

# WIN-LA

**WORKFORCE INITIATIVE NOW**  
METRO LOS ANGELES



**Item #34**  
**Executive Management Committee**  
**November 21, 2019**

*Step up to a winning career in transportation.*

**Our Mission:** WIN-LA is Metro's commitment to attract, hire and grow a world-class transportation workforce from the communities of LA County.

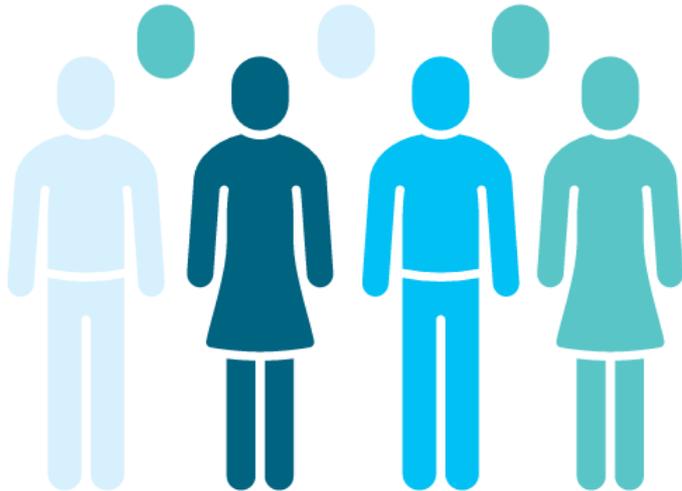
### **Collaborative Action**

- WIN-LA Advisory Committee
- Transportation Workforce Readiness
- Fair Chance Program
- WIN-LA Transit Professional Workshop



# Inaugural Cohort

## Priority Communities



Homeless	10
Single Custodial Parent	11
Receiving Public Assistance	23
Involvement w/ Justice System	31
Emancipated Foster Youth	46
Veteran	7
Unemployed	46

*Participants may self identify across multiple categories*

# Inaugural Cohort

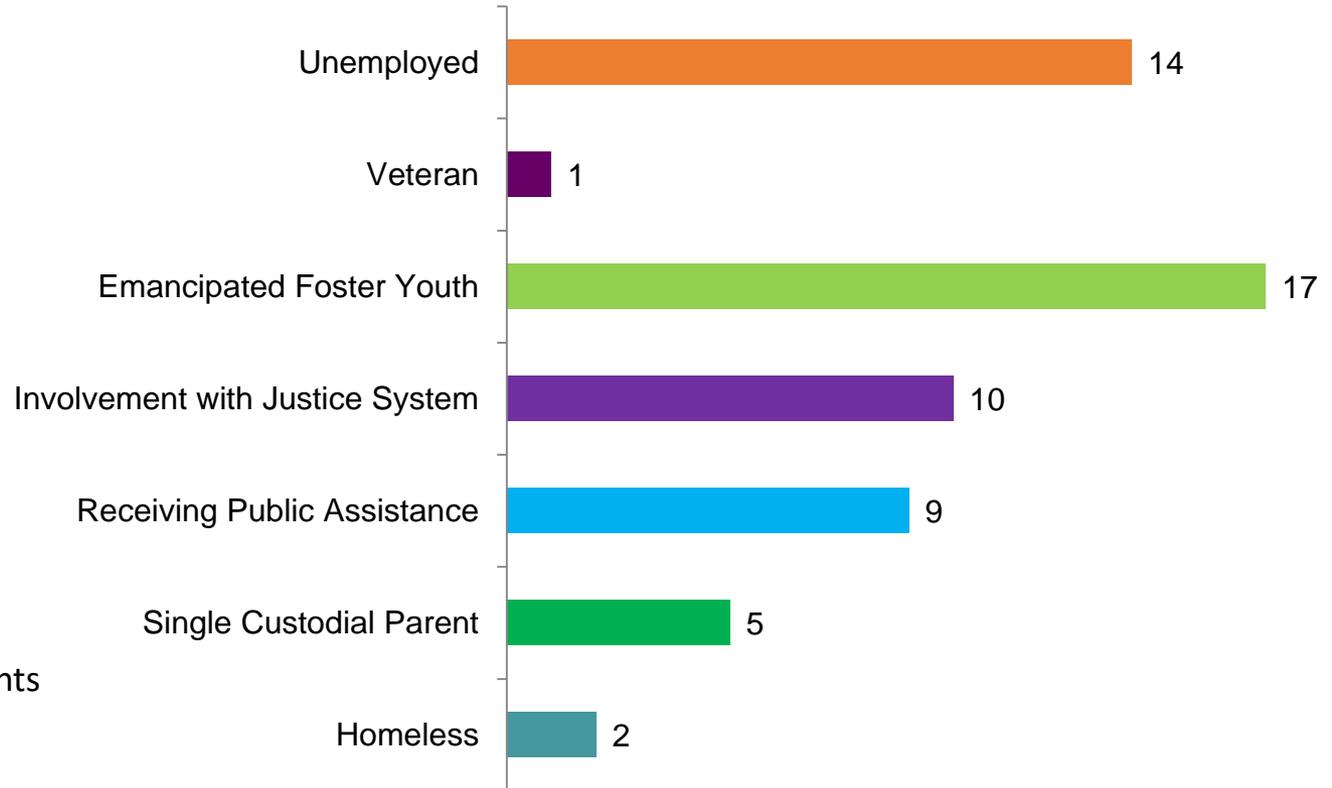
28

Total  
Hires

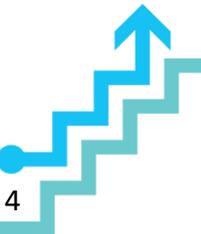
39%

“Job Ready” Participants  
Employed

## Employed Participants



*Participants may self identify across multiple categories*



# Creating Opportunities

“WIN-LA gave me the opportunity I needed to start my career in transportation. My mother is a single parent raising five kids by herself and now I’m able to help my family by working at Metro as a Service Attendant. I take a lot of pride in my work and working for Metro allows me to serve my community in a new way.”

**David Godoy, Service Attendant  
On Board 2018**



# Inaugural Cohort

# 6

Total  
Promotions

# 21%

*Employed Participants  
Promoted*

## Initial Position

- > Bus Operator – 2
- > Construction – 1
- > Custodian – 1
- > Service Attendant – 24

## Promotive Position/ Career Advancement

- > Bus Operator to Service Attendant – 1
- > Construction to Service Attendant – 1
- > Custodian to Service Attendant – 1
- > Service Attendant to Rail Technical Training  
Apprenticeship – 3

# Making an Impact

“Through WIN-LA, I have met a lot of great people that I keep in touch with including one woman who also works in my division. Working in transportation has provided me with a sense of confidence. I am a Service Attendant now, but I started as a Bus Operator. I can drive a bus! For anyone interested in WIN-LA, I would say to go for it. I am thankful for WIN-LA as I have met friends and have a great job.”

**Kara Freiborg, Service Attendant  
On Board 2018**



# WIN-LA Pilot Framework

**GOAL 3:** Enhancing communities and lives through mobility an access to opportunity.

<b>1</b> <b>Identify covered project for competitively negotiated procurements</b>	<b>2</b> <b>Establish procurement approach to leverage investments in infrastructure projects</b>	<b>3</b> <b>Application</b>	<b>4</b> <b>Evaluate workforce elements in support of high quality jobs supported by training and career pathways</b>	<b>5</b> <b>Evaluation Factor</b>
<p>Procurements for the work of persons, firms and other entities that perform planning, scheduling, design, environmental, geological, management, or other work aligned to administration, operations, maintenance and professional services.</p>	<ul style="list-style-type: none"> <li>• Request for Proposals</li> <li>• Value \$5M or more</li> <li>• Term &gt;1 YR</li> <li>• Local funded</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Services (PS)</li> <li>• Operation &amp; Maintenance (O&amp;M)</li> <li>• Design/Build (DB)</li> <li>• Public Private Partnership (P3)</li> </ul> <p><i>*Excludes A&amp;E</i></p>	<ul style="list-style-type: none"> <li>• Recruit /hire program participants</li> <li>• Positions (jobs) with career pathways</li> <li>• Career development program</li> <li>• Work-based training</li> <li>• Post-employment support services</li> </ul>	<ul style="list-style-type: none"> <li>• % Commitment of total wages &amp; benefits</li> <li>• # of FTE positions</li> <li>• Other workforce elements</li> </ul>

Thank you

