



# Growing In-house talent?

*Why LA Metro is investing in education*

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**Job opportunities in  
the transportation  
industry are  
increasing**

**MEASURE M WILL  
GENERATE MORE THAN**

**778,000**

New jobs in the next 40 years

**But the pool of  
qualified  
applicants IS NOT**

**50  
%**

**Over 50% of the  
transportation  
industry workforce  
will be eligible for  
retirement in the  
next 10 years – a  
pace double that of  
the nation's entire  
workforce**



**Metro**

# 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

Transportation School

### WIN-LA

Women Build LA - Boot Camp

Metro Veterans Program

Project Labor Agreements and Construction Careers Policy

### Transportation Career Academy Program

Metro Internship Program

Entry-Level Trainee Program

Bus Operator Transportation Academy

Transportation Workforce Institute

Rail Vehicle Maintenance Program

### Metro Department 101

Metro Corporate Safety

Metro Mandatory Training

Metro Service Excellence Program

Metro Employee Development

APTA Emerging Leaders

National Transit Institute – Rutgers University

Transportation Safety Institute

## 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

### 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

## Management/Leadership Development

Empowering members of Metro's management team to further develop competencies related to Metro's business goals.

more info: page 14

## 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 Career Pathways

## Transportation Introduction

Working in collaboration with the County of Los Angeles, this educational training program is aimed at establishing a unique skills-based learning approach to prepare students for entry into the transportation field.

Transportation  
School  
E3 Youth Initiative

# The Transportation School (SEED

## Key Partners

*Provide students with the skills needed in the workplace that cannot be taught within the core academic curriculum*

- *Career Exposure*
- *Hands-On Learning*
- *Mentorship*
- *Internships*

The SEED  
Foundation

*Provide an outstanding, intensive educational program that prepares students both academically and socially for success in college, career, and life*

- *Education*
- *Boarding*

METRO  
Industry

LA COUNTY  
Wrap-Around

*Provide wrap-around support to address barriers to education*

- *Facilitate Partnerships*
- *Mental health*
- *Probation*
- *Homelessness*
- *Foster Care*

# The Transportation School (SEED

## Student Population

- SEED LA will serve 400 students in grades 9-12
- Special focus on “opportunity youth” throughout Los Angeles County

## Student Experience

- Provide students with STEM (science, technology, engineering and math) focused curriculum
- Industry aligned hands-on learning
  - Traditional academic setting
  - After-school programming

## Measuring Success

- Diploma & Degree Completion
- Career Placement



# The Transportation School (SEED

4.2 acres at Vermont Avenue and Manchester Boulevard in South Los Angeles

## Elements include:

- Public Benefit Charter Boarding School
- 180 Affordable Housing Units
- 60,000 sf of Retail
- Metro Transit Learning Center





# Metro's E3 Youth Initiative

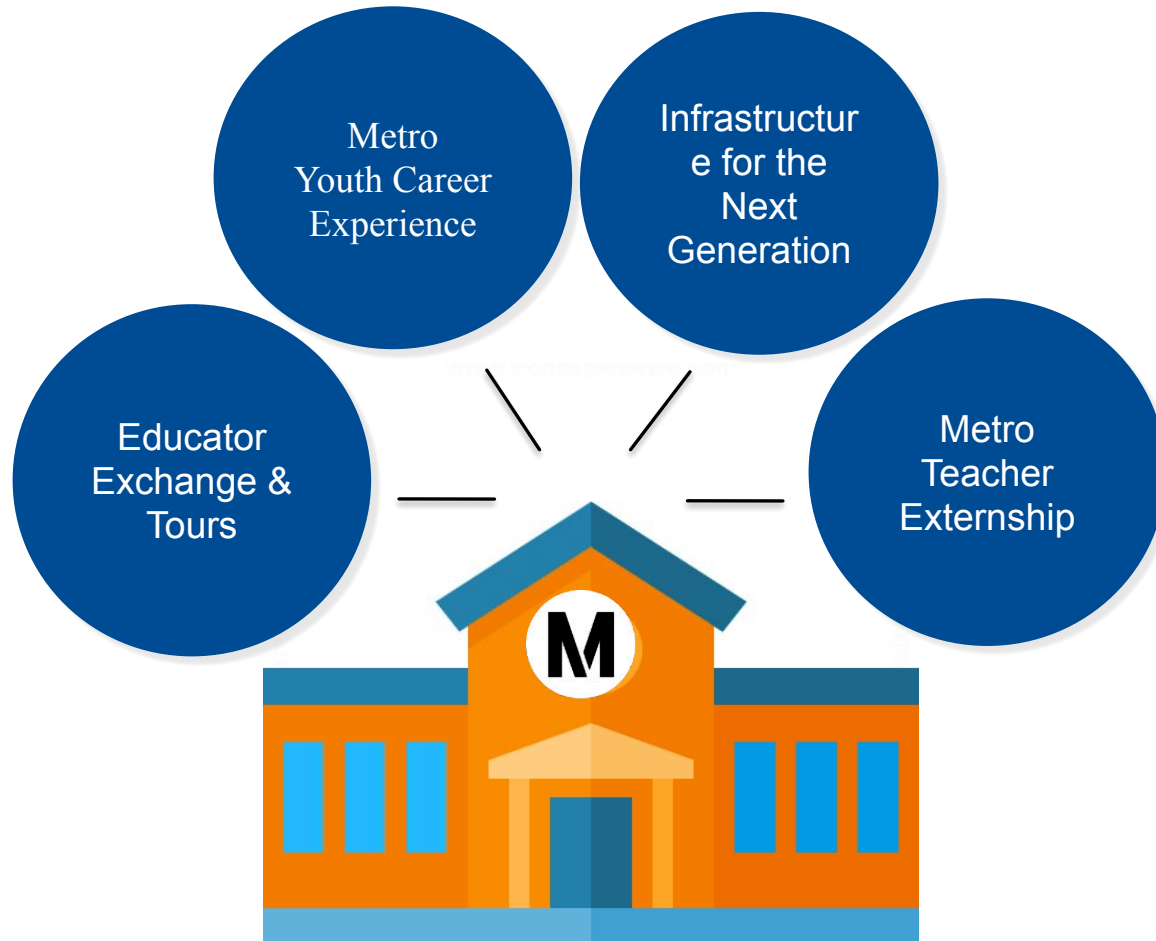
*Expose, Educate & Employ the Next  
Generation*



# Metro E3 Youth Initiative

## MISSION

Metro's E3 (expose, educate, employ) youth initiative will prepare Los Angeles County youth for college and career pathways in the global transportation industry by teaching them transferrable STEM industry skills.





Thank you