



Board Report

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EXECUTIVE MANAGEMENT COMMITTEE JUNE 18, 2015

RECEIVE oral report on **Veterans Hiring Initiative & Workforce Planning.**

DISCUSSION

Metro has dedicated itself to supporting Veterans and their families by developing a comprehensive Veterans Hiring Initiative which also supports Mayor Garcetti's 10,000 Strong Initiative to collectively hire 10,000 veterans by the end of 2017. In addition, with the Next Gen in mind, Metro is developing a workforce planning program, which includes a rail technical training program to develop the skills of incumbent, as well as new workers to meet our growing needs for rail technical personnel.

Veterans Hiring

This year marks the three year anniversary of Metro's Veteran Hiring Initiative. Since the inception of the program, 4.5% of Metro new hires have self-identified as veterans, matching their representation in the working age local population. Metro continues to give every Veteran, their spouses and the Guard & Reserve applicants a fair look in our hiring decisions. Veterans bring leadership skills, professionalism, commitment, and the mission focus that Metro needs. Departments are now required to interview all job applicants who are veterans and meet the minimum requirements for a position.

Workforce Planning

Staff has worked with Mercer to develop a workforce planning tool to project workforce needs, and has continued developing hiring and training programs toward meeting those needs. In addition, management has worked with labor to develop a pilot rail technical apprenticeship program to develop job skills of our incumbent workers, as well as future new hires to fill rail technical jobs that are needed to support expansion of the rail system. The first 12 apprentices successfully completed the program on March 20, 2015. Staff has included funds in the FY16 budget to continue this program. These personnel may take further training to qualify for supervisor positions, which will aid in our workforce planning efforts.

NEXT STEPS

Staff will continue with these programs and will report back to the Board with quarterly updates.

ATTACHMENT

Attachment A: Veterans Hiring Initiative & Workforce Planning Update

Prepared by: Lonnie Mitchell, Executive Director, Strategic Workforce Planning
(213) 922-1010

Reviewed by: Donald E. Ott, Executive Director, Employee & Labor Relations
(213) 922-8864