

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

**July 23, 2020
11:30 AM**

Discussion Highlights

- Add element to address Workforce Diversity and Development to updated MOU.
- Supplier Diversity and Business Development working groups are meeting together to discuss their recommendations.
- is convening meetings with all utilities to include Washington Gas and Verizon to discuss their recommendations.
- Recommendations to be impactful but not restrictive.

Best Practices/Suggestions

- Define employment requirements without creating unnecessary barriers.
- More training for District residents to become employed with partnering with community partners.
- Relaxing entry level positions.
- Prioritizing DC Residents.
- Add language specific to underserved communities in DC.
- Commitment to workforce diversity.
- Setting achievable standards; relaxing standards that won't impact the business.
- Mentor or Sponsor
- Peer advocates/engagement before being hired.
- Contractors meet with participants before completion of training programs.

Challenges

- DCIA strict on DC residency requirement because program is funded by district government.

Additional Information

President & CEO, Enlightened, Inc Board Chairman, DC Workforce Investment Council
Multiple phase approach working with DOES and partners in the District of Columbia:

- Phase I Understanding the immediate needs of partners that WIC may be able to provide resources.
- Phase II 3-6 months, understanding the future needs

- Phase III Understanding specifically the training requirements

Outreach to planned soon and suggest that partners take advantage of some of the funding that DOES offers.

Next Steps

Job Training & Retention working group to finalize recommendations by mid-August.

All three working groups will meet to discuss recommendations by mid-August.

Utilities will meet in September.

September – November to complete final draft.