

GOVERNMENT OF THE DISTRICT OF COLUMBIA
DEPARTMENT OF EMPLOYMENT SERVICES

TALENT FORWARD DC:
ACHIEVING THE DC VISION
OF MOVING WORKFORCE FORWARD

MEETING STEM WORKFORCE NEEDS IN THE WAKE OF COVID-19

PRESENTED BY DR. UNIQUE MORRIS-HUGHES
NOVEMBER 10, 2020

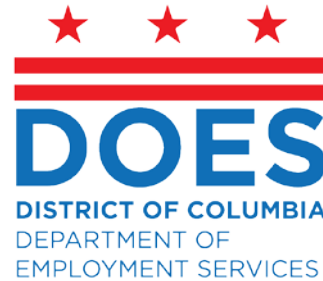
DEPARTMENT OF EMPLOYMENT SERVICES
DR. UNIQUE MORRIS-HUGHES, DIRECTOR



Who We Are and What We Believe

Who Are We

The Department of Employment Services provides employers with quality talent through its job placement, training and career development services. Our Office of Talent & Client Services offers businesses in the DC region complimentary services to help meet their workforce development needs.



Who Are We Serving During Covid-19

- Unemployed prior to Covid-19
- Unemployed due to Covid-19
- Chronically unemployed or under-employed

Theory of Action

In providing every District of Columbia resident a fair shot at economic prosperity, we want to be thoughtful, strategic and innovative. At DOES, we are committed to closing the knowledge gap, and disrupting outdated workforce development practices by focusing on human-centered labor driven strategies.

Our Challenge and Opportunity

DC's most vulnerable populations may find job attainment challenging due to competition from educated residents and low program accessibility

WORKFORCE DEVELOPMENT

/ PRELIMINARY

Potential labor oversupply

- There will likely be a **greater labor supply** than demand for the next 36 months for priority occupations, across **all levels of educational attainment**

Greater inter-resident competition

- Oversupply of educated residents compared to demand may **"crowd out" opportunities** for less highly-educated residents

Capacity gaps for appropriate training programs

- DC program supply survey suggests **many DC programs may not support DC's most vulnerable**
 - >50% of programs report they have **educational requirements for entry** despite targeting low-income residents



To minimize impact on most vulnerable, DC can ensure there is sufficient basic job readiness training AND that pathways into higher-wage occupations are available for educated workers to move into so to maximize entry-level positions

Workforce Recovery and Workforce Development in a COVID-19 Era

Where the workforce system goes from here

SEQUENCING

IMMEDIATE NEXT STEPS

Workforce recovery



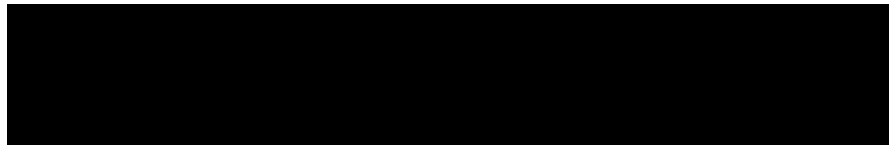
- Compare **demand forecasts** to monthly DOES data to determine which scenario is closest in line with actual data



- Launch, analyze, and derive insights from **recent users' survey** to drive execution of hiring events and potential central job board



- Organize and **execute a series of hiring events** focused on priority industries to help mass connection of job-seekers to employers



Workforce development



- Build out remaining **occupational pathway maps** in context of industry pathways, to identify programmatic training requirements



- Complete **training program assessment by occupation** to pinpoint any gaps; stand up additional programs to fill gaps if needed



- Conduct a **services support assessment** to identify any gaps in the most critical service support areas; identify actions to fill gaps



- **Sequence programs** based on provider capacity (e.g., new programs), training time (e.g., >1 year), and labor demand models (e.g., fast recovering industries: Computers, Healthcare, Foodservice)