

**Office of Strategic Workforce Planning  
Veterans Hiring Initiative & Workforce Planning Update  
Executive Management Committee  
June 18, 2015**



# Veterans Hiring Metrics

## PROGRAM PERFORMANCE

Since the inception of the program Metro has successfully hired Veterans at 94% of their proportionate representation in the California workforce.

PERFORMANCE	Veteran Hires	% of All Hires
Since Program Inception (Jan 2012)	204	4.5%
Calendar Year (CY) 2015 Q1 (Jan-Mar)	15	3.7%
% Working Age Veterans in Calif. Workforce	4.8%	

# Veteran Spouse Hiring Metrics

## PROGRAM PERFORMANCE

Veteran Spouse performance monitoring began July 1, 2014. Metro is working to reduce the high unemployment rate that Veteran Spouses' experience due to frequent relocations and gaps in employment.

PERFORMANCE	Veteran Spouse Hires	% of All Hires
Program to Date (since July 1, 2014)	9	0.9%
Male (since July 1, 2014)	4	
Female (since July 1, 2014)	5	
Calendar Year (CY) 2015 Q1 (Jan-Mar)	2	0.5%

# Veterans Recent Program Activities

## NETWORKING & OUTREACH

- USC CIR Community Matters Discussion with General Martin Dempsey, Chairman of the Joint Chiefs of Staff, Los Angeles
- LA Veteran Collaborative Meetings, Los Angeles
- Cal State Northridge Veterans Resource Center Women Veterans Meet and Greet, Northridge

# **Veterans Recent Program Activities (cont.)**

## **JOB/RESOURCE FAIRS**

- Council Member, Adrin Nazarian Job & Career Fair, Van Nuys**
- Los Angeles Recovering Warrior & Caregiver Employment Conference, Los Angeles**
- Marine Corps Mega Muster and Career Fair, Long Beach**
- Spring Into Summer Hiring Spree, Carson**

# Veterans Program – Planned Activity for CY 2015 Q2

## **PLANNED ACTIVITIES**

- 3 upcoming job/resource fairs and outreach events in Q2 of Calendar Year 2015

## **RECOGNITION & HONORS**

- 2015 California Employer Advisory Council Veterans Employer of the Year Award

# Workforce Planning Update

- Final Mercer contract activities
  - Updated the workforce planning software tool with latest demand, supply and business drivers
- Hosted APTA's Director of Educational Services, for discussion on Metro's Next Generation and Veteran's Programs:
  - 2 external partners and 8 Metro departments participated

# Rail Technical Training Program

- First cohort of 12 ATU/Management Apprenticeship Program participants completed Rail Technical Training Program requirements and graduated on March 20, 2015
- Of those 12, 8 Rail Vehicle Maintenance Specialists were assigned to Blue Line Maintenance to begin Metro specific on-the-job training by Metro AFSCME instructors
- The remaining 4 were assigned to the Green Line to begin Metro specific on-the-job training by Metro AFSCME instructors
- Next steps: Labor/Management agreement to post and recruit participants for Traction Power Inspector and Signal Inspector for Program instruction