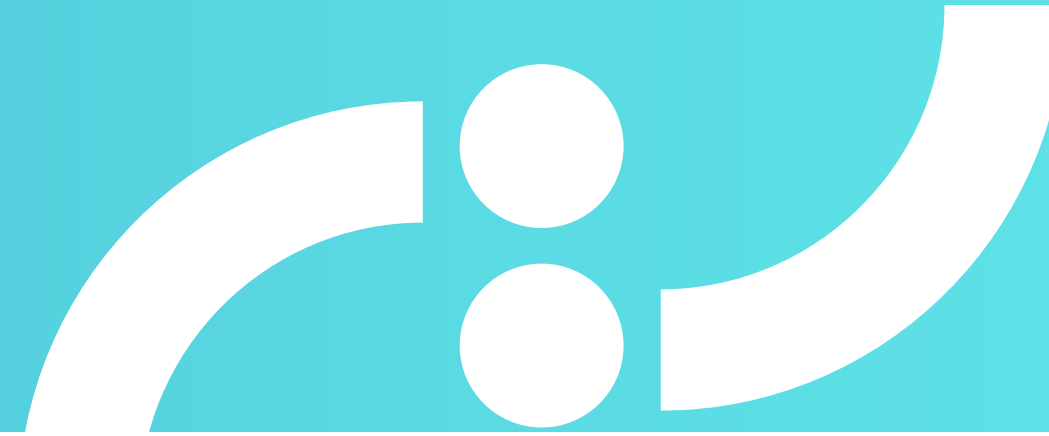


Talent Development Bench



Executive Management Committee
July 16, 2026

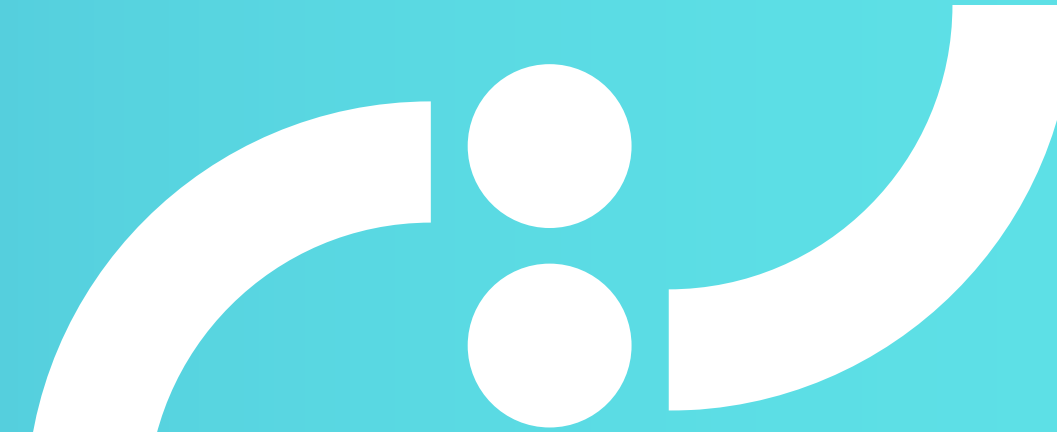
Background



Talent Development (TD) Department Overview & Current Needs

- Oversees various programs and opportunities for learning and career growth, and monitors employee and departmental needs.
- Requires a bench of contractors to support these services as the previous contract has expired.
- Talent Development Bench will support existing programming and build on training program offerings to achieve Metro's strategic goal for workforce development.
- This will ensure that Metro continues to be a learning organization that attracts, develops, motivates, and retains a world-class workforce.

Discussion



Bench Overview & Workforce Needs

- Metro's 13,000+ employees span multiple shifts, multiple labor unions, more than 880 job classifications, and over 80 divisions/facilities across LA County.
- Employees are at varying career stages and skills, from entry-level trainees to managers seeking growth and leaders planning for future workforce needs.
- As Metro's workforce continues to grow, Talent Development requires contractor support to augment internal resources and capacity to provide specialized services across the agency.

Contractors may support one or more of six disciplines:

Soft Skills Training

Employee &
Leadership
Development

eLearning Design,
Development &
Implementation
Support

Technical Skills
Training

Employee &
Executive
Coaching

Administrative &
Project Support



Metro

CHIEF PEOPLE OFFICE

Next Steps

- Upon Board approval, staff will execute the Talent Development Bench Contracts Nos. PS133086000 through PS133086006 for talent development services for the agency's workforce effective August 10, 2026.