



Metro was recently recognized by several elected officials and businesses for being a veterans friendly company



Office of Strategic Workforce Planning - Veterans Hiring Initiative - An Update

Executive Management Committee
January 17, 2013



Metro

Office of Strategic Workforce Planning

OBJECTIVES

- Direct agency-wide succession planning initiatives
- Prepare talent pool of internal and external candidates to compete for mission-critical positions
- Program Management of FTA Innovative Transit Workforce Development Grant (Metro University: Developing the Next Generation of Transportation Professionals) Phase I
- Develop a comprehensive Veterans hiring initiative
 - Brand Metro as a veterans friendly employer



APTA Public Transit/Military Initiative

APTA is leading a coordinated effort among all transit agencies to support returning Veterans and their families by providing transit options and employment opportunities.

The goals include:

- Develop an e-resource library
- Develop & implement a national marketing & communication campaign
- Develop industry standards to adopt, publish and distribute
- Maintain communication with FTA/TCRP

To implement these goals, a number of committees have been formed and Metro is co-leading the Military/Transit Relevancy Oversight Committee.

Metro's Veterans Hiring Initiative

Program Goals:

Meet or exceed Transportation Industry Goal of 12 Percent New Hires

Current Status

Total Metro Veterans	600
– Regular Employees	585
– Temporary Employees	15

<u>Veteran New Hires in 2012</u>	<u>Number</u>	<u>% of New Hires</u>
– Regular FTEs	51	6 percent
– Temporary Positions	10	12 percent

Metro's Veterans Hiring Initiative

Current Initiatives/Programs:

- Co-Chair APTA's Military/Transit Relevancy-Oversight Committee of the Transit Military Cooperative Initiative Task Force
- Participate in Veteran's Job Fairs and hiring events
- Partner w/Veteran job posting web portals (e.g. H2H.jobs) to post Metro job vacancies
- Present Metro's hiring initiatives to the joint City/County WIB Veteran's Employment and Training Services (VETS) Sub-Committee
- Participate in US Army Partnership for Youth Success (PaYS) Program



Metro's Veterans Hiring Initiative, cont'd

Future Program Initiatives:

- Partner with US Dept. of Veterans Affairs/Veteran Supported Employment Program (VA/VSEP) – a vocational rehab program to match Veterans job skills and interests w/ Metro
- Coordinate w/ Student Veterans Community for future hiring opportunities
- Outreach to military Transition Assistance Program (TAP) Offices
- Establish an Apprenticeship Program based on the State Dept. of Industrial Relations Apprenticeship Standards
- Create Non-Paid Work Experience (NPWE) opportunities

Project Labor Agreement / Construction Careers Policy (PLA/CCP) Interface

- Metro's PLA/CCP includes a hiring goal for Disadvantaged Workers of 10%
- To be eligible for Disadvantaged Worker status an individual must live in an economically disadvantaged area in the United States and meet two additional criteria out of nine. One of the nine criteria is "being a veteran of the Iraq/Afghanistan War"
- As an additional supportive service to Veterans, the Strategic Workforce Planning Group will coordinate with Metro's PLA/CCP Unit to ensure that Veterans are also referred to construction contractors as potential Disadvantaged Worker candidates

Succession Planning Programs

Succession Planning Programs:

- Procured a management consultant firm (Mercer) to assist in developing a strategic workforce planning process to assist management to develop a Succession model, oversee a demo and ready Metro to implement companywide
 - Start w/identifying most critical Transit Operations positions
- Develop a workforce planning process in partnership with Los Angeles Trade Technical College (LATTC) to develop a Rail Technical Training Program Initiative
 - Design/develop training curriculum specific to rail Traction Power/MOW/Communications and railcar maintenance areas to address existing skill gap performance areas

FY14 Budget Initiatives

Additional Program Considerations:

- **Operations' Management Certificate Program**
- **Transit Operations Supervisor Training Program**
- **Transit Operations' Management Trainee Program (Veteran's Only)**
- **Transit Management Trainee Program**
- **Transit Executive/Management Development Program**

QUESTIONS?

Veteran New Hires in 2012 by SBU

SBU	No. of Regular FTE	No. of Temp. Positions	Total New Hires	% of New Hires
CEO	2	5	7	12.1%
Economic Development	0	1	1	25%
Financial Services	1	0	1	6.3%
Administrative Services	4	2	6	12.5%
Operations	43	1	44	5.3%
Highway Project Delivery	0	1	1	14.3%
Communications	1	0	1	3.2%
Total	51	10	61	6.2%