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Chairman Phil Mendelson

Councilmember Elissa Silverman

Councilmember Jack Evans

Councilmember Trayon White, Sr.

Councilmember Brianne K. Nadeau

Councilmember Charles Allen

Councilmember Brandon T. Todd

Councilmember Robert C. White, Jr.

Councilmember David Grosso

Councilmember Vincent C. Gray

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend the District of Columbia Government Comprehensive Merit Personnel Act of 1978 to establish partnerships between the District of Columbia Department of Human Resources and District public high schools, to promote pathways to government employment, and to provide priority in application to and interviews for job openings for entry-level jobs to District high school graduates; and to establish apprenticeships in District government employment.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Pathways to District Government Careers Act of 2018.”

45 Sec. 2. The District of Columbia Government Comprehensive Merit Personnel Act of
46 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-601.01 *et seq.*), is
47 amended as follows:

48 (a) Section 301 is amended as follows:

49 (1) A new paragraph (7A) to read as follows:

50 “(7A) “Entry-level” means any competitive District government position that
51 does not require education above a high school diploma or its equivalent and does not require
52 more than 2 years of prior work experience.”.

53 (2) Paragraph (15A) is redesignated as paragraph (15B)

54 (3) A new paragraph (15A) is added to read as follows:

55 “(15A) “Resident District graduate” means a District resident who received a high
56 school diploma from District of Columbia Public Schools or a District public charter school or
57 who received a GED or its equivalent from the District”.

58 (b) A new section 402a is added to read as follows:

59 “Sec. 402a. Pathway to government employment partnership program.

60 “The Department of Human Resources shall develop partnerships with District public
61 and public charter high schools to foster applications to and hiring of resident District graduates
62 into District employment. These partnerships may include:

63 “(1) Establishing a Human Resources Recruiting Unit or dedicating personnel to
64 recruit District public and public charter high school students to internships, apprenticeships, and
65 full-time employment in District government;

66 “(2) A system for students to learn about and apply to District government
67 apprenticeships and employment;

68 “(3) Paid internships in District government agencies;
69 “(4) Mentoring by District government employees;
70 “(5) Career exposure to a variety of District government jobs; and
71 “(6) Information on entry-level jobs, including how to prepare to be a qualified
72 applicant and how to meet suitability requirements as outlined in Chapter 4 of the D.C. Personnel
73 Regulations.

74 (c) Section 801 (D.C. Official Code § 1-608.01) is amended as follows:

75 (1) Subsection (a) is amended as follows:

76 (A) Paragraph (2) is amended by striking the semicolon and inserting the
77 phrase “; provided, that resident District graduates shall receive application priority as provided
78 in subsection (b-1) of this section.”

79 (B) Paragraph (11) is amended by striking the phrase “development,” and
80 inserting the phrase “development, including with special emphasis on resident District graduates
81 as provided in subsection (b-1) of this section.”

82 (2) A new subsection (b-1) is added to read as follows:

83 “(b-1)(1) A subordinate agency shall directly solicit entry-level job applications from
84 resident District graduates through means that effectively target resident District graduates.

85 “(2)(A) A subordinate agency shall accept applications for all entry-level job
86 openings exclusively from resident District graduates for 10 business days before accepting
87 applications from other applicants.

88 “(B) A subordinate agency may accept applications from all applicants
89 after the 10-day exclusive application period for resident District graduates ends.

90 “(C) A collective bargaining agreement that creates an entry-level job
91 hiring preference for applicants other than resident District graduates shall supersede
92 subparagraph (A) of this paragraph; provided, that resident District graduates shall have 10
93 business days to exclusively apply for a position if it remains open after the terms of the
94 collective bargaining agreement have been met.

95 “(3) A subordinate agency shall interview any minimally qualified resident
96 District graduate for any entry-level job for which such resident District graduate has applied.

97 “(4) An applicant who claims resident District graduate application or interview
98 priority under this subsection shall submit proof of entitlement to the priority at the time of
99 application in a manner determined by the Mayor.”.

100 (3) Subsection (g) is amended to read as follows:

101 (A) Strike the phrase “and place of residence” and insert the phrase “place
102 of residence, and whether, for entry-level positions, the new employee is a resident District
103 graduate” in its place.

104 (B) Strike the phrase “residency preference” and insert the phrase
105 “residency preference, resident District graduate application priority, or an interview priority” in
106 its place.

107 (c) A new Title X-C is added to read as follows:

108 “TITLE X-C GOVERNMENT APPRENTICESHIPS

109 “Sec. 1080. Definitions.

110 “(1) “Apprentice” means an employee of a District agency who is employed
111 pursuant to an apprenticeship program established pursuant to section 1081.

112 “(2) “Apprenticeable occupation” means an occupation included in the most
113 recent version of the U.S. Department of Labor’s List of Occupations Officially Recognized as
114 Apprenticeable by the U.S. Department of Labor Office of Apprenticeship.

115 “(3) “Apprenticeship” means the employment of an apprentice in an
116 apprenticeship program.

117 “(4) “Apprenticeship program” means a program registered pursuant to D.C.
118 Official Code Title 32 chapter 14 and established pursuant to section 1081.

119 “(5) “Apprenticeship sponsor” means the entity that registers apprenticeship
120 standards pursuant to D.C. Official Code Title 32 chapter 14 for an apprenticeship program.

121 “(6) “DCHR” means the Department of Human Resources.”

122 “(7) “Host agency” means the District government agency that employs an
123 apprentice.

124 “(8) “Life skills training” means age-appropriate, non-technical skills training that
125 helps individuals succeed in the workplace and includes communication, time management,
126 appropriate work attire, conflict resolution, and education on employers’ right to conduct drug
127 tests.

128 “(9) “Related technical instruction” means academic instruction that supplements
129 the concepts and processes of the on-the-job learning in an apprenticeship program.

130 “Sec. 1081. Establishment of District of Columbia Government Apprenticeship Initiative.

131 “(a) There is established a District of Columbia Government Apprenticeship Initiative
132 (“Initiative”) to establish apprenticeships in apprenticeable occupations in District agencies.

133 “(b) DCHR shall develop and administer the Initiative.

134 “(c)(1)(A) DCHR shall create a list of apprenticeable occupations within District
135 agencies and delineate the list by agency.

136 “(B) In developing the list, DCHR shall consider previously open
137 positions in agencies; upcoming job openings; current career, term, and temporary positions;
138 positions filled by outside contractors; and occupations that would be apprenticeable if new,
139 lower-grade positions were made available.

140 “(2) DCHR shall consult with potential host agencies and, where relevant, labor
141 union representatives, to identify at least five apprenticeable occupations in which DCHR and
142 host agencies will create apprenticeship programs pursuant to subsection (d) of this section.

143 “(A) Identification of an occupation pursuant to this paragraph shall be
144 based, in part, on the business needs of host agencies and the long-term employment
145 opportunities and earning potential of the occupation, including outside District government
146 employment.

147 “(B) At least one of the identified apprenticeable occupations shall be in
148 information technology and at least one shall be in healthcare.

149 “(3) DCHR shall report the apprenticeable occupations identified pursuant to
150 paragraphs (1) and (2) of this subsection to the Council within 150 days of the effective date of
151 the Pathways to District Government Careers Act of 2018, introduced on April 10, 2018 (Bill 22-
152 ____).

153 “(d)(1) DCHR and host agencies, in consultation with relevant labor union
154 representatives, shall create apprenticeship programs in the apprenticeable occupations identified
155 pursuant to subsection (c) of this section, including, within 2 years of the applicability date of the
156 Pathways to District Government Careers Act of 2018, introduced on April 10, 2018 (Bill 22-

157 _____), apprenticeship programs in apprenticeship occupations identified pursuant to subsection
158 (c)(2).

159 “(2) An apprenticeship program in a single occupation may be hosted by multiple
160 agencies.

161 “(3) DCHR may serve as the apprenticeship sponsor on behalf of a host agency or
162 agencies.

163 “(4) DCHR shall, in coordination with the host agency or agencies:

164 “(i) Manage the administrative aspects of an apprenticeship program;

165 “(ii) Provide technical assistance to host agencies to develop and operate
166 their apprenticeship program, recruit and hire eligible apprentices, and supervise and mentor the
167 apprentices;

168 “(iii) Administer the application process to register apprenticeship
169 programs;

170 “(iii) Train the mentors or journeyworkers selected to train apprentices;

171 “(iv) Develop curricula and establish classroom-based instruction
172 necessary for the apprenticeship program; and

173 “(v) In the case of occupations what would be apprenticeship if new, lower-
174 grade positions were created, create new, lower-grade positions for the purpose of establishing
175 apprenticeships for entry-level employees.

176 “(5) DCHR shall, in coordination with host agencies, determine which agency is
177 responsible for the following activities, and the responsible party shall carry out the activity:

178 “(i) Recruiting and selecting apprentices;

179 “(ii) Granting advanced credit to apprentices who have demonstrated
180 competency, or acquired experience, training or skills related to the trade of the
181 apprenticeship;

182 “(iii) Allowing for the transfer of apprentices;

183 “(iv) Maintaining records for the apprenticeship program; and

184 “(v) Provide life skills training to apprentices.

185 “(e) For any host agency that creates an apprenticeship program pursuant to subsection
186 (d) of this section, at least 1/2 of all employees hired into the occupation in such host agency
187 shall be apprentices.

188 “(f) DCHR shall develop a process by which labor union representatives or potential host
189 agencies, including independent agencies, may request that DCHR consider creating
190 apprenticeship programs in specific occupations or agencies.

191 “Sec. 1082. Apprenticeship eligibility and employment.

192 “(a) New hires and existing employees may be eligible to become apprentices.

193 “(b) An apprentice shall be a resident of the District of Columbia.

194 “(c) An apprentice shall receive compensation and benefits according to the classification
195 of the apprentice’s position under this act or other relevant District law and shall have the right to
196 participate in collective bargaining and other rights consistent with Title XVII of this act or other
197 relevant District law.

198 “Sec. 1083. Responsibilities of host agencies.

199 “(a) For any apprenticeship program established pursuant to section 1081, host agencies
200 shall be responsible for the following:

201 “(1) Ensuring that apprentices receive appropriate related technical instruction;

- 202 “(2) Providing adequate and safe equipment and facilities;
- 203 “(3) Identifying and assigning the mentors or journeyworkers selected to train
- 204 apprentices;
- 205 “(4) Evaluating apprentices; and
- 206 “(5) Certifying the names of graduates of the apprenticeship program.

207 “Sec. 1084. Related technical instruction.

208 “The University of the District of Columbia or University of the District of Columbia

209 Community College shall provide apprentices related technical instruction that is not provided

210 directly by the host agency or by DCHR.

211 “Sec. 1085. Reports to the Council.

212 “(a) By the October 1 of the first full year following the applicability date of the

213 Pathways to District Government Careers Act of 2018, introduced on April 10, 2018 (Bill 22-

214 ____), and each subsequent October 1, DCHR shall report to the Council on the District of

215 Columbia Government Apprenticeship Initiative (“Initiative”), including participating agencies,

216 established apprenticeship programs, occupations and position titles in which apprenticeships

217 have been established, number of apprentices in each occupation, length of apprenticeships,

218 apprentice grade levels, salary range of apprentices, apprenticeship completion rates, copies of

219 curricula and training plans, and other information relevant to evaluating the implementation and

220 progress of the Initiative.

221 “(b) By the October 1 of the second full year following the applicability date of the

222 Pathways to District Government Careers Act of 2018, introduced on April 10, 2018 (Bill 22-

223 ____), DCHR shall provide to the Council a three-year plan for the establishment of additional

224 apprenticeships in apprenticeable occupations for which no apprenticeship program exists.”.

225 Sec. 3. Fiscal impact statement.

226 The Council adopts the fiscal impact statement in the committee report as the fiscal
227 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
228 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

229 Sec. 4. Effective date.

230 This act shall take effect following approval by the Mayor (or in the event of veto by the
231 Mayor, action by the Council to override the veto), a 30-day period of congressional review as
232 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
233 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
234 Columbia Register.