

Office of Strategic Workforce Planning Veterans Hiring Initiative & Succession Planning Update Executive Management Committee January 16, 2014



Veterans Hiring Metrics

PROGRAM PERFORMANCE:

•Over the 2-year program performance period we've successfully hired Veterans at 103% of their proportionate representation in the California workforce.

PERFORMANCE	Veteran Hires	% of All Hires
Since Program Inception (CY 2012 & 2013)	139	4.92%
Qtr. 4, Calendar Year (CY) 2013	14	4.61%
% Working Age Veterans in Calif. Workforce		4.8%

Veterans Program Activity

RECENT

- Networking
 - National Conference of State of Veterans Issues – USC
 - LA Cares Symposium – JVS and Salvation Army
 - Wounded Warrior Networking Event - Metro
 - Veterans' Holiday Celebration, West LA VA Campus
- Job Fairs
 - Joint Forces Job Fair - Los Alamitos
 - Fall Jubilee Job Fair – Los Angeles
 - HAH-HAV Job Fair – Van Nuys

PLANNED

- Military Spouse Hiring and Career Forum Camp Pendleton – March 25th



Succession Planning Update

- Convened 1st Meeting with Succession Planning Cross-functional Team
 - Mercer introduced Workforce Planning Tool
 - Mercer provided brief overview of the succession planning pilot for Operations
- CEO/DCEO met with OSWP, Mercer and Operations Management to ensure Operations “key subject matter experts (KSME)” were asked to provide input and feedback in terms of the succession planning pilot roll-out
 - OCEO requested that succession planning process include positions at the Superintendent and Executive Officer level as well
- Leadership Development – Succession Planning Pilot will address Operations Management positions first:
 - **Division Managers and Assistant Managers (i.e. Bus, Rail and Maintenance positions, etc.)**



Metro