



## Board Report

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### EXECUTIVE MANAGEMENT COMMITTEE JUNE 15, 2017

#### **ACTION: RECEIVE AND FILE**

#### **RECOMMENDATION**

#### **SUBJECT: METRO CAREER PATHWAYS**

RECEIVE AND FILE the proposed framework for a pilot educational and vocational training program with the objective of facilitating career pathways for local youth in Los Angeles County's transportation sector as set forth in Attachment A.

#### **ISSUE**

At its April 2017 meeting, the Board approved Motion #43 by Directors Ridley-Thomas, Fasana, Garcetti, Barger, Garcia and Dupont-Walker directing the CEO to report back to the Executive Management Committee during the June board cycle with a proposed framework for a pilot educational and vocational training program, specifically, though not exclusively, targeting at-risk probation and DCFS youth who have historically been under-served educationally. (Attachment B) This report is submitted in response to the Motion.

#### **BACKGROUND**

Attracting, developing, and retaining a diverse workforce is critical to the continuing success of Metro. Workforce challenges facing the agency include looming retirements caused by an aging workforce (39% of the Metro workforce will be fully eligible for retirement over the next three years); the need to retain workers who could leave for other industries (69% of Metro employees are over the age of 40); and the need to expand the workforce to meet the growing demand for transit (Measure M is estimated to generate an additional 778,000 jobs). Consistent with the national trend in the transit industry, Metro is also experiencing a significant skills gap in the demand for and supply of high skilled workers. Since Metro is charged with both rebuilding the existing infrastructure and planning for the expansion of the system funded by Measure M, a bold and innovative non-traditional partnership is warranted.

Currently, the primary introduction for youth about Metro workforce opportunities is through Metro's internship program which offers undergraduate, graduate, and postgraduate students an opportunity to gain practical work experience related to their academic field of study. Metro also sponsors the Transportation Careers Academy Programs (TCAP) summer internship program for students in

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grades 11 and 12. The TCAP provides “real world” industry learning environments for high school students interested in transportation careers and this summer marks the 20<sup>th</sup> year of the program.

## **DISCUSSION**

The question now facing Metro is: How best do we prepare the next generation for a career pathway into the transportation industry? One solution is an increase in Career and Technical Education (CTE) programs of study. Such programs begin in middle or high school and continue into postsecondary education or apprenticeship and provide the foundational and early occupational skills training needed in skilled occupations.

Attachment A outlines a framework to link a pilot educational and vocational training program for youth to Metro’s existing career pathways. Earlier this month, staff met with County Departments to discuss the purpose and need for the MCP, the goals of the County Departments serving at-risk youth and introduced the framework for the pilot CTE program.

Modeled after the Alliance for Quality Career Pathways (AQCP), the framework includes:

1. Definitions and a conceptual model for the Metro Career Pathways (MCP);
2. Criteria and quality indicators for MCP; and
3. A set of interim and outcome metrics for measuring and managing MCP student progress and success.

Driven by the Center for Law and Social Policy, the AQCP framework is jointly developed by the US Departments of Education, Labor, and Transportation. Staff has chosen to model the AQCP framework because it is flexible and can be customized or tailored to the needs of a specific sector, like transportation. The career pathway approach is especially beneficial for more vulnerable populations, whose educational and career success is more often impeded by disconnects between systems and limited access to integrated services. The MCP seeks to establish career pathways for youth, with an emphasis on at-risk populations.

The career pathway approach ensures a system that provides clear transitions, strong supports, and other elements critical to the success of students. It is not simply a new model, rather, MCP is a paradigm shift in how Metro prepares youth for work and lifelong learning. It reorients existing education and workforce services from a myriad of disconnected programs to a structure that focuses on the workforce needs of Metro and on individuals in need of education and training to be successful on their career paths.

## **NEXT STEPS**


Staff will work with the County Departments to develop a program model. Staff will initiate a procurement to retain consultant services to perform the next phase of establishment of an MCP - which includes the identification of a pilot CTE and college preparatory training program tailored to transportation, assistance with identifying a potential site, and coordination with the relevant local and state departments of education and other appropriate entities.

## **ATTACHMENTS**

Attachment A - Framework  
Attachment B - Motion #43

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