

EXPLANATION OF STRATEGIC ALIGNMENT: The interlocal agreement (ILA) with Workforce Solutions (WFS) Capital Area will support the strategic objective of expanding a highly skilled workforce by partnering with CapMetro to address local worker shortages in transit roles; support CapMetro's workforce development efforts; and produce a comprehensive mapping of in-demand positions and required skills.

BUSINESS CASE: CapMetro requires an adequate and skilled workforce to deliver high-quality service, currently a challenge due to ongoing worker shortages. CapMetro must fill about 1,200 new frontline positions to operate and maintain Project Connect system components and service expansions. These include roles such as bus operators, dispatchers, fleet management, power source maintenance and others that are categorized in functional areas such as operations and customer-facing activities, fleet management, infrastructure management, and more. Additionally, CapMetro will need to build a talent pipeline to fill 700 to 1,000 frontline positions every year. WFS Capital Area has previous experience leading in this type of role. This includes an intergovernmental agreement with the City of Austin and Travis County, called the Hire Local Plan.

COMMITTEE RECOMMENDATION: This item was presented and recommended for approval by the Finance, Audit and Administration Committee on October 12, 2022.

EXECUTIVE SUMMARY: The scope of services in the proposed ILA include the following: Coordinate with CapMetro to connect with local education entities; analyze the transit workforce ecosystem; validate 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; analyze new funding that is available through the Infrastructure Investment and Jobs Act, and/or other funding that could augment training; and create action plan to address worker shortages.

DBE/SBE PARTICIPATION: Does not apply.

PROCUREMENT: Does not apply.

RESPONSIBLE DEPARTMENT: People and Culture

**RESOLUTION
OF THE
CAPITAL METROPOLITAN TRANSPORTATION AUTHORITY
BOARD OF DIRECTORS**

**STATE OF TEXAS
COUNTY OF TRAVIS**

AI-2022-619

WHEREAS, the Capital Metropolitan Transportation Authority Board of Directors and CapMetro management recognize the need to prepare for significant hiring needs for current operations and expanded services under Project Connect.

NOW, THEREFORE, BE IT RESOLVED by the Capital Metropolitan Transportation Authority Board of Directors that the Interim President & CEO, or their designee, is authorized to finalize and execute an interlocal agreement with Workforce Solutions Capital Area for the creation of a transit workforce partnership work plan for a period of three years in an amount not to exceed \$366,000.

Date: _____

**Secretary of the Board
Leslie Pool**