

## Openings for Hot “Gateway” Jobs Outpace DC Residents in Training

**1,206 residents participated in Gateway-aligned workforce training opportunities in 2022, compared to the 2,600 anticipated job openings for Gateway occupations.**

The District of Columbia is focused on providing residents with strong pathways to family-sustaining jobs. A [prior Edsight](#) highlighted high-demand occupations in Washington, DC known as Gateway occupations that place residents on paths to upward mobility. *Gateway occupations are classified as good jobs proven accessible to employees without a Bachelor’s degree, and well positioned for workers to build skills and achieve economic advancement, as demonstrated by job transition data showing workers moving to higher-paying positions (“Hot Gateway Jobs”, September 2022).*

This Edsight examines which publicly-funded workforce training programs provide access to Washington, DC’s Gateway occupations. The District funds training for 6 of the District’s 19 Gateway occupations. For occupations that are aligned with current training programs, employer demand currently surpasses the number of District residents completing training.

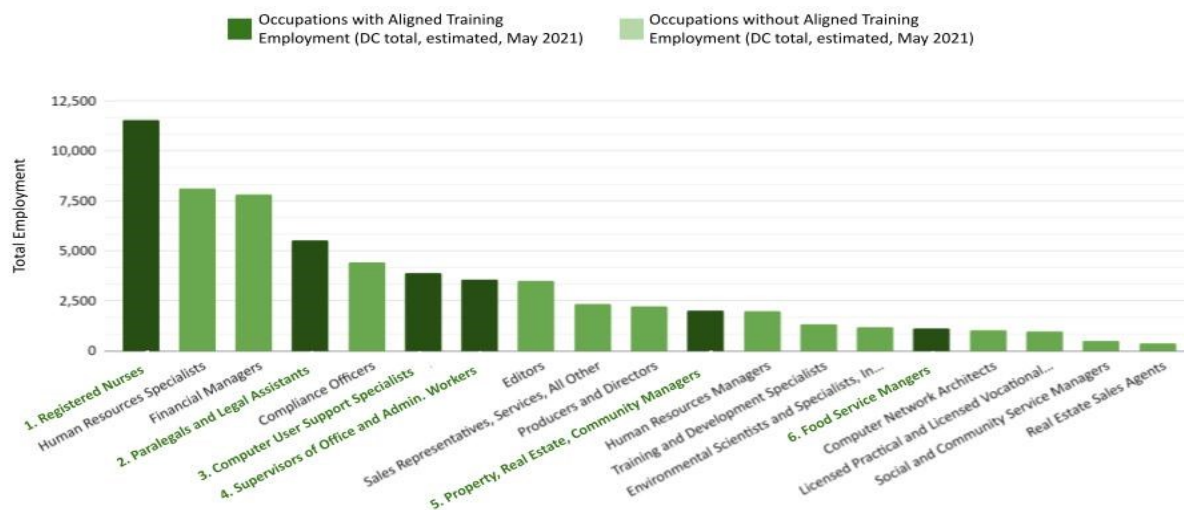
### DC Funds Training for 6 out of 19 Gateway Jobs

In 2022, DC’s workforce expenditures included \$139M spent across 82 programs and 193 training providers. Across these 82 programs, 29 workforce training opportunities are aligned with Gateway occupations. The six Gateway occupations with aligned training are registered nurses; paralegals and legal assistants; computer user support specialists; first-line supervisors of office and administration support workers; property, real estate, and community association managers; and food service managers (Figure 1).

These six Gateways spotlighted in the figure below provide high-demand, high-wage employment options across sectors. Their median wage is \$76,535 (range= \$69,090 - \$89,440). They account for 27,710 of DC’s total employment and may grow by an additional 3,560 positions through 2028.

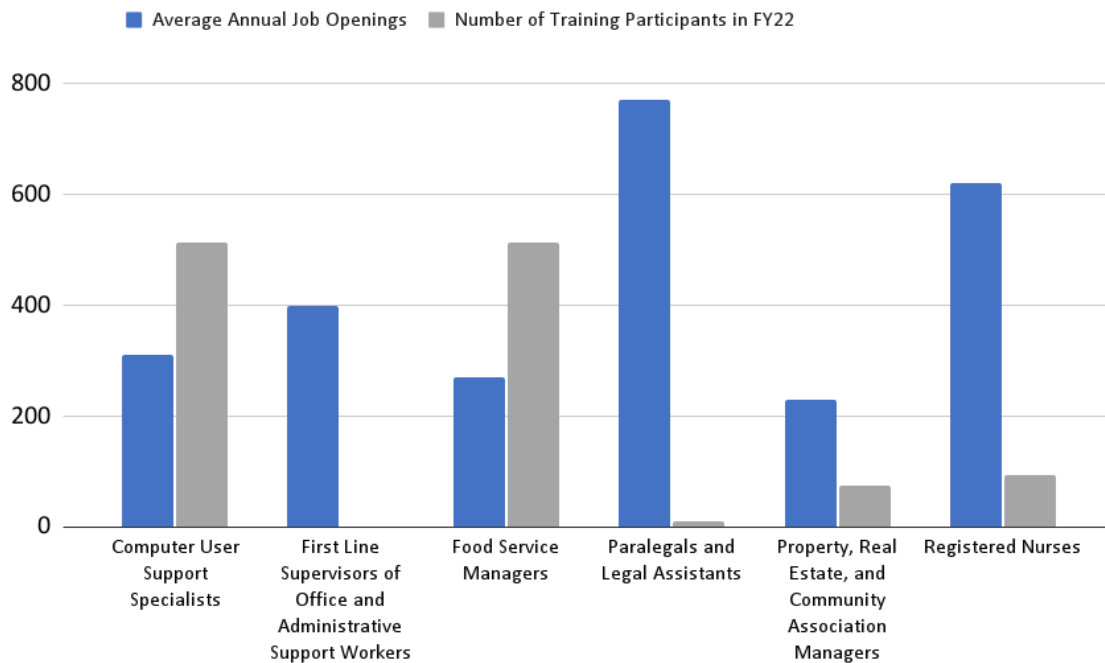
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**Figure 1. Total Employment Across DC’s Gateway Occupations**



**Sources:** [District of Columbia - May 2021 OEWS State Occupational Employment and Wage Estimates \(bls.gov\)](#) (2021); [Long-Term Occupational Projections | Projections Central](#) (collected from [DOES DC Industry and Occupational Projections](#)) (2018-2028)

**Figure 2. Annual Job Openings and Training Participation Rates**



**Sources:** [DOES DC Industry and Occupational Projections \(2018-2028\)](#); [Workforce Development System Expenditure Guide | dcworks \(FY2022\)](#)

This analysis also indicates that among the 19 Gateway occupations in DC, 13 Gateway occupations do not currently have aligned training. These occupations account for 35,910 of DC's total employment opportunities and are anticipated to grow by 3,775 openings through 2028.

### The Scale of Available Training May Not Meet Labor Market Demand for Gateways

In 2022, 1,206 residents participated in training opportunities aligned to 6 high-demand Gateway jobs compared to a total of 2,600 average annual openings for these occupations (see Figure 2). In aggregate, demand outpaced training supply by 1,394 positions.

In two occupations, Computer User Support Specialists and Food Service Managers, the number of residents enrolled in training exceeds the annual job openings. However, available completion data demonstrates that there may still be gaps to sufficiently meet demand. Training programs for Computer User Support Specialists experienced a 43% attrition rate, so the number of residents completing training and therefore well positioned to gain employment in this occupation is lower.

Limited data on outcomes in the DC Workforce Investment Council's Expenditure Guide

also impacts ability to make determinations about available training. Across all Gateway training activities, less than half of providers shared completion rates, and about one third did not share employment rates due to data collection challenges or lag in data availability in time for reporting. Available data from the Expenditure Guide shows that 30% of participants completed programming and 3% of participants were employed after training.

### Supporting Resident Access to Training to Prepare them for Gateways

Participating in Gateway-aligned workforce training opportunities could position residents to achieve economic mobility. For the 13 Gateway occupations that do not have publicly-funded, aligned workforce training programs, expanding training in these areas could increase the local talent pipeline into these occupations.

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