



I. REVISED FIRST SOURCE EMPLOYMENT PLAN

GOVERNMENT-ASSISTED PROJECT/CONTRACT INFORMATION
DISTRICT CONTRACTING AGENCY:
CONTRACTING OFFICER:
TELEPHONE NUMBER:
TOTAL CONTRACT AMOUNT:
EMPLOYER CONTRACT AMOUNT:
PROJECT ADDRESS:
PROJECT ADDRESS:
CITY:STATE:_ZIP CODE:
PROJECT ADDRESS:
PROJECT START DATE: PROJECT END DATE:
PROJECT START DATE:PROJECT END DATE:EMPLOYER START DATE:EMPLOYER END DATE:
EMPLOYER INFORMATION
EMPLOYER NAME:
COMPANY NAME:
EMPLOYER ADDRESS:
EMPLOYER ADDRESS: CITY: STATE: TELEPHONE NUMBER: FEDERAL IDENTIFICATION NO.: CONTACT REPSON:
TELEPHONE NUMBER:FEDERAL IDENTIFICATION NO.:
CONTACT FERSON.
TTTF
E-MAIL:TELEPHONE NUMBER: EMPLOYER DESCRIPTION OF WORK:
EMPLOYER DESCRIPTION OF WORK:
A DE VOU A CURCONTERACTOR VEC NO NO
ARE YOU A SUBCONTRACTOR YES NO
IF YES, NAME OF PRIME CONTRACTOR:
PRIME CONTRACTOR WILL MEET HOURS WORKED PERCENTAGES REQUIREMENTS FOR ENTIRE PROJECT ☐ OR PER EACH SUBCONTRACTOR ☐
II. EMPLOYMENT HOURS TO BE WORKED PROJECTIONS
First Source law requires EMPLOYERS (winning bidders) to submit a revised Employment Plan.
A. For construction projects receiving \$5 million or more in government assistance, Employers to provide projection of the total number of hours to be worked on the project by trade.
JOURNEYWORKER
Provide a projection of the total number of journey worker hours, by trade, to be worked on the
project or contract and the total number of journey worker hours, by trade, to be worked by
District residents.
This page to be completed by Employer
Employer Initials





Projection of Total Number of Journey Worker Hours	Trade	Projection of Total Number of Journey Worker Hours by DC Residents (First Source Law requires 20%)

APPRENTICE

Provide a projection of the total number of apprentice hours, by trade, to be worked on the project or contract and the total number of apprentice hours, by trade, to be worked by District residents.

Projection of Total Number of Apprentice Hours	Trade	Projection of Total Number of Apprentice Hours by DC Residents (First Source Law requires 60%)

SKILLED WORKER

Provide a projection of the total number of skilled laborer hours, by trade, to be worked on the project or contract and the total number of skilled laborer hours, by trade, to be worked by District residents.

Projection of Total Number of Skilled Labor Hours	Trade	Projection of Total Number of Skilled Labor Hours by DC Residents (First Source Law requires 51%)

COMMON LABORER

Provide a projection of the total number of common laborer hours to be worked on the project or contract and the total number of common laborer hours to be worked by District residents.

Projection of Total Number of Common Laborer Hours	Trade	Projection of Total Number of Common Laborer Hours by DC Residents (First Source Law requires 70%)

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	Employer Initials





B. EMPLOYMENT HIRING PROJECTIONS

ALL EMPLOYERS:

Please indicate ALL new position(s) you will create as a result of the project. If you WILL NOT be creating any new employment opportunities, please complete the attached justification sheet with an explanation. Attach additional sheets as needed.

JO	B TITLE	# OI	JOBS	SALARY	UNION MEMBERSHIP	PROJECTE
		F/T	P/T	RANGE	REQUIRED NAME LOCAL#	D HIRE
A						
В						
C						
D						
E						
F						
G						
Н						
Ι						
J						
K						

This page to be completed by Employer	
	Employer Initials





C.	JUSTIFICATION SHEE	T : Please	e provide a	detailed	explanation	of why the	e Employe	er will not
	have any new hires on the	project.						

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Employer Initials





D. EMPLOYMENT PROJECTIONS

I.	Provide a timetable outlining the total hours worked by trade over the life of the project or
	contract and an associated hiring schedule.

II. Provide descriptions of the skill requirements by job title or position, including industry-recognized certifications required for the different positions.

III. Provide a strategy to fill the hours required to be worked by District residents, including a component on communicating these requirements to contractors and subcontractors and a component on potential community outreach partnerships with the University of the District of Columbia, the University of the District of Columbia Community College, the Department of Employment Services, Jointly Funded Apprenticeship Programs, the District of Columbia Workforce Intermediary, or other government-approved, community-based job training providers.

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D. EMPLOYMENT PROJECTIONS (Continued)

IV.	A remediation strategy to ameliorate any problems associated with meeting these worked hours percentage requirements, including any problems encountered with contractors and subcontractors.
V.	The designation of a senior official from the general contractor who will be responsible for implementing the hours worked percentages and reporting requirements.
VI.	Provide descriptions of the health and retirement benefits that will be provided to District residents working on the project or contract.
VII.	Provide a strategy to ensure that District residents who work on the project or contract receive ongoing employment and training opportunities after they complete work on the job for which they were initially hired and a review of past practices in continuing to employ District residents from one project or contract to the next.
	This page to be completed by Employer Employer Initials





D. <u>EMPLOYMENT PROJECTIONS (continued)</u>

VIII.	Provide a strategy to hire graduates of District of Columbia Public Schools, District of
	Columbia Public Charter Schools, community-based job training providers, and hard-to-
	employ residents.

IX. Please disclose past compliance with the First Source Employment Agreement Act of 1984 or the Workforce Intermediary Establishment and Reform of First Source Amendment Act of 2011 and the Davis-Bacon Act, where applicable, and the bidder or offeror's general District-resident hiring practices on projects or contracts completed within the last two (2) years.

X. Please note that EMPLOYERS on construction projects must submit weekly certified payrolls from all subcontractors at any tier working on the project or contract, as well as make such payroll and personnel records available upon request at job sites to the contracting District of Columbia agency.





Once approved, this revised employment plan shall not be amended except with the approval of Department of Employment Services.

By:		
EMPLOYER Senior Official (Print)	Date	
EMPLOYER Senior Official (Signature)		
Name of Company		
Address		
Telephone		
Email		
Signature Department of Employment Services	 Date	