

MOTION **ECONOMIC DEVELOPMENT**

Transitional individuals are those who face barriers to employment, including the homeless and previously homeless, individuals with addictions, individuals with criminal records and a history of incarceration, and at-risk youth. The City of Los Angeles leads on providing employment opportunities and supportive services for transitional individuals, championing initiatives like LA:RISE and the Targeted Local Hire Program. However, areas of improvement persist in incentivizing transitional hire through the City's procurement process.

The Transitional Job Opportunities Program (TJOP), established in 2005, currently gives a 10% preference in the bid process to organizations that hire and provide supportive services to transitional employees on projects less than \$100,000. The TJOP is one of the several certification opportunities available to contractors, similar to the Small Business Enterprises (SBE) and Women Business Enterprises (WBE). However, the TJOP has been applied in the bidding process fewer than five times since its conception over ten years ago.

Additionally, the City's First Source Hiring Ordinance requests that contractors seek referrals from the Economic and Workforce Development Department (EWDD) before filling positions independently. The City's interpretation of the Ordinance is a good faith effort without a system for oversight and accountability.


The City is currently undergoing a significant effort to restructure its procurement process. As the Information Technology Agency (ITA) updates the Business Assistance Virtual Network (BAVN) and affiliated systems by digitizing forms, making certifications more accessible and visible, and beyond, the timing is right to reform the TJOP and integrate it into the new procurement system.

According to California Employer's Fair Chance Hiring Toolkit, the benefits of hiring transitional individuals include above average company loyalty, increased wealth of the business itself and the surrounding local economy, and eligibility for local, state, and federal fiscal incentives such as tax credits. It is in the best interest of the City to make it easier and more appealing for businesses to hire transitional individuals.

I THEREFORE MOVE that the Chief Legislative Analyst (CLA), with the assistance of the Board of Public Works, Bureau of Contract Administration, Economic and Workforce Development Department, Information Technology Agency, and other departments, as-needed, be DIRECTED to report with recommendations to update the Transitional Jobs Opportunities Program and the First Source Hiring Ordinance.

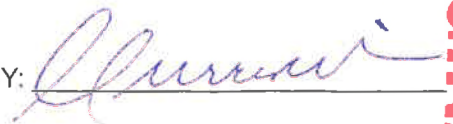
I FURTHER MOVE that the Board of Public Works, Public Affairs Office, with the assistance of Chief Legislative Analyst, Bureau of Contract Administration, Economic and Workforce Development Department, Information Technology Agency and other departments as-needed, be DIRECTED to prepare and present an outreach campaign, including clear marketing and informational materials that leverage existing resources, such as BAVN, Business Source Centers, and the Small Business Portal, to educate contractors about the City's transitional hire programs, the direct and indirect benefits of hiring transitional employees, and available resources to address current roadblocks that may prevent businesses from hiring transitional individuals.

PRESENTED BY: \_\_\_\_\_



JOE BUSCAINO  
Councilmember, 15th District

SECONDED BY: \_\_\_\_\_



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