GOVERNMENT OF THE DISTRICT OF COLUMBIA
Department of Employment Services
Responses to Fiscal Year 2025-2026 Performance Oversight Questions



Dr. Unique Morris-Hughes
Director

Before the Committee on Executive Administration and Labor
Council of the District of Columbia
The Honorable Anita Bonds, Chairperson

Submitted:
John A. Wilson Building
1350 Pennsylvania Avenue, NW 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: Please see attachment "Q1 DOES POH 2026" and below.

Chief of Staff
The Chief of Staff oversees the Office of Human Resources providing collaboration and coordination across all agency programs.
Lead Personnel: Jason Washington, Chief of Staff; Tenure 7 years

Operations Bureau
The Operations Bureau provides administrative oversight, planning and policy development, in support of the agency's operations, and includes the Office of Public Affairs, the Office of Legislative Affairs, Office of Customer Experience, Office of Grants & Resource Allocation, Office of Administrative Services and Office of Information Technology.
Lead Personnel: Nicole Chapple, Chief Operating Officer; Tenure: 6 years, 7 months

Federal Programs Bureau
The Federal Programs Bureau operates the American Jobs Centers and the Office of Apprenticeship Information and Training, Out of School Youth, Veteran and Special Employment Programs and Senior Programming.
Lead Personnel: Kenneth Walker, Deputy Director; Tenure: 2 years, 1 months

Education and Workforce Innovation Bureau
The Education and Workforce Innovation Bureau operates the Office of Labor Market Research and Performance Management (OLMRP), the Office of Training and Professional Development (OTPD) and the Office of Youth Programs (OYP). OYP administers the High School Internship Program (HSIP), the Marion Barry Summer Youth Employment Program (MBSYEP), the Marion Barry Youth Leadership Institute (MBYLI), and CRESP (Career Ready Early Scholars Program, formerly known as the Middle School program).
Lead Personnel: Diane Watkins (Interim), Chief Strategy Officer; Tenure:1 month

Labor Standards Bureau

The Labor Standards Bureau (LSB) ensures the administration of four comprehensive programs that, pursuant to local and federal laws, protect and serve workers at their place of employment. The mission of LSB is fulfilled by the administration of the following four operational components: the Offices of Workers' Compensation, Office of Wage-Hour, Administrative Hearing Division, and Compensation Review Board.
Lead Personnel: Mohammad Sheikh, Deputy Director; Tenure: 18 years, 5 months

Division of State Initiatives
The Division of State Initiatives (DSI) oversees Project Empowerment (PE), a transitional jobs program serving adults age 18 and older, Project Empowerment has helped to reduce economic disparity in the District by serving thousands of individuals with multiple barriers to employment.
Lead Personnel: Victor Robertson, Senior Deputy Director of Programs; Tenure: 1 year

Economic Stability and Benefits
The Economic Stability and Benefits Bureau manages the distribution of benefits for the Office of Unemployment Insurance (UI) and the Office of Paid Family Leave (OPFL). Both UI and OPFL consist of their tax unit and benefits unit.
Lead Personnel: Monnikka Madison, Senior Deputy Director; Tenure: 7 years, 4 months

Bureau of Compliance and Internal Auditing
The Bureau of Compliance and Internal Auditing (BCIA) ensures comprehensive systems are in place to effectively monitor, audit, track, report, and guide DOES self-corrective activities.
Lead Personnel: Lesley Edmond, Chief Compliance Officer; Tenure: 5 months

Bureau of Innovation and Partnerships
The Bureau of Innovation and Partnerships is comprised of two core programs: the DC Infrastructure Academy (DCIA) and the Office of Talent and Client Services (OTCS), which together advance employer engagement, workforce development, and talent pipeline strategies across the District. DCIA coordinates trains, screens, and recruits District residents to fill the hiring needs of leading companies within the infrastructure industry. OTCS connects District employers with District talent by offering coordinated business services to help meet their workforce development needs, as well as connects them to DOES resources and programs.
Lead Personnel: Arlen Herrell, Deputy Director; Tenure: 1 year, 10 months

c. **Please provide a narrative explanation of any changes to the organizational chart made during the previous year.**

Response: The Office of Human Resources has transitioned from the leadership of the Chief Operating Officer (COO) to the Chief of Staff. This change enabled the Agency to realign the Office of External Affairs to report to the COO.

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 DOES POH 2026" as of January 15, 2026.

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: In FY25, Kevin Stokes was detailed from The Office of Labor Relations and Collective Bargaining (OLRCB) to serve as interim General Counsel. His detail began on September 22, 2025, and ended on December 26, 2025.

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: Please see attachment "Q4 DOES POH 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 d**

Response: Please see attachment "Q5 DOES POH 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: DOES does not have independent contracting authority. It falls under the centralized authority of the Office of Contracting and Procurement (OCP) under the authority established by the Procurement Practices Reform Act of 2010.

a. **Provide a list of District government agencies that the agency contracts with to provide workforce services.**

Response: DOES collaborates with other District agencies via Memoranda of Understanding (MOUs) to provide workforce services. Please see attachment "Q5 DOES POH 2026" for a list of MOUs.

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: The Department of Employment Services (DOES) does not employ any contract workers directly. All non-FTE (Full-Time Equivalent) personnel providing services to the agency are employed by third-party vendors under District-awarded contracts. These individuals are managed by their respective prime contractors and are not agency employees.

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: Please see attachment "Q8 DOES POH 2026".

B. **<u>GOVERNMENT OPERATIONS</u>**

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 FY25, DOES supported the Mayor's Grow DC plan through targeted workforce development and business support initiatives. The DC Infrastructure Academy trained over 400 residents for careers in energy, transportation, and utilities tied to major development projects, while the Office of Talent and Client Services assisted more than 300 new employers in connecting with local talent. These efforts strengthened the District's workforce pipeline and helped businesses thrive, advancing the city's economic growth goals.

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: Please see attachment "Q10 DOES POH 2026".

11. Please provide a chart showing the agency's program priorities for FY25 and FY26. Include the following:
a. **Staffing numbers;**
b. **Expenditure;**
c. **Community outreach activities; and**
d. **Measurable outcomes or metrics associated for each priority.**

Response:

Program Priority	Program	Community Outreach Events	Performance Indicator
Cultivate a culture of accountability that leads to excellence in service delivery, data proficiency and literacy, and DOES being an employer of choice in the District of Columbia.	UI, OYP, OIT, OTPD, OCE, HR, LMI, Director's Office	N/A	• Total number of DOES customers served • Customer satisfaction as measure by customer satisfaction survey. • Employee attendance at training courses and workshop Additional KPIs from the Agency's Performance Plan • Total number of telephone calls received and % answered by the Customer Navigation Center • New First Source Employment Agreement executed • Number of Credentials earned by program participants • Percent of Nonmonetary Determinations (Separations and Non-separations) made within 21 days of the date of detection (UI Benefits)

			• The amount of PFL benefits paid
Align service-delivery systems to ensure DOES is the premier workforce development partner for DC Residents, Employees, and Businesses.	OYP, DSI, DCIA, Workforce, UI, PFL	• Workforce hosted 161 community events in FY25. • Office of Youth Programs hosted 62 community events in FY25. • Office of Paid Family Leave attended 37 community events in FY25 and 7 in FY26.	• Number of hiring events and DOES job fairs. • Customer satisfaction as measured by customer satisfaction survey. • Employee satisfaction as measured by employee satisfaction survey Additional Strategic Initiatives implemented* (or to be implemented) by DOES to enhance service delivery: • Apprentiscope: This system replaced the legacy DCAMS system and improved functionality, reliability, and performance and lower ongoing expenses to maintain the system. The replacement system served the job seekers, apprentices, and job sponsors of the District. • Office of Youth Programs operating system: The project will condense multiple Office of Youth Programs operating system into one centralized interfacing web application tool. • The DC Infrastructure Academy will build a new facility that focuses on occupational skills training and work-based learning initiatives related to the utility, energy efficiency, and transportation and logistics sectors.
Endorse the knowledge, skills, and abilities of our	OTCS, DCIA, OAIT, OYP, LMI, DSI,	• Office of Talent and Client Services hosted 37 job fairs in	• Employee attendance at training courses and workshops

customers, District residents, and DOES employees.	DO, HR, OCE, OTPD	FY25 and 7 in Q1 of FY26.	• Number of DOES-sponsored job fairs • Number of hiring fairs • Number and variety of training courses offered Additional KPIs from the Agency's Performance Plan • Number of Enrollments across all workforce programs • Percent of participants successfully completing skills training • Number of participants that earn a nationally or regionally recognized credential • Number of participants enrolling and completing OJT • Number of participants who obtained unsubsidized employment who exited from program
Prioritize the pillars of diversity, equity, inclusion, and access at DOES with well-defined goals and objectives.	DO, LMI, HR, OCE, Poverty Commission	N/A	• Total number of customers with self-identified barriers served • Total number of customers with self-disclosed disabilities served Additional KPIs from the Agency's Performance Plan • Number of Services to Veterans with a Qualifying Employment Barrier (JVSG) • Number of Services provided to Seniors age 55+ (WP) • Number of Referrals to mandated WIOA partners (OSSE, DDS, Job Corps, DHS)

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 program and projects, anticipated FTE allocation and

expenditure, and metric outcomes to be analyzed.

Response: Please see attachment "Q12 DOES POH 2026".

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 was the report filed.**

Response: Please see attachment "Q13 DOES POH 2026".

All key performance indicators were met except for one. The FY25 Performance Accountability Report was submitted to the Office of Budget and Performance Management. The unmet key performance indicator: Average telephone call wait time (CNC) (Target 8, actual 10.3) was not achieved due to an increase in call volume observed during the second, third, and fourth quarters of FY25. Concurrently, a hiring freeze was instituted, which constrained our capacity to recruit and onboard additional customer service representatives. This staffing limitation hindered our ability to adequately address the elevated call demand, thereby resulting in longer-than-projected average wait times.

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

Response: DOES headquarters have been located at 4058 Minnesota Avenue, NE for nearly 20 years . As a result, we are seeing the emergence of systemic infrastructure challenges that are going to require a shift from routine maintenance to longer-term capital modernization in the coming years. As we look forward, DOES continues to work closely with the Department of General Services to move beyond reactive maintenance required to ensure DOES HQ remains a hub for service in Ward 7 for decades to come.

15. **Please provide the following information regarding capital projects:**
    a. **A list of all capital projects in the financial plan.**
    b. **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.**
    c. **An update on all capital projects planned for FY26, FY27, FY28, and FY29.**

Response: Please see attachment "Q15 DOES POH 2026".

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: Please see attachment "Q15 DOES POH 2026" and below for response.
The operating costs for the capital projects are as follows:

- UIBS - $3.5 million, below the operating cost of the legacy system it replaced

- PFL - $2.025 million
- WOTC - $80,000 below the operating cost of the previous system
- Apprenticescope - $83,000, similar to previous operating cost
- Network Infrastructure - $50,000 annual cost

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

Response: The operating costs for the capital projects are as follows:
- UIBS - $3.5 million, below the operating cost of the legacy system it replaced
- PFL - $2.025 million
- WOTC - $80,000 below the operating cost of the previous system
- Apprenticescope - $83,000, similar to previous operating cost
- Network Infrastructure - $50,000 annual cost

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: Please see attachment "Q18 DOES POH 2026".

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 attachment "Q19 DOES POH 2026".

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: Please see attachment "Q20 DOES POH 2026".

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: At DOES, customer feedback is measured and evaluated through variety of ways including through structured customer feedback tools, including a CSAT (Customer Satisfaction) surveys that callers are offered at the end of their call, which captures direct feedback following

the customer interaction. Feedback collected through the surveys is aggregated and analyzed to identify trends, service gaps, and opportunities for process improvement across the Office of Customer Experience. These insights allow us to implement continuous quality improvement initiatives, including program workflow enhancements, service delivery updates, and targeted staff training. The survey data supports agency-wide efforts strengthen service quality, consistency, and the overall customer experience.

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: Please see attachment "Q22 DOES POH 2026".

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: Please see attachment "Q23 DOES POH 2026". Publications, brochures, and pamphlets can be found at DOES.dc.gov or on DOES' social media platforms, including Instagram (@does_dc), Facebook (DC Dept of Employment Services), X (@DOES_DC), LinkedIn (DC Department of Employment Services), YouTube (@DOES_DC), and Bluesky (@dcdoes.bsky.social).

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:

Report	Purpose	Attachment Link
FY24 DOES Annual Economic and Workforce Report	This report was completed in FY25. The purpose of the report was to analyze and report DC's labor and job market situations as well as workforce program outcomes that could be used by state policy makers in planning workforce development programs.	https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/District%20of%20Columbia_Annual%20Economic%20Report%20FY2024.pdf
District of Columbia Short Term Industry and Occupational Projections (2023-2025)	The employment projections use historical employment data and other variables such as total nonfarm employment and population to project/estimate future employment trends in industries and occupations. The projections help educators, policy makers, career counselors, job centers	https://does.dc.gov/page/district-columbia-short-term-industry-and-occupational-projections

	and training providers make informed decisions on career investment planning.	
Hot Jobs Report	This is a labor market information product that provides the most in demand jobs in the District of Columbia broken down by education levels. It considers variables such as Job Postings, Average Hires, Annual Median Wages, Long-Term and Short-Term Job growth by occupation.	https://does.dc.gov/page/washington-dcs-hot-50-jobs
Monthly Labor Market Indicators	The monthly publication provides the latest labor market data, such as employment, labor force and unemployment rates, Ward unemployment rates, number of filed unemployment insurance claims, and advertised jobs for the District of Columbia.	https://does.dc.gov/page/dc-monthly-labor-market-indicators
Research Snapshot	The DOES research snapshot offers relevant agency stakeholders such as jobseekers, employers, workforce development staff, and government officials an overview of the District's current employment situation and its economic landscape as well as provides insights on cutting-edge labor market issues in the District.	https://does.dc.gov/node/1740021
Labor Market Awareness Dashboard	The innovative tool (does.dc.gov/page/labor-statistics) seeks to unlock the power of labor market data, having in mind the needs of educators, policymakers, career counselors, and job seekers. It provides the latest insights into industry trends, occupational demands, and employment patterns. By leveraging comprehensive labor market data, users can make informed decisions about career planning, workforce development, and educational investments. The dashboard is updated monthly.	https://does.dc.gov/page/labor-statistics

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:

1. Fiscal Year 2024 Budget Support Act of 2023 (D.C. Law 25-050; D.C. Act 25-176)

a. Participant Incentives: Subtitle R., or the "Workforce Development Participant Food Purchase Authorization Amendment Act of 2023," authorizes DOES to spend appropriated funds on food, non-alcoholic beverages, and monetary/non-monetary incentives for workforce development program participants (effective September 6, 2023). – Implemented.

b. Universal Paid Leave Program: Subtitle C., or the "Universal Paid Leave Implementation Fund Amendment Act of 2023," increases the administrative funding cap for D.C.'s paid leave program from 8.75% to 15% of projected annual deposits, shifts budgeting from actual fund balances to CFO-certified revenue estimates, and clarifies definitions (effective September 6, 2023) – Implemented.

2. Fiscal Year 2025 Budget Support Act of 2025 (D.C. Law 25-217; D.C. Act 25-784)

a. Poverty Commission Administrative Support: Subtitle J., or the "Commission on Poverty Administrative Support Amendment Act of 2024," authorizes the Department of Employment Services, and other agencies as the Mayor may designate, to provide administrative and technical support to the Commission (effective September 18, 2024). - Implemented.

b. Senior Workforce: Subtitle U., or the "Senior Workforce Development Grant Act of 2024," allows DOES to issue a grant of $250,000 in FY2025 to the Institute of Gerontology at the University of the District of Columbia to support the employment of additional senior citizens, enhanced social engagement, and increased skills training through courses and programs offered by the University of the District of Columbia (effective September 18, 2024) – Implemented

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

Response: The following legislative changes would enable DOES to better meet its mission by modernizing enforcement capabilities, expanding program eligibility, and streamlining reporting requirements.

1. Youth Work Permit and Employment Protection Act of 2025 (Bill 26-428): Currently under review by D.C. Council, this bill would rewrite the District's child labor laws into plain language and centralize enforcement responsibility under DOES. This would enable DOES to better protect young workers and clarify the Office of the Attorney General's role in civil suits against violating employers.
2. In 2025, DOES provided the Committee with a list of statutorily required reports that DOES found to be duplicative, outdated, obsolete, or burdensome. Our request was that Chairperson Bonds would consider adding an amendment to the "*Education Reports Simplification Amendment Act of 2025*" (Bill 26-278), or another appropriate vehicle, reflecting our recommendations.

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: DOES continues to strive to provide all outstanding reports to Council or post to the agency's website.

Report Title	Due Date
Paid Family Leave Annual Financial Management Report	Oct. 1
Annual Marion S. Barry Summer Youth Employment Program (MBSYEP) Report	Dec. 15
Year-Round Youth Annual Report	Dec. 15
Summer Youth Employment Program (SYEP) Independent Evaluation	Dec. 30
Annual Workers Compensation Report	Feb. 1
Annual Anti-Fraud Report	Mar. 1
Special Fund Audit	Mar. 1
Administration Fund Audit Report	Mar. 1
Maximum Weekly Benefit Increase Recommendation	Sept. 30
Youth Apprenticeship Advisory Committee Report	Dec. 1
Career Ready Scholars Program Annual Report	Dec. 15
First Source Semi-Annual Report	Jan. 31 & July 31
Semi-Annual Private Sector Workers Compensation Report	Mar. 31 & July 31
Minimum Wage Semi-Annual Report	Mar. 31 & July 31
Local Jobs Training Report	Nov. 15, Feb. 15, May 15, & Aug. 15
Poverty Reduction Report	Not specified

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 lawsuits below identify DOES as a party, during FY25 and Q1 of FY26. There are no anticipated changes to policy or procedures at this time based on the matters below.

Case Name	Case Number	Claim	Status	Court
Yaida O. Ford c/o Ford Law Pros, PC v. District of Columbia	1:26-cv-00061	Civil Rights	Pending	United States District Court for the District of Columbia
Donti McField v District of Columbia, et al	2024 CAB 0928	Retaliation/FMLA	Pending	District of Columbia Superior Court
Stefani Butler v District of Columbia	1:24-cv-01134-APM	Failure of DOES to pay former employee the proper overtime rate during the pandemic	Pending	United States District Court for the District of Columbia
Renata Naylor v. District of Columbia	2025-CAB-005767	Retaliation/ Sex Discrimination	Pending	District of Columbia Superior Court
Richard P. Williams, Jr. v. Unique Morris Hughes et al.	2025-CAB-001619	Employment Dispute/Wrongful Termination	Dismissed	District of Columbia Superior Court
Rhonda Humphries v. Department of Employment Services	2025-CAB-005453	Abuse of Process	Dismissed	District of Columbia Superior Court
Keisha S. Newell v. Dept. of Employment Services	2025-SCB-001459	Libel and Slander	Dismissed	District of Columbia Superior Court
Henok Desta v. D.C. Department of Employment Services	25-AA-0824	Appeal of OAH affirmation of OUC determination	Pending	District of Columbia Court of Appeals
Antonette Yvonne Jefferson v. DC Department of Unemployment	2024-CAB-007421	General Civil Litigation	Dismissed	District of Columbia Superior Court
Kawana Williams v. Department of Employment Services	2024-CAB-003335	General Civil Litigation	Dismissed	District of Columbia Superior Court
Myja Miller v. The District of Columbia	2025-SCB-001064	Contract/Breach of Contract	Dismissed	District of Columbia Superior Court
Awoke Gebrestadike v. DC et al	1:22-cv-01951-RCL	General Civil Litigation	Dismissed	United States District Court for the District of Columbia
Miossi N. Haviland v. Home Depot & D.C. Department of Employment Services	24-AA-0794	Appeal of OAH dismissal of OUC determination	Dismissed	District of Columbia Court of Appeals
Juan Miguel Valdez v. DOES	24-AA-590	Appeal of OAH dismissal of OUC determination	Remanded	District of Columbia Court of Appeals
David B. Wolf v. DC DOES	25-AA-0659	Appeal of OAH affirmation of OUC determination	Dismissed	District of Columbia Court of Appeals

Jabari Zakiya v. DOES (Office of Wage-Hour)	22-AA-0277	Appeal of OAH affirmation of OWH determination	Dismissed	District of Columbia Court of Appeals
Shea Yeleen Health and Beauty, LLC V. DOES (Office of Wage-Hour)	24-AA-0526	Appeal of OAH affirmation of OWH determination	Dismissed	District of Columbia Court of Appeals
Eckington House Mental Health Services, LLC v. DOES (Office of Wage-Hour)	23-AA-0194	Appeal of OAH affirmation of OWH determination	Dismissed	District of Columbia Court of Appeals
Harmon Ellis v DC Department of Employment Services	2025-CAB-004908	Appeal of denial of Special Fund Relief	Dismissed	District of Columbia Superior Court
Abigail Dennis v DC Department of Employment Services	2025-CAB-005139	Appeal of denial of Special Fund Relief	Dismissed	District of Columbia Superior Court
Rene Osorio Guillen v DC Department of Employment Services	2025-CAB-005738	Appeal of denial of Special Fund Relief	Dismissed	District of Columbia Superior Court
Kener Cisneros-Campos v DC Department of Employment Services	2024 CAB 004247	Appeal of denial of Special Fund Relief	Pending	District of Columbia Superior Court
Maria Cervantes v DC Department of Employment Services	2025-CAB-002278	Appeal of denial of Special Fund Relief	Pending	District of Columbia Superior Court
Rebecca Newkirk v DC Department of Employment Services	25-AA-0101	Appeal of denial of claim for Workers' Compensation benefits	Pending	District of Columbia Court of Appeals
Office of Risk Management v. Department of Employment Services/Burnice Stackhouse	25-AA-0233	Appeal of denial of claim for Workers' Compensation benefits	Pending	District of Columbia Court of Appeals
Faizan Haleem v. Department of Employment Services	2025-CAB-004557	Appeal of denial of Special Fund Relief	Dismissed	District of Columbia Superior Court

DOES, through its Labor Standards Bureau, conducts administrative hearings in workers' compensation matters. The Labor Standards Bureau includes the Office of Workers' Compensation (OWC) that conducts informal hearings in private sector workers' compensation matters; the Administrative Hearings Division (AHD) that conducts formal hearings in private sector workers' compensation matters; and the Compensation Order Review Board (CRB) that reviews appeals of compensation orders in private sector workers' compensation matters issued by OWC and AHD and workers' compensation orders in public sector workers' compensation matters issued by the Office of Administrative Hearings (OAH), as provided for under the D.C. Workers' Compensation Act of 1979. Appeals of CRB decisions are filed with the D.C. Court of Appeals.

There are several matters currently pending before the D.C. Court of Appeals that name the agency as a party. These matters are appeals of CRB decisions and DOES is named as a party because DOES is the administrative entity. Decisions issued by the D.C. Court of Appeals on private workers' compensation matters will not expose the District to significant financial liability and is likely to not result in a change to agency practices.

In addition, there are 15 matters currently pending before the D.C. Superior Court where DOES is the plaintiff in collection lawsuits to recover unemployment insurance benefits overpayments. During the relevant performance period, 22 matters were settled and judgment in favor of the District was granted in 5 matters. These matters will not expose the District to significant financial liability and is likely to not result in a change of agency practices.

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: From FY25 and FY26 to date, $150,000.00 has been spent by the agency or the District to settle claims on behalf of the agency.

30. Please list each settlement the agency or the District, on behalf of the agency, entered into 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:

Settlement Amount	Case name	Brief Description
$150,000	*Andre Chisholm, et al. v. District of Columbia*	D.C. Minimum Wage Act lawsuit brought by three former DOES employees who alleged they were initially underpaid overtime hours during the COVID-19 pandemic.

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: To the extent that the agency is made aware of a complaint of workplace harassment, DOES handles it in accordance with District law, regulation, and policy (including any applicable Mayor's Orders, Office of Human Rights guidance, etc.). DOES may not be made aware of all instances of workplace harassment, such as if an employee confidentially confers with an EEO Counselor at another agency but does not further pursue a complaint.

Complaint Number	Date of Offense	Whether the Parties Report to the Same Supervisor	The Findings of Substantiation or non-substantiation	What Official Action was Taken

Complaint 1	November 13, 2025	No	Resolved without investigation	Relocated Employee Workspace
Complaint 2	December 12, 2024	No	Partially substantiated	Restoration of Duties
Complaint 3	May 16, 2025	No	Unsubstantiated	None
Complaint 4	May 7, 2025	No	Resolved without investigation	None
Complaint 5	November 21, 2024	No	Unsubstantiated	None
Complaint 6	November 6, 2024	No	Unsubstantiated	None
Complaint 7	November 15, 2024	No	No investigation; employee referred	None

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: To the extent that the agency is made aware of a complaint of sexual harassment, DOES follows the procedures for investigating and addressing allegations of sexual harassment required under Mayor's Order 2023-131. DOES may not be made aware of all instances of sexual harassment, such as if an employee confidentially confers with an EEO Counselor or the Office of Human Rights but does not further pursue a complaint.

Date of Offense	Whether Parties Report to the Same Supervisor	Findings	Official Action Taken	Assigned Sexual Harassment Officer	Date of Notification to MOLC
July 10, 2025	No	Unsubstantiated	Employee Returned to Duty	Arif Sheikh	July 21, 2025

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: Please see attachment "Q33 DOES POH 2026".

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: Please see attachment "Q34 DOES POH 2026".

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, pleased indicate the reason for any delays.

Response: Please see attachment "Q35 DOES POH 2026".

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 in bargaining and its anticipated completion.

Response: Please see attachment "Q36 DOES POH 2026". The American Federation of Government Employees (AFGE) local 1000 collective bargaining agreement has been in effect since October 7, 1993. In addition, the collective bargaining agreement that governs attorneys in the general counsel's office is the American Federation of Government Employees (AFGE) local 1403. The agency is not currently engaged in bargaining.

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: To the best of agency's knowledge, the agency is not currently 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 refer to the attachment "Q2 DOES POH 2026" for a chart showing the employee's job title, duties/responsibilities, classification grade, salary, and date of employment. DOES, following confidentiality and privacy policies, does not include specific employee performance ratings in external documents. Employee evaluations are considered protected and confidential information, shared exclusively between the employee and their employee's supervisory chain. This practice ensures the privacy and integrity of the evaluation process.

E. FINANCE AND BUDGET

39. Please provide a table showing your agency's Council-approved original budget, revised budget (after reprogrammings, 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 attachment "Q39 DOES POH 2026".

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

Response: Please see attachment **"**Q40 DOES POH 2026".

41. For FY25 and Q1 of FY26, please identify any special purpose revenue funds 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: Please see attachment "Q41 DOES POH 2026".

42. 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: Please see attachment "Q42 DOES POH 2026".

43. Provide a list of all workforce grants the agency awarded organizations, businesses and other entities in 2024 and 2025. Please include the duration of the contract and categorize the service provided.

a. **Please explain the procurement process, and phases of approval beneficiaries must receive to administer a workforce program funded by the agency.**

Response: Please see attachment "Q43 DOES POH 2026".

b. **Provide a timeline explaining when beneficiaries can receive funding from their contracts to the advertisement and enrollment of program participants.**

Response: The timeline is based on the payment terms in the NOGA.

44. Please provide a status report, including timeframe of completion, for all projects for which your agency currently has capital funds available.

Response: Please see attachment "Q15 DOES POH 2026".

45. Please list all budget enhancement requests (Form B or similar) submitted in FY25 and Q1 of FY 26 and all budget enhancements received in FY25 and Q1 of FY26, 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. PRIORITIES AND PERFORMANCE

46. DOES cited its Strategic Working Plan entitled H.O.P.E. as a top priority in FY24 and FY25. For each key focus area of the H.O.P.E. plan, please discuss the agency's success and outcomes in each category:

a. **Achieve Organizational Excellence**

b. **Serve as a World-Class Labor and Workforce Agency**
c. **Promote The District's Human Capital**
d. **Create Diversity, Equity, Inclusion, And Access**

Response: Please see attachment "Q46 DOES POH 2026".

47. **Please discuss DOES's top five priorities specific to FY25 and for FY26, and how those priorities have been addressed/ will be addressed.**

Response: The DOES' Strategic Working Plan, H.O.P.E. (Helping Others Persevere Equitably), outlines the agency's top priorities, the strategies to achieve them, and the key measures of success. H.O.P.E. reaffirms our role as the District's Economic First Responders while guiding the agency toward greater efficiency and excellence. See attachment "Q47 DOES POH 2026" for how priorities are being addressed.

48. **Please describe any initiatives that DOES implemented in FY25 or Q1 FY26 to improve internal operations of the agency or the interaction of the agency with outside parties. Please describe the results, or expected results, of each initiative.**

Response: In FY25, DSI streamlined its enrollment process by allowing individuals to register for DSI programming at AJC locations across the District. This improvement has expanded access to services, reduced barriers to entry, and reached more job seekers. By leveraging AJCs as a centralized access point, DSI has improved its ability to connect job seekers to resources and provide a clear, time-defined pathway to job readiness, subsidized work experience, and professional development.

Additionally, in FY25, DOES implemented a new call center platform. This new platform has given DOES the ability to receive real time customer feedback through customer satisfaction surveys. The surveys are completed at the end of every call and capture direct feedback and data following the customer interaction. Through the surveys, feedback is aggregated and analyzed to identify trends, service gaps, and opportunities for process improvement daily and weekly. These insights allow DOES to implement continuous quality improvement initiatives, including program workflow enhancements, service delivery updates, and targeted staff training. The survey data supports agency-wide efforts strengthen service quality, consistency, and the overall customer experience.

49. **Please list each new program implemented by DOES during FY25 or Q1 FY26. For each program, please provide:**
    a. **A description of the program;**
    b. **The funding required to implement the program;**
    c. **The program and activity codes in the budget; and**
    d. **Any documented results of the program.**

Response: Please see attachment "Q49 DOES POH 2026"

B. BUDGET AND EXPENDITURES

50. Please provide a separate list identifying the names of funds and programs solely funded by local dollars.

Response: Please see attachment "Q50 DOES POH 2026".

51. Please provide a separate list identifying the names of funds and programs funded by a mix of local and federal dollars. If applicable, please highlight funds and programs solely funded by federal dollars.

Response: Please see attachment "Q51 DOES POH 2026".

52. Please provide a copy of DOES's FY2025 spending plan, broken out by each of the agency's activities.

Response: Please see attachment "Q52 DOES POH 2026".

53. Please attach a table detailing all purchase card expenditures in FY25 and Q1 FY26, including:

a. **The name of the employee;**
b. **The date of purchase;**
c. **The vendor name;**
d. **The dollar amount expended; and**
e. **The purpose of the expenditure.**

Response: Please see attachment "Q53 DOES POH 2026".

54. Please list each grant awarded by DOES in FY25 and Q1 FY26. For each grant, please include:

a. **The grant/program title and number;**
b. **The associated DOES office or division;**
c. **The award date;**
d. **The names of the grantees and any sub-grantees;**
e. **A description of the grants' purpose;**
f. **Whether or not the payments are performance based;**
g. **The period of performance;**
h. **The current year of grant (base year or option year);**
i. **The program / activity code;**
j. **The source of funding;**
k. **The maximum / total grant amount for FY24 and FY25; and**
l. **The actual expenditures in FY25 and Q1 FY26.**

Response: Please see attachment "Q54 DOES POH 2026".

55. Please attach copies of all completed Grantee Performance Evaluations and Monthly Status Report forms from Q4 FY25 and Q1 FY26.

Response: Please see attachment "Q55 DOES POH 2026".

C. PERSONNEL

56. Please provide the total number of FTE's in DOES, the total number of occupied positions, and the total number of vacant positions.

Response: As of January 14, 2026, DOES has 840 full-time employees, 680 occupied positions, and 160 vacancies. Please note, this includes MBSYEP seasonal positions (38) which are currently vacant and will be filled between early Winter to Spring. The total also includes positions in MOUs with other agencies.

57. Please list each vacant FTE position in DOES, and provide:
- **a. The title of the position;**
- **b. The date on which the position became vacant / the total number of days the position has been vacant; and**
- **c. An update on the hiring status for the position.**

Response: Please see attachment "Q57 DOES POH 2026". Please note this report is as of January 15, 2026.

58. Please list any new position approved in FY25 and Q1 FY26 and provide the hiring status for the position (please include the effective date if applicable, or the date that the position was publicly posted).

Response: Please see attachment "Q58 DOES POH 2026".

59. Please provide the total number and percentage of DOES employees (i.e. the percentage of occupied positions) that are District residents in FY 25 to date.

Response: In FY25, District residents occupied 374 (55%) positions within DOES.

60. Please provide the total number of new employees hired in FY25 and Q1 FY26, and the percentage of new employees that are District residents.

Response: As of November 21, 2025, there were 100 New Hire/Rehires in FY2025 and Q1 of FY26. Sixty-three (63) of the hires (approximately 63%) were DC residents.

61. Please provide a list of all employee training and professional development opportunities offered to DOES employees in FY25 and Q1 FY26. Please include:
- **a. The name/subject of the training;**
- **b. The date of the training;**
- **c. The number of attendees;**
- **d. Whether the training was virtual or in-person;**
- **e. The name of the vendor; and**

f. The total cost of the training.

Response: Please see attachment "Q20 DOES POH 2026".

D. <u>TRAINING AND PROFESSIONAL DEVELOPMENT</u>

62. During the 2025 Performance Oversight season, the agency referenced it's training plan to address priority areas for professional development investment. This plan was developed on the data needs survey, post-training feedback subverts, input from managers from the Office of Youth Programs, and more. Please provide a copy of this training plan.

Response: Please see attachment "Q62 DOES POH 2026".

63. Please provide the following information on any partnerships or collaborations with external organizations developed by the Office of Talent and Client Services (TCS).

a. The name of all organizations that received TCS funds in FY2024, FY2025 and in FY2026 to date;
b. The amount received by each organization;
c. The number of job openings, whether temporary, part-time or full-time, associated with disbursement of payment;
d. The number of District residents that filled these openings; and
e. The number of hiring fairs that received TCS funding

Response:

The OJT program is a reimbursement-based program, meaning participants may begin in one fiscal year and continue into the next; as a result, agreements, services and payments may span multiple fiscal years. Employer agreements may be executed in one fiscal year while wage reimbursements occur in the same or subsequent fiscal year, depending on when participants are onboarded and complete eligible work. The information below reflects payments made during each fiscal year, not necessarily the fiscal year in which agreements were originally executed.

On The Job Training (OJT) FY24			
Employer	**# of Positions**	**# Filled**	**Amount Received**
AMAR Group LLC	1	Less than 10	$1503.36
Empowerment Enterprise 2	7	Less than 10	$132,365
Foundation Entertainment	4	Less than 10	$46,858
Prism International	2	Less than 10	$33,441
JLAN	1	Less than 10	$1,716.23
Fishscale	5	Less than 10	$21,647
Right Proper Brewery	1	Less than 10	$10,483
Precision Wellness	1	Less than 10	$5,737
Aurora Market	3	Less than 10	$33,562

Ideal Electric	1	1	$17,138

OJT FY25			
Employer	**# of Positions**	**# Filled**	**Amount Received**
Royal Nationwide Ventures	1	Less than 10	$22,312.50
V Tech	2	Less than 10	$59,164.25
AMAR Group LLC	2	Less than 10	$28,453.85
Aurora Market	2	Less than 10	$4,013.11
Constituent Services Worldwide	1	Less than 10	$3,462
Prism International	1	Less than 10	$6,474.79
Foundation Entertainment	1	Less than 10	$6,750
Empowerment Enterprise II	1	Less than 10	$1,120.14

OJT FY26 YTD			
Employer	**# of Positions**	**# Filled**	**Amount Received**
Foghill Inc	1	Less than 10	$0
AMAR Group, LLC	1	Less than 10	$0
Prism International	1	Less than 10	$0
Foundation Entertainment	2	Less than 10	$3,864

Hiring fairs coordinated by TCS do not receive program funding. These events are supported through employer participation and external resources and therefore do not result in disbursement of TCS funds.

E. AMERICAN JOB CENTERS

64. Please fill in the following table regarding customers served at the American Job Centers in FY2025 and Q1 FY2026.

Response:

	FY2025					Q1 FY2026			
	HQ	**NE**	**NW**	**SE**	**Total**	**HQ**	**NE**	**SE**	**Total**
Total number of visits	12,248	12,922	691	3235	29,096	1,351	2,344	821	4,516
Total number of unique customers served	11,745	9,274	638	2,660	24,317	1,323	1,736	724	3,783
Number of customers enrolled in WIOA	293	195	15	110	613	30	12	36	78

Number of customers enrolled in Wagner Peyser/ Employment Services	1,239	1923	97	314	3,573	156	244	63	463
Number of customers receiving basic/self-service career services	6,461	19,719	1626	6,000	33,806	1,043	5,444	1,861	8,348
Number of customers receiving individualized/staff assisted career services	389	340	91	156	976	50	98	53	201
Number of customers receiving an ITA under WIOA	30	22	Less than 10	DS	66	0	0	0	0
Average number of days between ITA request and approval of ITA	4.2 days					No ITAs in FY26 Q1			
Number of customers enrolled in a federally funded occupational skills or other job training program other than through an ITA	91	80	Less tthan 10	DS	205	Less than 10	Less than 10	21	30
Total Self Service Internet Customers	7,245					3,614			
Total Wagner Peyser Customers	31,855					12573			

65. Referrals to adult education providers:

a. Please list all programs, training providers, or educational providers to which AJCs refer DOES customers for adult education services in FY2025 and Q1 FY2026.

Response: The AJCs referred DOES customers for adult education services in FY2025 and Q1 FY2026 to the following:

(1) Veterans Enterprise Training & Services Group
(2) Constituent Services Worldwide
(3) Build Within Inc
(4) Toni Thomas and Associates
(5) Medstar
(6) Center for Innovation, Research, and Transformation in Education
(7) Trinity University
(8) District of Columbia Fire & EMS

(9) Howard University

b. Provide the number of referrals to each program or training provider of those who took the CASAS at an AJC in FY2025 or Q1 FY2026 and scored less than an eighth grade in math or reading level.

Response: In FY25 through Quarter 1 FY26, 451 individuals tested below an 8th grade level in reading. 1314 individuals tested below an 8th grade level in math during the time frame. Please note, National Reporting Levels system states CASAS test equal to or under an 8th grade score, is below adult secondary education level.

66. Please provide the number of referrals (not necessarily enrollees) in FY2025 and in Q1 FY2026, made by American Job Centers to programs that:
a. Are listed on the Eligible Training Provider List (ETPL);
b. Are not listed on the ETPL; and
c. Are a DOES non-ETPL program.

Response:

	FY2025	FY2026 Q1
a. Listed on ETPL	93	15
b. Not listed on ETPL	180	33
c. Non-ETPL DOES program	747	97

67. Did DOES have any lapsed federal funds in FY 2025? How does DOES's First, In, First Out Accounting process ensure full utilization of federal funds?

Response: Please see attachment "Q67 DOES POH 2026".

68. How many total contractors received WIOA funding in 2025? Provide a list of contractors have received WIOA funding in 2025, and for what services are they performing? What were the outcomes of their programming?

Response: Please see attachment "Q68 DOES POH 2026".

F. <u>ADULT PROGRAMS</u>

69. Please provide a detailed plan of FY25 and Q1 FY26 Local Adult Training activity. Please identify the type of activity, the provider, occupational focus, projected number of people to train, if services will be provided by an external party, and if by grant or contract.

Response: The Department of Employment Services training strategy for FY25 and Q1 FY26 focuses on expanding access to industry-recognized, employer-driven training programs aligned with the District's high-demand sectors. The plan prioritizes credential attainment, career pathway advancement, and measurable skill gains among unemployed and under-employed District residents.

Type of Activity	Training Provider	Occupational Focus	Projected Trainee	Services
Training	Build Within	IT/Business Administration	150	External
Work Readiness/Training	CSW	IT/Healthcare/Business	15	External
Work Readiness/Training	CIRTE	IT/Healthcare	15	External
Training	DC Fire EMS	Fire & Emergency Service	30	External
Training	Howard University	Healthcare	60	External
Training	Medstar Hospital	Healthcare	15	External
Training	Trinity University	Healthcare	30	External
Training	Toni Thomas & Associates	IT/Transportation	5	External
Training	Veterans Enterprise Service Group	IT/Management	20	External

a. Please list strengths, opportunities, and challenges faced by Work Readiness Credential Attainment Training Program graduates.

Response: Constituent Services Worldwide (CSW) has demonstrated a high-level of care, professionalism and competence regarding the servicing of DOES program participants and remains compliant in this role and vigilant in keeping the lines of communication open with DOES for technical assistance.

Constituent Services Worldwide (CSW) Entrepreneurship Grant		
Strengths	**Opportunities**	**Challenges**
The program presents an excellent opportunity for DC residents desiring to become business owners.	Some of areas of opportunity were to improve methods of tracking and review benchmarks	A particular area that presented a challenge was obtaining benchmark data for applying/completing business license.
Constituent Services Worldwide (CSW) Career Pro Training		
Strengths	**Opportunities**	**Challenges**
Great training. Program instructors very hands-on; customers very complimentary regarding their experiences.	An area of opportunity for this program is to engage in more focused and structured recruitment efforts in sourcing program participants.	No challenges to mention.
Constituent Services Worldwide (CSW) Work Readiness Attainment Training		
Strengths	**Opportunities**	**Challenges**
Great training. Program very hands on; customers very complimentary regarding their experiences.	An area of opportunity for work readiness is stronger recruitment and collaborative efforts on referrals to this training.	No challenges to mention.

b. Please list strengths, opportunities, and challenges faced by OAIT/MBSYEP Pre-Apprenticeship Training Program graduates.

Response:

OAIT/MBSYEP Pre- Apprenticeship Training Program		
Strengths	**Opportunities**	**Challenges**

Participants undergo a significant assessment process to identify occupational interests within traditional trades. Completers of the five-week program, aligned with MBSYEP, conclude with certification achievement. The FY24 program focused on customer service and IT certifications.	Completers of the program applied for opportunities with apprenticeship sponsors and other skilled trade employers.	The program supports 50 students and apprenticeship occupations are not positioned to meet that influx of demand.

c. Please list strengths, opportunities, and challenges faced by OAIT Pre-Apprenticeship Training Program graduates.

Response:

OAIT Pre- Apprenticeship Training Program		
Strengths	**Opportunities**	**Challenges**
Pre-Apprentices engage in occupational training that leads to portable, industry-recognized credentials. This year's programs focused on OSHA, Flagger, and Scaffolding certifications. Programs were facilitated by a registered apprenticeship program. Creating tracks that connect OSY/AJC training programs to pre-apprenticeship.	To motivate new apprenticeship sponsors to also create pre-apprenticeship pathways to existing positions.	Connection to full-time apprenticeship post program

d. Please list strengths, opportunities, and challenges faced by Community Health Worker Credential Attainment Training Program graduates.

Response:

Trinity (Community Health Worker Program)		
Strengths	**Opportunities**	**Challenges**
The program presents an excellent opportunity for DC residents desiring to enter a variety of fields to include medical, human and/ or social services all of which are excellent career areas.	Some of areas of opportunity were to improve methods of tracking, recruitment and retention. During the last cohort several participants exited the program without notification.	Retention of employment following training despite the payment of a training wage.

70. How does the agency support adult learners? Specifically, how does DOES address literacy and language among adult learners to assist them into the workforce pipeline.

a. Does the agency make any referrals, enter into any contracts, or pay training providers? If so, please explain.

Response:

DOES supports adult learners through an integrated service delivery model that combines occupational skills training with foundational education. We recognize that literacy and language proficiency are critical drivers of economic mobility. Therefore, our strategy focuses on early assessment, individualized planning, and the use of integrated education and training models to ensure residents can acquire credentials while simultaneously improving their basic skills.

1. Addressing Literacy and Language Barriers - To assist adult learners into the workforce pipeline, the Agency utilizes an intake and assessment process across all divisions, including the DC Infrastructure Academy (DCIA) and the Division of State Initiatives (DSI):

- Early Assessment (CASAS): Upon intake, participants undergo Comprehensive Adult Student Assessment Systems (CASAS) testing. This tool assesses reading, math, listening, speaking, and writing proficiency—from the lowest literacy levels up to high school exit. These results allow us to identify specific educational gaps early in the process.
- Individualized Planning: Results from these assessments inform the creation of an individual employment plan for each participant. If a resident lacks a high school diploma or English proficiency, they are not turned away; rather, they are guided toward a pathway that blends education with career goals.
- Integrated Service Delivery: We utilize integrated educational models that combine workforce training with adult education. This ensures that a resident does not have to choose between learning English (ESL) or learning a trade—they can do both concurrently to accelerate their entry into the workforce.

2. Holistic Support Services Beyond literacy, DOES addresses other systemic barriers to ensure adult learners succeed.

- Financial Literacy: In FY26, the Agency has enhanced its Job Readiness Training (JRT) curriculum to include financial literacy education, helping participants build economic stability alongside their new income.
- Barrier Removal: DOES conducts background checks not to exclude, but to guide participants toward training and employment opportunities that align with their specific circumstances, ensuring successful placement.

The Agency actively engages in referrals, contracts, and direct payments to training providers to support this ecosystem.

G. DC INFRASTRUCTURE ACADEMY

71. Please complete the following table to outline the FY26 occupational skill straining plan and activity to date for the Infrastructure Academy and add rows as necessary.

Response: Please refer to attachment "Q71 DOES POH 2026". Please note that the Solar Works DC training program, in partnership with the District Department of Energy and Environment (DOEE), ended early FY24.

72. The agency planned to build a new facility for the DC Infrastructure Academy, focusing on occupational skills training and work-based learning initiatives, with the proposed completion date of the project set for October 1, 2025. Is the project complete? If not, what is left outstanding?

Response: The DCIA at Spingarn High School is anticipated to be completed and opened in 2026. The Spingarn construction is nearing completion. Upon opening, DCIA plans to offer the following programs at this location: the Pepco Utility Training Program; Energy, Construction, and Utilities; National Green Infrastructure Program; Commercial Driver's License Class-B (CDL); Automotive Mechanic Technician; Elevator Mechanical Program; expanded construction programming, including Welding, Drywalling, HVAC, and Plumbing; as well as Occupational Safety and Health Administration(OSHA)-10 & 30, Flagger, and Cardiopulmonary Resuscitation (CPR) certifications.

a. Please provide the address of the new facility. Is the new facility owned or leased by the District government?

Response: The address of the facility is 2500 Benning Road NW, Washington, DC 20002. This is a District owned facility.

73. Please provide a list of the DC Infrastructure Academy's industry partners and training providers, and include their websites as applicable, as of January 1, 2026.

Response:

Partner/Training Provider Name	Website
University of District of Columbia	https://www.udc.edu/
Howard University	https://howard.edu/
Pepco	https://www.pepco.com/safety-community/education/career-training
WMATA	https://www.wmata.com/
CNI, LLC	N/A
Art and Soul Solutions, Inc.	http://www.artsoulsolutions.com/
Chart Academy	https://www.thechartacademy.com/
Constituent Services Worldwide (CSW)	https://www.cswpbc.com/
Washington Gas	https://www.washingtongas.com/
Battle Transportation	https://www.battles-transport.com/
DC Water	https://www.dcwater.com/

74. For FY2025, please answer the following:

a) Number of participants newly enrolled in a DCIA training program;

Response: In FY25, there were 368 newly enrolled participants in DCIA.

b) Number of new enrollments from Wards 7& 8 at DC Infrastructure;

Response: In FY25, DCIA had 161 new enrollments in Wards 7 & 8. Ward 7 totaled 82 new enrollees and Ward 8 totaled 79 new enrollees.

c) Number of new enrollments in DCIA;

Response: In FY25, there were 368 newly enrolled participants in DCIA.

d) Number of participants in unsubsidized placements;

Response: In FY25, 183 were in unsubsidized placements.

e) Number of participant completions.

Response: In FY25, there were 303 successful completions.

75. Please provide a list of DCIA Industry Advisory Committee members and the committee on which they serve.

Response:

Advisory Committee	Committee Members
Utility Committee	Steve Himmelfarb – Washington Gas Pedro Alfonso – DCI HQ Bittny Pinto – Pepco Kelly DeCurtis – Exelon
Construction Committee	Reeve Johnson – MCN Build Timothy Bishop – Build Better Group Earnest Boykin- Capital Commitment Solutions Eric Mouillesseaux – Flippo Construction
Information Technology Committee	Victor Holt – V-Tech Solutions David Cooper - Anglicotech Derrick Clark – Cisco Nicole Simms – DOES OIT Elaine Horn – META Solutions Kevin Hughes – OCTO Bruce Hart – BIT Insight Group

a. Provide a copy of the FY2026 committees' written recommendations provided to DCIA, as required by DC Code § 32-247 and due December 15th each year.

Response: Please see attachment "Q75a DOES POH 2026".

H. DIVISION OF STATE INITIATIVES (DSI) – PROJECT EMPOWERMENT

76. How many DSI Job Readiness Training (JRT) participants, after successfully completing JRT, were placed in positions with the Department of Public Works (DPW) as part of their leaf season hires?

a. How many transitioned from seasonal work to permanent work within DPW?

b. How many were terminated or quit the program prior to the end of leaf season?

Response: In FY 2025, the Division of State Initiatives did not place any JRT participants with the DPW for leaf season employment. This was the result of staffing transitions both within DSI and DPW during late FY2024 and FY2025, which led to a pause in the partnership. To address this, DSI met with DPW leadership in late FY2025 to reestablish collaboration and strengthen the referral process. As a result of that meeting, DSI is scheduled to resume referrals to DPW beginning in mid-FY 2026.

77. Please provide an update on Earn and Learn participation. How many participants completed the program in FY25?

Response: The Earn and Learn model is a workforce model that combines work-based learning with classroom instruction, allowing participants to earn a training wage while developing new skills. The Division of State Initiatives uses the Earn and Learn model across all job readiness training programs in the Transitional Employment Program (TEP), which served 593 participants in job readiness training in FY25.

FY25-Program	JRT Completion	% Completed
TEP	160	87%
DSI Special Programs	196	76%
PROWD	21	91%
ONSE	66	80%
Re-entry to Success	39	89%
Total	**482**	**82%**

78. Please explain any changes to DSI's core model throughout FY25 and Q1 FY26.

a. Please explain the impact created by said changes.

Response: In FY 2025 and FY 2026 Q1, DSI enhanced its enrollment process by allowing individuals to register for DSI programming at AJC locations across the District. This improvement has expanded access to services, reduced barriers to entry, and reached more job seekers. Registering through AJCs also streamlined service delivery by creating a more structured intake process and increasing checkpoints for participant engagement. These checkpoints ensure timely follow-up, better tracking of participant progress, and improved coordination between enrollment and program activities. These changes were designed to strengthen program efficiency, improve participant retention, and create more measurable employment outcomes. By leveraging AJCs as a centralized access point, DSI has improved its ability to connect job seekers to resources and provide a clear, time-defined pathway to job readiness, subsidized work experience, and professional development.

79. Please complete the table below showing enrollment data on the number of Project Empowerment at the start of FY25 and newly enrolled participants in Q1 FY26.

Response:

	Project Empowerment
FY25 Total Participants Served	1525
FY26 Q1 Newly Enrolled	
October	28
November	65
December	8

80. Please complete the tables below showing disaggregated data on the numbers of Project Empowerment participants enrolled in GED or occupational skill straining (OST) in FY25.

Response:

Service Provider Name	GED			OST			
	Number Enrolled	Number Completed GED	Number Employment	Number that enrolled in occupational skills training (OST) classes	Number that completed OST classes	Number that earned industry recognized credential	Number achieved employment
Georgetown University	N/A	N/A	N/A	30	19	Less than 10	Less than 10
1st CDL Training Center of NOVA	N/A	N/A	N/A	Less than 10	Less than 10	Less than 10	Less than 109
CC Prep - MLK	N/A	N/A	N/A	Less than 10	Less than 10	Less than 10	Less than 10
Center Innovation, Research & Transformation in Education	N/A	N/A	N/A	Less than 10	Less than 10	Less than 10	Less than 10
DC Department of Employment Services	N/A	N/A	N/A	Less than 10	Less than 10	Less than10	Less than 10
Total	**N/A**	**N/A**	**N/A**	**52**	**32**	**Less than 10**	**Less than 10**

81. For all subsidized Work Experience (WEX) sites (host employers) that hosted Project Empowerment/TEP participants in FY25, please provide the following information:

a. The name of the WEX Site / subsidized host employer;

Response:

1728 W Street Apartments LP	DC Mayor's Office of Returning Citizens (MORCA)	Office of Neighborhood Safety & Engagement
1st CDL Training Center of NOVA**	DC Office of Unified Communication22 (OUC)	One Care DC, Inc (WEX)
2321 4th Street NE, LLC	DC Water HQ	Provost
3 Tree Flats	Department of Employment Services - Division of State Initiatives (DSI)	River Hill Apartments - CIH Properties Bolling View

404 LLC	Department of Employment Services - Office of Apprenticeship, Information and Training (OAIT)	Run Hope Work Grantee
A&A Premium Paint Distributor	Department of Energy and Environment (DDOE)	Savannah Apartments
Access Housing Inc. DC	Department of General Services	Serenity Management
American Job Center - HQ	District 1 Trucking	Severna on K - Columbus Property
At-Large DC City Councilmember Anita Bonds	District Department of Transportation (DDOT) - Administrative Services Division	Shining Star 2 Early Learning Center
Bay Atlantic University (BAU)	East Capitol Senior Rental	Taurus Renovation & Construction
Berliner Specialty Distributors	Faria Management	The Bridge Apartments (WEX)
BGCGW Jelleff Recreation Center Boys & Girls Club	First Choice Masonry Grantee	The Cornerstone Initiative (TCI) Grantee
Board of Ethics and Government Accountability	Flowers By Alexes	The Department of General Services (DGS)
Bread For the City Inc	Friendship Court Apartments, LP	The Grove at Parkside
C Alan Foundation	Gatari Child Development Center#3 - 2003 Hect Ave NE	The Lexus House, LLC
C Alan Grooming Salon	Gibson Plaza Apartments	The Michaels Organization (Ainger Pl)
Capital Area Food Bank	Glendale Plaza Apartments, LP	The Monroe School, Inc.
Capital Youth Empowerment Grantee	Grant Associates	The Nannie Helen Apartments
Capitol Hill Arts Workshop Grantee	Hilton Garden Inn	Total Family Care Coalition - FY22
Capitol Park Plaza & Twin Apartments (EMC / VMI)	Husband Therapeutics	Triangle View Properties
Capitol Services Management Inc.	Hyatt Place Washington DC/National Mall	Trinity Plaza
Captivate Perspectives	IBG CONSULTING-GRANTEE	UDC-CC Workforce Development and Lifelong Learning Division
Carolina Canyon Grantee	Inspire DMV Hospitality LLC***	UDC-Workforce Development & Lifelong Learning Division
Center for Innovation, Research and Transformation in Education	JW King Senior Center	United Planning Organization - Good Hope
Center For Innovation, Research, and Transformation In Education DBA: The Chart Academy	JW Marriott Hotel	United Planning Organization - Petey Green Center
Central Union Mission - Ready to Work Program	K Roussaw Foundation	Veterans on the Rise
Columbus Property Management	KBEC Group Inc. Grantee	Volunteers of America, Chesapeake & Carolinas
Community College Preparatory Academy	KRA Corporation _ DC	Wheeler Creek Apartments
Community Forklift	Latin American Youth Center / LAYC	Wheeler Creek CDC

Community Tech LLC	Marshall Heights Community Development Organization, Inc Grante	Wilderness Technology Alliance
Covenant House Washington	Mint Project Inc Grantee	
DC Department of Employment Services (DOES)	Next Level Enterprises, LLC	
DC Department of Housing and Community Development (DHCD)	NTN Facilities Management LLC	
DC Department of Small and Local Business Development (DSLBD)	Office of Councilmember Kenyan McDuffie	
DC Doors	Office of Customer Experience - DOES	

b. The number of participants in FY25;

Response: In FY25, there were 237 participants.

c. The number of participants (from response/column b) who completed WEX;

Response: In FY25, 155 participants completed WEX.

d. The number of participants (from response/column b) who started unsubsidized employment with that WEX employer;

Response: In FY25, five (5) complete participants started unsubsidized employment with a WEX employer.

e. The rate that WEX completers were hired;

Response: In FY25, fifty-four percent (57%) was the rate that WEX completers were hired.

f. The number of participants in unsubsidized jobs that are temporary or seasonal; and

Response: While we do track the number of participants who enter unsubsidized employment, we do not collect data on the specific characteristics of those positions, such as whether they are temporary, seasonal, or permanent. Our focus is on measuring employment outcomes rather than the nature or duration of the job placement.

g. The status of other WEX completers.

Response: The available data does not provide specific information regarding seasonal hires or temporary employment. Additionally, while we do not have direct data on the employment status of WEX completers, wage data indicates that they are not currently employed.

82. Please describe any changes in the orientation, program participation support, soft skills support, and coaching provided to employer hosts and clients during the work experience phase of Project Empowerment throughout FY25 and Q1 FY26.

Response: Program changes piloted in FY24 were fully integrated into DSI programming in FY25 and FY26 Q1 to strengthen orientation, participant support, and employer engagement. Mandatory host employer and participant information sessions were introduced to clarify program expectations and review outcomes. Quarterly compliance checks were implemented for employer partners to ensure accountability and alignment with program goals.

Additionally, DSI improved its enrollment process by allowing residents to register for Project Empowerment at all American Job Center (AJC) locations across the District. This centralized intake process streamlined service delivery and introduced multiple checkpoints, including interest assessments, Comprehensive Adult Student Assessment Systems (CASAS) testing, resume development, and job search assistance via the DCNetworks Virtual Recruiter. These steps help gauge participant readiness and ensure individuals receive tailored support from the start.

Collectively, these enhancements were designed to improve program efficiency, increase accountability, and create a more structured pathway to employment, ultimately strengthening workforce attachment and measurable outcomes.

I. LITERACY AND NUMERACY TESTING

83. Please complete the following table with information about results of CASAS and other literacy and numeracy tests of ADULT customers in FY2025.[1]

Response:

Metric	Number of Adult DOES Customers (FY25)
Number of adult customers completing CASAS reading/literacy testing	1246
Number of adult customers completing CASAS math testing	1455
Number of adult individuals whose test results were imported into Data Vault	*To date, there is no data agreement to release data to other OSSE approved vendors.
Number of adult customers testing at or above 12th grade level in reading	237
Number of adult customers testing at or above 12th grade level in math	20
Number of adult customers testing at 10th or 11th grade level in reading	10th -160;11th-120
Number of adult customers testing at 10th or 11th grade level in math	10th - 25; 11th-20
Number of adult customers testing at 9th grade level in reading	118
Number of adult customers testing at 9th grade level in math	62
Number of adult customers testing at 8th grade level in reading	202
Number of adult customers testing at 8th grade level in math	240
Number of adult customers testing at 7th grade level in reading	104
Number of adult customers testing at 7th grade level in math	326
Number of adult customers testing at 6th grade level in reading	77

[1] Note: if this data is not disaggregated between youth and adult programs, please complete the table for all DOES programs (and clearly indicate that the data is not limited to adult programs)

Number of adult customers testing at 6th grade level in math	220
Total number of adult customers testing below 8th grade level in reading (grade levels 1-7)	385
Total number of adult customers testing below 8th grade level in math (grade levels 1-7)	1034
Total number of adult customers testing below 6th grade level in reading (grade levels 1-5)	204
Total number of adult customers testing below 6th grade level in math (grade levels 1-5)	488

*Math Repeat testers-128
**Reading Repeat Testers-368

J. YOUTH PROGRAMS

84. Please provide a copy of the DOES annual reports on year-round youth programs funding and participation numbers, as required by DC Law 23-149 (D.C. Official Code § 32-772). If the reports are still in draft, please provide a copy of the most recent report, and explain when the current report will be submitted.

Response: The DOES current annual report on year-round youth is being completed and will be submitted to Council later this spring.

85. Please list all MOUs entered into 2025 that DOES has for youth services with DCPS, Charter Schools, DHR, or other District agencies. For each MOU, please provide the following information:

a. The name of the program;
b. A description of the program;
c. The number of students served (disaggregated by grade and by ward);
d. Whether the MOU changed in FY25 or Q1 FY26, and a description of the change; and
e. If the MOU changed, please provide a copy of the new/updated MOU.

Response:
Serve DC
Summer Youth Emergency Preparedness Academy (SYEPA)- Serve DC: provides programming during MBSYEP to participants aged 14-21 centered around emergency preparedness, first-aid, CPR and AED and NARCAN training.

Amount	$55,000
Change in Service Level	None

Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8	N/A	Total
Less than 10	0	Less than 10	Less than 10	Less than 10	Less than 10	15	Less than 10	0	42

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
0	0	Less than 10	Less than 10	11	10	Less than 10	Less than 10	0	0	0	42

Department of the Environment (DOEE)

Green Zone Environmental Program (GZEP): DOEE provides programming during MBSYEP, focusing on considerable energy, environmental, and sustainability issues, challenges, and opportunities impacting the District of Columbia for youth aged 14 to 24. DOEE partners with Solar Works to provide training in solar photovoltaic (PV) installation.

Amount	$250,000.00
Change in Service Level	None

Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8	N/A	Total
Less than 10	Less than 10	Less than 10	28	21	Less than 10	39	42	Less than 10	146

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
18	19	15	25	32	14	Less than 10	Less than 10	Less than 10	Less than 10	Less than 10	145

Department of Insurance Securities and Banking (DISB)

Marion Barry Summer Youth Employment Program at Department of Insurance Securities and Banking: DISB provides programming centered around the financial services industry and financial literacy to youth, ages 16-24. The Bank on DC Program is a collaborative effort between the District Government, financial institutions, and community organizations to provide access to affordable financial products and services to unbanked and under-banked households in the District.

Amount	$65,000.00
Change in Service Level	None

Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8	N/A	Total
0	0	0	Less than 10	Less than 10	Less than 10	Less than 10	Less than 10	0	13

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
0	0	0	0	0	Less than 10	Less than 10	Less than 10	Less than 10	Less than 10	0	13

Mayor Office of Latino Affairs (MOLA)

MOLA partners with 8 different community-based organizations during MBSYEP that provide bilingual programming in the environment/agriculture, acting, music, dancing and technical theater, food and nutrition, work readiness & job preparation and financial literacy to participants, ages 14-24.

Amount	$197,780.00
Change in Service Level	None

Department of Parks and Recreation (DPR)

Youth Development Division (YDD): DPR provides programming to participants aged 14-24 centered around youth development – personal and social identity/community and leadership involvement, workforce training – career/vocation discovery and preparation, and cultural and performance arts – talent exploration & development, and Visual/auditory/kinesthetic learning methodologies.

Amount	$250,000.00
Change in Service Level	None

Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8	N/A	Total
72	19	16	138	159	55	232	199	Less than 10	894

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
123	171	189	177	95	56	34	34	Less than 10	Less than 10	Less than 10	894

Other FY24 Government Partner/ Host Employer

	Program Description	Service Level	Amount
Department of General Services (DGS)	Provides security services during events for the Office of Youth Programs.	N/A	$60,000.00
($10,000 increase from FY24)			

	Program Description	Service Level	Amount
DCPS (Facilities Usage)	MBSYEP Host employers apply to use space at various DCPS facilities for the six-weeks of MBSYEP.	N/A	$150,000.00

86. Marion Barry Summer Youth Employment Program (MBSYEP or SYEP): Please list all employers who signed up to host participants for the Marion Barry Summer Youth Employment Program in FY25 (including those who hosted no participants), and include the following information:

- **a. The sector (i.e. non-profit, public school, local agency, etc.);**
- **b. The name of the employer;**
- **c. The number of placement opportunities;**
- **d. The number of youth assigned;**
- **e. The number of unsubsidized youth who were placed;**
- **f. A brief description of the job duties; and**
- **g. The dollar amount of any Human Care Agreement (please indicate N/A if there was no human care agreement).**

Response: Please see attachments "Q86 DOES POH 2026". *Please note HCA agreements are collected per organization not per role.

87. For the Marion Barry Summer Youth Employment Program in FY25, please provide the following information broken out by age (14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, and total):

- **a. The number of applicants;**
- **b. The number of applicants determined to be eligible;**
- **c. The number of certified applicants;**
- **d. The number of certified 22-24 year old applicants not enrolled in a school, that have less than an associate's degree;**
- **e. The total number of applicants certified via OSSE;**
- **f. The number of participants who started working;**
- **g. The number of participants who were paid in pay period one;**
- **h. The number of participants who were paid in pay period two;**
- **i. The number of participants who were paid in pay period three;**
- **j. The number of participants who were paid in pay period four;**
- **k. The number of participants who were paid in pay period five;**
- **l. The number of participants who were paid in pay period six;**
- **m. The number of participants who were TANF-eligible;**
- **n. The number of participants placed via other District agencies;**
- **o. The number of participants who received soft skills training during the program;**
- **p. The number of participants who completed soft skills training during the program;**
- **q. The number of participants provided with individual case management via DOES case managers during the program; and**
- **r. The number of participants who have participated in MBSYEP in previous years.**
- **s. Please also include any other relevant data at your discretion.**

Response:

a. The number of applicants	21,215
b. The number of applicants determined to be eligible	15,481
c. The number of certified applicants	14,403
d. The number of certified 22–24 year-old applicants not enrolled in a school, that have less than an associate's degree	731
e. The total number of applicants certified via OSSE	7,985
f. The number of participants who started working	12,807
g. The number of participants who were paid in pay period one	12,351
h. The number of participants who were paid in pay period two	11,917
i. The number of participants who were paid in pay period three	11,410
j. The number of participants who were paid in pay period four	10,920
k. The number of participants who were paid in pay period five;	547
l. The number of participants who were paid in pay period six	120
m. The number of participants who were TANF-eligible	1,393

n. The number of participants placed via other District agencies	3,525
o. The number of participants who received soft skills training during the program	14,403
p. The number of participants provided with individual case management via DOES case managers during the program	1,123
r. The number of participants who have participated in SYEP in previous years.	9,604

a. The number of applicants by age.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
2,969	3,393	3320	3,150	2,394	1735	1,267	933	729	726	599	21,215

b. The number of applicants determined to be eligible.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
2,188	2,534	2,488	2,297	1,693	1,225	915	656	519	539	427	15,481

c. The number of certified applicants

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
2,086	2,379	2,335	2,129	1,543	1,131	831	587	478	503	401	14,403

d. The number of certified 22–24-year-old applicants not enrolled in a school, that have less than an associate degree.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	211	284	236	731

e. The number of applicants certified via OSSE.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
1,580	1,739	1,751	1,549	936	191	85	58	36	33	27	7,985

f. The number of participants who started working.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
1,970	2,237	2,134	1,927	1,351	934	663	468	385	408	330	12,807

g. The number of participants who were paid in pay period one.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
1,907	2,161	2,055	1,858	1,288	898	642	456	370	395	321	12,351

h. The number of participants who were paid in pay period two.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
1,854	2,096	2,008	1,781	1,249	859	606	423	358	375	308	11,917

i. The number of participants who were paid in pay period three.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total

1,764	2,010	1,955	1,712	1,178	817	578	409	335	351	301	11,410

j. The number of participants who were paid in pay period four

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
1,665	1,912	1,889	1,648	1,132	779	543	397	321	347	287	10,920

m. The number of participants who were TANF-eligible.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
330	308	235	174	124	67	44	25	22	31	33	1,393

n. The number of participants placed via other District agencies

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
437	539	532	491	386	307	247	194	134	141	117	3,525

o. The number of participants who completed soft skills training during the program.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
2,086	2,379	2,335	2,129	1,543	1,131	831	587	478	503	401	14,403

p. The number of participants provided with individual case management via DOES case managers during the program.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	385	408	330	1,123

r. The number of participants who have participated in SYEP in previous years.

Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Age 20	Age 21	Age 22	Age 23	Age 24	Total
N/A	1,699	1,869	1,758	1,253	882	630	448	361	391	313	9,604

88. Year-Round Youth Programs (YRY): For FY25 and Q1 FY26, please provide the types of training provided to YRY participants, the names of training providers, and the number of youths served by each provider.

Response: See attachment "Q88 DOES POH 2026".

a. Are you in compliance with the requirement that at least 66% of the Year-Round Youth local funds must be spent on in-school youth who reside or attend a public or charter school in Ward 7 or 8?

Response: Yes, DOES is in compliance. Sixty-six percent (66%) of year-round local funds were spent on in-school youth who reside in or attend a public or charter school in Ward 7 or 8.

89. School Year Internship Program (SYIP): Please list all employers who signed up to host participants for the School Year Internship Program in FY25 (including those who signed up but hosted no participants), and include the following information:

a. The sector (i.e. non-profit, public school, local agency);

b. The employer name;

c. The number of placement opportunities;
d. The number of youth assigned;
e. The number of unsubsidized placements in the SYIP; and
f. A brief description of the job duties.

Response: See attachment "Q88 DOES POH 2026".

90. For the School Year Internship Program in FY25, please provide the following information broken out by age (14, 15, 16, 17, 18, 19, 20, 21, and total):
a. The number of applicants;
b. The number of applicants determined to be eligible;
c. The number of participants who started working;
d. The number of participants who are TANF-eligible;
e. The number of participants who received soft skills training during the program; and
f. The number of participants provided with individual case management from DOES during the program.
g. Please also include any other relevant data at your discretion.

Response:

Age of participant	Number of applicants	# Determined to be eligible	# participants who started working	# participants who are TANF - eligible	# participants who received soft skills training during the program	# participants provided with individual case management from DOES during program
14	232	83	75	22	75	75
15	756	278	244	59	244	244
16	899	384	339	76	339	339
17	899	371	328	90	328	328
18	239	70	55	14	55	55
19	78	28	17	less than 10	17	17
20	40	15	less than 10	less than 10	less than 10	less than 10
21	46	32	21	less than 10	21	21

91. How many SYIP participants were placed via other District agencies in FY25 through Q1 of FY26?

Response: In FY25, there were a total of 446 youth placed between DC Public Schools, the Department of Parks and Recreation, DC Public Library, the Department of Disability Services, the Department of Employment Services, CM McDuffie's Office, Office of Deputy Mayor for Education, and the Office of the People's Counsel.

92. Out-of-School Program: What performance measures were used in 2025 to determine success of out-of-school programs? Did the agency achieve internal and / or federally-negotiated goals?

Response: DOES measures the success of its WIOA-funded OSY program using federally established performance indicators, including employment rates in the second and fourth quarters after exit, median earnings, credential attainment rate, and Measurable Skills Gains.
In Program Year 2024, the OSY Employment Rate in the second quarter after exit was 58.2%, which was below the negotiated target of 68% (85.6% of the goal). The fourth-quarter employment rate was 52.6%, which was also below the 60% target (87.7% of the goal). The median earnings for OSY participants was $6,020, exceeding the target of $5,000 (120.4% of the goal). The credential Attainment rate for OSY programs was 53.4%, just missing the goal of 54% (98.89% of the goal). Additionally, DOES achieved a 81.4% measurable Skills Gains rate, exceeding the 47% target (173% of the goal), reflecting strong participant progress in acquiring new skills and certifications.

For Program Year 2025, DOES aims to build on prior successes, with negotiated goals for youth employment rates of 69% in the second quarter after exit and 61% in the fourth quarter after exit. The median earnings target for PY25 is $5,500, and the credential attainment target is 54.5%. The agency is also prioritizing improvements in Measurable Skill Gains (MSG), with a PY25 goal of 50%. In PY2025 Quarter 1, the OSY program achieved 54.8% for Employment Rate in the second quarter after exit, which fell below the 69% target. The Employment Rate in the fourth quarter after exit was 60%, slightly under the 61% goal. Median earnings reached $5,311, representing 96.6% of the $5,500 target. The credential attainment rate was 60%, just below the 61% benchmark. Additionally, only 6.4% of OSY training participants earned a skill gain during PY25 Quarter 1.

93. Are there any plans for changes in program vendors or the program model for the remainder of FY26 or FY27? If so, why?

Response: Yes, DOES is evolving its OSY program model to better align with high-growth industries and relevant opportunities within the District. The agency is introducing new program tracks, including a Pre-Apprenticeship program to expand pathways in construction and technology. These additions reflect labor market demands in the District, where cybersecurity, IT support, cloud computing and entrepreneurship are rapidly growing career areas.

Additionally, DOES is enhancing wraparound supports for OSY participants. The agency is working to add and bolster vendor partnerships that provide job readiness training, GED tutoring, financial literacy education, and ongoing follow-up services. These expanded services will reduce barriers to employment, improve retention, and ensure youth are fully prepared to succeed in the workforce.

These strategic updates reflect DOES' commitment to ensuring that WIOA-funded youth programs are responsive to local economic trends, industry needs, and the evolving aspirations of District youth.

94. Career-Ready Early Scholars Program: **Please list all employers who signed up to host participants for the Career-Ready Early Scholars Program in FY25 (including those who hosted no participants), and include the following information:**

- **h. The sector (i.e. non-profit, public school, local agency, etc.);**
- **i. The name of the employer;**
- **j. The number of placement opportunities;**
- **k. The number of youth assigned;**
- **l. The number of unsubsidized youth who were placed;**
- **m. A brief description of the job duties; and**

Response: The Career Ready Early Scholars Program focuses on providing participants with comprehensive career and educational exploration activities such as occupational skills, academic enrichment, life skills, work readiness, and youth development trainings. Through CRESP, we strive to provide youth with the opportunity to earn incentives while learning and developing the skills, attitudes, and commitments necessary to succeed and continue to finish middle school. Accordingly, CRESP participants are not assigned to a host site/employer like MBSYEP, nor do youth have job duties. Rather, youth are assigned to grantees who incorporate the CRESP curriculum with comprehensive career and educational exploration programming.

In FY25, the following grantees provided comprehensive career and educational exploration activities:

Sector (e.g., non-profit, public school, local agency)	Site Name	No. of Placement Opportunities	No. of Youth Assigned	Brief Description of Job Duties
Private Sector	Dramatic Solutions	80	80	The DSI program offers scholars ages 9-13 a creative approach to career exploration in Public Safety and Law Enforcement through the Arts. Scholars will engage with guest speakers, attend field trips, and take part in drama, arts, and dance classes, all while developing social and emotional skills. This innovative model ensures that scholars are exposed to essential career competencies, artistic expression, and emotional growth. By blending these elements, the program helps build confidence and sets young people on a path to explore careers in Public Safety and Law Enforcement, while also recognizing and nurturing their creative strengths.

Private Sector	Chart Academy	80	80	The Chart Academy in partnership with DOES Office of Youth Programs (OYP), offers an immersive 6-week IT career exploration program for scholars ages 9-13. Scholars will explore core IT concepts, including computer hardware, network infrastructure, cybersecurity, and problem-solving. They'll develop practical skills in troubleshooting, critical thinking, and digital security, while earning the IC3 Master of Digital Literacy credential. This program includes interactive activities, guest speakers, and field trips, all designed to inspire curiosity and introduce students to IT careers. Additionally, scholars will build essential teamwork, communication, and socio-emotional skills through collaborative exercises. Spark your child's interest in technology and help them gain valuable skills and credentials for the future!
Private Sector	Captivate Perspectives	50	50	The Career Ready Early Scholars Program (CRESP) is a transformative initiative by the DC Department of Employment Services and Captivate Perspectives. This program is designed to introduce young scholars, ages 9-13, to the world of healthcare and inspire future careers in the field. Through hands-on activities, engaging workshops, and mentorship opportunities, Captivate Perspectives provides scholars with foundational knowledge of healthcare professions, emphasizing a basic understanding of the biological sciences and chemistry, prevention and treatment of illnesses, nutrition and wellness, the importance of public health, medical innovation, and community care. This program not only fosters curiosity about medical sciences but also cultivates essential skills such as teamwork, critical thinking, and empathy. By nurturing an early interest in healthcare, Captivate Perspectives and CRESP are aimed at building a pipeline of passionate scholars interested in addressing future prospects and challenges in this vital industry.

Private Sector	IBG Consulting	20	20	In partnership with the Office of Youth Programs (OYP), IBG offers a DC Cyber Defenders Summer Program, where scholars can dive into the exciting world of cybersecurity! Designed just for scholars ages 9-13, this hands-on program teaches you how to spot and stop online threats, keep your info safe, and understand how to outsmart cyber "bad guys." Through fun and enriching games, interactive projects, and real-life challenges, scholars will learn to be a true digital defender—ready to take on the tech world with confidence and skill. We'll also take exciting field trips to the Spy Museum, Maryland Science Center and FBI Headquarters. Grab your spot for summer 2025 to start your journey as a DC Cyber Defender!
Private Sector	Carolina Canyon	75	75	In partnership with DOES Office of Youth Programs (OYP), Carolina Canyon Corporation is thrilled to present CRESP 2025 — an exciting and enriching six-week summer program designed to inspire and empower scholars ages 9-13. Get ready for nonstop fun, discovery, and growth! Scholars will dive into STEM-focused activities, including coding, robotics, and AI. The program includes inspiring field trips that connect scholars with their local community and culture. They'll have the chance to explore technology hubs, innovative organizations, and landmarks that expand their worldview and ignite their curiosity. From coding and robotics to leadership, sports, and dance, every activity is designed to spark curiosity, build confidence, and empower young minds.
Community Based Organization	College Gurl	70	70	CGF, in partnership with DOES Office of Youth Programs (OYP), is thrilled to launch an innovative life-changing summer program for DC scholars ages 9-13 that will empower them to dream bigger than their zip code to become the next future leaders of tomorrow. The CGF program will provide valuable information, activities, cultural experiences, resources, and mentorship that will help scholars excel academically, socially, and personally. From navigating the seas of student success, unlocking participants' talents, and fostering mental well-being, CGF is the trusted friend every participant needs as we empower and inspire participants which will make Summer of 2025 an unforgettable experience!

Non-Profit	Capital Youth Empowerment	70	70	The Capital Youth Empowerment CRESP Program is a transformative initiative designed to empower youth aged 9-13 through comprehensive career exploration. The program offers an engaging curriculum that includes topics such as healthy relationships, emotional regulation, conflict management, life skills, academic achievement and economic mobility.
	Girls and Women Empowerment Development	20	20	In partnership with the DOES Office of Youth Programs (OYP), proudly presents the Healthcare-Focused Career Ready Early Scholars Program (CRESP). This six-week summer program, tailored for scholars aged 9 to 13 combines leadership development, career exploration, safety training and healthcare industry insights. Scholars will engage in hands-on activities, interactive workshops, immersive healthcare simulations, and inspiring field trips to healthcare institutions, building critical skills like communication, problem-solving, and self-care—all while earning weekly incentives. With professional guest speakers and a structured, engaging environment, CRESP is more than a program; it's a gateway to success and a brighter future. Spaces are limited—don't miss out!
	Excellence Through Opportunity	20	20	Excellence Through Opportunity in partnership with the DC Department of Employment Services provides academically sound and project-based enrichment programs for DC students in grades 4-8. The program engages students in science-based career fields such as biking and technology, green space technology, blockchain infrastructure, STEM, utility, and construction. CRESP also incorporates entrepreneurship training and builds upon students' social-emotional growth and financial literacy to ensure their success in and out of the workplace. The program is designed to help students develop the skills they need to be successful in the workplace and in life. In addition to providing students with opportunities to explore different career paths, ETO CRESP also helps students develop important life skills, such as financial literacy, entrepreneurship, and social-emotional development. These skills are essential for success in today's world.

Community Based Organization	Horton's Kids	20	20	The Horton's Kids Summer Career Ready Early Scholars Program (CRESP) introduces scholars ages 9-13 to the exciting world of healthcare. Through hands-on activities, engaging workshops, and project-based learning, participants explore healthcare careers while building skills like teamwork and critical thinking. This program inspires curiosity and equips scholars with a foundation to pursue future opportunities in healthcare and community well-being.
	DC Independent Film Forum	20	20	DCIFF Is pleased to launch an innovative, engaging and rewarding program for young creatives and budding entrepreneurs. To succeed in the creative industries of film, social media, TV, news and entertainment you must understand production management, finance and business as well as having a/v skills and creativity. Scholars will learn finance and entrepreneurship by creating a new production company, running a creative project and marketing for success. Scholars will make a short film and market the film to an audience. The program ends with a celebration and presentation of completed projects. DCIFF has been running youth programs in filmmaking, animation and video journalism since 2020 and works with many production companies in the DMV to craft successful real-life programs. All equipment and materials are provided. Meals and snacks are healthy and sustaining.
Private Sector	Carolina Canyon Spring Session	40	40	In partnership with DOES Office of Youth Programs (OYP), Carolina Canyon Corporation is thrilled to present CRESP 2025 Spring Break— an exciting and enriching weeklong program designed to inspire and empower scholars ages 9-13. Get ready for nonstop fun, discovery, and growth! Scholars will dive into STEM-focused activities, including coding, robotics, and AI. The program includes inspiring field trips that connect scholars with their local community and culture. They'll have the chance to explore technology hubs, innovative organizations, and landmarks that expand their worldview and ignite their curiosity. From coding and robotics to leadership, sports, and dance, every activity is designed to spark curiosity, build confidence, and empower young minds.

Community Based Organization	College Gurl Spring Session	40	40	CGF, in partnership with DOES Office of Youth Programs (OYP), launched an innovative life-changing spring break program for DC scholars ages 9-13 that will empower them to dream bigger than their zip code to become the next future leaders of tomorrow. The CGF program will provide valuable information, activities, cultural experiences, resources, and mentorship that will help scholars excel academically, socially, and personally. From navigating the seas of student success, unlocking participants' talents, and fostering mental well-being,

95. Please provide the following information for FY25:

a. In FY25, how many participants started the program?

b. How many completed it?

Response:

a. In FY25, how many participants started the program?	616
b. How many completed it?	538

K. APPRENTICESHIPS

96. What were the youth population (ages 24 and under) related goals and accomplishments of the Office of Apprenticeship, Information and Training in FY25? What are the Office's goals for this population in FY26?

Response: For 2025, the Youth Apprenticeship Program has continued to focus on expanding host sites that will ensure broader access for District graduating seniors across both public and public charter high schools. This effort has resulted in the program achieving its highest number of (21) district public and public charter schools' participants ensuring a wider reach for apprenticeship opportunities. Additionally, DOES successfully introduced non-traditional apprenticeship pathways, including an IT-focused youth apprenticeship through BuildWithin (launched in 2025), a construction-focused apprenticeship hosted at Phelps Senior High School, and a program through M.C. Dean.

The FY25 Youth Apprenticeship Program met its full enrollment goal of 1,064 participants, with many earning nationally recognized certifications and/or transitioning into full-time registered apprenticeship programs upon completion in the following industries:

- Administrative and Support and Waste Management and Remediation Services
- Arts Entertainment and Recreation
- Construction
- Educational Services
- Finance and Insurance
- Health Care and Social Assistance
- Manufacturing
- Professional Scientific and Technical Services

For FY26 Q1, the primary objective is to expand the number of host sites and available slots to engage more students. In addition, DOES is continuing to strengthen its youth apprenticeship model by incorporating opportunities within District government agencies. These initiatives support the agency's mission to provide District youth with sustainable, career-focused pathways across both private and public sectors.

As of Q1, participating industries include:

- Construction
- Finance and Insurance
- Professional, Scientific, and Technical Services

97. The DC Apprenticeship Management System was scheduled to be completed by October 1, 2025. Has the agency completed this project?

Response: Yes, the agency completed and has implemented use of a new DC apprenticeship management system.

a. What information does the agency track for its apprenticeship program?

Response: DOES tracks the apprentice demographics, wages, and on-the-job training hours, related technical instruction grades, completion rates, and milestone achievements.

b. Please also detail the new features of the DC Apprenticeship Management System that were not part of the DCAMS system.

Response: The ability to track an apprentice's on-the-job training (OJT) hours and related technical instruction grades are tracked in the new system. Also, unlike the original system the apprentice can create their account and sign their apprenticeship agreement and registration forms digitally.

98. Please provide a table with the following apprenticeship data for each active sponsor for DC in FY26:

a. Sponsor name;
b. Registered or unregistered;
c. Sponsor industry;
d. Occupation of apprenticeship;
e. Number of total apprentices;
f. Number of District resident apprentices.

Response: Please see attachment "Q98 DOES POH 2026".

99. Please fill in the following tables:

Response:

Apprenticeship Program Data (Mandatory Reporting DC Code § 32-1431)

100.

Apprenticeship Program Data (Mandatory Reporting DC Code § 32-1431)	FY25	FY26 Q1

Number of prime contractors and subcontractors who contracted with the DC government to perform construction work with a single contract, or cumulative contracts, of at least $500,000, let within a 12- month period.	575	42
Number of prime contractors and subcontractors who contracted with the DC government to perform construction work with a single contract, or cumulative contracts, of at least $500,000, let within a 12- month period, that have a registered apprenticeship program	96	23
Number of prime contractors and subcontractors who contracted with the DC government to perform renovation work with a single contract, or cumulative contracts, of at least $500,000, let within a 12-month period.	575	42
Number of prime contractors and subcontractors who contracted with the DC government to perform renovation work with a single contract, or cumulative contracts, of at least $500,000, let within a 12-month period, that have a registered apprenticeship program (NOTE: DOES System does not differentiate by renovation. Numbers are duplicated for Construction as renovation falls under this delineation.)	96	23
Number of prime contractors and subcontractors who contracted with the DC government to perform IT work with a single contract, or cumulative contracts, of at least $500,000, let within a 12-month period.	18	19
Number of prime contractors and subcontractors who contracted with the DC government to perform IT work with a single contract, or cumulative contracts, of at least $500,000, let within a 12-month period, that have a registered apprenticeship program	0	0
Number of beneficiaries of projects in excess of $1 million funded in whole or in part with funds which, in accordance with a federal grant or otherwise, the DC government administers, and in which DC is a signatory to an agreement of a contractual nature.	286	38
Number of beneficiaries of projects in excess of $1 million funded in whole or in part with funds which, in accordance with a federal grant or otherwise, the DC government administers, and in which DC is a signatory to any agreement of a contractual nature that have a registered apprenticeship program	52	11
Number of apprentice hours performed pursuant to apprentice programs required by subsection 32-1431(a) of the DC Code	404,148.55	68,688.68
Number of apprentice hours performed pursuant to apprentice programs required by subsection 32-1431(a) of the DC Code that were performed by DC residents	243,010.97	49,984.51
Number of prime contractors, subcontractors, and beneficiaries that failed to comply with the apprentice hours requirement in subsection 32-1431(b) of the DC code	18	9

Apprenticeship Program Data (Programs, Deregistration, Reinstatement, Modification, and Monitoring)

Apprenticeship Program Data (Programs, Deregistration, Reinstatement, Modification, and Monitoring)	**FY25**	**Q1 FY26**
Number of registered programs	318	317
Number of active programs	202	219
Number of new program applications	64	14
Number of new programs approved	63	14

Number of new programs reviewed after first year of provisional registration	42	0
Number of new programs reviewed after first year of provisional registration that were made permanent	13	0
Number of new programs reviewed after first year of provisional registration that were continued as provisional	9	0
Number of new programs reviewed after first year of provisional registration that were rescinded	17	0
Number of program applications rejected or tabled	1	0
Number of programs recertified	7	0
Number of programs voluntarily deregistered	9	0
Number of preliminary notices of involuntary deregistration sent	12	0
Number of final notices of involuntary deregistration sent	32	0
Number of hearings requested	0	0
Number of hearings held	2	0
Number of programs involuntarily deregistered	32	0
Number of applications for program reinstatement	0	0
Number of reinstatement hearings held	0	0
Number of programs reinstated	0	0
Number of program modifications or amendments sought by sponsors	5	3
Number of modification determinations made	5	3
Number of modification determinations made within 90 days	0	0
Number of program modifications or amendments granted	5	3
Target number and number of monitoring site visits conducted	T:100/ N:122	T:100/ N:8
Target number and number of quality assurance reviews conducted	T:42/ N:39	T:75/ N:
Target number and number of compliance reviews conducted	T:42 / N:39	T:61 / N:

Apprenticeship Program Data (Registered Apprentices)

Apprenticeship Program Data (Registered Apprentices)	FY25	FY26 Q1
Number of active registered apprentices	6377	7395
Number of active apprentices that are DC residents	874	925

Number of active apprentices that are women	372	403
Number of active apprentices that are DC residents and women	98	101
Number of active apprentices that are minorities	3347	3473
Number of active apprentices that are DC residents and minority	822	889
Number of active DC resident youth apprentices (ages 18-24)	245	270
Number of active DC resident youth apprentices (ages 16-17)	Less than 10	Less than 10
Number of new apprentices enrolled	2248	630
Number of new apprentices enrolled that are DC residents	423	152
Number of new apprentices enrolled that are women	168	45
Number of new apprentices enrolled that are DC residents and women	62	24
Number of new apprentices enrolled that are minorities	1447	480
Number of new apprentices enrolled that are DC residents and minority	399	115
Number of new DC resident youth apprentices enrolled (ages 18-24)	125	36
Number of new DC resident youth apprentices enrolled (ages 16-17)	Less than 10	Less than 10
Number of apprentices terminated during probationary period	173	Less than 10
Number of DC resident apprentices terminated during probationary period	77	57
Number of apprenticeship agreements canceled at the request of the apprentice	0	0
Number of apprenticeship agreements canceled at the request of a DC apprentice	0	0
Number of apprenticeship agreements cancelled or terminated by an employer or sponsor	173	9
Number of DC resident apprenticeship agreements cancelled or terminated by an employer or sponsor	77	19
Number of apprentice graduates	384	123
Number of apprentice graduates that are DC residents	34	15
Number of apprentice graduates that are women	14	Less than 10
Number of apprentice graduates that are DC residents and women	Less than 10	Less than 10
Number of apprentice graduates that are minorities	144	60
Number of apprentice graduates that are DC residents and minority	31	20
Number of Step-Up Apprenticeship programs	19	19

Number of apprentices in Step-Up Apprenticeship programs	51	83
Number of DC resident apprentices in Step-Up Apprenticeship programs	51	83

Apprenticeship Program Data (Complaints)

Apprenticeship Program Data (Complaints)	FY25	Q1 FY26
Number of complaints received	0	2
Number of complaints resolved informally	0	2
Number of unresolved complaints reported to the Apprenticeship Council	0	0
Number of unresolved complaints reported to the Apprenticeship Council within 60 days	0	0
Number of complaint hearings held	0	0
Number of complaint decisions made by the Apprenticeship Council	0	0

101. Please describe any activities, plans, or initiatives to expand apprenticeships to non-traditional industries (e.g. healthcare, IT, etc.).

Response: The Office of Apprenticeship, Information and Training (OAIT) continued to expand apprenticeship programming in the District in non-traditional industries and sectors in FY25. There were 60 new registered apprenticeship programs, of which 20 were in non-traditional occupations or industries. These new non-traditional occupations included information technology, including artificial intelligence, certified medical assistance, patient care technician, certified nurse assistant, peer recovery specialist, teacher occupation K-12.

OAIT was successful in securing apprenticeship registration in partnership with AMTRAK. In addition, AMTRAK expressed interest in Youth Apprenticeship initiatives in partnership with DC Public Schools that will create direct entry for DC high school graduates in the company's apprenticeship program. These new apprenticeship sponsors are continuing to make significant strides toward increasing apprenticeship opportunities for DC residents.

OAIT also successfully launched the Capital Workforce Innovation Consortium (CWIC) and the new digital platform, SkillsNation, marking a major step in shaping the future of the workforce in DC.

102. Please explain the process for businesses, unions, and other entities to become a DC Apprenticeship Sponsor? What are the requirements?

Response: An apprenticeship sponsor may be an individual employer, an employer association, or a partnership between employers and labor unions (public and private). A prospective apprenticeship sponsor undergoes an evaluation to ascertain the presence of sufficiently skilled workers who can provide quality training and ensure the apprentices' safety. Employers and organizations seeking apprenticeship registration formulate apprenticeship standards, which are written plans detailing the terms and conditions for the employment, training, and supervision of apprentices in accordance with apprenticeship regulations. The DC Office of Apprenticeship staff offers necessary guidance and technical assistance in developing the required apprenticeship standards for approval consideration. The DC Apprenticeship Council then reviews the standards

and plan developed for approval. See https://does.dc.gov/page/become-apprenticeship-sponsor for more information.

103. How long does membership as a DC Apprenticeship Sponsor last? Must companies reapply after a certain point?

Response: Programs receive initial provisional approval before moving to permanent registration. Each sponsor is subject to review at least once every five years.

a. What oversight does the agency conduct over its Apprenticeship Sponsors?

Response: The Office of Apprenticeship conducts site visits and performance reviews to ensure on-the-job training and related instruction meet requirements. Additionally, sponsors are evaluated for compliance with 29 CFR Part 30 — Equal Employment Opportunity in Apprenticeship, ensuring equal opportunity in recruitment, selection, and training. The Office of Apprenticeship monitors completion rates and, if rates are consistently low, provides technical assistance to help the sponsor improve. Also, if a sponsor fails to correct deficiencies within a reasonable time, the agency can begin the process of deregistering the program.

104. List any current apprenticeship openings, with the date to apply by, and the projected date to fill the position.

Response: All available apprenticeship opportunities are published on https://apprenticeship.does.dc.gov/Home/Search.

Apprenticeship Sponsors with Open Positions as of February 6, 2026
Innovo Construction – Glazier - Apply by date – 2/4/2026 Fill by date 2/20/2026
First Choice Masonry -Bricklayers - Apply by date – 2/6/2026 Fill by date 2/13/2026
V&V Construction -Carpentry - Apply by date – 2/13/2026 Fill by date 2/20/2026
C & R Custom Painting - Painting - Apply by date – 2/23/2026 Fill by date 3/2/2026
Pillar Construction – Drywall - Apply by date – 2/27/2026 Fill by date 3/6/2026
Regional Contracting Services – Carpentry - Apply by date – 2/27/2026 Fill by date 3/6/2026

105. Please provide the compensation of apprentices each year of their apprenticeship? Are apprentices guaranteed to receive an increase in compensation each year of their program? How does the agency track compliance over compensation increases?

Response: Each apprenticeship program contains a progressively increasing schedule of wages to be paid to the apprentice, consistent with the skill acquired, to include an entry wage not less than the D.C. minimum wage. Additionally, an apprentice will receive an increase in compensation, usually every 1,000 hours of on-the-job training and when approximately 72 to 144 hours of related classroom instruction is completed. While conducting quality assurance and compliance reviews, the D.C. Office of Apprenticeship reviews payroll records to ensure scheduled, incremental wage increases are implemented on time for the apprentice.

106. Please fill in the chart below regarding the agency's apprenticeship program within 2025, without combining the data with another document or set of information:

Response:

Apprenticeship Trade Type	Number of Participants	Number of DC residents	Length of Apprenticeship	Apprenticeship Completion Rate	Number of DC Residents that Secured Full-Time Employment in the Trade Trained
Electrician	3109	252	4-5 years	28.34	252
Steamfitter	1500	43	4 years	68.39	43
Sheet Metal	747	62	4 years	34.97	62
Plumber	639	116	4 years	28.29	116
Elevator Repairer	444	10	4 years	85.09	10
Carpentry	404	74	4 years	29.56	74
Structural Iron Worker	322	55	4 years	34.05	55

107. Please provide all meeting notices, agendas and minutes for meetings of the DC Apprenticeship Council for FY24, FY25 and Q1 FY26.

Response: Please see response to Q19 above.

108. Please provide a list of DC Apprenticeship Council (DCAC) members, their government email addresses, and, if applicable, the committees on which they serve.

Response:

- Eric Powell - Public Representative,
- Frank Chiaramonte - Employer Representative,
- Steve Lanning – Employee Representative,
- Courtland Cox – Public Representative,
- Leroy Watson - Employer Representative,
- John Xanthos – Employer Representative,
- William Dean- Employer Representative,
- Eric Jones- Public Representative,
- Unique Morris-Hughes – Representative of Mayor of DC, Unique.morris-hughes@dc.gov

- Representative for Superintendent of DC Schools- Vacant
- Employee Representative – Vacant

DCAC members do not have government emails or committee assignments.

L. SENIORS

109. Please provide a list of all local and federal projects and/or grants under the Senior Community Service Employment Program (SCSEP) (i.e. Back to Work 50+, D.C. State Older Workers Demonstration Project, Senior Workforce Advance + Program, etc.). For each, please include:

a. A description of the program;

Response: SCESP plays a vital role in empowering individuals who are 55 and older, offering them avenues to enhance their employability while making significant contributions to the community. This program is not just a workforce development tool but also a means of social inclusion and economic empowerment for a demographic that often faces significant barriers to employment.

b. The grant type;

Response: SCSEP is federally funded through the U.S. Department of Labor which is specifically designed to help low-income, unemployed individuals aged 55 or older gain work experience and training in a part-time, community service capacity. In FY25, DOES provided services directly to participants and did not issue any subgrants.

Participants are placed in a wide variety of non-profit and public facilities, referred to as Host Agencies. Examples of Host Agencies include day-care centers, senior centers, schools, hospitals, and government agencies. SCSEP staff actively engage and coordinate with Host Agencies to help participants transition into secure permanent unsubsidized employment. SCSEP also works with the business community to identify employers who are interested in hiring qualified, trained mature workers. In order to be eligible for the SCSEP, the individual must meet the following requirements:

- DC residents 55 years of age or older
- Income less than 125% of the federal poverty level
- Be eligible to work in the US and have the mental and physical capacity to perform training-related activities for at least twenty (20) hours per week
- Unemployed, not job-ready, and have low employment prospects

c. The grant period of performance;

Response: The period of performance for this grant is 12 months from July 1st to June 30th.

d. The total grant award in FY24, FY25 and Q1 FY26;

e. The total grant expenditures in FY24, FY25, and Q1 FY26;

Response:

Period of Performance	July 1, 2023-June 30, 2024	July 1, 2024-June 30, 2025	July 1, 2025-June 30, 2026
Total Amount of the Federal Award	$514,246	$460,788	$451,044
Total Grant Expenditures	Fully expended	Fully expended	$125,351.90

110. Please provide the agency's MOU with UDC to support the employment of additional seniors enhanced social engagement, and increase skills training through courses and programs offered by the Institute of Gerontology. Please also provide an update on DOES's Request for Applicants for a grant focused on "earn and learn" training and job placement model for DC residents who are 50+.

Response: Please see attachment "Q110 DOES POH 2026".

Instead of issuing a new Request for Applications, DOES leveraged its existing Memorandum of Understanding with the University of the District of Columbia and repurposed earn and learn funds to stand up services more quickly. By approving UDC's Office of Continuing and Professional Education as an Eligible Training Provider, we were able to immediately connect residents age 50+ to occupational skills training while expanding the District's ETPL offerings.

Through this funding, senior residents can access a variety of training program certifications such as medical services, IT and CompTIA, pharmacy technician, paralegal, and medical coding and billing. This connection also allows DOES to braid local dollars with federal support such as case management and supportive services. This strategy accelerated launch, reduced procurement time, and anchored training within our public university. Funding supports up to 100 participants, and enrollment opened in January.

K. VETERANS

111. How does DOES assist veterans and eligible spouses in attaining employment?

Response: Through the Jobs for Veterans State Grant (JVSG) program, veterans and eligible spouses receive Priority of Service across all Department of Labor–funded programs, ensuring they are identified at first contact, served ahead of non-veterans when resources are limited, and promptly connected to workforce and partner services. Veterans with Significant Barriers to Employment receive individualized career services through Disabled Veterans' Outreach Program specialists, including comprehensive assessments and ongoing case management. This targeted approach removes barriers and supports veterans in securing and sustaining meaningful employment.

112. Please list the companies, entities, and organizations DOES-assisted veterans gained employment in 2025.

Response:

1. Howard University Hospital
2. Universal Protection Service LP
3. Naval Sea Systems Command
4. Walker Memorial Baptist Church
5. Beacon Hill Staffing Group
6. Certified Financial Planner
7. Frederick Douglass High School
8. Home Depot
9. ADP Total Source FL XVII INC
10. Office of Contracting and Procurement
11. State Department
12. Omni Hotels MGMT Corp.
13. PGCPS Board of Education
14. New York Life Insurance Co
15. Department of Employment Services
16. Whitman-Walker Clinic Pharmacy
17. Panda Express
18. Amazon Vadata Inc
19. Thermo Fisher Scientific Inc
20. Department of Health and Human Services

113. What was the employment rate of DOES-assisted veterans during the 2nd and 4th quarter of finishing a DOES program in 2025?

Response:

Quarter	EmpRate 2nd QAE	EmpRate 4th QAE	Median Earnings
FY2025 Qtr1	37.5%	30.8%	$ 4,798.00
FY2025 Qtr 2	52.6%	10%	$ 9,103.00
FY2025 Qtr3	42.9%	25%	$ 9,070.00
FY2025 Qtr4	46.7%	47.4%	$ 4,193.00

114. How many veterans did the agency assist through the Department of Labor's Jobs for Veterans State Grants (JVSG) in 2025?

Response: For Program Year 2025, the agency provided services to 134 veterans through the U.S. Department of Labor's Jobs for Veterans State Grants (JVSG) program. This support contributed to advancing employment opportunities, improving job readiness, and strengthening career outcomes for veterans across the District.

115. DOES partners with other agencies to administer and deliver veteran-focused assistance. Please provide a brief explanation about the partnership with DOES, and the services delivered for the following:

a. Department of Labor Veteran Employment and Training (DOL VETS)

Response: DOES maintains an ongoing partnership with DOL VETS through program oversight, technical assistance, and performance monitoring of the JVSG grant. This partnership includes regular communication with the State Director for Veterans' Employment and Training (DVET), participation in monitoring reviews, compliance with VETS guidance, and alignment with federal priorities related to veteran employment outcomes and service delivery standards.

b. Department of Veteran Affairs (VR&E, CRC, VA Hospital)

Response: JVSG staff coordinate closely with the Department of Veterans Affairs, including Vocational Rehabilitation & Employment, Community Resource and Referral Centers, and local VA Medical Centers, to support veterans requiring employment services, rehabilitation, or wraparound support. Referrals are made bi-directionally to ensure veterans receive integrated employment assistance alongside healthcare, behavioral health, and rehabilitation services as appropriate.

c. DC Mayors Office of Veteran Affairs (MOVA)

Response: The JVSG program partners with MOVA to align District-wide veteran initiatives, coordinate outreach events, and connect veterans to housing, benefits, and supportive services. This collaboration supports joint outreach efforts, referrals, and information sharing to enhance access to employment and training opportunities for District veterans.

d. DMV Area Military Transition Assistance Programs (Bolling, Andrews, Fort Belvoir, Navy Yard)

Response: DOES JVSG staff maintain active relationships with Military Transition Assistance Programs at Joint Base Anacostia-Bolling, Joint Base Andrews, Fort Belvoir, and Navy Yard. Through these partnerships, transitioning service members are informed of American Job Center services, Priority of Service, and JVSG eligibility prior to separation, supporting early connection to civilian employment pathways and workforce services.

e. Friendship Place DC (DOL Homeless Veteran Reintegration Program Grantee)

Response: The JVSG program collaborates with Friendship Place to support veterans experiencing homelessness or housing instability. Referrals are coordinated to ensure veterans receive employment services through DVOP staff while accessing housing placement, case management, and supportive services provided under the Homeless Veterans' Reintegration Program (HVRP).

f. US Veteran Initiative (DOL Homeless Veteran Reintegration Program Grantee

Response: DOES JVSG works in partnership with U.S. VETS to provide coordinated employment and supportive services to homeless and at-risk veterans. Through referrals and joint service strategies, veterans receive DVOP-led employment assistance alongside housing, case management, and stabilization services funded through.

N. UNEMPLOYMENT INSURANCE

116. How many FTEs currently run the Office of Unemployment Benefits and Tax?

Response: There are 139 FTEs who support the Office of Unemployment Compensation Benefits and Tax.

117. The proposed completion date for the UI modernization project was October 1, 2025. What does UI Modernization entail? Has the agency completed this project? If not, what has stalled the implementation of the project?

Response: In FY24, DOES launched a new Unemployment Insurance (UI) Benefit System. This modernization effort has been completed. The UI Tax System modernization project is in the solicitation phase, with a vendor slated to be selected in mid-2026.

a. How will the UI Modernization Project enhance and solve challenges in the administration of Unemployment Benefits?

Response: The new UI Benefits System provided a series of efficiencies and upgrades that streamlined the overall processing of claims. Claimants are now able to check the status of their unemployment claim, confirm whether there are any actions required on their part, and communicate with claims examiners directly through the unemployment benefits system. This was not possible in the previous system. The UI Tax System will similarly provide upgrades that streamline the processing of tax payments and provide a better user experience for employers.

118. Please address how the agency depends on external contractors to support the Office of Unemployment Benefits and Tax?

Response: External contractors are primarily utilized for their IT, software development, and system administration expertise. Contractors also provide expertise in professional development training, data analysis, trust fund projections, and business process improvements, ensuring accurate forecasting, operational efficiency, and compliance with federal requirements.

119. What priorities and enhancements has the agency made to expedite claims and curtail fraudulent claims in 2025?

Response: The agency has prioritized the standard processing of all initial claims within 21 calendar days of receipt. Daily reporting has been developed to ensure the 21-day timeframe as required by the DOL is met. In 2025, the identity verification platform ID.me was fully integrated into the UI Benefits System through a Single Sign-On process. This ensures that all unemployment claimants must be verified through ID.me's verification platform in order to receive UI benefits.

120. What impact did the waive of federal layoffs have on our UI system? What efforts are being undertaken to prepare for unanticipated influxes of claims?

Response: The wave of federal layoffs did not have any effect on the District's UI system. The system was configured with the ability to handle federal claims processing both efficiently and timely. The system was designed to be scalable so that large increases in claim volume would not affect the District's ability to take in new claims. In anticipation of government shutdowns, a federal claims processing unit has been pre-established so that resources can be quickly and efficiently reallocated to address any influx of federal claims.

121. How many UI claimants live in DC for FY25 through Q1 of FY26? In each ward (counting each claimant once)?

Response:

Ward**	FY25	Q1 FY26
1	2,461	1,131
2	1,976	748
3	1,218	585
4	1,814	941
5	2,723	1,371
6	2,530	1,190
7	2,837	1,475
8	3,063	1,633
Total	18,622	9,074

*** Ward data is self-reported by claimants and may not add up to the total DC residents paid, which is pulled by mailing address*.

122. Please list the types of issue codes the agency designated to expedite the claims process?

Response: The agency has not designated issue codes to expedite claims. Rather, issue codes exist to ensure an unemployment claim meets all eligibility requirements. To receive unemployment insurance, all claimants must meet the following criteria:

- Be unemployed through no fault of their own
- Be able, available, and actively looking for work each week
- Have earned enough wages to file a claim

Issue codes are triggered based on questions of eligibility. Eligibility is defined and outlined in DC Code §51-109.

123. Please complete the table below on unemployment insurance claims.

Response:

Unemployment Insurance Claims Data[1]

	FY2025	FY2026 Q1
Number of new claims for traditional UI benefits filed in the time period specified	37,177	9,487
Number of staff assigned to assess issues and payment of back pay.	8	8
Number of UI claims approved[2]	24,958	5641
Number of unprocessed claims[3]	31	58
Number of open and ongoing investigations[4]	161	17
Number of UI applications determined ineligible	15,104	
Number of claimants requesting combined wage claims	3,283	941
Number of initial determinations made within 21 days [5]	18706	7,291
Number of initial claims paid within 21 days	15,767	4,608
Number of initial claims paid within 60 days	18,706	5,243
Number of claimants receiving partial unemployment benefits (i.e., with some wages, reducing their overall weekly benefit amount) paid	Data Unavailable	Data Unavailable
As of the date of this response, how many claimants are seeking or awaiting back pay under this program? [6]	-----	21
Number of claimants receiving benefits under the program during the time period specified[7]	24,958	5,641
Number of initial claims determined ineligible	15,104 Claimants cannot submit multiple UI applications	Claimants cannot submit multiple UI applications
Average number of weeks of benefits paid	15.8	Not yet available from DOL
Number of claimants receiving 100% of benefits for the 13-week period	N/A Claimants are eligible for up to 26 weeks of benefits	N/A Claimants are eligible for up to 26 weeks of benefits

[1]Represents all regular UI claims
[2]Approved claim is a claim that received a first payment in the associated time period
[3]This represents a monetarily eligible claim with an outstanding issue preventing payment.
[4]This data point is a snapshot in time and reflects open claims with an investigation initiated with an employer to confirm that wages were not earned during paid benefit weeks besides those wages that a claimant reported earning on their weekly certification as of 1/29/25.
[5]Number represents all non-monetary determinations, i.e. separation issues and non-separation issues.
[6]This data point is a snapshot in time and represents all requests as of 1/29/25. Based on current data-tracking process, this number will contain duplicates and individuals that are ineligible for back pay.
[7]Represents claimants who received a first payment during the time period.

124. Please provide the following information on the use of restitution agreements that the agency sends to claimants with alleged overpayments:

a. How many agreement documents were sent in FY2025, and in FY2026 to date?

Response: A restitution agreement is sent to a claimant once the appeal period of 15 days passes, each time a new overpayment is established. The issuance of an initial restitution agreement

(payment plan) was automated with the rollout of our modernized UI Benefits System. This was previously a multistep, manual process that involved multiple departments. In FY25 and FY26 Q1, 5,200 restitution agreements were sent.

b. How many executed (returned signed by the claimant and countersigned by the agency) agreements were in place in FY2025, and in FY2026 to date?

Response: Less than five restitution agreements were executed in FY25 and FY 2026 to date. Restitution agreements sent to overpaid claimants in FY25 and FY26 Q1 are enforceable regardless of whether a claimant countersigns.

125. Please provide the following information on the use of restitution agreements that the agency sends to claimants with alleged overpayments:

a. How many agreement documents were sent in FY2025, and in FY2026 to date?

b. How many executed (returned signed by the claimant and countersigned by the agency) agreements were in place in FY2025, and in FY2026 to date?

Response: Please see response to Q124 above.

126. How many fraud investigations have been referred to OIG from FY2025 to date?

Response: There were seven cases referred to OIG for investigative assistance in FY2025 and FY2026 to date.

127. From FY2025 to FY2026 to date, how many overpayments has DOES settled for less than 100% of the amount DOES alleges the claimant owed (i.e., the amount alleged to be overpaid plus any penalties or other costs)?

Response: Currently, DOES does not settle for less than the full overpayment amount owed.

128. Please explain what the agency's new Unemployment Insurance (UI) Benefit System tracks, and how it has benefited daily operational functions of the agency. What else is the agency looking to improve regarding functionality and accuracy?

Response: The UI Benefits System is the system of record for the District's Unemployment Program. This is where claimants apply and certify for benefits, where claims examiners work on any issues that may need adjudication prior to the payment of benefits, and where the record of payments made to claimants is kept. Live reporting is available for all of these functions in the modernized system which has allowed for a data driven and streamlined approach to claims processing. We are working to improve claims processing accuracy by streamlining the wage protest procedures. The agency is poised to improve the UI Tax Division's functionality and accuracy through the implementation of a modernized tax system.

129. Please provide contact information for members of the public to reach out regarding any issues and delays of the processing of their unemployment benefits.

Response: All constituent inquiries, escalations, etc. should be made to DOES' Office of Legislative Affairs. Individuals should contact Tania Shand at tania.shand@dc.gov or Trevor Reaves at trevor.reaves@dc.gov.

O. UNIVERSAL PAID FAMILY AND MEDICAL LEAVE BENEFITS DATA

130. Please complete the following table with information on claims filed in FY25 and Q1 FY26.

Response:

Type of Leave	Number of claims filed[1]	Number of claims approved	Number of claims denied[2]	Number of claims pending	Percent of claims determinations issued more than 10 business days after filing
Family Leave	2,634	2,109	180	31	14.9%
Parental Leave	11,629	10,042	286	134	3.4%
Medical Leave	9,985	8,099	664	390	14.9%
Prenatal Leave	1,459	997	184	19	11.9%
All Leave Types	25,707[3]	21,247	1,314	574	9.7%

[1]*Please note that reporting the average number of days after a determination to the first payment (as requested in the Committee's original chart) would present skewed results because payments are not issued until the Tuesday after the first week during which there is a payable day of leave. This means that claimants who choose to file in advance of their planned leave and have requested dates that start in the future will not receive a payment until after their first scheduled date of leave, which could be many weeks after the claim has been approved.*
[2] *Approximately 650+ of pending medical claims were determined to be fraud and are disqualified/inactive claims.*
[3] *There is a claim difference of 2,638 between the total number of claims filed and the sum of approved, denied, and pending. This is because the total number of claims filed column includes other claim status' such as Monetarily Ineligible (1990, Suspended (8), and Withdrawn (1,863)). Additionally, included in the 2,638 are approximately 650+ pending medical claims that were determined to be fraud and are disqualified/inactive claims.*

131. For each fiscal year FY2024, FY2025, and Q1 of FY2026 how many initial claim denial determinations were later overturned? How many by internal DOES adjudication processes? How many by OAH?

Response: The Office of Paid Family Leave (OPFL) internal reconsideration process permits claimants to address situations where they believe a decision involving their claim is incorrect. The reconsideration process is an opportunity for OPFL to review, and potentially make corrections, before going to a more formal appeals process. Throughout this process, claimants may provide additional documentation. Often this documentation was not available or was not

included at the time of their initial application. In most cases, this new evidence is sufficient to resolve the dispute. Therefore, with respect to the table below, a reversed reconsideration does not necessarily mean that the program's original determination was incorrect. Rather, reversal determinations are often the result of new evidence being provided and subsequently considered by OPFL.

	Total Appealed for Internal Reconsideration	Total Affirmed by Internal Reconsideration	Total Reversed by Internal Reconsideration
FY21	374	139	235
FY22	610	173	437
FY23	751	200	551
FY24	682	159	523
FY25	623	205	418

	Total Appealed to OAH	Total Affirmed by OAH	Total Reversed by OAH	Appeal Withdrawn by Claimant because Resolved Internally
FY21	16	11	5	9
FY22	28	24	4	21
FY23	17	14	3	13
FY24	24	12	12	23
FY25	16	0	16	16

132. Please complete the following table with information on benefits paid on claims through Jan. 1, 2026, except where noted.

Response:

Type of Leave	Number of claims paid[1]	Total Benefits Paid ($)	Number of Claimants Paid maximum $1,118 per week benefits	Average Weekly benefit amount	Percentage of paid claims that utilized the maximum weeks of leave to which employee was eligible	Average number of weeks of leave taken	Number of claims for only 1 week of benefits
Family Leave	2,430	$13,091,365	1,388	$879.89	15.35%	6.11	68
Parental Leave	12,161	$107,534,351	8,269	$881.88	51.89%	10.45	51
Medical Leave	9097	$57,405,353	4,899	$889.37	20.15%	7.12	135
Pre-natal Leave	1,078	$1,270,719	553	$895.63	29.5%	1.7	84

[1] *Note: Data is as of December 31, 2025. The number of claims paid is not the same as the number of claims approved because some claimants may not have received their payment as of the date of this report.*

133. How many claims have been filed for retroactive benefits? Please delineate by claim type (medical, family, etc.). How many such claims were denied? For what reasons?

Response: A total of 15,984 claims were filed with a requested leave date that fell prior to the claim file date. 859 retroactive claims were denied partially or in full between FY25 and Q1 2026 because valid exigent circumstances were not established in relation to PFL's retroactive leave policy. Please the chart below for number of claims by leave type.

Retroactive Claim By Leave Type	Approved	Denied	Other[1]
Family Leave	1,123	90	151
Medical Leave	5,606	569	983
Parental Leave	6,316	164	507
Pre-natal Leave	374	36	65
Total:	13,419	859	1,706

[1] *Note: "Other" includes claims where the status is Cancelled, Monetarily Ineligible, Pending, Suspended, and/or Withdrawn.*

134. How has the agency advertised and educated the public on the Paid Leave Program?

Response: In FY25, the Office of Paid Family Leave (OPFL) implemented a multifaceted strategy to educate the residents of the District of Columbia on the Paid Leave Program. The OPFL participated in approximately 25+ events, reaching approximately 300,000+ people in the DMV. This strategy included a balanced approach, leveraging government-backed events, community organizations, non-profit partners, and targeted sponsorships of national health events to maximize public awareness and engagement.

In addition to on-the-ground outreach, OPFL deployed a coordinated digital and traditional marketing campaign to broaden reach and reinforce key messages. By engaging diverse communities through grassroots efforts and high-profile events in all eight wards, we have broadened awareness of our program and connected with historically underserved populations.

Our focus on inclusion and accessibility not only helps individuals navigate their personal and family care needs but also reinforces the agency's commitment to reducing barriers and fostering economic security. This accomplishment marks a critical step in expanding our reach and ensuring that D.C. workers can "focus on what matters most" in their lives, knowing that Paid Family Leave is here to support them when they need it most. Through these outreach efforts, we have built stronger community relationships, increased visibility, and ensured that D.C.'s workforce is well-informed about their rights and benefits, key components of our vision to create a more equitable and supportive city for all. These events were diverse in focus and included a range of community-centric engagements, such as:

Event Name	Ward #	Estimated Reach	Audience
Proms for Mom	5	350	Mothers
Takoma Park Day	4	10,000	DC Residents

Autism Speaks Walk	2	1,000	Caregivers + Families
Brookland Residents Appreciation	5	40	DC Residents
Making Strides Against Breast Cancer	2	5,000	Caregivers + Families
Westin Hotel Benefits Fair	2	75	DC Workers
Cherry Blossom Festival – Blossom Kite Festival	2	150,000	Families + DC Residents
Cherry Blossom Festival - PetalPalooza	8	150,000	Families + DC Residents
Cherry Blossom Festival – Oxon Run	8	150,000	Families + DC Residents
Crittenton's Annual High Tea	Silver Spring, MD	100	Youth + Families
DC Citywide Baby Shower	8	600	Families
GWHCC Business Expo	2	300	Employers + Hispanic community
March for Babies	8	5000	Families
Momference	2	500	Mothers
WorldPride DC 2025	8	11,500	District workers + Families
Brookland Manor's Annual Health Fair	5	150	Underserved communities
Event DC - Camp Zen	8	80	Families
Oxon Run Day	8	500	Families
Rock the Block	8	2,000	Families
DOES Inaugural Wage Theft Conference	2	75	District workers
DC Bike Ride	2	9,500	Families + District workers
H Street Festival	6	150,000	DC Residents + Youth
The Locker Room Reimagined	2	100	Men
Walk to End Alzheimer's	2	2,000	Caregivers + Families
Fiesta DC	2	1,000	Hispanic community

135. What role does DOES have in conducting oversight and audits of the program to ensure compliance with current Paid Family Leave Requirements?

Response: The OPFL maintains a robust compliance and audit infrastructure designed to safeguard the Universal Paid Leave Fund and ensure the equitable administration of benefits.

Employer Audits: OPFL conducts systematic compliance audits to verify the accuracy of employer-reported wages and the timely remittance of PFL tax contributions. These audits serve as a critical check to ensure that all covered employers are contributing their fair share to the District's social insurance pool, thereby maintaining the long-term solvency of the program.

Wage Investigations for Benefit Claims: To protect against benefit overpayments and fraudulent claims, OPFL performs rigorous wage investigations. By cross-referencing claimant data with employer-reported records, OPFL ensures that benefits are calculated based on accurate District-performed service, mitigating financial leakage and ensuring only eligible individuals receive support.

Notice Requirements: OPFL also actively monitors employer adherence to mandatory transparency standards. Under District law, employers must provide specific PFL program notices to employees at four critical junctures:

- Initial Engagement: At the time of hire;
- Ongoing Awareness: On an annual basis;
- Point of Need: When an employee formally requests PFL leave; and
- Worksite Transparency: Through the conspicuous posting of PFL notices at all physical business locations.

Penalty Structures and Recordkeeping: To incentivize compliance, OPFL enforces strict recordkeeping mandates (requiring a three-year retention period) and issues administrative penalties for non-compliance:

- Notice Violations: $100 per affected employee or $100 per day, per location.
- Reporting/Payment Delinquency: For failure to file or remit payment, OPFL assesses penalties at the greater of 10% of the amount due or $100.

a. How many audits have taken place? What were the results?

Response:

AUDIT METRICS	FY2025	FY2026 Quarter 1
No. of Audits	610	109
Total Fines	$30,500.00	$8,100.00
Total Wages added	$209,870,428.18	$22,406,348.17

Additionally, the Office of Paid Family Leave operates a structured Quality Assurance (QA) and Quality Control (QC) framework that functions as an internal compliance and audit mechanism. Quarterly, a sample of determinations is reviewed to provide insights that claims are processed in accordance with Paid Family Leave regulations and internal procedures—determinations are accurate, documentation is sufficient, and communication with claimants is clear and complete. When issues are found, QA closes the loop by translating findings into targeted training, supervisor coaching, updated job aids, and when needed escalation to process owners if the process design itself needs improvement.

136. What guidelines currently exist to mitigate instances of fraud in the Paid Family Leave Program?

Response: The Paid Family Leave program has several fraud prevention tools and best practices in place at various points within the claim life cycle to mitigate the receipt and approval of fraud claims. Claimants verify identity through ID.me at registration, ensuring the creation of a secure profile. During claim submission, they are required to complete Lexis Nexis authentication by answering verification questions. If authentication fails, claimants must provide two forms of ID for manual review by the Validations Unit. Examiners then review claim details and documentation for fraud indicators using the most updated guidelines and resources such as desk aids. Suspected cases are escalated to the Benefit Payment Control Unit for further investigation. Once escalated, BPC conducts additional investigation including but not limited to the following:

- Verification of claimant contact information; valid phone number, email address, etc.
- Verification of employer contact information
- Thorough review of employer information and base period wages
- Employer outreach to confirm if the claimant has requested leave
- Verification of healthcare provider contact information; valid phone number, physical address; etc.
- Thorough review of medical documentation for any inconsistencies or similarities to medical documentation detected on previous fraud claims
- Reviewing the claim for any system generated investigations or flags
- Reviewing any ID documentation that has been submitted or performing outreach to request this documentation
- Conducting fact-finding with the claimant to verify personal information, employer information, HCP information etc. and making note of any inconsistencies
- Cross referencing with previously confirmed fraud claims and making note of any similarities, patterns, or identical documentation

This verification is completed through various resources such as Lexis Nexis, publicly available online sources, and/or examiner outreach. All confirmed fraud claims result in denial and account deactivation.

137. Please provide contact information for members of the public to reach out regarding any issues and delays in the processing of their PFL claim.

Response: All constituent inquiries, escalations, etc. should be made to DOES' Office of Legislative Affairs. Individuals should contact Tania Shand at tania.shand@dc.gov or Trevor Reaves at trevor.reaves@dc.gov.

P. LABOR STANDARDS BUREAU/ OFFICE OF WAGE-HOUR

138. New in 2025, was a new measure to track the average number of working days between assignment of Workers' Compensation Act Applications for review (AFR) of compensation orders to panel, and dispositions of decisions and orders. What was the agency's target and outcome for 2025?

Response: The Compensation Review Boards's (CRB) target is to issue decisions and orders written in response to Applications for Review (AFR) filed at the CRB within 45 days. We are pleased to share that the agency routinely exceeds this goal, issuing decisions on average 7 days before that deadline, demonstrating an ongoing commitment to efficient and timely case resolution. The specific breakdown, per quarter, is as follows:

1. FY25 Q1 – 34.72 days
2. FY25 Q2 – 23.48 days
3. FY25 Q3 – 17.9 days
4. FY25 Q4 – 33 days

139. For FY 2025, please provide the number of beneficiaries fined, and number of beneficiaries that paid fines under the Labor Standards Bureau.

Response: In FY25, the Office of First Source Compliance (OFSC) assessed penalty fines to 15 beneficiaries on First Source projects. Eight of those beneficiaries paid fines during FY25. In Q1 FY26, the OFSC did not assess any new fines on beneficiaries; however, three beneficiaries paid their fines during Q1 FY26.

140. Understanding that the Office of Wage-Hour conducts compliance audits and works to recover unpaid wages for employees who have not been paid pursuant to DC wage laws, please answer the following:

a. Currently, how does the agency track whether minimum wage and tipped minimum wage employees are paid pursuant to DC wage laws?

Response: DOES uses a multi-faceted approach to the enforcement of minimum wage and tipped minimum wage. First, we utilize a complaint system, following the administrative procedures in D.C. Code § 32-1308.01. Through this complaint process, we receive specific allegations of violations that are communicated to employers, review supporting documents from both parties, and complete further investigative inquiry, prior to making an initial determination on the complaint. If employers are found noncompliant, DOES may issue administrative orders assessing back wages and/or damages to the aggrieved workers and administrative penalties to the Wage Theft Fund.

Second, DOES acts on anonymous complaints received about employer's non-compliance via email or telephone. DOES follows D.C. Code § 32-1306 to initiate a *sua sponte* investigation. These investigations require employers to provide employment and payroll records for review as a part of the investigation to determine compliance with the laws. Findings of non-compliance result in issuance of an administrative order to pay back wages and damages to aggrieved workers and orders to pay administrative penalties to the Wage Theft Fund.

Aside from complaints received, DOES continues to follow the requirements in DC Code § 32–1009.01, conducting random reporting audits to ensure compliance with the minimum wage requirements. As of Jan 15, 2026, the agency recorded 487 claims filed in FY 2024, 517 in FY 2025, and 190 in FY2026. Additionally, the agency initiated 575 audits in FY 2024, 477 audits in FY 2025 and 11 audits in FY 2026 (year to date) of the Wage Payment and Collection Law, the Minimum Wage Revision Act, the Sick and Safe Leave Act and retaliation.

b. How many minimum wage claims are currently open where employees are seeking to recover unpaid wages?

Response: As of January 16, 2026, there are 47 open minimum wage claims.

c. How many tipped minimum wage claims are currently open where employees are seeking to recover unpaid wages?

Response: As of January 16, 2026, there are nine open wage claims where employees are seeking to recover unpaid wages related to not being paid the tipped minimum wage or receiving tips earned.

d. For employers who have not paid their employees pursuant to DC wage laws, what process does the agency follow to ensure that employers are paying employees the correct amount in the future?

Response: DOES continues to focus efforts on outreach and education in addition to our claim and audit enforcement. Our educational campaign includes social media messaging, on-site visits to employers, updates to our website and routine webinars hosted by DOES, partnering agencies or community organizations. One of our recent outreach campaigns was to bring awareness to the new universal wage law poster and website which is now available on the DOES Website: https://does.dc.gov/page/dc-worker-labor-and-anti-discrimination-rights.

Further, DOES is aware that strong enforcement is a deterrent of continued or future non-compliances. So, we make a point to assess "first offense penalties" on employers that were found in violation and "enhanced penalties" in accordance with the law for all subsequent violations. However, we do not wait for claims or complaints. DOES is proactive with enforcement as evidenced by our randomly initiated audits in FY25.

141. How many wage theft claims were filed in FY 2025 and Q1 FY 2026? Of those claims, please provide the number of claims in FY 2025 and Q1 2026 that:

a. Were rejected;
b. Were resolved; and
c. Are still pending.

Response:

	Filed	Rejected	Resolved	Still Pending
FY25	517	22	351	144
FY26	196	1	37	146

142. Of those wage theft claims still pending in FY 2025 and Q1 FY 2026, how many claims have been open for at least:

a. 6 months;
b. 12 months; and

c. More than 13 months.

Response:

	Still Pending	6 months	12 months	More than 13 months
FY25	144	88	24	14
FY26	146	0	0	0

In accordance with D.C. Code § 32–1308.01(b)(1)-(3), we must ensure that we have the following criteria met to proceed with the administrative process after a claim is filed:
(1) The complaint shall set forth the facts upon which it is based with sufficient specificity to determine both that an allegation of non-payment of earned wages has been made and that the other criteria stated in this section have been met.
(2) In addition to the other requirements of the complaint set forth in this section, the complaint shall be sworn and shall include or attach the following information:
Sufficient information to enable DOES to identify the employer through District records, such as the employer's name, business address, license plate number, or telephone number; and
An explanation of the alleged violations, which may include the approximate or actual dates the violations occurred, the estimated total dollar amount of unpaid wages, and an explanation of how the total estimated amount of unpaid wages was calculated.
(3) If we do not have sufficient information to properly investigate, we may request additional information from the complainant to:

(A) Amend a charge deemed insufficient;
(B) Cure technical defects or omissions;
(C) Clarify or amplify allegations; or
(D) Ensure that any violations related to or arising out of the subject matter set forth or attempted to be set forth in the original charge are adequately alleged in the complaint.

143. How many minimum wage claims are currently open where employees are seeking to recover unpaid wages?

Response: As of January 16, 2026, there are 47 open minimum wage claims.

144. How many tipped minimum wage claims are currently open where employees are seeking to recover unpaid wages?

Response: As of January 16, 2026, there are nine open wage claims where employees are seeking to recover unpaid wages related to not being paid the tipped minimum wage or receiving tips earned.

145. Please provide the number of cases opened by the Office of the Attorney General relating to wage theft. How many outstanding cases currently exist?

Response: The Office of Wage-Hour (OWH) does not maintain any data on cases opened by the Office of the Attorney General (OAG). Further, there were no claims investigated and determined by OWH referred to OAG for enforcement during FY25 or Q1 FY26. There is an

appeal of the Agency Determination and OAH decision at the DC Court of Appeals where OAG is the Respondent.

Q. FIRST SOURCE ADMINISTRATION

146. How many FTEs currently administer the First Source program?

Response: As of January 16, 2026, there are 13 FTEs.

a. How many vacancies remain unfilled?

Response: As of January 16, 2026, there are zero vacancies.

b. List any hard to fill positions under the First Program.

Response: As of January 16, 2026, there are zero hard to fill positions.

147. List the entities/businesses that assist DOES in the administration of the First Source Program, and provide a summary of services provided.

Response: There are no entities or businesses that assist DOES in the administration of the First Source Program.

148. What information and data does the agency track and analyze under the First Source Program?

Response: Under the 51% Hiring requirement: First Source tracks and analyzes workforce statistics (new hires and transfers). Under the Hour Worked Percentages requirement: First Source tracks hours worked by classification, by District Residents: 20% Journey Worker, 60% Apprentice, 51% skilled laborer and 70% common laborer. First Source also tracks any Alternative Plans/Addendums, training, hiring requirements and contributions.

a. Does the agency communicate with subcontractors, or does the agency rely on contractors to communicate program requirements?

Response: The Office of First Source Compliance communicates requirements to both general contractors and subcontractors.

149. Please provide a list of active agency-sponsored training programs directed at getting more District residents trade-qualified for employment opportunities in construction?

Response: The training programs include plumbing, energy, transportation, health and safety, and job readiness.

a. Provide the number of District residents actively enrolled in agency-sponsored training programs in 2025.

Response: During FY2025, 1,229 residents were enrolled in agency-sponsored training for construction trades. During the first quarter of FY26, 216 residents were enrolled in agency-sponsored training in construction trades.

150. How many First Source Employment Agreements has the agency administered in FY 2024, FY 2025, and FY 2026? Please also provide the total number of agreements DOES is currently monitoring.

Response:

Number of Agreements Executed	
FY24	1009
FY25	1090
FY26	237

First Source is currently monitoring 2,398 agreements.

151. Of the First Source Employment Agreements administered by the agency, how many Alternative Plans were granted in FY 2024, FY 2025, and FY 2026? Please also provide the total number of alternative plans DOES is currently monitoring.

a. Of the alternative plans, how many were granted to Certified Business Enterprises (CBEs)?

Response:

Fiscal Year	# of Agreement Executed by Fiscal Year	# of Approved Alternative Plans	# of CBE's
FY24	916	4	2
FY25	1090	1	0
FY26	237	0	0

*Note: The Office of First Source Compliance Alternative Plan/Addendum Team uses the Department of Small, Local Business Development CBE Portal to retrieve the CBE status of the contractor under the Alternative Plans.

b. Please provide copies of all active alternative plans that DOES is currently monitoring.

Response: Please see attachment "Q151b DOES POH 2026".

c. If there are no active alternative plans under the non-construction industry, please provide copies of alternative plans from the available sub-industries from FY 2024 through Q1 of FY 2026.

Response: Please see attachment "Q151b DOES POH 2026".

152. Explain any of DOES findings/ analysis on industry-specific hiring rates, goals, and percentages.

- **Response:** According to the First Source Law D.C. Official Code § 2-219.03(e)(1A)(I) in 2025 DOES analyzed 3 years of hiring data and hours worked data by classification and by District residency and found that for projects receiving government assistance totaling between $300,000 and $5,000,000, the 51% of new hiring goals were consistently met in each year and should continue to be deemed appropriate. For projects receiving government assistance totaling $5,000,000 or more, the hours worked percentage goals for Journey Workers (20%) and Apprentices (60%) were met in each year and should continue to be deemed as appropriate. However, the hours worked percentage goals for Skilled Laborers (51%) and Common Laborers (70%) showed that some beneficiaries struggled to meet these goals in each of the last 3 years. However, when averaged over the time period, Skilled Laborer goals were met, and Common Laborer goals were close to compliance. Further it was noticed that significantly less hours were worked by Common and Skilled Laborers across all projects reviewed in the past two years. Finally, DOES found that a majority of the workforce development efforts in DC were tailored to creating a pipeline for future entry to construction trades starting at the Common or Skilled Laborer classification. As such, DOES determined that these goals should be deemed appropriate.

153. How many projects / employers were not in compliance throughout FY25? FY26 to-date?

Response:

FY25	17 projects and 46 employers
FY26 to date	0 projects and 0 employers

154. What is the penalty / fine for employers who are not in compliance with their First Source Agreements? How much money did DOES collect from penalties in FY25? FY26 to-date?

Response: Penalties are calculated in accordance with D.C. Code § 2-219.03(e)(4), which states that penalties for non-willful breach of the employment agreement are $1/8^{th}$ of 1 percent of the total amount of the direct and indirect labor costs of the project or contract for each percentage by which the beneficiary fails to meet the hiring requirements. Willful breach of the employment agreement, or failure to submit the required hiring compliance report, or deliberate submission of falsified data, shall be enforced by DOES through the imposition of a monetary fine of 5% of the total amount of the direct and indirect labor costs of the project or contract. Penalties are discounted based on weighted percentages for good faith efforts demonstrated by the beneficiary.

FY	Penalties Collected
FY25	$555,751.59
FY26 to date	$135,465.70

155. What part of the agency budget do penalties fall? Please explain how penalty funds are expensed.

Response: Penalties are collected into the District Job Trust Fund per First Source Budget, D.C. Code § 2-219.04c. Establishment of the District Job Trust Fund. The Jobs Trust Fund revenue is used per code to develop and deliver specialized training programs tailored to specific needs of industries and employers who are struggling to fund qualified District residents. The fund at times may also provide wraparound services that help hard-to-employ residents overcome barriers to entering the workforce. The Fund may also at times facilitate the direct recruitment, screening and referral of District residents to jobs created by government-assisted projects.

a. How are contractors notified about the penalties? Do companies have the ability to appeal to the agency about any First Source penalties they incur?

Response: Beneficiaries are notified of penalties by certified mail. The Beneficiary may contest the Final Notice Regarding Compliance with First Source Agreement within five (5) days of receipt by requesting an administrative review by the Associate Director, Office of Wage-Hour. For projects awarded by contract, the Beneficiary may appeal any final penalty or sanction to the Contract Appeals Board within 90 days of receipt. For projects not awarded through the contracting process, the penalty or sanction may be appealed administratively or to D.C. Superior Court.

156. Please describe any changes made in FY25 and Q1 FY26 to improve implementation of the First Source law, both on the agreement/hiring side and on the enforcement side. Please include information about any changes made to IT, staffing, procedures, policies, or other matters.

Response: In FY25 and Q1 FY26, DOES advanced a comprehensive strategy to strengthen First Source implementation. This approach focused on early intervention in major capital projects, the creation of industry-specific talent pipelines, and the modernization of our digital enforcement infrastructure.

1. The Agency prioritized proactive engagement to ensure contractors—particularly those working on high-impact projects—understand their obligations before operations begin.
    a. Major Project Integration (Monumental Sports): On October 17, 2024, the Office of First Source Compliance (OFSC) participated in the Monumental Sports & Entertainment and Clark Construction Capital One Arena Project Kickoff. This session provided CBE contractors with an overview of First Source requirements and DOES recruitment resources, establishing a "compliance-first" culture for this landmark project. Follow-up engagement continued at the Trade Contractor Outreach Event on June 5, 2025.
    b. Capacity Building (Annual Conference): In October 2025, OFSC hosted the 6th Annual First Source Conference at Gallaudet University. The event convened 181 attendees, including contracting agencies and construction employers, to share best practices, discuss apprenticeship integration, and review strategies for meeting local hiring goals.

c. Small Business Support: To assist smaller contractors who often struggle with administrative requirements, OFSC provided direct technical assistance at the DDOT Small Business Resource Fair on September 18, 2025.

2. Targeted Workforce Pipeline Initiatives - Recognizing that availability of qualified job candidates is a primary barrier to compliance, the Agency launched specific initiatives to build qualified pools of District residents for hard-to-fill trades.
   a. Elevator Trade Pre-Apprenticeship: After compliance reviews identified a shortage of resident talent in the elevator trade, OFSC partnered with the University of the District of Columbia (UDC) and Delaware Elevator Company to launch a dedicated pre-apprenticeship program. This initiative is building a sustainable pipeline to meet the 51% hiring and Hours Worked requirements.
   b. Common Laborer Initiative: In response to data showing systemic shortfalls in the "Common Laborer" classification, OFSC convened an inter-agency strategy session on September 23, 2025. By collaborating with the DC Infrastructure Academy and American Job Centers, the Agency now connects non-compliant employers directly with pre-screened graduates who are ready for immediate placement.

3. IT Modernization and Enforcement Infrastructure - In FY25, the Agency commenced Phase 1 of the FORRS Modernization, transitioning the First Source Online Registration and Reporting System into a more robust enforcement tool.
   a. Enhanced Penalty Tracking: The system now features a dedicated module for First Source Penalty and Alternative Plan Tracking. This allows the Agency to monitor non-compliance cases from the initial violation assessment through to final payment or alternative plan execution.
   b. Data Integration (DC Networks): We completed a critical backend integration between FORRS and DC Networks. This upgrade allows for the automated tracking of referrals, enabling the Agency to verify exactly how many DOES-referred candidates result in actual hires.
   c. User Experience & Bulk Uploads: To reduce administrative errors that delay reporting, we refactored the "Employee Bulk Upload" process. The system now provides precise validation feedback, allowing contractors to correct data discrepancies in real-time.

157. What does the agency do to support or correct contractors failing to meet First Source hiring goals?

Response: DOES takes a dual approach to support and correct contractors failing to meet First Source hiring goals.

1. Proactive Support and Pipeline Connection - DOES actively removes hiring barriers by connecting contractors directly to qualified talent. On September 23, 2025, the Office of First Source Compliance convened the Common Laborer Initiative to address hiring shortfalls in that specific classification. By collaborating with the Office of Talent & Client Services, Division of State Initiatives, DC Infrastructure Academy, American Job Centers, Out-of-School Youth, and

the Office of Apprenticeship, the Agency provided employers with resumes of pre-screened, training-program graduates. This initiative allowed contractors to immediately access the workforce needed to meet their 70% hours-worked requirements.

2. Statutory Enforcement - When technical assistance and pipeline support do not result in compliance, the Agency strictly enforces the First Source Amendment Act. The Agency holds beneficiaries and contractors accountable through:

- Corrective Action Plans: Mandating specific remediation steps for underperforming contractors.
- Financial Penalties: Assessing fines calculated at 1/8 of 1% of total labor costs for every percentage point of the hiring shortfall.
- Debarment: Initiating debarment proceedings for chronic violators (two violations in ten years), precluding them from future District contracts.

158. What circumstances, if any, are contractors barred from the First Source program?

Response: Pursuant to D.C. Code § 2.219(e)(4)(C), upon a second violation within a 10-year time frame of the required hiring or reporting requirements the Mayor shall debar a person or entity from consideration for award of contracts or subcontracts for up to 5 years.

159. For each First Source project with a 51% hiring requirement that was active during FY25 or Q1 FY26, please provide the following information in a chart titled "First Source 51% Hiring Projects":

a. The name of the contracting agency;
b. The name of the beneficiary;
c. The name of the project;
d. The project's full address (including the Ward and ANC);
e. The agreement type (i.e. construction or non-construction);
f. The dollar amount of the contract for the project;
g. The dollar amount of the contract for the beneficiary;
h. The estimated start date and end date of the project;
i. The current status of the agreement as of January 2026;
j. Whether the first source requirement is fulfilled by the cumulative total of all new hires, or fulfilled by each beneficiary and each individual subcontractor;
k. The number of candidates DOES sent to interview;
l. The total number of new hires;
m. The total number of new hires that were District residents; and
n. The percentage of new hires that were District residents.

Response: Please see attachment "Q159 DOES POH 2026".

k. The number of candidates DOES sent to interview;

Response: DOES referred 1,819 District residents to employment opportunities in FY25.

160. For each First Source project with a 51% hiring requirement that was active in FY25 or Q1 FY26, please provide the following information in a chart titled "First Source 51% Hours Worked":

a. The name of the contracting agency;
b. The name of the beneficiary;
c. The name of the project;
d. The project's full address (including the Ward and ANC);
e. The agreement type (i.e. construction or non-construction);
f. The dollar amount of the contract for the project;
g. The dollar amount of the contract for the beneficiary;
h. The estimated start and end date of the project;
i. The current status of the agreement;
j. Whether the first source requirement is fulfilled by the cumulative total of all new hires, or fulfilled by each beneficiary and each individual subcontractor;
k. The total number of journey worker hours worked;
l. The total number of journey hours worked by DC residents;
m. The total number of apprentice hours worked;
n. The total number of apprentice hours worked by DC residents;
o. The total number of skilled laborer hours worked;
p. The total number of skilled laborer hours worked by DC residents;
q. The total number of common laborer hours worked;
r. The total number of common laborer hours worked by DC residents;
s. The number of double count hours for hard to employ DC residents; and
t. The number of "roll over" hours from previous projects.

Response: Please see attachment "Q160 DOES POH 2026".

NOTE: The Office of First Source Compliance (OFSC) tracks either a 51% hiring requirement for contracts above $300K and less than $5 million, or an Hours Worked % (HW%) for contracts $5 million and above. The First Source law does not require, and OFSC does not maintain HW% data on projects that only require a 51% hiring requirement, nor vice versa.

161. For any project or contractor who were issued First Source penalties in FY25 or Q1 FY26, please provide the following information:

a. The name of the contractor/beneficiary;
b. The name of the project;
c. The direct and indirect labor cost;
d. Whether or not penalties were assessed;
e. The date of assessment;
f. Which requirement was violated;
g. The dollar amount of the penalty assessed; and
h. The dollar amount of the penalty paid as of January 2026.

Response: Please see attachment "Q161 DOES POH 2026".

i. If the beneficiary/owner agreed to an alternative plan in lieu of a penalty, please give a specific description of the alternative plan for each project.

Response: Please see attachment "151b DOES POH 2026" for the alternative plans.

162. Of all the unemployed District residents on the First Source registry, how many are qualified to be employed as:

a. Journey workers?
b. Apprentices?
c. Skilled laborers?
d. Common laborers?

Response: DOES' systems (OTCS, the First Source registry, and DCNetworks) do not capture detailed classifications such as journey workers, apprentices, skilled laborers, or common laborers.

163. Please provide semiannual reports on hiring for government assisted programs and contracts according to DC Code 2-219.04 for FY 2024, FY 2025, and FY 2026. Please provide a status on each outstanding report.

Response: Please see attachment "Q163 DOES POH 2026". Currently, two reports are under review with EOM. Those include July 1, 2024 – December 31, 2024; and January 1, 2025 – June 30, 2025.

164. Please provide a list of District residents hired as a result of ARRA grants or funding as mandated by DC Code 2-219.52.

Response: The American Recovery and Reinvestment Act of 2009 (ARRA) was a federal law that focused on promoting economic recovery, assisting those most affected by the recession, improving economic efficiency by spurring technological advances in science and health, investing in infrastructure, and stabilizing state and local government budgets. The ARRA provided funds to several existing workforce development programs administered by the U.S. Department of Labor (DOL), however that funding ended in December 2010.