

Office of Strategic Workforce Planning Veterans Hiring Initiative & Succession Planning Update Executive Management Committee June 19, 2014



Veterans Hiring Metrics

PROGRAM PERFORMANCE:

Over the 9-quarter program performance period we've successfully hired Veterans at 102% of their proportionate representation in the California workforce.

PERFORMANCE	Veteran Hires	% of All Hires
Since Program Inception (Jan 2012)	158	4.9%
Qtr. 1, Calendar Year (CY) 2014	17	5.1%
% Working Age Veterans in Calif. Workforce		4.8%

Veterans Recent Program Activities

NETWORKING & OUTREACH

- USC 2014 Edward R. Roybal Memorial Lecture by the Honorable Togo D. West, Jr., former U.S. Secretary of the Army and former U.S. Secretary of Veterans Affairs
- Women Veterans Breakfast (Patriotic Hall)
- Mayor Garcetti's Veteran Hiring Initiative Partner Reception (Patriotic Hall)

JOB/RESOURCE FAIRS

- California Black Veterans Summit
- Women Veterans Summit (West LA VA)
- Women Veterans Symposium (Carson)
- Military Spouse Employment Program (MSEP) – Camp Pendleton
- JVS/EDD Job Fair (Pacoima)
- Dodger Stadium Job Fair
- USC 2nd Annual Veterans Career Fair

Veterans Program – Planned Activity for Q2

PLANNED ACTIVITIES

- 7 upcoming job/resource fairs in Q2
- Starting Veterans Employee Resource Group for on-boarding and engagement

RECOGNITION & HONORS

- 2014 CEAC Veterans Employer of the Year Award
- Featured as a “success story” in USC’s 2nd Annual *Serving Those Who Have Served* Veterans Career Event

Succession Planning Update

FOCUS GROUPS WITH OPERATIONS MANAGEMENT

- Defining “Technical Competencies” required of Bus and Rail Transportation and Maintenance Managers

METRO WORKFORCE PLANNING TOOL

- Defined skill sets needed to use the workforce planning tool
- Training Metro staff to work with tool

NEXT STEPS

- Conduct Talent Review
- Build Development Plans

Rail Technical Training Program

WORKING WITH RAIL OPERATIONS & LATTC

- 217 Rail Operations incumbent workers trained
 - Module I – General & Electrical Safety
 - Module II – Measuring Devices & Tools
 - Module III – Technical Writing & Meter Usage
- Developing
 - 18 training modules for the P2550 Rail Car
 - Standardized curriculum for 17 ATU employees participating in the Joint Apprenticeship Committee Program
- Awaiting CA Dept Education approval for a new “Rail Systems” major
 - CEU’s, certificate and/or an Associate Degree
 - Grads a source for future Metro hires