

Los Angeles County
Metropolitan Transportation Authority

Office of Strategic Workforce Planning
Veteran's Hiring Initiative & Succession Planning Update
Executive Management Committee
Thursday, October 17, 2013



Veterans Hiring Metrics

Meet or exceed Transportation Industry Goal of
12% Veteran New Hires by 2015

<u>Program Performance:</u>	<u>Hires</u>	<u>%</u>
Since program inception*	127	5.0
Qtr 3, Calendar year 2013	11	3.0

* 21 mos; Jan '12 – Sept '13



Recent Veterans Program Activity

Co-sponsored 2 major Veteran's events:

- Wounded Warrior Project Hiring event
- Amtrak Veterans Job Fair –
Transportation/Rail Careers

Participated in the following events :

- Native American Veterans Association
Summit
- Joint Forces Job/Resource Fair Los Alamitos
- On-going APTA Initiative w/Rutgers
University: Transit Virtual Career Network
(TVCN)



Future Veterans Program Activities

- Fall Jubilee Job Fair – Oct 18
Los Angeles
- Co- Sponsor Honor a Hero – Hire a
Vet Job & Resource Fair – Oct 24
Van Nuys
- Crenshaw Economic Summit – Oct
28 Los Angeles
- Wounded Warrior Project Networking
Event – Nov 6 Metro

Succession Planning Update

- Learning how to use Mercer-developed excel-based workforce planning tool
- Leadership Development – Succession Planning Pilot will address these positions first:
 - **Division Managers**
 - **Assistant Managers**
 - **Transit Operations Supervisors**