

# WIN-LA

WORKFORCE INITIATIVE NOW  
METRO LOS ANGELES



Register online at [winla.metro.net](http://winla.metro.net).

For more information, please contact  
us at [winla@metro.net](mailto:winla@metro.net).



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## Program Overview

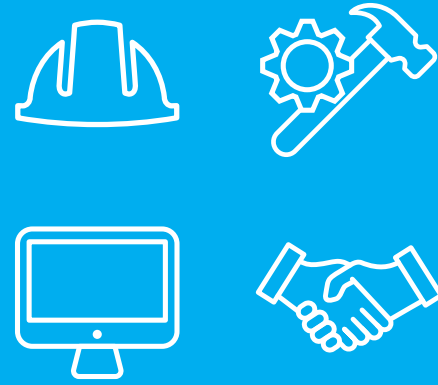
Workforce Initiative Now – Los Angeles (WIN-LA) is Metro’s workforce development program established to focus on creating career pathways in the transportation industry.

The core objective of WIN-LA is to help people obtain the education, training and support services needed to prepare them for opportunities within the transportation industry and within Metro.

WIN-LA isn’t just about a job, it’s about a career in transportation, one of the most dynamic and impactful industries in our country. One can seek an entry-level, mid-level or professional career. WIN-LA guides one’s steps to a career pathway through training and support.

WIN-LA career pathways consist of:

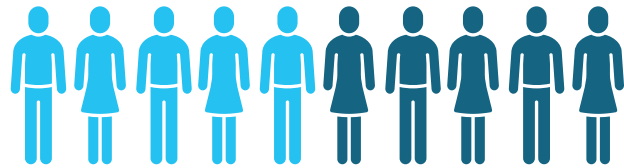
- > Construction
- > Operations/Maintenance
- > Administration
- > Professional Services



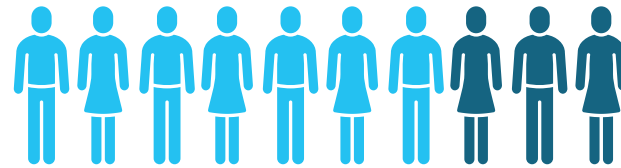
## Purpose and Need

Metro needs a qualified workforce to build and maintain our infrastructure investment program over the coming decades.

AS OF SEPTEMBER 2018:



**50%** of Metro’s workforce will be eligible for retirement by 2024



**69%** of Metro’s employees are 40 or over

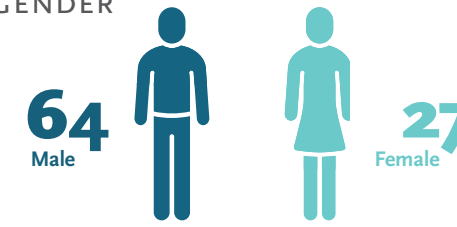
## WIN-LA Collaborative

WIN-LA is delivered through established regional partnerships between Metro, regional Workforce Development Board consortium, including the Los Angeles Regional Community College Consortium and the Transportation Workforce Institute, and community-based organizations.

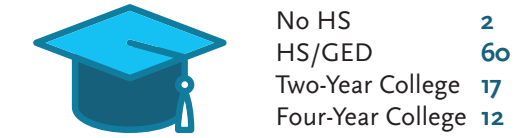
## WIN-LA Participant Data AS OF CY 2019 Q2

### WIN-LA PARTICIPANT DEMOGRAPHIC INFORMATION

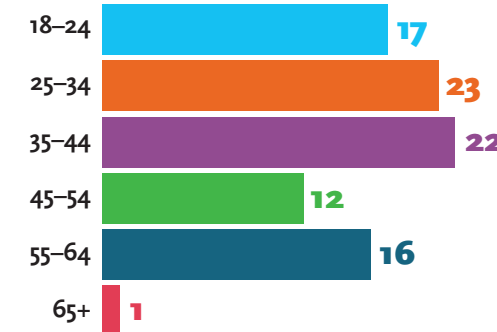
#### GENDER



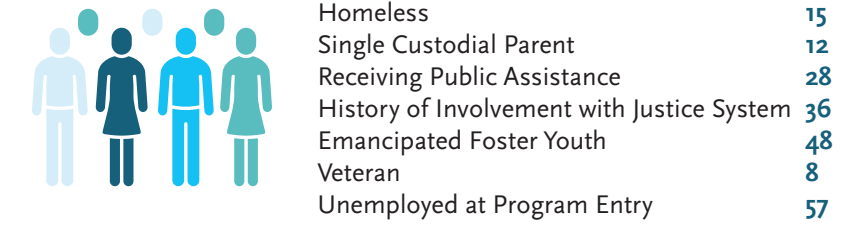
#### EDUCATION LEVEL



#### AGE RANGE



#### PRIORITY COMMUNITIES



WIN-LA participants represent and embody the diverse communities of LA County. WIN-LA increases opportunities for residents by inclusion of priority populations from historically underrepresented communities that have met challenges. WIN-LA also targets outreach to community college students and women. Participants may be counted across multiple priority categories.

### CAREER PATHWAY MILESTONES: STATS AT A GLANCE

**20** in Career Pathway Guidance

**50** deemed Job Ready

**21** Employed

### GOALS AND MEASURE OF EFFECTIVENESS

GOAL	MOE	ACTUAL	TARGET
Promote diversity and inclusion reflective of communities of LA County.	MOE – Percent who gained employment who are from priority communities	75%	85%
	MOE – Percent of women enrolled in WIN-LA	30%	50%
Create career pathway opportunities through coordinated access to education and training services.	MOE – Participant completion rate of Transportation Workforce Readiness	80%	85%
	MOE – Percent of job-ready participants meeting minimum qualifications for Metro’s featured positions	80%	78%
Ensure workforce development aligns to transportation industry demand.	MOE – Job retention rate post six months of employment (Based on 10/15/18 hire cohort – total of nine)	100%	100%
	MOE – Job retention rate post one year of employment	Actual not yet available	100%
Provide a support network, while increasing opportunities for participants’ development and success.	MOE – Percent of job-ready participants with a favorable program satisfaction rating	Actual not yet available	95%
Implement a core competency-focused approach to drive workforce readiness for participants.	MOE – Percent of participants who completed Transportation Workforce Readiness that are deemed job ready	75%	89%