

MOTION

The City of Los Angeles has long recognized that stable employment is critical to economic mobility, public safety, and successful reentry. Over the years, the City has adopted workforce and contracting policies, including the First Source Hiring Ordinance (FSHO), Fair Chance Initiative for Hiring (FCIHO), also known as “Ban the Box”, Targeted Local Hire (TLH), Bridge to Jobs (BRIDGE), and the Local Business Preference Program (LBPP), to expand access to employment opportunities for Angelenos facing systemic barriers. The City has also supported expungement and record-clearing programs that help justice-impacted individuals overcome barriers to employment.

Despite these efforts, workforce development, contracting compliance, and reentry initiatives often operate in silos, limiting the City’s ability to translate these investments into long-term employment outcomes. At the same time, the City spends billions annually on contracts and procurement without consistently aligning those investments with workforce and second-chance hiring goals.

On April 30, 2026, Executive Directive 20 “Strengthening Second Chance Employment Through City Contracting” was issued to strengthen implementation and compliance with existing hiring and contracting policies, particularly as they relate to second-chance employment opportunities. As Los Angeles prepares for major economic investments tied to the 2028 Olympic and Paralympic Games, the City must ensure that existing workforce and contracting tools are fully coordinated and operationalized to expand opportunity for justice-impacted Angelenos.

I THEREFORE MOVE that the City Council instruct the Personnel Department and the City Administrative Officer (CAO), with assistance from the Bureau of Contract Administration (BCA), Community Investment for Families Department (CIFD), Economic and Workforce Development Department (EWDD), and Information Technology Agency (ITA), to report within 60 days on a comprehensive implementation framework for Executive Directive 20 “Strengthening Second Chance Employment Through City Contracting,” including:

- Identification of existing personnel, compliance, procurement, and workforce resources that can be aligned to support First Source Hiring and Fair Chance compliance;
- Recommendations for departmental “Second Chance Employment Coordinators” or similar functions using existing resources;
- Evaluation of whether additional classifications or civil service positions are needed to support long-term compliance and workforce coordination;
- Identification of barriers within the civil service hiring process that limit participation by justice-impacted individuals;


MAY 19 2026

- Recommendations to streamline pathways from transitional employment into permanent City positions;
- Steps to integrate First Source Hiring and Fair Chance compliance into procurement systems, including the City's Regional Alliance Marketplace for Procurement (RAMP);
- Development of standardized compliance metrics and centralized tracking systems across departments;
- Strategies to better align WorkSource Centers, reentry programs, and workforce pipelines with City contracting opportunities; and
- Recommendations to increase participation of Local Transitional Employers and small businesses employing justice-impacted individuals in City contracting opportunities.

I FURTHER MOVE that the BCA and CAO report on a coordinated strategy to align procurement and workforce opportunities associated with the 2028 Olympic and Paralympic Games with the City's Second Chance hiring goals, including recommendations to connect Olympics-related contracting opportunities with existing workforce and transitional employment programs, ensure compliance with First Source Hiring and Fair Chance requirements, and establish mechanisms to track and publicly report hiring outcomes for justice-impacted individuals.

PRESENTED BY:

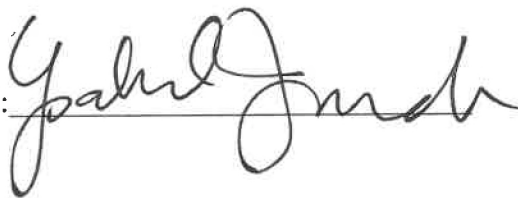


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