

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Department of Employment Services



Responses to Fiscal Year 2027 Budget 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: April 21, 2026
John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, DC 20004

DEPARTMENT OF EMPLOYMENT SERVICES
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I. Standard Agency Questions

1. Please provide the following budget information for the agency for FY26 and FY27, including the amount approved and expenditures to date.
 - a. At the agency level, please provide the information broken out by source of funds and by Comptroller Source Group and Comptroller Object;
 - b. At the division level, please provide the total operating budget and expenditures, including FTEs, program and activity costs, dedicated taxes/revenues, special purpose funds, grants, and MOUs attributed to the work and achievements of the agency sub-division. Also include any amount of funds generated by each sub-division;
 - c. At the program level, please provide the information broken out by source of funds and by Comptroller Source Group and Comptroller Object; and
 - d. At the activity level, please provide the information broken out by source of funds and by Comptroller Source Group.

Response: See attachment “Q1_DOES BOH 2026”.

2. Please provide the following budget information for the agency within FY 25 and FY26 to date regarding the agency’s FTEs.

Response:

	Total Number of FTEs	Total Cost of FTEs	Total Number of Vacancies	Total Cost of FTE Vacancies	Number of Unionized FTEs	Total Cost of Unionized FTEs	Total Number of Annual Leave Hours Taken
FY 2025	693	\$79,433,608.59	184	\$17,896,567.16	384	\$40,253,706.09	63,942
FY 2026-To Date	692	\$79,736,804.08	141	\$14,623,647.21	386	\$40,670,501.16	53,324

3. Please list all spending levels from FY25, FY26, and the proposed FY27 agency budget, broken down by:
 - a. Source of fund (federal, local, grant, special purpose, one-time, or recurring);
 - b. Total Dollar Amount expended
 - c. Total Dollar Amount not expended to-date
 - d. Program name and its inception;
 - e. Purpose of program;
 - f. Factors considered in implementing each program;
 - g. Number of residents served, broken down by Quadrants and Wards;
 - h. Targeted population, broken down by Quadrants and Wards;
 - i. Outcome of program (successes and opportunities); and

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j. Name and title of agency personnel responsible for each program

Response: See attachment “Q3_DOES BOH FY26”.

4. Please complete the chart below to provide whether the agency undertook any reprogramming actions during FY 25 and FY 26 to date. For each, include the name of the program/contract, and briefly describe the purpose for the reprogramming.

Response:

	Reprogramming	Purpose/Service	Associated Cost for Reprogramming	Contract/Program Duration
FY 2025	OBP Approved	Transfer surplus PS budget authority within CFO First Source Program to fund grant program initiatives for First Source.	\$495,000.00	500166- First Source
FY 2025	OBP Approved	This reverse paygo reprogramming funded the purchase and installation of furniture, fixtures, and equipment (FF&E) for the DC Infrastructure Academy.	\$629,932.00	500038- Capital Construction
FY 2025	Council Approved REPROG26-001	Capital Funds needed to support the unanticipated and essential building security improvement costs for the DOES headquarters.	\$1,150,161.00	100113- Property, Asset, and Logistics Management- General
FY 2025	Council Approved REPROG26-002	Capital funds are needed to complete pending items, including construction of DCIA Training Facility Yard and the build-out of the Auto Mechanic educational space, which are key pillars of the programs curricular.	\$2,000,000.00	500038- Capital Construction
FY 2026	OBP Approved	Paid Family Leave Administration fund needed additional budget authority in Other Services and Equipment categories.	\$25,000.00	500170- PFL Administration
FY 2026	OBP Approved	The reprogramming is necessary to address immediate programmatic needs, specifically the acquisition of updated equipment to support the Transitional Employment Program (TEP), employment verification membership, copying services, and TEP participants’ identification cards, learner’s permits, driving records, and driver’s licenses.	\$103,494.00	500191- Transitional Employment
FY 2026	OBP Approved	This is to support the acquisition of updated equipment to support the Marion Barry Summer Youth Employment Program (MBSYEP) and replacement of outdated computers currently in use within the Office of Youth Programs. Additionally, it will allow for the procurement of iPads for MBSYEP program monitors to enhance oversight, streamline reporting, and improve communication with participants	\$189,175.00	500186- Marion Barry Summer Youth Employment Program

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5. For each program within the agency, please provide the following:
- a. An explanation of FTE increases, decreases, or vacancies contained within the proposed FY27 budget;

Response:

- In Special Purpose Revenue funds, 0.5 Full-Time Equivalent (FTE) across multiple divisions to align resources with projected revenues.
- In Federal Grant funds, 6.9 FTEs across multiple divisions to align the budget with projected grant awards.
- In Local funds an increase of 9.3 FTEs across multiple divisions to align personnel services and fringe benefits with projected costs.

- b. Copies of any workforce planning strategies that address critical vacancies within the agency;

Response: DOES follows District-wide human resources guidance issued by the DC Department of Human Resources and prioritizes filling vacant positions in a timely and efficient manner.

- c. Status of filling vacant positions, including current recruitment channels, duration of recruitment efforts, total number of applications received for each position, estimated timeline on filling each vacancy; and

Response: DOES is actively working to fill vacant positions. DOES has participated in DCHR hiring fairs this year and onboarded or promoted 88 individuals into new positions with the agency (year to date).

- d. A list of any projected surpluses or deficits for FY27.

Response: There are no projected surpluses or deficits for FY27.

6. Please list all program enhancements, technical adjustments, and reductions within the proposed FY27 agency budget, broken out by program. For each change in the program please:
- a. Indicate if it is a new initiative, an expansion or reduction of existing services, or a restoration of prior services; and
 - b. Provide a description and rationale for each program enhancement, adjustment, or reduction, along with associated dollar amounts and FTEs.

Response:

DOES' Local funds budget proposal includes a net increase of \$756,268 across multiple divisions to support supplies, contractual services, and equipment costs. Additional adjustment of \$640,648 will align the budget with the District's projected fixed cost estimates for occupancy costs. In Special Purpose Revenue (SPR) funds, the proposed budget includes an increase of \$343,742 and 0.5 Full-Time Equivalent (FTE) across multiple divisions to align resources with projected revenues. In Federal Grant funds, the proposed budget includes an increase of

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\$1,721,524 and 6.9 FTEs across multiple divisions to align the budget with projected grant awards.

DOES' Local funds proposed budget reflect a reduction of \$774,626 to align personnel services and fringe benefits with projected costs. However, this adjustment supports an increase of 9.3 FTEs across multiple divisions. Subsequently, \$329,790 across multiple divisions will realize programmatic cost savings in non-personnel services to reflect a decrease in subsidies and grants. In Private Grant funds, the proposed budget reflects a decrease of \$427,762 in the Workforce Development division to align resources with projected revenues.

7. Please provide a detailed cross-walk between the agency FY25 budget and the agency FY26 budget.
 - a. The cross-walk should clearly identify how budget levels have changed for each agency function.

Response:

Fund Detail	Fund Detail Title	FY25 Approved Budget	FY26 Approved Budget	Sum of FY 25 versus FY 26
1010001	LOCAL FUNDS	\$70,917,907.37	\$68,530,515.41	(\$2,387,391.96)
1060009	SPECIAL PURPOSE REVENUE FUND	\$6,780.28	\$6,780.00	(\$0.28)
1060073	WORKERS' COMPENSATION SPECIAL FUND	\$2,300,000.00	\$5,549,469.40	\$3,249,469.40
1060078	WORKERS' COMPENSATION ADMIN.	\$20,519,601.80	\$20,627,999.88	\$108,398.08
1060083	U. I. INTEREST/PENALTIES	\$2,654,735.33	\$2,655,000.00	\$264.67
1060103	WAGE THEFT	\$543,989.86	\$349,999.62	(\$193,990.24)
1060104	DC JOBS TRUST FUND	\$629,420.82	\$600,000.21	(\$29,420.61)
1060109	UNIVERSAL PAID LEAVE ADMINISTRATION FUND	\$27,497,872.80	\$21,672,384.93	(\$5,825,487.87)
1060117	UI ADMINISTRATIVE ASSESSMENT	\$15,794,371.56	\$12,799,999.54	(\$2,994,372.02)
1060416	APPRENTICESHIP FEES	\$60,000.00	\$60,000.00	\$0.00
4015916	ARPA - STATE	\$0.00	\$0.00	\$0.00
4020002	FEDERAL GRANTS	\$51,536,849.71	\$44,676,540.42	(\$6,860,309.29)
4020021	FEDERAL GRANTS STIMULUS	\$2,761,440.04	\$2,787,940.11	\$26,500.07
4020023	FEDERAL GRANTS - COVID-19	\$545,653.25	\$1.00	(\$545,652.25)
4040002	PRIVATE GRANT FUND	\$1,221,122.59	\$1,255,787.74	\$34,665.15

8. Please provide a complete accounting of all federal funds and all grants, government or private, included in the FY25 and FY26 budgets.

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- a. Has the agency received any indication that federal funding may change in the coming fiscal year? Increase or decrease?

Response: See attachment “Q8_DOES BOH FY26”. At this time, DOES has only received minor federal funding reductions.

9. Please list all Memoranda of Understanding (MOU) the agency has either entered into or is planning to enter into, during FY25 and FY26. Please include the name of the contracting agency, the amount of the MOU, what programs or services the MOU will support, and whether the funds for FY26 MOUs have been transmitted.

Response: See attachment “Q9_DOES BOH 2026”.

10. Please provide a list of all dedicated fees and special purpose funds maintained by, used by, or available for use by the agency for which funds are anticipated for FY26 and FY27. For each fund, please list the following:
 - a. The revenue source name and code;
 - b. The source of funding;
 - c. Statutory reference creating the fund;
 - d. A description of the program that generates the funds (including how the fee is set and who pays);
 - e. The amount of funds generated (please list FY25, FY26, and FY27 projected);
 - f. Expenditures of funds, including the purpose of each expenditure (please list FY25, FY26, and FY27 proposed); and
 - g. Current balance and expected planned balance at end of FY26.

Response: See attachment “Q10_DOES BOH 2026”.

11. Please provide a list of all contracts to be entered into for FY26 and FY27, including any multiyear contracts that will continue in FY26. Please include:
 - a. The vendor (indicate if CBE or not. If CBE, please include the name of the CEO or main leadership);
 - b. A detailed description of the services to be provided and list of deliverables;
 - c. Contract amount;
 - d. Contract period and option years;
 - e. Funding source;
 - f. Amount expended in FY25 to date;
 - g. Whether or not the contract was or will be competitively bid; and
 - h. If not competitively bid, please provide the determination and findings for that contract.

Response: See attachment “Q11_DOES BOH FY26”.

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12. Please provide a list of all facilities maintained by the agency, including square footage, facility name, location, description, leased/owned designation, Quadrant and Ward, lease number, annual rent, and other fixed costs that are included in the cost of rent (utilities, security, telecommunications, janitorial services, etc.). Please provide a narrative description of any proposed facility changes for FY27.

Response: See attachment “Q12_DOES BOH FY26”.

13. Please provide the agency’s proposed capital budget authority and spending plan for FY26 and FY27. Please include the following:
- a. Distinguish between any new funds requested for FY27 and any previously allocated funds;
 - b. Provide a description of all planned capital projects for FY26 and FY27 and include the amount of capital funds available for each project, a status report on each project, and planned remaining spending on the project;
 - c. If capital funds have been reduced for a given project, please state the effect of the reduction;
 - d. Whether the contract is active;
 - e. How much was expended in FY25 and FY26 to date; and
 - f. What is the remaining spending plan to completion.

Response: See attachment “Q13_DOES BOH FY26”.

14. What are the agency’s performance measures for FY27?

Response: DOES is in the final stages of establishing its performance framework for the upcoming fiscal year. Specific measures and targets for FY27 will be formally finalized and published in the FY27 Performance Plan prior to the start of the fiscal year on October 1, 2026. See attachment “Q14_DOES BOH FY26” for the current DOES Performance Plan.

- a. How were these measures developed?

Response: DOES’ performance metrics are crafted through a multifaceted process involving program-level design, statutory and regulatory mandates, and ongoing collaboration with leadership. Several measures are directly derived from program operations and service delivery models, while others are mandated by federal or District legislation. DOES coordinates closely with the Office of Budget and Performance Management on the development of the agency’s performance measures.

- b. Were these the same measures in FY26?

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Response: DOES' current baseline measures remain the same as FY26. However, we are actively working with our program teams to evaluate and refine the FY27 metrics so they better reflect the agency's evolving impact and efficiency. Specific measures and targets for FY27 will be formally finalized and published in the FY27 Performance Plan prior to the start of the fiscal year on October 1, 2026.

- c. Which FY27 budget changes occurred in response to performance targets and FY25 performance measurements?

Response: DOES used FY25 performance data as a direct guide for the FY27 budget. We prioritized and reallocated funding toward programs that consistently met their targets and delivered strong results. As a result, our proposed budget strategically aligns funding to sustain our most successful initiatives

15. If applicable, please provide any information regarding the agency's efforts to increase workforce opportunities for District residents by completing the chart below. Workforce programs and services may include, but are not limited to internships, fellowships, apprenticeship efforts, and training opportunities.

Response:

	Workforce Program/Service	Total Cost to Administer the Program	Total Number of Participants	If Known, Number of Post Full-Time Job Placements
FY 2025	DCIA	\$6,806,758.74	423	196
FY 2026-To date	DCIA	\$6,393,700.21	284	17
FY 2025	DSI	\$7,417,133.26	1525	722
FY 2026 – To date	DSI	\$7,410,478.58	532	194
FY 2025	Workforce – Adult	\$5,254,869.06	808	233
FY 2026 – To Date	Workforce - Adult	\$4,296,100.64	484	56
FY 2025	Workforce – DW	\$19,260,026.74	199	42
FY 2026 – To Date	Workforce – DW	\$12,424,842.29	176	21
FY 2025	Workforce – Youth	\$6,870,459.93	215	34
FY 2026 – To Date	Workforce – Youth	\$6,810,249.22	81	5

16. Please provide any increases or reductions in expenditures and number of engagements the agency is making to community outreach and communication

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functions, including any changes to agency personnel that are responsible for these activities.

Response: Across the agency, DOES is actively working to enhance our community outreach and public communications. Our goal is to ensure these efforts are conducted as efficiently and effectively as possible throughout the entire agency, maximizing our reach and impact to the community.

17. Please provide whether there were any laws the agency had to implement in FY25 and FY26 to date? If so, did the law(s) have any FTEs or additional budgetary allocations associated for implementation? If applicable, were funds sufficient in the agency's budget for implementation?

Response:

1. 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.

2. Fiscal Year 2026 Budget Support Act of 2025 ([D.C. Law 26-55](#); [D.C. Act 26-184](#))

a. Tipped Minimum Wage Amendment: Subtitle F., or the "Tipped Minimum Wage Timeline Amendment Act of 2025," freezes the tipped wage at \$10/hour until 2026, then gradually raises it to 75% of the full minimum wage by 2034, balancing worker pay growth with restaurant cost concerns. (effective December 6, 2025) – Implemented.

b. Background Checks for Youth Workforce: Subtitle G., or the "Youth Workforce Development Programs Amendment Act of 2025," authorizes the Department of Employment Services to perform criminal background checks and traffic record checks for employees and volunteers of host employers or grantees participating in programs established pursuant to this section in accordance with the "Criminal Background Checks for the Protection of Children Act of 2004." (effective December 6, 2025) – Implemented.

c. Universal Paid Family Leave: The subtitle amends section 1152(b)(2)(A) of the Universal Paid Leave Implementation Fund Act of 2016 (D.C. Law 21-160; D.C. Official Code § 32-551.01(b)(2)(A)) to set a maximum transfer of \$25.812 million to the Universal Paid Leave Administration Fund. This subtitle also amends Section 8002(b) of the Designated Fund Transfer Act of 2022 (D.C. Law 24-167; 69 DCR 9223) to cancel two required transfers out of the Universal Paid Leave Fund to the General Fund: a required transfer of \$6.5 million in Fiscal

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Year 2025 and a required transfer of \$3.4 million in Fiscal Year 2026. (effective December 6, 2025) – Implemented.

18. Will the proposed FY27 budget allow the agency to meet all statutory mandates?
Please explain in detail and include all factors that may assist or present challenges in meeting all mandates.

Response: Yes.

II. Agency Specific Questions

Unemployment Insurance

19. DOES reported having 139 FTEs to support the Office of Unemployment Compensation Benefits and Tax, of these FTEs how many are filled to-date, and how many remain vacant?

Response: There are 160 FTE positions within the Office of Unemployment Compensation Benefits and Tax. 139 FTE positions are currently filled and 21 are vacant.

20. DOES completed its modernization of its Unemployment Insurance (UI) Benefit System. What is the total cost of the new system? Please attach a copy of the contract with the vendor providing services to run this system.

Response: The cost of the new Unemployment Benefits System was \$18,993,007.00. Contract number CW90729 with Geographic Solutions, Incorporated. See attachment “Q20_DOES BOH FY26” for a copy of the contract.

21. DOES’s UI Tax System modernization project is still in the solicitation phase, with the anticipation of selecting a vendor mid-2026. How much is the agency budgeting for this new system?

Response: DOES is budgeting \$18,000,000 for this effort.

Wage Theft

22. For FY25, and FY26 to date, please complete the chart below:

Response:

	Number of Wage	Total Dollar Amount of	Total Dollar Amount of	% of Cases Where	Total Dollar Amount of	Total Dollar Amount of
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	Theft Claims Received	Employee Wages Collected	Employee Wages Pending Collection	Employees Received Full Wages Owed	Penalties Assessed	Penalties Collected
FY 2025	517	\$128,571	\$221,329	37 claimants received full wages owed, out of 499 non-invalid total number of claims	\$945,187	\$133,550.00
FY 2026 (as of April 13, 2026)	339	\$9,741	\$213,973	6 claimants received full wages owed, out of 315 non-invalid, assigned claims	\$190,210	\$114,816.82

Paid Family Leave

23. In FY 25 and FY 26, did the agency collect any penalties for any misconduct or violations stemming from the administration of the Paid Family Leave program? If so, what were the amounts assessed and collected for FY 25 and FY 26?

Response: In FY25 and FY26, the agency issued fines to 72 employers, totaling \$45,700, for failing to adequately meet their employer responsibilities (see table below). Regarding misconduct or violations, the Office of Paid Family Leave has not been informed of any penalties resulting from matters brought before the Office of Human Rights.

Employer Notice Compliance	Employers	Fine Amount
FY2025	39	\$ 23,800.00
FY2026	33	\$ 11,900.00

Office of Youth Programs & Youth Apprenticeships

24. Please provide the following information regarding all OYP programs, including Youth Apprenticeships for FY 25 and FY 26 to date.

Response:

Program Name	Total Funding Allocated for Program	Total Funding Allocated per Pupil	Number of Participants	Number of Participants Who Have Completed	Number of Participants That Transitioned into Other Internships, Apprenticeships, Full-Time Employment
FY25					

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MBSYEP	\$27,350,599.76	N/A*	14,403	12,807	N/A
Year-Round Youth Program	\$5,184,307.08	N/A*	1,164	1086	N/A
MBYLI	\$1,010,304.04	N/A*	108	92	N/A
Out of School Youth	\$3,114,340.85	N/A**	215	173	34
Youth Apprenticeship	\$250,000.00	N/A**	1,018	150	969
FY26					
MBSYEP	\$23,369,395.78	N/A*	14,784	Program begins 6/29/26	
Year-Round Youth Program	\$5,376,576.38	N/A*	1596	1395 to date	N/A
MBYLI	\$1,020,307.38	N/A*	102	91 to date	N/A
Out of School Youth	\$5,734,000.00	N/A**	81	61	5
Youth Apprenticeship	\$800,000.00	N/A**	251	22	178

* MBSYEP, YRY, MBYLI Participants earn different rates and work different amounts of hours based on their age. See chart below for ages, rate, and maximum hours.

Ages	Pay Rate/Hour	Maximum Hours
14-15 years	\$6.25	20
16-21 years	\$9.00	25
22-24 year	\$17.95	30

**OSY and Youth Apprenticeship programs are employer focused. Per pupil allocation fluctuates based on industry of target, average rate of the occupation, and length of the program.

25. The DCPS representative on the Apprenticeship Council is vacant as of February 2026, has DOES spoken with OSSE about filling this role?

Response: OSSE has not been approached at this time to discuss filling the DCPS vacancy because OSSE would not be the one filling the vacancy. DOES is working with MOTA and DCPS to fill the vacancy.

26. What amount of FY26 funding is DOES directing toward outreach and engagement for apprenticeship program in schools east of the river to support the enrollment of youth 16-17? Does the agency project to spend the same in FY 27? What is the funding needed to boost youth engagement and marketing in this age group?

Response:

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DOES' Youth Apprenticeship and Pre-Apprenticeship programs are designed to serve District youth ages 16–24 and are implemented as a unified, citywide model rather than through geographically restricted funding allocations. In FY26, DOES allocated approximately \$800,000 in local funds to support 160 youth apprenticeship and pre-apprenticeship slots at \$5,000 per participant. Outreach and engagement activities, including those targeted to schools east of the river and youth ages 16–17, are embedded within this overall program investment and supported through provider responsibilities, school partnerships, and coordinated engagement through the American Job Centers and partner organizations.

In FY27, DOES will maintain funding at \$800,000 sustaining the current capacity. However, demand for these opportunities consistently exceeds available slots shortly after launch. To significantly boost engagement and marketing for this age group, DOES would require additional, targeted investment to fund dedicated school-based outreach staff, expand marketing campaigns, and develop early exposure pipelines in partnership with DCPS and public charter schools.

27. Regarding the Marion Barry Summer Youth Employment Program, please provide the number of participating youths in FY 25 and FY 26 based on the following ages:

Response:

	Ages 14-15	Ages 16-21
FY 2025	4207	7477
FY 2026	4350*	7585*

*Estimated based on current certification numbers. The FY26 MBSYEP does not begin until June 29, 2026.

DC Infrastructure

28. What amount of FY27 funding is being directed toward the three occupational skills trainings recommended by the Utility Advisory Board? What are the projected FY27 enrollment levels at these funding levels? What were the FY26-FY25 funding levels and enrollments across the three recommended areas?

Response: For FY27, the amount proposed in FY27 budget is: \$6,125,188.96. In FY26 there is \$6,393,700.21 with an enrollment of 320. In FY25, \$6,806,758.74 was budgeted. There were 368 participants enrolled.

29. Given the low enrollment in the pharmacy tech apprenticeship program, what funding shifts were made in the FY27 budget? What is DOES intent with the program moving into future budget years?

Response: The DCIA Pharmacy Technician program has been formally transitioned to the DOES Workforce Division and is no longer managed under DCIA. In FY25 and in FY26 to date, enrollment for this program has increased, with an enrollment of 50 residents. Associated funding for FY27 has been realigned within the Workforce Division to better support broader

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workforce priorities and program sustainability. The intent moving forward is for DOES Workforce to evaluate, restructure, and potentially scale the program in alignment with demand, employer partnerships, and overall workforce strategy.

30. What are the FY26 and FY 27 budget allocations for programs CompTIA A+ Training and CompTIA Security+? Given that “CompTIA A+ cert is a low-level certification that does not carry much merit in the IT workforce,” what amount of funding is being directed to AWS and Cisco certification for FY27?

Response: In FY26, \$649,936.88 is budgeted toward AWS and Cisco certifications, with \$540,436.64 budgeted toward CompTIA A+ and Security+. For FY27, the number of students served will be reduced from 75 to 50, and the associated funds will be reallocated to expand AWS and Cisco certification pathways and to develop more competitive programming offerings under the advisement of the IT Advisory Board.

31. What amount of funding in FY27 is being directed to additional testing and certification training supports for CompTIA A+ given that “less than 10% of graduating participants are receiving a CompTIA A+ certification”?

Response: In FY27, funding for additional CompTIA A+ testing and certification supports will be adjusted to reflect a strategic shift in program priorities. Rather than directing incremental resources toward A+ remediation, DCIA will reduce the number of IT students served from 75 to 50, freeing up funds to expand AWS and Cisco certification offerings and develop more competitive programming under the advisement of the IT Advisory Board. This reallocation reflects a deliberate move toward credentials with stronger industry demand and higher attainment rates among program completers.

First Source

32. Please provide the following information in chart form for FY25 and FY26 to date regarding First Source Alternative Plans and Approved Addendums.
- a. Total number of Alternative Plans & Addendums submitted;
 - b. Total number approved;
 - c. Total number active;
 - d. Total number completed or closed out;
 - e. Total amount of penalties collected for failure to achieve addendum requirements;
 - f. Total dollar amount of financial contributions required under each Alternative Plan/Addendum for the DC Jobs Trust Fund;
 - g. Total dollar amount of contributions from Alternative Plans/Addendums deposited into the DC Jobs Trust Fund in FY25 and FY26 to date;
 - h. A breakdown of how these funds were expended, including program name, purpose, and total dollar amount allocated;
 - i. Total administrative cost for the First Source addendum process, including staffing, contracts, and maintenance/upgrade for technology systems for registration and reporting, such as the First Source Online Registration and Reporting System (FORRS), DC Networks, and the LCP tracker.

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Response:

a. Total number of Alternative Plans & Addendums submitted;	11
b. Total number approved;	11
c. Total number active;	5
d. Total number completed or closed out;	1
e. Total amount of penalties collected for failure to achieve addendum requirements;	1
f. Total dollar amount of financial contributions required under each Alternative Plan/Addendum for the DC Jobs Trust Fund;	\$1,095,214.00
g. Total dollar amount of contributions from Alternative Plans/Addendums deposited into the DC Jobs Trust Fund in FY25 and FY26 to date;	\$376,086.82
h. A breakdown of how these funds were expended, including program name, purpose, and total dollar amount allocated;	DOES is expending funding from the Jobs Trust Fund on Workforce Development Training and Partnerships to assist with placements.
i. Total administrative cost for the First Source addendum process, including staffing, contracts, and maintenance/upgrade for technology systems for registration and reporting, such as the First Source Online Registration and Reporting System (FORRS), DC Networks, and the LCP tracker.	\$168,098.00

33. Please provide the following information in chart form for FY25 and FY26 to date.

- a. Total number of First Source development projects subject to hiring requirements;
- b. Total number of projects in non-compliance;
- c. Total number of projects assessed for penalties;
- d. Total dollar amount of penalties assessed;
- e. Total dollar amount of penalties collected;
- f. Number of projects with outstanding penalty collection for more than 90 days;
- g. Total dollar amount of outstanding penalties that remain uncollected.
- h. Number of active First Source compliance monitors;
- i. Average number of development projects assigned per compliance monitor;
- j. Total budget allocation for First Source compliance monitoring, including salaries, benefits, and operational costs.

Response:

a. Total number of First Source development projects subject to hiring requirements;	16
b. Total number of projects in non-compliance;	18
c. Total number of projects assessed for penalties;	18
d. Total dollar amount of penalties assessed;	\$719,987.86
e. Total dollar amount of penalties collected;	\$279,845.65
f. Number of projects with outstanding penalty collection for more than 90 days;	11
g. Total dollar amount of outstanding penalties that remain uncollected.	\$440,142.21
h. Number of active First Source compliance monitors;	3
i. Average number of development projects assigned per compliance monitor;	50

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j. Total budget allocation for First Source compliance monitoring, including salaries, benefits, and operational costs.	1,958,859.49
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34. For traditional First Source projects, please provide the following data for FY25 and FY26 to date:

- a. Total number of projects subjected to traditional First Source hiring requirements;
- b. Total number of DC residents hired;
- c. Average wage level of DC residents employed on these projects;
- d. Total number of apprenticeship placements generated through First Source projects;
- e. What was the total amount budgeted to support these apprenticeship placements, including wages, training costs, and administrative overhead; Please provide a breakdown of FY25 and FY26 to date and indicate the variance between budgeted and actual expenditures.

Response:

a. Total number of projects subjected to traditional First Source hiring requirements;	16
b. Total number of DC residents hired;	169
c. Average wage level of DC residents employed on these projects;	First Source does not track wages on 51% Hiring Development Projects.
d. Total number of apprenticeship placements generated through First Source projects;	656
e. What was the total amount budgeted to support these apprenticeship placements, including wages, training costs, and administrative overhead; Please provide a breakdown of FY25 and FY26 to date and indicate the variance between budgeted and actual expenditures.	The following is the apprenticeship budget in its entirety. There is no specific budget for First Source placements. FY25 Expenditures \$1,008,336.58 FY26 Budget \$1,326,104.02

Funding and Programs

35. For FY 25 and FY 26, what was the total amount given to DOES by the Department of Labor?

Response: In FY25, the total funding amount given to DOES by the Department of Labor was \$21,703,252. In FY26, the total amount provided by the Department of Labor is projected to be \$27,068,753.

36. For FY 25 and FY 26, what was the total amount given to the Workforce Investment Council (WIC) by DOES? What were these funds allocated for?

Response: In FY25, the WIC was provided \$1,500,000 by DOES and in FY 26 DOES is providing \$1,200,000. Funding supports costs for 6.0 FTEs, operational costs, and programming costs supporting initiatives such as the Healthcare coalitions and Talent Capital.

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37. Please provide a list of training and service providers DOES has awarded funding to and the amounts received for FY 25 and FY 26. Ensure to include the service provided, the number of participants enrolled, and the number of participants who completed each program in FY 25 and FY 26.

Response: See attachment “Q37_DOES BOH FY26”.

a. In your response, please attach the related MOUs for FY26.

Response: See attachment “Q37a_DOES BOH FY26” for MOUs executed year to date.

38. Please complete the chart below for FY 26:

Response: See attachment “Q8_DOES BOH FY26”.

39. Please complete the chart below regarding DOES services and programs for FY 26.

Response:

	Total Number of Participants Serviced/Enrolled	Annual Investment to Support Participants	Funding Source (Local/Federal)	Description of how Participants were Supported Through Budgeted Allocations	Total Number of Participants Successfully Completed Programming/Received Service	Number of Participants Placed in Full-Time Employment as a result of the Service/Program
American Job Centers	1455	\$15,506,000.00	Federal	Participants received direct service delivery, including individualized case management, training and supportive services, and access to career resources through the American Job Centers. Funds were aligned to ensure participants received comprehensive support to enter, persist in, and successfully transition to employment.	1407	161

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Comprehensive Adult Student Assessment Systems (CASAS)*	269	N/A	N/A	N/A	N/A	N/A
Individual Employment Plans*	1728 (1187 WP + 541)		Federal	N/A	N/A	N/A
Job Readiness Training	394		Local	Participant wages, retention incentives, work uniforms, transportation allowance, training certification, job fair and placement	N/A	N/A
DC Infrastructure Academy	185	\$6,393,700.21	Local	Participant Stipend, Work Readiness, Equipment, Vendor Training, Certifications, Transportation	168	20
Project Empowerment	230	\$7,410,478.58	Local	Participant wages, retention incentives, work uniforms, transportation allowance, training certification, job fair and placement	360	197
Work Experience (WEX)**	126				N/A	N/A
Registered Adult Apprenticeships	917- Served	\$1,326,000.00	Local		116	917

*Note: CASAS, IEP do not collect that data point.

**Note: WEX - Is work experience designed to offer viable and applicable work experience to participants that may need to upgrade their professional etiquette skills.