administration & Labor  
Performance Hearing**

**Council of the District of Columbia  
The Honorable Anita Bond, Chairperson**

**February 05, 2026**

**John A. Wilson Building  
1350 Pennsylvania Ave. NW  
Suite 404  
Washington, DC 20004**

## **I. Standard Questions**

### **A. Governance and Personnel**

1. Please provide a current organizational chart for the agency, including the number of vacant, frozen, and filled positions in each division or subdivision. Include the names and titles of all senior personnel and note the date that the information was collected on the chart.
  - a. Please provide the number of divisions or bureaus within your agency, the number of staff in each division, the lead personnel of each division and their contact information, and the lead personnel's tenure in that division.
  - b. Please provide an explanation of the roles and responsibilities of each division and subdivision.
  - c. Please provide a narrative explanation of any changes to the organizational chart made during the previous year.

#### **Response**

- **1a.** Please see the attached “Q1 WIC Org Chart”.
- **1b:** The WIC is organized into two functional teams—Operations and Program. The Program team is responsible for developing and implementing strategies related to the delivery of the agency’s role and responsibilities, namely developing, strengthening, and delivering a cohesive workforce development system in the district. The Operations team is responsible for ensuring the delivery of the WIC’s work, providing the capacity to manage and monitor the agency’s budget, procurement, grantmaking, human capital, and other core functions that may be required.
- **1c:** Please note that the Deputy Director position grade 15 was reclassified to a Workforce Development Program Manager grade 14. The Resource Allocation grade 13 was reclassified to Program Analyst grade 13. The program analyst grade 12 was reclassified to data analyst grade 12.

2. Please provide a current Schedule A for the agency which identifies each position by program and activity, with the employee’s title/position, salary, fringe benefits, residency status, and length of time with the agency. Please note the date that the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract or if it is vacant or frozen. Please separate salary and fringe and indicate whether the position must be filled to comply with federal or local law.

#### **Response:** Please see attachment Q2 Schedule A

3. Please list all employees currently detailed to or from your agency. For each detailed employee, include:
  - a. The reason for the detail;
  - b. The job duties if detailed to your agency;

- c. The start date of detail;
- d. The agency the employee is detailed to/from; and
- e. The projected date of return.

**Response:** The WIC did not have any detailed employees in FY 25-26.

4. Please provide the Committee with:
  - a. A list of all employees who received or retained cellphones, personal digital assistants, or similar communications devices at agency expense in FY25 and Q1 of FY26;
  - b. A list of monthly costs for cell phones, tablets, and laptops;
  - c. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned in FY25 and Q1 of FY26;
  - d. A list of travel expenses, arranged by employee for FY25 and Q1 of FY26, including the justification for travel; and
  - e. A list of the total workers' compensation payments paid in FY25 and Q1 of FY26, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.

**Response**

- **4a:** Please see attachment 4a\_b.
- **4b:** Please see attachment 4a\_b.
- **4c:** The DC Workforce Investment Council does not have any vehicles owned or leased by the agency in FY25 and Q1 of FY26.
- **4d:** Please see attachment
- **4e:** The DC Workforce Investment Council had no workers' compensation filings or Payouts in Fiscal Year 2025 or Quarter 1 of Fiscal Year 2026.

5. Please list all memoranda of understanding (“MOU”) entered into by your agency during FY25 and Q1 of FY26, as well as any MOU currently in force. For each, indicate the date on which the MOU was entered and the termination date.

**Response:**

Name of Memoranda of Understanding	Execution Date	Termination Date
Workforce Innovation and Opportunity Act	10/1/2024	9/30/2025
MLK Library- Event Space	9/26/2024	9/26/24
Workforce Innovation and Opportunity Act	10/1/2025	9/30/2026

6. Does the agency have independent contracting authority? If so, please provide a chart detailing the active contracts the agency entered, the date the contract was entered into, dollar amount, contracting entity, contract expiration date, purpose, and option years.

**Response:** The WIC does not have independent contracting authority. Attached is a copy of a chart with all WIC's FY25-FY26 contracts.

7. Please provide a complete, up-to-date list of contract workers working directly for your agency, ordered by program and activity, and including the following information for each position:
  - a. Title of position;
  - b. Indication that the position is filled or vacant;
  - c. Date employee began in the position;
  - d. Whether the position must be filled to comply with federal or local law;
  - e. If applicable, the federal or local law that requires the position be filled;
  - f. The entity from which they are contracted; and
  - g. The contracted annual cost.

**Response:**

- 7a. Program Analyst
- 7b. This position is currently filled
- 7c. October 31, 2025
- 7d. This position must be filled to comply with federal law
- 7e. WIOA Law
- 7f. WIOA funding
- 7g. The cost of the contract is \$22,323.20

8. Please provide, for each month of FY25 and Q1 of FY26, the net number of personnel separated from and hired to the agency.

**Response**

Month	Hired	Separated
October 24	0	0
November 24	2	0
December 24	0	0
January 25	0	0
February 25	0	0
March 25	0	0
April 25	0	0
May 25	0	0
June 25	0	0
July 25	0	0
August 25	0	0
September 25	1	0
October 25	0	0
November 25	0	1
December 25	0	1
January 26	0	0

## B. Government Operations

9. Please provide a list of programs, initiatives, activities conducted by the agency in FY 25 to support the Mayor's Grow DC plan.

### **Response:**

In FY 25, the WIC advanced the Mayor's Grow DC plan by strengthening the District's sector strategy framework to ensure workforce investments support economic growth and lead to middle-class wages. Using labor market data and employer feedback, WIC reviewed priority industries to confirm that identified career pathways offered wage progression, job stability, and advancement opportunities aligned with current and projected regional demand.

As part of this effort, WIC convened sector-specific business roundtables in high-demand industries such as healthcare, information technology, construction and infrastructure, and business services. For example, healthcare roundtables with hospitals and long-term care employers informed pathways for roles such as medical assistants, patient care technicians, and licensed practical nurses. Information technology roundtables with public and private sector employers validated pathways for help desk technicians, cybersecurity analysts, and network support roles. Construction and infrastructure roundtables helped shape pathways for skilled trades, including electricians, HVAC technicians, and project support roles tied to District infrastructure investments.

The Business Engagement Unit also conducted a review and revision of wage benchmarks within established career pathways to ensure alignment with family-sustaining wages in the District. This review incorporated updated labor market data to adjust wage thresholds and progression expectations for occupations across sectors. For example, wage benchmarks in healthcare and IT pathways were updated to reflect increased demand and higher starting wages, while advancement steps were clarified to ensure participants could move beyond entry-level roles into higher-paying positions which will be reflected in the WIOA mid-cycle State Plan. For instance, certain low-wage service roles without clear advancement potential were phased out of priority pathway lists, allowing resources to be redirected toward sectors with stronger wage growth, credential value, and employer demand. These actions ensured that the District's workforce strategy remains focused on pathways that support economic mobility for residents and long-term talent needs for employers, consistent with the goals of the Mayor's Grow DC plan.

In addition to its oversight, planning, and coordination responsibilities, the WIC supports the District's participation in TalentCapital.ai, a regional, AI-enabled talent marketplace developed in partnership with the DC Deputy Mayor for Education and regional workforce and economic development partners and housed at the Metropolitan Washington Council of Governments.

As the system currently operates, TalentCapital.ai serves as a free, public-use platform that supports both employers and jobseekers across the District of Columbia, Maryland,

and Virginia. The platform pulls jobs from across DC, MD, and VA in addition to enabling employers to post open positions directly and allows jobseekers to engage with an AI career agent that provides skills-based job matching, career navigation, and access to workforce resources. Unlike traditional job boards, TalentCapital.ai does not rely solely on keyword search or third-party aggregators, but instead maintains a curated regional job inventory and matches candidates to opportunities based on transferable skills and experience. The platform also supports engagement in more than 100 languages, expanding access for multilingual communities across the region.

From a governance and system-alignment perspective, the platform provides the WIC and its partners with early visibility into regional hiring activity, job demand signals, and emerging skill needs. These insights complement traditional labor market information and employer engagement efforts and help inform sector strategies, training alignment, and workforce planning across jurisdictions.

Looking ahead, TalentCapital.ai has the potential to evolve into a core component of the region's workforce infrastructure. As the system matures, it can further support alignment between employer demand, training investments, and career pathways by enabling stronger linkages between job postings, skills requirements, and workforce programs. Over time, this evolution would enhance the WIC's ability to support data-informed planning, reduce duplication across systems, and promote a more coordinated, one-door experience for employers and workers navigating the regional labor market.

The data and insights from the District's Education through Employment Data System will also shed light on the impact of workforce training on participants' career outcomes, supporting oversight and investment focused on training that aligns to employer needs and leads to jobs offering a living wage. The system includes information on workforce training funded by multiple agencies with whom the WIC currently partners including University of the District of Columbia, Department of Employment Services, Office of the State Superintendent of Education, and Department of Human Services

10. Please provide a chart of agency programs conducted during FY25. Include the following:
  - a. Initiation date
  - b. Number and grade of FTEs assigned;
  - c. Program manager;
  - d. Total budget expenditure for the program (e.g. FTE salaries, materials, etc.); and
  - e. Outcomes from implementation (e.g. policy changes, program continuation, public support comments, etc.)

**Response:**

Initiation Date	Number and Grade of FTEs Assigned	Program Manager	Total Budget Expenditure	Outcomes
July 2025	4 – FTEs Grades 13, 14, and the One Stop Operator	Deborah Russell	Materials: \$1,000	<p><b>Plan to Pivot Program</b></p> <ul style="list-style-type: none"> <li>The Plan to Pivot program was developed in response to the mass layoff of federal workers that began in January 2025. The goal was two-fold – 1) To provide in-person workshops to help federal workers impacted by layoffs with guidance for transitioning from public sector work to competing for private sector jobs and 2) Upskill the District's workforce professionals in the American Job Centers on working with mid-career and seasoned professionals with competitive income commensurate to their area of expertise, ensuring front-line workers understand their profile, the industry and the tools they should use to assist federal workers connect to employment opportunities.</li> <li>The WIC created a 7-module series of workshops that focused on understanding the profile of the federal worker, understanding the industry of federal work, preparing mindset for the shift impacting federal workers, networking using LinkedIn, using AI to create resumes.</li> </ul> <p><b>Outcomes – Federal Worker Workshops:</b></p> <ul style="list-style-type: none"> <li>The WIC, in partnership with MLK Library (where workshops were delivered), hosted three workshops two days a week for the months of July, August and September. With limited marketing, the WIC received 90 workshop residents.</li> <li>6 participants are taking PMP through a partnership with DOES and Build Within. The WIC is tracking this cohort including class completion, credential attainment and employment. Through the partnership with BuildWithin a total of 26 participants were served.</li> </ul>

Initiation Date	Number and Grade of FTEs Assigned	Program Manager	Total Budget Expenditure	Outcomes
				<p><b>Outcome – Federal Worker Training for Staff</b></p> <ul style="list-style-type: none"> <li>• The WIC hosted 6 trainings for front-line workers delivering services in AJCs.</li> <li>• Over 150 staff were trained including the following agencies (this includes KRA that sent 5-6 of their staff to be trained) <ul style="list-style-type: none"> <li>○ DDS</li> <li>○ DOES</li> <li>○ DHS</li> <li>○ OSSE</li> <li>○ DCHA</li> <li>○ UPO</li> <li>○ NCBA</li> <li>○ Potomac Job Corps</li> </ul> </li> <li>• The modules were shared with the District's regional partners in Virginia and Maryland</li> </ul>
November, 2023	14- MSS	Deborah Russell	\$13,000	<p>The Workforce Investment Council has been hosting quarterly Community of Practice meetings since 2023. The purpose of the COP is to bring workforce professionals across the districts that deliver workforce-related programs and services together to learn about services that benefit their clients, share best practices, discuss common challenges, request support in service delivery, receive workforce training and briefings.</p> <p>In 2025, the WIC delivered 4 COPs that focused on:</p> <ul style="list-style-type: none"> <li>• Status of state plan efforts and their role in supporting those efforts</li> <li>• Briefing on the state of the federal workforce including receiving training on the modules developed</li> <li>• Presentation on customer service skills</li> <li>• Presentation from COP members (i.e. Jubilee Jobs presented on their success in placing their clients into employment)</li> </ul>

Initiation Date	Number and Grade of FTEs Assigned	Program Manager	Total Budget Expenditure	Outcomes
				<ul style="list-style-type: none"> <li>On average, COPs include 20-25 participants</li> <li>COPs were held in February, May, August, November at the OSSE Eleanor Holmes Norton Center.</li> </ul>
<b>May 2025</b>	2- Grade CS 14 and MSS 14	Deborah Russell	\$26,000	<p>The WIC's Performance and Impact team successfully completed the American Job Center certification.</p> <p><b>Under the Workforce Innovation and Opportunity Act (WIOA),</b> the primary guidance for the certification of American Job Centers (AJCs) is <a href="#">TEGL 16-16</a>, titled "One-Stop Operations Guidance for the American Job Center Network". <b>Certification is required every three years.</b></p> <ul style="list-style-type: none"> <li>The WIC assembled a team that reviewed two applications <ul style="list-style-type: none"> <li>Department of Employment Services</li> <li>University of the District of Columbia</li> </ul> </li> <li>The Team included: <ul style="list-style-type: none"> <li>Portia Bates, Performance and Compliance Manager and project lead; Kunta Bedney, Board member; Rishan Habte, One Stop Operator; Seena Foster, Title VI Consulting; a member of DDS/RSA; Deborah Russell as program lead (Deborah Russell did not participate in the review and creation of the final Certification Report)</li> </ul> </li> <li>The team conducted in-person audits of the three American Job Centers <ul style="list-style-type: none"> <li>Minnesota Avenue (Comprehensive Center)</li> <li>899 North Capitol (NE Center)</li> <li>2230 Shannon Street (SE Center)</li> <li>UDC Upper Northwest Campus</li> </ul> </li> </ul>

Initiation Date	Number and Grade of FTEs Assigned	Program Manager	Total Budget Expenditure	Outcomes
				<ul style="list-style-type: none"> <li>Applicants received briefing on the application review process including an in-person review.</li> <li>Review team produced a report based on assessing the 3 American Job Centers and presented their findings to the Board.</li> <li>The Board provided conditional approval of the certification on the condition that DOES would produce a Corrective Action Plan addressing the report. The deadline for submitting a Corrective Action Plan was June 19<sup>th</sup>.</li> </ul> <p>Key certification requirements outlined in this and related guidance include:</p> <ul style="list-style-type: none"> <li><b>Mandatory Certification:</b> Local Workforce Development Boards (LWDBs) must certify their comprehensive and affiliate AJCs at least <b>once every three years</b>.</li> <li><b>Certification Criteria:</b> State Workforce Development Boards must establish objective criteria and procedures for this certification, ensuring a minimum level of quality and consistency in services.</li> <li><b>High-Quality Standards:</b> AJCs are expected to reflect the characteristics of a high-quality center as described in <b>TEGL 04-15</b>, which provides the overall vision for the one-stop delivery system.</li> </ul> <p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>The WIC is still waiting for a response to the Corrective Action Plan.</li> <li>The WIC is providing technical assistance to UDC who is seeking to establish an American Job Center Community Access Point on their Northwest Campus. It will require Board approval prior to finalizing the plan to move forward.</li> </ul>

Initiation Date	Number and Grade of FTEs Assigned	Program Manager	Total Budget Expenditure	Outcomes
<b>May 2025</b>	1 CS Grade 13	Deborah Russell	\$90,000	<p>The goal of the Expenditure Guide is to provide transparency in government spending and measure the impact of all District-funded workforce development and adult education activities to inform continuous improvement strategies.</p> <p>The DC Workforce Investment Council (WIC) is required to develop and update this report annually under <a href="#">D.C. Official Code § 32-1622</a>.</p> <p><b>Outcome:</b></p> <ul style="list-style-type: none"> <li>2024 Program and Budget outcomes are complete and reflected in the 2024 Expenditure Guide. The WIC produced and Executive Summary, highlighting agency expenditure and program outcomes.</li> </ul>
<b>October 2025</b>	WIC Staff	Deborah Russell	\$55,000	<p>The Workforce Innovation and Opportunity Act (WIOA) Mid-cycle Plan Modification is a federally mandated update to a state's four-year strategic and operational workforce plan, TEGL 04-23. It ensures that the state's workforce development system remains aligned with current economic conditions and administrative priorities midway through its implementation cycle.</p> <p><b>Required Elements</b>  States must update their plans to reflect the following changes:</p> <ul style="list-style-type: none"> <li>Labor Market and Economic Conditions: Significant shifts in the local or regional economy.</li> <li>Performance Goals: Negotiated performance levels for the remaining two years of the plan.</li> <li>Administrative &amp; Legal Changes: Substantial changes in federal or state law, policy, or organizational structure</li> </ul>

Initiation Date	Number and Grade of FTEs Assigned	Program Manager	Total Budget Expenditure	Outcomes
				<p>(e.g., changes to State Workforce Development Board membership).</p> <ul style="list-style-type: none"> <li>• Strategic &amp; Operational Alignment: Integration of new initiatives, such as the Carl D. Perkins Career and Technical Education programs or support for specific populations like SNAP recipients and migrants.</li> </ul> <p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Board was briefed on the economic and labor market analysis that included updated industries, impact of federal layoffs and expanding data to include regional labor market impacts.</li> <li>• AJC Partner Core and Required Partners were briefed in October on the guidelines and timeline for updating or modifying their sections of the plan that also address the guidance received by the Department of Labor.</li> <li>• All agencies were required to complete their submissions by January 16<sup>th</sup>. The WIC will review submissions and will be prepared to post the draft for public comment in February 2026.</li> <li>• Submission to DOL is March 2026</li> </ul>

11. Please provide a chart showing the agency's program priorities for FY25 and FY26.

Include the following:

- Staffing numbers;
- Expenditure;
- Community outreach activities; and
- Measurable outcomes or metrics associated for each priority.

**Response:**

**WIC Program Priorities for FY25 and FY26**

Priority	Staffing Numbers	Expenditure	Community Outreach Activities	Measurable Outcomes
AJC Certification	1 MSS Grade 14	None	None	<ul style="list-style-type: none"> <li>Establish American Job Center – Community Access Point (upon Board approval)</li> </ul>
Midcycle State Plan	WIC Staff MSS Grade 14 (2), CS, 13, 12	\$20,000	<ul style="list-style-type: none"> <li>Draft Plan will be posted for public comments in February 2026</li> </ul>	<ul style="list-style-type: none"> <li>State Plan is uploaded on time.</li> </ul>
One Stop Operations	MSS 14	\$200,000	<ul style="list-style-type: none"> <li>The One Stop Operator is responsible for identifying and coordinating CBOs to link their services to customers that utilize the American Job Centers. Using a referral system, they are connected and available to receive request for wrap around and supportive service assistance.</li> </ul>	<ul style="list-style-type: none"> <li>The WIC recently purchased a new and streamlined referral platform (Unite Us). Agencies have been briefed and AJC front-line staff were trained on January 23, 2026. The platform goes live on January 27<sup>th</sup>. The One Stop Operator and WIC will monitor adoption, usage, trends in supportive service needs.</li> <li>Ensure that CBOs on our list of 150 are using Unite Us as their primary platform to refer their customers and accept customers from AJCs.</li> </ul>
Unite Us Referral Platform	1 –MSS 14 primary leads 23 – front-line workers using that have licenses	\$20,000	<ul style="list-style-type: none"> <li>Encourage CBOs on OSO/WIC list participate in the platform and identify additional CBOs in the District that provide workforce development-related services.</li> <li>Expand the platform to include training providers, Adult Education contractors and other CBOs</li> </ul>	<ul style="list-style-type: none"> <li>AJC Partners are complying with using the platform for referral processes.</li> <li>80% of CBOs on the OSO/WIC list are connected to the platform.</li> <li>All training providers receiving federal funds use the platform to refer participants to supportive services.</li> </ul>

Priority	Staffing Numbers	Expenditure	Community Outreach Activities	Measurable Outcomes
			offering supportive services.	
Annual Report	MSS 14, 15	\$14,000	<ul style="list-style-type: none"> <li>• Annual report will be presented at the quarterly Community of Practice meeting in 2026</li> <li>• WIC will post the report on their website for the general public, regional workforce partners, researchers, policymakers</li> </ul>	<ul style="list-style-type: none"> <li>• WIC will present their inaugural Annual Report reflecting the accomplishments of AJC Workforce Partners. Annual report will be ready in May.</li> <li>• Board will receive a presentation on the report.</li> </ul>
DC Workforce Summit	MSS 14, CS 14, CS 11	\$40,000	None – This summit is a closed training for workforce development professionals	<ul style="list-style-type: none"> <li>• Finalize framework for Summit</li> <li>• Deliver a successful conference based on survey feedback.</li> </ul>
Expenditure Guide	CS 13	No budget associated with this project	<ul style="list-style-type: none"> <li>• Findings from the 2025 Expenditure Guide will be posted on the WIC website for the public.</li> <li>• Community of Practice participants will receive a briefing.</li> </ul>	<ul style="list-style-type: none"> <li>• Expenditure Guide is submitted on time based on timeline,</li> <li>• Findings from data submission is used to create recommendations. The WIC will facilitate continuous improvement action plans for agencies. The goal is to improve program delivery and expenditures.</li> </ul>
Policy Development	CS14 MSS 15, 14	No budget associated with this project	None	<ul style="list-style-type: none"> <li>• Finalize the updating of all WIOA policies. The WIC has established a Policy Working Group that includes DOES and WIC staff to write, review and manage the process of policy updates. The deadline is to have all policies complete by March 2026.</li> </ul>

Priority	Staffing Numbers	Expenditure	Community Outreach Activities	Measurable Outcomes
Agency partner and CBO program integration	CS 13	Community outreach and engagement	<ul style="list-style-type: none"> <li>• Connecting with CBO activities and efforts</li> <li>• Reviewing programs and efforts to determine success, redundancy with other CBO efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Work with Data Analyst to review findings of Expenditure Guide and assist with facilitating recommendations and continuous action plan for agencies requiring improvements.</li> <li>• Partner with Data Analyst on individual meetings with agencies to discuss findings and next steps on improvements.</li> <li>• Agencies adopt continuous improvement plan</li> <li>• Evidence of increased integration and program improvements in 2027 and 2028</li> <li>• Increase in CBO integration evidenced through participation in Unite Us referral platform.</li> </ul>
Employer Relationship Expansion & Retention	MSS 14	\$4,400	<ul style="list-style-type: none"> <li>• Consistently conduct employer meetings across all high-demand sectors</li> <li>• Targeted outreach to anchor, mid-sized, and small/local employers</li> <li>• Participation in employer roundtables, industry briefings, and sector convenings</li> </ul>	<ul style="list-style-type: none"> <li>• # of employer meetings conducted (monthly &amp; annually)</li> <li>• # of actively engaged employers (target: 175 by Q4 FY26)</li> <li>• % of employers with repeat engagement</li> <li>• # of employers participating in multiple engagement activities</li> </ul>
Sector-Based Engagement & Industry	MSS 14 and CS 13	\$40,000 (4 convenings)	<ul style="list-style-type: none"> <li>• Host sector-specific roundtables and listening sessions</li> </ul>	<ul style="list-style-type: none"> <li>• # of sector convenings held</li> <li>• # of employers participating in sector activities</li> </ul>

Priority	Staffing Numbers	Expenditure	Community Outreach Activities	Measurable Outcomes
Convenings (in-person)			<ul style="list-style-type: none"> <li>Convene employers to validate hiring needs and skill requirements</li> </ul>	<ul style="list-style-type: none"> <li>Employer feedback collected and incorporated into planning</li> </ul>
Regional Employer Engagement	MSS 15, 14	\$2,500	<ul style="list-style-type: none"> <li>Outreach to employers across the DC–MD–VA region</li> <li>Participation in regional workforce discussions and partnerships</li> <li>Alignment with regional workforce boards and intermediaries</li> </ul>	<ul style="list-style-type: none"> <li># of regional employers engaged</li> <li># of regional partnerships established</li> <li># of employers participating in cross-jurisdictional initiatives</li> </ul>
ETPL Expansion & Outreach	CS 13	n/a	<ul style="list-style-type: none"> <li>Direct outreach to new and inactive training providers ETPL informational sessions for prospective providers</li> <li>Employer-validated recruitment of training programs aligned to demand</li> </ul>	<ul style="list-style-type: none"> <li># of training providers contacted</li> <li># of new providers recruited and approved</li> <li># of employer validations secured for ETPL programs</li> <li>Increase in active ETPL providers by sector</li> </ul>
Employer Listening & Feedback Mechanisms	MSS 14 and CS 13	n/a	<ul style="list-style-type: none"> <li>Virtual employer listening sessions</li> <li>Employer satisfaction and engagement surveys</li> <li>One-on-one feedback during employer meetings</li> </ul>	<ul style="list-style-type: none"> <li># of employers providing feedback</li> <li>Employer satisfaction survey response rate</li> <li>Identified themes incorporated into policy, sector, or ETPL decisions</li> </ul>
Communications & Visibility (WIC Newsletter)	CS 12	\$2000	<ul style="list-style-type: none"> <li>Quarterly WIC newsletter highlighting business engagement activity</li> </ul>	<ul style="list-style-type: none"> <li># of newsletters published</li> <li>Open and click-through rates</li> <li># of employers and partners reached</li> </ul>

Priority	Staffing Numbers	Expenditure	Community Outreach Activities	Measurable Outcomes
			<ul style="list-style-type: none"> <li>• Employer, training provider, and partner spotlights</li> <li>• Promotion of sector events and engagement opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Inbound engagement generated from newsletter outreach</li> </ul>

12. Please provide a copy of your agency's approved FY26 performance plan as submitted to the Office of the City Administrator, including approved goals, objectives, timelines, planned programs and projects, anticipated FTE allocation and expenditure, and metric outcomes to be analyzed.

**Response:** Please see attachment Q 12 WIC's FY26 Performance Plan.

13. Please provide a copy of the agency's FY25 Performance Accountability Report of strategic objectives, indicate if key performance indicators were met, and with which other government agency the report filed.

**Response:** Please see attachment Q 13 WIC's FY25 Performance Accountability Report.

14. Describe problems and challenges, including chronic maintenance issues and design flaws, in agency-owned or leased facilities.

**Response:**

The DC WIC operates in a leased facility, and overall building conditions have not presented significant operational challenges. The primary facilities-related issues experienced during the reporting period were intermittent heating, cooling, and ventilation concerns, which at times affected indoor comfort and workspace conditions. These issues are typical of aging building systems and were addressed through coordination with the building management as they arose. Outside of HVAC-related matters, the agency did not experience chronic maintenance issues that materially disrupted operations or service delivery.

15. Please provide the following information regarding capital projects:

- A list of all capital projects in the financial plan.
- For FY23, FY24, FY25, and Q1 of FY26 an update on all capital projects under the agency's purview, including a status report on each project, an explanation of any delays, the timeframe for project completion, the amount budgeted, actual dollars spent, and any remaining balances, to date.
- An update on all capital projects planned for FY26, FY27, FY28, and FY29.

**Response:** The WIC does not have any capital projects for FY23, FY24, FY25, and Q1 of FY26. The WIC does not manage, oversee, or receive capital funding allocation for construction, renovation or infrastructure projects.

16. A description of whether the capital projects begun, in progress, or concluded in FY23, FY24, FY25, or Q1 of FY26, had an impact on the operating budget of the agency. If so, please provide an accounting of such impact.

**Response:** The WIC does not have any capital projects for FY23, FY24, FY25, and Q1 of FY26.

17. What capital or operating projects arose from these issues in FY25 and FY26, including cost and actions taken?

**Response:** The WIC does not have any capital projects for FY23, FY24, FY25, and Q1 of FY26.

18. Please provide the number of FOIA requests for FY25 and Q1 of FY26, that were submitted to your agency. Include the number granted, partially granted, denied, and pending. In addition, please provide the average response time, the estimated number of FTEs required to process requests, the estimated number of hours spent responding to these requests, and the cost of compliance.

**Response:** The WIC has not received any FIOA requests in FY25-26.

19. If there are any boards or commissions associated with your agency, please provide a chart listing the names, confirmation dates, terms, wards of residence, and attendance of each member. Include any vacancies. Please also attach agendas and minutes of each board or commission meeting in FY25 and Q1 of FY26, if minutes were prepared. Please inform the Committee if the board or commission did not convene during any month.

**Response:** Please see attachments.

20. Please provide a list of any additional training or continuing education opportunities made available to agency employees. For each additional training or continuing education program, please provide the subject of the training, the names of the trainers, and the number of agency employees that were trained.

**Response:** During FY25, the WIC supported staff participation in several required and supplemental professional development and continuing education trainings. These included cybersecurity awareness training; racial equity and inclusion training; and mandatory sexual harassment prevention training. In addition, five staff members participated in Project Management Professional (PMP) preparatory training and are scheduled to sit for the PMP certification examination. Collectively, these trainings strengthened staff capacity in information security, equity-centered policy implementation, workplace compliance, and project and grant management, supporting

the Council's oversight, coordination, and strategic planning responsibilities.

21. Please describe the agency's customer feedback and public engagement. How does the agency solicit feedback from members of the public (i.e., District residents served)? What has the agency learned from this feedback?

**Response:** The WIC solicits customer feedback and public input through multiple structured engagement mechanisms. The WIC regularly publishes reports (annual report and expenditure guide), plan (WIOA State Plan), and policy updates on its website to promote transparency and invite stakeholder review. In addition, the WIC convenes listening sessions with District agencies and community-based organizations, conducts communities of practice with business members, community-based organizations, and education partners, and provides comprehensive reports and briefings to the Board to inform oversight and strategic decision-making.

While the WIC is not a resident-facing agency, it intentionally centers stakeholder experience by learning from its system partners who directly serve District residents and employers. Through this engagement, the WIC has learned that residents often encounter multiple entry points into the workforce system, which can be confusing to navigate. The WIC has also heard from employers that multiple agencies frequently conduct outreach around similar employment needs, creating a perception of duplication.

As a result, the WIC uses this feedback to strengthen coordination across agencies, reduce redundancy in workforce initiatives, and promote greater system alignment to improve the experience for residents, employers, and training providers.

## C. Data

22. In filterable and sortable spreadsheet, please list all electronic databases maintained by your agency, including the following:

- a. A detailed description of the information tracked within each system;
- b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
- c. Whether the public can be granted access to all or part of each system.

**Response:**

Database Name	Date Acquired (Age)	Public Access (Y/N)
Tableau	June 2024	N
Career Edge	June 2024	Y
MyJourney DC	Sept. 2021	Y
Unite US	Sept. 2025	Y
Atlas	Sept. 2025	Y

## **My Journey DC**

My Journey DC is a free, comprehensive workforce development platform designed to connect District residents with career, training, and education services. Managed in partnership with the DC Workforce Investment Council and powered by PAIRIN technology, it serves as a central hub for navigating the city's employment landscape. The platform was open to the general public for a time and connected to the OSSE Career Coach platform. The WIC had been using this platform for over three years and was especially useful during COVID. This system was able to be used to track customers seeking supportive services and other programmatic services. In addition, the platform was used as a case management tool for the Career Coach DC program. In 2025, the WIC concluded their contract with PAIRIN. The platform did not meet the business needs of the agency. In addition, the company went through a merger and their strategic priorities did not align with the direction the WIC is going in with identifying platforms that meet their business needs

## **Unite Us**

Unite Us platform is used to refer customers to programs and services for which an agency does not offer. AJC Partner agency front-line workers have licenses to access the platform when working with a customer requiring other services. CBOs have free licenses to post their organization and the services they offer. When registered to platform, CBOs agree to provide trend data on referrals, services requested and demographic information.

The WIC will track:

- Number of agencies using the platform for referrals
- Number of referrals
- Number of accepted referrals
- Number of denied referrals
- Trends in services requested
- Demographic information

## **Career Edge**

This platform is used for agencies to submit their annual budget and program data for assembling the Expenditure Guide along with WIOA reporting, and the ETPL application. The platform tracks:

- Number of agencies completing their submission
- Program performance data (i.e. enrollment, completions, etc.)
- Budget performance data
- Data integration and analysis

## **ATLAS**

This platform will serve as the centralized platform for managing all ETPL data and application workflows for the WIC and DOES. It is designed to facilitate seamless operations from start to finish, including:

- Maintaining comprehensive records of training providers, applications, supporting documents, MOUs, program details,

industry sectors, tuition/fees, credentials offered, and performance history.

- Track multi-step routing and approval processes (Initial Review, Administrative Review, WIC Board Conditional Approval, DOES Review) with automated alerts for deadlines and overdue actions.
- Provide real-time dashboards and customizable reports for workflow status, program summaries, performance metrics uploading, and agreement tracking.
- Can generate an exportable, web-ready list of approved training programs for public access.
- Track regulatory requirements, expiration dates for agreements, and performance thresholds, with automated notifications for renewals and compliance alerts.

23. Provide a list of all publications, brochures and pamphlets prepared by or for the agency during FY25 and Q1 of FY26. Please provide copies.

**Response:** During FY25 and Q1 of FY26, the WIC did not produce standalone brochures or pamphlets. Instead, the agency developed and disseminated publications, briefing materials, and stakeholder-facing engagement tools to support workforce system alignment, employer engagement, and regional coordination. These materials included:

- Business Roundtable Briefing Materials (FY26) – Digital agendas, issue briefs, presentation decks, and discussion guides prepared for sector-based Business Roundtables convened to engage employers, industry partners, and workforce stakeholders on hiring needs, skills gaps, and workforce solutions in high-demand industries.
- Plan to Pivot Strategy and Outreach Materials – Presentations, planning documents, and stakeholder briefings developed in response to federal workforce downsizing, outlining career transition, reskilling, and rapid reemployment strategies for displaced workers.
- Talent Capital AI Outreach and Engagement Materials in partnership with the DME – Digital briefings, demonstrations, and planning materials used to engage regional partners and employers in aligning workforce strategies, identifying high-demand industries, and developing career transition pathways supported by data and employer input.
- Workforce Planning and Policy Briefs – Digital summaries and briefing documents supporting implementation of the DC WIOA State Plan, sector strategies, and system alignment efforts.
- Board and Committee Materials – Reports, presentations, and public meeting materials prepared for WIC Board and committee meetings in support of governance, transparency, and oversight.

24. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or contracted for during FY25 and Q1 of FY26. Please state the status and purpose of each. Please submit a hard copy to the Committee if the study, research paper, report, or analysis is complete.

**Response:** During FY25 and Q1 of FY26, the WIC prepared and supported the following studies, analyses, and planning efforts to advance workforce system alignment, economic responsiveness, and employer-driven solutions:

- **DC WIOA State Plan – Mid-Cycle Economic and Data Analysis Report**
  - **Purpose:** To assess labor market trends, economic conditions, sector demand, wage progression, and workforce outcomes to inform updates to the DC WIOA State Plan.
  - **Status:** Ongoing scheduled completion April 2026
  - **Focus:** Supports federal compliance and alignment of workforce investments with labor market demand.
- **Plan to Pivot: Workforce Transition Strategy in Response to Federal Layoffs**
  - **Purpose:** To analyze the impact of federal workforce downsizing and develop career transition and reskilling strategies aligned with high-demand industries and regional employer needs.
  - **Status:** Ongoing
  - **Focus:** Guides cross-agency coordination, sector prioritization, and workforce investment decisions.
- **Business Roundtable Insights and Employer Feedback Analysis (FY26)**
  - **Purpose:** To capture and synthesize employer input gathered through sector-based Business Roundtables regarding workforce demand, skills gaps, credential alignment, and hiring challenges.
  - **Status:** Ongoing
  - **Focus:** Ensures employer-driven planning and continuous refinement of sector strategies to advance quality training programs and career outcomes for district residents.
- **Talent Capital AI-Supported Workforce Alignment and Career Transition Planning**
  - **Purpose:** To support more seamless connections between jobseekers and employers and outreach to regional partners and employers to align workforce strategies, identify high-demand industries, and develop data-informed career transition pathways for workers, including those impacted by economic shifts and federal layoffs.
  - **Status:** Ongoing

- **Focus:** Strengthens regional system alignment, employer engagement, and coordinated workforce responses across jurisdictions to create a one-door approach for individuals directly impacted and a comprehensive, real-time job board for the region.
- **Sector Strategy and Career Pathway Analyses**
  - **Purpose:** Ongoing review of industry demand, wage progression, and credential value to ensure workforce pathways lead to sustainable, middle-class employment.
  - **Status:** Ongoing
  - **Focus:** Informs training prioritization and investment decisions for education to employment opportunities.
- **Workforce System Investment Expenditure Reviews**
  - **Purpose:** Analysis of program performance, employment outcomes, and return on investment across workforce-funded initiatives.
  - **Status:** Publish date March 1, 2026
  - **Focus:** Supports accountability, continuous improvement, and oversight.

## D. Laws, Audits, and Reports

25. Please list any legislation that impacts your agency from the prior two fiscal years and provide a status report on the agency's implementation related to each piece of legislation.

**Response:** The Workforce Innovation and Opportunity Act (WIOA) is a landmark federal law signed in 2014 designed to strengthen the U.S. public workforce system. Its primary goal is to help job seekers- particularly those with significant barriers to employment- access the education, training, and support services needed to succeed, while helping employers hire and retain skilled workers.

**Status:** Agency partners provide a quarterly report to the One Stop Operator who shares program outcome results with WIC leadership.

Due to substantial changes in the administration which took place after workforce areas submitted their 4-year plan, the District had to course correct to address mass federal layoffs, the impact it was having on small businesses and our residents and workers across the region. Our focus became helping federal workers transition to new employment.

The WIC is working with both core and required agency partners responsible for delivering services in the American Job Centers, on the mid-cycle state plan. Under the Workforce Innovation and Opportunity Act (WIOA), states are required to submit a comprehensive four-year plan to receive federal funding for core programs. The mid-cycle plan, formally known as a two-year modification, is a mandatory update submitted

at the end of the first two years of that four-year period.

26. Please identify any legislative changes that would enable the agency to better meet its mission.

**Response:** We will work with the DME and the administration to determine whether legislation is needed to enable the agency to better meet its mission. At such times, the WIC would work with DME to draft and introduce that legislation.

27. Please list all reports or reporting currently required of the agency in the District of Columbia Code or Municipal Regulations. Indicate the following:

- a. Report due date;
- b. If the agency complied;
- c. Date of actual transmittal; and
- d. To which entity the reports were filed.

**Response:**

<b>District of Columbia Code or Municipal Regulations</b>	
<b>Required Reporting</b>	§ 32-1603. Workforce Investment Council. the District's annual report and WIOA State Plan as required under section 136(d) of the Federal Workforce Innovation and Opportunity Act
<b>Status</b>	The WIOA Mid- Cycle State Plan is scheduled to be submitted on or before April 30, 2026, to ensure that the District remains in compliance with federal workforce regulations and continues to implement effective workforce development strategies. The responsibility for the District's Annual Report has historically been managed by the Department of Employment Services (DOES). The Annual report will enhance transparency and coordination across agencies. The next Annual Report is scheduled for submission by DC WIC in June 2026.
<b>Required Reporting</b>	§ 32-1607. Training services criteria and performance accountability. The WIC shall publish annual report cards for each eligible training provider that include performance data and cost information in a manner that helps enhance customer choice in selecting training services.
<b>Status</b>	WIC submits quarterly training provider performance reports to the Department of Employment Services and the U.S. Department of Labor (DOL), ensuring regular monitoring and accountability of service providers. In addition to these quarterly reports, a final comprehensive training provider performance report will be submitted in September 2026. This report will provide stakeholders with a detailed evaluation of training provider effectiveness, supporting informed decision-making for job seekers and policymakers.

<b>Required Reporting</b>	§ 32-1622. Workforce Development System Expenditure Guide.
<b>Status</b>	The FY25 Workforce Expenditure Guide was completed and disseminated among partners and agency leaders. This report plays a critical role in enhancing financial accountability and program oversight, offering a comprehensive analysis of workforce funding allocations and their impact. By providing key financial insights, the guide assists in strategic decision-making to improve the efficiency and effectiveness of workforce programs.

28. Please list all pending lawsuits in which the agency, or its officers or employees acting in their official capacities, are named as defendants, and for each case provide the following:

- a. The case name;
- b. Court where the suit was filed;
- c. Case docket number;
- d. Case status; and
- e. A brief description of the case

**Response:** The WIC does not have any pending lawsuits in FY25 and Q1 of FY26.

29. Please list the total amount of money the agency or the District, on behalf of the agency, expended to settle claims against it, or its officers or employees acting in their official capacities, in FY 25 and FY 26, to date.

**Response:** The WIC does not have any pending lawsuits or claims in FY25 and FY 26, to date

30. Please list each settlement the agency or the District, on behalf of the agency, entered in FY 25 and FY 26 to date that involved claims against the agency, or its officers or employees in their official capacity, including any settlements covered by D.C. Code § 2-402(a)(3). For each settlement, provide:

- a. The amount of the settlement,
- b. If related to litigation, the case name and brief description;
- c. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).

**Response:** The WIC does not enter into any settlements in FY25 and FY 26, to date.

31. Please describe the agency's procedure for handling allegations of workplace harassment during FY25 and Q1 of FY26. Indicate the following:

- a. Date of offense;
- b. Whether the parties report to the same supervisor;
- c. The findings of substantiation or non-substantiation; and
- d. What official action was taken.

**Response:**

- **31a.** October and November 2025.
- **31b.** The employees involved do not all report to the same supervisor.
- **31c.** The matter is ongoing.
- **31d.** The matter is ongoing.

32. Please describe the agency's handling of sexual harassment claims received during FY25 and Q1 of FY26. Indicate the following:

- a. Date of offense;
- b. Whether the parties report to the same supervisor;
- c. The findings of substantiation or non-substantiation;
- d. What official action was taken;
- e. Identify the investigating official or Sexual Harassment Officer (SHO) for each claim; and
- f. The date the report was forwarded to the Mayor's Office of Legal Counsel.

**Response:** WIC received and investigated one (1) sexual harassment complaint in FY25 and Q1 of FY26. The details of this complaint and subsequent investigation and findings are highly confidential and, depending on the details of the specific situation, official action taken may range from a verbal reprimand to termination.

33. Please list all administrative complaints or grievance received in FY 25 and Q1 of FY26. Indicate the following:

- a. The nature of the complaint;
- b. The review procedure followed; and
- c. The resolution of the complaint.
- d. Whether or not the employee(s) complaint was resolved by moving to a different workspace, and or supervision.

**Response:** The WIC has not received any administrative complaints or grievances in FY25 and Q1 of FY26.

34. Please list all investigations, audits, or reports on your agency or any employee of your agency conducted in FY25 and Q1 of FY26. Include copies of any concluded reports and indicate the anticipated date of conclusion for any ongoing reports.

**Response:** During FY25 and the first quarter of FY26, the District of Columbia Workforce Investment Council (DC WIC) was not subject to any investigations, audits, or formal reports concerning the agency or its employees. Accordingly, there are no concluded or ongoing reports to provide, and no anticipated completion dates to report.

35. Please list all requests for information submitted to the agency in FY 24, FY 25 and Q1 of FY26 by the Office of the Inspector General; D.C. Auditor; Internal audit; and any other federal or local oversight entities. For each request, please indicate:

- a. The subject of the request;

- b. The requesting agency;
- c. The date received;
- d. The information was supplied; and
- e. Whether the information was supplied by the date request. If information was not timely supplied, please indicate the reason for any delays.

**Response:** During FY24, FY25, and the first quarter of FY26, the WIC did not receive any formal requests for information from the Office of the Inspector General, the D.C. Auditor, Internal Audit, or any other federal or local oversight entities.

36. Please provide each collective bargaining agreement that is currently in effect for agency employees. Please include the bargaining unit and the duration of each agreement. Please note if the agency is currently bargaining and its anticipated completion.

**Response:** The WIC does not have any collective bargaining agreements, as the WIC does not have any union employees.

37. Is the agency currently party to any active non-disclosure agreements? If so, please provide all allowable information on all such agreements, including:

- a. The number of agreements;
- b. The department(s) within the agency associated with each agreement; and
- c. Whether any agreements are required for specific positions (please list each position by division and program and indicate whether the position is contracted).

**Response:** The WIC is not party to any active non-disclosure agreements.

38. Please include a chart of FY25 employee evaluation rating showing the employee's job title, duties/responsibilities, classification grade, salary, date of employment, and FY25 evaluation rating. Also, please identify if the employee has been separated from the agency during FY25 or Q1 of FY26.

**Response:** Please see the attached spreadsheet.

## **E. Finance and Budget**

39. Please provide a table showing your agency's Council-approved original budget, revised budget (after reprogramming's, etc.), and actual spending, by program and activity, for FY25 and Q1 of FY26.

- a. For each program and activity, please include total budget and break down the budget by funding source (federal, local, special purpose revenue, or intra-district funds).
- b. Include any over- or under-spending. Explain any variances between fiscal year appropriations and actual expenditures for FY25 and Q1 of FY26 for each program and activity code.
- c. Attach the cost allocation plans for FY25 and FY26.
- d. In FY25 and Q1 of FY26, did the agency have any federal funds that lapsed? If so, please provide a full accounting, including amounts, fund sources (e.g. grant name), and reason the funds were not fully expended.

**Response:** Please see the attached Council-approved FY25 and FY26 local budget for the WIC. The WIC has not done any reprogramming of funds for the FY26 budget.

- **39a.** Please see attached spreadsheet with FY25-26 federal WIOA funds
- **39b.** The WIC did not have any over-under spend for FY25-FY26.
- **39c.** Please see attached spreadsheets for cost allocation plans FY25-FY26
- **39d.** The WIC did not have any funding that lapsed in FY25-FY26.

40. For FY25 and Q1 of FY26, please list all intra-District transfers to or from the agency.

**Response:**

Name of Memorandum of Understanding	Amount	Execution Date	Termination Date
Workforce Innovation and Opportunity Act	\$1,300,000	10/1/2024	9/30/2025
MLK Library- Event Space	\$1,280.00	9/26/2024	9/26/24
Workforce Innovation and Opportunity Act	\$1,200,000	10/1/2025	9/30/2026

40. For FY25 and Q1 of FY26, please identify any special revenue funds purpose maintained by, used by, or available for use by the agency. For each fund identified, provide:

- a. The revenue source name and code;
- b. The source of funding;
- c. A description of the program that generates the funds;
- d. The amount of funds generated by each source or program;
- e. Expenditures of funds, including the purpose of each expenditure; and
- f. The current fund balance.

**Response:** The WIC does not have any special revenue funds for FY25-26.

41. Please fill out the attached spreadsheet titled “Grants Received,” and list all federal and/or private grants received by your agency in FY25 and Q1 of FY26, current balances, and indicate any that lapsed during or at the end of FY25. Please submit the completed document in both Excel and PDF formats, and ensure to include the following:

- a. Name and amount of federal source of funding agency and program, broken down in percentage (%) and dollar amount (\$);
- b. Name and amount of local source of funding agency and program, broken down in percentage (%) and dollar amount (\$);
- c. Identify whether each funding source is recurring or one-time;
- d. Identify whether the contract was competitively bid or sole-source; and
- e. Indicate the receiving agency and amount of funding for funds moved out of the agency.

**Response:** The WIC did not receive any grants in FY25-FY26.

42. Please provide a status report, including timeframe of completion, for all projects for

which your agency currently has capital funds available.

**Response:** The WIC did not receive any capital funds for FY25-FY26.

43. Please list all budget enhancement requests (Form B -FY25 and Q1 of FY26, and please provide a status report on the implementation of each enhancement.

**Response:** This request asks for information that is protected from disclosure by the deliberative process and executive privileges.

## **II. Agency Specific Questions**

### **A. Agency Administration**

44. What efforts and activities has the WIC conducted in 2025 to promote career pathways for the following groups of District residents: Ages 14-18, Ages 19-25 and Seniors.

**Response:** In 2025, the WIC career pathway promotion efforts for youth, young adults, and adult workers were informed directly by feedback from its Business Sector Roundtables. Sectors represented included technology, education, hospitality/retail/tourism, transportation, financial services, construction, and infrastructure. Employers consistently emphasized the need for clearer, more navigable career pathways; stronger alignment between education and real-world job requirements; and expanded access to work-based learning opportunities tied to in-demand industries. In response, the WIC advanced an age-inclusive career pathway framework consistent with the WIOA, which defines career pathways as a planning and alignment tool rather than a program limited by age.

This framework supports upward economic mobility for District residents across the lifespan by offering multiple entry points, advancement opportunities, and intentional “on-ramps” and “off-ramps” that allow individuals to enter, exit, and re-enter education and training as life circumstances and labor market conditions change.

- Ages 14–18: For youth ages 14–18, the WIC supported early career awareness and pathway exploration by working with education and workforce partners to align academic learning with exposure to high-demand industries. These efforts focused on helping young people understand how secondary education connects to postsecondary credentials, work-based learning, and long-term career advancement. Career pathways were intentionally framed as flexible roadmaps that allow youth to explore multiple options while preserving access to future advancement and credential attainment.  
<https://dcworks.dc.gov/page/career-pathways>
- Ages 19–25: For young adults ages 19–25, the WIC prioritized employer-validated career pathways that connect education and training to entry- and mid-level roles in high-demand sectors. In 2025, this work emphasized paid

internships, apprenticeships, and other work-based learning models, along with the development of transferable skills such as communication, problem solving, and project management competencies employers consistently identified as critical for early-career success. Career navigation efforts reinforced that career pathways are not linear and allow young adults to pivot as industry needs to evolve.

- Seniors and Older Workers: For older adults and seniors, the WIC focused on career navigation, reskilling, and sector-aligned pathways that support workforce re-entry and advancement. These efforts were particularly responsive to seniors re-entering the workforce due to federal layoffs, inflationary pressures, or changing financial needs. In 2025, the WIC held information sessions highlighting re-entry options and worked with workforce partners to ensure career pathways reflected the needs of experienced workers seeking to leverage transferable skills rather than re-entering at entry-level positions.

Looking ahead to 2026, the WIC plans to build on this foundation by partnering with the DC Office on Aging and continuing collaboration with the National Council on Black Aging (NCBA) and the Department of Employment Services' senior employment programs to promote workforce re-entry and advancement opportunities for older District residents. The WIC also plans to establish intergenerational mentorship opportunities that connect youth and seniors, leveraging lived experience and professional expertise to strengthen career readiness across age groups. Additionally, the WIC will support short-term training programs designed to reskill and upskill displaced and incumbent workers in response to ongoing economic shifts and employer demand.

45. During the WIC's 2025 performance oversight, your agency reported that it had recently reclassified three vacant positions. Have these new positions been filled?

**Response:** Yes, The WIC has filled all three (3) positions.

47. Please describe the process the WIC has used this year to recruit new Board Members.

**Response:** The WIC implemented a structured WIOA-compliant process to recruit and appoint new Board members to ensure continued alignment with federal and local statutory requirements, including the business-majority mandate under WIOA.

The recruitment process began with an assessment of Board composition to identify vacancies, expiring terms, and areas where additional expertise was needed, particularly among private sector employers in high-demand industries. The WIC coordinated closely with the Mayor's Office of Talent and Appointments (MOTA) to confirm eligibility criteria, sector representation needs, and appointment timelines.

Prospective candidates were identified through targeted outreach to business leaders, industry associations, education and training partners, and workforce system stakeholders. Candidates were vetted to ensure compliance with WIOA membership requirements, including business representation, workforce system knowledge, and the ability to actively contribute to Board governance and committee work.

Qualified candidates were submitted through the formal MOTA appointment process for review, clearance, and mayoral appointment. Throughout the process, the WIC prioritized maintaining a Board that reflects the needs of District employers, supports sector strategies, and strengthens oversight of the public workforce system.

48. Please list and describe the roles of each subcommittee and working group within the WIC.

**Response:** The WIC operates through standing committees and time-limited working groups that support its statutory oversight, policy development, and system-alignment responsibilities under WIOA and District law. The committees allow the Board to carry out detailed work while ensuring informed decision-making at the full Board level.

**Executive Committee:** The Executive Committee provides strategic leadership and acts on behalf of the full Board between meetings, as permitted by the bylaws. It supports the Board Chair, reviews urgent matters, monitors progress on strategic priorities, and ensures effective governance and compliance.

**Policy Committee:** The Policy Committee reviews and recommends workforce policies, plans, and guidance to ensure alignment with WIOA, District statutes, and federal regulations. This includes oversight of the State Workforce Plan, local policy issuances, and coordination with partner agencies on systemwide policy implementation.

**Youth Committee:** The Youth Committee focuses on oversight of youth workforce strategies, including education-to-career pathways, work-based learning, and coordination with education and youth-serving agencies. The committee ensures that services for in-school and out-of-school youth align with labor market demand and support long-term economic mobility.

**Education and Workforce Alignment Committee (EWA):** The EWA committee oversees alignment between education, training, and employment systems. Its work includes reviewing career pathways, credential quality, training provider performance, and alignment with high-demand sectors. The committee supports the WIC's role in ensuring education and training investments lead to measurable employment outcomes. Approves the Training Providers for ETPL.

49. Is the WIC aware of any available WIOA funding which the District is not optimizing?

a. If so, what could be done to take advantage of these funding streams?

**Response:** No. The DOL- WIOA funds allocated to the District are fully received and distributed through the WIA administrative entity also referred to as WIOA in accordance with federal and local requirements. The WIC in its oversight and advisory capacity does not directly administer WIOA funds and therefore does not have real-time visibility into detailed expenditure timing at the program level. However, the Expenditure Guide which the WIC produces annually gives the WIC perspective into the cost of program delivery coupled with the success of program models serving our residents. The WIC collects annual data from all District government agencies that receive local or federal funds to administer workforce development-related programs and services. We then analyze the data, provide an overview of findings and recommendations for programmatic improvements. In 2026, the WIC plans to engage agencies individually to discuss opportunities for continuous improvements, improved alignment with other programs and services, co-enrollment opportunities to optimize funding and potential opportunities to braid funding to augment programmatic efforts and increase the number of residents who are able to participate. We will track improvement efforts over time and show that agencies can be good stewards of workforce funding and can deliver exceptional programs that prepare our residents for the job market.

Under WIOA, funds may be carried forward and expended over a period of up to three program years, with each program year running from July 1 through June 30. As a result, unobligated or unexpended balances at a given point in time do not necessarily indicate underutilization, but rather reflect allowable programmatic rollovers tied to procurement cycles, program design, participant enrollment, and performance periods.

The WIC continues to fulfill its statutory role by monitoring system performance, ensuring alignment with high-demand sectors, reviewing career pathways and eligible training providers, and advising on strategies to maximize outcomes and return on investment for WIOA-funded activities across the workforce system.

## B. Youth

50. Please provide a list of the workforce development and exploration programs available to out-of-school youth ages 14-18.

**Response:** The WIC reviewed two RFPs to be solicited in 2026 to ensure it aligned with the requirements outlined in WIOA regulations for out-of-school youth. DOES adopted the WIC's recommendation and the RFP is ready for solicitation.

- PATH program that provides career readiness, occupational training and placement
- Pre-apprenticeship program to provide earn and learn opportunities in the District's high growth industries.

The Department of Employment can provide additional information about youth programs they deliver.

51. Please provide a list of the workforce development and exploration programs available to in-school youth ages 14-18.

**Response:** The WIC has partnered with OSSE to ensure that both the WIOA State Plan and the CTE plan are aligned regarding preparing in-school youth who are not on a post-secondary track with career awareness and exploration, pre-apprenticeship opportunities and internships. The career-related activities are aligned with the District's high-growth industries. The WIC has been in discussions with OSSE on Compact 2043 including how the system will track progress, strategies for success, etc. The WIOA State Plan will reflect these efforts.

52. Is your agency involved in any career fairs for middle school aged youth?

**Response:** No, the agency is not currently involved in career fairs that target middle school youth.

53. Has your agency considered adding a “Youth” section to the Tools and Resources tab of the website?

**Response:** No, the agency has not added a dedicated “Youth” section to the Tools and Resources tab at this time. However, the WIC has re-established the Youth Committee to guide and inform how the WIC staff can become more intentional and effective in its engagement with youth across the District. As a system-level oversight and policy body, the WIC is not resident-facing; therefore, its website is designed to support businesses, education partners, and community-based organizations that directly serve youth.

54. Please provide an update on Career Up DC.

- a. How many students received stipends this year? Please refer to the Office of the State Superintendent of Education (OSSE) for data
- b. What sorts of work-based learning activities did they participate in? Sector Based

**Response:** The Career Up DC program is supported through the Office of the State Superintendent (OSSE), Adult and Family Education (AFE) Division. The program focuses on giving adult learners real hands-on work-based learning opportunities such as internships, apprenticeships, on-the-job training, and other employer-embedded experiences. The activities are connected to high-demand sectors in the District, which include healthcare, information technology, construction, and hospitality. Our role as the DC Workforce Investment Council is to focus on program alignment with sector strategies and workforce priorities based on the District's Comeback plan, WIOA State Plan, and the needs of the business community.

Participation and completion numbers for the Career Up DC are collected and maintained by OSSE through the AFE program. The data is not reported to the WIC at the program level.

- In FY25 AFE allocated \$220,000 in local funding to IE&T providers for student stipends and incentives tied to work-based learning participation.
- All 10 AFE IE&T providers facilitated these opportunities for a total of 226 students, exceeding our target to provide WBL opportunities to 200 students.
- Throughout FY25, AFE IE&T providers continued to maintain, develop, and/or expand upon their employer partnerships to strengthen their capacity to offer work-based learning for students at 57 Career Up DC WBL Sites, inclusive of all 10 AFE IE&T provider sites and 47 employer partner work sites.

55. Who is the best point of contact for questions relating to youth programming?

**Response:** Michael Taylor, Associate Director for Youth, DOES and Kenneth Walker, Deputy Director of Federal Programs, DOES, Glenn Starnes, Senior Deputy Chief of the Strategy, Equity, and Alternative Schools (SEAD) division at District of Columbia Public Schools (DCPS), Kilin Boardman-Schroyer, Assistant Superintendent of Postsecondary and Career Education.

## C. Returning Citizens

56. Please provide a list of the workforce development programming available to returning citizens in the district.

**Response:** Returning citizens are a priority for the District to reduce recidivism. Programs like job readiness, occupational training that provide immediate skill development are supported across multiple programs. Apprenticeship programs will become a major effort since their model provides earnings while learning which is particularly important for returning citizens who often return into their community without income to support basic needs. Some programs of note include:

- **Mayor's Office on Returning Citizen Affairs (MORCA):** This office serves as the central hub for reentry services in DC. It provides case management that connects residents to essential programs in employment, health, and education. Specific initiatives include:
  - **Pathways to Work Driver License Initiative:** Assists with obtaining legal driving credentials for employment.
  - **CDL Program Certification:** Specialized training for commercial driver's licenses.
  - **Returning Citizens Paralegal Program:** A specialized pilot program for legal support training.
- **Returning Citizens Workforce Development Program (DOEE):** Launched by the Department of Energy and Environment, this program trains individuals in green stormwater infrastructure maintenance and environmental stewardship.

- **American Job Centers (AJC)**  
Centrally located facilities that provide various employment-related tools and personalized job-seeking assistance.
- **Georgetown Pivot Program:** A 10-month full-time program at the McDonough School of Business that teaches returning citizens entrepreneurship and business skills through classroom learning and paid internships (\$600/week stipend).
- **DC Central Kitchen:** A Washington, D.C.-based nonprofit that combats hunger and poverty through job creation and social enterprise. Key initiatives include a culinary job training program for individuals facing barriers to employment, providing scratch-cooked meals to schools (serving 30+ schools), and delivering fresh produce to corner stores in food deserts. It operates a "food as a tool" approach, which includes:
  - **Culinary Job Training:** A program that provides hands-on training to adults with histories of incarceration, addiction, and homelessness, offering 2 years of post-graduation support.

57. Does your agency work directly with the Department of Employment Services, the Department of Corrections, and/or the Mayor's Office on Returning Citizens Affairs to engage returning citizens in workforce development programming?

**Response:** The WIC does not engage in direct to customer services however, MORCA attends the WIC's quarterly Community of Practice to network with CBOs that can assist their customers with programs and services that lead to employment and training opportunities.

58. Does your agency provide any online resources similar to Pathways to Progress and Career Maps to assist returning citizens in navigating to opportunities they are eligible for?

**Response:** The DC Workforce Investment Council (WIC) Career Pathway Maps are interactive visual tools designed to help job seekers, employers, and policymakers navigate employment opportunities within the District's high-demand industries. Expanded in 2023 to include 18 maps across 8 key sectors, these tools outline the skills, credentials, and experience necessary for professional growth and economic mobility. The WIC has trained front-line workers across many agencies delivering career development and coaching in using the Career Pathway maps including targeted demographics that includes returning citizens.

## **D. Eligible Training Provider List**

59. Please provide an update to the Eligible Training Provider List processes.

### **Response**

- Actively engaging training providers across the region to expand access to high-quality, employer-validated training programs and strengthen alignment with regional labor market demand.
- Cross-jurisdiction collaboration: Engaged ETPL coordinators in Maryland and Virginia to better understand their processes, expectations, and opportunities for alignment across regions. This helps promote consistency, transparency, and shared best practices.
- Business engagement integration: The WIC's Business Engagement Unit anticipated in Prince George's County and DC business engagement meetings to connect directly with both training providers and employers, facilitating conversations about real-time hiring needs and skills gaps.
- Demand-driven focus: Targeted outreach emphasizes understanding employer needs first, then helping training providers tailor or strengthen their programs to meet those needs.
- Partnership building: These engagements are laying the groundwork for stronger pipelines between training, credential attainment, and employment outcomes.
- Conducting targeted outreach to approved, non-degree-granting training providers approved by HELC to increase awareness of ETPL eligibility requirements and recruit programs aligned with high-demand sectors and career pathways.
- Launched a Reciprocity Task Force to identify and address policy, operational, and data-sharing barriers that limit cross-jurisdictional recognition of approved training providers, with the goal of expanding the ETPL through reciprocal approvals, reducing duplicative review processes, and increasing training options available to District residents.

60. What is the goal for number of providers featured on the ETPL?

**Response:** The WIC, in coordination with the Higher Education Licensure Commission (HELC) and the Department of Employment Services (DOES), does not set a fixed numeric target for providers on the ETPL. The goal is to ensure a high-quality, demand-driven, and performance-based ETPL that reflects current and emerging labor market needs. The WIC's charge by the DOL is on expanding access to high-demand, industry-aligned training programs, increasing awareness of ETPL eligibility requirements among qualified providers, and supporting efforts to responsibly grow the ETPL where gaps exist particularly in priority sectors and career pathways while maintaining strong accountability, credential quality, and return on investment for participants and employers. The WIC is working on adding 15-20 training provider over next six months.

## **E. Apprenticeships**

61. How many apprenticeship providers are currently registered with the WIC?

**Response:** The development and approval of apprenticeships, including those in new or emerging industries, is led by the DC Department of Employment Services through its Office of Apprenticeships. At this time, one apprenticeship provider, BuildWithin, is formally registered with the DC Workforce Investment Council. The WIC continues to collaborate with DOES, HELC, and regional partners to strengthen apprenticeship pathways, expand employer engagement, and support the development of additional registered apprenticeship and pre-apprenticeship opportunities aligned with high-demand industries.

62. How many individuals are enrolled in apprenticeships as of December 2025?

**Response:** Apprenticeship enrollment is tracked and reported by the DC Department of Employment Services, which houses the District's Office of Apprenticeships. The WIC works closely with DOES to align apprenticeship activity with sector priorities and career pathways. DOES is best positioned to provide the most current enrollment figures as of December 2025.

63. Are there any apprenticeships in new industries or careers that have become available in 2025?

**Response:** The development and approval of apprenticeships, including those in new or emerging industries, is led by the DC Department of Employment Services through its Office of Apprenticeships. WIC supports this work by identifying high-demand sectors through labor market analysis and employer engagement and sharing those insights with DOES. Information on newly approved apprenticeship programs is maintained by DOES.

64. Is there an expected number of hires at the end of apprenticeships for a program to remain in good standing with the WIC?

**Response:** Standards related to apprenticeship completion, placement expectations, and program standing are established and monitored by the DC Department of Employment Services (DOES). WIC does not set hiring thresholds for apprenticeship programs but uses aggregate outcomes and employer feedback to assess alignment with workforce system goals.

65. Does WIC have a relationship with the DC Apprenticeship Council? If not, in what ways does the WIC believe a relationship with the DC Apprenticeship Council could be most beneficial?

**Response:** The WIC works in coordination with the DOES, which serves as the administrative and regulatory authority for Registered Apprenticeship programs and supports the DC Apprenticeship Council. Through this relationship, the WIC aligns

system-level workforce planning, sector strategies, and employer engagement efforts with apprenticeship activity across the District.

Under the WIOA, Registered Apprenticeship programs are automatically eligible to be included on the Eligible Training Provider (ETP) list and may opt in to the ETP system. In its system oversight role, the DC WIC supports outreach and information sharing to apprenticeship sponsors to ensure they are aware of the option to opt into ETP, the associated benefits, and how apprenticeship pathways align with the District's broader career pathway and sector strategy framework.

Through employer-led sector strategies and engagement in high-demand industries including healthcare, information technology, construction, infrastructure, and other priority sectors the WIC helps elevate labor market demand and workforce needs that can inform apprenticeship expansion. Coordination with the DC Apprenticeship Council further strengthens outreach to apprenticeship sponsors, supports alignment with approved career pathways, and promotes apprenticeship models as a high-quality training option within the workforce system.

Establishing a more formalized relationship between the DC WIC and the DC Apprenticeship Council could enhance coordination around shared labor market intelligence, employer engagement, and system alignment, while respecting DOES' regulatory authority. This would ensure collaboration that would directly support transparency, reduce duplication, and ensure apprenticeship programs that opt into the ETP system are well-positioned to meet employer needs and worker advancement goals.

## **F. WEBSITE**

66. Please provide an expected timeframe for when the “Data and Reports” section of the website will be updated.

**Response:** The WIC anticipates updating the “Data and Reports” section of its website following the completion and submission of the WIOA mid-cycle State Plan modification. This update will incorporate refreshed career pathway information, annual performance and outcome data received from system partners, updated economic and labor market analysis, and other required planning and reporting elements.

The WIC expects to publish an updated Expenditure Guide reflecting current funding priorities and system alignment. The “Data and Reports” section is expected to be fully updated no later than May 30, 2026, following the completion of these coordinated planning and reporting activities.

67. Does your agency have any way of tracking whether individuals use the Career Coach resources become participants in programs they find through those resources?

**Response:** Career Coach DC was an ARPA-funded initiative that concluded in 2024. A version of the Career Coach tool remains embedded within the Office of the State

Superintendent of Education (OSSE) and is primarily utilized to support adult education and career exploration activities. Talentcapital.ai is another tool connecting job seekers to coaching, career resources, and jobs. While the WIC does not collect individual-level user data from this resource, the staff work to ensure that high-demand sectors and priority occupations are clearly reflected within career exploration tools and aligned with the District's workforce strategies.

The WIC uses labor market information, employer input, and sector strategy work to ensure that career pathways highlighted through these tools support future education and training opportunities that lead to in-demand, family-sustaining employment in the District.

## **G. Eligible Training Provider List**

68. Considering the rise in employers requiring their workforce to use AI in their daily tasks, does your agency currently provide any training opportunities in how to effectively use AI in the workplace? If so, please list them.

**Response:** In 2025, the DC Workforce Investment Council hosted a training series titled **“Plan to Pivot – Transition Strategies for Federal Workers into the Private Sector.”** While the series was designed primarily to support displaced federal workers, it was also open to DC government agencies and career coaches who support these individuals. As part of this series, participants engaged in dedicated modules and facilitated discussions focused on the practical use of artificial intelligence in the workplace, including using AI tools for résumé development, interview preparation, and job search strategies. Feedback from participants indicated that these sessions were timely, practical, and valuable.

In addition, as WIC works to expand and strengthen the Eligible Training Provider List, we are encouraging training providers to incorporate AI literacy and applied AI modules into their programs so that participants are better prepared to use AI tools effectively in their careers across a range of industries. Finally, talentcapital.ai uses best in class AI technology to connect displaced workers and jobseekers to employment, coaching, and services and connects jobseekers to training in AI fields.

69. Construction in the District continues to be a high growth industry. How does your agency engage with stakeholders to ensure District residents have access to the trainings and resources necessary to take advantage of these opportunities?

**Response:** The WIC convenes and collaborates with key such as, DC Builds DC, labor unions in the Eastern Atlantic states Regional Council, workforce intermediaries, training providers, and major contractors involved in the RFK redevelopment to understand the types of roles, credentials, and timelines associated with the project.. Through employer roundtables, sector discussions, and workforce planning forums, the WIC gathers direct input on in-demand construction occupations, required credentials, safety certifications, and evolving skill needs. This information informs the District's construction career pathways and guides workforce system training priorities, with a keen focus on the

upcoming RFK Stadium redevelopment

The WIC also leverages the expertise of board members with deep experience in construction, development, and infrastructure, who help shape sector strategies, validate labor market data, and ensure alignment with hiring and project timelines across the District. In addition, the WIC has served on and convened panels with industry experts, including union leaders, contractors, and developers, to hear firsthand about workforce challenges, emerging trends, and opportunities for residents to enter and advance in construction careers.

In addition to these engagement efforts, the WIC is leveraging TalentCapital.ai to strengthen visibility into construction-related hiring demand and to expand access to construction opportunities for District residents. As the platform currently operates, available jobs are vetted for accuracy and added to the site and construction (and other) employers can post open positions directly on TalentCapital.ai, making those opportunities visible to jobseekers across the region, including individuals navigating career transitions. Jobseekers engaging with the platform receive skills-based job matching and career navigation support that highlight construction roles aligned with their experience and transferable skills.

To expand access to quality training, the WIC is strengthening the Eligible Training Provider List (ETPL) by recruiting and aligning construction-focused training program both locally and regionally so that residents can access industry-recognized credentials, registered apprenticeship pathways, and pre-apprenticeship opportunities that lead to family-sustaining wages. Through these coordinated efforts, the WIC helps ensure District residents are well-positioned to take advantage of construction-related employment opportunities while supporting the industry's long-term workforce.

70. Please provide an update on the Community of Practice and the work it has been doing to bring workforce development stakeholders together.

**Response:** The WIC has been hosting quarterly Community of Practice meetings since 2023. The purpose of the COP is to bring workforce professionals across the districts that deliver workforce-related programs and services together to learn about services that benefit their clients, share best practices, discuss common challenges, request support in service delivery, receive workforce training and briefings.

In 2025, the WIC delivered four COPs that focused on:

- Status of state plan efforts and their role in supporting those efforts
- Briefing on the state of the federal workforce including receiving training on the modules developed
- Presentation on customer service skills
- Presentation from COP members (i.e. Jubilee Jobs presented on their success in placing their clients into employment)
- On average, COPs include 20-25 participants

- COPs were held in February, May, August, November at the OSSE Eleanor Holmes Norton Center.

71. As the cost of living continues to rise in the district, has your agency noticed any shifts in enrollment towards programs that provide financial support to participants?

**Response:** As the cost of living continues to rise in the District, the WIC has observed an increased interest among residents in programs that are clearly connected to wage advancement and long-term economic mobility, rather than short-term or low-wage training opportunities.

There is growing demand for training programs that offer wraparound supports, such as stipends, transportation assistance, childcare, and supportive services, which are often critical to participant persistence and successful completion. Conversely, programs that do not offer financial or supportive resources have experienced lower enrollment, particularly among residents balancing employment, caregiving responsibilities, or other economic pressures. This is particularly evident with youth ages 18-24. To address this issue, and as part of the required 14 elements WIOA outlines for youth, financial planning and education is a priority to ensure youth are prepared to handle finances upon attaining employment.

The trends underscore the importance of strengthening accountability for both training providers and publicly funded programs to ensure that investments lead to meaningful employment outcomes, including job placement, wage gains, and career progression. They also highlight the need to align program design with the realities facing residents, ensuring that training pathways are not only accessible, but also financially viable and responsive to labor market demand.

Across the country, micro-credentialing has proven to be a powerful tool for upskilling workers and supporting those who are dislocated from traditional employment. In our region, thousands of workers have recently lost government jobs, creating an urgent need for rapid reemployment strategies. Micro-credentials are not required for most jobs. Many roles especially entry-level positions can be obtained with a degree, relevant experience, or even just a high school diploma. Employers typically prioritize formal education and work experience as the baseline qualifications. However, micro-credentials become necessary or highly valuable in specific situations such as career transitioning provides proof of competency during career pivots, specialization in high demand skills (SME identification), competitive advantage in a saturated job market.

Most high-paying jobs in the D.C. area require a strong educational foundation, and micro-credentials such as bootcamps provide a critical pathway for these individuals to quickly pivot into high-demand fields like cybersecurity, cloud computing, and project management. By offering short, targeted training programs, micro-credentialing enables dislocated workers to leverage their existing experience while gaining specialized skills that align with the needs of our evolving workforce. The WIC has acquired 5000 licenses for micro credentialing through LinkedIn learning to provide to WIOA enrolled federal

displaced workers across the district. In addition to agreements with UDCC Continuing Education and PMP certification through one of our eligible training providers.

**Salary Impact:** For degree holders, adding a micro-credential often unlocks higher-paying roles because employers value both the degree and the specialized skill.

- According to Amazon salary survey A bachelor's degree + AWS Solutions Architect → \$120K–\$150K
- According to PMI and BLS APMP or CISSP on top of a degree → \$110K–\$160K
- Individuals with only a high school diploma often use micro-credentials to enter the workforce or transition careers. While this improves employability, salary gains are modest compared to degree holders.
- According to Google Salary Survey A Google IT Support Certificate → \$50K–\$65K
- According to BLS CNA or Phlebotomy → \$35K–\$50K

**Industry Barriers:** Many high-paying jobs in D.C. (cybersecurity, project management, analytics) require a degree as a baseline, even if you have micro-credentials.

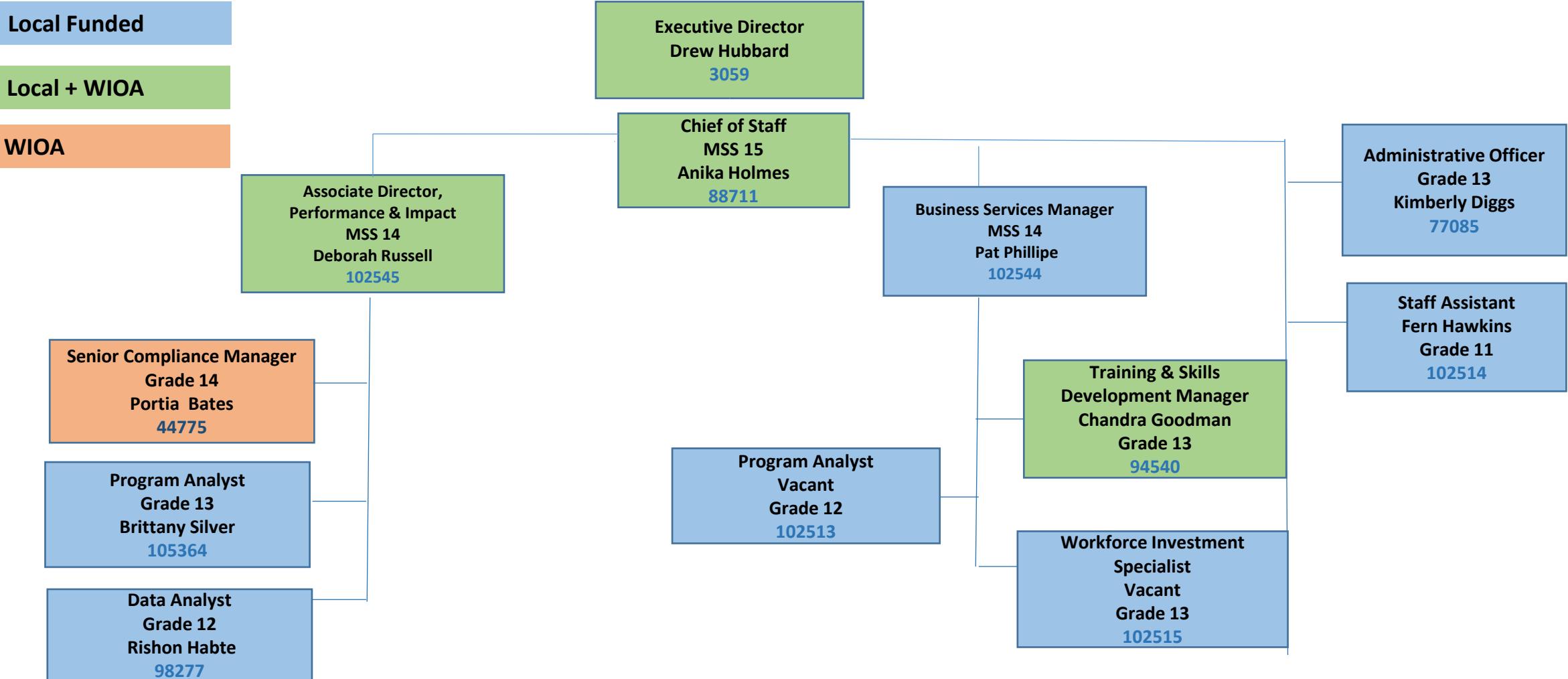
ROI Difference:

- Degree holder adds PMP → salary jump of \$30K–\$50K
- HS diploma holder adds PMP → often cannot qualify for PMP without degree or experience, limiting impact.

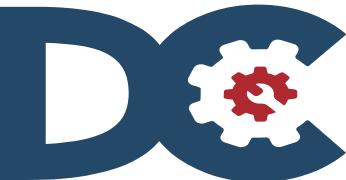
# QUESTION 1

## ORGANIZATION CHART

# WIC Organization Chart FY-2026



Position Title	Position Number	Grade	WIOA Adult (27% of Total WIOA Funding)	WIOA Dislocated Worker (43% of Total funding )	WIOA Youth (30% of Total WIOA Funding)	Estimated WIOA Funds from DOES per Section V.I.A.I	Total WIOA Percentage
Executive Director	3059	10	\$49,098.42	\$78,193.78	\$54,553.80	\$181,846.00	90%
Assistant Director of Performance and Impact	102545	14	\$30,690.20	\$48,876.98	\$34,100.22	\$133,667.40	70%
Chief of Staff	88711	15	\$19,863.36	\$31,634.24	\$22,070.40	\$73,568.00	40%
Manager of Training & Skills Development	94540	13	\$30,288.84	\$48,237.78	\$33,654.27	\$112,180.89	89%
Sr. Compliance Manager	44775	14	\$40,394.41	\$64,331.84	\$44,882.68	\$149,608.93	100%
<b>Total</b>			<b>\$170,335.23</b>	<b>\$271,274.62</b>	<b>\$189,261.37</b>	<b>\$630,871.22</b>	



# QUESTION 2

## SCHEDULE A

**Q2 Personnel(Sch A)**

**WIC AGENCY -2025-2026**

Position number	Position status (A-active, R-frozen)	Vacancy Status (V/F)	Job title	Employee's Name	Grade level	Step	Salary	Fund code	Type of appointment (e.g. career, excepted, MSS)	Job status (i.e. continuing, term, or temporary)	Full-time, part-time	Hire (start) date into the position	Position effective date	Fringe Benefits	DC Residency status (Yes/no)	
3059	A	F	Executive Director	Hubbard, Drew	10	0	\$ 202,052.30	4020002; 1010001	Excepted	Reg	Full-Time	10/24/2016	11/8/2021	20.50%	Yes	
44775	A	F	Workforce Investment Specialist	Portia Bates	14	5	\$ 124,091.00	4020002	XAA	Reg	Full-Time	2/8/2016	11/8/2021	20.50%	No	
77085	A	F	Administrative Officer	Diggs, Kimberly M	13	8	\$ 113,950.00	1010001	XAA	Reg	Full-Time	3/25/2013	10/25/2020	20.50%	Yes	
88711	A	F	Chief of Staff	Anika Holmes	15	0	\$ 145,000.00	4020002; 1010001	MSS	Reg	Full-Time	8/24/2020	10/1/2019	20.50%	No	
94540	A	V	Workforce Investment Specialist	Chandra Goodman	13	4	\$ 102,018.00	4020002; 1010001	XAA	Reg	Full-Time	11/16/2025	6/1/2020	20.50%	Yes	
105364	A	F	Program Analyst	Silver, Brittany T	13	6	\$ 107,984.00	1010001	XAA	Reg	Full-Time	9/30/2019	11/8/2021	20.50%	Yes	
105122	A	F	Program Analyst	Bianca Dacres	12	7	\$ 95,816.00	1010001	XAA	Reg	Full-Time	11/4/2024	9/29/2020	20.50%	Yes	
102514	A	F	Staff Assistant	Hawkins, Fern	11	8	\$ 82,069.00	1010001	XAA	Reg	Full-Time	11/23/2020	9/29/2020	20.50%	No	
102544	A	V	Business Services Manager	Pat Phillips	14	0	\$ 140,000.00	1010001	MSS	Reg	Full-Time	12/27/2016	10/5/2020	20.50%	No	
102545	A	F	Workforce Investment Manager	Russell, Deborah	14	0	\$ 135,406.00	1010001	MSS	Reg	Full-Time	11/23/2020	10/5/2020	20.50%	Yes	
98277	A	V	Data Analyst	Vacant	12	0	\$ 80,784.00	1010001	XAA	Reg	Full-Time		12/5/2020	20.50%		
102515	A	F	Workforce Investment Specialist	Vacant	13	10	\$ 119,916.00	1010001	XAA	Reg	Full-Time		11/4/2024		20.50%	Yes

# QUESTION 4-A/B

## WIRELESS

**Previous FY Cost by Service Type**

Service Type	Totals by Type	Service Type	FY Total	FY One Time Charge
<b>Voice &amp; Data</b>	<b>\$ 27,000.99</b>	Cellular	\$ 27,000.99	\$ 2.97
<b>Data Only</b>	<b>\$ 1,449.82</b>	Air-Card/MiFi/Hotspot	\$ 720.24	\$ -
		Tablet with wireless service	\$ 729.58	\$ 0.99
<b>Other</b>	<b>\$ (860.09)</b>	era/Account Level Other Charge	\$ (860.09)	\$ -
Totals			<b>\$ 27,590.72</b>	\$ 3.96

**Current FY Cost by Service Type**

Service Type	Service Type	FY Total	FY One Time Charge
<b>Voice &amp; Data</b>	<b>\$ 6,641.77</b>	Cellular	\$ 6,641.77
<b>Data Only</b>	<b>\$ 250.31</b>	Air-Card/MiFi/Hotspot	\$ 180.06
		Tablet with wireless service	\$ 70.25
<b>Other</b>	<b>\$ -</b>	era/Account Level Other Charge	\$ 0.00
Totals		<b>\$ 6,892.08</b>	\$ 45.54

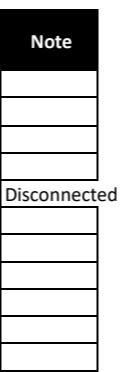
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OCT	NOV	DEC	JAN	FEB	MAR	APR
\$ 2,356.20	\$ 2,430.62	\$ 2,560.68	\$ 2,526.74	\$ 2,543.23	\$ 2,420.50	\$ 1,803.64
\$ 60.02	\$ 60.02	\$ 60.02	\$ 60.02	\$ 60.02	\$ 60.02	\$ 60.02
\$ 102.47	\$ 102.47	\$ 102.47	\$ 102.47	\$ 102.47	\$ 102.47	\$ 28.36
\$ (0.00)	\$ (0.00)	\$ (0.00)	\$ (860.09)	\$ 0.00	\$ -	\$ (0.00)

OCT	NOV	DEC
\$ 2,052.22	\$ 2,169.89	\$ 2,419.66
\$ 60.02	\$ 60.02	\$ 60.02
\$ 23.25	\$ 23.25	\$ 23.75
\$ 0.00	\$ 0.00	\$ 0.00
<b>\$ 2,135.49</b>	<b>\$ 2,253.16</b>	<b>\$ 2,503.43</b>

MAY	JUN	JUL	AUG	SEP
\$ 1,985.13	\$ 2,133.63	\$ 2,252.82	\$ 1,938.59	\$ 2,049.21
\$ 60.02	\$ 60.02	\$ 60.02	\$ 60.02	\$ 60.02
\$ 23.25	\$ 23.25	\$ 51.41	\$ (34.76)	\$ 23.25
\$ (0.00)	\$ -	\$ (0.00)	\$ 0.00	\$ 0.00





Agency Code	Fiscal Year	First Name	Last Name	Email	Vendor
GW	2026	CHRISTIAN	JONES	christian.jones1@dc.gov	AT&T
GW	2026	KIMETHA	PAYTON	kimetha.payton1@dc.gov	AT&T
GW	2026	NORMA	DHANARAJ	norma.dhanaraj@dc.gov	AT&T
GW	2026	BRIDGETTE	SLEDGE	bridgette.sledge@dc.gov	AT&T
GW	2026	JOSHUA	COLLINS	joshua.collins@dc.gov	AT&T
GW	2026	TIMOTHY	SELL	timothy.sell@dc.gov	AT&T
GW	2026	PAMELA	GOLDSMITH	pamela.goldsmith@dc.gov	AT&T
GW	2026	SETH	SHAPIRO	seth.shapiro1@dc.gov	AT&T
GW	2026	BIANCA	DACRES	bianca.dacres@dc.gov	AT&T
GW	2026	TARA	LYNCH	tara.lynch@dc.gov	VerizonWL
GW	2026	JADE	CHANDLER	jade.chandler@dc.gov	AT&T
GW	2026	CLARA	BOTSTEIN	clara.botstein@dc.gov	AT&T
GW	2026	BRITTANY	SILVER	brittany.silver1@dc.gov	AT&T
GW	2026	KIMBERLY	DIGGS	kimberly.diggs1@dc.gov	AT&T
GW	2026	TABBITHA	BURNETT	tabbitha.burnett1@dc.gov	AT&T
GW	2026	BENJAMIN	FRITSCH	Benjamin.Fritsch@dc.gov	AT&T
GW	2026	AMY	MACK	amy.mack@dc.gov	AT&T
GW	2026	ABDUL-KARIM	EWING-BOYD	abdul-karim.ewing-boyd@dc.gov	AT&T
GW	2026	GRACE	REEDER	grace.reeder1@dc.gov	AT&T
GW	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T
GW	2026	CARLO	CASTILLO	Carlo.castillo@dc.gov	AT&T
GW	2026	KEISHA	MIMS	keisha.mims@dc.gov	VerizonWL
GW	2026	JENNIFER	COMEY	jennifer.comey@dc.gov	AT&T
GW	2026	SHANNA	SAMSON	shanna.samson@dc.gov	AT&T
GW	2026	MARCUS	SHAW	marcus.shaw1@dc.gov	AT&T
GW	2026	REBECCA	LEE	rebecca.lee@dc.gov	AT&T
GW	2026	AUNDREA	TOWNSEND	aundrea.townsend@dc.gov	AT&T
GW	2026	DEANDRA	BROOKS	deandra.brooks@dc.gov	AT&T
GW	2026	RORY	LAWLESS	rory.lawless@dc.gov	AT&T
GW	2026	ALVINCENT	HUSTON	alvincent.hutson@dc.gov	AT&T
GW	2026	AIMEE	MCLAUGHLIN	aimee.mclaughlin1@dc.gov	AT&T
GW	2026	SPARE	SPARE	eom.atc@dc.gov	VerizonWL
GW	2026	ESAN	FULLINGTON	esan.fullington2@dc.gov	VerizonWL
GW	2026	TARA	LYNCH	tara.lynch@dc.gov	VerizonWL
GW	2026	KARIDA	GREEN	karida.green@dc.gov	AT&T
GW	2026	MARK	WEINBERGER	mark.weinberger@dc.gov	AT&T
GW	2026	KEVIN	CATALDO	Kevin.Cataldo@dc.gov	AT&T
GW	2026	TROY	ECKLES	troy.eckles@dc.gov	AT&T
GW	2026	TARA	LYNCH	tara.lynch@dc.gov	AT&T
GW	2026	HILLARY	DESIR	hillary.desir@dc.gov	VerizonWL
GW	2026	VANESSA	ANDERSON	vanessa.anderson1@dc.gov	AT&T
GW	2026	ADAM	MIDDLETON	adam.middleton@dc.gov	VerizonWL

GW	2026	DREW	HUBBARD	drew.hubbard@dc.gov	AT&T
GW	2026	DEBORAH	RUSSELL	deborah.russell@dc.gov	AT&T
GW	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T
GW	2026	PHILLIP	COPELAND	phillip.copeland1@dc.gov	AT&T
GW	2026	KHADIJA	JONES	Khadija.jones1@dc.gov	AT&T
GW	2026	PAUL	KIHN	Paul.kihn@dc.gov	AT&T
GW	2026	PAUL	KIHN	Paul.Kihn@dc.gov	VerizonWL
GW	2026	FERN	HAWKINS	fern.hawkins@dc.gov	AT&T
GW	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T
GW	2026	CAMILLE	LESSEIG	camille.lesseig@dc.gov	AT&T
GW	2026	SHARLIE	GOODSON	sharlie.goodson@dc.gov	AT&T
GW	2026	EOM	ATC	SPARE	AT&T
GW	2026	PORTIA	BATES	portia.bates1@dc.gov	AT&T
GW	2026	SHONTIA	LOWE	shontia.lowe@dc.gov	AT&T
GW	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T
GW	2026	MONICA	DODGE	monica.dodge1@dc.gov	VerizonWL
GW	2026	D'ANDRE	GARRISON	dandre.garrison1@dc.gov	VerizonWL
GW	2026	HOWARD	HOPE	howard.hope1@dc.gov	VerizonWL
GW	2026	SPARE	SPARE	eom.atc@dc.gov	VerizonWL

Totals		\$ 6,892.08		\$ 45.54	
Phone#	Service Type	Device Type	Office	FY Total	FY One Time Charge
2022133281	Cellular	iPhone 16 128GB	WIC	\$ 133.95	\$ 0.99
2022270077	Cellular	iPhone 16 128GB	DME	\$ 55.95	\$ 0.99
2022270087	Cellular	iPhone 16 128GB	DME	\$ 133.95	\$ 0.99
2022306901	Cellular	iPhone 16 128GB		\$ 128.95	\$ 0.99
2022513475	Cellular	iPhone 16 128GB	DME	\$ 53.62	\$ 0.99
2022516164	Cellular	iPhone 16 128GB		\$ 126.77	\$ 0.99
2022518284	Cellular	iPhone 16 128GB	DME	\$ 126.77	\$ 0.99
2022554706	Cellular	iPhone 16 128GB		\$ 132.96	\$ -
2022574056	Cellular	iPhone 16 128GB	DME	\$ 127.77	\$ 0.99
2022578018	Cellular	iPhone 8 Plus (64 GB Space G		\$ 109.71	\$ -
2022803613	Cellular	iPhone 16 128GB		\$ 133.95	\$ 0.99
2022804377	Cellular	iPhone 16 128GB		\$ 133.95	\$ 0.99
2022854890	Cellular	iPhone 16 128GB		\$ 127.77	\$ 0.99
2022854927	Cellular	iPhone 16 128GB		\$ 133.95	\$ 0.99
2022857640	Cellular	iPhone 16 128GB		\$ 127.77	\$ 0.99
2023088640	Cellular	iPhone 16 128GB	DME	\$ 133.95	\$ 0.99
2023209304	Cellular	iPhone 16 128GB, ,		\$ 33.00	\$ 0.99
2023292444	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2023293767	Cellular	iPhone 16 128GB, ,	WIC	\$ 133.95	\$ 0.99
2023294649	Cellular	iPhone 16 128GB, ,	WIC	\$ 55.95	\$ 0.99
2023298366	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2023362537	Air-Card/ MiFi	AC791L JetPack 4GLTE		\$ 90.03	\$ -
2023414694	Cellular	iPhone 16 128GB, ,	DME	\$ 133.95	\$ 0.99
2023414910	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2023519071	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2023945172	Cellular	iPhone 16 128GB, ,	DME	\$ 127.77	\$ 0.99
2024174997	Cellular	iPhone 16 128GB, ,	DME	\$ 133.95	\$ 0.99
2024175416	Cellular	iPhone 16 128GB, ,	DME	\$ 133.95	\$ 0.99
2024315385	Cellular	iPhone 16 128GB, ,	DME	\$ 133.95	\$ 0.99
2024453342	Cellular	iPhone 16 128GB, ,	DME	\$ 133.95	\$ 0.99
2024862502	Cellular	iPhone 16 128GB, ,	DME	\$ 127.77	\$ 0.99
2026031559	Cellular	iPhone 13 128 GB	DME	\$ 109.71	\$ -
2026035283	Cellular	iPhone 8 (64 GB Space Gray)		\$ 109.71	\$ -
2026037673	Air-Card/ MiFi	AC791L JetPack 4GLTE		\$ 90.03	\$ -
2026744654	Cellular	iPhone 16 128GB, ,	DME	\$ 133.95	\$ 0.99
2026798138	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2027018674	Cellular	iPhone 16 128GB, ,	DME	\$ 127.77	\$ 0.99
2027028584	Cellular	Sonim XP5		\$ 132.95	\$ 0.99
2027057660	Tablet with wire	IPAD		\$ 0.03	\$ -
2027164495	Cellular	iPhone 13 128 GB	DME	\$ 109.71	\$ -
2027175355	Cellular	iPhone 16 128GB, ,	WIC	\$ 133.95	\$ 0.99
2027315705	Cellular	iPhone 13 128 GB		\$ 109.71	\$ -

2027354509	Cellular	iPhone 16 128GB, ,	WIC	\$ 127.77	\$ 0.99
2027461009	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2027461068	Cellular	iPhone 16 128GB, ,		\$ 55.95	\$ 0.99
2027462241	Cellular	iPhone 16 128GB, ,		\$ 127.77	\$ 0.99
2027463075	Cellular	iPhone 16 128GB, ,		\$ 127.77	\$ 0.99
2027656287	Tablet with wire	IPAD		\$ 70.22	\$ -
2027657178	Cellular	iPhone 12 mini (64 GB Black)	\$	109.71	\$ -
2027660676	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2027697751	Cellular	iPhone 16 128GB, ,		\$ 52.62	\$ 0.99
2028123459	Cellular	iPhone 16 128GB, ,		\$ 127.77	\$ 0.99
2028123689	Cellular	iPhone 16 128GB, ,		\$ 133.95	\$ 0.99
2028123715	Cellular	iPhone 16 128GB, ,		\$ 55.42	\$ 0.99
2028123745	Cellular	iPhone 16 128GB, ,		\$ 127.77	\$ 0.99
2028123765	Cellular	iPhone 16 128GB, ,		\$ 127.77	\$ 0.99
2028123956	Cellular	iPhone 16 128GB, ,		\$ 53.62	\$ 0.99
2029239616	Cellular	iPhone XR (64 GB Black)	\$	109.71	\$ -
2029239618	Cellular	iPhone 13 128GB, ,		\$ 109.71	\$ -
2029239619	Cellular	iPhone 13 128 GB		\$ 109.71	\$ -
2029239630	Cellular	iPhone 13 128 GB		\$ 109.71	\$ -

\$ 2,135.49 \$ 2,253.16 \$ 2,503.43

OCT	NOV	DEC	Note
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 0.01	\$ 11.20	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 39.11	\$ 45.10	\$ 44.74	
\$ 0.01	\$ 10.93	\$ 42.68	
\$ 42.05	\$ 42.04	\$ 42.68	
\$ 42.05	\$ 42.04	\$ 42.68	
\$ 44.11	\$ 44.11	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ -	\$ -	\$ 33.00	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 0.01	\$ 11.20	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 30.01	\$ 30.01	\$ 30.01	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 30.01	\$ 30.01	\$ 30.01	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 44.11	\$ 44.10	\$ 44.74	
\$ 0.01	\$ 0.01	\$ 0.01	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 36.57	\$ 36.57	\$ 36.57	

\$ 42.05	\$ 43.04	\$ 42.68	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 0.01	\$ 11.20	\$ 44.74	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 23.24	\$ 23.24	\$ 23.74	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 0.01	\$ 9.93	\$ 42.68	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 44.11	\$ 45.10	\$ 44.74	
\$ 0.01	\$ 12.73	\$ 42.68	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 42.05	\$ 43.04	\$ 42.68	
\$ 0.01	\$ 10.93	\$ 42.68	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 36.57	\$ 36.57	\$ 36.57	
\$ 36.57	\$ 36.57	\$ 36.57	

# QUESTION 4D

## TRAVEL

## 2025-2026 Workforce Investment Travel

Date	Conference/Seminar/ Annual	Orginization	Place	Cost	Travel /Hotel Cost	Name	Title	Purpose
May 04-07, 2025	NAWDP 41st Annual Conference	NAWDP	Virginia, Beach	\$625.00	\$701.52	Drew Hubbard	Executive Director	The Power of Connections," emphasizes the importance of building and nurturing relationships within our community to drive progress and success.



# QUESTION 6

## CONTRACTS

<b>Vendor</b>	<b>FY25 Contract Amount</b>	<b>FY26 Contract Amount</b>	<b>Date</b>	<b>Termination date</b>	<b>Purpose</b>	<b>Option Years</b>
America Works	\$95,000		10/1/2024	9/30/2025	This contractor shall oversee the services offered by both core and required partners in the American Job Centers in the District of Columbia. This includes one comprehensive one-stop career centers and three affiliate sites as defined by the Workforce Innovation and Opportunity Act of 2014 (WIOA)	None
Pairin	\$215,004		10/1/2024	9/30/2025	This vendor shall maintain and enhance the District's Data Vault (DV), a transactional data system that facilitates the referral of District residents to and from multiple agencies for services.	None
Career Edge	\$55,000		10/1/2024	9/30/2025	The goal of this procurement is to implement a unified workforce management platform that enhances service delivery, improves data consistency, and expands workforce capabilities to meet the needs of the DC WIC.	None
Career Edge	\$25,000		10/1/2024	9/30/2025	This contractor shall develop a system to track progress against goals set in the DC WIOA Unified State Plan and managed by the DC WIC Board.	None
Title VI Consulting	\$23,600		10/1/2024	9/30/2025	The services to be provided by the Contractor shall include, but not be limited to, providing complaint investigation consultation, developing and executing a monitoring plan, and development of other technical assistance, guidance documents, and tools to support the work of the DC WIC in maintain compliance with WIOA Section 188, training EO Officers and participate in AJC Certification and Recertification	None
WIOA Unified State Plan Mid-Cycle Update	\$52,000		7/29/2025	9/30/2025	To complete the Economic, Workforce, and Workforce Development Activities Analysis section (Section II(a)) of the WIOA Unified State Plan mid-cycle submission for Program Years 2024-2027. The Workforce Innovation and Opportunity Act (WIOA) State Plan Mid-Cycle refers to a required modification to a state's WIOA plan, typically submitted halfway through the 4-year planning period. This modification allows states to update their plans based on changing economic conditions, workforce needs, and performance data. It provides an opportunity to refine strategies, adjust performance targets, and ensure continued alignment with WIOA's goals	None

Unite USA Inc.	\$35,000		10/1/2025	9/30/2026	A key component of this system is the One-Stop Operator (OSO), which acts as the central coordinator and facilitator of services within an American Job Center (AJC) or One Stop Center.	None
Complete Technology Solutions (ATLAS)	\$29,000		10/1/2025	9/30/2026	The primary workforce development policy body and is responsible for maintaining the Eligible Training Provider List (ETPL) in accordance with the Workforce Innovation and Opportunity Act (WIOA) and local policy. The ETP platform is a tool for ensuring District resident and vendors have access to high-quality training programs that lead to employment in high-demand industries.	None
Lightcast	\$15,000		10/1/2025	9/30/2026	Workforce Investment Council (WIC), has requirements to have continued use of the Economic Modeling LLC (EMSI) formally known as LightCast software licenses for labor market data to inform workforce development, education, and career pathways for residents, business and stakeholders.	None
Board/Staff Strategic Planning Sessions	\$30,000		9/1/2025	9/30/2025	Vendor to design, facilitate, and deliver a series of strategic planning engagements for both the WIC Board and WIC staff in alignment with the Workforce Innovation and Opportunity Act (WIOA) and local workforce development priorities. These sessions will be used to assess performance, address governance requirements, strengthen organizational culture, and set measurable goals and priorities for Fiscal Year 2026. The Board sessions will also focus on updating bylaws and strengthening committee structures.	None
SMART Board & AV Equipment	\$7,500		9/15/2025	9/30/2025	Requires vendor to purchase, installation, and setup of a SMART Board and supporting AV equipment to enhance meeting facilitation, training sessions, and presentations. The SMART Board will be a critical tool for interactive workshops, hybrid meetings, and strategic planning sessions, requiring professional installation and configuration to ensure seamless operation.	None

Executive Public Speaking & Coaching	\$9,000		9/1/2025	9/30/2025	The WIC is federally mandated workforce development board. As senior leaders in a public-facing, politically visible agency, the Executive Director and Chief of Staff are often called upon to speak on behalf of the District's workforce system in front of diverse audiences, ranging from federal agencies, District leadership, and employers, to job seekers, advocacy groups, and national stakeholders.	None
Business Sector Roundtables Facilitation for High Demand Industries	\$70,000		8/1/2025	9/30/2025	The WIC seeks to better understand the employment landscape, hiring trends, and training needs across the District's high-demand industries. To inform strategy development and align workforce programming with employer demand, the WIC will engage a vendor to host six (6) business sector roundtables. These roundtables will convene employers across key sectors identified in the District's High-Demand Occupations List, federal WIOA priorities, and The Comeback Plan.	None
Website Update	\$9,500		8/6/2025	9/30/2025	Vendor shall modernize its public-facing website to align with WIC's strategic vision and improve user experience for residents, businesses, training providers, and workforce partners.	None
Seaberry Design & Communication, LLC	\$9,000		5/29/2025	9/30/2025	Contractor to provide creative design, editing, formatting and printing for the WIC's Plan to Pivot programming.	None
LinkedIn	\$40,153		9/22/2025	9/30/2026	The Washington metropolitan region is experiencing a surge of federal workforce layoffs and downsizing, displacing thousands of employees and contractors. This has created an immediate need for rapid upskilling and reskilling to support re-entry into the job market. Many of these workers fall outside the scope of traditional WIOA-funded services, but their successful transition is essential for regional workforce stability.	None
Xerox	\$4,000	\$3,846.96	10/1/2025	9/30/2026	Office printer and copier services	None



QUESTION 10

CHART OF AGENCY  
PROGRAMS

**QUESTION 10-1**

**AJC MID-CYCLE PLAN**

**(AJC PARTNERSHIP**

**PRESENTATION)**

# WIOA State Plan Mid-Cycle Submission

AJC Partner Meeting Presentation  
October 24, 2025

# Stakeholders

- ❖ DC Workforce Investment Council
- ❖ Department of Employment Services
- ❖ Department of Disability Services
- ❖ Office of State Superintendent for Education
- ❖ University of District of Columbia
- ❖ DC Housing Authority
- ❖ Department of Human Services
- ❖ Potomac Job Corps

WE ARE  
WASHINGTON  
DC WORKFORCE  
INVESTMENT  
COUNCIL  
GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
MURIEL BOWSER, MAYOR



# What Is the WIOA Mid-Cycle Plan?

A midcycle WIOA State Plan refers to the mandatory update or modification that states must submit during the middle of their four-year Workforce Innovation and Opportunity Act (WIOA) planning cycle. This update is intended to reflect any necessary adjustments to state workforce development strategies.

Changes in labor market and economic conditions: This could include shifts in demand for certain skills, new or declining industries, or changes in unemployment rates.



**What changes in the labor market and economic conditions have affected the DC area?**

The DC area's labor market has been significantly impacted by federal downsizing, leading to **higher unemployment**, particularly in the suburbs, and a **slowdown in private sector job growth**. These changes have resulted in **decreased consumer spending**, **increased housing inventory**, and a negative impact on the economy that extends beyond federal employees to support industries like contracting, hospitality, and small businesses. The region is attempting to mitigate these effects through diversification into sectors like healthcare and construction, though this has not yet fully offset the economic strain.

Changes in federal or state law or policy: New legislation could significantly impact the strategies, goals, and priorities upon which the WIOA State Plan is based.



**What changes in federal or state law or policy has impacted our local workforce area?**

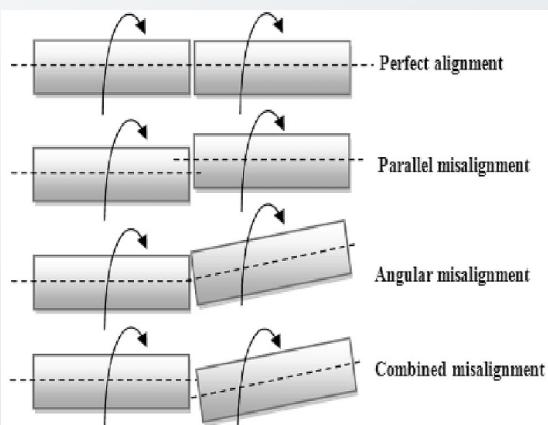
## Recent and proposed legislative changes

- "One Big Beautiful Bill": This legislation includes changes that will restrict eligibility for public benefits, such as Medicaid, CHIP, and SNAP, for certain non-citizen immigrants, with impacts beginning as early as October 1, 2026.
- "Rescissions Act of 2025": This act may lead to reduced federal funding for public broadcasting stations and nonprofit organizations based in D.C.
- DC Statehood proposals: Bills such as the "Washington, DC Admission Act" have been introduced to make most of D.C. a new state while retaining a federal capital district
- Repeal of home rule proposals: Legislation has been introduced to repeal D.C.'s home rule, a power established by Congress that grants the district a degree of local self-governance.

Strategic or operational shifts: Any other major change in a state's strategic approach to workforce development be addressed in the midcycle modification.



## What strategic or operational shifts may impact our workforce region?



Significant strategic and operational shifts are currently impacting the District of Columbia's workforce, primarily driven by a federal government workforce reduction, the sustained prevalence of remote and hybrid work, and the increasing integration of artificial intelligence (AI). These trends are reshaping the regional economy, affecting hiring, and altering real estate markets.

## Federal workforce downsizing and budget cuts

- Recent federal government efficiency initiatives and shutdowns have led to significant job cuts, early retirements, and furloughs for federal employees in the region.
- Impact on the local economy: This downsizing has caused economic strain throughout the region by affecting federal jobs, federal contracts, and ancillary jobs in professional services, hospitality, and real estate.
- Response from local leaders: In response, Mayor Bowser launched the "Talent Capital" initiative in October 2025 to help displaced federal workers transition to new careers and connect them to other regional job opportunities.

## Post-pandemic workplace and real estate shifts

- The widespread adoption of remote and hybrid work during and after the COVID-19 pandemic has fundamentally altered the District's real estate and job markets.

# Purpose and Requirements

States are required to update their plans to account for a variety of changes that may affect their workforce programs, such as:

- **Changes in labor market and economic conditions:** This could include shifts in demand for certain skills, new or declining industries, or changes in unemployment rates.
- **Changes in federal or state law or policy:** New legislation could significantly impact the strategies, goals, and priorities upon which the WIOA State Plan is based.
- **New or reorganized state agencies:** Substantial administrative changes to agencies overseeing WIOA programs can trigger a modification.
- **New planning regions:** Changes in how a state is divided into local planning areas may require updates to reflect new boundaries or designations.
- **Strategic or operational shifts:** Any other major change in a state's strategic approach to workforce development would be addressed in the midcycle modification.

This required update is an opportunity for states to refine their strategies to better serve both workers and employers:

- ❖ It promotes better alignment of federal investments across job training and education programs.
- ❖ It allows for more comprehensive and coordinated approaches, such as developing career pathways and addressing the needs of underserved populations.
- ❖ It helps states make data-driven decisions by reassessing economic and labor market information.
- ❖ It provides a chance for states to adapt their workforce goals and focus based on changing needs, such as recovering from economic crises.



# What's Next

1. Agencies will review their section of the DC WIOA State Plan – 2024-2028
2. Deborah will provide agencies with the Word version on a **Share Drive** on Monday 10/27, so that editing can happen on one document.
3. Begin edits within your section that includes the following requirements
  - Changes in labor market and economic conditions
  - Changes in federal or state law or policy
  - New or reorganized state agencies
  - New planning regions
  - Strategic or operational shifts
4. November 24<sup>th</sup> – Draft of Economic Analysis (should help inform partner sections)
5. November 28<sup>th</sup> – Draft changes to partner sections due Word document for WIC review.  
DC WIC submits and edits and feedback for partner sections
6. December 5<sup>th</sup> – AJC Briefing on Economic Analysis – Final
7. January – Mid-February – Final revisions and edits
8. March – Plan submission



ANY  
QUESTIONS



THE  
COLUMBIA  
MAYOR

# QUESTION 10-2

## PLAN TO PIVOT WORKSHOP



## **Plan to Pivot – Transition Strategies for Federal Workers into the Private Sector**

### **Translating Your Federal Job into Private Sector Opportunities**

An Executive Headhunter quotes, “The federal workforce is in flux with tens of thousands of federal employees unexpectedly facing career transitions. Whether due to layoffs, voluntary departures, or restructuring, the shift from public service to private industry can be both daunting and full of opportunity. The good news? Former government employees bring a wealth of expertise that is highly valued in the private and nonprofit sectors. But to make a successful transition, it’s essential to understand how the hiring landscape differs and how to position yourself effectively.” This workshop will prepare federal workers with specific tools and strategies to better position them to be competitive in the private market.

### **Federal to Private: Up Your Resume with Artificial Intelligence**

To transition a federal government resume to a civilian resume it is important focus on translating your detailed government job duties and accomplishments into concise, action-oriented statements that highlight relevant skills and achievements, using common industry terminology, and generally shortening the length to focus more on outcomes and accomplishments versus length of service in any specific position. Writing an effective résumé helps show the hiring agency you are the person they need! Bring your resume to this workshop and learn how to transform it into a competitive document that highlights your skills and accomplishments, improving your chances of employment in the private sector.

### **Preparing for the Job Search Process – Changing your Frame of Mind/ Networking Strategies and Upskilling**

Many federal professionals hesitate to take the first step because they are unsure what path to pursue next. But you will not truly know if a role, company or sector is the “right fit” until you move forward. Focus on finding a good learning opportunity where you can grow and gain new skills. Your first role outside government does not have to be—and likely will

not be—your forever job. You are not the only person to have been laid off. Leverage networking, including LinkedIn’s advanced search to find professionals who previously held similar roles and have successfully transitioned to the private sector. This workshop will review and enhance your LinkedIn profile along with arming you with other networking strategies. In addition, the workshop will discuss how to transition your frame of mind reference from a “federal worker” mindset to becoming a competitive candidate for all work opportunities, including the private sector.

### **How to Transition Your Federal Disability Status to Private Sector Job Opportunities**

The Department of Disability Rehabilitation Services will offer an overview of vocational rehabilitation services designed to support individuals with disabilities in achieving their employment goals. These sessions will highlight available resources, eligibility requirements, and how to develop personalized plans for success. Whether returning to work or changing careers, this overview provides a solid foundation for exploring the path forward.

# QUESTION 11

## UNITE US PLATFORM

## LAUNCH ANNOUNCEMENT



# DC WIC

## Launch Day Email

**Sender:** Deborah/Rishan (DC WIC)

**Date/Time:** Tuesday, January 27th, approximately 9am EST. (Send this email to all end users upon receiving confirmation of successful go-live from Sam)

Hello!

As of TODAY, DC Workforce Investment Council has officially launched on the Unite Us platform as part of the Unite Us East network! As a Unite Us end user, you can start connecting individuals you serve to network partners as soon as you **activate your account**. Thank you so much for your time and dedication to truly making a change in our community.

### 1. Activate your Unite Us account

- Activate your account by following the instructions on the activation email you received from Unite Us.
- Please bookmark or favorite this link to access the Unite Us Platform going forward: <https://app.auth.uniteus.io/>.
- If you have any issues with logging in via the link above, please email our Support team at [support@uniteus.com](mailto:support@uniteus.com).

### 2. Send a referral

- Once your account is active, you can create and send referrals for your clients who need community-based resources.
- **Have questions?** Use the chat box, located in the lower right hand corner of the platform, for live support from a Unite Us team member.
- **REMINDER** Please do not create any test referrals in the live environment.

### 3. What Unite Us products are available for you

- As part of DC WIC's partnership with Unite Us, you can leverage the following offerings to support your work with clients:
  - **Unite Us Web Based Platform.** Your user access allows you to login into our web application. Within the platform, you can leverage features such as the “my network” tab, social care screenings and referral management tools as part of your daily work with clients.

### 4. Access Training Materials

- If you missed training opportunities and/or if you are interested in additional learning resources, please visit [Unite Us Learn](#) by clicking on the graduation cap icon located in the top right corner of your Unite Us account
- In this site, you will find options to register for live training sessions and self-paced courses, along with other helpful resources for new users.

Welcome again to the Unite Us Network! Our local Unite Us team will continue to partner with DC WIC as we grow the network. We look forward to taking on this work together to support our communities!

Thank you,

QUESTION 12

FY26 PAR



**WORKFORCE INVESTMENT COUNCIL  
FY 2026 PERFORMANCE PLAN**

**NOVEMBER 18, 2025**

# CONTENTS

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<b>Contents</b>	<b>2</b>
<b>1 Introduction</b>	<b>3</b>
<b>2 Workforce Investment Council Overview</b>	<b>5</b>
<b>3 Objectives</b>	<b>6</b>
3.1 Enhancing Accessibility and Continuous System Improvement . . . . .	6
3.2 Integrating a Comprehensive Workforce Development System . . . . .	6
3.3 Providing System Coordination, Transparency, and Accountability . . . . .	6
3.4 Efficient, Transparent, and Responsive Government . . . . .	6
<b>4 Administrative Structures</b>	<b>7</b>
4.1 Business Engagement . . . . .	7
4.2 Performance and Impact . . . . .	9
4.3 Operations . . . . .	10
<b>5 Projects</b>	<b>11</b>
5.1 Career Pathways . . . . .	11
5.2 Workforce Alignment and Training Compliance Hub (WATCH) . . . . .	11

# 1 INTRODUCTION

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This document is the Fiscal Year 2026 Performance Plan for the Workforce Investment Council.

This Performance Plan is the first of two agency performance documents published each year. The Performance Plan is published twice annually – preliminarily when the Mayor’s budget proposal is delivered, and again at the start of the fiscal year when budget decisions have been finalized. A companion document, the Performance Accountability Report (PAR), is published annually in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

**Performance Plan Structure:** Performance plans are comprised of agency Objectives, Administrative Structures (such as Divisions, Administrations, and Offices), Activities, Projects and related performance measures. The following describes these plan components, and the types of performance measures agencies use to assess their performance.

**Objectives:** Objectives are statements of the desired benefits that are expected from the performance of an agency’s mission. They describe the goals of the agency.

**Administrative Structures:** Administrative Structures represent the organizational units of an agency, such as Departments, Divisions, or Offices.

**Activities:** Activities represent the programs and services an agency provides. They reflect what an agency does on a regular basis (e.g., processing permits).

**Projects:** Projects are planned efforts that end once a particular outcome or goal is achieved.

**Measures:** Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can answer broad questions about an agency’s overall performance or the performance of an organizational unit, a program or service, or the implementation of a major project. Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below.

Measures are printed in the Performance Plan along with the Objective, Administrative Structure, Activity, or Project that they measure.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	“Percent of claims processed within 10 business days”

(continued)

Measure Type	Measure Description	Example
Outcome	Outcome measures assess the results or impact of an agency's work. These measures describe the intended ultimate benefits associated with a program or service.	"Percent of families returning to homelessness within 6-12 months"
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

**Targets:** Agencies set targets for most performance measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in the subsequent Performance Accountability Report.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

## 2 WORKFORCE INVESTMENT COUNCIL OVERVIEW

---

**Mission:** The District of Columbia Workforce Investment Council (DC WIC) will lead with urgency and precision to create a fully integrated and comprehensive workforce development system that not only meets but anticipates the needs of job seekers and businesses. The DC WIC is dedicated to fostering a unified workforce system that ensures transparency, accountability, and high performance while reducing redundancy across the workforce ecosystem. Our commitment is to provide effective leadership and coordination at all levels.

**Summary of Services:** The Workforce Investment Council Board oversees the implementation of the District of Columbia's Strategic Four-Year Plan under WIOA, driving a unified workforce strategy aligned with the District's economic needs and targeted sectors. By convening key stakeholders including businesses, training providers, and government agencies the DC WIC ensures that workforce initiatives effectively meet industry demands. Through strategic planning, technical assistance, and continuous monitoring, the DC WIC maximizes program efficiency, promotes transparency and ensures accountability in all workforce development efforts.

**Objectives:**

1. Enhancing Accessibility and Continuous System Improvement
2. Integrating a Comprehensive Workforce Development System
3. Providing System Coordination, Transparency, and Accountability
4. Efficient, Transparent, and Responsive Government

**Administrative Structures:**

1. Business Engagement
2. Performance and Impact
3. Operations

## **3 OBJECTIVES**

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### **3.1 ENHANCING ACCESSIBILITY AND CONTINUOUS SYSTEM IMPROVEMENT**

Improve access to workforce development programs and continuously refine processes to serve partners better.

**No Related Measures**

### **3.2 INTEGRATING A COMPREHENSIVE WORKFORCE DEVELOPMENT SYSTEM**

Create a unified system that consolidates workforce development efforts across the District and lead innovative initiatives that strengthen partnerships and advance workforce development.

**No Related Measures**

### **3.3 PROVIDING SYSTEM COORDINATION, TRANSPARENCY, AND ACCOUNTABILITY**

Ensure stakeholders have a clear understanding of the workforce system and its processes and foster a performance-driven ecosystem defined by clear, data-driven goals and outcomes.

**No Related Measures**

### **3.4 EFFICIENT, TRANSPARENT, AND RESPONSIVE GOVERNMENT**

Create and maintain a highly efficient, transparent, and responsive District government.

**No Related Measures**

## 4 ADMINISTRATIVE STRUCTURES

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### 4.1 BUSINESS ENGAGEMENT

Increase and improve business relationships within the District and region to align workforce training programs with employer needs. Ensure that programs meet the District's compliance and performance standards by actively involving businesses in the design and evaluation of training initiatives.

Activities under Business Engagement:

1. Eligible Training Provider Management and Oversight: Oversee the approval and renewal process for all workforce development training providers. Recruit and evaluate new applications and ensure ongoing compliance of existing providers with WIOA and local standards. The renewal process is based on performance metrics, requiring providers to demonstrate success in delivering effective training that leads to employment in high-demand sectors.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of eligible training providers	Neutral	88	Target not required	13	Target not required
Quantity	Number of training providers reviewed annually for compliance with industry standards	Up is Better	New in 2025	New in 2025	2	10

2. Systems Analysis: Conduct in-depth research on DC landscape to identify gaps that may exist in education, training, and support services. Additionally, collect and analyze data from various workforce related sources to aid in system coordination and enhancement.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of Businesses Providing Feedback on Training Programs	Up is Better	New in 2025	4	17	4
Quantity	Number of participants expressing satisfaction with career pathways programs, as measured through surveys	Up is Better	New in 2025	New in 2025	45	25

3. Collaboration, Partnership, and Engagement: Facilitate and manage collaborative projects and initiatives that involve multiple government agencies to enhance the efficiency and effectiveness of workforce development efforts within the District. As well as, host roundtables and discussions with business leaders to align training efforts with industry demands. Develop and strengthen partnerships with regional entities, including neighboring jurisdictions, regional workforce boards, and industry consortia, to enhance workforce development efforts.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of business leaders actively engaged	Up is Better	34	40	93	<b>40</b>
Quantity	Number of workforce providers who participate in sectoral partnerships meetings to enhance communication on demand sector needs	Up is Better	25	25	172	<b>25</b>
Quantity	Number of New Partnerships Established	Up is Better	New in 2025	10	11	<b>10</b>
Quantity	Number of businesses actively vetting and endorsing career pathways based on sector needs	Up is Better	New in 2025	10	17	<b>10</b>
Quantity	Number of partnerships with regional entities, including neighboring jurisdictions, regional workforce boards, and industry consortia, to enhance workforce development efforts	Up is Better	New in 2025	New in 2025	9	<b>10</b>
Quantity	Number of regional speaking engagements	Up is Better	New in 2025	8	5	<b>8</b>

4. Training and Skills Development: Provide training for workforce system partners, stakeholders, community-based organizations, businesses, etc. Facilitate webinars, meetings, and teleconferences to enhance partner awareness. Provide ongoing support to training providers through regular consultations, workshops, and resource sharing to improve the quality and relevance of their programs. Provide technical assistance for continuous improvement of performance

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of people trained through Technical Assistance activities	Up is Better	137	120	188	<b>No Target Provided</b>
Quantity	Number of Businesses Participating in Sector Partnership Meetings	Up is Better	New in 2025	25	72	<b>25</b>
Quantity	Number of District residents educated annually on career opportunities using career pathways maps	Up is Better	New in 2025	New in 2025	120	<b>100</b>
Quantity	Number of workforce development professionals participating in career pathways training	Up is Better	New in 2025	New in 2025	52	<b>50</b>

(continued)

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of training sessions hosted annually as part of career pathways program	Up is Better	New in 2025	New in 2025	7	6
Quantity	Number of workforce professionals participating in Technical Assistance activities	Up is Better	New in 2025	100	11	No Target Provided

## 4.2 PERFORMANCE AND IMPACT

Performance and Impact Team is responsible for oversight and compliance.

Activities under Performance and Impact:

1. One Stop Operator: Management of the WIOA mandated One Stop Operator (OSO) contract, where they are responsible for convening WIOA core partners.

### No Related Measures

2. Labor Market Analysis and Dissemination: Develop labor market information and increase its utilization in shaping training programs by identifying industry insights, skills gaps, and employer needs.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of businesses engaged	Up is Better	72	50	45	60

3. Policy Development and Guidance: Provide high level policy development through the dissemination of a WIC WIOA Policy Manual, WIC Unified State Plan Modification; the issuance of important implementation information and updates through Workforce Implementation Guidance Letters (WIGLS), and by facilitating technical assistance webinars and teleconferences. Partner agencies to establish corresponding Standard Operating Procedures that follow the policies and guidance put in place by the WIC.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of policy guidance documents issued annually to ensure consistent adherence to WIOA provisions	Up is Better	New in 2025	New in 2025	4	5

(continued)

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of monitoring visits conducted annually to workforce system partners to ensure adherence to provisions and the implementation of policy guidance	Up is Better	New in 2025	New in 2025	6	4

4. Compliance and Oversight: Operate as the District's entity to evaluate workforce related programming, services, and activities and ensure they meet the standards and guidelines issued by local and federal policies.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of agencies that reported data	Up is Better	New in 2025	New in 2025	24	15
Outcome	Number of Submission and Approval of WIOA State Plan	Neutral	New in 2025	New in 2025	1	Target not required

### 4.3 OPERATIONS

The Operations Department manages all Human Resources, finance related matters, government efficiency matters, and board management.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Outcome	Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years	Up is Better	No data available	Target not required	No data available	Target not required
Outcome	Percent of employees that are District residents	Up is Better	100%	Target not required	No data available	Target not required
Outcome	Percent of new hires that are District residents (PeopleSoft)	Up is Better	100%	Target not required	0%	Target not required
Outcome	Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time	Up is Better	No incidents	Target not required	No incidents	Target not required

## 5 PROJECTS

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### 5.1 CAREER PATHWAYS

**Related Administrative Structure:** Business Engagement

**Related Activity Name:** Training and Skills Development

**Proposed Completion Date:** September 30, 2026

Develop and enhance Career Pathways by establishing sector-specific partnerships. This will involve mapping career trajectories within high-demand industries, informed by real-time business needs, and providing targeted support to workforce providers. To aid in the socialization and provide a better understanding of career pathways, the Workforce Investment Council will provide six career pathway training opportunities with a minimum of 50 attendees for training .

**Related Measures:**

- Number of District residents educated annually on career opportunities using career pathways maps
- Number of training sessions hosted annually as part of career pathways program
- Number of workforce development professionals participating in career pathways training

### 5.2 WORKFORCE ALIGNMENT AND TRAINING COMPLIANCE HUB (WATCH)

**Related Administrative Structure:** Performance and Impact

**Related Activity Name:** Compliance and Oversight

**Proposed Completion Date:** September 30, 2028

Oversee the compliance and approval processes for training providers through a Clearinghouse. Ensure that all programs are rigorously evaluated and meet the District's established standards for quality and outcomes, with a focus on expanding the number of quality and compliant providers.

**Related Measures:**

- Number of new training providers recruited and successfully approved for inclusion in the clearinghouse
- Number of people trained through Technical Assistance activities

QUESTION 13

FY25 PAR



**WORKFORCE INVESTMENT COUNCIL  
FY 2025 PERFORMANCE ACCOUNTABILITY REPORT**

**JANUARY 15, 2026**

# CONTENTS

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<b>Contents</b>	<b>2</b>
<b>1 Introduction</b>	<b>3</b>
<b>2 Workforce Investment Council Overview</b>	<b>5</b>
<b>3 2025 Accomplishments</b>	<b>6</b>
3.1 Community of Practice . . . . .	6
3.2 Plan to Pivot – Frontline Workers . . . . .	6
3.3 Plan to Pivot Program for Federal Workers . . . . .	6
<b>4 Objectives</b>	<b>7</b>
4.1 Enhancing Accessibility and Continuous System Improvement . . . . .	7
4.2 Integrating a Comprehensive Workforce Development System . . . . .	7
4.3 Providing System Coordination, Transparency, and Accountability . . . . .	7
4.4 Efficient, Transparent, and Responsive Government . . . . .	7
<b>5 Administrative Structures</b>	<b>8</b>
5.1 Business Engagement . . . . .	8
5.2 Performance and Impact . . . . .	9
5.3 Operations . . . . .	11
<b>6 Projects</b>	<b>12</b>
6.1 Workforce Alignment and Training Compliance Hub (WATCH) . . . . .	12
6.2 Workforce Summit . . . . .	12
6.3 WIOA State Plan . . . . .	12
6.4 Career Pathways . . . . .	12

# 1 INTRODUCTION

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This document is the Fiscal Year 2025 Performance Accountability Report (PAR) for the Workforce Investment Council.

The PAR is the second of two agency performance documents published each year. A Performance Plan is published at the start of the fiscal year when budget decisions have been finalized. A PAR is published in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

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*(continued)*

Measure Type	Measure Description	Example
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District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

**Targets:** Agencies set targets for most Performance Measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in their PAR.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

## 2 WORKFORCE INVESTMENT COUNCIL OVERVIEW

---

**Mission:** The District of Columbia Workforce Investment Council (DC WIC) will lead with urgency and precision to create a fully integrated and comprehensive workforce development system that not only meets but anticipates the needs of job seekers and businesses. The DC WIC is dedicated to fostering a unified workforce system that ensures transparency, accountability, and high performance while reducing redundancy across the workforce ecosystem. Our commitment is to provide effective leadership and coordination at all levels.

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**Objectives:**

1. Enhancing Accessibility and Continuous System Improvement
2. Integrating a Comprehensive Workforce Development System
3. Providing System Coordination, Transparency, and Accountability
4. Efficient, Transparent, and Responsive Government

**Administrative Structures:**

1. Business Engagement
2. Performance and Impact
3. Operations

## 3 2025 ACCOMPLISHMENTS

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### 3.1 COMMUNITY OF PRACTICE

The DCWIC convened 4 quarterly meetings with an average 25 participants. The goal of community of practice is to bring together stakeholders within the workforce development system to accomplish the following:

Information sharing (CoP is the intersection of information sharing within the workforce system) Strategy Development (CoP is represented in the District's WIOA State Plan committing to expanding the network and improving alignment)

Responding to economic conditions creating innovative client-focused approaches Understanding the Communities we Serve

**Impact:** The WIC serves as a convenor or groups that impact the District's workforce system. The Community of Practice is one of many convenings led by the WIC. These convenings serve as the vehicles for braiding programs, funding and strategies.

### 3.2 PLAN TO PIVOT - FRONTLINE WORKERS

In addition to workshops for federal workers, the DC WIC also recognized the need to train the District's frontline workers responsible for coaching federal workers that have and will continue reaching out for assistance and support in transitioning into private sector opportunities. The DC WIC created a seven-part series for frontline workers that included topics such as: Transitioning federal jobs into private sector opportunities Using AI to create resumes Networking and connecting with LinkedIn

**Impact:** The DC WIC offered a total of 6 all-day trainings and trained over 120 frontline workers. The WIC received many positive responses from agency staff, indicating it being one of the best trainings they've received and very positively indicated that the content will help them serve this new demographic of jobseekers.

### 3.3 PLAN TO PIVOT PROGRAM FOR FEDERAL WORKERS

More than 275,000 United States federal civil service layoffs were announced by the second Trump administration. Nearly 450,000 federal workers live in the Maryland, DC, Virginia area. Over 160,000 are District residents. Workshops were launched in July through August and were offered twice a week for two hours. DC WIC in partnership with our One Stop Operator, created a registration page so interested participants were able to register in advance. With limited marketing, the library was able to publish the workshop schedule in their weekly newsletter.

**Impact:** More than 100 individuals registered for the workshops. The WIC created Plan Pivot, a workshop series developed specifically for federal workers who have been laid off, that provides instruction on transitioning from federal jobs and competing for private sector opportunities. As a result of delivering these workshops, participants were better prepared for the reality of today's job market.

## 4 OBJECTIVES

---

### 4.1 ENHANCING ACCESSIBILITY AND CONTINUOUS SYSTEM IMPROVEMENT

Improve access to workforce development programs and continuously refine processes to serve partners better.

*No Related Measures*

### 4.2 INTEGRATING A COMPREHENSIVE WORKFORCE DEVELOPMENT SYSTEM

Create a unified system that consolidates workforce development efforts across the District and lead innovative initiatives that strengthen partnerships and advance workforce development.

*No Related Measures*

### 4.3 PROVIDING SYSTEM COORDINATION, TRANSPARENCY, AND ACCOUNTABILITY

Ensure stakeholders have a clear understanding of the workforce system and its processes and foster a performance-driven ecosystem defined by clear, data-driven goals and outcomes.

*No Related Measures*

### 4.4 EFFICIENT, TRANSPARENT, AND RESPONSIVE GOVERNMENT

Create and maintain a highly efficient, transparent, and responsive District government.

*No Related Measures*

## 5 ADMINISTRATIVE STRUCTURES

### 5.1 BUSINESS ENGAGEMENT

Increase and improve business relationships within the District and region to align workforce training programs with employer needs. Ensure that programs meet the District's compliance and performance standards by actively involving businesses in the design and evaluation of training initiatives.

#### Activities under Business Engagement:

##### Eligible Training Provider Management and Oversight

Oversee the approval and renewal process for all workforce development training providers. Recruit and evaluate new applications and ensure ongoing compliance of existing providers with WIOA and local standards. The renewal process is based on performance metrics, requiring providers to demonstrate success in delivering effective training that leads to employment in high-demand sectors.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of eligible training providers</b>							
Quantity	Neutral	3	0	4	6	13	Target not required
<b>Number of training providers reviewed annually for compliance with industry standards</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	2	New in 2025

##### Systems Analysis

Conduct in-depth research on DC landscape to identify gaps that may exist in education, training, and support services. Additionally, collect and analyze data from various workforce related sources to aid in system coordination and enhancement.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of Businesses Providing Feedback on Training Programs</b>							
Quantity	Up is Better	0	0	3	14	17	4
<b>Number of participants expressing satisfaction with career pathways programs, as measured through surveys</b>							
Quantity	Up is Better	0	0	5	40	45	New in 2025

##### Collaboration, Partnership, and Engagement

Facilitate and manage collaborative projects and initiatives that involve multiple government agencies to enhance the efficiency and effectiveness of workforce development efforts within the District. As well as, host roundtables and discussions with business leaders to align training efforts with industry demands. Develop and strengthen partnerships with regional entities, including neighboring jurisdictions, regional workforce boards, and industry consortia, to enhance workforce development efforts.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of New Partnerships Established</b>							
Quantity	Up is Better	1	0	4	6	11	10
<b>Number of business leaders actively engaged</b>							

(continued)

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Quantity	Up is Better	2	0	26	65	93	40
<b>Number of businesses actively vetting and endorsing career pathways based on sector needs</b>							
Quantity	Up is Better	0	0	6	11	17	10
<b>Number of partnerships with regional entities, including neighboring jurisdictions, regional workforce boards, and industry consortia, to enhance workforce development efforts</b>							
Quantity	Up is Better	Semi-annual	3	Semi-annual	3	9	New in 2025
<b>Number of regional speaking engagements</b>							
Quantity	Up is Better	0	1	2	2	5	8
<b>Number of workforce providers who participate in sectoral partnerships meetings to enhance communication on demand sector needs</b>							
Quantity	Up is Better	4	0	2	166	172	25

*Explanation of Missed Targets:*

1. Number of regional speaking engagements: Due to regional climate shifts and the federal landscape, we consolidated our efforts with our regional partners, which required fewer regional speaking engagements.

### Training and Skills Development

Provide training for workforce system partners, stakeholders, community-based organizations, businesses, etc. Facilitate webinars, meetings, and teleconferences to enhance partner awareness. Provide ongoing support to training providers through regular consultations, workshops, and resource sharing to improve the quality and relevance of their programs. Provide technical assistance for continuous improvement of performance

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of Businesses Participating in Sector Partnership Meetings</b>							
Quantity	Up is Better	0	0	2	70	72	25
<b>Number of District residents educated annually on career opportunities using career pathways maps</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	120	New in 2025
<b>Number of people trained through Technical Assistance activities</b>							
Quantity	Up is Better	4	1	6	177	188	120
<b>Number of training sessions hosted annually as part of career pathways program</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	7	New in 2025
<b>Number of workforce development professionals participating in career pathways training</b>							
Quantity	Up is Better	0	0	12	40	52	New in 2025
<b>Number of workforce professionals participating in Technical Assistance activities</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	11	100

*Explanation of Missed Targets:*

1. Number of workforce professionals participating in Technical Assistance activities: Needs Update

## 5.2 PERFORMANCE AND IMPACT

Performance and Impact Team is responsible for oversight and compliance.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of new training providers recruited and successfully approved for inclusion in the clearinghouse</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	6	New in 2025

### Activities under Performance and Impact:

#### One Stop Operator

Management of the WIOA mandated One Stop Operator (OSO) contract, where they are responsible for convening WIOA core partners.

No Related Measures

#### Labor Market Analysis and Dissemination

Develop labor market information and increase its utilization in shaping training programs by identifying industry insights, skills gaps, and employer needs.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of businesses engaged</b>							
Quantity	Up is Better	0	1	26	18	45	50

#### Policy Development and Guidance

Provide high level policy development through the dissemination of a WIC WIOA Policy Manual, WIC Unified State Plan Modification; the issuance of important implementation information and updates through Workforce Implementation Guidance Letters (WIGLS), and by facilitating technical assistance webinars and teleconferences. Partner agencies to establish corresponding Standard Operating Procedures that follow the policies and guidance put in place by the WIC.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of monitoring visits conducted annually to workforce system partners to ensure adherence to provisions and the implementation of policy guidance</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	6	New in 2025
<b>Number of policy guidance documents issued annually to ensure consistent adherence to WIOA provisions</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	4	New in 2025

#### Compliance and Oversight

Operate as the District's entity to evaluate workforce related programming, services, and activities and ensure they meet the standards and guidelines issued by local and federal policies.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Number of agencies that reported data</b>							
Quantity	Up is Better	Annual	Annual	Annual	Annual	24	New in 2025
<b>Number of Submission and Approval of WIOA State Plan</b>							
Outcome	Neutral	Annual	Annual	Annual	Annual	1	New in 2025

### 5.3 OPERATIONS

The Operations Department manages all Human Resources, finance related matters, government efficiency matters, and board management.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
<b>Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years</b>							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No data available	Target not required
<b>Percent of employees that are District residents</b>							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No data available	Target not required
<b>Percent of new hires that are District residents (PeopleSoft)</b>							
Outcome	Up is Better	Annual	Annual	Annual	Annual	0%	Target not required
<b>Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time</b>							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No incidents	Target not required

## 6 PROJECTS

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### 6.1 WORKFORCE ALIGNMENT AND TRAINING COMPLIANCE HUB (WATCH)

**Related Administrative Structure:** Performance and Impact

**Related Activity Name:** Compliance and Oversight

**Project Description:** Oversee the compliance and approval processes for training providers through a Clearinghouse. Ensure that all programs are rigorously evaluated and meet the District's established standards for quality and outcomes, with a focus on expanding the number of quality and compliant providers.

**Start Date:** April 1, 2025

**Planned Completion Date:** September 30, 2028

**Current Project Phase:** No Updates

### 6.2 WORKFORCE SUMMIT

**Related Administrative Structure:** Performance and Impact

**Related Activity Name:** Training and Skills Development

**Project Description:** The Workforce Investment Council organizes and hosts this conference that brings together multiple District front-line staff for training and skills development to enhance their ability to serve job-seekers and meet business needs.

**Start Date:** October 1, 2024

**Date Cancelled:** August 1, 2025

**Current Project Phase:** Cancelled

**Project Status:** This event was cancelled due to lack of funding

### 6.3 WIOA STATE PLAN

**Related Administrative Structure:** Performance and Impact

**Related Activity Name:** Compliance and Oversight

**Project Description:** The Workforce Investment Council will facilitate and provide oversight for the development of the WIOA State Plan. The State Plan guides the District's workforce systems' goals, vision, and related activities.

**Start Date:** October 1, 2024

**Date Completed:** August 1, 2025

**Current Project Phase:** Completed

**Project Status:** This event was cancelled due to lack of funding

### 6.4 CAREER PATHWAYS

**Related Administrative Structure:** Business Engagement

**Related Activity Name:** Training and Skills Development

**Project Description:** Develop and enhance Career Pathways by establishing sector-specific partnerships. This will involve mapping career trajectories within high-demand industries, informed by real-time business needs, and providing targeted support to workforce providers. To aid in the socialization and provide a better understanding of career pathways, the Workforce Investment Council will provide six career pathway training opportunities with a minimum of 50 attendees for training.

**Start Date:** October 1, 2024

**Planned Completion Date:** September 30, 2026

**Current Project Phase:** No Updates

**Related Measures:**

- Number of District residents educated annually on career opportunities using career pathways maps
- Number of training sessions hosted annually as part of career pathways program
- Number of workforce development professionals participating in career pathways training

# QUESTION 19

## WORKFORCE INVESTMENT COUNCIL

**QUESTION 19-1**

**WORKFORCE INVESTMENT**

**COUNCIL BOARD LIST**

Core Partners and Government					
	First Name	Last Name	Title	Seat Designation (specific role)	Terms
***	Drew	Hubbard	Executive Director	Workforce Investment Council (WIC) Designee	
1	Anita	Bonds	Councilpersons Administration and Labor	Chairman of the Council of the District of Columbia designee	
2	Sybongile	Cook	Director of Destination Development	Deputy Mayor for Planning and Economic Development (DMPED) Designee	
3	Matthew	Furman	Chairperson Recreation and Community Affairs	Chairman of the Council of the District of Columbia designee	
4	Paul	Kihn	Deputy Mayor of Education	Mayor's Designee	
5	Kilin	Boardman-Schroyer	Interim State Superintendent of Education	Office of the State Superintendent of Education (OSSE) Designee	
6	Unique	Morris-Hughes	Director of the Department of Employment Services	Department of Employment Services (DOES) Designee	
7	Andrew	Reese	Director of the Department of Disability Services	Department of Disability Services (DDS- RSA)	
8	Rachel	Pierre	Interim Director of Human Services	Interim Department of Human Services (DHS) Designee	
9	Kunta	Bedney	Business Representative at Eastern Atlantic State Regional	Organized Labor Representative /Apprenticeship Organization Member	Term Expires 6/30/2026
10	Latara	Harris	President Critteon School for Girls	Community Based Organization member	Term Expired on 6/30/25
11	Liz	DeBarros	President of DC Building Association	Organized Labor Representative /Apprenticeship Organization Member	Term Expired 6/30/23
12	Solomon	Keene, Jr	President of Hospitality	Organized Labor Representative /Apprenticeship Organization Member	Term Expired 6/30/23
13	Vacant			Community Based Organization member	Position Vacant
14	Korey	Gray	Director of Compliance and Business Services- DC Water	Utility Sector member Water	Term Expired 6/30/24
14	Vacant			Utility Sector member- Gas	Position Vacant
16	Vacant			Utility Sector member- Energy	Position Vacant
17	Steven	Boney	Senior Talent Acquisition Manager	At-Large Representative from District industry sectors- Infrastructure /Executive Committee- WMATA	Term Expired 6/30/2025
18	Vacant			Transportation - Infrastructure Sector member	Position Vacant
19	Antwanye	Ford	President/CEO	Enlightened -Information Technology	Term Expired on 6/30/25
20	Darryl	Wiggins	President	Information Technology Member- Walter Reed P2G	Term Expired 6/30/25
21	Vacant			Technology	Vacant
22	Vacant			Healthcare Sector member	Vacant
23	Vacant			Healthcare Sector member	Vacant
24	Bernadette	Harvey	President/CEO	Construction- Small Business Bconstruct	Term Expires 6/30/2026
25	Vacant			Construction	Vacant
26	Thomas	Penny	President	Hospitality Sector member- Donohue Hospitality	Term Expired 6/30/25
27	Vacant			Hospitality (Entertainment) Sector member	Vacant
28	Nathan	Smith	Regional Manager	Security and Law Sector Member- Allied Universal	Term Expires 6/30/2026
29	Vacant			Business Adminstration	Vacant
30	Vacant			Business Adminstration	Vacant
31	Vacant			Education	Vacant
32	Maurice	Edington	President	University of the District of Columbia (UDC) designee	University in District No Term Limit
33	Nicole	Hanrahan	Executive Director	Co-Founder and Executive Director at LAYC Career Academy Public Charter School	Term Expires 6/30/2026
34	Glenn	Sterns	Senior Deputy Chief for SEED	District of Columbia Public Schools (DCPS) Designee	Term Expires 6/30/2028

QUESTION 19-2

WORKFORCE INVESTMENT  
COUNCIL BOARD MEETING  
AGENDAS/MEETING MINUTES



**October 18, 2024  
10:30 am - 1:30 pm  
2201 Shannon Place SE Room 7  
Washington, DC 20020**

**Phase II Board Retreat**

- I. Unveiling 4<sup>th</sup> Annual Healthcare Occupation Report**
- II. Welcome**
- III. Chairman's Ice Breaker**
- IV. Labor Market Overview**
  - I. Highlights of the High Demand Sectors
- V. Board Composition**
  - I. Current Board Members
  - II. Open Call for New Board Members
- VI. Committees and Officers Discussion**
- VII. Next Steps and Future Meetings**
- VIII. Adjourn**



## DC Workforce Investment Council Board Meeting

Wednesday, March 12<sup>th</sup>, 2025, 10:00a.m.

### MINUTES

**MEMBERS PRESENT:** Nicole Hanrahan, Maurice Eddington, Unique Morris Hughes, Drew Hubbard, Steven Boney, Tony Cancelosi, Korey Gray, Councilmember Bonds (Proxy), Antoinette Mitchell (Kilin Boardman-Schroyer), Kunta Bedney, Antwanye Ford, Glen Starnes

**MEMBERS ONLINE:** Sybongile Cook,

**MEMBERS ABSENT:** Bernadette Harvey, Liz Debarros, Solomon Keene, Jr., Thomas Penny, Darryl Wiggins and Nathan Smith

**STAFF PRESENT:** Deborah Russell, Brittany Silver, Portia Bates, Derrick Johnson, Kimberly Diggs, and Fern Hawkins

**GUEST PRESENT:** Angel Livas, Visionary Archangel

Agenda Items	Topic/Discussion Items	Action/Follow-up Items
I	<b>Welcome</b> <ul style="list-style-type: none"><li>Mr. Ford, Board Chair, invited all in attendance to have breakfast that was provided by the host (PJC) called the meeting to order at 10:40am and welcomed attendees.</li><li>Mr. Ford thanked the Potomac Job Corp (PJC) for hosting the meeting today.</li></ul>	
II	<b>Roll Call/Establishment of a Quorum</b> <ul style="list-style-type: none"><li>Deborah Russell, Associate Director of Performance &amp; Impact reported quorum and one (1) voting item which was the Board minutes from December 2024 Quarterly Board Meeting.</li></ul>	
III	<b>Current State of Federal Layoffs</b> <ul style="list-style-type: none"><li>By March 14<sup>th</sup> 40% of the federal workforce will be cut workforce. Director Morris-Hughes anticipates an increase in unemployment claims 30-45 days after.</li><li>Director Morris-Hughes reports that from January 1 to present, of the 12,258 initial claims 2,858 are from federal workers. Slightly elevated from last year.</li><li>Greater increase in unemployment claims this week with USAID employees laid off</li></ul>	

	<ul style="list-style-type: none"> <li>• Oral arguments today on a lawsuit joined by multiple states regarding the legality of federal layoffs</li> <li>• Average federal worker is making \$120,000 per year</li> </ul> <p><b>Coordinated Support</b></p> <ul style="list-style-type: none"> <li>• Job Fair – 10 – 2:30 Gallaudet on March 14<sup>th</sup> <ul style="list-style-type: none"> <li>◦ Private Sector and DC government positions</li> <li>◦ Currently registration is at capacity – exclusively for federal workers but residents can sign up and be on a waiting list</li> <li>◦ The event will also host sessions on resume writing, interviewing, head shots, apply for unemployment insurance, DC networks,</li> <li>◦ Website: <a href="http://fedsupport.dc.gov">fedsupport.dc.gov</a></li> </ul> </li> <li>• Director Hubbard indicated that the WIC worked with DOES to conduct outreach to the businesses for the March 14<sup>th</sup> hiring event. The WIC will continue to support virtual hiring efforts and private sector activities</li> </ul> <p><b>Data on Federal Workforce</b></p> <ul style="list-style-type: none"> <li>◦ 400,000 federal workers in this region <ul style="list-style-type: none"> <li>◦ 191,000 work in DC</li> <li>◦ 71-73,000 are District residents</li> </ul> </li> </ul> <p><b>Follow up activities:</b></p> <ul style="list-style-type: none"> <li>• Businesses are interested in participating in District government efforts to help federal workers impacted by layoffs</li> <li>• Director Morris-Hughes recommendation virtual job fairs – work well, have flexibility in time. Director will work toward identifying next steps</li> <li>• DLCP created a business survey about openings available in DC and general information. On the <a href="http://fedsupport.dc.gov">fedsupport.dc.gov</a> website. Please encourage businesses to complete the survey</li> <li>• Tony Cancelosi indicated that they are contracting 50-80 disabled veterans, disabilities in the region on document scanning. If anyone shows up at the March 14<sup>th</sup> hiring event, please let Columbia Lighthouse for the Blind know. They are training on digital data scanning for contract closeout – free training for people with disabilities.</li> <li>• Steve Boney is attending the March 14<sup>th</sup> hiring event and is interested in more job fair activities. Will reach out to Director Morris-Hughes</li> </ul>	
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	<ul style="list-style-type: none"> <li>Steve Boney asked if there was information on the possible impact on the infrastructure site at Springfield? Is the funding still available. Director Morris-Hughes replied that the work is still continuing on but everything is fluid. There's a bill in the senate with revenue projections that are dismal. Everything is on the table. Don't have an answer except for as of today, it's still a go.</li> </ul> <p><b>Unemployment Process for Federal Workers</b></p> <ul style="list-style-type: none"> <li>Kilin Boardman-Schroyer inquired about whether the Federal government has their own unemployment process and funds. Director Morris-Hughes indicated that unemployment insurance is an employer paid tax benefit. DC is reimbursed dollar for dollar for federal workers who file but DC administers the process of reimbursement. The Unemployment Compensation for Federal Employees program is administered by state unemployment insurance (UI) agencies acting as agents of the Federal government.</li> </ul>	
<b>IV</b>	<b>Chairman Comments:</b>	
<b>V</b>	<p>WIOA State Plan Review  Executive Director, Drew Hubbard (DC WIC)  Than  Deborah Russell, Associate Director and  Performance and Impact</p> <p>WIOA State Plan Overview for Approval:</p> <p>I. Combined vs. Unified State Plan  Unified State Plan: A plan that includes the six core programs: Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.</p> <p>Combined State Plan: A plan that includes the six core programs and one or more optional partner programs such as TANF, SNAP Employment and Training, Trade Adjustment Assistance, Jobs for Veterans, Unemployment Insurance, SCSEP, and others</p>	Follow: LMI Presentation

<p>As the State and Local Workforce Board we would require that all of the partners provide comprehensive information just as the core partners would have some of the current partners include DC Housing Authority- Enrichment Center, Potomac Job Corp, NCBA at this time it was not enough time for the partners to submit a full plan so the DC WIC and partners decided it was best to submit a Unified State plan. Which represents all of the Core Partners under WIOA.</p> <p>The document before you is the WIOA State Plan will cover from 2024-2027 which you will hear it referred to as the Unified State Plan.</p> <p>Plan Postings for Public Comment: Ended April 8<sup>th</sup> The Plan was posted for three weeks on the DC Workforce Investment Council Website and open for public comment. During the period for public comment the DC WIC hosted a combined stakeholder meeting high demand industries, tracking graduates, create a pipeline to support foundations skills, and definitions that support the workforce system.</p> <p>Stakeholder meeting in partnership with OSSE to understand the interconnectivity between the WIOA State Plan and the Perkins Plan connect high demand industries and post secondary tracking and digital literacy and standard definitions in the workforce system.</p> <p>Economic analysis that outlines the high growth and Federal Infrastructure Funds to ensure that residents have access to education and training. Also focused on the demographics and highlighted the demographics of the populations that have multiple barriers.</p> <p>The plan supports and addresses the priorities outlined in the DC Comeback Plan, and the Department of Labor as it relates to businesses are offering good jobs and quality jobs for all resident based on the high demand sectors. Economic Prosperity and System Alignment for</p>	
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<p>Congrats to OSSE, DDS, DOES for the great work on submitting strong building frames their parts of the plan. All Core partners performance measure have been submitted to the Department of Labor for approval in the portal.</p> <p>Questions:</p> <p>Question 1: What prompted the change in the type of plan?</p> <p>Answer 1: The number of partners that support the system and the individuals that they serve. However, due to the timeframe and the requirements we will not be able to change the type of plan, and in the future, we will</p> <p>Question 2: Can the two plans be submitted at the same time- Perkins by OSSE and WIOA by the DC WIC?</p> <p>Answer 2: Yes, the submitting of the plans and vetting of the plan help to better align the system for coordination to support the goals and outcomes.</p> <p>Director Hubbard:</p> <p>The WIOA State plan will be the guiding document and the Dashboard will help to be able to support and track the benchmarks that will be done by all of the members of the board based on the populations that we are all trying to support and serve over the next four years.</p> <p>Deborah Russell:</p> <p>A few of the measures that will be track including the reduction of the number of unemployed residents in Ward 5, 7 and 8. Increase the number of individuals in Earn and learn models to gain hands on experience for immediate employment outcomes, and to also to increase the number of DC residents that exit training with certification by 20 percent.</p> <p>Question 3: Number of individuals that are entering into training and looking at Apprenticeships and the number of jobs that are in field like construction and</p>	
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	<p>how many of the businesses are hiring district workers or the contracts.</p> <p>Answer: GSA Contract and District contract that are being awarded are being explored. We will be looking at how the federal funds are being award to track the dollars and hiring potential.</p> <p>Question 4: Market Tax and the jobs that are in the Federal Government- Opportunity to aligning the outcomes in order to arrange and align cohorts in order to support direct hires.</p> <p>Answer 4: Other benchmarks on the dashboard will also include factors such as credentials, quality training providers as Mr. Wiggins spoke about, and increasing the earning potential for the residents.</p> <p>Drew Hubbard Increasing Key Partnership across all sectors and focus on sector partnership is key for the system.</p> <p>Chairman Ford: in Federal City Council Specifically we are really focusing on sector such as hospitality and construction. Create promotion with and across the organization.</p> <p>Drew Hubbard Understanding how the system support training for job outcomes</p> <p>LaTara Harris How do we focus on performance and equity, how do we create tools to enforce support of the training providers</p> <p>Drew Hubbard We are definitely focusing on system-wide improvement</p> <p>Kunta Bedney Navigation of First Source and how district residents can actual navigate to take advantage of the job especially high school student.</p>	
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<p>Darryl Wiggins      Increase the talent pool for employers- how many businesses need new talent to grow? Issues with talent growth for an opportunity where talent is the life of their business. Change the mid-cap- DC is the best incubator for small businesses. DC does the city, count and state functions. We need to grow talent here in DC.</p> <p>Bonds      We need to be very specific about how we design and go about accomplishing the goals in this plan. We need to be pointed out about the targets based budget the landscape has changed and we have to be direct and focused.</p> <p>Chairman Ford      Need to focus on business in DC and that are hiring right here in DC to serve and support.</p> <p>Drew Hubbard      Next we are going to discuss target populations. We are really planning to focus on Female and more specific Women of Color, Returning Citizens – J – Job readiness, support services, and creating programs directly to uplift the individuals that are being underserved.</p> <p>Question 5: How are the groups defined and what measure will be used to support the outcomes?</p> <p>We are looking to secure partnership with businesses that will be able to support the in demographic outlined with the most barriers.</p> <p>How we legislate pay equity for DC workers, it should go beyond the first source and has to be a legislative change to support performance and gender to change the statute based on business performance should be embedded in the plan and really focus on equity.</p> <p>Director Hubbard:      Agreed it is one of our priorities to increase access to services by 2000 individuals.</p>	
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	<p>Deborah Russell  The DC WIC partners with DOES chief economist to pull labor market data so we will pull the data and update the population information to support how and who we serve.</p> <p>Bonds  Based on a plan that has numerical goals we really need to look at where we have been and where we are going- Are we looking to double this goals yes in 4 years</p> <p>Dr. Morris Hughes  The unemployment rate population is based on assumption based on when someone is returning to work- it is important to capture the individuals that have barriers- returning citizen, long long-term homeless please consider all of the individuals when framing the discussion</p> <p>Drew Hubbard  It is important to ensure that we are reengaging individuals in the system over the four years to look at the number of individuals in subsidized and unsubsidized employers and focusing on living wages annual</p> <p>Matthew Fruman  High Impact most difficult to reach is an important group  Drew Hubbard  It is important to tell the story on what we are achieving based on the goals and outcomes.</p>	
VI	<p><b>Chairman Ford- Review the members to ensure we have a quorum-  WIOA State Plan Vote Moving for a Motion: All in Favor and all Opposed.  Online Vote:  Steve Boney Yea</b></p>	All board member in person voted: Yea (17) In Favor (0) Opposed

	<p>Nathan Smith Yea  Korey Gray Yea  Sybongile Cook Yea  Dr. Unique Morris Hughes Yea</p> <p><b>In-Person</b></p> <p>Anita Bonds- Yea  Matt Frumin-Yea  Antoniette Mitchell-Yea  Laura Zeilinger-Yea  Kunta Bedney-Yea  LaTara Harris-Yea  Antwayne Ford-Yea  Paul Kihn -Yea  Maurice Edington-Yea  Glenn Starnes-Yea  Angela Franco-Yea  Darryl Wiggins-Yea</p>	
<b>VII</b>	<b>Announcement and Discussion</b> <ul style="list-style-type: none"><li>• None</li></ul>	
<b>VIII</b>	<b>Public Comment</b> <ul style="list-style-type: none"><li>• None offered.</li></ul>	
<b>IX</b>	<b>Adjournment - Chairman Ford</b> <ul style="list-style-type: none"><li>• Meeting Adjourned at 12:13 p.m.</li></ul>	



## WORKFORCE INVESTMENT COUNCIL QUARTERLY BOARD MEETING

**Tuesday, December 09, 2025**

**11:00am to 12:30pm**

**In-person/Virtual**

Pursuant to DC Code § 2-571 et seq., notice is hereby given to the members of the Workforce Investment Council that the (WIC) will hold an in-person/virtual meeting open to the public on Tuesday, December 09, 2025.

### AGENDA

I.	Welcome	Drew Hubbard, Executive Director
II.	Economic Analysis & Mid-Cycle Update	Mr. Keith Watson
III.	Roll Call/Establishment of Quorum	Fern Hawkins, Program Assistant
IV.	Welcome and Remarks: Approval of Previous Meeting Minutes	Drew Hubbard, Executive Director
V.	WIOA Youth Plan Overview	Dr. Morris Hughes & Chairman Ford
VI.	Chairman Address	Antwanye Ford, Chairman
VII.	Board Meeting Dates, Events & Member Announcement	
VIII.	Adjourn	

A copy of the agenda and background materials provided to Council members (with the exception of material relating to possible executive sessions) is available for public inspection at the Workforce Investment Council office, 2235 Shannon Place SE, Suite 3031, Washington DC 20020.

**DC Workforce Investment Council Board Meeting**  
**2<sup>nd</sup> Quarter Board Meeting**  
**December 09, 2025**  
**MINUTES**

**MEMBERS PRESENT:** Drew Hubbard, Antwanye Ford, Korey Gray (Online), Kunta Bedney, Unique Morris-Hughes, Glenn Starnes, Bernadette Harvey (Online), Matt Frumin, Andrew Reese, Steve Boney (Online), Kilin Boardman-Schroyer

**MEMBERS ABSENT:** Liz Debarros, Nicole Hanrahan, Solomon Keene, Jr., Darryl Wiggins, Thomas Penny, Anita Bonds, Paul Kihn, Maurice Edington

**GUEST PRESENT:** Guest Presenter, Keith Watson, Emilie Delanois, Councilmember Bonds Office (online)

Agenda Items	Topic/Discussion Items	Action/Follow-up Items
<b>I</b>	<p><b>Welcome</b></p> <ul style="list-style-type: none"> <li>Executive Director Hubbard, called the meeting to order at 10:40am and welcomed attendees.</li> <li>Also, introduced new staff member: Chandra Goodman – Manager, Training &amp; Skills Development</li> </ul>	
<b>II</b>	<p><b>Roll Call/Establishment of a Quorum</b></p> <ul style="list-style-type: none"> <li>Fern Hawkins (Program Assistant WIC) reported quorum and 1 voting item. Board (12) members are in attendance out of 20 Board members on the roster.</li> <li>Motion passed: WIOA Youth Plan</li> </ul>	
<b>III</b>	<p><b>WIOA Youth Plan Overview</b>  Facilitator: Dr. Unique Morris-Hughes (DOES)  Presenter: Kenneth Walker, Deputy Director (DOES)</p> <p><b>Procurement Plan:</b></p> <ul style="list-style-type: none"> <li>Includes local legislation; timeline is on track.</li> <li>Increase in clients served: from 250 (previous year) to 300 (current year).</li> <li>Contracts are performance-based and follow a specific format.</li> <li>Free and open competition is emphasized.</li> </ul> <p><b>HELC Approval:</b></p>	<p><b>Future agenda item:</b>  Changes for Voc Ed transfer from Dept. Ed to DOL – Director Morris-Hughes to present</p> <p>Post-secondary guidance – Michelle Johnson – OSSE most knowledgeable about the guidance</p> <p>DOES agrees to provide Board with quarterly youth performance updates</p>

	<ul style="list-style-type: none"> <li>Required as part of the process.</li> <li>Definition of “at-risk” youth remains unchanged.</li> <li>Changes forthcoming in how Pell Grants are utilized; DOES provide updates later.</li> </ul> <p><b>Program Updates:</b></p> <p><b>Pathways for Young Adults Program:</b></p> <ul style="list-style-type: none"> <li>Two vendors participated in FY25, providing internships.</li> <li>RFA release: January 2026</li> <li>Selection: February–March</li> <li>Program Start: March</li> </ul> <p><b>Youth Earn and Learn Program:</b></p> <ul style="list-style-type: none"> <li>Focuses on work experience leading to career opportunities.</li> <li>One provider participated in FY25.</li> </ul> <p><b>Youth Innovation Grants:</b></p> <ul style="list-style-type: none"> <li>Targets entrepreneurial youth (e.g., podcasting, fashion).</li> <li>Launch Date: January 2026</li> </ul> <p><b>OSY Pre-Apprenticeship Program:</b></p> <ul style="list-style-type: none"> <li>Funded through WIOA.</li> <li>Release Date: December</li> </ul> <p><b>TECH Force Initiative:</b></p> <ul style="list-style-type: none"> <li>Focus on cybersecurity, AI, and emerging tech fields.</li> <li>Solicitation Date: February 2026</li> </ul> <p><b>DC Infrastructure Academy:</b></p> <ul style="list-style-type: none"> <li>Phase I opening in Spring.</li> <li>Will offer expanded tech training courses.</li> </ul>	<p>DOES to share eligibility criteria for OSY for the Board</p> <p>How to increase business support to move youth from pre-apprenticeships to apprenticeships</p>
IV	<p><b>Economic Analysis &amp; Mid-Cycle Update</b></p> <p>Presenter: Keith Watson</p> <ul style="list-style-type: none"> <li>Utilized Lightcast for labor market data (sourced from federal databases).</li> <li>Most reliable data for jobs projection spans 2024 and Q1 of 2025.</li> <li>Employment/unemployment data current through August 2025.</li> </ul>	<p>Economic Analysis Presentation Notes:</p> <p>WIC will engage in reviewing commuting patterns in NY, NJ, CT in comparison to DC tri-state</p> <p>WIC will explore collecting labor market data on gig and 1099 workers</p> <p>Future data reports broken down by Wards</p> <p>Future discussion on the growth of employment opportunities in Data Centers</p>

		being built in Maryland and Virginia
V	<p><b>Chairman's Address</b>  Presenter: Antwayne Ford  Meeting held with the Mayor regarding board composition.</p> <ul style="list-style-type: none"> <li>• 15 names submitted for review.</li> <li>• Some board members will be rotating off.</li> </ul> <p><b>Final Comments/Updates:</b>  Next WIC 2025 Board Meeting</p> <ul style="list-style-type: none"> <li>• March 18, 2026 – 10:00am to 12:00pm (3<sup>rd</sup> Quarter)</li> <li>• June 17, 2026 – 10:00am to 12:00pm (4<sup>th</sup> Quarter)</li> <li>• September 10, 2026 – 12:30pm to 4:00pm (Retreat)</li> </ul>	
VII	<b>ADJOURN @ 12:03pm</b>	



## WORKFORCE INVESTMENT COUNCIL QUARTERLY BOARD MEETING

**Tuesday, October 21, 2025**

**2:00pm to 5:00pm**

**In-person**

Pursuant to DC Code § 2-571 et seq., notice is hereby given to the members of the Workforce Investment Council the (WIC) will not hold an in-person/virtual meeting open to the public on Tuesday, October 21, 2025 (Board Planning Session)

### AGENDA

I.	Welcome	Drew Hubbard, Executive Director
II.	Chairman Address	Antwanye Ford, Chairman
III.	Updates on the Federal Front	Andrew Bercich, CEO of SWS
IV.	Reviewing the draft by-laws	Antwanye Ford, Chairman
V.	Establishing standing committees and draft charters	Antwanye Ford, Chairman
VI.	Key Priorities	Drew Hubbard, Executive Director
VII.	Meeting Dates for 2026	Antwanye Ford, Chairman
VIII.	Adjourn	

A copy of the agenda and background materials provided to Council members (with the exception of material relating to possible executive sessions) is available for public inspection at the Workforce Investment Council office, 2235 Shannon Place SE, Suite 3031, Washington DC 20020.



**DC Workforce Investment Council Board Planning Session**  
**Tuesday, October 21, 2025**  
**NOTES**

**MEMBERS PRESENT:** Drew Hubbard, Antwanye Ford, Korey Gray, Kunta Bedney, Unique Morris-Hughes, Nicole Hanrahan, Kilin Boardman-Schroyer, Maurice Eddington, Paul Kihn, Nathan Smith

**MEMBERS ABSENT:** Bernadette Harvey, Darryl Wiggins, Thomas Penny, Anita Bonds, Steve Boney, Matthew Fruman, Rachel Pierre, Andrew Reese, Glenn Starnes

**GUEST PRESENT:** Andrew Bercich, SWX (Speaker) Maria Byrd (UDC), Nicole Munchi-Jackson (DOES), Kenneth Walker (DOES), Alvireent Hudson (PME), Ricky Wright (DDS-RRA), Geoff King (DHS)

Agenda Items	Topic/Discussion Items	Action/Follow-up Items
I	<b>Welcome</b> <ul style="list-style-type: none"><li>Executive Director Hubbard</li><li>Chairman Ford called the planning session to order at 2:15pm and welcomed attendees.</li></ul>	N/A
II	<b>Chairman's Address</b> Welcomed new staff (Pat Philippe, Associate Director for Business Engagement) and newly appointed Board members Rachel Pierre and Kilin Boardman-Schroyer. Reiterated the Board's vision for aligning business needs, education systems, and regional workforce priorities.	Mr. Ford to reach out to Steve Walker to see where we are with candidates.
III	<b>Updates on the Federal Front (A Bercich-SWX)</b> Provided insights on the federal WIOA landscape, including anticipated 2026 reauthorization guidance, employer engagement mandates, and DOL expectations for mid-cycle plan submissions. Stressed the importance of maintaining public accountability through transparent performance	





	metrics and Board-level oversight.	
	<b>Paul Kihn – Talent Capital AI</b> - Paul asked that we visit the Talent Capital. AI extraordinary regional response for displaced federal workers headed by Dr. Morris-Hughes & Director Drew Hubbard – It's live been going for 2 ½ weeks, gets about 46,000 visitors a week. Kenneth Walker has been working hard getting resources needed. Talent Capital AI will become a model	
IV	<b>Reviewing – Draft By-Laws</b> Members discussed updates to clarify Board composition, voting procedures, committee leadership, and meeting cadence. Emphasis on ensuring legal compliance with WIOA and DC Code while maintaining flexibility for emerging priorities.	Because of time restraints review/vote on by-laws will take place in December 2025 2 <sup>nd</sup> phase of strategic planning. Anika will send a side by side of the old by-laws with new bylaws
V	<b>Reviewing – Board Committee</b> Presentation covered five standing committees (Executive, Youth, Policy & Compliance, Access & Opportunity, Education & Workforce Alignment, and Business Blueprint) with refined purposes, authorities, and meeting frequencies. Leadership alignment to be finalized before December meeting.	To flush more out regarding the blueprint and if there is workforce intermediary embedded in the committees
VI	<b>Key Priorities</b> Mid-Cycle WIOA State Plan (due May 2026) • AJC Certification Corrective Action Plan • District Youth Plan PY26 approval • Performance and reporting alignment across agencies.	Will review at the next meeting
VII	<b>Meeting Dates</b>	Sending out poll for next meeting dates.
VIII	<b>Adjourn</b>	

**QUESTION 19-3**

**WORKFORCE INVESTMENT**

**COUNCIL BOARD**

**ATTENDANCE CHART**

DC Workforce Investment Council Board Attendance Chart													
First Name	Last Name	FY25					FY26						
		October 18, 2024	March 12, 2025	August 13, 2025	No Meeting	September Retreat	FY23 Attendance %	December 9, 2025	March 18, 2026	June 17, 2026	September 10, 2026 Retreat	FY26 Attendance %	NOTE
Mayoral Appointee, DC Agency Representative													
Drew	Hubbard	★	★			⌚	N/A	★				100%	
Anita	Bonds	★	★	★			50%	★				100%	
Sybongile	Cook	★		★			50%	★				50%	
Maurice	Edington		★				N/A	★				50%	
Darryl	Evans						0%	★				50%	
Matthew	Frumin		★				N/A	★				100%	
Paul	Kihn	★	★	★		⌚	100%	★				50%	
Kilin	Boardman - Schroyer	★	★	★			100%	★				100%	
Unique	Morris-Hughes	★	★	★			100%	★				100%	
Glenn	Starnes, II	★	★				N/A	★				0%	
Andrew	Reese	★	★	★		⌚	100%	★				100%	
Mayoral Appointee, Public Member													
Kunta	Bedney	★	★	★		⌚	100%	★				100%	
Steven	Boney	★	★	★		⌚	100%	★				100%	
Antwanye	Ford	★	★	★		⌚	100%	★				100%	
Korey	Gray		★	★			75%					50%	
Nicole	Hanrahan	★	★	★			75%	★				100%	
Bernadette	Harvey						75%	★				50%	
Thomas	Penny			★		⌚	75%	★				50%	
Nathan	Smith	★	★	★		⌚	75%	★				100%	
Darryl	Wiggins		★	★		⌚	100%	★				50%	
Avg. Attendance FY25										Avg. Attendance FY26			
Total Attendance Percentage:		78%	74%	91%	0%	54%	80%	88%	50%				75%

# QUESTION 24

## STATE PLAN – ECONOMIC & LABOR MARKET

# Economic Analysis & Mid-Cycle Update

Keith Watson, Kairos Management

## DC and Washington Metro Data Sources Overview: Lightcast

### Data sources

- Combines multiple federal government data sources
- (possibly) Incorporates DC industry and occupations projections from DOES Office of Labor Market Research
- Independently collects and analyzes job posting data from job boards and elsewhere
- Applies proprietary methods to:
  - fill in gaps in the federal data caused by data suppression and out-of-scope entities (so total jobs numbers are higher)
  - produce very highly granular data for industries, occupations, persons, and low-level geographies

### Pros

- User-friendly data views, summaries, detailed reports, and data extracts

### Cons

- Difficult for the users to know whether a given data point is estimated, modeled, or projected

### Data freshness

#### Job postings data:

- As of last month (Nov 2025)

#### Other data:

- Dependent upon the data source release schedule
- Lightcast updates its own government-sourced data quarterly – data is from 2025:Q1 and earlier

## DC and Washington Metro Data Sources Overview: Federal Government

### Jobs and Earnings: Based on Employment Location (“where you work”)

Name	Data provided	Strength	Data freshness	Most recent
<b>QCEW</b> : Quarterly Census of Employment and Wages (BLS)	By Industry: Employment, earnings, and establishments	“Ground truth” ( <b>census</b> , not a survey) to which other sources are calibrated	Quarterly 2 quarter lag	2025: Q1
<b>CES-SAE</b> : Current Employment Statistics for State and Metro Areas (BLS)	By Industry: Employment and earnings at the state and metro area level	Monthly releases with minimal lag – best look at the current state of the economy	Monthly 2-to-3-month lag	2025: August
<b>OEWS</b> : Occupational Employment and Wage Statistics (BLS)	By Occupation: Employment and earnings; Occ/Industry Matrix	Federal govt source of crosswalk from industry to occupation (ties QCEW to occupations)	Annual ~ 12-18-month lag	2024: May
<b>JOLTS</b> : Job Openings and Labor Turnover Survey (BLS)	Openings, hires, quits, and layoffs (no industry detail available)	Monthly insights into employment dynamics	Monthly ~ 3-month lag	2025: August
<b>QWI</b> : Quarterly Workforce Indicators (US Census Bureau)	By Industry: Hires, separations, turnover, and employment by worker characteristics	Detail on employment dynamics and worker characteristics	Quarterly 3-4 quarter lag	2024: Q4

Notes: BLS = Bureau of Labor Statistics. This slide is not a comprehensive list of data sources

## DC and Washington Metro Data Sources Overview: Federal Government

### Persons Employment and Characteristics: Based on place of residence (“where you live”)

Name	Data provided	Strength	Data freshness	Most recent
<b>LAUS:</b> Local Area Unemployment Statistics (BLS)	DC, state, and regional employment, unemployment, and labor force participation estimates (best for rates)	Current and reliable for DC and Washington DC MSA regional data	Monthly 2-to-3-month lag	2025: August
<b>CPS:</b> Current Population Survey (BLS) – microdata extracts	Employment, unemployment, and labor force participation (best for <b>rates</b> ) by personal characteristics	Analyzing employment, unemployment, and labor data by personal characteristics, but with cautions about small sample size and use of single monthly estimates	Monthly 2-to-3-month lag	2025: August
<b>ACS:</b> American Community Survey (Census Bureau) – 1-year and 5-year samples	Detailed characteristics and economic conditions of DC residents	Comprehensive person and family level detail not available elsewhere, including income; 5-year sample for analysis of population subgroups	Annual ~ 9-12 month lag (longer for the 5-year sample)	2024: 1-year sample 2019-2023: 5-year sample

Notes: BLS = Bureau of Labor Statistics. This slide is not a comprehensive list of data sources

# Understanding Long-Term Projections

- These are projections, not forecasts
- Identify long-term underlying trends
- Plausible scenario based on long-term growth path
- Does not account for business cycles - assumes economy at full capacity
- Does not account for future major national or world events or for large shifts in demographic, social, or technology trends
- Lightcast trends incorporate a blend of job data from the past 15 years

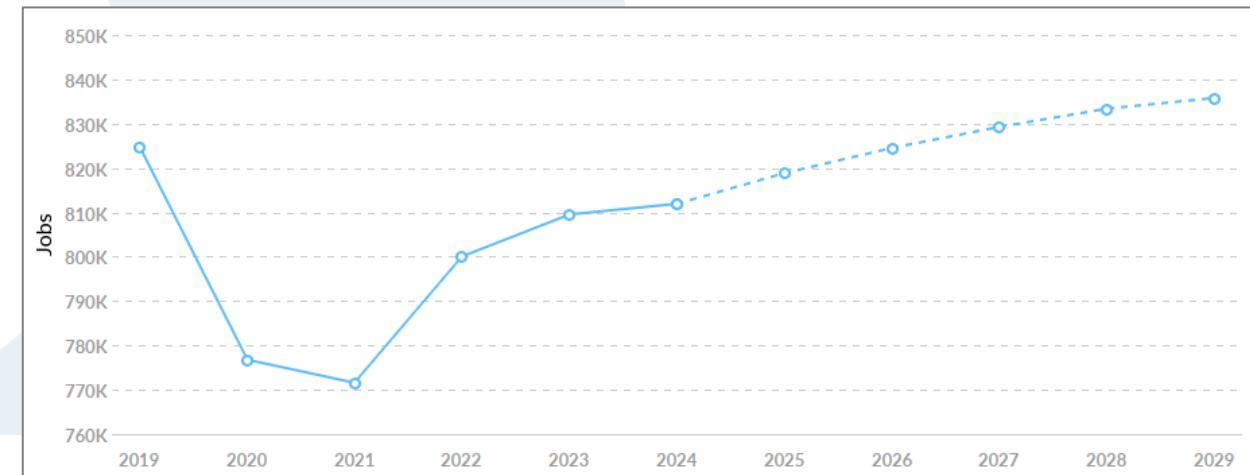
<https://www.bls.gov/opub/hom/emp/concepts.htm>

## DC Economic Forecast Data, DC OCFO

Table 21. Forecasts for select DC indicators by DC Office of Revenue Analysis (Sept 2025)

Indicator YoY % Growth	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Real GDP-DC	0.9	-1.9	0.8	1.5	1.7
Personal income	2.8	0.4	3.6	3.9	3.8
Wages in DC	3.0	1.6	3.1	3.4	3.5
Population	1.4	0.2	-0.2	0.0	0.2
Employment in DC	-0.2	-0.9	-0.4	0.1	0.5
Unemployment rate (%)	5.4	5.9	5.9	5.8	5.7
Washington area CPI	2.9	3.1	2.8	1.9	2.4

## DC Jobs Trend and Projections Data, Lightcast



## DC and Washington Metro Data Sources Overview: Key Points

### In general:

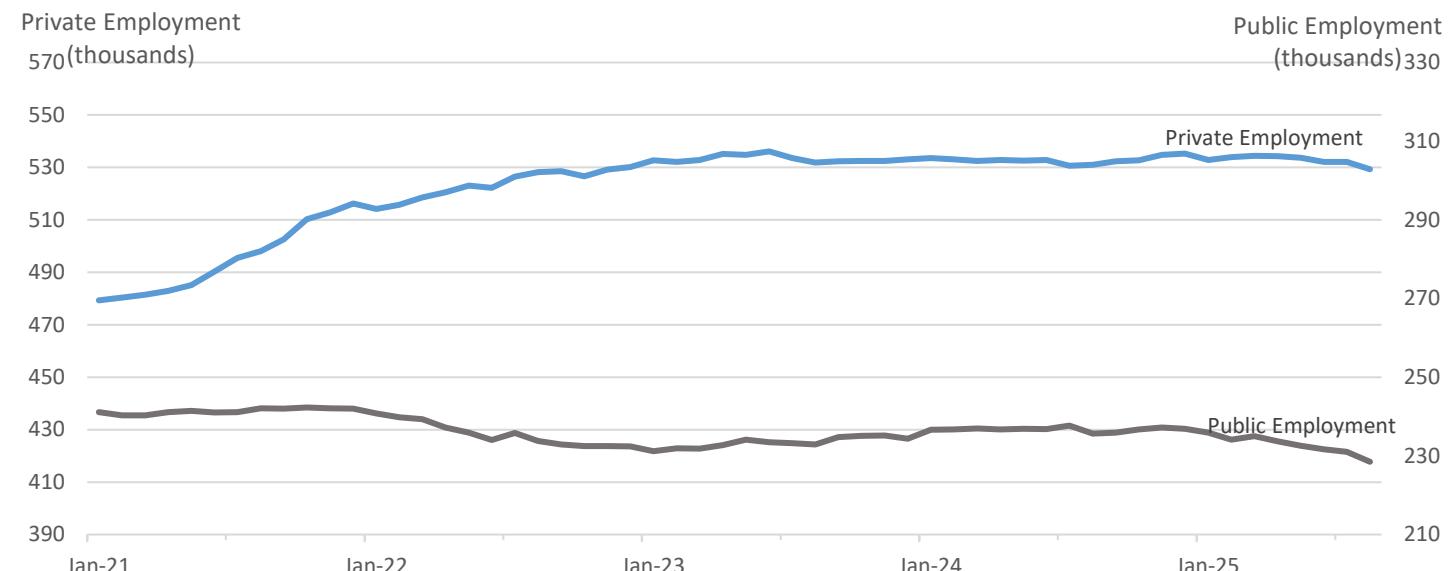
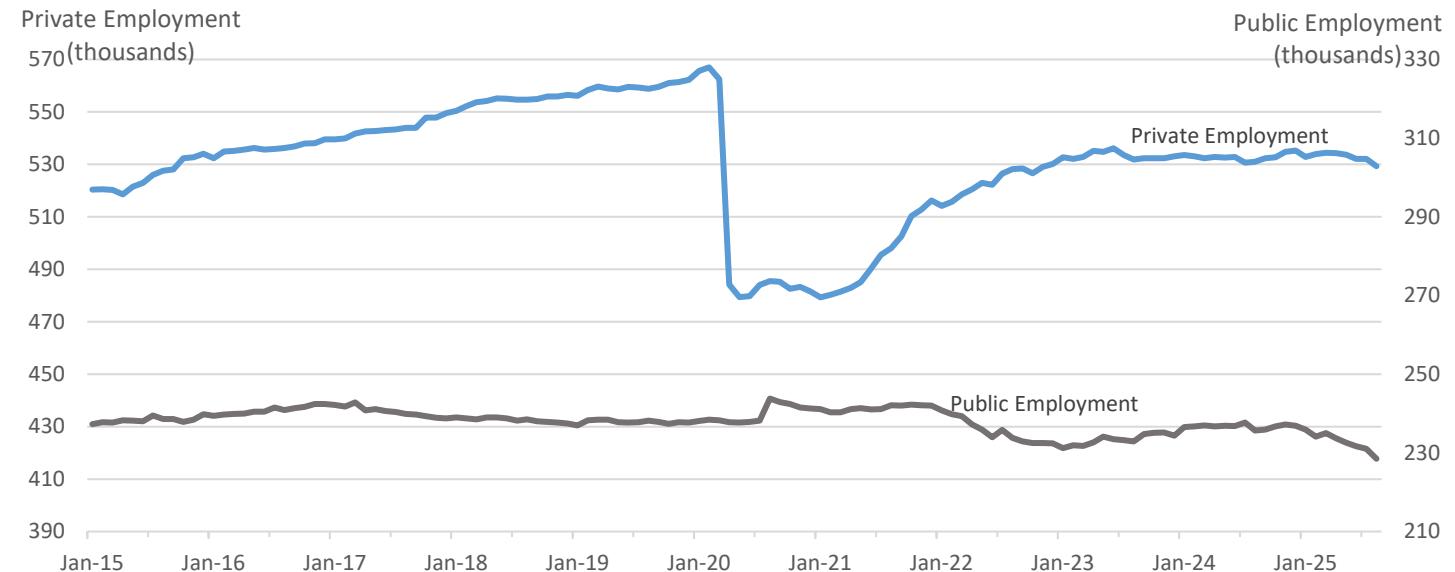
- With federal data we are always looking at least 1-2 months into the past, often 6-12 months into the past
- Industry-level data is the foundation of federal jobs data. Occupational data are estimates based on industry-to-occupation crosswalks.
- Projections are not forecasts and cannot account for structural economic or societal shifts

### Using Lightcast:

- Lightcast industry and occupations data after March 2025 (seem to be) projections and modeled data, so numbers are not as current and precise as they appear
- Lightcast fine-grained data at the detailed industry, occupation, and sub-state/DC level are modeled and estimated data, so interpret them accordingly
- Detailed **job postings data** is a great strength and perhaps the best source of near-current data on the labor market and employer demand

Source: CES-SAE (BLS)

- DC Private and Public (Government) and employment levels
- Both charts have the same data; the second chart focuses on post-COVID period
- Left axis for Private; Right for Public
- Private employment has not reached its pre-COVID peak from 2019; has dipped slightly in 2025
- Private employment sharper reduction in 2025, is at its lowest level since 2004



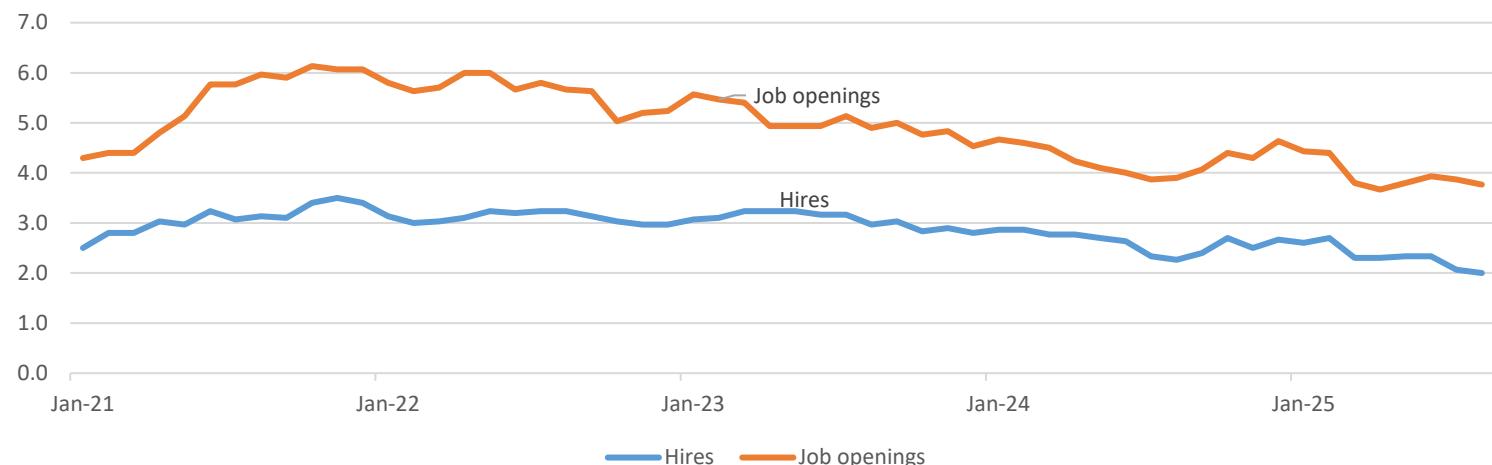
Source: JOLTS

- Both charts have the same data; the second chart focuses on post-COVID period
- DC hire and job opening rates have both dropped from the post-COVID peak
- Noticeable gap between job openings and hires, which was smaller before 2020
- Hire rate at its lowest since COVID
- Employers hesitant to hire? Can't find the right people?

DC Hires Rate and Job Openings Rate Per Employed Persons  
Seasonally adjusted 3-month moving average



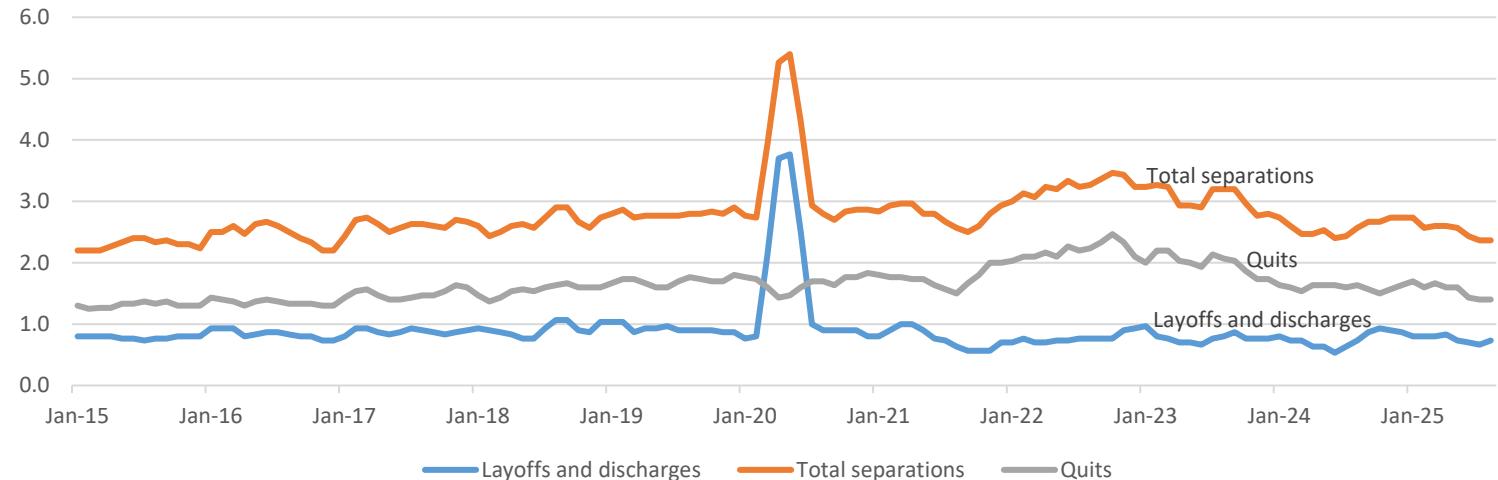
DC Hires Rate and Job Openings Rate Per Employed Persons  
Seasonally adjusted 3-month moving average



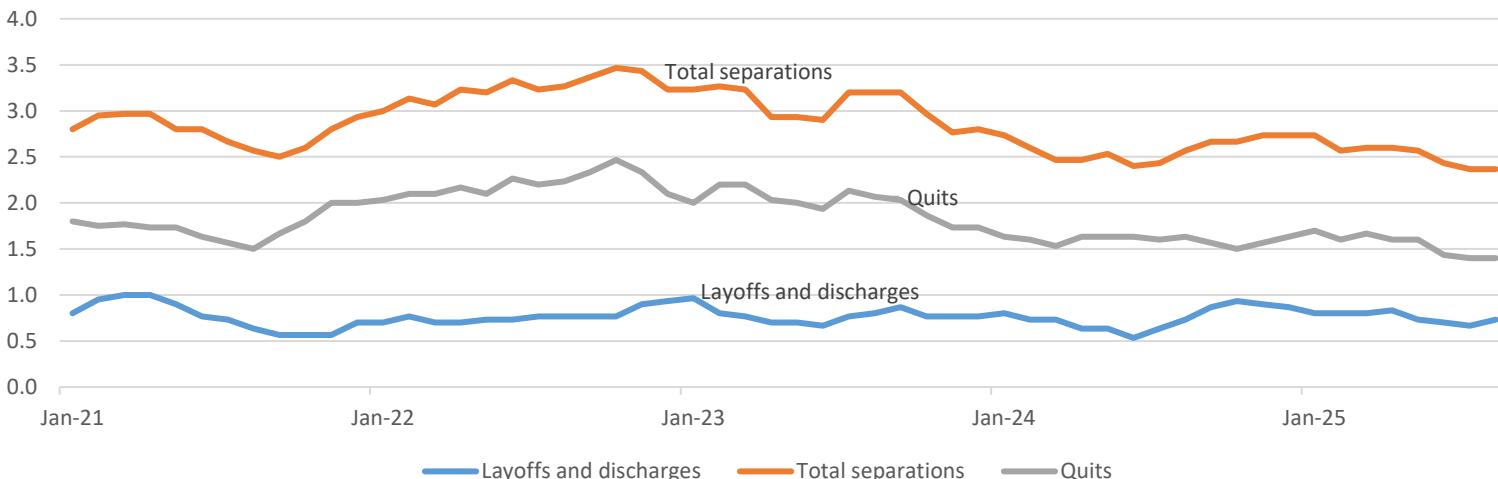
Source: JOLTS

- Both charts have the same data; the second chart focuses on post-COVID period
- The layoff/discharge rate is not showing much decline
- Quits rate is declining. Workers are “staying put”. Typically interpreted as worker pessimism about labor market.
- Fewer quits and lower hire rate can cause difficulty for unemployed job seekers

DC Layoffs, Quits, and Total Separations Rate Per Employed Persons  
Seasonally adjusted 3-month moving average



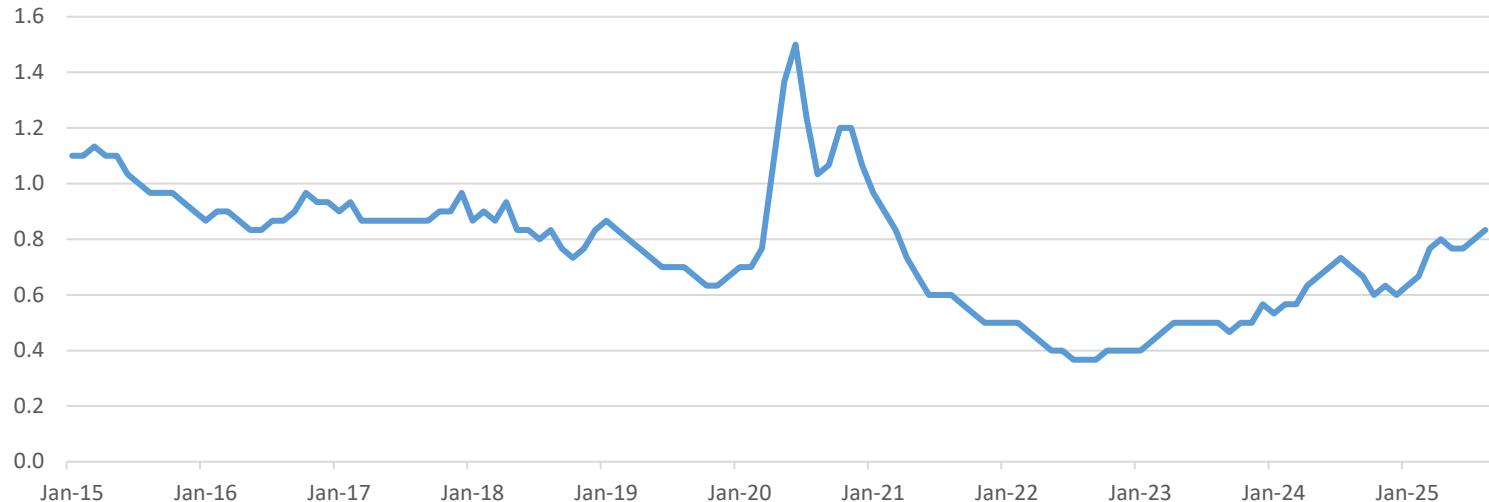
DC Layoffs, Quits, and Total Separations Rate Per Employed Persons  
Seasonally adjusted 3-month moving average



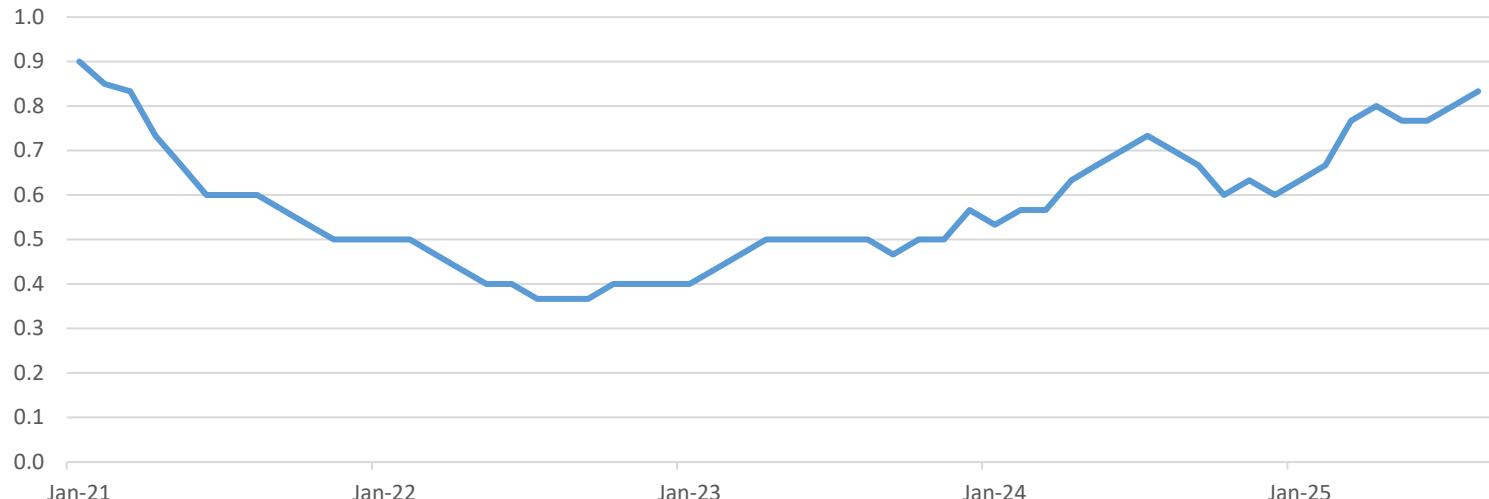
Source: JOLTS

- Both charts have the same data; the second chart focuses on post-COVID period
- When the rate of unemployed persons to job openings =1, there is “one job opening for each unemployed person”
- DC rate is still below 1, but it has been rising
- And the regional, cross-jurisdictional nature of the DC labor market may make this statistic less of a barometer (non-DC residents fill many DC jobs)

DC Unemployed Persons per Job Opening  
Seasonally adjusted 3-month moving average



DC Unemployed Persons per Job Opening  
Seasonally adjusted 3-month moving average



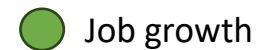
Source: Lightcast

- DC is part of a tightly integrated multi-state regional job market
- There is a large influx of non-DC residents filling DC jobs
- Only offset slightly by DC residents with jobs in MD, VA, WV

County	Inbound Commuters	Outbound Commuters	Net Commuters
Prince George's County, MD	146,700	22,400	124,300
Montgomery County, MD	92,200	21,700	70,600
Fairfax County, VA	71,600	20,800	50,800
Arlington County, VA	31,000	15,400	15,700
Alexandria City County, VA	18,300	5,900	12,400
Charles County, MD	17,500	600	16,800
Anne Arundel County, MD	13,500	3,000	10,500
Prince William County, VA	13,000	1,100	11,900
Loudoun County, VA	12,300	1,900	10,400
Howard County, MD	9,200	1,700	7,500
Baltimore City County, MD	5,600	2,300	3,400
Baltimore County, MD	5,400	1,900	3,500
All other surrounding counties	40,900	5,900	34,900
<b>Total</b>	<b>477,200</b>	<b>104,700</b>	<b>372,600</b>

Notes: Numbers rounded for ease of legibility; therefore the total may not match the sum of the rows.

- The following slides show sector/industry data for DC and the entire Washington DC Regional Metropolitan Statistical Area (MSA)
- These slides combine Lightcast industry-level data through 2024 (rooted in the federal QCEW) with CES-SAE data for Jan – Aug 2025
- Employment is contracting in most industries compared to 2022's post-COVID expansion. The past year (Aug 2024 – Aug 2025) has seen a decline in employment.
- DC and the Washington MSA are similar but diverge in a few key places – there may be job opportunities to be found outside of DC
- Be aware that larger sectors with shrinking employment may still have good opportunities compared to much smaller sectors that are increasing and percentage changes will tend to be larger in smaller sectors
  - BLS states that “most hiring activity is the consequence of worker turnover rather than employment growth.”



Sector/Industry	District of Columbia				Washington MSA Region			
	2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025	2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025
Government	254,344	32.1%	0.4%	-2.7%	824,460	24.3%	2.6%	-2.3%
Professional, Scientific, and Technical Services	122,991	15.5%	-2.9%	-1.8%	505,212	14.9%	-0.7%	-2.4%
Health Care and Social Assistance	72,191	9.1%	8.7%	-0.1%	360,823	10.6%	12.4%	3.4%
Other Services (except Public Administration)	70,580	8.9%	-0.6%	2.4%	212,670	6.3%	1.9%	1.6%
Accommodation and Food Services	67,367	8.5%	6.8%	5.3%	275,385	8.1%	5.2%	2.1%
Educational Services	52,570	6.6%	-3.2%	-1.6%	106,329	3.1%	3.0%	-1.0%
Administrative and Support and Waste Management and Remediation Services	47,646	6.0%	1.1%	-6.1%	185,560	5.5%	-0.1%	-2.7%
Retail Trade	20,089	2.5%	-4.8%	-4.0%	254,354	7.5%	-0.6%	-1.5%
Information	18,580	2.3%	-12.3%	-2.7%	70,397	2.1%	-0.6%	-1.1%
Construction	14,773	1.9%	-6.5%	6.2%	163,915	4.8%	2.6%	8.4%
Finance and Insurance	13,963	1.8%	-8.6%	-0.8%	85,762	2.5%	-1.7%	0.9%
Real Estate and Rental and Leasing	13,271	1.7%	0.8%	0.8%	55,002	1.6%	3.2%	0.2%
Arts, Entertainment, and Recreation	10,169	1.3%	12.5%	-4.0%	49,151	1.4%	11.9%	-6.7%
Wholesale Trade	5,617	0.7%	5.6%	-3.5%	52,281	1.5%	-2.6%	-2.2%
Manufacturing	1,316	0.2%	20.0%	0.0%	56,151	1.7%	0.2%	-0.9%
Management of Companies and Enterprises					47,657	1.4%	14.4%	0.7%

Footnote: Not Seasonally Adjusted. Percent change from 2022-2024 is the percentage change from August 2022 to August 2024. August 2025 data are preliminary. Data may not equal totals due to rounding and excluded unclassified industries. Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast (number and percentage of 2024 jobs) and from BLS Current Employment Statistics (percent change) by Kairos Management for the DC Workforce Investment Council.

Sector/Industry (2-digit NAICS)	Industry (3- and 4-digit NAICS)	District of Columbia				Washington MSA Region			
		2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025	2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025
Other Services (except Public Administration)		70,580	8.9%	-0.6%	2.4%	212,670	6.3%	1.9%	1.6%
	Religious, Grantmaking, Civic, Professional, and Similar Organizations	58,743	7.4%	-1.8%	2.0%				
	Business, Professional, Labor, Political, and Similar Organizations	25,860	3.3%	-0.4%	4.6%				
Government		254,344	32.1%	0.4%	-2.7%	824,460	24.3%	2.6%	-2.3%
	State Government	38,840	4.9%	1.6%	3.7%	93,926	2.8%	1.5%	1.9%
	Local Government					264,719	7.8%	5.4%	1.4%
	Federal Government, Civilian	197,548	24.9%	0.3%	-4.0%	399,792	11.8%	1.0%	-5.7%

Footnote: Not Seasonally Adjusted. Percent change from 2022-2024 is the percentage change from August 2022 to August 2024. August 2025 data are preliminary. Data may not equal totals due to rounding and excluded unclassified industries. Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast (number and percentage of 2024 jobs) and from BLS Current Employment Statistics (percent change) by Kairos Management for the DC Workforce Investment Council.

Sector/Industry (2-digit NAICS)	Industry (3- and 4-digit NAICS)	District of Columbia				Washington MSA Region			
		2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025	2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025
Professional, Scientific, and Technical Services		122,991	15.5%	-2.9%	-1.8%	505,212	14.9%	-0.7%	-2.4%
	Legal Services	28,415	3.6%	-0.4%	2.9%				
	Computer Systems Design and Related Services					168,656	5.0%	-3.6%	-3.4%
	Scientific Research and Development Services					50,159	1.5%	-1.1%	-1.1%
Administrative and Support and Waste Management and Remediation Services		47,646	6.0%	1.1%	-6.1%	185,560	5.5%	-0.1%	-2.7%
	Employment Services	13,876	1.7%	-8.1%	-2.2%				
	Services to Buildings and Dwellings					64,547	1.9%	2.1%	-1.4%

Footnote: Not Seasonally Adjusted. Percent change from 2022-2024 is the percentage change from August 2022 to August 2024. August 2025 data are preliminary. Data may not equal totals due to rounding and excluded unclassified industries. Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast (number and percentage of 2024 jobs) and from BLS Current Employment Statistics (percent change) by Kairos Management for the DC Workforce Investment Council.

Sector/Industry (2-digit NAICS)	Industry (3- and 4-digit NAICS)	District of Columbia				Washington MSA Region			
		2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025	2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025
Health Care and Social Assistance		72,191	9.1%	8.7%	-0.1%	360,823	10.6%	12.4%	3.4%
	Ambulatory Health Care Services	20,349	2.6%	9.7%	0.5%	159,798	4.7%	10.4%	4.3%
	Hospitals	25,649	3.2%	3.9%	0.4%	80,005	2.4%	10.7%	2.4%
	Nursing and Residential Care Facilities	8,155	1.0%	12.7%	0.0%	52,975	1.6%	17.9%	3.1%
	Social Assistance					68,045	2.0%	15.1%	2.6%

Footnote: Not Seasonally Adjusted. Percent change from 2022-2024 is the percentage change from August 2022 to August 2024. August 2025 data are preliminary. Data may not equal totals due to rounding and excluded unclassified industries. Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast (number and percentage of 2024 jobs) and from BLS Current Employment Statistics (percent change) by Kairos Management for the DC Workforce Investment Council.

Sector/Industry (2-digit NAICS)	Industry (3- and 4-digit NAICS)	District of Columbia				Washington MSA Region			
		2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025	2024 Jobs	% of Jobs	2022 - 2024	Aug 2024 - Aug 2025
Accommodation and Food Services		67,367	8.5%	6.8%	5.3%	275,385	8.1%	5.2%	2.1%
Accommodation		14,142	1.8%	11.9%	5.0%				
Food Services and Drinking Places		53,225	6.7%	5.5%	5.4%				
Special Food Services		6,671	0.8%	7.0%	16.4%				
Restaurants and Other Eating Places		43,525	5.5%	5.9%	2.8%				

Footnote: Not Seasonally Adjusted. Percent change from 2022-2024 is the percentage change from August 2022 to August 2024. August 2025 data are preliminary. Data may not equal totals due to rounding and excluded unclassified industries. Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast (number and percentage of 2024 jobs) and from BLS Current Employment Statistics (percent change) by Kairos Management for the DC Workforce Investment Council.

- The following slides show occupations data for DC and the entire Washington DC Regional Metropolitan Statistical Area (MSA)
- These slides use Lightcast occupation data from 2022 to 2024 to look at the DC high demand occupations
- Employment is contracting nearly across the board. Total jobs are stable or increasing for a few occupations, but a decrease in hiring and openings is nearly universal.
- The general impression from the data is that DC and the Washington MSA region are similar with respect to contractions in hiring and openings
- Note the consistency with the prior slides from JOLTS and note that DC JOLTS data are not available by industry or occupation. I assume that Lightcast is using a modeling/estimation method to allocate the openings and hirings data by industry and occupation – in other words, if there are real differences in hiring and openings by industry/occupation, this is a blind spot in the data that I don't think Lightcast has any method to correct for.

Industry: Level	# of occs.	District of Columbia						Washington MSA Region					
		2024 Jobs	% change from 2022	2024 annual openings	% change from 2022	2024 annual hires	% change from 2022	2024 Jobs	% change from 2022	2024 annual openings	% change from 2022	2024 annual hires	% change from 2022
Business and Office Administration: Entry	25	41,194	-4.7%	4,779	-16.0%	19,535	-20.3%	253,503	-3.5%	29,010	-16.5%	126,979	-16.3%
Business and Office Administration: Intermediate	4	11,940	1.4%	1,264	-8.0%	3,815	-16.9%	41,272	-6.7%	4,573	-8.8%	14,647	-17.5%
Business and Office Administration: Advanced	41	248,057	3.2%	20,659	-15.7%	81,206	-18.5%	702,797	5.3%	59,984	-25.3%	255,941	-15.3%
Construction: Entry	4	8,747	-5.3%	853	2.8%	4,600	-20.0%	52,803	1.2%	5,257	-13.8%	29,478	-9.5%
Construction: Intermediate	5	3,825	3.5%	337	-22.6%	2,280	-6.5%	39,458	6.5%	3,651	-23.5%	21,351	1.2%
Construction: Advanced	9	13,448	-2.3%	1,055	-3.0%	4,461	-13.5%	76,597	5.5%	6,619	-20.3%	28,805	-2.3%

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

Industry: Level	District of Columbia							Washington MSA Region						
	# of occ.	2024 Jobs	% change from 2022	2024 annual openings	% change from 2022	2024 annual hires	% change from 2022	2024 Jobs	% change from 2022	2024 annual openings	% change from 2022	2024 annual hires	% change from 2022	
Education: Entry	7	7,112	-2.3%	1,343	-14.1%	4,779	-11.7%	58,464	15.0%	10,824	-18.8%	44,084	-0.2%	
Education: Intermediate	2	6,508	12.6%	870	-22.1%	3,727	4.7%	40,750	7.4%	5,304	-23.7%	21,587	-6.4%	
Education: Advanced	17	32,886	4.6%	2,931	-30.7%	12,906	-8.9%	162,941	5.6%	15,914	-25.1%	56,341	-9.2%	
Healthcare: Entry	3	3,995	33.2%	464	-40.6%	1,700	-0.9%	16,596	8.8%	1,967	-21.9%	9,125	-4.4%	
Healthcare: Intermediate	7	9,563	-4.3%	1,206	-19.7%	4,401	-9.6%	65,260	7.8%	9,055	-17.3%	38,448	-4.6%	
Healthcare: Advanced	17	30,198	-0.3%	2,110	-22.2%	9,881	-10.2%	128,148	6.5%	10,566	-17.5%	49,541	-7.8%	

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

Industry: Level	District of Columbia							Washington MSA Region						
	# of occs.	2024 Jobs	% change from 2022	% change 2024 annual openings		% change 2024 annual hires		2024 Jobs	% change from 2022	% change 2024 annual openings		% change 2024 annual hires		% change from 2022
				2024 annual openings	% change from 2022	2024 annual hires	% change from 2022			2024 annual openings	% change from 2022	2024 annual hires	% change from 2022	
Hospitality, Retail, Tourism and Entertainment: Entry	33	104,331	8.1%	19,820	-18.9%	84,208	-18.7%	552,337	6.1%	98,978	-14.3%	473,485	-13.1%	
Hospitality, Retail, Tourism and Entertainment: Intermediate	2	1,308	22.9%	178	-33.9%	679	0.5%	8,141	3.9%	1,137	-17.5%	3,886	-5.3%	
Information Technology: Intermediate	4	5,790	-8.8%	434	-14.8%	2,637	-20.2%	27,658	-5.5%	2,014	-18.8%	10,920	-21.9%	
Information Technology: Advanced	13	43,727	-0.6%	3,086	-12.0%	16,469	-18.9%	198,019	-1.6%	13,447	-14.2%	75,999	-20.1%	

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

Industry: Level	# of occs.	District of Columbia						Washington MSA Region					
		2024 Jobs	% change from 2022	2024 annual openings	% change from 2022	2024 annual hires	% change from 2022	2024 Jobs	% change from 2022	2024 annual openings	% change from 2022	2024 annual hires	% change from 2022
Security and Law Enforcement: Entry	7	20,471	8.8%	3,041	-6.6%	14,180	0.4%	57,461	5.5%	8,985	-10.3%	42,125	-3.8%
Security and Law Enforcement: Intermediate	4	11,518	-4.1%	839	-5.5%	1,680	-25.6%	36,463	1.8%	3,116	-14.0%	6,962	-15.3%
Security and Law Enforcement: Advanced	1	35,119	-0.8%	1,235	-5.0%	8,193	-16.9%	50,219	1.8%	1,874	-23.4%	12,367	-14.7%
Transportation, Infrastructure, Utilities: Entry	10	6,496	-7.9%	739	-10.5%	2,657	-24.2%	52,664	-0.6%	6,396	-16.5%	33,469	-6.0%
Transportation, Infrastructure, Utilities: Intermediate	5	4,031	8.9%	363	-46.1%	1,260	-18.6%	44,242	5.0%	4,535	-25.1%	24,932	-6.4%
Transportation, Infrastructure, Utilities: Advanced	1	763	32.8%	86	-26.4%	124	-18.3%	5,771	26.4%	743	-37.0%	1,512	-22.1%

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

## DC and Washington MSA Sector and Industry Employment Levels and Trends: 2022 – Current

- The following slides show job postings data from Lightcast for the Washington MSA
- These slides use job posting data to understand current and recent job opportunities for high demand occupations
- This gives us a different impression for some high demand occupation categories
- There is much more that DC WIC can do to use the job postings data -- this is just one first look at using these data in a structured way for demand occupations analysis

Industry: Level	# of occs	2024 Jobs (Wash MSA)	New postings – last 30 days	New postings – last 365 days	New postings per 100 jobs (last 12m)	% change in new postings (last 12m vs prior 12m)	Median posting duration, 2025 Q3 (days)
Business and Office Administration: Entry	24	247,864	3,971	51,432	20.8	5.9%	25.9
Business and Office Administration: Intermediate	4	41,272	374	5,353	13.0	-19.8%	24.5
Business and Office Administration: Advanced	41	702,797	9,967	131,740	18.7	-9.9%	24.1
Construction: Entry	4	52,803	655	8,127	15.4	13.3%	28.4
Construction: Intermediate	5	39,458	339	4,052	10.3	21.3%	31.6
Construction: Advanced	9	76,597	1,148	14,466	18.9	14.8%	28.7

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

Industry: Level	# of occs	2024 Jobs (Wash MSA)	New postings – last 30 days	New postings – last 365 days	New postings per 100 jobs (last 12m)	% change in new postings (last 12m vs prior 12m)	Median posting duration, 2025 Q3 (days)
Education: Entry	7	58,464	569	7,632	13.1	10.8%	28.8
Education: Intermediate	2	40,750	592	8,604	21.1	29.1%	23.2
Education: Advanced	15	156,871	1,406	20,004	12.8	9.6%	26.8
Healthcare: Entry	3	16,596	265	2,728	16.4	-1.4%	27.3
Healthcare: Intermediate	7	65,260	1,870	22,047	33.8	-0.4%	26.7
Healthcare: Advanced	16	126,683	4,641	56,522	44.6	7.3%	22.2

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

Industry: Level	# of occs	2024 Jobs (Wash MSA)	New postings – last 30 days	New postings – last 365 days	New postings per 100 jobs (last 12m)	% change in new postings (last 12m vs prior 12m)	Median posting duration, 2025 Q3 (days)
Hospitality, Retail, Tourism and Entertainment: Entry	32	550,444	7,393	100,580	18.3	6.4%	29.7
Hospitality, Retail, Tourism and Entertainment: Intermediate	2	8,141	186	2,278	28.0	9.8%	31.5
Information Technology: Intermediate	4	27,658	585	8,422	30.5	-20.2%	23.7
Information Technology: Advanced	13	198,019	7,076	102,152	51.6	-9.2%	22.5

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

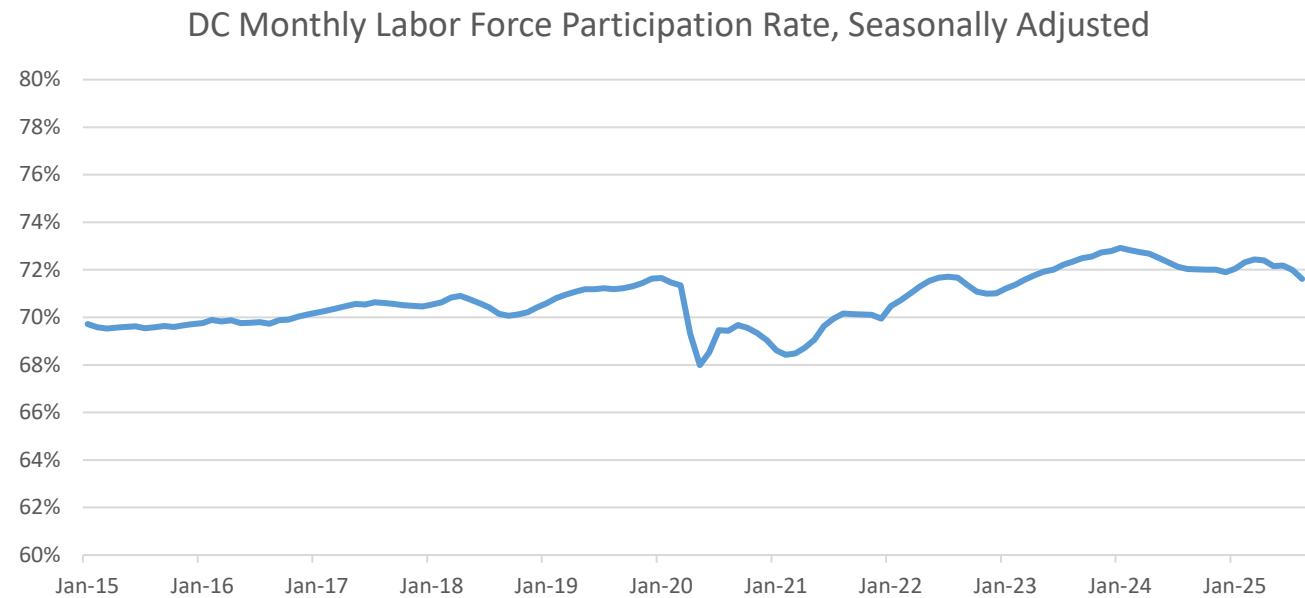
Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

Industry: Level	# of occs	2024 Jobs (Wash MSA)	New postings – last 30 days	New postings – last 365 days	New postings per 100 jobs (last 12m)	% change in new postings (last 12m vs prior 12m)	Median posting duration, 2025 Q3 (days)
Security and Law Enforcement: Entry	7	57,461	1,096	10,006	17.4	24.1%	25.0
Security and Law Enforcement: Intermediate	4	36,463	318	4,808	13.2	-14.7%	24.7
Security and Law Enforcement: Advanced	1	50,219	360	4,810	9.6	-4.4%	25.0
Transportation, Infrastructure, Utilities: Entry	10	52,664	1,129	11,681	22.2	29.8%	29.9
Transportation, Infrastructure, Utilities: Intermediate	5	44,242	1,834	16,243	36.7	23.4%	29.0
Transportation, Infrastructure, Utilities: Advanced	1	5,771	18	93	1.6	-31.4%	25.0

Note: Lightcast data include QCEW and non-QCEW employees, but jobs from self-employment and extended proprietors are excluded.

Source: Tabulations of data from Lightcast by Kairos Management for the DC Workforce Investment Council.

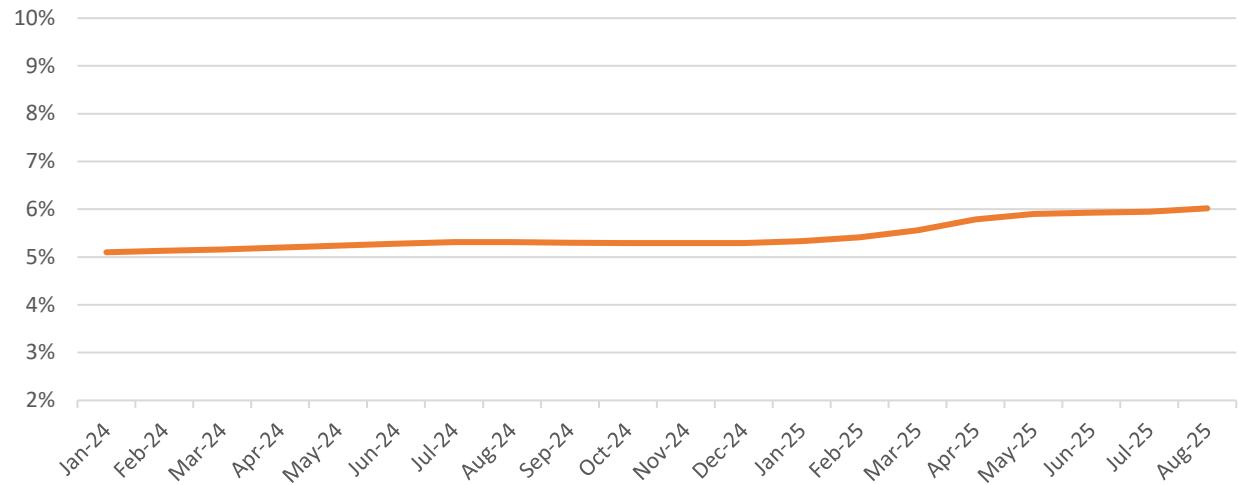
## Long Range View of Monthly DC Unemployment and Labor Force Participation Rates



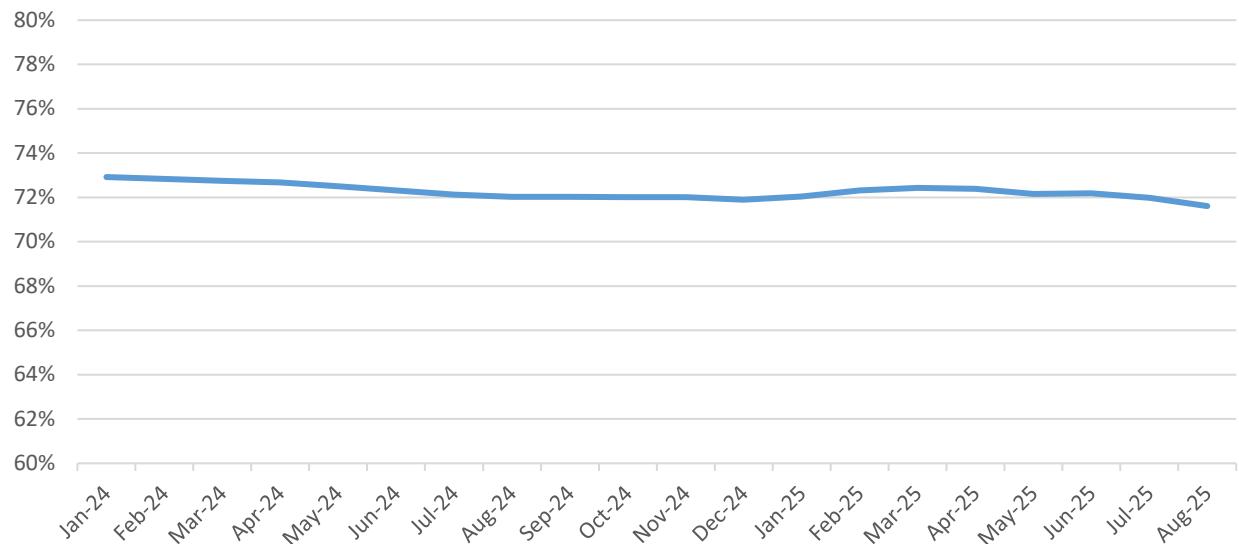
Source: BLS LAUS

## Past 2 Years of Monthly DC Unemployment and Labor Force Participation Rates

DC Monthly Unemployment Rate, Seasonally Adjusted



DC Monthly Labor Force Participation Rate, Seasonally Adjusted



Source: BLS LAUS

# Added slides

Top Certificate Requirement in Job Postings for Entry and Intermediate Level High Demand Occupations,  
based on Dec 2024 and Nov 2025 Job Postings for DC Jobs

Industry	Certificate
Business and Office Administration	<ul style="list-style-type: none"><li>• Security Clearance</li><li>• Valid Driver's License</li><li>• Master Of Business Administration (MBA)</li><li>• Project Management Professional Certification</li><li>• Real Estate Salesperson License</li><li>• Adjuster License</li></ul>
Construction	<ul style="list-style-type: none"><li>• Valid Driver's License</li><li>• Security Clearance</li><li>• EPA Section 608 Technician Certification</li><li>• HVAC Certification</li><li>• EPA Universal Certification</li><li>• EPA 608 Technician Certification</li><li>• 10-Hour OSHA General Industry Card</li></ul>

Note: Postings are active postings that exclude internships and postings by staffing companies.

Source: Tabulations of Lightcast data by Kairos Management for the DC Workforce Investment Council

## Top Certificate Requirement in Job Postings for Entry and Intermediate Level High Demand Occupations, based on Dec 2024 and Nov 2025 Job Postings for DC Jobs

Industry	Certificate
Education	<ul style="list-style-type: none"><li>• Cardiopulmonary Resuscitation (CPR) Certification</li><li>• First Aid Certification</li><li>• Automated External Defibrillator (AED) Certification</li><li>• Valid Driver's License</li><li>• Personal Trainer Certification</li><li>• Group Fitness Instructor Certification</li></ul>
Healthcare	<ul style="list-style-type: none"><li>• Basic Life Support (BLS) Certification</li><li>• Certified Nursing Assistant (CNA)</li><li>• Cardiopulmonary Resuscitation (CPR) Certification</li><li>• Licensed Practical Nurse (LPN)</li><li>• Registered Nurse (RN)</li><li>• Certified Patient Care Technician (CPCT)</li><li>• Certified Pharmacy Technician</li><li>• Certified Medical Assistant (CMA)</li><li>• American Registry Of Radiologic Technologists (ARRT) Certified</li><li>• Emergency Medical Technician (EMT)</li><li>• American Medical Technologists (AMT) Certification</li><li>• Registered Medical Assistant (RMA)</li></ul>

Note: Postings are active postings that exclude internships and postings by staffing companies.

Source: Tabulations of Lightcast data by Kairos Management for the DC Workforce Investment Council

## Top Certificate Requirement in Job Postings for Entry and Intermediate Level High Demand Occupations, based on Dec 2024 and Nov 2025 Job Postings for DC Jobs

Industry	Certificate	Industry	Certificate
Hospitality, Retail, Tourism and Entertainment	<ul style="list-style-type: none"> <li>• Valid Driver's License</li> <li>• ServSafe Certification</li> <li>• Food Handler's Card</li> <li>• Food Safety Certification</li> <li>• Security Clearance</li> <li>• Training For Intervention Procedures (TIPS) Certification</li> <li>• Cardiopulmonary Resuscitation (CPR) Certification</li> <li>• First Aid Certification</li> <li>• Alcohol Certification</li> </ul>	Information Technology	<ul style="list-style-type: none"> <li>• Security Clearance</li> <li>• CompTIA A+</li> <li>• CompTIA Security+</li> <li>• CompTIA Network+</li> <li>• Microsoft Certified Professional</li> <li>• Valid Driver's License</li> <li>• ITIL Foundation Certification</li> <li>• CompTIA Certification</li> <li>• Cisco Certified Network Associate</li> <li>• Microsoft Certified Systems Engineer</li> <li>• CompTIA Security+ CE</li> <li>• IAT Level II Certification</li> </ul>

Note: Postings are active postings that exclude internships and postings by staffing companies.

Source: Tabulations of Lightcast data by Kairos Management for the DC Workforce Investment Council

Top Certificate Requirement in Job Postings for Entry and Intermediate Level High Demand Occupations,  
based on Dec 2024 and Nov 2025 Job Postings for DC Jobs

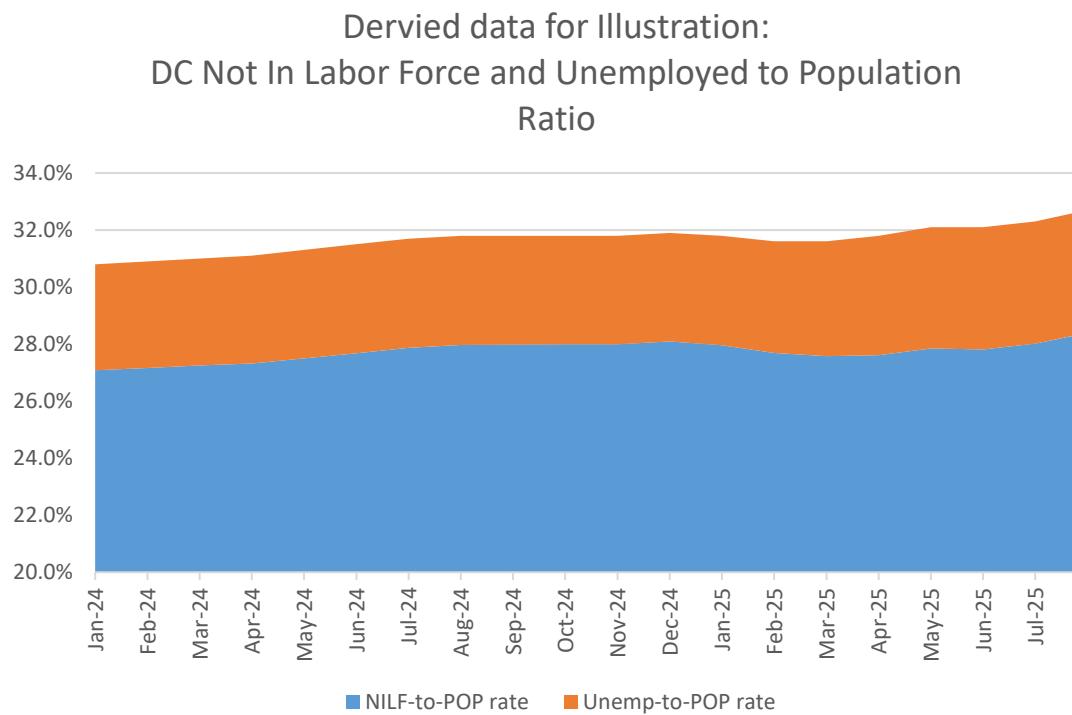
Industry	Certificate
Security and Law Enforcement	<ul style="list-style-type: none"><li>• Security Clearance</li><li>• Valid Driver's License</li><li>• Cardiopulmonary Resuscitation (CPR) Certification</li><li>• First Aid Certification</li><li>• Automated External Defibrillator (AED) Certification</li><li>• Certified First Responder (CFR)</li><li>• Basic Life Support (BLS) Certification</li><li>• Certified Internal Auditor</li></ul>
Transportation, Infrastructure, and Utilities	<ul style="list-style-type: none"><li>• Valid Driver's License</li><li>• Security Clearance</li><li>• Commercial Driver's License (CDL)</li><li>• CDL Class A License</li><li>• CDL Class B License</li><li>• Automotive Service Excellence (ASE) Certification</li><li>• Project Management Professional Certification</li><li>• Master Of Business Administration (MBA)</li><li>• Forklift Certification</li></ul>

Note: Postings are active postings that exclude internships and postings by staffing companies.

Source: Tabulations of Lightcast data by Kairos Management for the DC Workforce Investment Council

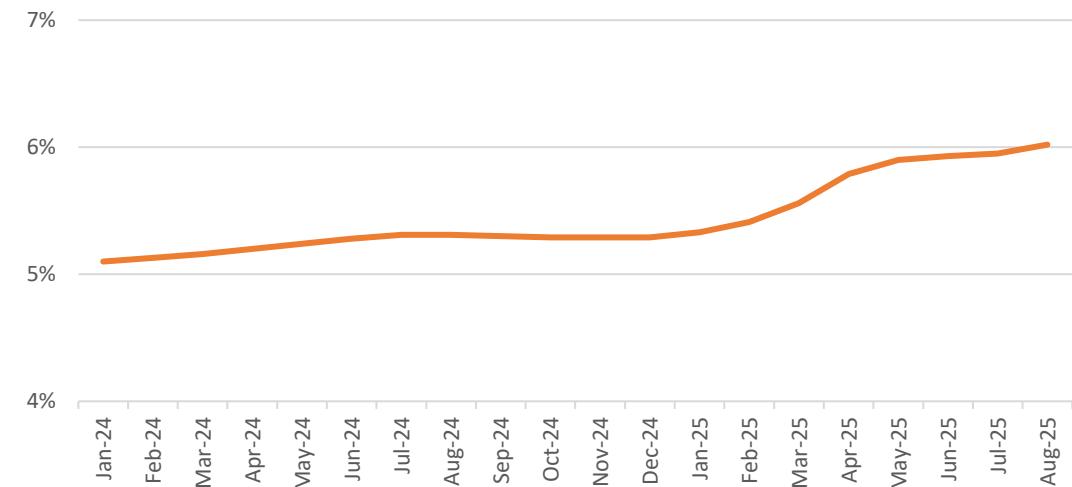
Zoom in for data close-up:

## Past 2 Years of Monthly DC Unemployment and Labor Force Participation Rates, Seasonally Adj.

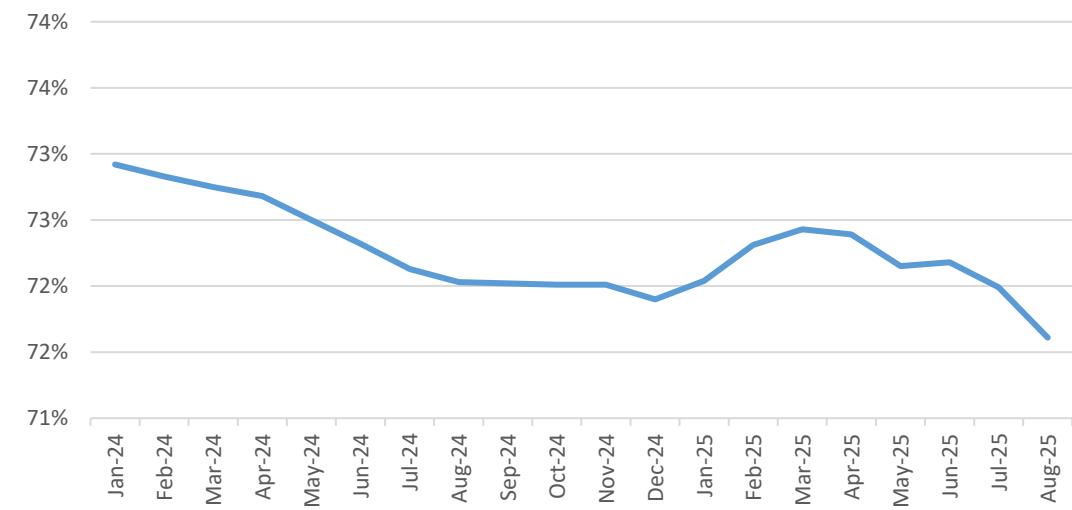


Source: BLS LAUS and Derived data by Kairos  
Management

## DC Monthly Unemployment Rate, Seasonally Adjusted



## DC Monthly Labor Force Participation Rate, Seasonally Adjusted



## Unemployment and Labor Force Participation Rates, 12-month moving average as of September 2025

- Unemployment is lowest for persons age 25 – 54, with a Bachelor's or higher, males, and White or Pacific Islander
- Labor force participation is highest for the same groups, plus Hispanics
- Subset of these demographics by prime working age (25 – 54) would more accurately reveal differences

Source: Economic Policy Institute tabulations of Current Population Survey microdata

	Unemployment	Labor Force Participation
Overall	5.6	72.5
<u>Age</u>		
16 - 24	11.6	58.6
25 - 54	5	88.8
55 +	4.9	41.5
<u>Education</u>		
Less than HS	n.a.	32.5
High School	15.7	51.2
Some college	10.3	53.8
Bachelor's degree	3.7	83.9
Advanced degree	3.5	84.8
<u>Gender</u>		
Female	6	70.6
Male	5.2	74.8
<u>Race/Ethnicity</u>		
Asian Am/ Pac Isl.	3.5	79.7
Black	9.3	58.4
Hispanic	7	82.2
White	3.3	82.6

## What we know about the impact of AI on jobs

1. “Post-ChatGPT” (2022 +): There are many unknowns – it’s still early. AI adoption is still emerging. “Potential vs. actual.”
2. Major news headlines emphasize job losses, especially for white-collar jobs. But academic studies see less dramatic real-world effects (so far).
3. Two competing forces:
  - a) Augmentation & new tasks – AI making workers more productive (i.e., more valuable); new tasks to manage AI (e.g., train model, prompt engineering)
  - b) Automation/substitution – AI replacing workers
4. Concept of AI “exposure” – either augmentation or substitution is possible.
5. Two reskilling possibilities based on #3 >>
  - a. To better use AI (augmentation)
  - b. To skills with less AI automation/substitution

Based on limited evidence so far, AI exposure seems to be:

- Not having impacts large enough to “move the data” at a national level
- More prevalent at larger firms
- Greater for technical skill occupations requiring a B.A. or higher
- Raising productivity and wages for high-skill workers who are using AI
- Reducing opportunities for younger workers entering the job market in technology and professional fields requiring B.A. or higher

# What we know about the impact of AI on jobs: Philadelphia Federal Reserve Study, 2025

## Higher AI Exposure

SOC	Occupation Group	All	req. BA
00	<b>All occupations</b>	<b>0.31</b>	<b>0.45</b>
15	Computer and mathematical	0.60	0.60
41	Sales	0.52	0.53
13	Business and financial operations	0.50	0.52
43	Office and administrative support	0.50	0.64
19	Life, physical, and social science	0.49	0.52
11	Management	0.45	0.45
23	Legal	0.45	0.37
17	Architecture and engineering	0.45	0.48
25	Educational instruction and library	0.42	0.42
27	Arts, design, entertain., sports, media	0.35	0.47
21	Community and social service	0.35	0.35

## Lower AI Exposure

SOC	Occupation Group	All	req. BA
29	Healthcare practitioners and technical	0.29	0.32
33	Protective service	0.27	0.28
39	Personal care and service	0.23	0.25
53	Transportation & material moving	0.14	0.27
31	Healthcare support	0.14	n/a
35	Food preparation and serving	0.12	n/a
49	Installation, maintenance, repair	0.08	n/a
45	Farming, fishing, and forestry	0.08	n/a
51	Production	0.07	n/a
37	Building & grounds cleaning & maint.	0.06	n/a
47	Construction and extraction	0.03	n/a

Exposure is measured as the percentage of job tasks exposed to Large Language Models (LLMs). Exposure is calculated separately for all occupations within a group and the subset that require a B.A. See source for more details.

Source: Federal Reserve Bank of Philadelphia, “Occupational Exposure to Generative Artificial Intelligence in the Third Federal Reserve District,” October 2025

## What we know about the impact of AI on jobs: AI Company Investments in Data Centers

- Data centers: Physical facilities that house the computer servers responsible for storing, processing and transmitting the data.
- Data center construction has exploded in the past few years and will continue to grow over the next 5-10 years.
- Northern Virginia is a major player in the U.S. data center market.
- Opportunities include:
  - Data center development: real estate developers, design firms, and construction companies
  - Energy provision: utilities, energy providers, cooling/electrical equipment manufacturers, and telecom operators
  - Data center operations: IT/AI professionals, physical site management, maintenance, and security

Potential job opportunities by occupation groups:

- Construction
- Utilities
- IT
- Security
- Business and office admin
- other?

Sources: see next slide

# What we know about the impact of AI on jobs: AI Company Investments in Data Centers

## Sources:

CompTIA: <https://www.comptia.org/en-us/blog/your-next-move-data-center-technician/>

CBRE: <https://www.cbre.com/insights/reports/north-america-data-center-trends-h1-2025>

McKinsey: <https://www.mckinsey.com/industries/technology-media-and-telecommunications/our-insights/the-cost-of-compute-a-7-trillion-dollar-race-to-scale-data-centers>

Microsoft: <https://local.microsoft.com/wp-content/uploads/2021/11/Datacenter-jobs-fact-sheet.pdf>

Northern Virginia Community College: <https://www.nvcc.edu/academics/programs/data-center-operations.html>

S&P Global: <https://www.spglobal.com/en/research-insights/special-reports/look-forward/data-center-frontiers/data-center-investment-moves-macro-needle>

World Economic Forum: <https://www.weforum.org/stories/2025/04/data-centre-gold-rush-ai/>

# QUESTION 38

## EMPLOYEE EVALUATIONS

## Q 38 WIC FY25 EMPLOYEE EVALUATION RATING

Job Title	Employee Name	Grade/Step	Salary	Date of Employment	Date of Separation
Workforce Investment Specialist	Anderson, Vanessa	13/10	\$ 119,916.00	11/4/2024	11/16/2025
Workforce Investment Specialist	Bates, Portia	14/5	\$ 124,091.00	2/8/2016	
Program Analyst	Dacres, Bianca	12/7	\$ 95,816.00	11/4/2024	12/3/2025
Administrative Officer	Diggs, Kimberly	13/8	\$ 113,950.00	3/25/2013	
Workforce Investment Specialist	Goodman, Chandra	13/4	\$ 102,018.00	11/16/2025	
Staff Assistant	Hawkins, Fern	11/8	\$ 82,069.00	11/23/2020	
Chief of Staff	Holmes, Anika	15	\$ 145,000.00	8/24/2020	
Executive Director	Hubbard, Drew	10	\$ 202,052.00	10/24/2016	
Business Services Manager	Phillipe, Pat	14	\$ 140,000.00	9/8/2025	
Workforce Investment Manager	Russell, Deborah	14	\$ 135,406.00	11/23/2020	
Program Analyst	Silver, Brittany	13/6	\$ 107,984.00	9/30/2019	

QUESTION 39a

BUDGET FY25 – FY26

WIC FY26 Approved Budget



Office of the Chief Financial Officer  
District Integrated Financial System (DIFS)

### R025 YTD Budgetary Control Analysis Report - DC Authority Reporting

Run date/Time: 10-01-2025 01:03:49

Control Budget	DC Authority Reporting
Fiscal Year	2026
Period	ALL
Agency	GW0
Fund	ALL
Account	ALL
Program	ALL
Cost Center	ALL
Project	ALL
Award	ALL

Agency	Agency Description	Appropriated Fund	Appropriated Fund Description	Fund	Fund Description	Account Category (Parent Level 3)	Account Category Description (Parent Level 3)	Account Group (Parent Level 1)	Account Group (Parent Level 1) Description	Account
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701100C	CONTINUING FULL TIME	7011001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	714100C	GOVERNMENT SUBSIDIES & GRANTS	7141007
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	717100C	PURCHASES EQUIPMENT & MACHINERY	7171009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713200C	CONTRACTUAL SERVICES - OTHER	7132001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014008
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131025
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	711100C	SUPPLIES & MATERIALS	7111002

Account Description	Program (Parent Level 2)	Program (Parent Level 2) Description	Program (Parent Level 1)	Program (Parent Level 1) Description	Program	Program Description	Cost Center (Parent Level 2)	Cost Center (Parent Level 1)	Cost Center (Parent Level 2)	Cost Center (Parent Level 1)
CONTINUING FULL TI	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
PROF SERVICE FEES &	ED0041	WORKFORCE INVESTMENTS	E04102	WORKFORCE INVESTMENT COUNCIL	400389	W.I.C. COUNCIL	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
GRANTS & GRATUITI	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
TRAVEL - OUT OF CIT	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
PROF SERVICE FEES &	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
IT SOFTWARE ACQUI	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
CONTRACTUAL SERV	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
MISC FRINGE BENEFI	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
PAYMENT OF MEMBE	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
OFFICE SUPPLIES	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME

Cost Center	Cost Center Description	Project	Project Description	Award	Award Description	Initial Budget	Adjustment Budget	Total Budget	Commitment	Obligation	Expenditure	Budget Reservations	Available Budget
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$947,160.49	\$0.00	\$947,160.49	\$0.00	\$0.00	\$0.00	\$0.00	\$947,160.49
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$36,000.00	\$0.00	\$36,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$36,000.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$406,101.73	\$0.00	\$406,101.73	\$0.00	\$0.00	\$0.00	\$0.00	\$406,101.73
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$6,000.00	\$0.00	\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,000.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$55,000.00	\$0.00	\$55,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$55,000.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$26,671.00	\$0.00	\$26,671.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,671.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$79,135.00	\$0.00	\$79,135.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79,135.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$203,991.61	\$0.00	\$203,991.61	\$0.00	\$0.00	\$0.00	\$0.00	\$203,991.61
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$6,250.00	\$0.00	\$6,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,250.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$1,382.75	\$0.00	\$1,382.75	\$0.00	\$0.00	\$0.00	\$0.00	\$1,382.75
<b>Total:</b>						\$37,246,261.81	\$1,226,878.21	\$38,473,140.02	\$1,097,350.00	\$0.00	\$0.00	\$0.00	\$37,375,790.02

QUESTION 39b

BUDGET FY25 – FY26

WIC FY25-26 Contracts

Federal WIOA Funds

Vendor	FY25 Contract Amount	FY26 Contract Amount	Date	Termination date	Purpose	Option Years
America Works	\$95,000		10/1/2024	9/30/2025	This contractor shall oversee the services offered by both core and required partners in the American Job Centers in the District of Columbia. This includes one comprehensive one-stop career centers and three affiliate sites as defined by the Workforce Innovation and Opportunity Act of 2014 (WIOA)	None
Pairin	\$215,004		10/1/2024	9/30/2025	This vendor shall maintain and enhance the District's Data Vault (DV), a transactional data system that facilitates the referral of District residents to and from multiple agencies for services.	None
Career Edge	\$55,000		10/1/2024	9/30/2025	The goal of this procurement is to implement a unified workforce management platform that enhances service delivery, improves data consistency, and expands workforce capabilities to meet the needs of the DC WIC.	None
Career Edge	\$25,000		10/1/2024	9/30/2025	This contractor shall develop a system to track progress against goals set in the DC WIOA Unified State Plan and managed by the DC WIC Board.	None
Title VI Consulting	\$23,600		10/1/2024	9/30/2025	The services to be provided by the Contractor shall include, but not be limited to, providing complaint investigation consultation, developing and executing a monitoring plan, and development of other technical assistance, guidance documents, and tools to support the work of the DC WIC in maintain compliance with WIOA Section 188, training EO Officers and participate in AJC Certification and Recertification	None
WIOA Unified State Plan Mid-Cycle Update	\$52,000		7/29/2025	9/30/2025	To complete the Economic, Workforce, and Workforce Development Activities Analysis section (Section II(a)) of the WIOA Unified State Plan mid-cycle submission for Program Years 2024-2027. The Workforce Innovation and Opportunity Act (WIOA) State Plan Mid-Cycle refers to a required modification to a state's WIOA plan, typically submitted halfway through the 4-year planning period. This modification allows states to update their plans based on changing economic conditions, workforce needs, and performance data. It provides an opportunity to refine strategies, adjust performance targets, and ensure continued alignment with WIOA's goals	None
Unite USA Inc.	\$35,000		10/1/2025	9/30/2026	A key component of this system is the One-Stop Operator (OSO), which acts as the central coordinator and facilitator of services within an American Job Center (AJC) or One Stop Center.	None

Complete Technology Solutions (ATLAS)	\$29,000		10/1/2025	9/30/2026	The primary workforce development policy body and is responsible for maintaining the Eligible Training Provider List (ETPL) in accordance with the Workforce Innovation and Opportunity Act (WIOA) and local policy. The ETP platform is a tool for ensuring District resident and vendors have access to high-quality training programs that lead to employment in high-demand industries.	None
Lightcast	\$15,000		10/1/2025	9/30/2026	Workforce Investment Council (WIC), has requirements to have continued use of the Economic Modeling LLC (EMSI) formally known as LightCast software licenses for labor market data to inform workforce development, education, and career pathways for residents, business and stakeholders.	None
Board/Staff Strategic Planning Sessions	\$30,000		9/1/2025	9/30/2025	Vendor to design, facilitate, and deliver a series of strategic planning engagements for both the WIC Board and WIC staff in alignment with the Workforce Innovation and Opportunity Act (WIOA) and local workforce development priorities. These sessions will be used to assess performance, address governance requirements, strengthen organizational culture, and set measurable goals and priorities for Fiscal Year 2026. The Board sessions will also focus on updating bylaws and strengthening committee structures.	None
SMART Board & AV Equipment	\$7,500		9/15/2025	9/30/2025	Requires vendor to purchase, installation, and setup of a SMART Board and supporting AV equipment to enhance meeting facilitation, training sessions, and presentations. The SMART Board will be a critical tool for interactive workshops, hybrid meetings, and strategic planning sessions, requiring professional installation and configuration to ensure seamless operation.	None
Executive Public Speaking & Coaching	\$9,000		9/1/2025	9/30/2025	The WIC is federally mandated workforce development board. As senior leaders in a public-facing, politically visible agency, the Executive Director and Chief of Staff are often called upon to speak on behalf of the District's workforce system in front of diverse audiences, ranging from federal agencies, District leadership, and employers, to job seekers, advocacy groups, and national stakeholders.	None

Business Sector Roundtables Facilitation for High Demand Industries	\$70,000		8/1/2025	9/30/2025	The WIC seeks to better understand the employment landscape, hiring trends, and training needs across the District's high-demand industries. To inform strategy development and align workforce programming with employer demand, the WIC will engage a vendor to host six (6) business sector roundtables. These roundtables will convene employers across key sectors identified in the District's High-Demand Occupations List, federal WIOA priorities, and The Comeback Plan.	None
Website Update	\$9,500		8/6/2025	9/30/2025	Vendor shall modernize its public-facing website to align with WIC's strategic vision and improve user experience for residents, businesses, training providers, and workforce partners.	None
Seaberry Design & Communication, LLC	\$9,000		5/29/2025	9/30/2025	Contractor to provide creative design, editing, formatting and printing for the WIC's Plan to Pivot programming.	None
LinkedIn	\$40,153		9/22/2025	9/30/2026	The Washington metropolitan region is experiencing a surge of federal workforce layoffs and downsizing, displacing thousands of employees and contractors. This has created an immediate need for rapid upskilling and reskilling to support re-entry into the job market. Many of these workers fall outside the scope of traditional WIOA-funded services, but their successful transition is essential for regional workforce stability.	None
Xerox	\$4,000	\$3,846.96	10/1/2025	9/30/2026	Office printer and copier services	None
Boardable		\$9,973.80	1/12/2026	1/13/2027	Workforce Investment Council (WIC) has requirements to procure a Boardable Governance Platform to support the District of Columbia Workforce Investment Council (DC WIC) in fulfilling its statutory responsibilities. As the District's workforce board, the WIC must comply with federal and local requirements related to board governance, transparency, meeting documentation, and public accountability. The platform will serve as the system of record and coordination platform required to meet those expectations	None
Changing Technologies		\$22,323.20	10/31/2025	3/31/2026	The purpose of this engagement is to secure a qualified individual through a staffing agency to serve as a WIOA Analyst for a four-month period. The analyst will support One-Stop Operator (OSO) functions as outlined in the Workforce Innovation and Opportunity Act (WIOA) and U.S. Department of Labor regulations, ensuring coordinated service delivery, compliance, and accountability across the District's American Job Centers (AJCs).	None



**QUESTION 39c**

**FY25 COUNCIL APPROVED**

**BUDGET**

Run date/Time: 03-06-2025 12:04:34

## R025 YTD Budgetary Control Analysis Report - DC Authority Reporting

Control Budget	DC Authority Reporting
Fiscal Year	2025
Period	ALL
Agency	GW0
Fund	ALL
Account	ALL
Program	ALL
Cost Center	ALL
Project	ALL
Award	ALL

Agency	Agency Description	Appropriated Fund	Appropriated Fund Description	Fund	Fund Description	Account Category (Parent Level 3)	Account Category Description (Parent Level 3)	Account Group (Parent Level 1)	Account Group (Parent Level 1) Description	Account
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713200C	CONTRACTUAL SERVICES - OTHER	7132001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701100C	CONTINUING FULL TIME	7011001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131012
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014008
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701100C	CONTINUING FULL TIME	7011001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014015
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014019
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014019
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	711100C	SUPPLIES & MATERIALS	7111002
GW0	OFFICE OF THE DEPU	3030	CAPITAL FUND - OTHER	3030304	SHORT - TERM BO	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014015
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014022
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701200C	CONTINUING FULL TIME - OTHERS	7012003
GW0	OFFICE OF THE DEPU	3030	CAPITAL FUND - OTHER	3030304	SHORT - TERM BO	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014019
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713200C	CONTRACTUAL SERVICES - OTHER	7132001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701100C	CONTINUING FULL TIME	7011001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014008
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131015
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	714100C	GOVERNMENT SUBSIDIES & GRANTS	7141007
GW0	OFFICE OF THE DEPU	4045	PRIVATE DONATIONS -FPR	4045001	PRIVATE DONATI	710000A	NON-PERSONNEL SERVICES	714100C	GOVERNMENT SUBSIDIES & GRANTS	7141007
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014016
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014015
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014002
GW0	OFFICE OF THE DEPU	3030	CAPITAL FUND - OTHER	3030304	SHORT - TERM BO	710000A	NON-PERSONNEL SERVICES	717100C	PURCHASES EQUIPMENT & MACHINERY	7171004
GW0	OFFICE OF THE DEPU	3030	CAPITAL FUND - OTHER	3030304	SHORT - TERM BO	710000A	NON-PERSONNEL SERVICES	717100C	PURCHASES EQUIPMENT & MACHINERY	7171003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701100C	CONTINUING FULL TIME	7011001
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014015
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014002
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014020
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014019
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014002
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	712100C	ENERGY COMM & BLDG RENTALS	7121002
GW0	OFFICE OF THE DEPU	3030	CAPITAL FUND - OTHER	3030304	SHORT - TERM BO	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014022
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131015
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	717100C	PURCHASES EQUIPMENT & MACHINERY	7171009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701200C	CONTINUING FULL TIME - OTHERS	7012002
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014008
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014002
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014022
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014020
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014019
GW0	OFFICE OF THE DEPU	3030	CAPITAL FUND - OTHER	3030304	SHORT - TERM BO	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014008
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	700000A	PERSONNEL SERVICES	701400C	FRINGE BENEFITS - CURR PERSONNEL	7014008
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131003
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009



GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131009
GW0	OFFICE OF THE DEPU	1010	LOCAL FUND	1010001	LOCAL FUNDS	710000A	NON-PERSONNEL SERVICES	713100C	OTHER SERVICES & CHARGES	7131024





PROF SERVICE FEES	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR.	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME
CONFERENCE FEES	ED0041	WORKFORCE INVESTMENTS	E04101	WORKFORCE INVESTMENT ADMINISTR.	400388	W.I.C. ADMIN	ED219	OFFICE OF WORKFOR	E2191	OFFICE OF WORKFORCE INVESTME

Cost Center	Cost Center Description	Project	Project Description	Award	Award Description	Initial Budget	Adjustment Budget	Total Budget	Commitment	Obligation	Expenditure	Budget Reservations	Available Budget
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$1,120,753.00	-\$144,469.20	\$976,283.80	\$130,000.00	\$4,030.80	\$239,093.68	\$0.00	\$603,159.32
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$1,570,017.51	\$0.00	\$1,570,017.51	\$0.00	\$0.00	\$642,377.95	\$0.00	\$927,639.56
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$29,053.80	\$0.00	\$29,053.80	\$0.00	\$0.00	\$0.00	\$0.00	\$29,053.80
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$971,530.43	\$0.00	\$971,530.43	\$0.00	\$0.00	\$269,450.64	\$0.00	\$702,079.79
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$36,000.00	\$0.00	\$36,000.00	\$0.00	\$12,971.80	\$1,311.16	\$0.00	\$21,717.04
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$538.07	\$0.00	-\$538.07
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,621.71	\$0.00	-\$9,621.71
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,599.28	\$0.00	-\$25,599.28
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,044.80	\$0.00	-\$4,044.80
40270	OFFICE OF THE DEPUTY M	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATIO	1000221	GW0.0100.DEPUTY MAYO	\$625.00	\$0.00	\$625.00	\$0.00	\$0.00	\$1,661.62	\$0.00	-\$1,036.62
40270	OFFICE OF THE DEPUTY M	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	\$967,159.00	\$967,159.00	\$0.00	\$809,790.38	\$157,367.78	\$0.00	\$0.84
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$81.56	\$0.00	-\$81.56
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,349.49	\$0.00	-\$4,349.49
40269	OFFICE OF OUT OF SCHO	202730	MY AFTERSCHOOL DC	2002220	MY AFTERSCHOOL DC (I	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$82.82	\$0.00	-\$82.82
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$29,854.00	\$0.00	\$29,854.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29,854.00
40270	OFFICE OF THE DEPUTY M	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	-\$249.97	-\$249.97	\$0.00	\$0.00	\$848.56	\$0.00	-\$1,098.53
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$144,469.20	\$144,469.20	\$28,101.60	\$97,442.00	\$0.00	\$0.00	\$18,925.60
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$2,498,601.27	-\$389,834.71	\$2,108,766.56	\$0.00	\$0.00	\$991,058.89	\$0.00	\$1,117,707.67
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$552,224.23	-\$81,865.29	\$470,358.94	\$0.00	\$0.00	\$0.00	\$0.00	\$470,358.94
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$5,750.00	\$0.00	\$5,750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,750.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$608,923.60	\$0.00	\$608,923.60	\$0.00	\$0.00	\$0.00	\$0.00	\$608,923.60
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$250,000.00	\$0.00	\$250,000.00	\$0.00	\$75,000.00	\$175,000.00	\$0.00	\$0.00
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$970.20	\$0.00	-\$970.20
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,077.00	\$0.00	-\$1,077.00
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$45,771.23	\$0.00	-\$45,771.23
40269	OFFICE OF OUT OF SCHO	401332	DCHR COMPLIANCE SERVICES	1000475	GW0.DCHR	\$58,308.75	\$22,728.75	\$81,037.50	\$0.00	\$0.00	\$35,392.50	\$0.00	\$45,645.00
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35.47	\$0.00	-\$35.47
40270	OFFICE OF THE DEPUTY M	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
40270	OFFICE OF THE DEPUTY M	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$2,176,707.87	\$1,010.99	\$2,177,718.86	\$0.00	\$0.00	\$0.00	\$0.00	\$2,177,718.86
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$389,834.71	\$389,834.71	\$0.00	\$0.00	\$121,914.53	\$0.00	\$267,920.18
40269	OFFICE OF OUT OF SCHO	202730	MY AFTERSCHOOL DC	2002220	MY AFTERSCHOOL DC (I	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17.55	\$0.00	-\$17.55
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69.77	\$0.00	-\$69.77
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,095.81	\$0.00	-\$6,095.81
40270	OFFICE OF THE DEPUTY M	202772	EDUCATION THROUGH EMPLOYMENT PATHV	2002241	GW0.FY24.EDUCATION T	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,802.73	\$0.00	-\$1,802.73
40269	OFFICE OF OUT OF SCHO	401712	GW0.DPW FLEET MGMT KTGWM	1000221	GW0.0100.DEPUTY MAYO	\$183.66	\$0.00	\$183.66	\$0.00	\$0.00	\$0.00	\$0.00	\$183.66
40270	OFFICE OF THE DEPUTY M	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	-\$182.25	-\$182.25	\$0.00	\$0.00	\$589.64	\$0.00	-\$771.89
40270	OFFICE OF THE DEPUTY M	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATIO	1000221	GW0.0100.DEPUTY MAYO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$349.97	\$0.00	-\$349.97
40271	OFFICE OF WORKFORCE I	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATIO	1000221	GW0.0100.DEPUTY MAYO	\$0.00	\$2,800.00	\$2,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,800.00
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$101,895.06	\$0.00	\$101,895.06	\$0.00	\$0.00	\$0.00	\$0.00	\$101,895.06
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$329,704.47	\$0.00	\$329,704.47	\$0.00	\$0.00	\$0.00	\$0.00	\$329,704.47
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$6,000.00	-\$6,000.00	\$0.00	\$0.00	\$0.00	\$1,363.21	\$0.00	-\$1,363.21
40269	OFFICE OF OUT OF SCHO	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$370.33	\$0.00	-\$370.33
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,786.81	\$0.00	-\$3,786.81
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$72,550.59	\$0.00	-\$72,550.59
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$44,223.25	\$0.00	-\$44,223.25
40270	OFFICE OF THE DEPUTY M	000000	NO PROJECT										

40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$71,748.25	-\$600.00	\$71,148.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$71,148.25
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$3,000.00	\$0.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000.00
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$250.00	-\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$3,000.00	\$0.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$55,000.00	\$0.00	\$55,000.00	\$0.00	\$277.13	\$1,002.87	\$0.00	\$0.00	\$53,720.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$26,671.00	-\$2,800.00	\$23,871.00	\$0.00	\$0.00	-\$119.21	\$0.00	\$0.00	\$23,990.21
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$125.50	\$0.00	\$0.00	-\$125.50
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,374.32	\$0.00	\$0.00	-\$1,374.32
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$38,626.87	\$0.00	\$0.00	-\$38,626.87
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,217.65	\$0.00	\$0.00	-\$16,217.65
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$19,500.00	-\$8,740.00	\$10,760.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,760.00
40270	OFFICE OF THE DEPUTY N	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$8,740.00	\$8,740.00	\$0.00	\$0.00	-\$5,475.10	\$0.00	\$0.00	\$14,215.10
40269	OFFICE OF OUT OF SCHOOL	202730	MY AFTERSCHOOL DC	2002220	MY AFTERSCHOOL DC (I)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,284.62	\$0.00	\$0.00	-\$2,284.62
40269	OFFICE OF OUT OF SCHOOL	202730	MY AFTERSCHOOL DC	2002220	MY AFTERSCHOOL DC (I)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$95.69	\$0.00	\$0.00	-\$95.69
40269	OFFICE OF OUT OF SCHOOL	202730	MY AFTERSCHOOL DC	2002220	MY AFTERSCHOOL DC (I)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$534.30	\$0.00	\$0.00	-\$534.30
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$6,800,000.00	\$0.00	\$6,800,000.00	\$0.00	#####	\$3,791,018.71	\$0.00	\$0.00	\$1,167,913.47
40270	OFFICE OF THE DEPUTY N	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	-\$10.64	-\$10.64	\$0.00	\$0.00	\$34.41	\$0.00	\$0.00	-\$45.05
40270	OFFICE OF THE DEPUTY N	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	-\$12.60	-\$12.60	\$0.00	\$0.00	\$40.78	\$0.00	\$0.00	-\$53.38
00000	NO COST CENTER	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$11,236.81	\$0.00	\$0.00	\$11,236.81
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$1,354,304.00	-\$30,397.15	\$1,323,906.85	\$146,940.00	\$9,207.00	\$527,210.00	\$0.00	\$0.00	\$640,549.85
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$20,111,272.48	\$0.00	\$20,111,272.48	\$0.00	#####	#####	\$0.00	\$0.00	\$112,225.48
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$5,100.00	\$0.00	\$5,100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,100.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$79,135.00	\$0.00	\$79,135.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79,135.00
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57,007.01	\$0.00	\$0.00	-\$57,007.01
40269	OFFICE OF OUT OF SCHOOL	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$28,102.20	\$0.00	\$0.00	-\$28,102.20
40269	OFFICE OF OUT OF SCHOOL	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$250.00	\$250.00	\$0.00	\$0.00	-\$104.00	\$0.00	\$0.00	\$354.00
40269	OFFICE OF OUT OF SCHOOL	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$4,695.12	\$0.00	\$0.00	\$4,695.12
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,082.91	\$0.00	\$0.00	-\$3,082.91
40270	OFFICE OF THE DEPUTY N	101187	GW0.GW101C.EDUCATION TO EMPLOYMENT	3001194	GW0.GW101C.P 20 W SYS	\$0.00	-\$44.55	-\$44.55	\$0.00	\$0.00	\$144.14	\$0.00	\$0.00	-\$188.69
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$522.40	\$0.00	\$0.00	-\$522.40
40270	OFFICE OF THE DEPUTY N	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$357.00	\$0.00	\$0.00	-\$357.00
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$138,351.41	\$0.00	\$138,351.41	\$0.00	\$0.00	\$61,657.11	\$0.00	\$0.00	\$76,694.30
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$204,021.40	\$0.00	\$204,021.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$204,021.40
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$6,250.00	-\$6,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,483.45	\$0.00	\$0.00	-\$10,483.45
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$936.01	\$0.00	\$0.00	-\$936.01
40270	OFFICE OF THE DEPUTY N	000000	NO PROJECT	0000000	NO AWARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,822.75	\$0.00	\$0.00	-\$3,822.75
40269	OFFICE OF OUT OF SCHOOL	202730	MY AFTERSCHOOL DC	2002220	MY AFTERSCHOOL DC (I)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23.43	\$0.00	\$0.00	-\$23.43
40270	OFFICE OF THE DEPUTY N	202772	EDUCATION THROUGH EMPLOYMENT PATH	2002241	GW0.FY24.EDUCATION TO EMPLOYMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$223.69	\$0.00	\$0.00	-\$223.69
40270	OFFICE OF THE DEPUTY N	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$52.80	\$0.00	\$0.00	\$52.80
40270	OFFICE OF THE DEPUTY N	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$289.95	\$0.00	\$0.00	\$289.95
40270	OFFICE OF THE DEPUTY N	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,185.48	\$0.00	\$0.00	-\$8,185.48
40270	OFFICE OF THE DEPUTY N	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$622.70	\$0.00	\$0.00	-\$622.70
40271	OFFICE OF WORKFORCE I	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATION	1000221	GW0.0100.DEPUTY MAYOR OF EDUCATION	\$0.00	\$6,250.00	\$6,250.00	\$0.00	\$0.00	\$1,290.00	\$0.00	\$0.00	\$4,960.00
40271	OFFICE OF WORKFORCE I	000000	NO PROJECT	0000000	NO AWARD	\$1,382.75	\$0.00	\$1,382.75	\$0.00					

40271	OFFICE OF WORKFORCE I	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATIO	1000221	GW0.0100.DEPUTY MAYO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,833.15	\$0.00	-\$7,833.15
40271	OFFICE OF WORKFORCE I	400787	GW0.GW0PC0.DEPUTY MAYOR OF EDUCATIO	1000221	GW0.0100.DEPUTY MAYO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,375.00	\$0.00	-\$4,375.00
			<b>Total:</b>			\$39,396,134.07	\$1,028,493.98	\$40,424,628.05	\$305,041.60	#####	#####	\$0.00	\$9,689,673.97