

PROPOSED MINUTES

Thursday, February 17, 2022
1:00 p.m.

Personnel Department
Virtual Zoom Meeting
Meeting ID: 812 2192 0435

TARGETED LOCAL HIRE WORKING GROUP MEMBERS

Present

Maria Souza-Rountree
Office of the Chief Legislative Analyst

Grayce Liu
Personnel Department

Lidia Manzanares
Office of the Mayor

Melissa Velasco
Office of the City Administrative Officer

Gavin Koon
International Union of Operating Engineers
Local 501

Teresa Sanchez
Service Employees International Union
Local 721

Molly Rhodes
Service Employees International Union
Local 721

David Sanders
Service Employees International Union
Local 721

Not Present

Chris Hannan
Los Angeles/Orange Counties Building
and Construction Trades Council AFL-CIO

Carolyn Hull
Economic and Workforce Development
Department

Jenna Karic
Office of Councilmember Nury Martinez
Council District 6

Morgan Sutton
Office of the Councilmember Krekorian
Council District 2

Maurice Johnson
Office of Councilmember Harris-Dawson
Council District 8

Rudy Guevara
Service Employees International Union
Local 721

Carmen Hayes-Walker
American Federation of State, County,
and Municipal Employees

Please Note: The minutes are a summary of the proceedings. The minutes are not verbatim statements by the speakers

INTRODUCTION

(1) Call to Order

Ms. Grayce Liu, Personnel Department, established that at this time, there are not enough members to constitute a quorum.

(2) Public Comments

No public comment.

ADMINISTRATIVE ITEMS

(3) Minutes

No motion was made due to a quorum not being established.

(4) General Update

Ms. Cinthia Fletes, Personnel Department, shared that as of January 31, 2022, there were 3,081 individuals active in the Targeted Local Hire (“TLH”) Program applicant pool, in which approximately 45% self-identified with one of the targeted categories under Tier 1, 41% of individuals identified with multiple targeted categories under Tier 1, and 14% of individuals self-identified with Tier 2. The three largest categories in Tier 1 continue to be zip codes, older workers, and homeless/formerly homeless individuals. As of January 2022, there have been 1,250 individuals hired through the program. There are currently 64 active referral requests with 112 hires or pending offers. The most widely used class is Office Trainee with 668 hires, followed by Vocational Worker (Custodian) with 168 hires, and Vocational Worker (Gardener Caretaker) with 156 hires. The top three user departments are Airports with 149 hires, followed by Recreation and Parks with 162 hires, and Public Works Bureau of Sanitation with 152 hires. 827 individuals have completed the TLH Program, with 64 currently serving their probationary period, and 192 currently in the on-the-job training phase. Additionally, 17 individuals have promoted out of the program, 67 have been terminated, and 59 have resigned.

Ms. Liu asked if quorum can be established. Ms. Cinthia Fletes responded that only 7 voting members are present; therefore, quorum could not be established.

Ms. Liu suggested a discussion regarding the PLACE Program presentation, without taking action. Mr. Gavin Koon, International Union of Operating Engineers Local 501 stated two more members joined.

Ms. Liu called the meeting to order at 1:19 p.m. Ms. Fletes called roll call to establish a quorum. However, there were still not enough members to constitute a quorum. There were two representatives from the Office of the CLA but only one voting member that may act to establish quorum.

Ms. Liu stated that action could not be taken to approve the minutes of the January 20, 2022 meeting of the TLH Working Group and asked the group if they wished to continue with the discussion of the PLACE Program presentation, even if action could not be taken. Mr. David

Sanders, Service Employees International Union Local 721, recommended moving forward with the discussion even if action could not be taken.

(5) Follow-Up Discussion on the PLACE Program Presentation

Ms. Porsha Cropper, Senior Deputy of Legislation, Council District 10, thanked the group for including this as an item. Ms. Cropper shared that they were there to continue the discussion on whether components of the Los Angeles County's PLACE Program (The Preparing Los Angeles for County Employment), including the Worker Equity Demonstration program (WED), could be integrated into the TLH program as per a motion that was passed last year.

Mr. Steven Simon, Worker Education Resource Center (WERC), provided a recap of the motion, program, what was discussed and the goals for the discussion. Mr. Simon stated that the motion requested that the City considers different training models, in particular the model used by the PLACE Program. During the December 9, 2021 meeting of the TLH Working Group, a few items were identified such as the TLH Program (preexisting program) and the development of the WED project led by the Board of Public Works and the Black Worker Center. Mr. Simon shared that based on prior discussions, the following suggestions were developed to help the TLH program meet the Council motion: 1. Add a pre-employment training component; and/or 2. Add a career advancement component.

Mr. Simon explained that the model used by the TLH Program is a list-based model while the PLACE Program is a cohort-based model. Specifically, with the PLACE Program, a small number of people are recruited and trained for a specific number of jobs, with a civil service list established at the end. Mr. Simon explained there is difficulty in adding a pre-employment model with a large list of names, so focusing on a career advancement curriculum might be a better component to incorporate into the TLH Program.

Ms. Maria Souza-Rountree, Office of the CLA, asked for clarification on why the cohort based PLACE would not fit in.

Mr. Steven Simon explained the difference between how TLH individuals are placed on a list, how PLACE trains the individuals first and then has a smaller list, and explained the WED model. Mr. Steven Simon explained how they are all not competing but working together to help individuals find placement with the City. He explained how the WED model is similar to the PLACE model.

Ms. Teresa Sanchez, Service Employees International Union Local 721, pointed out that the three programs identified are distinct and but they all target barrier-facing individuals, but TLH was deliberately set up to be a recruitment tool for ready-to-work/work-ready individuals, with this being very successful and having over 1200 hires since the program was initiated. Ms. Sanchez noted that there is no pre-employment training and agreed that this would not be compatible with the TLH Program, but it might be compatible with WED. Ms. Sanchez also mentioned that no one has spoken to SEIU directly about WED, that they have only heard things in passing and are not aware of what classes are involved or the details of the model.

Ms. Sanchez stated that the model used by the PLACE program may not be a good fit for the TLH Program; however, she stated that adding a career development component is valuable and worth exploring and discussing further.

Mr. Koon raised a concern about multiple programs competing for the same jobs and a lack of information about the WED Program. Mr. Koon stated that the career development component is a great idea as it opens up more positions at the entry level and should be explored further.

Mr. Sanders, Service Employees International Union Local 721, stated the goals for all of these programs appear to be the same; however additional information is required. Additionally, Mr. Sanders requested clarity on the pre-employment training provided by the community-based organizations as he assumed this was already a component to determine if a candidate is job ready. Mr. Sanders asked if a model such as that used by the PLACE Program would entail a cost for the City. Additionally, Mr. Sanders stated that he is open to talking further about strategies on how to help move people off of the list and get them job ready.

Ms. Sanchez added that during the 2021-2022 budget deliberation, City Council put aside funding for hiring 750 individuals through the TLH and Bridge to Jobs Programs. This money has not been spent and still exists. They are working with a few departments to make budget requests for next fiscal year (e.g., GSD is asking for 100 custodians, etc.). There is funding for additional positions and they are trying to increase staff up to pre-recession levels. Ms. Sanchez stated that speaking for SEIU, the top priority is that the positions they are funding are filled by TLH candidates that are currently job ready and in the pool. If there is additional work required for career advancement, she is supportive of this but it is not priority. First priority is to have the funded positions filled. Mr. Sanders agreed with Ms. Sanchez.

Ms. Cropper summarized that from the discussion, first is the Career Advancement piece, which sounds like it can move forward. Second, a component that was not discussed in this meeting but mentioned prior is the case management piece which is incorporated in PLACE and WED, and currently a voluntary component with TLH. She believes this is worth exploring further for TLH. Third is the pre-employment piece, which might need more discussion.

Ms. Sanchez proposed looking deeper into why candidates are not responding to referral requests. This is an issue in general that needs to be explored, and proposed receiving additional assistance from professionals who work in pre-employment or case management and gather information on how to best communicate with candidates in order to improve responsiveness.

Mr. Koon stated he believed departments could make more of an effort with this as well.

Ms. Sanchez stated she believed departments are doing much better at using the program, but also believes they can call on City leadership to ask departments to do better.

Mr. Koon shared that the Building Operating Engineer Apprenticeship Program is almost ready to go and asked if there could be thought on including the tracking and numbers with this working group.

Mr. Sanders suggested that the existing Governance Subcommittee may want to review this request and determine if it is feasible to include it in the work of the TLH Working Group or if it should be independent.

Mr. Koon stated his interest in tracking the same metrics that the TLH Working Group tracks for the TLH Program, which is the reasoning for the request.

Dr. Sanders recommended that the Governance Subcommittee review the request and asked Ms. Fletes to assist with reconvening the subcommittee and scheduling a meeting.

Ms. Fletes confirmed she will assist with scheduling.

CONCLUDING ITEMS

(6) Request for Future Agenda Items

Originally there was a discussion on creating a subcommittee to look at ways to decrease the lapse rate for TLH. This can be done in the next meeting.

(7) Future Meeting Dates

The next meeting was scheduled for Thursday, June 30th at 1:00 P.M.

(8) Adjournment

The meeting was adjourned by Ms. Grayce Liu at 1:58 P.M.