

**Board Report**

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Agenda Number: 31.

**SYSTEM SAFETY, SECURITY AND OPERATIONS COMMITTEE
JUNE 18, 2015**

SUBJECT: ATU/MANAGEMENT JOINT APPRENTICESHIP COMMITTEE PROGRAM

ACTION: AUTHORIZE MEMORANDUM OF UNDERSTANDING WITH LOS ANGELES TRADE-TECHNICAL COLLEGE

RECOMMENDATION

AUTHORIZED ON CONSENT CALENDAR the Chief Executive Officer to execute a Memorandum of Understanding with the Los Angeles Trade Technical College for FY16 - FY18 to provide continuation services in support of the **Rail Technical Training and Rail Apprentice Programs**, for up to \$500,000 each year for a total value of \$1,500,000 to support Rail Technical Training for Metro's workforce.

ISSUE

Trained technical personnel are needed to operate Metro's rail lines. With the growth of the rail system, and the anticipated loss of personnel through retirements and attrition over the next several years, it is important that Metro partner with a technical community college to prepare our current and future workforce to meet Metro's needs.

DISCUSSION

On April 18, 2013, the Metro Board approved an MOU with LATTC to work with Metro management to develop and deliver a rail technical training pilot program. This agency-focused, job specific training has been provided to incumbent workers in Rail Fleet Services and Wayside Systems. Given the scope and pace of the planned expansion in rail operations, and with an increasing number of Rail Operations employees reaching eligibility for retirement, we can no longer rely on the past practice of incrementally filling and training for rail maintenance positions with employees from bus operations.

This MOU will authorize Metro to continue and strengthen the pilot program developed through Metro's partnership with LATTC. The partnership will develop and deliver a standardized training curriculum responsive to the requirements specified by management in Rail Operations.

ATU Local 1277 and Metro management previously agreed upon a Rail Apprentice Program called the Joint Apprenticeship Committee (JAC) Program (Attachment A). The pilot program was used to

give more structure and a standardized curriculum to JAC participants (Attachment B). Continuation of this program under the new MOU would provide a more clearly defined career pathway for current Metro employees, as well as future new hires interested in technical careers in rail maintenance.

In addition to providing training to incumbent workers through the JAC program, Metro management and the ATU are discussing how Metro might provide pathways to apprenticeship opportunities for veterans and young adults from under-represented communities. This training would focus on the disciplines listed below:

Job Title

- Rail Vehicle Maintenance Specialist
- Rail Signal Inspector
- Rail Traction Power Inspector
- Rail Track Inspector
- Rail Electronic Communications Inspector

In addition to its current work with Metro, LATTC is working to develop and offer a two-year degree in rail technology using virtual technology and on-line learning strategies supporting flexibility in apprenticeship training. This could provide a pipeline of well-trained potential employees who could be hired for rail technical positions.

DETERMINATION OF SAFETY IMPACT

Approval of this item will result in a positive impact on safety. Training personnel in the most up-to-date rail practices will ensure the safety of our patrons and employees.

FINANCIAL IMPACT

Funding of \$200,000 for the MOU is included in the FY16 budget in cost center 2041 - Office of Strategic Workforce Planning, project 300040 (Rail Operations Management and Administration). Additional funding as needed will come from various maintenance cost centers in project 300022 (Blue Line Operations), 300033 (Green Line Operations), 300044 (Red Line Operations), 300055 (Gold Line Operations), and 300066 (Expo Line Operations).

Since this is a multi-year MOU, the cost center manager and Executive Director will ensure that program funds are budgeted in future fiscal years.

Impact to Budget

The funding for this action will come from Enterprise Operating funds. No other sources of funds were considered for this activity because these funds are earmarked for rail operations. This project is part of Metro's on-going staff training program.

ALTERNATIVES CONSIDERED

The Board could reject the proposed program and address the individual elements of the program on an ad hoc basis as issues are identified. However, this is not recommended because Metro risks not

having sufficient personnel with the technical skills needed to support our rail system, and further widens the skills gap areas for technical expertise. In addition, not to continue the program could be a lost opportunity for the residents of Los Angeles County for job creation and careers in transportation.

NEXT STEPS

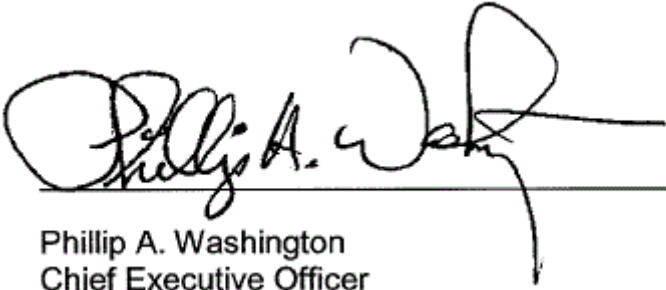
Upon approval, staff will execute an MOU with LATTC to continue with the JAC program as well as other opportunities to further develop incumbent workers' skill and knowledge, and a possible degree program in rail systems technology.

ATTACHMENTS

- A. ATU and LACMTA 2013 - 2017 Agreement - Article 8 Section G - Rail Apprentice Programs
- B. JAC Program Newsletter
- C. Metro Rail Operations Incumbent Worker Training Program Outline - Facilitated by LATTC

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