

Themes from Future of Work Roundtable



Building the workforce for high growth and wage occupations will require creating trainings and pathways to residents

There is a gap between jobs that are accessible for residents but don't pay well and high wage jobs that are often inaccessible to residents. It's important to help residents that could be left behind with workforce training and upskilling opportunities such as on the job training, free digital literacy programs and work-based learning.

Many high wage, future proof jobs involve skills that can be taught in non-college contexts, there is an opportunity to provide pathways to long time residents to upskill into high technology industries



Involving employers on skilling programs will be required to develop curricula, offer on-the-job training, and facilitate placements

Coordinating with employers to get their feedback and input on workforce programs could make the pipeline more effective

Increasing adoption of skill-based hiring amongst employers can provide opportunities to residents pursuing non-bachelors degrees

Examples of convening employers and workforce partners include Hire Local DC and the Health Care Association



Opportunities for skilling and job placement can contribute to improve rates of retention and attraction in the District

DC competes for talent with Maryland and Virginia, which contributes to migratory and commute patterns within the region. A strong workforce pipeline with abundant high wage future proof opportunities could result in lower rates of outmigration and higher rates of resident attraction



Efforts to prepare our labor force can extend through the broader education journey

DC has strengths in the investments it has made in youth education with programs like the Summer Youth Employment Program. Creating programs that help connect young students with coaches could yield a more skilled workforce

Implications for strategy

Workforce initiatives should balance upskilling underserved residents as well as re-skill high income workers to prepare them for jobs of the future

Strategy can play a role in convening employers in target clusters with workforce partners to simultaneously attract new businesses whilst upskilling residents

Strategy should make explicit its relative focus between retraining and upskilling residents and attracting out of state talent and where trade-offs are made

Strategy can consider opportunities to extend the workforce pipeline to earlier education stages