



Council Workforce Data

Equity Advisory Committee

Marcy Syman, Human Resources Director



Presented September 20, 2022

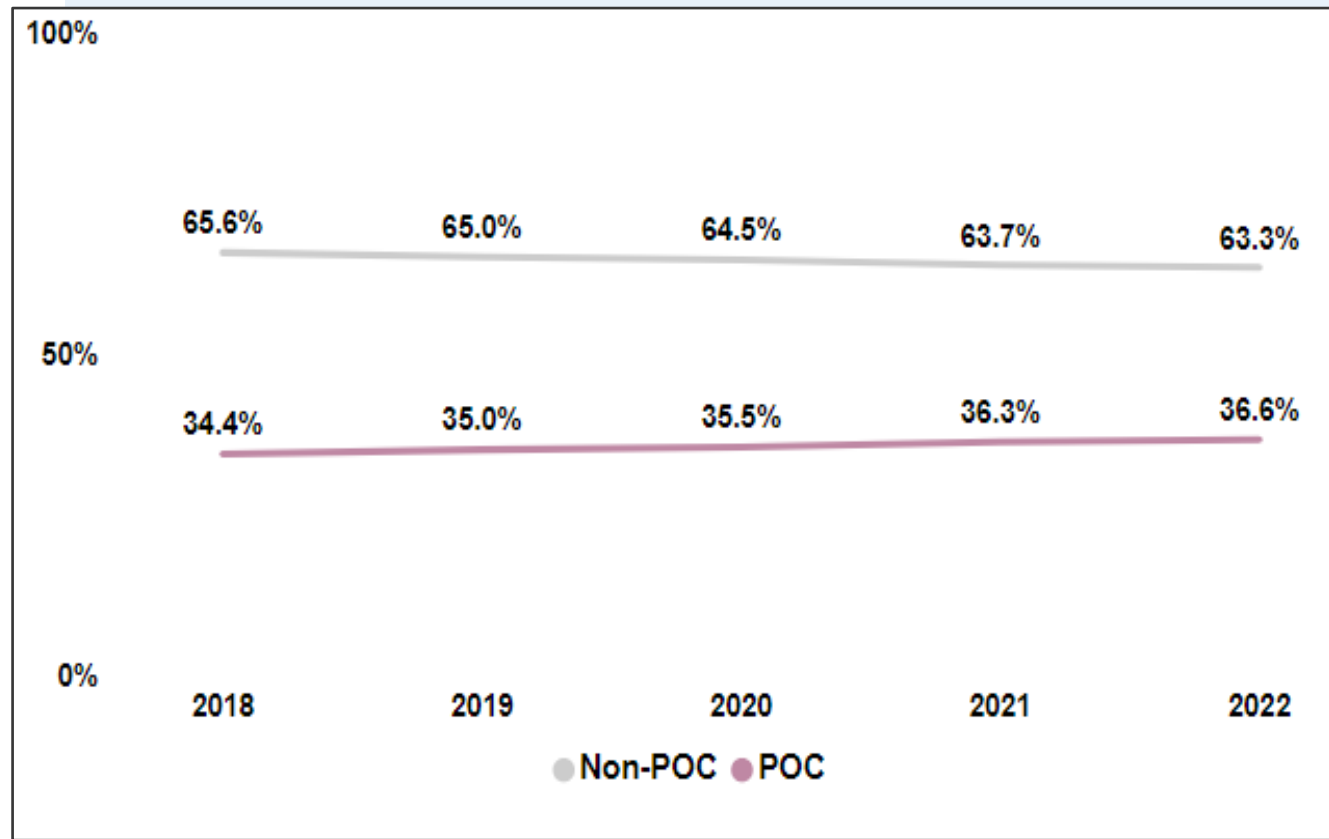


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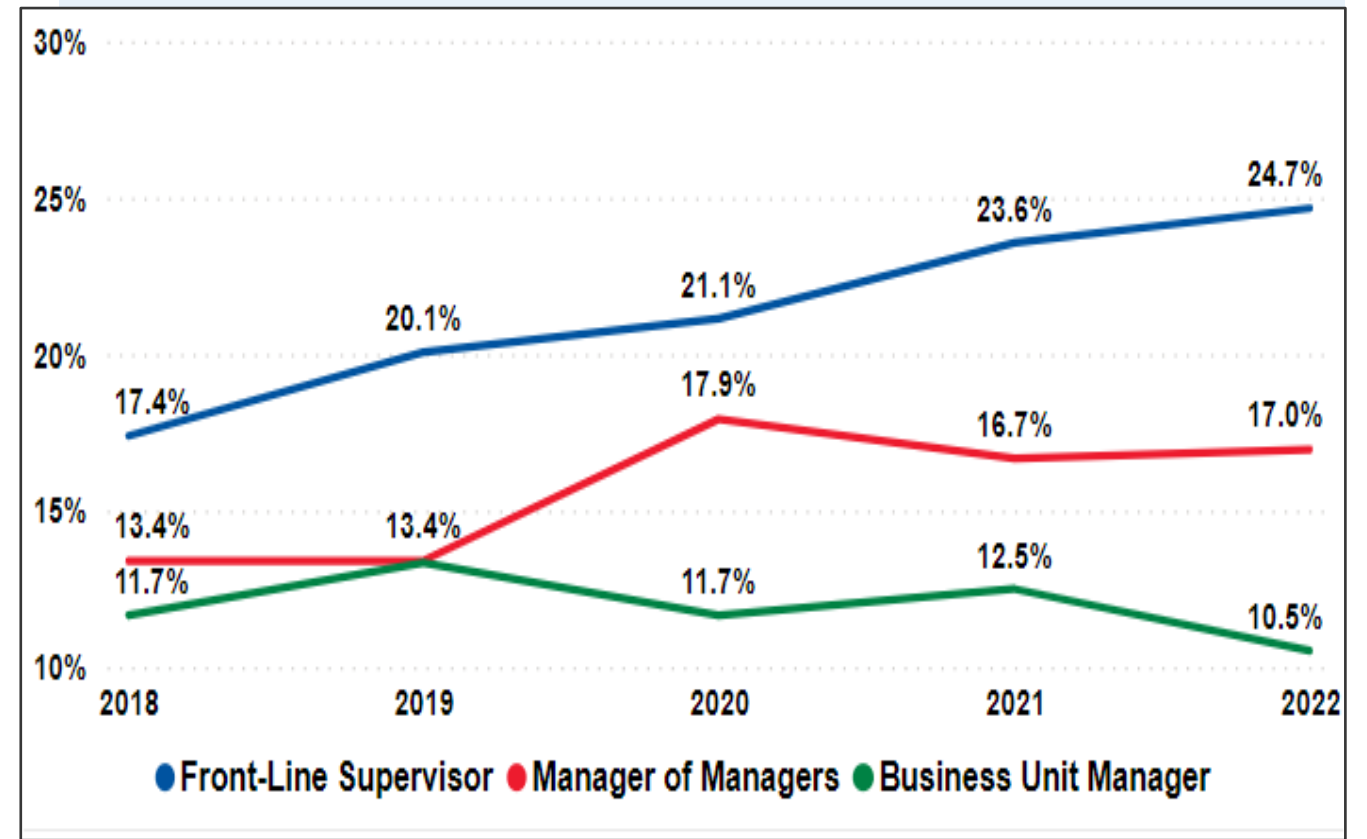
Workforce Composition Race and Ethnicity

Council % POC & Non-POC



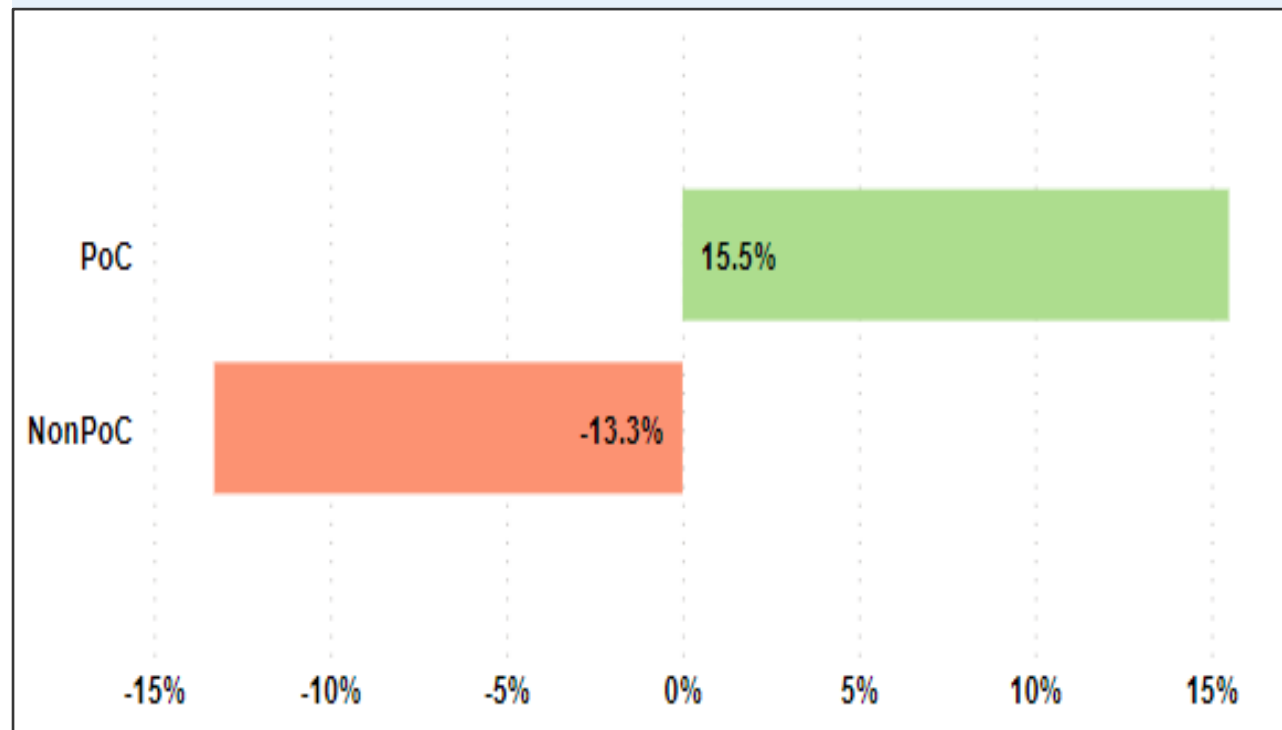
Headcount 4,281 4,298 4,166 3,998 3,862

Management Level % POC



Workforce Composition Race and Ethnicity

Difference from Region – 2022

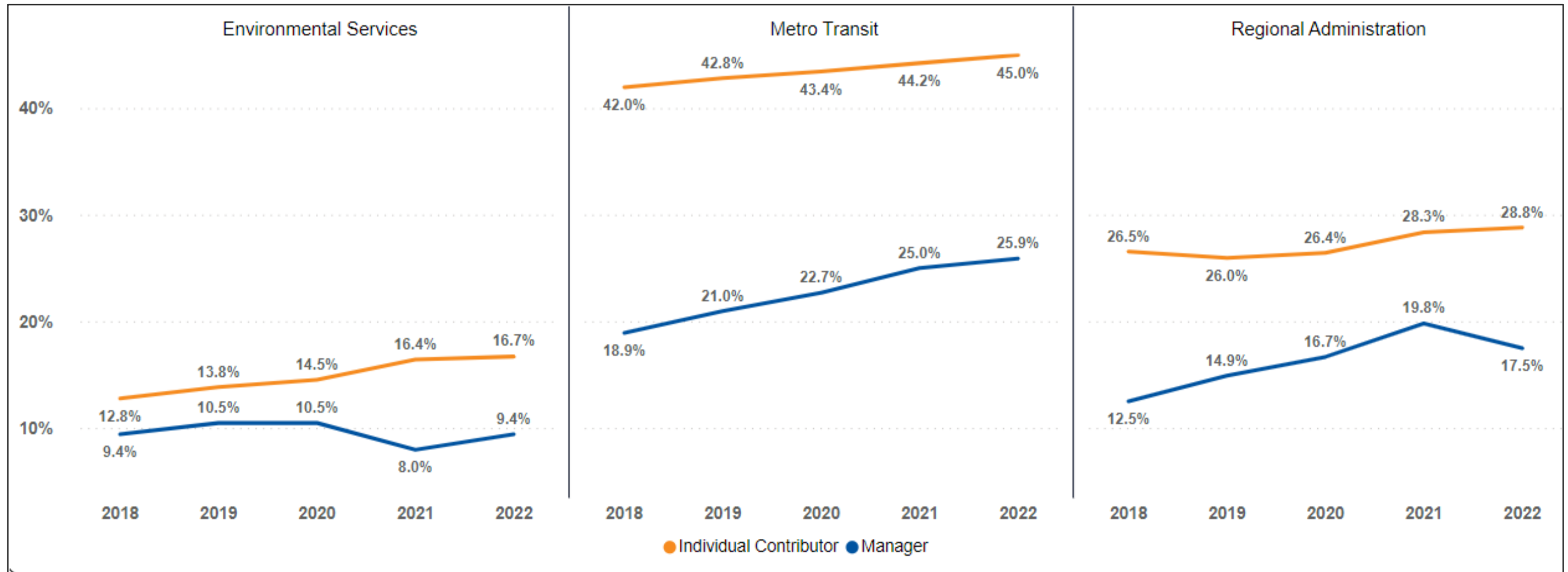


Race/Ethnicity Compared to Regional Workforce

Ethnicity	Headcount End	% in Starting Year		% Change Start to End
		2018	2022	
White	2,453	65.6%	63.3%	-3.5%
Black	951	24.2%	24.6%	1.6%
Asian	281	5.7%	7.3%	26.3%
Hispanic	146	3.1%	3.8%	21.3%
Amlnd	35	1.2%	0.9%	-22.6%
PacIsland	5	0.2%	0.1%	-21.0%
Not Spec	2		0.1%	0.0%
Total	3,873			0.0%

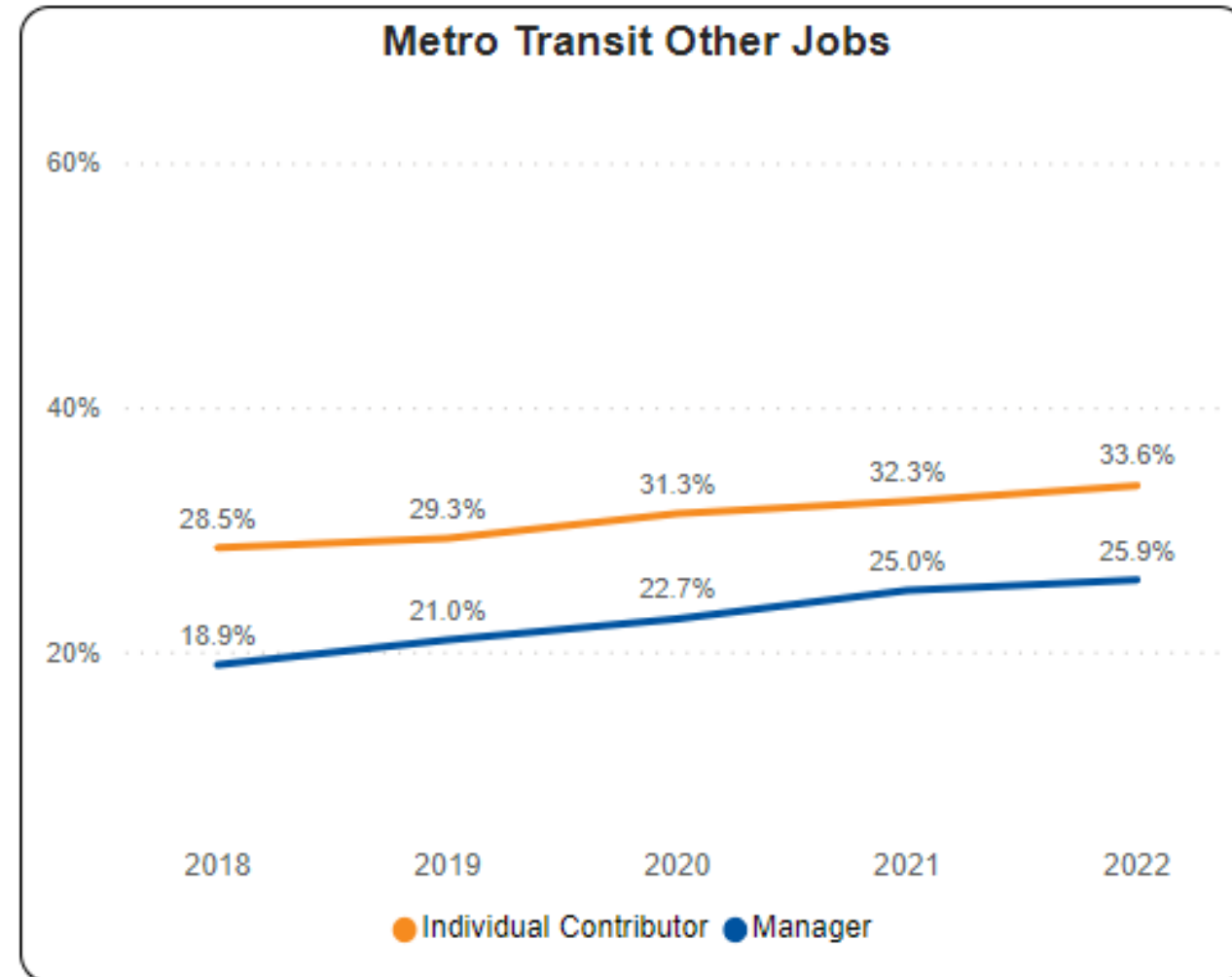
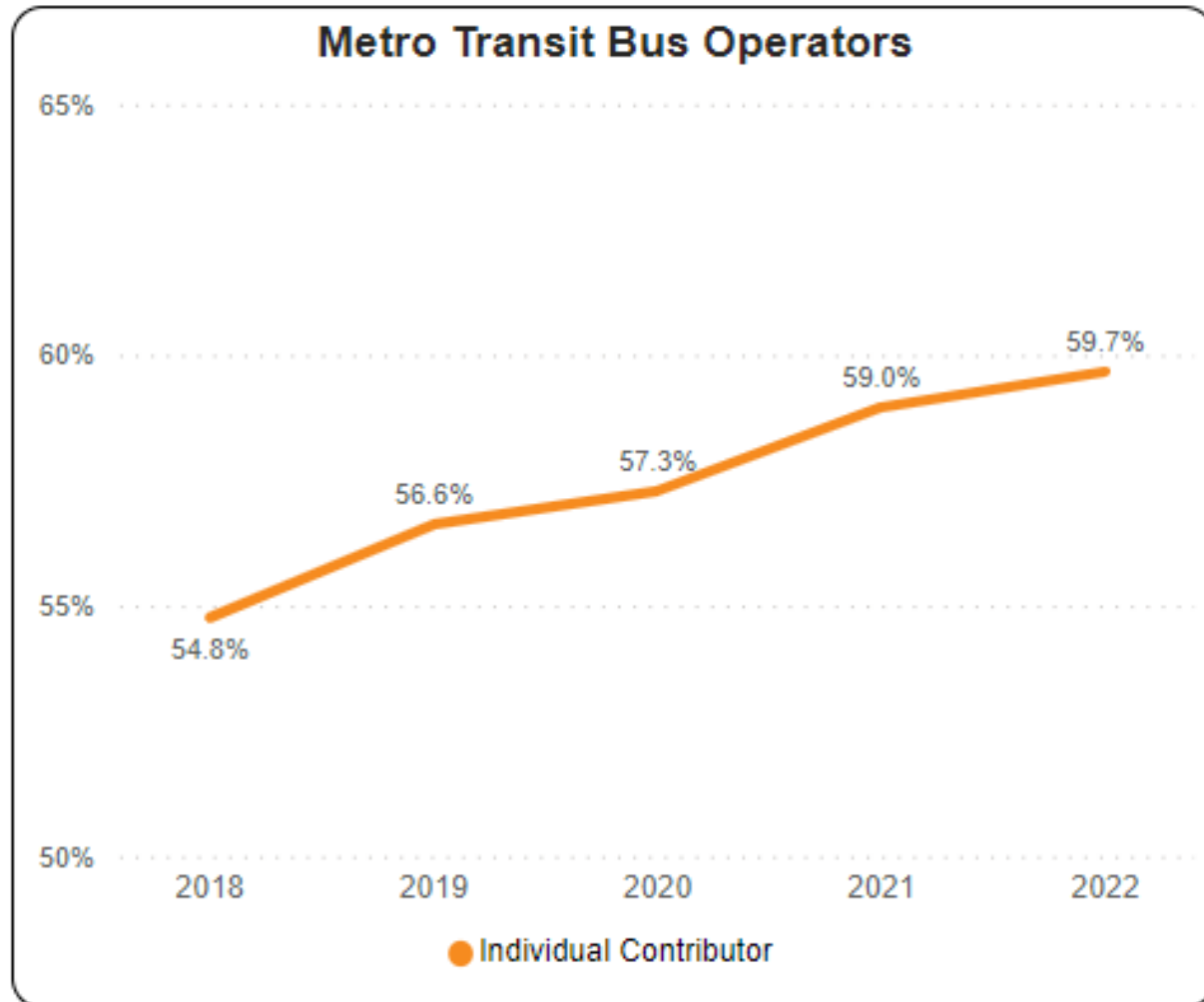
Workforce Composition Race and Ethnicity - Council roles by % POC

*Individual Contributor includes Senior Contributor, and
Manager includes Front line Supervisor, Manager of Managers, and Business Unit Manager*



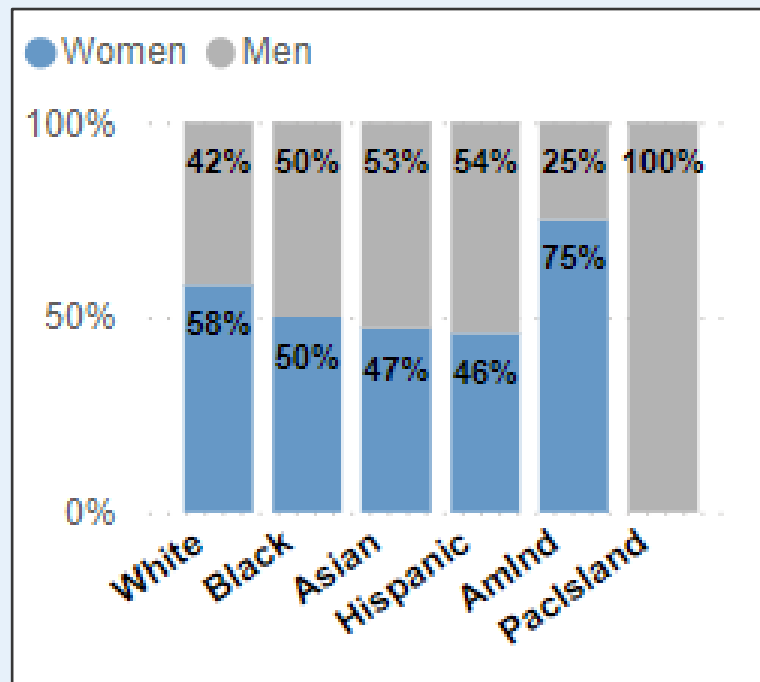
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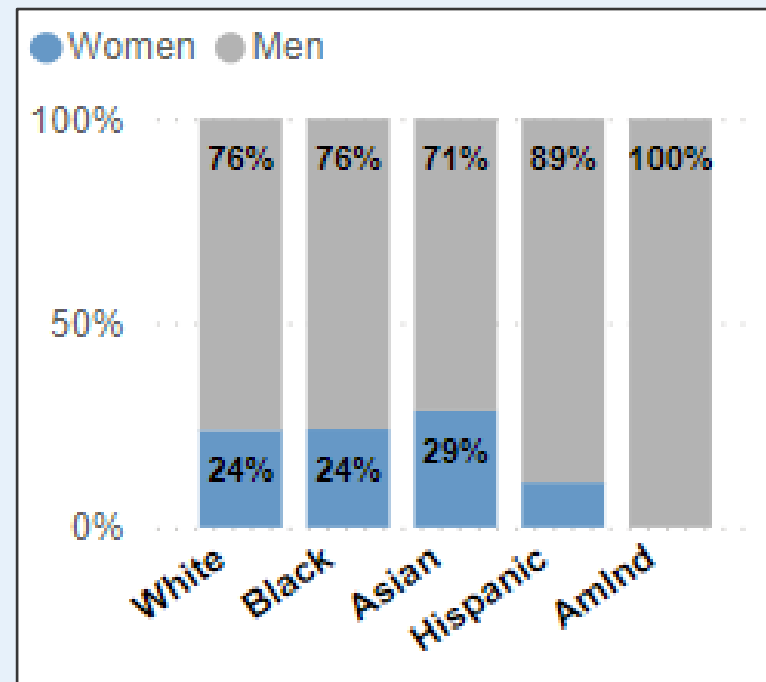


Workforce Composition Gender and Ethnicity

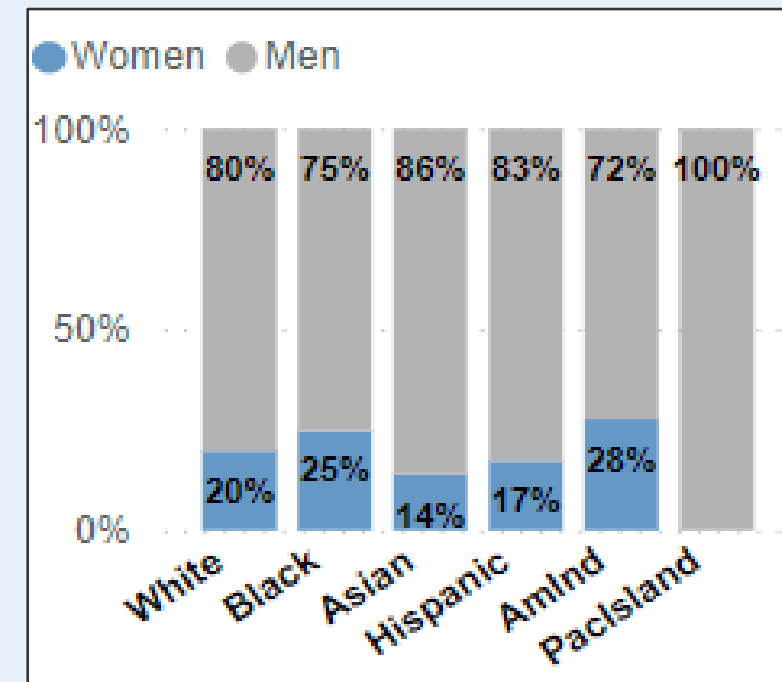
CD, MTS, and RA



Environmental Services

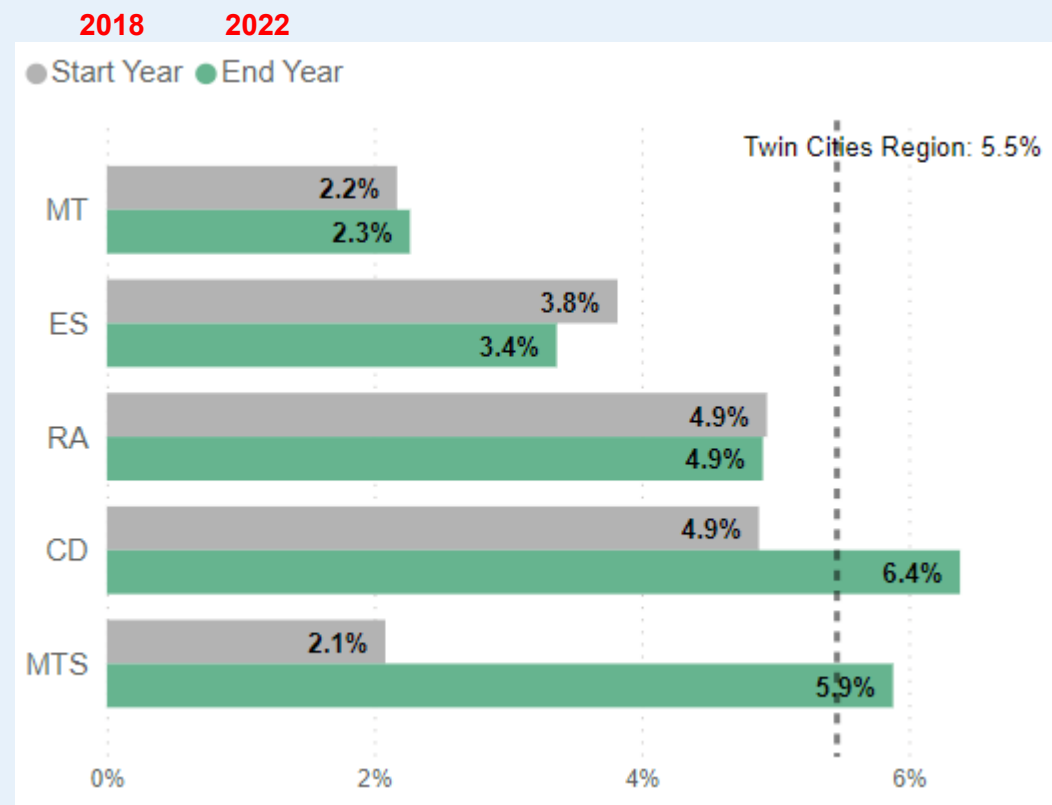


Metro Transit

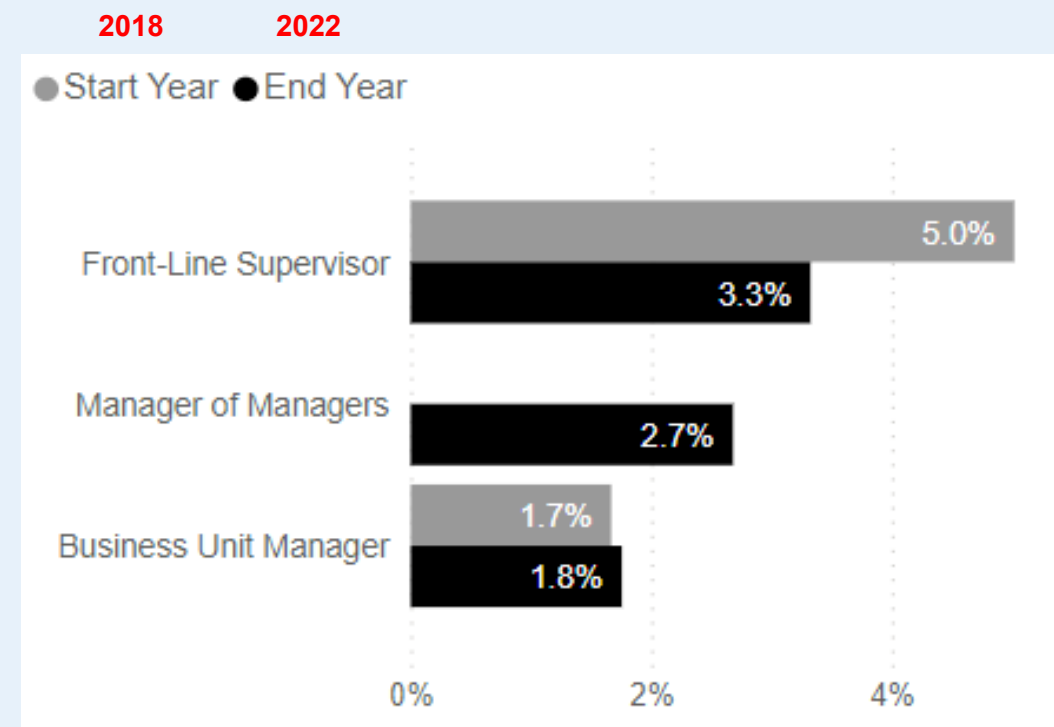


Workforce Composition Disability

% of Individuals with Disabilities



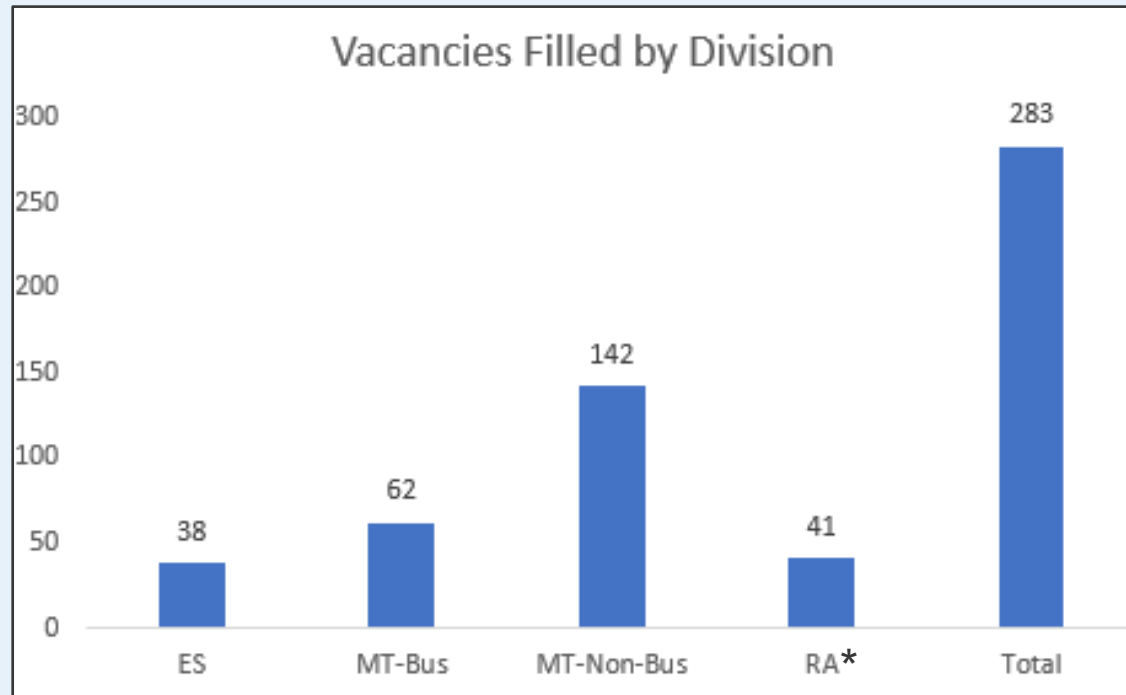
Individuals with Disabilities as % of Management Level



Vacancies Filled By Division and Average Time to Fill

Includes new hires, promotions, rehires, lateral transfers, and temps greater than six months.

Total by Division



**Includes CD and MTS*

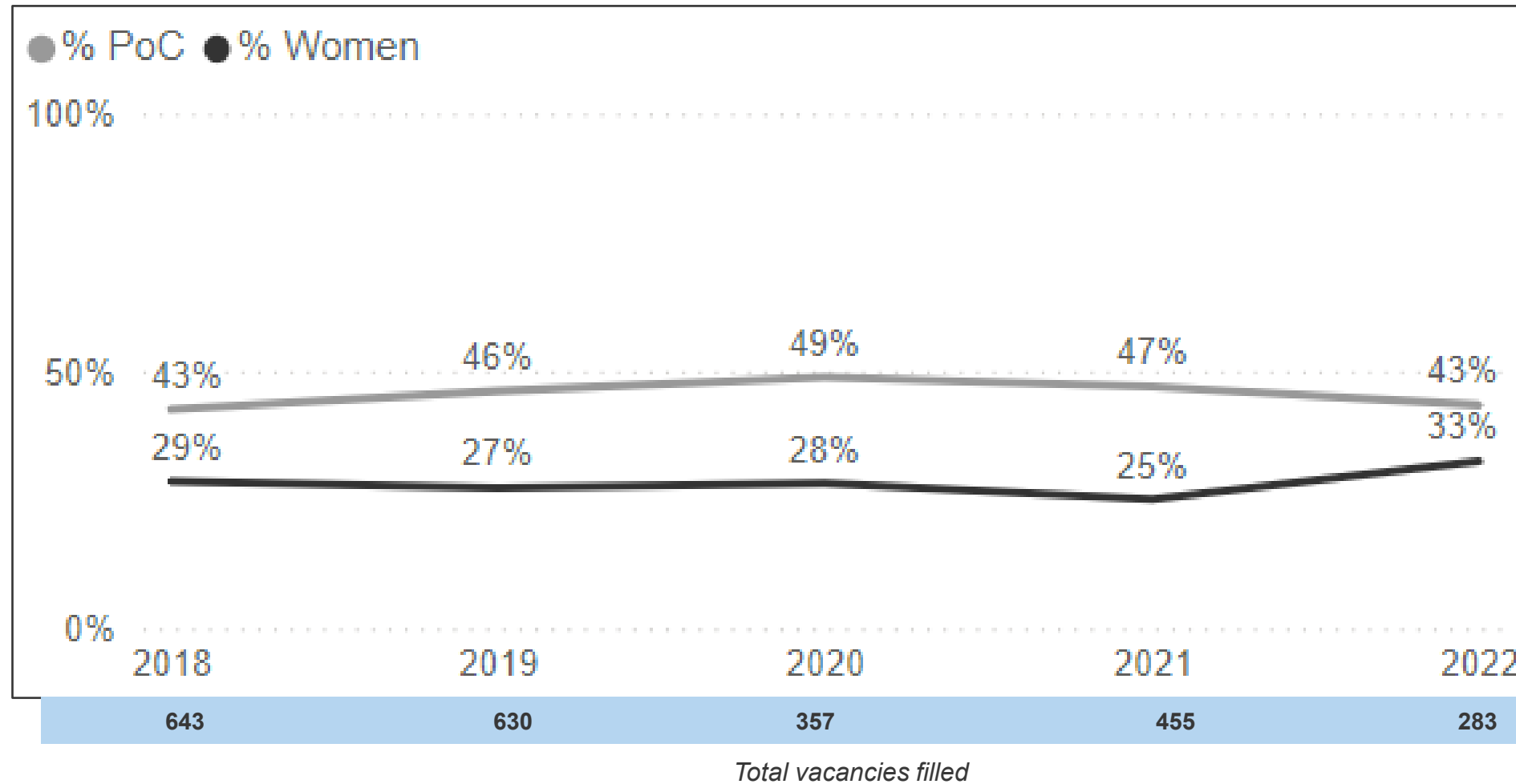
Average Time to Fill

Includes open continuous postings except bus or train operators, sworn police officers, CSOs, interns, or plant operators.

<i>From the time the posting is advertised to the hire start date</i>				
Year	Councilwide	MT	ES	RA
2022	11.1	11.4	11.9	10.3
2021	13.6	13.7	13.5	13.5
2020	12.7	12.7	13.2	12.5
2019	12.4	12.5	11.4	12.9
2018	12.8	12.0	13.3	13.8

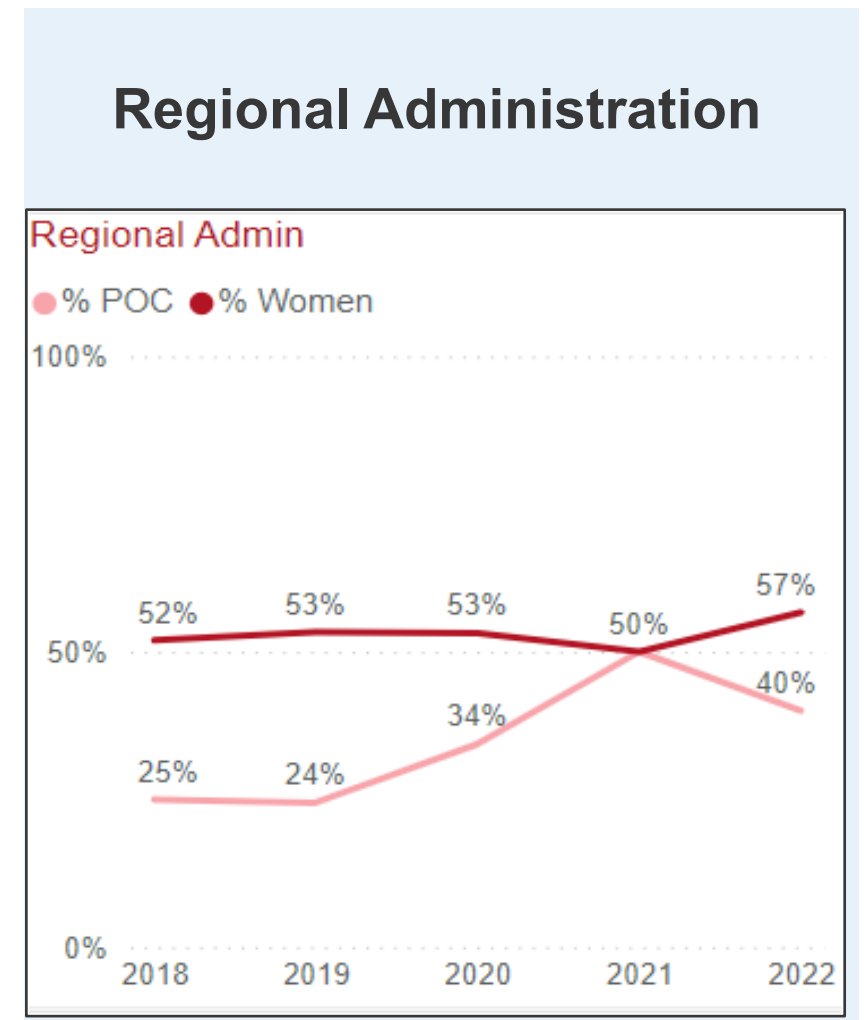
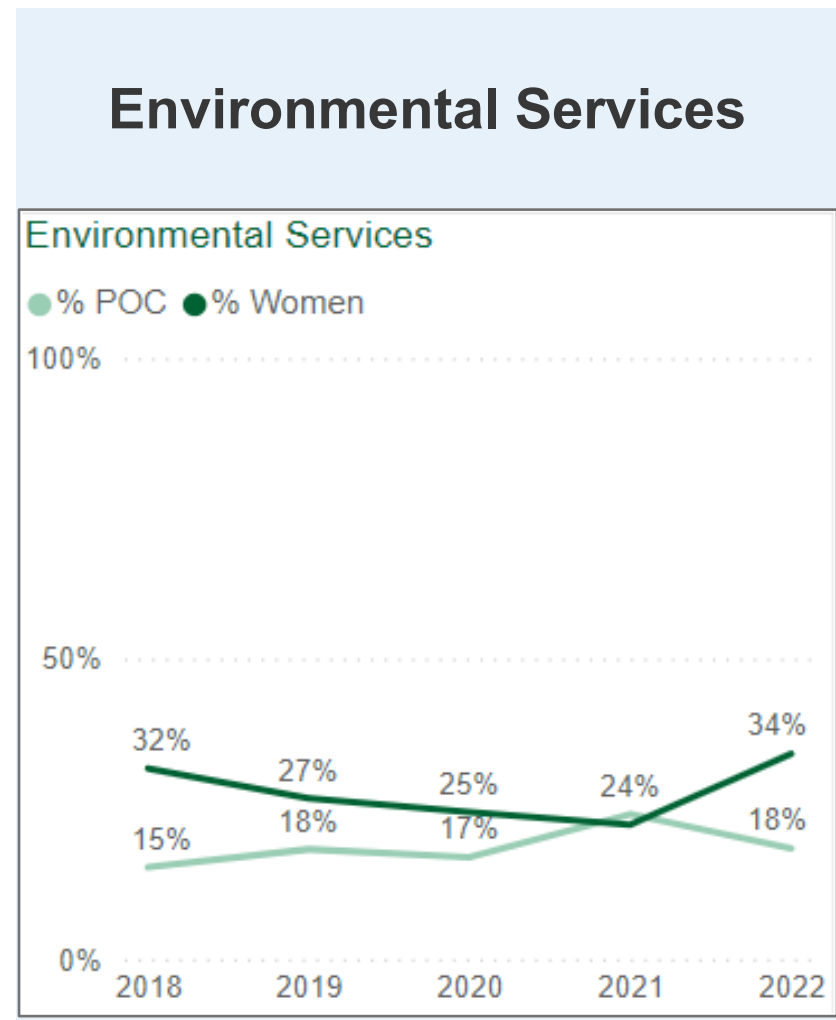
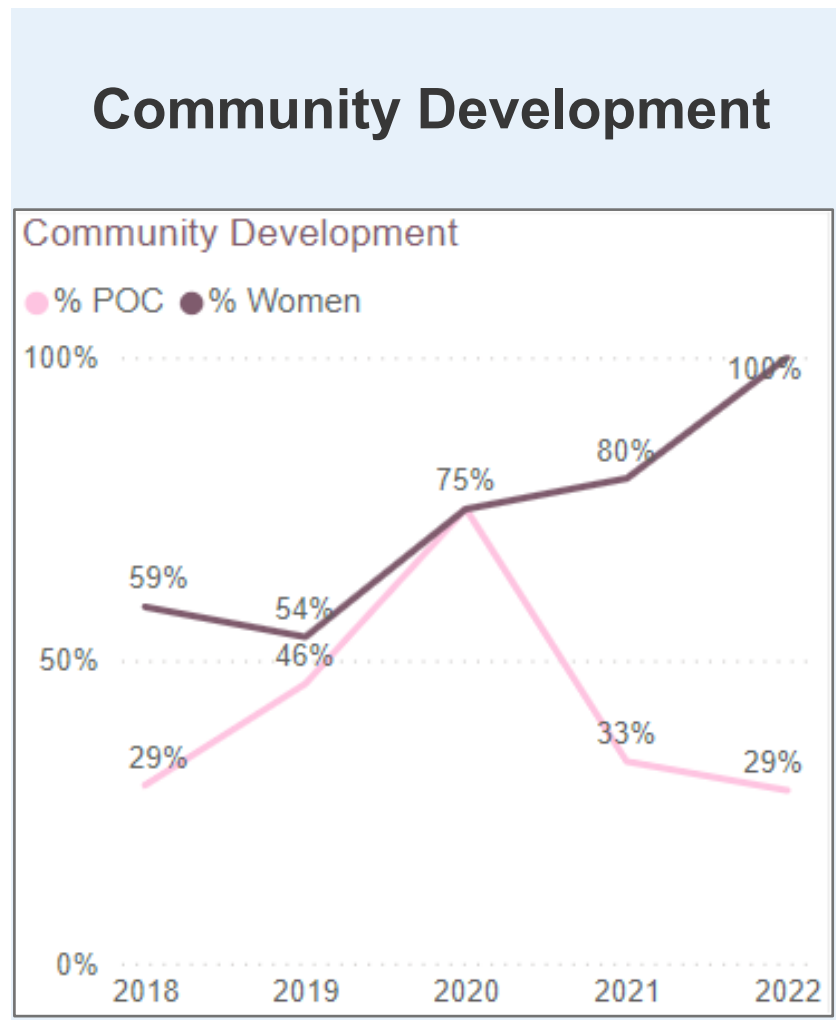
Vacancies Filled Councilwide - POC and Women 2022 Q1-2

Includes new hires, promotions, rehires, lateral transfers, and temps greater than six months.



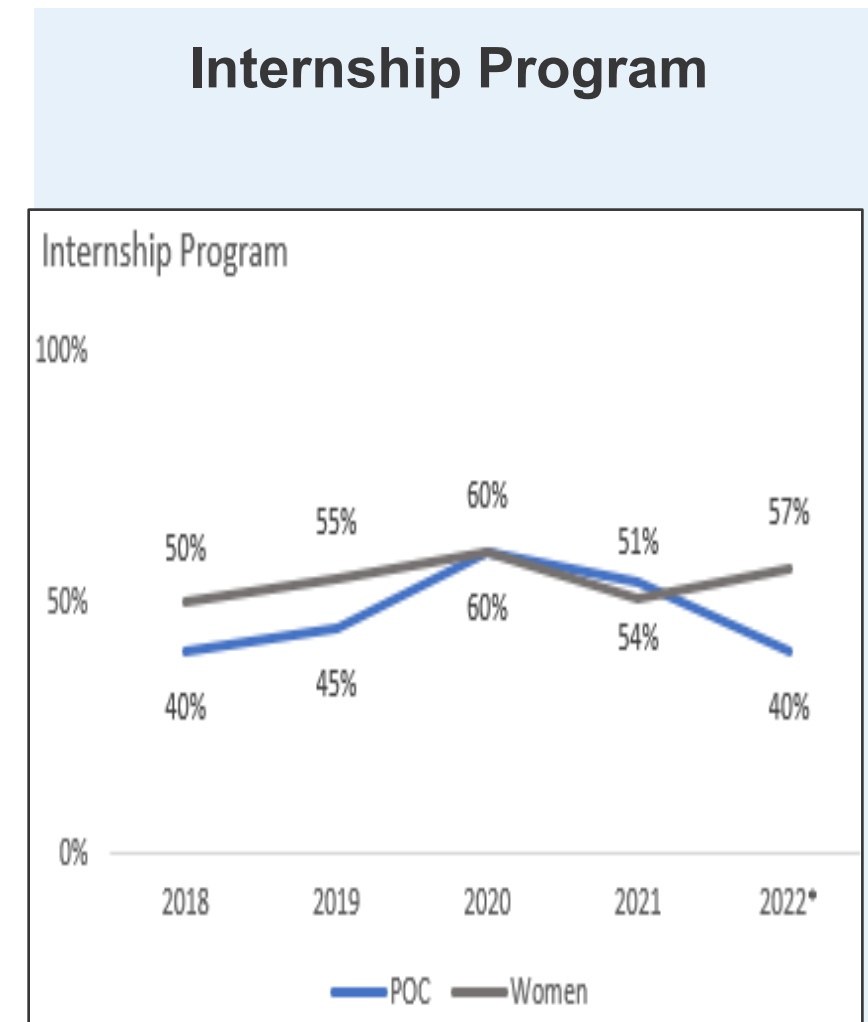
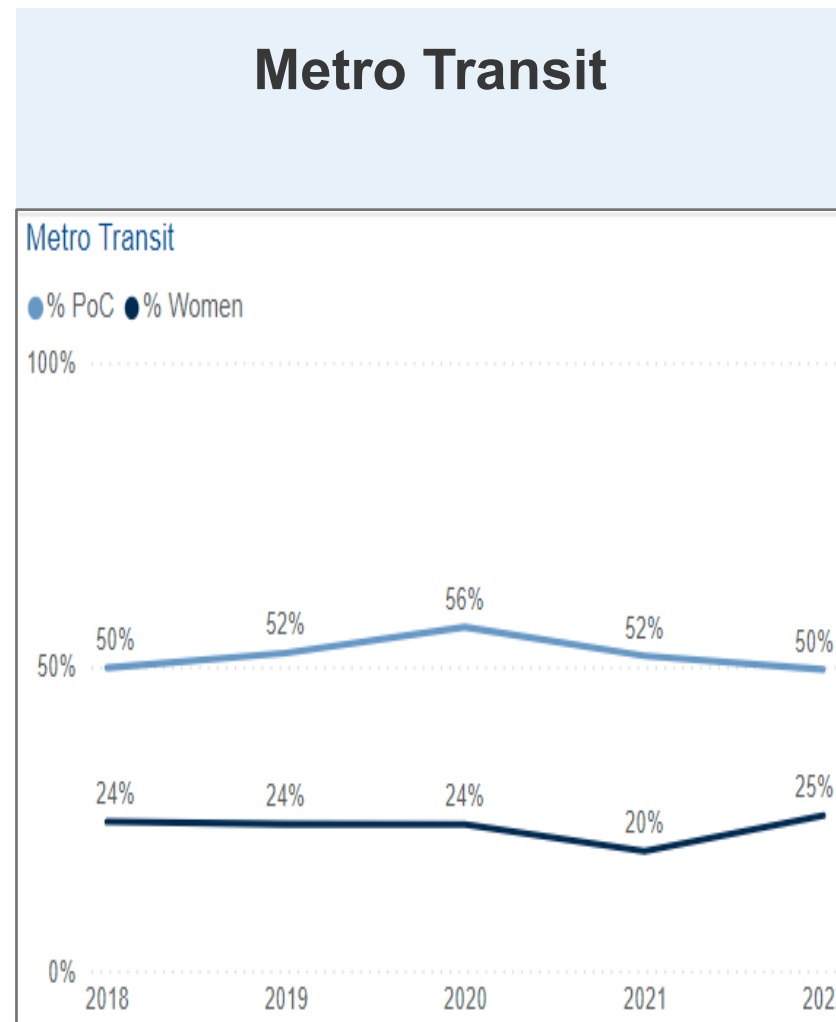
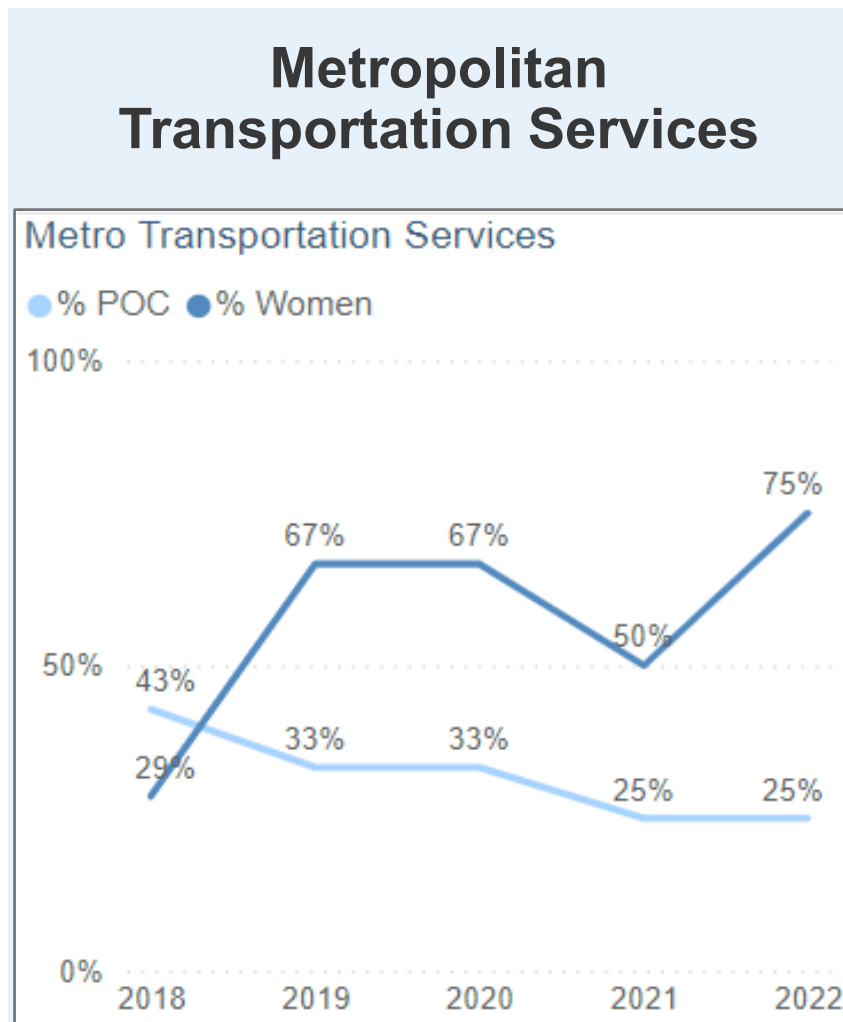
Vacancies Filled By Division - POC and Women 2022 Q1-2

Includes new hires, promotions, rehires, lateral transfers, and temps greater than six months.



Vacancies Filled By Division - POC and Women 2022 Q1-2

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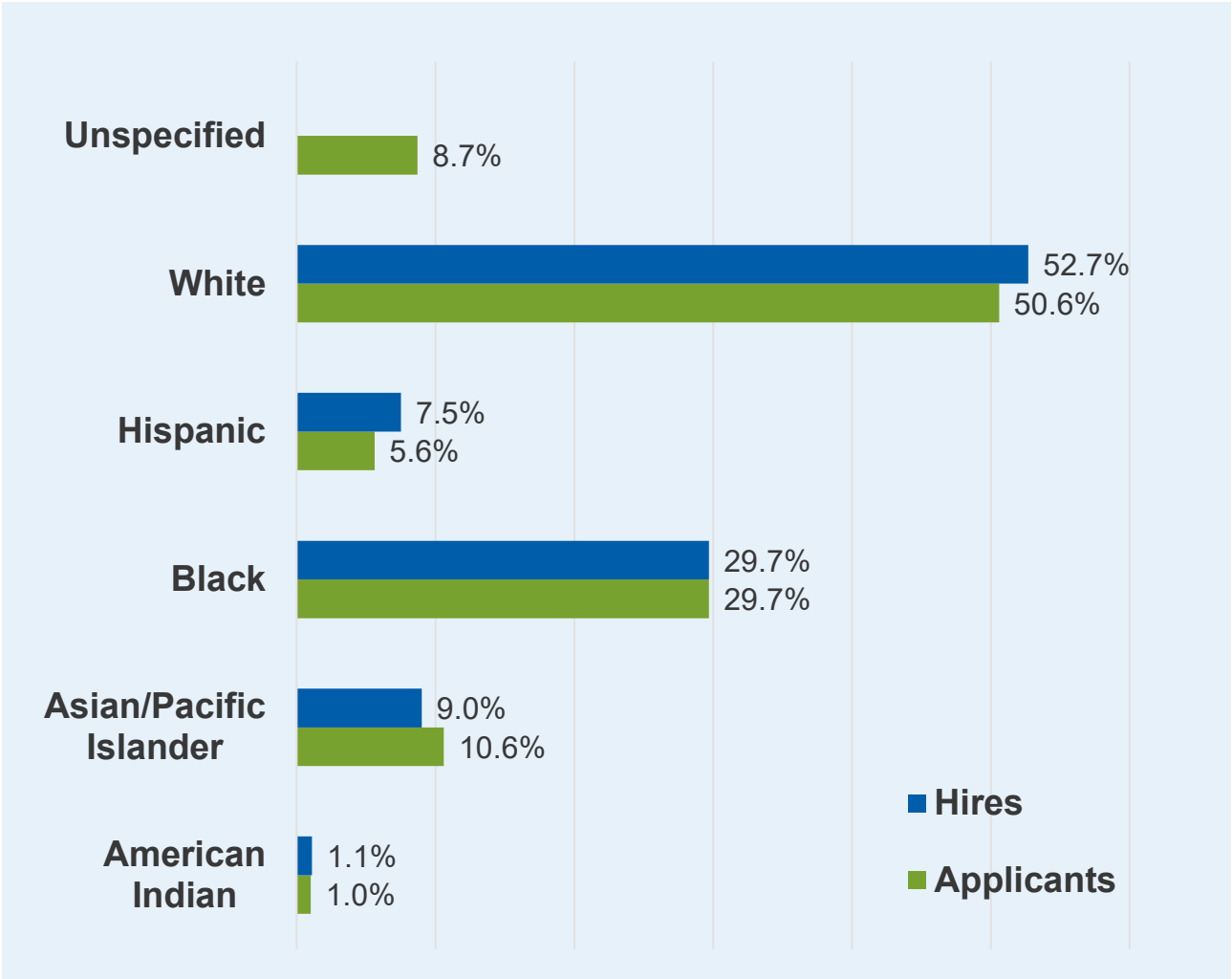
**Five Urban Scholars, three Ability Interns, and 59 regular interns. 50% of internship applicants were POC, up from 36% in 2021, and 50% were women, up from 48% in 2021*

Race/Ethnicity Applicants and Hires - 2021

POC Applicants & Hires by Division

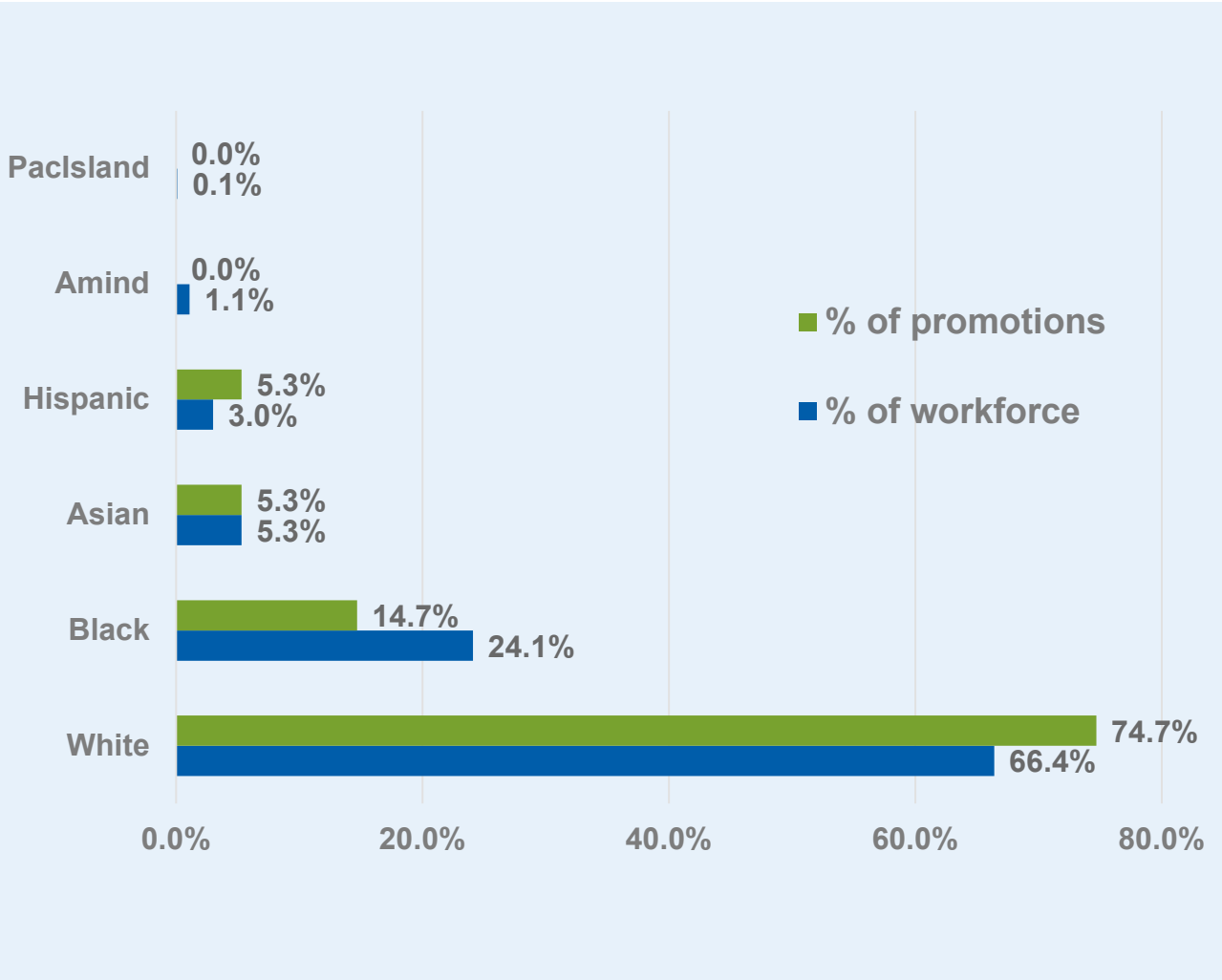
Division	Total Apps Received	POC Apps	POC Hired
ES	1,396	29.0%	24.1%
CD	798	34.5%	33.0%
RA	2,065	39.2%	50.0%
MTS	380	36.1%	25.0%
MT-BUS	864	36.9%	72.1%
MT- Non-BUS	4,642	47.0%	42.2%
2021 TOTAL APPS	10,145	40.7%	47.3%

Race/Ethnicity: Applicants & Hires

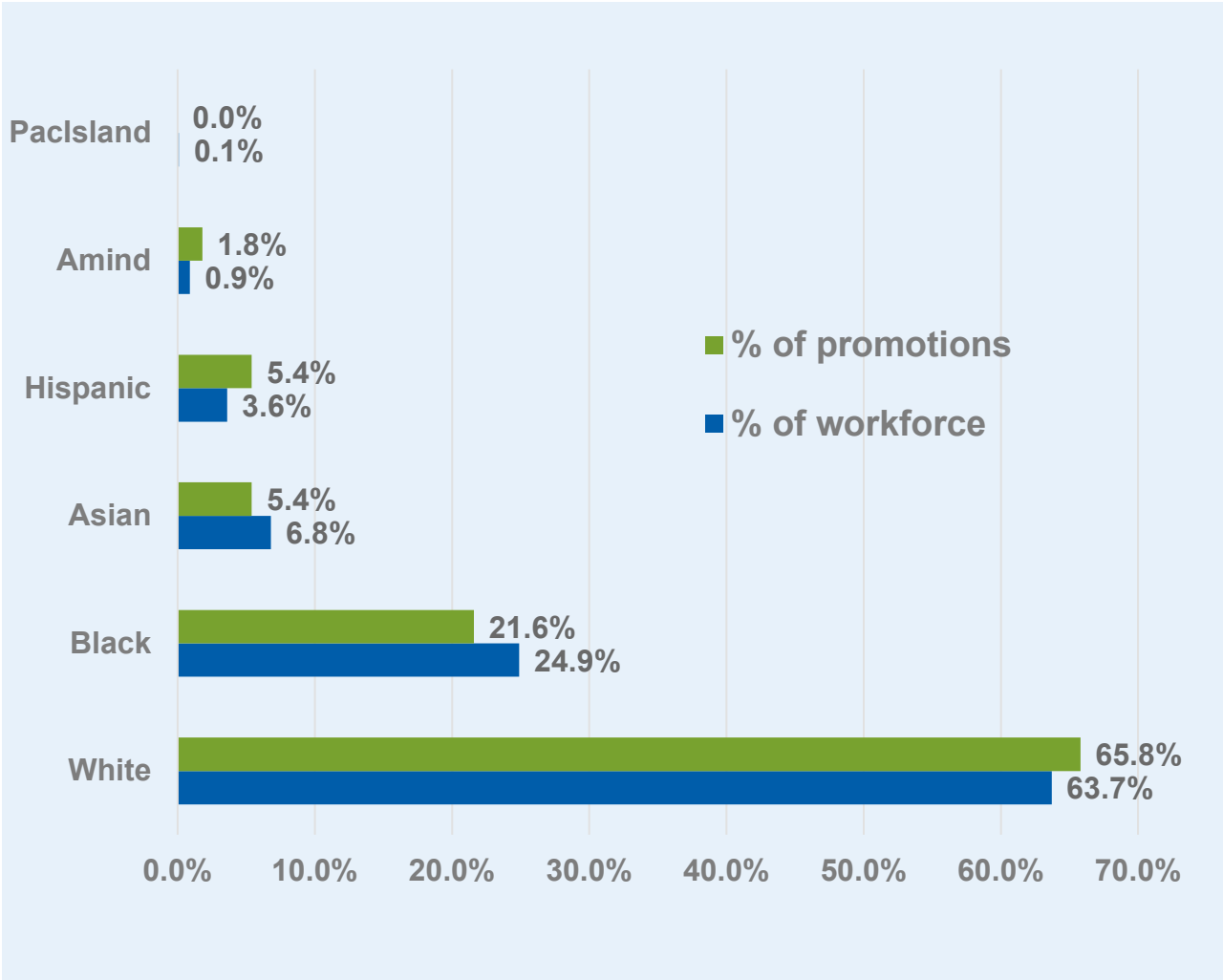


Share of workforce vs share of promotions

2017 – 75 promotions



2021 – 111 promotions



Management vacancies filled

Includes hires, rehires, and promotions

	Total Vacancies Filled		% POC	
	YTD 2022	2021	YTD 2022	2021
RA/CD/MTS	6	14	0%	42.9%
ES	5	9	20%	0.0%
MT	29	51	24%	33.3%
Total	40	74	20%	31.0%

Management promoted from within POC

Division	POC	
	YTD 2022	2021
RA/CD/MTS	0	0
ES	1	0
MT	6	17
Total	7	17

Affirmative Action Focus Areas

Partnership between OEEO and HR

1. Outreach and engagement with community-based organizations
2. Ability internship program
3. Workforce development of skilled craft
4. Equity recruitment scorecard
5. Employee engagement survey
6. Racial equity training
7. Employee resource groups
8. Workforce data dashboard
9. Applicant testing process improvement
10. Career ladder workshops
11. Operator retention and separation

Workforce Development – Building Strong Communities

- A construction apprenticeship preparatory program designed to prepare individuals from non-traditional communities to enter the union construction trades
- Originally designed in collaboration with the Minneapolis Construction Trade Council – in 2021 wholly adopted by the by the Trade Council for long term union sponsorship
- 2022 cohort placed 36 participants into union apprenticeships representing eight different craft trades.
- Since inception, more than 70 men and women placed into construction apprenticeships - 85% participants are either women or people of color.
- Reimbursement program that compensates construction contractors for hiring BSC graduates as apprentices and having them begin their careers working on Met Council capital projects



Workforce Development – Trainee Programs

Technician Trainee Program and Technician Apprenticeship

- Designed a **Revenue Equipment Technician Trainee program** in collaboration with Transit's Revenue Equipment department - selected trainees who complete the 16-month training period will gain the skills and abilities to advance to technician position; worked with Hennepin Technical College to design the trainee curriculum
- **Bus Maintenance Technician Apprenticeship program:** In partnership with ATU 1005, the Technician Apprenticeship program will allow both internal employees and external individuals the opportunity to learn the position as an apprentice on the job without a post-secondary degree.
- Both programs are beginning recruitment fall of 2022

Construction Inspector Trainee Program

- Supported the MCES Construction Inspector Trainee program as the trainees completed their first year of the training program
- Provided consultation services to MCES as they began to develop a training program for Interceptor Service Workers

Reaching out to communities

July – August 2022

- 18 outreach events
- 12 events included Transit Bus Operator



mong Village



Midway Job Fair



Masjid Al Rahman



Masjid An Nuur

Targeting outreach for pipeline programs

Bus Mechanic Technician

- Multiple paid advertisements both print and social media
 - MN Spokesman Recorder
 - Hmong Times
 - El MN del Hoy
 - Sahan Journal
- Multiple in-person outreach events – With Current Technicians
 - Latino community / CLUES - Sept. 10th
 - East African community- Sept. 16th

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Questions?