

MOTION

The City of Los Angeles (City) is one of the largest employers in the region, employing more than 40,000 people across 44 departments. From street repairs and park programming to infrastructure development and sanitation services, these departments collectively work to maintain the health, well-being and safety of our communities. Beyond these services, the City hires for a diverse field of occupations that are relatively stable, well paid, and with career pathways.

Current demographic and economic trends continue to transform the employment needs of City departments. The City's workforce is aging, creating a greater demand for operational positions. Current data shows that close to 46% of City employees are expected to retire, projected to leave many jobs vacant and unfilled over the upcoming few years. Moreover, the COVID-19 pandemic has exacerbated these trends, with many employees participating in the City's Separation Incentive Program.

To meet this challenge, the City has enacted a series of policies and measures, including the Targeted Local Hire and Bridge to Jobs Programs, to promote equitable opportunities in the City's hiring practices. To build on the success of these programs, the City can do more to address occupational shortages, improve cultural competency, and deliver opportunities to targeted workers facing the greatest barriers to employment. Currently, the City's Department of Public Works (DPW) is providing important leadership in targeted hiring efforts, by collaborating with the Los Angeles Black Worker Center (LABWC) to develop a training program that improves recruitment of Black workers for jobs in the six DPW bureaus.

Another viable high road training model to implement is Los Angeles County's (County) PLACE Program (The Preparing Los Angeles for County Employment). High Road Training Partnerships (HRTPs), according to the California Workforce Development Board (CWDB), are "industry-based, worker-focused training partnerships" that provide employers with a skilled workforce, while ensuring that workers have ample opportunities for economic mobility. HRTPs can help to address issues of workforce equity, job quality, and environmental sustainability.

To advance equity and job quality, PLACE connects individuals with identified barriers to employment, particularly those with lived experiences of homelessness and justice-involvement, to permanent, full-time County jobs. Individuals are recruited for County jobs, prepared for those jobs and the associated civil service exam, and if successful, placed on an eligible list for hire into the County. The program offers pre-employment education customized for selected departments, intensive case management and support aligned with the principles of a trauma-informed approach.

Since 2018, PLACE has successfully recruited, trained and hired more than 115 individuals with barriers to employment, in partnership with the Departments of Public Works, Parks and Recreation, Beaches and Harbor, Health Services and the Fire

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Department in Los Angeles County. Seventy percent (70%) of PLACE graduates are hired into full-time permanent positions in County departments.¹ Ninety-four percent (94%) of PLACE hires passed their probation period on the job.

As one of the largest employers in the Los Angeles region, the City has an opportunity to lead by example and invest in innovative programs that enable our most vulnerable residents to get good, quality jobs and build better lives that support their families and communities. This requires a heightened investment in new models of workforce innovation and a strengthened commitment to resolve systemic issues that impair equitable hiring and the creation of career pathways.

I THEREFORE MOVE that the City Council instruct the Personnel Department, with assistance of the City Administrative Officer (CAO), the Chief Legislative Analyst (CLA), and City Attorney, and in consultation with community stakeholders such as the Worker Education & Resource Center (WERC), to develop a plan in 90 days with recommended steps for implementing a Citywide Career Pathways Pilot Program, modeled after the County's PLACE Program, to recruit, train and hire future City employees, that includes High Road Training Components and ensures the success of participants with the greatest barriers to secure City employment. This plan should:

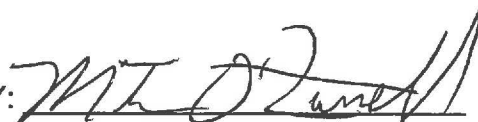
- Evaluate current and future occupational needs across City job classifications and work with City departments to identify entry-and-mid-level classifications within and beyond the Targeted Local Hire and Bridge to Jobs Program;
- Assess barriers that prevent targeted populations from applying and gaining access to entry-and-mid-level civil service careers, including the type of competitive examinations (written and oral) used across job classifications and evaluative practices for hiring; and
- Identify key partners, potential funding sources, and any adjustments that may be necessary, consistent with civil service requirements, in City recruitment, application and exam practices.

PRESENTED BY:


MARK RIDLEY-THOMAS
Councilmember, 10th District


MARQUEECE HARRIS-DAWSON
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SECONDED BY:



¹ This number reflects results before the COVID pandemic caused a County hiring freeze. Despite the hiring freeze, 50% of graduates whose cohorts were impacted by COVID have also been hired by the County.

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