

Public Service Commission of the District of Columbia
Advisory Council on Utility Supplier and Workforce Diversity
Job Training and Retention (including Apprenticeship) Working Group

May 28, 2020
1:30 PM

Discussion Highlights

- There is a sense of urgency to get DC residents back to work.
- Leaders of the various industries within the District have been asked to identify the jobs that will decrease or increase because of the COVID-19 pandemic.
- Regarding equity, there are communities that were challenged in entering and progressing in the workforce prior to the COVID-19 pandemic.
- As the city recovers from the impact of the pandemic, there is a need to identify where there are opportunities to upscale and connect people to jobs and training.
- At the time of the May 28th meeting, there were 350,000 insurance claims across the DMV since March. More than 230,000 are in industries that are hardest hit including retail, hospitality and tourism.
- The Workforce Investment Council (WIC) is focusing on ensuring that the needs of individuals who have been impacted by the COVID-19 pandemic are addressed as well as the industry sectors.
- WIC is also reviewing how individuals are connected to jobs based on skills that are aligned with specific industries.
- WIC is attempting to determine the transferable skills that are aligned with industries, opportunities and occupations where there is greater opportunity for an individual to transition into employment more immediately.
- The Workforce Investment Council's primary role is to coordinate and connect all the employment efforts across the District government.
- The Workforce Investment Council seeks to be an organizing body to help ensure it can be a good partner with the private sector as well as nonprofit organizations.
- Issue Areas for the District's workforce recovery efforts over the next 18-24 months:
 - Conduct Labor Market Scenarios;
 - Ensure Response and Re-opening of core services;
 - Support employers through the recovery period;
 - Integrate support for workers, especially vulnerable populations;
 - Evolve training/pathways to address business and worker needs;
 - Enable massive re-hiring/re-matching to support rapid recovery; and
 - Adjust systems and operations, including board engagement & system coordination.

Challenges

- What needs to happen with regards to training, new jobs and hiring?
- How do we get District residents who live in the hardest hit areas of Wards 5, 7 and 8 back to work? WIC has asked the business community to help drive this effort. How can the Public Service Commission Working Group contribute to this effort?
- Job As we think about recovery, and opportunities to upscale and connect people to jobs and training, how do we ensure that we are focusing on those of whom the challenge to reconnect may be even greater?

Additional discussion items

Previous working group discussion focused on what recourse an applicant has if they fail the pre-employment drug screening. Pepco has since adjusted its requirement such that if an individual fails the pre-employment drug screening exam, they can re-apply for the position after six (6) months instead of the customary nine (9) months.

Next Steps

- Monthly Meeting is usually held on the last Thursday of the month.
- Due to the COVID-19 Pandemic, Chairperson Phillips has extended his timeline for when the Advisory the Council will deliver its Best Practices and revisions of the MOU to the 4th Quarter 2020 (November 2020).
- Distribute the Workforce Investment Council Survey from Mr Ford and Ms. Smith to the Working Group members.
- At the next Working Group meeting, members will begin to develop recommendations for the revisions of the MOU related to job training and retention.