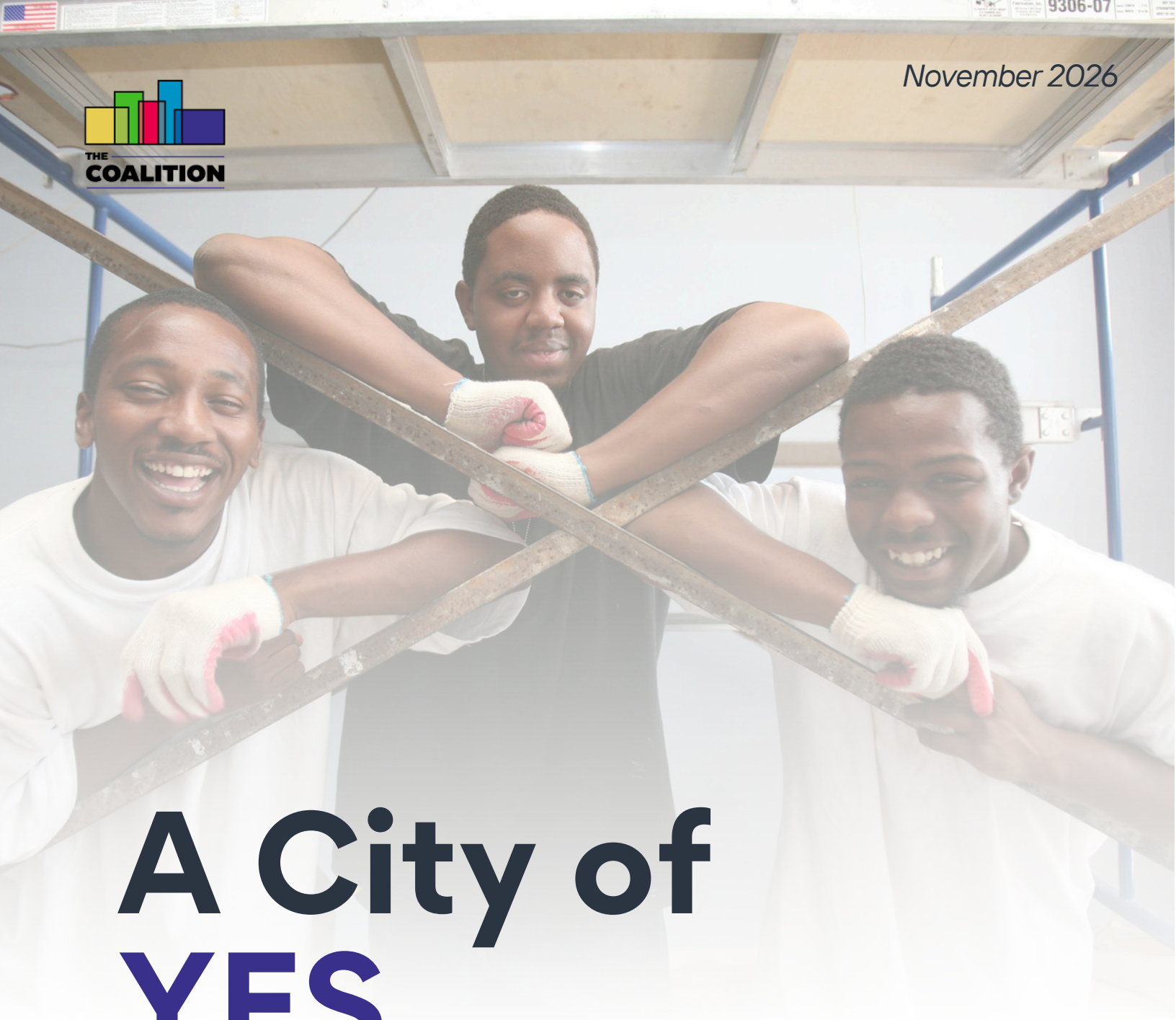


THE COALITION

November 2026

A City of YES

Recommendations for **Workforce Development** in Washington, DC

PROPOSAL TO:

THE MAYORAL ADMINISTRATION OF
JANEESE LEWIS GEORGE

PREPARED BY:

THE COALITION

Recommendation Two

WORKFORCE

Strengthen and empower the Workforce Investment Council to serve as the District's accountable workforce coordinating body, with the autonomy and authority needed to lead across agencies and implement the state plan.



Why it Matters

The District invests substantial resources in workforce development, but those resources do not always operate as one system.

Members described providers measuring different outcomes, platforms that do not connect well, employers entering the process too late, and participants navigating multiple programs while also managing barriers such as childcare, transportation, and access to benefits. The result is a workforce ecosystem that can be resource-rich but fragmented.

The District does not need another layer of coordination without authority. It needs a clearly empowered body that can set direction across the system, establish shared measures of success, improve existing infrastructure, connect training to actual employer demand, and ensure participants have the support they need to complete training and remain employed.



Recommendation Two

Key Components

2A | Give the WIC the authority to lead.

Empower the Workforce Investment Council with the authority and autonomy to effectively direct the District's workforce system.

Fiscal + Implementation Lens | Streamlining

Clear system-level authority can reduce fragmented decision-making and duplicative efforts across agencies and programs. Direct savings would depend on how responsibilities, staffing, and resources are ultimately organized.

2B | Measure outcomes consistently.

Refine citywide workforce goals around placing and retaining people in living-wage jobs. Establish standardized definitions of "job ready," "retention," and "wage progression" across District-funded programs. Structure grant terms to reward retention and collaboration, not simply enrollment.

Fiscal + Implementation Lens | Better Use of Existing Dollars

Common goals and measures can help the District understand which publicly funded programs are producing meaningful employment and retention outcomes and make more informed decisions about where resources should be directed.



2C | Fix and connect existing workforce systems.

Conduct a practitioner-led audit to assess opportunities to consolidate DC Networks and Talent Capital while ensuring that all workforce providers can access the system.

Fiscal + Implementation Lens | Potential Administrative + Technology Savings

Audit existing platforms before making additional technology investments. If the review identifies overlapping functions or duplicative systems, consolidation could reduce administrative costs and avoid unnecessary parallel investments.

2D | Bring employers in from the start.

Engage employers on the front end by tracking hiring commitments in priority sectors, holding targeted hiring events, and identifying employer-defined demand through an intermediary, such as the healthcare apprenticeship model.

Fiscal + Implementation Lens | Improved Return on Public Investment

Aligning publicly funded training with demonstrated employer demand can reduce investment in training that is disconnected from available jobs and improve the likelihood that workforce dollars lead to employment.

2E | Provide the supports people need to succeed.

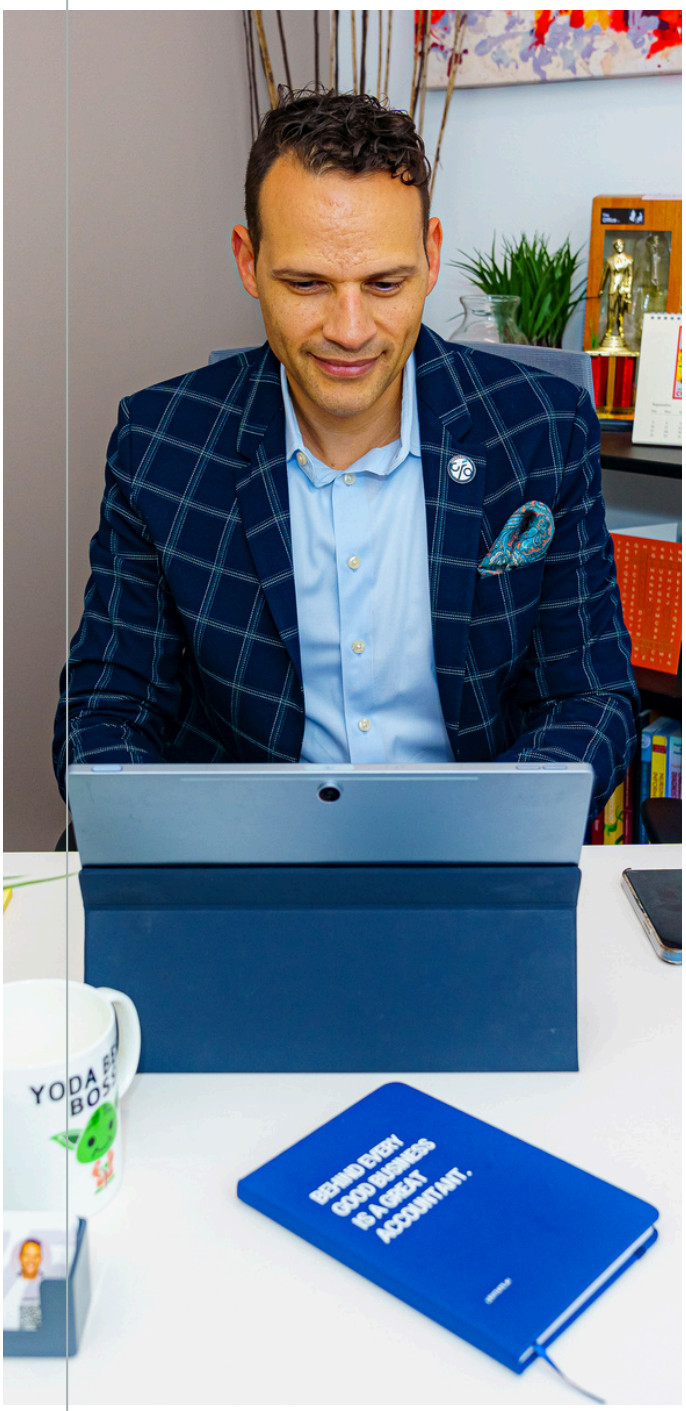
Provide the supports people need to complete training and remain employed, including childcare, transportation subsidies, simpler benefit applications, and retention specialists.

Fiscal + Implementation Lens | Protect Existing Investment

These supports may require resources, but they can help protect the larger public investment already made in recruitment and training by improving completion and job retention.

Implementation

How The Coalition and its members can help move this forward.



The Coalition and its members can support an empowered WIC with practitioner and employer expertise.

01 **Help define what success should look like**

Convene workforce providers, employers, and other practitioners to help develop practical, shared definitions of job readiness, retention, wage progression, and other outcomes that can be applied across District-funded programs.

02 **Support a practitioner-led review of existing systems**

Bring together organizations that use DC Networks and Talent Capital to document what works, what does not, where access breaks down, and what should be connected, consolidated, or improved.

03 **Bring employers to the front end**

Use The Coalition's relationships with employers, anchor institutions, and small businesses to identify current and emerging workforce demand, strengthen hiring commitments, and help test models that connect training more directly to jobs.

04 **Document the barriers that affect retention**

Use member and provider experience to identify where childcare, transportation, benefits access, and other supports are preventing participants from completing training or remaining employed, and elevate those findings as the system is redesigned.



THANKS

Connect with us to get started.

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