Agency-Wide Demographics

Summary

Los Angeles Metro Workforce

– 11,266 Employees
  • 10,982 Full-Time and Part-Time Employees (97%)
  • 284 Contingent Employees (3%)
– 29.6% Female, 70.4% Male
– 88.2% of workforce identifies as a minority group
– 26.7% Full-Time & Part-Time employees are eligible to retire
– 4.5% employees are veterans
Agency-Wide Demographics

Employees by Ethnicity

- African American: 30.9%
- American Indian: 0.4%
- Asian: 11.6%
- Hispanic: 41.5%
- Native Hawaiian or Other Pacific Islander: 0.7%
- Two or More: 3.1%
- White: 11.8%

Female: 29.6%
Male: 70.4%

Metro Data 2.22.19
Agency-Wide Demographics

Workforce Retirement Eligibility

Chart does not include 284 part-time workers (Data as of 2.22.19)
Talent Development
Career Pathways

Metro Career Pathways

WIN-LA
Creating career pathways in construction and non-construction opportunities within Metro and the transportation industry. Workforce Initiative Now-Los Angeles (WIN-LA) will provide support for applicants in life skills development, skill set enhancement and educational attainment services. WIN-LA will also increase resources for training and placement of specialized positions in the transportation industry.
more info: page 9

Transportation Gateway
Introducing talent to Metro, the Transportation Gateway programs aim to deliver information and resources to help individuals in the community gain a broader knowledge of the public transportation industry.
more info: page 10

Transportation Introduction
Working in collaboration with the County of Los Angeles, this educational and vocational training program is aimed at establishing a unique skills-based learning approach to prepare students for entry into the transportation field.
more info: page 8

WIN-LA
Women Build LA - Boot Camp
Metro Veterans Program
Project Labor Agreements and Construction Careers Policy

Transportation School

Transportation Career Academy Program
Metro Internship Program
Entry-Level Trainee Program
Bus Operator Transportation Academy
Transportation Workforce Institute
Rail Vehicle Maintenance Program
Talent Development
Career Pathways (Cont.)

**Employee Development**
Self-paced series of classes designed to help existing Metro employees gain professional knowledge and enhance skills to succeed in their current roles.
more info: page 11

**Management/Leadership Development**
Empowering members of Metro’s management team to further develop competencies related to Metro’s business goals.
more info: page 14

**Metro Management Orientation**
**Metro Leadership Academy**
**Multi-Agency Exchange Program**
**Eno Transit Mid-Manager Seminar**
**Mineta Transportation Institute**
**Senior Leadership Collaborative Communications Training**
**Southern California Leadership Network: Leadership Southern California**

**Transportation Executive/Senior Leadership**
Advancing senior leadership members’ knowledge in national and industry-related forums, understanding of industry trends and advanced strategic leadership skills.
more info: page 15

**Leadership APTA**
**Eno Public-Private Partnership Seminar**
**Eno Transit Senior Executive**
**Senior Leadership Communications and Collaboration Training**
**Southern California Leadership Network: California Connections**
**Transportation Diversity Council: Transportation & Infrastructure Summit**
**Harvard Kennedy Institute for Public Policy Certification**
**Northwestern University Executive Education Series**
**UCLA Anderson School for Executive Education**
Metro Youth E3 Initiative
Youth Initiative

MISSION
Prepare Los Angeles County youth for career and college pathways in the global transportation industry by teaching them transferrable STEAM industry skills.

SUPPLEMENTAL E3 PROGRAMMING
Metro will also develop supplemental E3 programs that complement the school by providing hands-on Industry-learning opportunities such as internships, and field trips. These have yet to be determined.

METRO TRANSPORTATION SCHOOL
The centerpiece of the E3 Initiative is a Metro Transportation School that prepares Los Angeles County students for STEAM (Science, Technology, Engineering, Arts, and Math) careers, with a specialized focus on the transportation and infrastructure industries.

COMMITMENT TO SERVE YOUNG OPPORTUNITY YOUTH
The Metro Transportation School will be open to all LA County youth with a commitment to ensure programming is accessible for Young Opportunity Youth ages 12-18. This includes youth who are currently receiving services from, or are at risk or entering, the County’s child welfare system, probation department/juvenile justice system, or homeless services.

KEEPING PACE WITH INNOVATION
The future of transportation is rapidly changing with the integration of new technologies. The Transportation School will keep pace with industry innovations and train students in emerging technologies.
Transportation School

- SEED School of LA Awarded contract to Operate School
- Bridge Housing Awarded contract for Housing & Retail
- Currently in Design Phase
- Break Ground for SEED School of LA – February 2020
- SEED School of LA Opens – August 2021
Revitalization of South Los Angeles to improve quality of life, increase public safety and workforce development.

4.2 acres located on the east side of 8400 & 8500 blocks of South Vermont Ave.

**Elements include:**

- 1,800 Affordable Housing Units
- 60,000 sf of Retail
- Public Charter Boarding School
- Metro Transit Learning Center
- Parking Structure
In addition to the SEED School of LA, the Vermont Manchester campus will also have an on-site transit job training center, that will expand the opportunities for disadvantaged non-school aged residents from across the County to seek opportunities for job training to prepare themselves for careers in the transit industry in coordination with Metro’s WIN LA Program.