

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



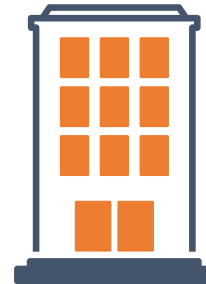
300 - 400 new
MetroBus
jobs



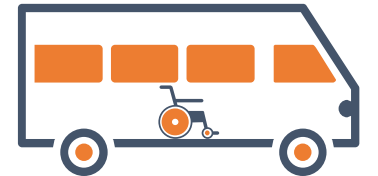
80 – 100 new
Regional Rail
jobs



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