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TO: BOARD OF DIRECTORS *per*

THROUGH: PHILLIP A. WASHINGTON *per*
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FROM: SHALONDA BALDWIN *per*
DEPUTY EXECUTIVE OFFICER, DIVERSITY AND
ECONOMIC OPPORTUNITY

SUBJECT: STATUS REPORT OF WORKFORCE INITIATIVE NOW –
LOS ANGELES (WIN-LA)

ISSUE

The transportation industry is experiencing a gap in the demand for and supply of skilled workforce, making succession planning and workforce development crucial for Metro to deliver Measure M programs over the next 40 years and beyond. Metro is focused on meeting the workforce challenges through various systematic approaches outlined in Metro's Career Pathways (MCP) which includes the transportation school, Workforce Initiative Now-Los Angeles (WIN-LA) along with other workforce development and outreach initiatives.

BACKGROUND AND DISCUSSION

Metro formally announced WIN-LA on July 28, 2017 at a pledge event that convened members from the region's workforce development and community college sectors, Metro prime contractors and the business community including the general contracting community, labor representatives; and others to pledge commitment to supporting WIN-LA and the regional collaboration to deliver an employer driven workforce development program to identify, assess, train and employ the future transportation workforce. The Mayor, City of Los Angeles, Metro Board Chair Eric Garcetti; Chair, Los Angeles County Board of Supervisors, Metro Board Member Mark Ridley-Thomas; City of Inglewood Mayor, Metro Board Member James Butts; and Metro Board Member, Jackie

Dupont-Walker and other guests commemorated the regional collaboration between Metro, the City of Los Angeles Workforce Development Board, the County of Los Angeles Workforce Development Board including the five consortia regional Workforce Development Boards by signing of a ceremonial Memorandum of Understanding (MOU).

As presented at the Board Staff Briefing on March 8, 2018, staff has successfully achieved various milestones required for the ongoing development and implementation of WIN-LA.

(1) WIN-LA Program Framework

Recognizing WIN-LA's mission is to "attract, hire and grow a world-class transportation workforce from the communities of Los Angeles County," staff has developed a program framework to identify and develop WIN-LA "job ready" candidates for career pathways in the transportation and construction industries. WIN-LA career pathways are comprised of construction, and non-construction opportunities in operations/maintenance including administration and professional services. The program framework engages regional partners and aligns resources to identify, assess and train historically underrepresented communities including community college students and women to gain access to transportation careers with focus on skilled, professional and hard-to-fill positions within Metro and the transportation industry. Various activities have been performed to establish a preliminary list of career pathway opportunities for the phased implementation of WIN-LA with the initial phase focused on internal Metro opportunities, such activities include:

- assessment of Metro and the industry's hard-to-fill positions;
- analysis of workforce (e.g. hiring and retirement) projections;
- review of internal positions and career pathways; and
- performance of strategic initiatives with focus on creating attainable career pathways for targeted populations.

Staff will continue to advance efforts by developing an approach to engage private employers to recruit and employ WIN-LA participants in the near future by leveraging formalized commitments such as a WIN-LA goal.

(2) WIN-LA Regional Collaboration

The success of WIN-LA's integrated program framework and the desired measurable outcomes in support of economic uplift for targeted communities relies upon the regional collaboration of partners and the aligned services of inter-agencies, service providers and community stakeholders. In response, several milestones have been achieved such as:

a. Advisory Committee

The WIN-LA Advisory Committee has been established to provide insight and expertise in the development and implementation of WIN-LA; and promote diversity and inclusion, shared values, goals and objectives in support of

WIN-LA's mission. Staff convened the first quarterly advisory committee meeting in November 2017 comprised of representatives from the City of Los Angeles Workforce Development Board, County of Los Angeles WDACS, Los Angeles Mayor's Office, LA/OC Regional Community College Consortium, Transportation Workforce Institute (TWI) including various community based organizations that support the veteran, homeless, disconnected foster youth community and others; including internal Metro partners such as Human Capital Development, Office of Civil Rights, OCEO's Women & Girls Governing Council and Diversity and Economic Opportunity.

b. Inter-Agency MOU

Through concerted efforts with our partners, Metro formalized the regional partnership that was commemorated at the pledge event through execution of MOUs in February 2018 with the City of Los Angeles Workforce Development Board and the County of Los Angeles WDACS, which houses the County Workforce Development Board.

c. Regional Intake/Career Centers

Metro will leverage the linked resources provided by regional AJCC/WorkSource Centers via the formal MOUs. A select group of centers have been identified to serve as WIN-LA Intake/ Career Centers based on the service offerings; geographic location within the region; median household income of tier 1 \$0 - \$32,000 and tier 1 \$32,001 - \$40,000 (consistent to Metro's PLA/CCP); and the sub-regional boundaries. As a result, Metro will implement the initial phase of WIN-LA in partnership with the following centers that will perform intake, assessment and case management support services for participants: Vernon-Central/LATTC (City); Northeast LA (City); El Proyecto (City); Harbor Gateway (City); Antelope Valle (County); Pomona Valley (County); South LA (County); Veterans Patriotic Hall (County) and East LA (County). Staff will advance efforts to execute formal MOUs with Pacific Gateway Workforce Development Board and South Bay Workforce Development Board to include centers located in Inglewood and Long Beach areas for the initial phase of implementation.

Lastly, staff will continue partner engagement and initiate grassroots communication and outreach efforts in preparation for WIN-LA launch in late summer of 2018.

ATTACHMENT

Regional Partner Map



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WIN-LA Partner AJCC/WorkSource Centers

