Targeted Local Hire Program

Program Overview
January 23, 2019
Targeted Local Hire Program

What is the Targeted Local Hire Program?

- Alternative pathway into City civil service jobs
- Targets individuals who face barriers to employment
- On-the-job training for entry level positions
- Additional hiring method for departments
TLH Program Background

Targeted Local Hire Program

Jackie Goldberg, Chair

- (8) Coalition of City Unions
- (1) Mayor’s Office
- (3) Council
- (1) CAO

- (1) CLA
- (1) EWDD
- (1) Personnel

Letter of Agreement (LOA) between the Coalition of Unions and the City of Los Angeles

Mayoral Directive
Mayor Garcetti released Executive Directive #15 in support of a targeted local hire program
Targeted Underserved Populations

- local residents (zip codes with high unemployment and incomes below median poverty rate, including those with limited English proficiency, sufficient to take advantage of Program’s training opportunities)
- veterans
- older workers (protected under the Age Discrimination in Employment Act of 1967)
- disabled
- transgender
- homeless & formerly homeless
- formerly incarcerated individuals
- youth - disconnected, foster, transition age
- former gang members (including those affected by the City’s Rodriguez settlement)
TLH Program Career Pathways

6 months
On the job training

6 months
Probation Period for Civil Service

Full Civil Service

Office Trainee

Office Services Assistant

Animal Care Assistant

Assistant Gardener

Assistant Tree Surgeon

Custodial Services Assistant

Garage Assistant

Maintenance Assistant

Administrative Clerk

Animal Care Technician

Gardener Caretaker

Tree Surgeon Assistant

Custodian

Garage Attendant

Maintenance Laborer
TLH Program Application Process

1. Obtain assessment & referral from an approved Referral Agency *

2. Apply at an approved Application Site (9)
Candidate Intake (by Designated Referral Agency)

1. Assess job readiness

2. Review City Job Pathways

3. Complete and submit Referral Form

4. Refer candidate to Application Site to submit application
Dept requests Referral List to fill vacancies

How Candidates are Referred

Tier 1

Tier 2

Applicant Pool

Referral List

# of vacancies + 5
Randomized selection
5,510 Active Candidates in the TLH Pool
(By Tier & Underserved Population)
Feb 2017 through December 31, 2018

<table>
<thead>
<tr>
<th>TARGETED CATEGORIES UNDER TIER 1</th>
<th>Gang</th>
<th>Homeless</th>
<th>Incarc</th>
<th>Youth</th>
<th>Zip Codes</th>
<th>Disab</th>
<th>Trans</th>
<th>Older</th>
<th>Veteran</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidates identifying in single targeted category</td>
<td>31</td>
<td>232</td>
<td>45</td>
<td>15</td>
<td>1,530</td>
<td>83</td>
<td>4</td>
<td>530</td>
<td>28</td>
</tr>
<tr>
<td>Candidates identifying in multiple targeted categories</td>
<td>243</td>
<td>1,108</td>
<td>507</td>
<td>154</td>
<td>2,022</td>
<td>375</td>
<td>19</td>
<td>1,480</td>
<td>158</td>
</tr>
<tr>
<td>Total candidates identified in each targeted underserved population</td>
<td>274</td>
<td>1,340</td>
<td>552</td>
<td>169</td>
<td>3,552</td>
<td>458</td>
<td>23</td>
<td>2,016</td>
<td>186</td>
</tr>
</tbody>
</table>

5.0% 24.3% 10.0% 3.1% 64.5% 8.3% 0.4% 36.6% 3.4%
Percentage of total applicant pool (5,510) self-identifying in the targeted underserved populations.
492 Total Candidates Hired or with a Pending Job Offer

(By Tier & Underserved Population)
Feb 2017 through December 31, 2018

Targeted Categories Under Tier 1

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</thead>
<tbody>
<tr>
<td>Single category</td>
<td>4</td>
<td>14</td>
<td>1</td>
<td>24</td>
<td>150</td>
<td>7</td>
<td></td>
<td>45</td>
<td>3</td>
</tr>
<tr>
<td>Multiple categories</td>
<td>7</td>
<td>55</td>
<td>18</td>
<td>11</td>
<td>100</td>
<td>13</td>
<td></td>
<td>59</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>69</td>
<td>19</td>
<td>35</td>
<td>250</td>
<td>20</td>
<td></td>
<td>104</td>
<td>13</td>
</tr>
</tbody>
</table>

Tier 1:
- 360 candidates (73%)

Tier 2:
- 132 candidates (27%)
TLH Program – Lessons Learned

Strong Relationships with Key Partners
- Labor Unions, including American Federation of State, County and Municipal Employees
- Elected Offices, including Mayor’s Office and City Council
- City Management

Leveraging Existing Infrastructure
- WorkSource Centers
- Community-Based Organizations
- Educational Institutions

Fairness, Equity & Transparency
- Public meetings (subject to Brown Act)
- Clear message – all minutes and reports available on lalocalhire.lacity.org
- Random Selection Process – gives everyone equal access
## TLH Program – Next Steps

### Expand TLH with Additional Job Pathways

**Entry-Level Classifications:**
- Street Services Worker
- Delivery Driver
- Warehouse & Toolroom Worker

### Development of New Bridge to Jobs Program

**Semi-Skilled Classifications:**
- Electrical Craft Helper
- Assistant Inspector
Questions & Answers