

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to implementing a Citywide Career Pathways Pilot Program for the hiring of future City employees.

Recommendation for Council action, pursuant to Motion (Ridley-Thomas – Harris-Dawson – O’Farrell):

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, 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 with said plan to include:

- a. Evaluating 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.
- b. Assessing 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.
- c. Identifying key partners, potential funding sources, and any adjustments that may be necessary, consistent with civil service requirements, in City recruitment, application and exam practices.

Fiscal Impact Statement: Neither the CAO nor CLA has completed a fiscal analysis of this report.

Community Impact Statement: None submitted

Summary:

On October 6, 2021, your Committee considered a Motion (Ridley-Thomas – Harris-Dawson – O’Farrell) relative to implementing a Citywide Career Pathways Pilot Program for the hiring of future City employees. According to the 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 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 preemployment 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 Department in Los Angeles County. Seventy percent (70%) of PLACE graduates are hired into full-time permanent positions in County departments.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion as detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: ABSENT

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10/6/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-