

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 14, 2018

To: Honorable Members of the Personnel and Animal Welfare Committee

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **THE COALITION OF LOS ANGELES CITY UNIONS/LOCAL 501 BUILDING OPERATING ENGINEER AND BUILDING TRADES APPRENTICESHIP PROGRAMS (C.F. 18-0600-S9)**

This report is prepared in response to an instruction by the Budget and Finance Committee during deliberations of the Mayor's Fiscal Year 2018-19 Proposed Budget. The City Administrative Officer (CAO) was instructed to report on the feasibility of expanding the Coalition of Los Angeles City Unions and Local 501 Building Operating Engineer and Building Trades Apprenticeship Programs to additional departments.

## SUMMARY

As a result of a Letter of Agreement between the City of Los Angeles and the International Union of Operating Engineers, Local 501, a Building Operating Engineer apprenticeship program is being finalized with an anticipated start date of Fall 2018. This program is being designed through the cooperative input of Local 501, the Office of the City Administrative Officer, and the City departments that employ the classification of Building Operating Engineer. The Apprenticeship Program, upon its completion, will be available for use by any City Department employing that classification.

Similarly, there is language in MOU 2, Building Trades Rank and File, that provides for the creation of a Building Trades Apprenticeship Program. This Apprenticeship Program is not as close to finalization as the former. Upon completion, the Program will be available Citywide for all Departments employing participating trade craft classifications.

These two separate apprenticeship programs are being designed to develop practical and skilled individuals who, upon successful completion of the program, will become civil service employees of the City of Los Angeles. These programs span four to five years, depending on the classification, and combine classroom curriculum with on-the-job training. Classroom curriculum includes industry practices and skill set development that apprentices will apply to the City workplace under supervision by senior journey-level civil service classifications. These apprenticeship programs provide access to alternative pathways to civil service employment with the City and further the City's vision for identifying innovative ways to attract, develop, and sustain an equitable workforce.

The CAO continues to work with the respective unions carving out the specifics of each of the two apprenticeship programs ensuring adherence to the Civil Service Rules and ease of administration. The City's intent is to use these Programs to the widest extent possible, targeting late fall 2018 for start times.

**FISCAL IMPACT**

The cumulative cost implications of these apprenticeship Programs have not been determined at this time.

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