



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

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Office of Strategic Workforce Planning Veterans Hiring Initiative & Workforce Planning Update Executive Management Committee



Veterans Hiring Metrics

PROGRAM PERFORMANCE

Since the inception of the program Metro has successfully hired Veterans at 94% of their proportionate representation in the California workforce.

PERFORMANCE	Veteran Hires	% of All Hires
Since Program Inception (Jan 2012)	204	4.5%
Calendar Year (CY) 2015 Q1 (Jan-Mar)	15	3.7%
% Working Age Veterans in Calif. Workforce 4.8%		

Veteran Spouse Hiring Metrics

PROGRAM PERFORMANCE

Veteran Spouse performance monitoring began July 1, 2014. Metro is working to reduce the high unemployment rate that Veteran Spouses' experience due to frequent relocations and gaps in employment.

PERFORMANCE	Veteran Spouse Hires	% of All Hires
Program to Date (since July 1, 2014)	9	0.9%
Male (since July 1, 2014)	4	
Female (since July 1, 2014)	5	
Calendar Year (CY) 2015 Q1	2	0.5%

Veterans Recent Program Activities

NETWORKING & OUTREACH

- USC CIR Community Matters Discussion with General Martin Dempsey, Chairman of the Joint Chiefs of Staff, Los Angeles
- LA Veteran Collaborative Meetings, Los Angeles
- Cal State Northridge Veterans Resource Center Women Veterans Meet and Greet, Northridge

Veterans Recent Program Activities (cont.)

JOB/RESOURCE FAIRS

- Council Member, Adrin Nazarian Job & Career Fair, Van Nuys**
- Los Angeles Recovering Warrior & Caregiver Employment Conference, Los Angeles**
- Marine Corps Mega Muster and Career Fair, Long Beach**
- Spring Into Summer Hiring Spree, Carson**

Veterans Program - Planned Activity for CY 2015 Q2

PLANNED ACTIVITIES

- 3 upcoming job/resource fairs and outreach events in Q2 of Calendar Year 2015

RECOGNITION & HONORS

- 2015 California Employer Advisory Council Veterans Employer of the Year Award

Workforce Planning Update

- Final Mercer contract activities
 - Updated the workforce planning software tool with latest demand, supply and business drivers
- Hosted APTA's Director of Educational Services, for discussion on Metro's Next Generation and Veteran's Programs:
 - 2 external partners and 8 Metro departments participated

Rail Technical Training Program

- First cohort of 12 ATU/Management Apprenticeship Program participants completed Rail Technical Training Program requirements and graduated on March 20, 2015
- Of those 12, 8 Rail Vehicle Maintenance Specialists were assigned to Blue Line Maintenance to begin Metro specific on-the-job training by Metro AFSCME instructors
- The remaining 4 were assigned to the Green Line to begin Metro specific on-the-job training by Metro AFSCME instructors
- Next steps: Labor/Management agreement to post and recruit participants for Traction Power Inspector and Signal Inspector for Program instruction



Metro