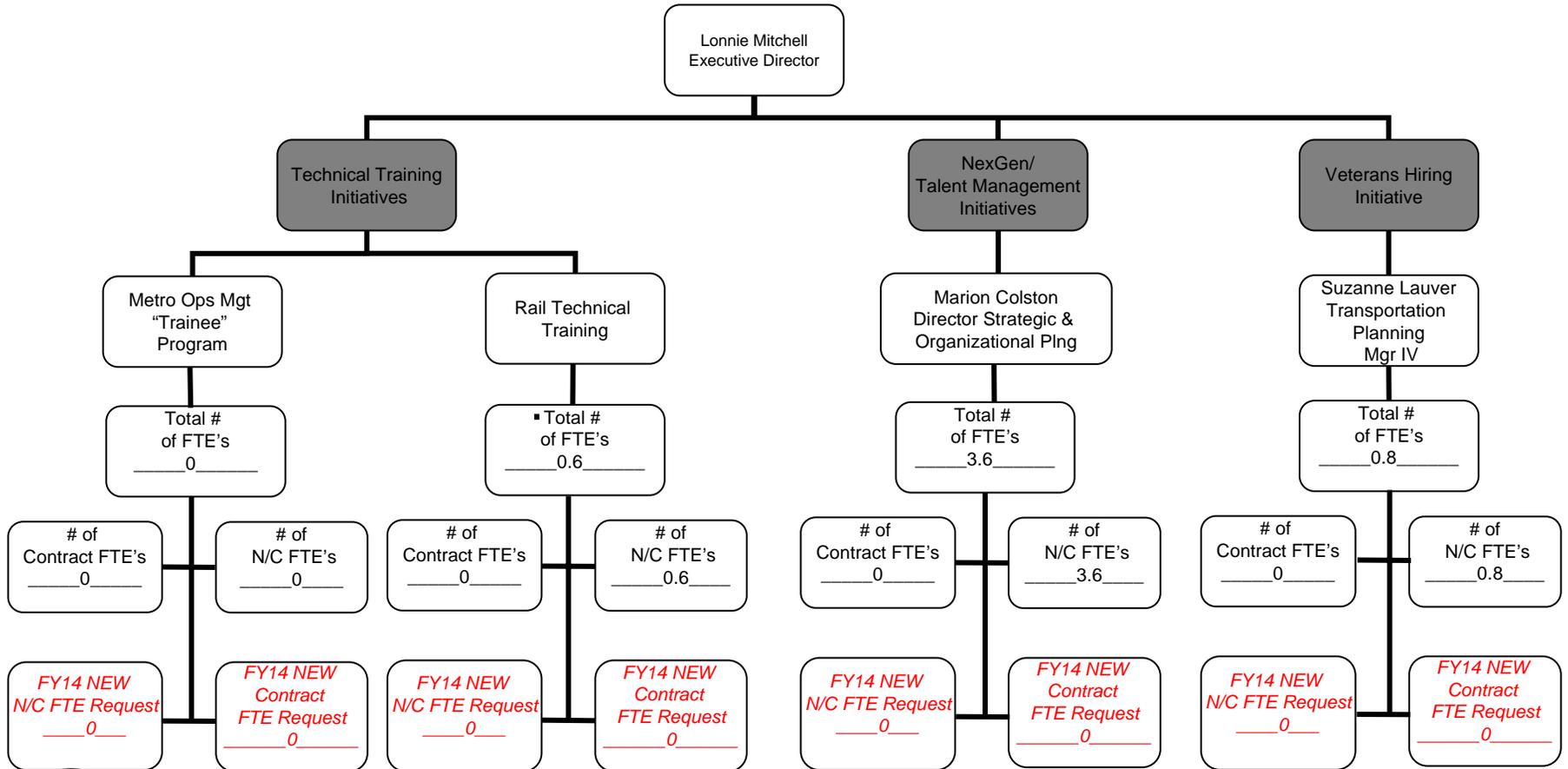


FY14 Budget Proposal Summary of Functions Office of Strategic Workforce Planning

Strategic Workforce Planning

Function Based Organization Chart

FY13 FTE: 5 New FY14 FTE: 0 Total FY14 FTE Request: 5



Summary Of Functions

- **Technical Training Initiatives**
Oversee two initiatives to develop the skill sets of Transit Operations staff:
 - Rail Technical Training program
 - Transit Management Trainee Program (Veterans only)
- **NexGen/Talent Management Initiatives**
Facilitate agency-wide strategic talent management initiatives to prepare human capital pools of internal and external candidates to compete for mission-critical positions.
- **Veterans Hiring Initiative**
Develop initiatives that brand Metro as a Veteran-friendly employer by striving to meet a 12% Veteran “new hire” goal over the next 3 years.



Major activities

Function #1 - Technical Training Initiatives

- **Rail Technical Training Program**

In partnership with the Los Angeles Community College District (LACCD), the Los Angeles Trade Technical College (LATTC) and Metro Rail Operations, develop & deliver training curriculum to support the Rail Apprenticeship program (see draft Board report System Safety & Operations Committee of February 21, 2013).

- **Operations Management Trainee Program (Veterans only)**

Design & implement a 2-year rotational management trainee program for military veterans with a BS/BA degree to gain experience in various functions within Transit Operations in order to prepare these candidates to compete for Assistant Manager positions within Transit Operations.

Major Activities

Function #2 – NexGen/Talent Management Initiatives

- Develop a scalable & repeatable succession planning model to be deployed throughout the organization.
- Develop integrated and seamless talent management initiatives focusing on workforce planning in order to meet the agency's strategic goals with an adequate pipeline of leaders for mission-critical jobs.
- Monitor talent metrics (engagement, depth of bench strength, develop other meaningful talent analytics)
- Facilitate agency-wide talentship to promote a high performance culture. Making the best use of the organization's talent by applying decision science logic to the best use and deployment of people (i.e., the right person with the right skills and competencies in the right job at the right time).

Major Activities

Function #3 - Veterans Hiring Initiative

- **Veteran Recruitment**
 - Focused outreach and recruitment of military veterans via Veteran job fairs, job posting web portals, sponsorship of veteran community events and organizations, partnering with the Army's Partnership for Youth Success (PaYS) program.
- **Thought leader in Veterans' reintegration best practices**
 - Participate in the national and local level dialogue to develop best practices for military Veterans' reintegration. Co-chair of APTA's Military/Transit Relevancy-Oversight Committee of the Transit Military Cooperative Initiative Task Force and represent Metro at the local level with the joint City/County Workforce Investment Board (WIB) Veteran's Employment and Training Services (VETS) Sub-committee
- **Develop innovative programs to ensure Metro has the talent it needs, when it needs it**
 - VA/VSEP, student veteran outreach, liaison with military TAP offices, registered apprenticeships, non-paid work experience opportunities