

**CapMetro**

# CapMetro and Workforce Solutions Capital Area ILA

Board Finance Audit and Administration  
Committee

# CapMetro's growing system will contribute to the creation of over **1,000 jobs** in the Austin-area for Project Connect Operations



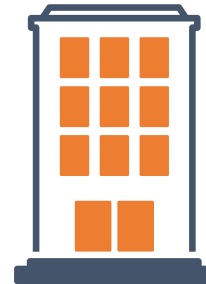
**300 - 400** new  
**MetroBus**  
jobs



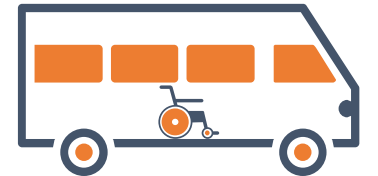
**80 – 100** new  
**Regional Rail**  
jobs



**500+** new  
**Light Rail**  
jobs



**75+** new  
**Facilities**  
jobs



**100 – 150** new  
**MetroAccess & Pickup**  
jobs

**Jobs will be filled over time and in advance of new  
system components entering revenue service**

# Filling the Gap

- Determined projected need in 2021 based on Project Connect Plan
- Next step: Determine current talent gap in the region
- Plan for short and long term by starting now to build the pipeline
- Be a partner in the Austin Hire Local Plan led by Workforce Solutions Capital Area

# HIRE LOCAL PLAN 3 WAYS WE'RE GROWING OUR FUTURE WORKFORCE

## 1. HIGHER SKILLS FOR LOCAL PEOPLE

- Brings an equity lens so we leave no worker behind
- Better defines the region's capacity for training

## 2. HIGHER EARNINGS FOR LOCAL PEOPLE

- Creates an affordability index

## 3. GROWING PAYROLLS FOR LOCAL BUSINESSES

- By better preparing local workers for in-demand jobs, companies can fill their roles at a lower cost and the community can see economic benefits as a result



# PROPOSAL TO HELP CAPMETRO FILL IMMEDIATE & UPCOMING TALENT NEEDS

Workforce Solutions Capital Area (WFS) requests **\$163,790** in funding from CapMetro to create the Transit Workforce Partnership Work Plan

- GOAL**
- 1) Address local worker shortages in transit and construction roles;
  - 2) Support CapMetro's workforce development (particularly in ops and mgmt. roles);
  - 3) Produce a comprehensive mapping of in-demand positions and required skills.

**SITUATION** CapMetro must fill **~1,200** new positions to operate and maintain Project Connect system components & service expansions. CapMetro will also need to fill **700–1,000** frontline positions **every year**.

**SOLUTION** WFS will leverage funding to create a **clear understanding of talent access points** and also the **capacity to scale**. The Plan will include coordinated efforts to connect residents to job openings at CapMetro.

**LAUNCH DATE** Projected November 2022 (to run through end of 2023)

# INDUSTRY SECTOR PARTNERSHIPS

## PROVEN STRATEGY FOR EMPLOYER-LED WORKFORCE DEVELOPMENT

- ✓ Fill hard-to-fill jobs more quickly
- ✓ Influence training program creation & updates
- ✓ Lead systems change in response to real-world business needs
- ✓ Strengthen the Austin economy

### WFS INDUSTRY SECTOR PARTNERSHIPS



Central  
Texas  
Healthcare  
Partnership

**CTX MFG  
PARTNERSHIP**

**CAPITAL AREA TECHNOLOGY  
WORKFORCE COALITION**

# Scope of Services

- Coordinate with CapMetro to connect with local education entities
- Analyze transit workforce ecosystem
  - Overlay BCG's research with WFS Capital Area workforce development skills analysis for transit positions expected to suffer critical shortages.
  - Industry experts will validate our comprehensive research to support the expansion of local training programs to skill and upskill the workforce needed
- Educate workforce development leaders in the community on transit workforce needs
- Identify and recommend workforce development resources
  - Support ways to align current workforce development resources
  - Will include in the analysis new funding that is available through the Infrastructure Investment and Jobs Act, and/or other funding that could augment training
- Create action plan to address worker shortages

# ILA Cost and Term

- Three-year commitment beginning December 2022
- First Year Cost: \$163,790
  - WFS Capital Area personnel \$105,601
  - Industry sector research (first year only) \$50,000
  - WFS Capital Area administration \$8,189
- Year two and three cost: \$113,790