



# Department of Employment Services

*Washington, DC's lead workforce development and labor agency*

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Department of Employment Services  
*“HIV, Vocational Development and Workforce Development”*

**Department of Employment Services**  
**Deborah A. Carroll, Director**





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## Our Mission

The DC Department of Employment Services (DOES) fosters economic development and growth in the District of Columbia by providing workforce development services, bringing together employers and job seekers, compensating eligible unemployed and injured workers, and promoting safe and healthy workplaces. We serve...

District Businesses and Employers



&

District Jobseekers and Employees





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## HIV in the District of Columbia

- The District continues to have an epidemic of HIV, Sexually Transmitted Disease (STDs), and Hepatitis
- 2.5% of DC residents are living with HIV
- The number of newly reported cases has decreased each year for the past five years
- The District's Black and African-American population is disproportionately impacted by HIV

## Unemployment in the District of Columbia

- Unemployment Rate in the District of Columbia as of July 2015 – 6.8%
- In Wards 7 & 8, “East of the River” residents are predominately Black and African-American. These Wards have disproportionately high rates of unemployment
  - Ward 7 – 12.4%
  - Ward 8 – 15.1%



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## What we don't know:

- The HIV status of our clients
- Specific recommendations for *increasing* employment or vocational opportunities for persons with HIV

## What we know:

- Employment has positive health outcomes and reduces a variety of risk behaviors
- Many factors that contribute to increases in unemployment also contribute to higher risk of HIV infection
- Persons with HIV who need or are considering work require more than just vocational support



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The DC Office of Human Rights enforces the DC Human Rights Act, which makes discrimination illegal based on 19 protected traits for people that live, visit or work in the District of Columbia.



## Protected Traits in the DC Human Rights Act

The DC Office of Human Rights enforces the DC Human Rights Act, which makes discrimination illegal based on 19 protected traits for people that live, visit or work in the District of Columbia. The DC Human Rights Act prohibits discrimination in housing, employment, public accommodations and educational institutions.

### Protected Traits for Housing, Employment, Public Accommodations and Educational Institutions:

1. **Race:** classification or association based on a person's ancestry or ethnicity
2. **Color:** skin pigmentation or complexion
3. **Religion:** a belief system which may or may not include spirituality
4. **National origin:** the country or area where one's ancestor's are from
5. **Sex:** a person's gender; includes sexual harassment and a woman's right to breastfeed
6. **Age:** 18 years or older
7. **Marital status:** married (same-sex or opposite-sex), single, in a domestic partnership, divorced, separated, and widowed
8. **Personal appearance:** outward appearance, but is subject to business requirements or standards
9. **Sexual orientation:** homosexuality, heterosexuality, and bisexuality
10. **Gender identity or expression:** your gender-related identity, behavior, appearance, expression or behavior which is different from what you are assigned at birth
11. **Family responsibility:** supporting a person in a dependent relationship which includes, but is not limited to, your children, grandchildren and parents.
12. **Political affiliation:** belonging to or supporting a political party
13. **Disability:** a physical or mental impairment substantially limiting one or more major life activities (includes HIV/AIDS)

### Additional Traits Applicable to Some Areas include:

14. **Matriculation** (applies to housing, employment and public accommodations): being enrolled in a college, university or some type of secondary school.
15. **Familial Status** (applies to housing, public accommodations and educational institutions): a parent or guardian with children under 18
16. **Source of Income** (applies to housing, public accommodations and educational institutions): origin of a person's finances
17. **Genetic information** (applies to employment and public accommodations): Your DNA or family history which may provide information as to a person's predisposition likely to come down with a disease or illness.
18. **Place of Residence or Business** (applies to housing and public accommodations): geographical location of home or work
19. **Status as a Victim of an Intrafamily Offense** (applies to housing): a person who was subjected to domestic violence, sexual assault and stalking

Please note that these definitions are non-exhaustive.  
Updated December 3, 2014.

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twitter.com/dchumanrights  
instagram.com/dchumanrights



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## What we are doing

- Partnering with the DC Department of Health and local health organizations to bring information and services to our 15,000 Summer Youth Employment Program Participants
- Bringing reentry and job readiness services to populations who are at higher risk of HIV & STD infections including:
  - DC Jail inmates
  - Homeless Population
  - Disconnected Youth
- Partnering with local labor advocacy group and the Department of Human Rights to ensure District job-seekers and employees know their rights and District employers know their responsibilities



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## Marion S. Barry Summer Youth Employment Program MBSYEP

The Summer Youth Employment Program (SYEP) is a locally funded initiative that provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in the private and government sectors.



- During the 2015 Program year over 250 youth worked in public health related positions that provided HIV awareness at job sites including:
  - Metro TeenAIDS
  - DC Campaign to Prevent Teen Pregnancy
- The program will continue to partner with the DC Department of Health to provide optional workshops on safe sex and sexual health practices as well as free HIV testing and referrals
- The Department of Disability Services provided a “know-your-rights” training on the Americans with Disabilities Act and local employment protections for persons with disabilities





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## DC Jail Work Readiness Initiative



- Employment job-readiness support services provided in a dedicated unit at the DC Jail including:
  - Career Assessments
  - Case Management
  - Interviewing and Resume Workshops
  - Introduction to training opportunities
  - Referrals to partner support services (post-release)
- Unit houses 20-25 inmates who are 6-10 weeks away from their release dates
- Services will mirror those offered at full-service American Job Centers and Project Empowerment Transitional Employment Program





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## Protecting District Employee's Rights

- Labor standards enforcement strategy that combines complaint-driven and agency-driven investigations
- To date over 700 businesses have been visited
- Agency-directed program that provides preliminary inspection of District businesses through a citywide foot patrol
- Prioritizing industries with historically high rates of labor-standards violations
- Educating businesses through community engagement events and distribution of new compliance materials through DSLDB, Chamber of Commerce, Labor and Civic Organization networks

**KNOW YOUR RIGHTS** **DO YOU WORK IN THE DISTRICT OF COLUMBIA?**

The Bowser Administration is committed to creating pathways to the middle class and that includes raising the minimum wage and ensuring workers' rights are protected.

**MINIMUM WAGE**

As of July 1, 2015, the District of Columbia's Minimum Wage for all employees is \$11.50 per hour. This applies to employees working at least 50 percent of the time in the District regardless of where they live.

While tipped workers earn a base rate of \$2.77 per hour, their final rate including tips must equal at least the current minimum wage.

**HAVE QUESTIONS? NEED MORE INFO?**

**WAGES & SICK DAYS**  
Call the Office of Wage Hour at (202) 672-1880 or email [ewh.wash@dc.gov](mailto:ewh.wash@dc.gov)

**PREGNANCY RIGHTS & BAN THE BOX**  
Call the Office of Human Rights at (202) 727-4329 or email [ohr@dc.gov](mailto:ohr@dc.gov).

**BAN THE BOX - CRIMINAL RECORDS SCREENING**

During the interview process or on an initial application form, D.C. employers are prohibited from asking about (1) arrests, (2) criminal accusations that are not pending or did not result in a conviction, or (3) criminal convictions.

**does** DEPARTMENT OF EMPLOYMENT SERVICES  
**Office of Human Rights** DISTRICT OF COLUMBIA  
**DC** GOVERNMENT OF THE DISTRICT OF COLUMBIA  
MURIEL BOWSER, MAYOR



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## Project Empowerment Transitional Employment Program



“Earn and Learn” program focused on Returning Citizens, with two components:

1. 3 weeks of soft skills including:
  - Basic computer classes
  - Resume workshops
  - Career planning
2. 6-12 months of subsidized employment
  - Work experience
  - Earning a living wage
  - Continual case management



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## American Job Centers Locations and Services



### American Job Center- Headquarters

4058 Minnesota Avenue, NE  
Washington, DC 20019 • (202) 724-2337

### American Job Center-NW

Frank Reeves Municipal Building, 2000 14th Street, NW  
Washington, DC 20009 • (202) 442-4577

### American Job Center-NE

5171 South Dakota Avenue, NE  
Washington, DC 20017 • (202) 576-3092

- DCNetworks
- Resource Center
- Adult Literacy and Education
- Unemployment Insurance Assistance
- Professional Workshops
- Vocational Rehabilitation
- Office of Youth Programs
- Employment Specialist Consultations
- Apprenticeship Opportunities
- Senior Employment Services
- Veterans Employment Services
- Project Empowerment
- Job Recruitment and Hiring Events



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## Where we're headed

- Coordinating with the DC Office of Human Rights and the Equal Employment Opportunities Commission to have all front-line Workforce Development staff trained on:
  - Employer compliance with The Americans With Disabilities Act
  - Disclosure requirements for job-seekers
  - Sensitivity surrounding HIV Stigma
- Invite HIV education and service organizations to tour DOES services locations and solicit guidance on how to:
  - Increase engagement with persons living with HIV seeking employment
  - Centralize disability rights resources at American Job Centers
  - Create a comprehensive "Disclosure Training" for clients
  - Foster health education and advocacy within youth
  - Provide more training opportunities for job-seekers wishing to enter the Public Health field



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Contact us!

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