



DOES

DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES

ANNUAL

PERFORMANCE REPORT
WORKFORCE INFORMATION GRANT

PROGRAM YEAR

2023

[DOES.DC.GOV](https://does.dc.gov)

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Government of the District of Columbia

ANNUAL PERFORMANCE REPORT | WORKFORCE INFORMATION GRANT

Program Year 2023

The Annual Performance Report summarizes activities and accomplishments of the District of Columbia Department of Employment Services (DOES) under the Workforce Information Grant (WIG) for Program Year 2023 (PY2023), which began July 1, 2023 and ended June 30, 2024. In accordance with Training and Employment Guidance Letter (TEGL) NO. 20-22 and 20-22 change 1, this report is a core deliverable required by the Employment and Training Administration (ETA) of the U.S. Department of Labor.

In PY2023, the Office of Labor Market Research and Performance (OLMRP) successfully completed the following required deliverables:

1. Populate the Workforce Information Database with state and local data.
2. Produce and disseminate short-term and long-term industry and occupational employment projections.
3. Conduct and publish relevant economic analyses related to labor market and workforce development programs, which are expected to be useful for the District's workforce development system.

The following sections describe the core deliverables produced by OLMRP in PY2023.

I. Workforce Information Database (WID)

The Workforce Information Database (WID) is a data storage system used to populate and access labor market data, workforce information, and related products. According to TEGL 20-22 Change 1, no revisions were made to the current WID version 2.8.

In PY2023, the District updated the WID by reviewing and revising the occupational licenses and the boards and departments that oversee them, in accordance with Analyst Resource Center (ARC) guidelines. The District achieved this by populating the license and licensing authority files according to the required file specifications.

II. Industry and Occupational Employment Projections

In PY2023, OLMRP produced both the short-term and long-term industry and occupational projections, which are currently published on our agency website ([2023-2025 ST Industry](#), [2023-2025 ST Occupational](#), [2022-2032 LT Industry](#), [2022-2032 LT Occupational](#)).

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.

OLMRP uses employment in a quarter of the base year (usually the second quarter) as its base period for the short-term projections whereas the long-term projections use the yearly average employment. OLMRP utilizes Quarterly Census of Employment and Wages (QCEW) data for projections. The North American Industry Classification System (NAICS) is used for the classification of business establishments by type of economic activity. The projections also use the Occupational Employment and Wage Statistics (OEWS)

data to project the occupational staffing patterns needed in each industry. The OEWS program produces employment and wage estimates annually for nearly 800 occupations.

The industry and occupational projections help educators, policy makers, career counselors, job centers, and training providers make informed decisions about career investment planning.

DISTRICT OF COLUMBIA SHORT-TERM INDUSTRY PROJECTIONS 2023 - 2025

INDUSTRY TITLE	Employment		Change		Annual Growth
	2023	2025	Numeric	Percent	Rate (%)
TOTAL, ALL INDUSTRIES	788,495	800,451	11,956	1.52	0.76

DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS 2023 - 2025

		Employment		Change 2023-2025		Average Annual Openings		Median Annual Wage (BLS, 2023)	
SOC code	Occupational Title	2022	2024	Numeric	Percent	Exits	Transfers	Change	
OO-0000	Total, All Occupations	788,495	800,451	11,956	1.52	32,382	42,570	5,978	\$89,870

DISTRICT OF COLUMBIA LONG-TERM INDUSTRY PROJECTIONS 2022 - 2032

INDUSTRY TITLE	Employment		Change		Annual Growth
	2022	2032	Numeric	Percent	Rate (%)
TOTAL, ALL INDUSTRIES	778,978	825,932	46,954	6.03	0.59

DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS 2023 - 2025

		Employment		Change 2022-2032		Average Annual Openings		Median Annual Wage (BLS, 2023)	
SOC code	Occupational Title	2022	2032	Numeric	Percent	Exits	Transfers	Change	
OO-0000	Total, All Occupations	778,978	825,932	46,954	6.03	32,520	42,833	4,695	\$89,870

III. Workforce and Labor Market Information (WLMI) Training for the Workforce System

DOES provided ongoing hands-on DCNetworks training to workforce staff and service providers that included exploration and explanation of the Labor Market Information (LMI) tools and resources available. The training consisted of a review of the LMI widget on the staff dashboard of DCNetworks and exploration of the Labor Market Facts and Profiles. Trainees were provided detailed explanations regarding LMI for specific areas, industries, occupations, and education levels. They had an opportunity to pull data on Advertised Jobs, Labor Market Supply, Employment and Wages, and Area Demographics. OLMRP's intention is to equip staff with the skills necessary to assist customers in making data-informed decisions. During the training and presentation sessions, participants were able to provide feedback and make recommendations.

Additionally, in June 2024, the OLMRP team provided training on labor market indicators and data to over 100 workforce system stakeholders during the Workforce Consortium launch event.

IV. Annual Economic Analysis and Other Reports

OLMRP develops and disseminates labor market data and workforce products, analysis, and related resources that help the agency's stakeholders and customers understand, engage, and participate in the labor market at varying levels.

Each year, OLMRP produces a comprehensive statewide economic analysis report for the District of Columbia, along with other relevant economic analyses, special workforce information, and studies deemed beneficial to the District's workforce development system. These publications can be found on the DOES website at does.dc.gov/page/labor-statistics.

The following materials, publications, and presentations were produced by OLMRP in PY2023:

1. **DOES Annual Economic Report:** The Department of Employment Services (DOES) Annual Economic Report analyzes workforce development program outcomes, as well as labor and job market conditions in the District of Columbia. The report provides detailed data on the labor force, job market, and DOES workforce development services
2. **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.
3. **District of Columbia 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. The indicators are posted on the OLMRP website: does.dc.gov/page/dc-monthly-labor-market-indicators.
4. **DC Hot Jobs:** The publication provides the most in demand jobs in the District of Columbia broken down by education. It considers variables such as Job Postings, Average Hires, Annual Median Wages, Long-Term and Short-Term Job growth by occupation (does.dc.gov/page/washington-dcs-hot-50-jobs).
5. **Gateway Jobs:** OLMRP's Gateway Jobs analysis enhances [Washington DC's Hot Jobs](#) lists by incorporating the Markle Foundation's experience-based job progression framework. The analysis identifies occupations that offer pathways to higher-paying jobs with growth potential. The top 20 gateway jobs list provides valuable career information for District residents who hold less than a bachelor's degree. The Gateway Jobs can be found on the website: (does.dc.gov/sites/default/files/dc/sites/does/page_content/attachments/2023%20Washington%2C%20DC%20Top%2020%20Gateway%20Jobs.pdf).
6. **Trust Fund Balance Solvency:** Pursuant to Section 2112 of the Unemployment Benefits Modernization Amendment Act of 2016 (49 Stat. 946; D.C. Official Code §51-107, the Director of the Department of Employment Services is required to consider increasing the maximum weekly benefit amount under the District of Columbia's unemployment insurance law and make a recommendation to the Mayor by September 30, 2023.

OLMRP assessed for each of the following scenarios the solvency of the District Trust Fund:

- **Scenario 1 (worst case):** Increasing the maximum weekly benefits in 2024 assuming worst economic conditions like 2009.
- **Scenario 2 (normal case):** Increasing the maximum weekly benefits in 2024 assuming normal economic conditions (average of last 25 years, i.e., 1990-2019).
- **Scenario 3 (best case):** Increasing the maximum weekly benefits in 2024 assuming actual economic conditions as in 2022.

Based on the analysis, OLMRP recommended increasing the maximum weekly benefits amount in 2024.

V. Ongoing Support

1. **Support for Unemployment Insurance:** To gain a comprehensive understanding of unemployment insurance claimants, the OLMRP continued to analyze unemployment insurance data and assist the UI team by addressing data requests promptly.
2. **Support for Workforce Development:** To thoroughly comprehend the individuals served by workforce development programs, the OLMRP maintained its analysis of relevant data and provided detailed quarterly and annual performance reports on workforce services, outcomes, and demographic information.

VI. LMI's Contribution to State's COVID-19 Recovery Effort

In PY2023, OLMRP continued to support the District and agency COVID-19 recovery efforts by providing essential analyses and reports. This included data on Unemployment Insurance Benefits, job trends, and monthly updates on key labor market trends. Additionally, OLMRP maintained its commitment to fulfilling recurring data requests from the Department of Labor, Office of Inspector General (DOL-OIG), by transmitting all relevant UI benefits information.

VII. Customer Consultations

In developing its PY2023 Plan of Work, the OLMRP consulted with and incorporated input from administrators of the Workforce Innovation and Opportunity Act (WIOA) Programs, the Workforce Investment Council (WIC), employer services managers, District funded workforce program managers, and senior agency leadership.

OLMRP engaged in several conversations with its clients through presentations, direct feedback, and interactions related to data requests. The clients indicated their satisfaction with the data and resources provided. One piece of feedback was to make the DOES LMI site more user-friendly. The feedback was considered, and improvements were made to the website, including the addition of a visual and user-friendly dashboard, as well as the cleaning and organization of the site's content.

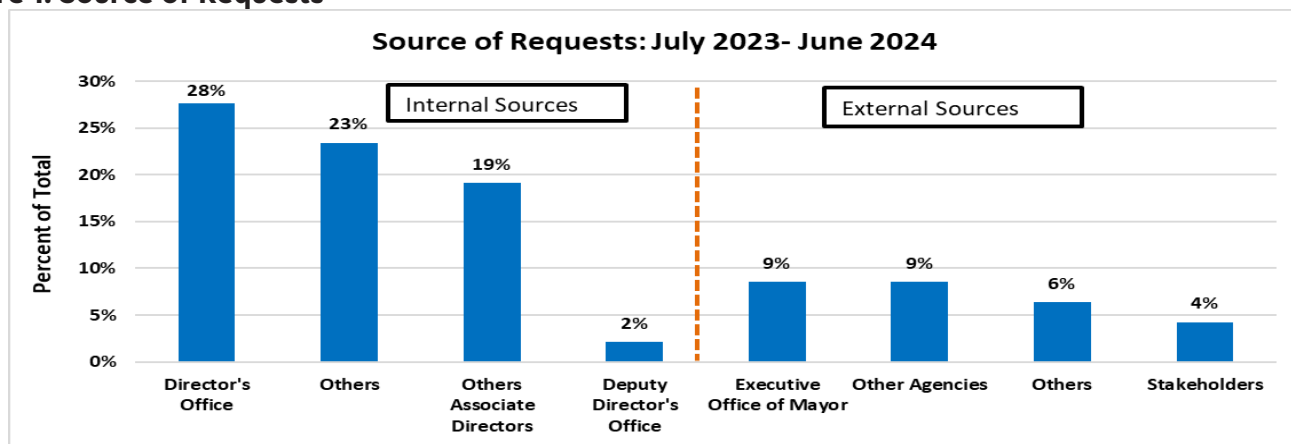
During PY2023, OLMRP received a total of 47 data requests from various customers and stakeholders. OLMRP successfully completed 100% of the requests. Table 1 illustrates the number of requests received by OLMRP by month. Figure 1 and Table 2 show the sources of those requests (e.g., Executive Office of the Mayor; Director's Office; Other Agencies, Others). Figure 2 illustrates the distribution of requests by request type (e.g., research analysis, LMI data, and data analysis).

Table 1: Number and Percentage of Requests by Month

JULY 2023 TO JUNE 2024		
PERIOD	NUMBER OF REQUESTS	PERCENT OF TOTAL
July -23	2	4%
August - 23	2	4%
September - 23	7	15%
October - 23	5	11%
November - 23	7	15%
December - 23	3	6%
January - 24	8	17%
February - 24	4	9%
March - 24	3	6%
April - 24	2	4%
May - 24	4	9%
June -24	0	0%
Total	47	100%

Source: Office of Labor Market Research and Performance

The months with the highest number of requests were January 2024 (8), September 2023 (7), and November 2023 (7).

Figure 1: Source of Requests

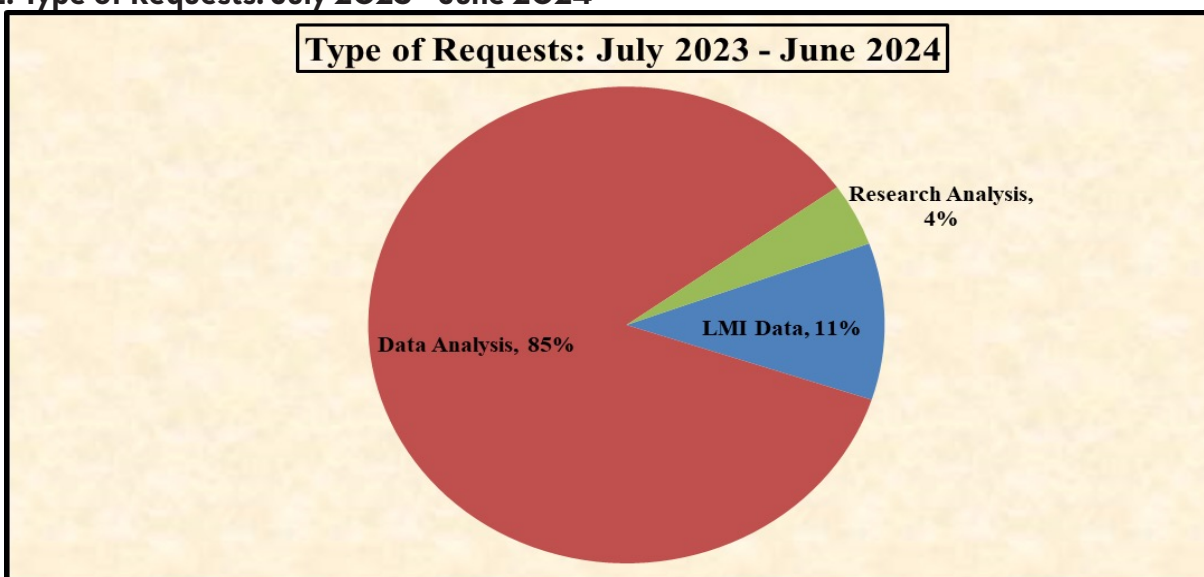
Source: Office of Labor Market Research and Performance

Table 2: Number and Percentage by Source of Requests

JULY 2023 TO JUNE 2024			
Source	Number of requests	Percentage of Subtotal	Percentage of Total
Internal	34	72%	
Director's Office	13	38%	28%
Deputy Director's Office	1	3%	2%
Other Associate Directors	9	26%	19%
Others	11	32%	23%
External	13	28%	
Executive Office of Mayor	4	31%	9%
Other Agencies	4	31%	9%
Stakeholder	2	15%	4%
Others	3	23%	6%
Total	47	100%	100%

Source: Office of Labor Market Research and Performance

- 72% of requests have been received from an internal source and 28% from external sources.
- Among the external sources, 31% were from Other Agencies (WIC, DDS, ARC, etc.) and Executive Office of Mayor, followed by 23% from the Others.
- Finally, 38% of internal requests came from the Director's Office, followed by 32% from Internal Others.

Figure 2: Type of Requests: July 2023 - June 2024

Source: Office of Labor Market Research and Performance

OLMRP has classified the data requests received in three (3) major categories depending on the required level of effort: Labor Market Information Data, Data Analysis, and Research Analysis.

- 85% of requests required some level of data manipulation or analysis. These requests required a combination of two or several data sources and a moderate level of analysis.
- 11% of requests are labor market information data. Most of these data are available on the DOES website (does.dc.gov/page/labor-statistics).
- 4% of requests required a more in-depth analysis. These types of requests are research analysis with extensive data analysis and suggestion for potential policy implications and therefore recommendation for senior management.

VIII. New Tools and Resources

During PY2023, OLMRP developed and published the Labor Market Awareness Dashboard. Additionally, we have been working on new products scheduled for release in PY2024, including the Gateway Jobs Lists, Monthly Economic Research Snapshot, and Green Jobs Projects. See below for more details.

Labor Market Awareness Dashboard: See section IV above for a description of this new LMI tool.

Gateway Jobs: See section IV above for a description of the new Gateway Jobs career resource.

Monthly Economic Research Snapshot: During PY2023, OLMRP has developed a plan to create and publish monthly research snapshot, which will offer 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 based on OLMRP's ongoing research. This product is projected to be released by October 2024.

D.C. Green Jobs: OLMRP has been working on a comprehensive analysis of the status of green jobs and the green economy by industry and occupation in the District of Columbia. The results of this analysis are expected to be published during PY24.

IX. Efforts to Create and Support Partnerships and Collaborations

Throughout PY2023, OLMRP established and continued partnerships and collaborations with the Executive Office of the Mayor (EOM), Office of the Deputy Mayor of Education (DME), Office of the City Administrator (OCA), Office of the State Superintendent of Education (OSSE), Office of the Deputy Mayor for Planning and Economic Development (DMPED), Workforce Investment Council (WIC), Office of Planning (OP), Department of Disability Services (DDS), DC Department of Energy & Environment (DOEE), Office of the Chief Financial Officer (OCFO), Office of Chief Technology Officer (OCTO), Office of Contracts and Procurement (OCP); and DOES offices - American Job Center-DC Operations and the Office of Unemployment Compensation.

Below are some examples of OLMRP PY2023 partnerships and collaborations:

1. **Mayor's Dashboard:** OLMRP partners with the Executive Office of the Mayor and provides monthly labor market data for the Mayor's Dashboard. The data provided includes labor force totals, unemployment rates by ward, labor force demographics, occupation and industry statistics, and economic analysis since Mayor Bowser assumed office in January 2015.

2. **Workforce Innovation and Opportunity Act (WIOA) State Plan:** OLMRP provided the Workforce Investment Council (WIC) with essential data on the District's economy for the production of the WIOA State Plan. Additionally, OLMRP supported the Workforce team in negotiating WIOA performance targets
3. **Senior Community Service Employment Program (SCSEP) Stand Alone State Plan:** OLMRP provided an analysis of the economic and labor conditions for workers ages 55+ in the District to assist the SCSEP team in developing their state plan.
4. **Jobs for Veterans State Grant (JVSG) Stand Alone State Plan:** OLMRP assisted the JVSG team with economic analysis and data to support the development of their JVSG state plan.

X. Activities to Leverage LMI-WIG Funding

1. OLMRP provided data and analysis to assist with the impact of an increase in the unemployment insurance maximum benefit payment on the District's UI Trust Fund.
2. OLMRP provided data and conducted analyses for the First Source Office to ensure enforcement of the D.C. First Source Law.
3. OLMRP provided data and conducted analyses for the DOES Workforce Development Bureau, DC Infrastructure Academy, and the DOES Division of State Initiatives.
4. OLMRP provided data and conducted analyses for the Workforce Investment Council, Office of the State Superintendent of Education, Office of Planning, and the Executive of the Mayor.
5. OLMRP supported the DC Reemployment Services and Eligibility Assessment program evaluation process.
6. OLMRP participated in the Coleridge Applied Data Analytics program (ADA) sponsored by the U.S. Department of Labor in partnership with the National Association of State Workforce Development Agencies (NASWA) and the State of Arkansas.

XI. Recommendations to ETA for Changes and Improvements to WIGS Requirements

The District suggests that ETA consider developing a standard WIGS Annual Report template for grantees, increasing the number of Projection Management Partnership (PMP) user accounts to provide broader access for LMI staff, and enhancing the range and availability of ETA sponsored training and development opportunities for WIGS-funded staff.

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GOVERNMENT OF THE
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