

# Council Workforce Data Mid-year 2023

Equity Advisory Committee

*Marcy Cordes, Interim Human Resources Director*



**METROPOLITAN**  
C O U N C I L

*August 15, 2023 – EAC Presentation*



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Workforce Composition

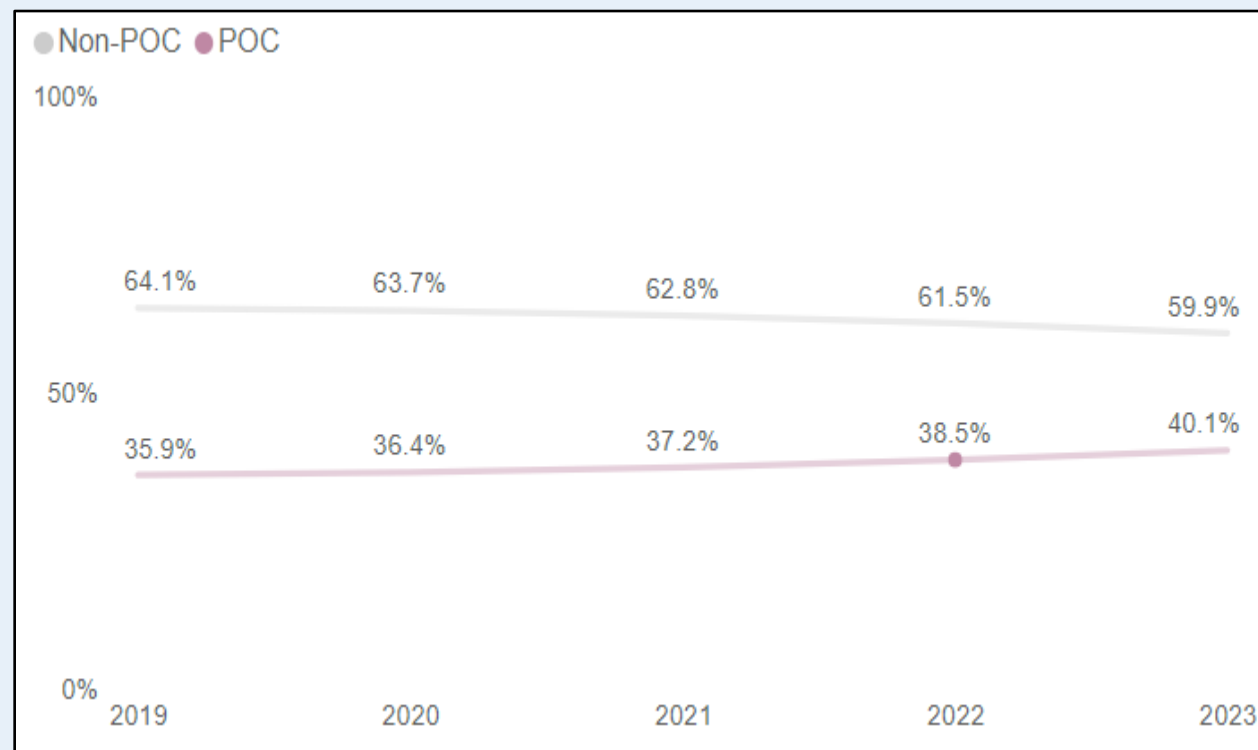
Vacancies Filled

Affirmative Action Focus Areas

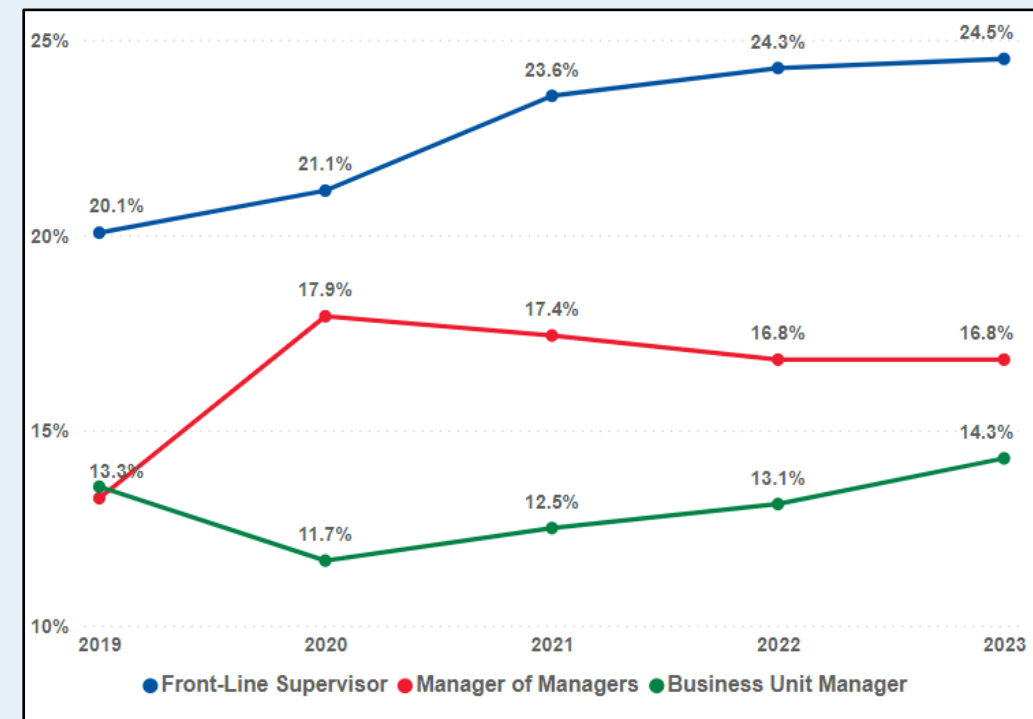
Workforce Development

# Workforce Composition: Race and Ethnicity

## Council % People Of Color\* and Non-People Of Color



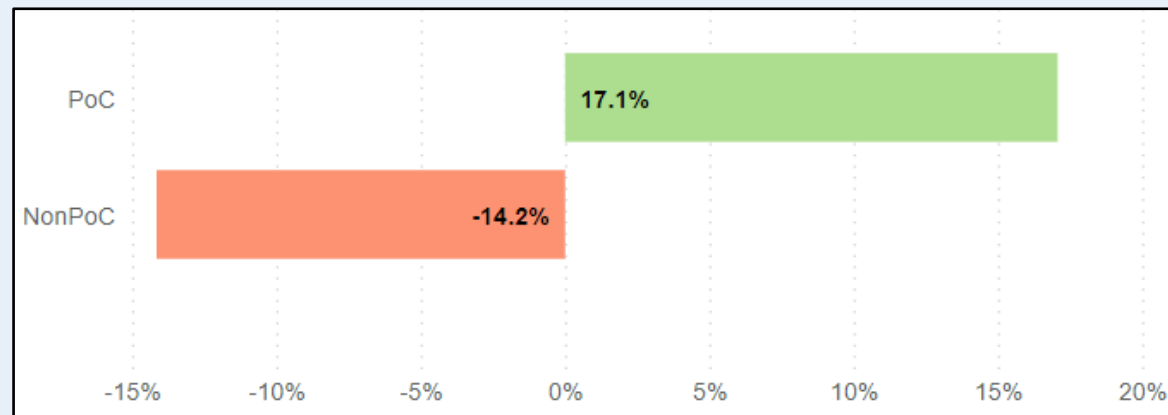
## Management Level % People Of Color



\* Federal EEO designation (Title 7): The standards have five categories for data on race: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. There are two categories for data on ethnicity: Hispanic or Latino, and Not Hispanic or Latino.

# Workforce Composition: Race and Ethnicity

## Difference from Region



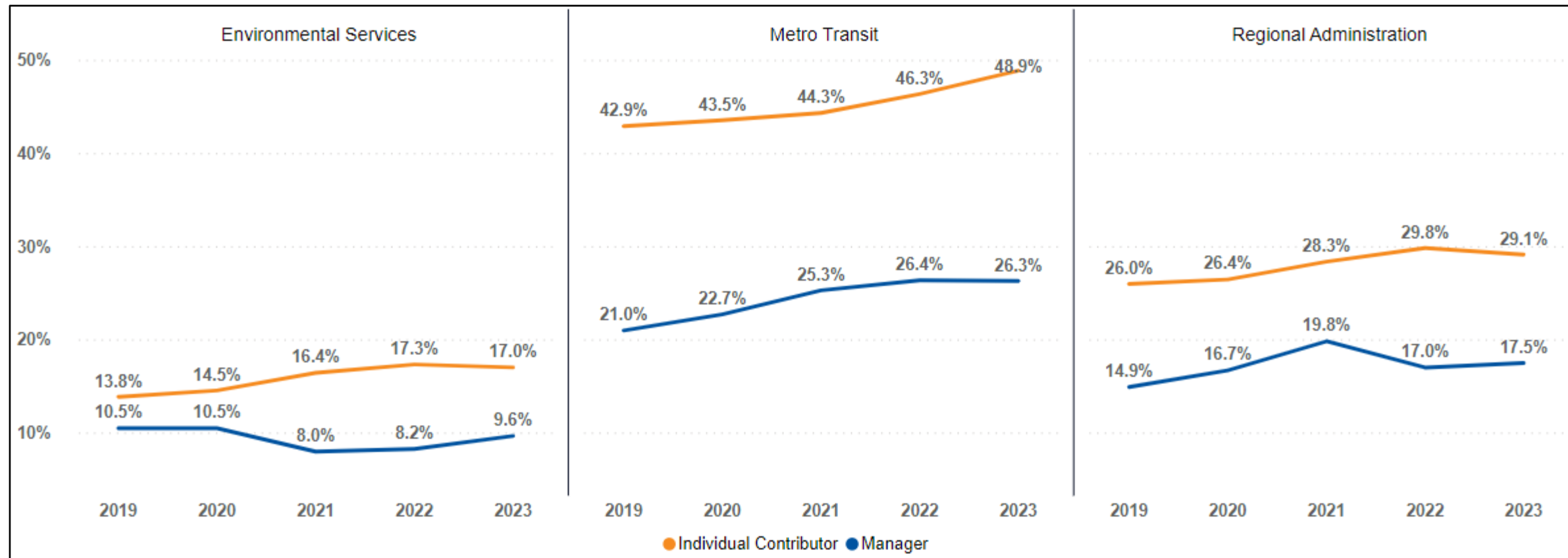
## Race/Ethnicity Compared to Regional Workforce

Ethnicity	2018		YTD 2023		% Change Start to End
	Headcount Current	% in Starting Year	% in Ending Year		
White	2,396	64.9%	60.9%	-6.1%	
Black	1,035	24.6%	26.3%	6.9%	
Asian	297	6.0%	7.5%	25.3%	
Hispanic	160	3.2%	4.1%	28.5%	
AmInd	39	1.1%	1.0%	-11.3%	
PacIsland	5	0.2%	0.1%	-22.0%	
Not Spec	3	0.0%	0.1%	63.8%	
<b>Total</b>	<b>3,935</b>			<b>0.0%</b>	

# Workforce Composition: Race and Ethnicity

## Council roles by % People Of Color

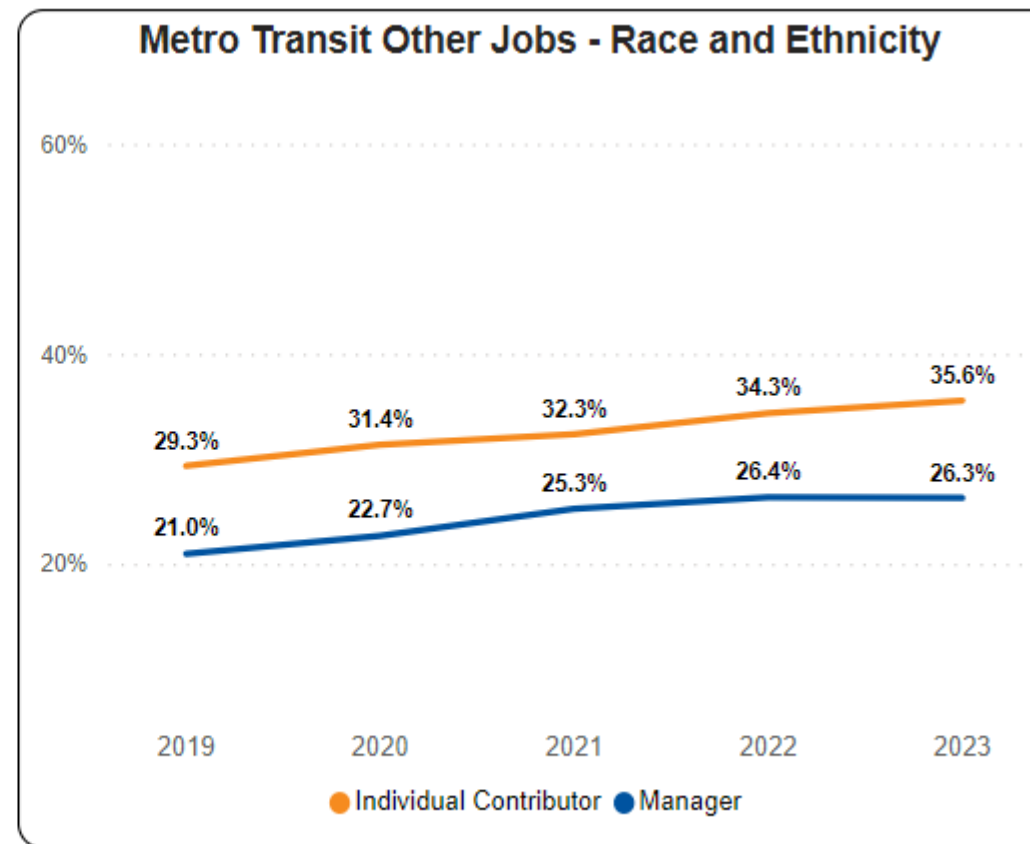
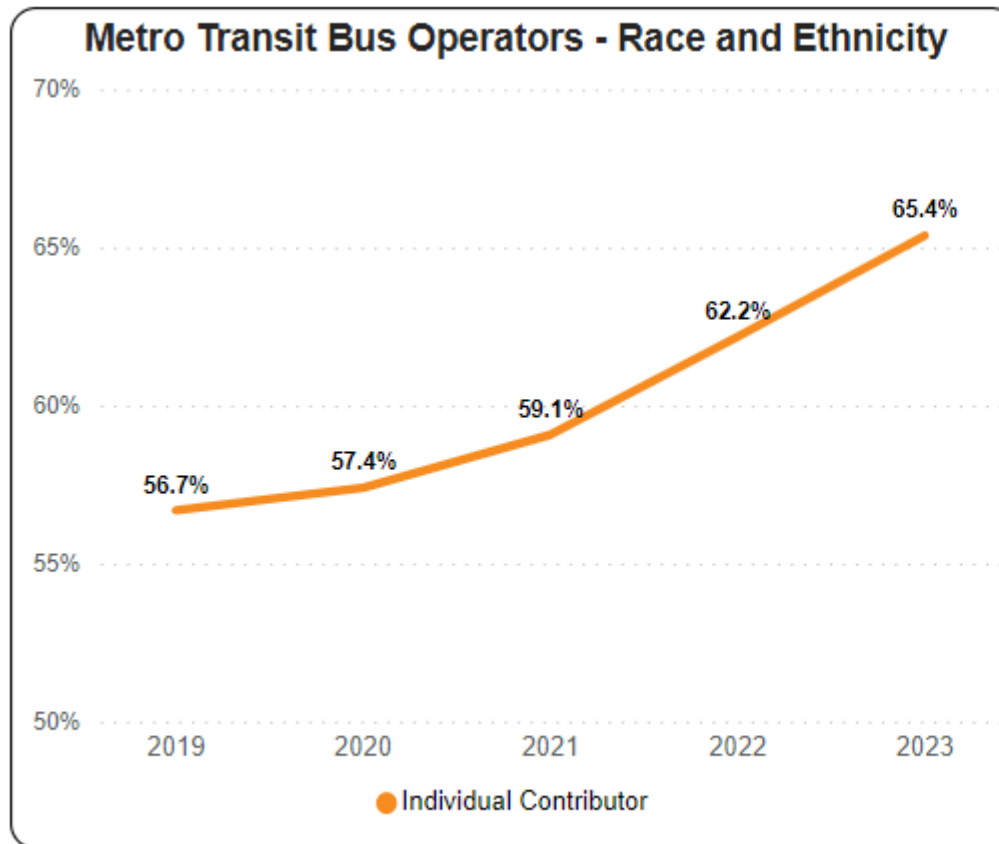
*Individual Contributor includes Senior Contributor, and Manager includes Front line Supervisor, Manager of Managers, and Business Unit Manager*



# Workforce Composition: Race and Ethnicity

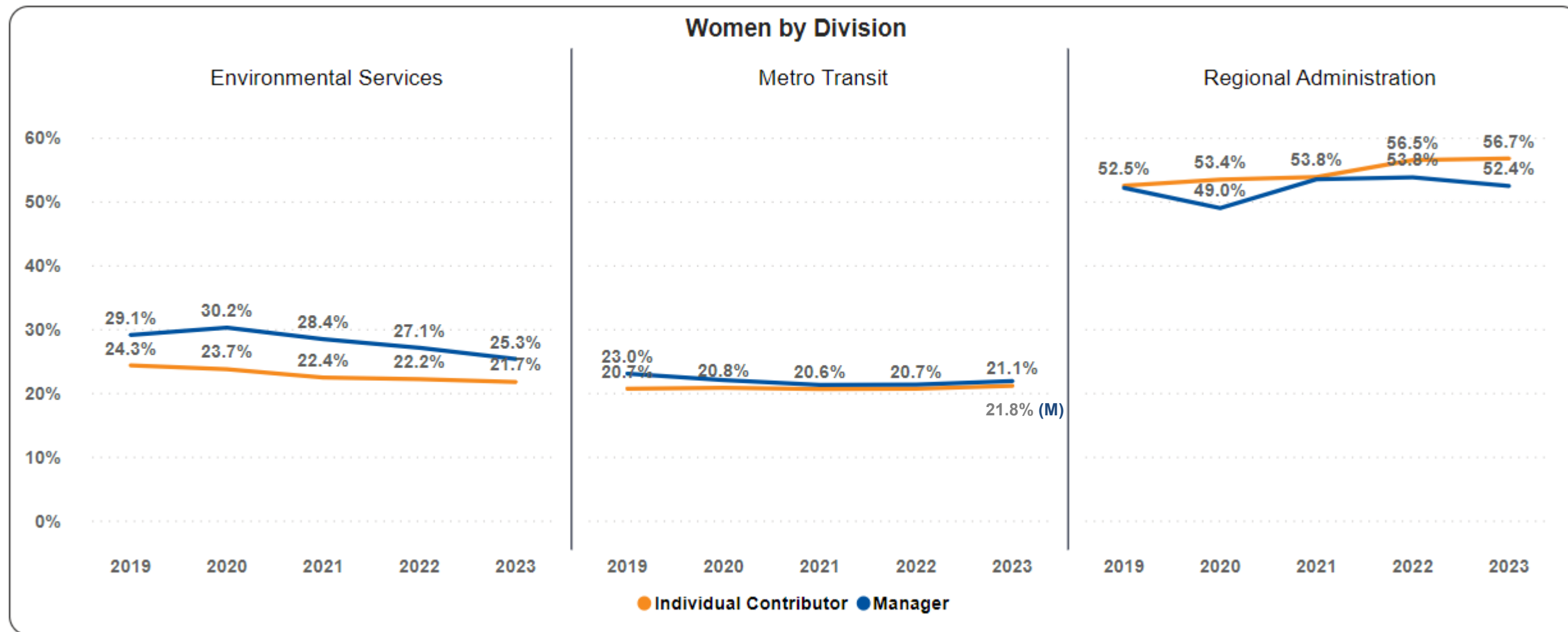
## Council roles by % People Of Color

*Individual Contributor includes Senior Contributor, and  
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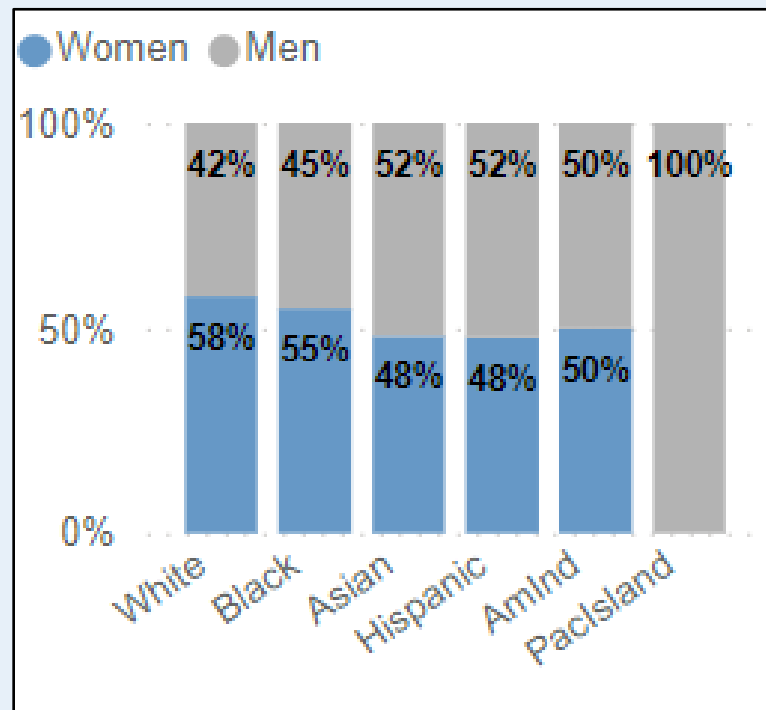
# Workforce Composition: Gender Council roles by % women

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

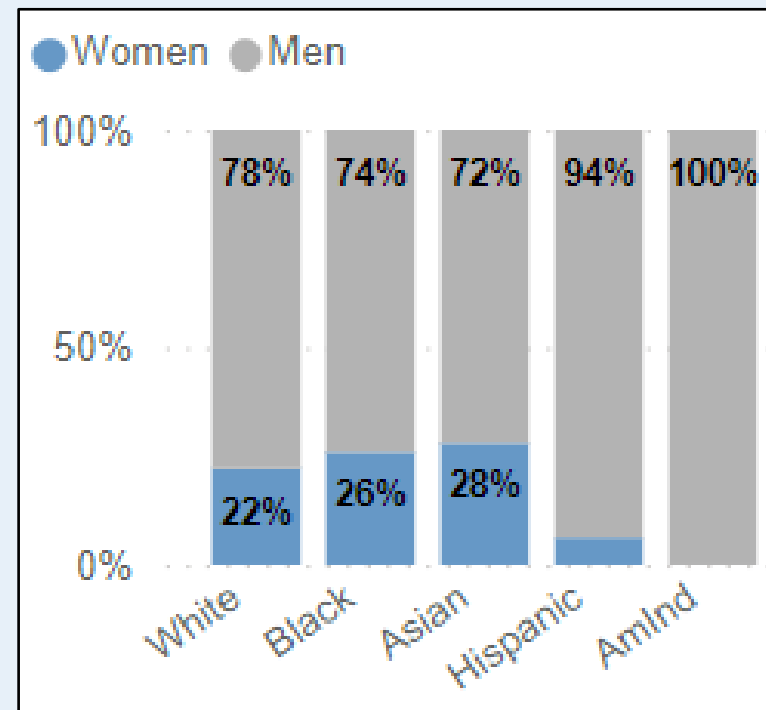


# Workforce Composition: Gender and Ethnicity

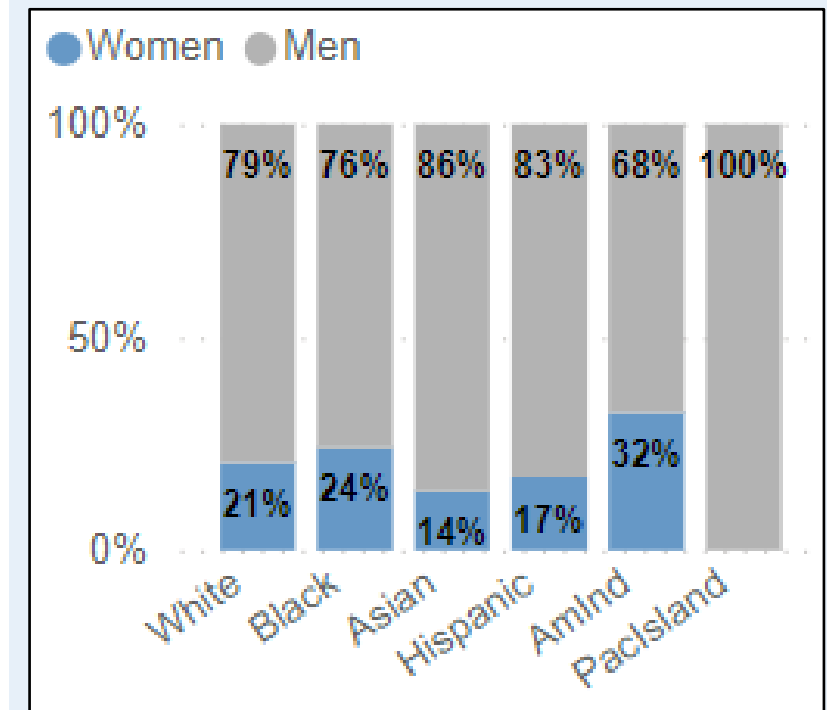
Community Development, Metropolitan Transportation, and Regional Administration



Environmental Services



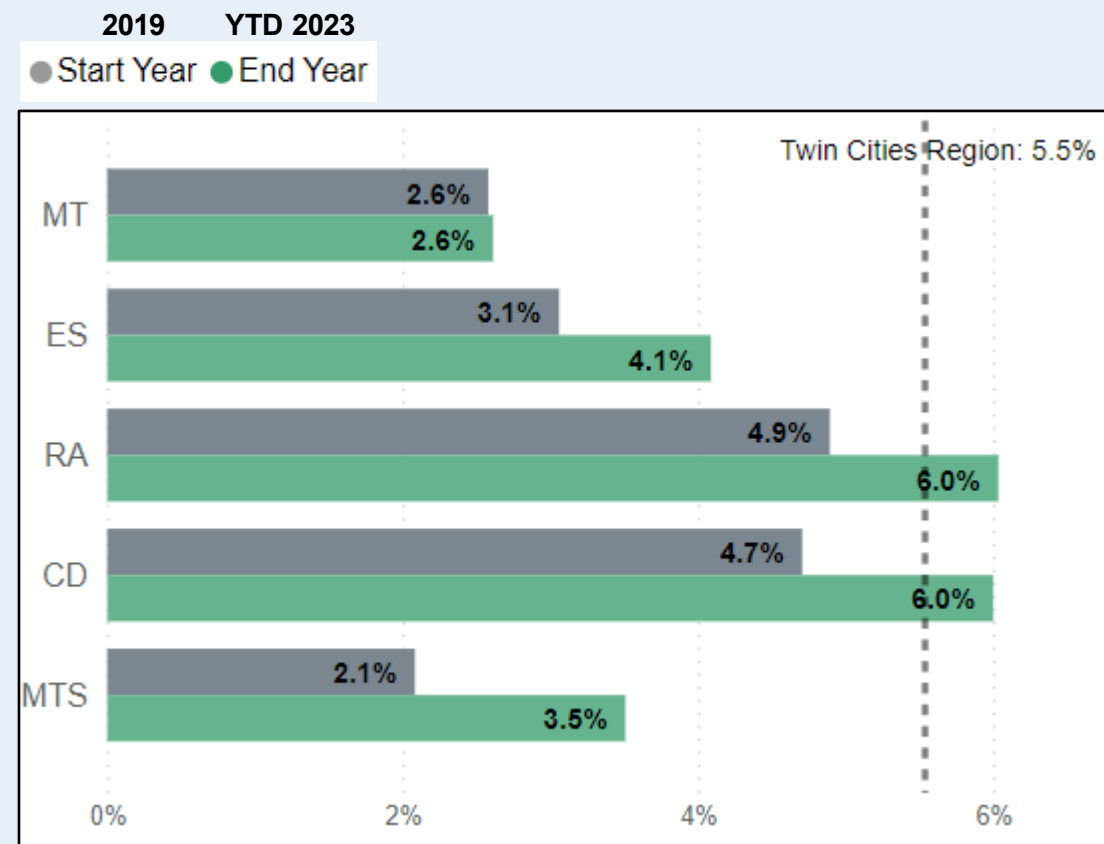
Metro Transit



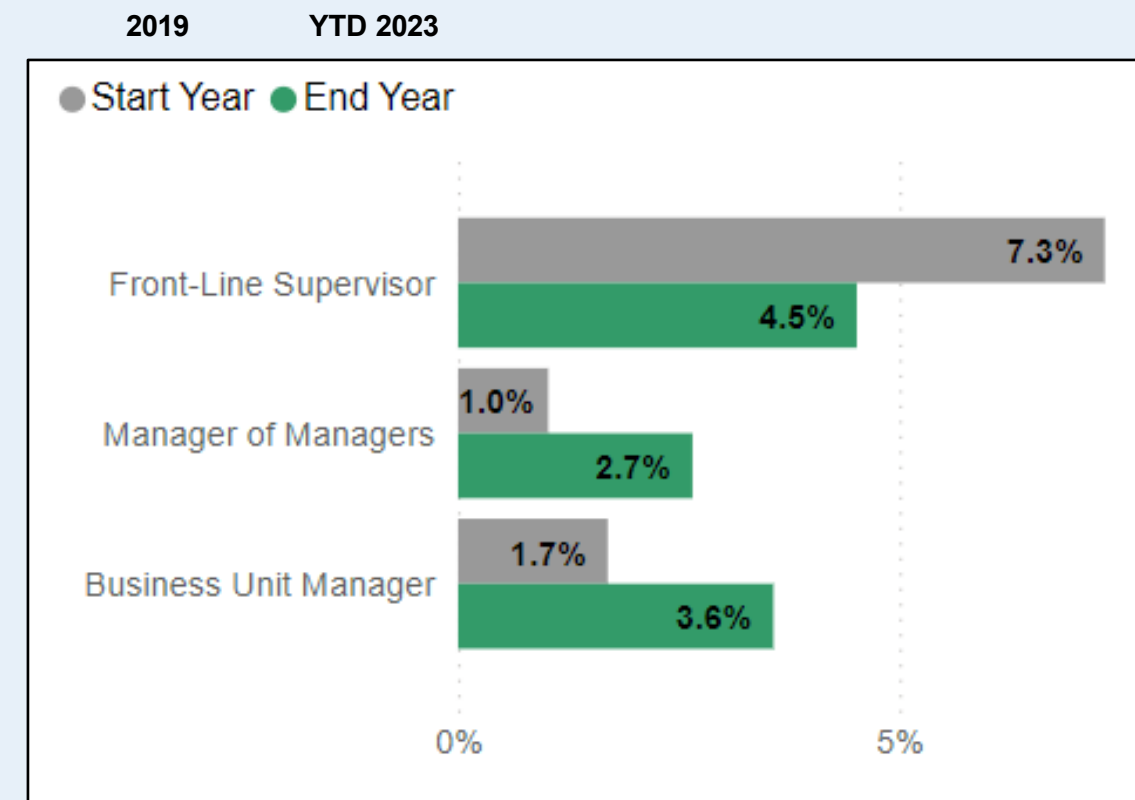


# Workforce Composition: Disability

## % of Individuals with Disabilities



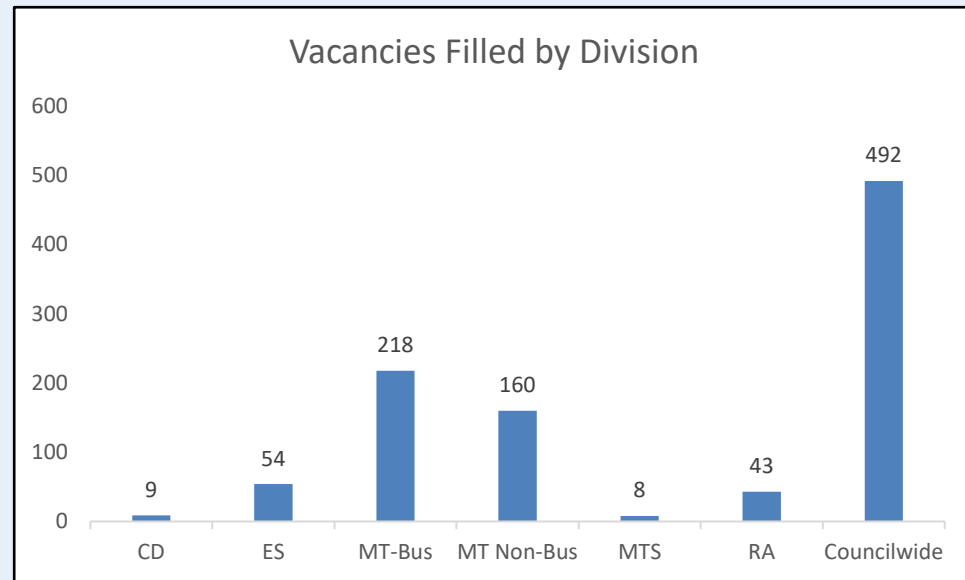
## Individuals with Disabilities as % of Management Level



# 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



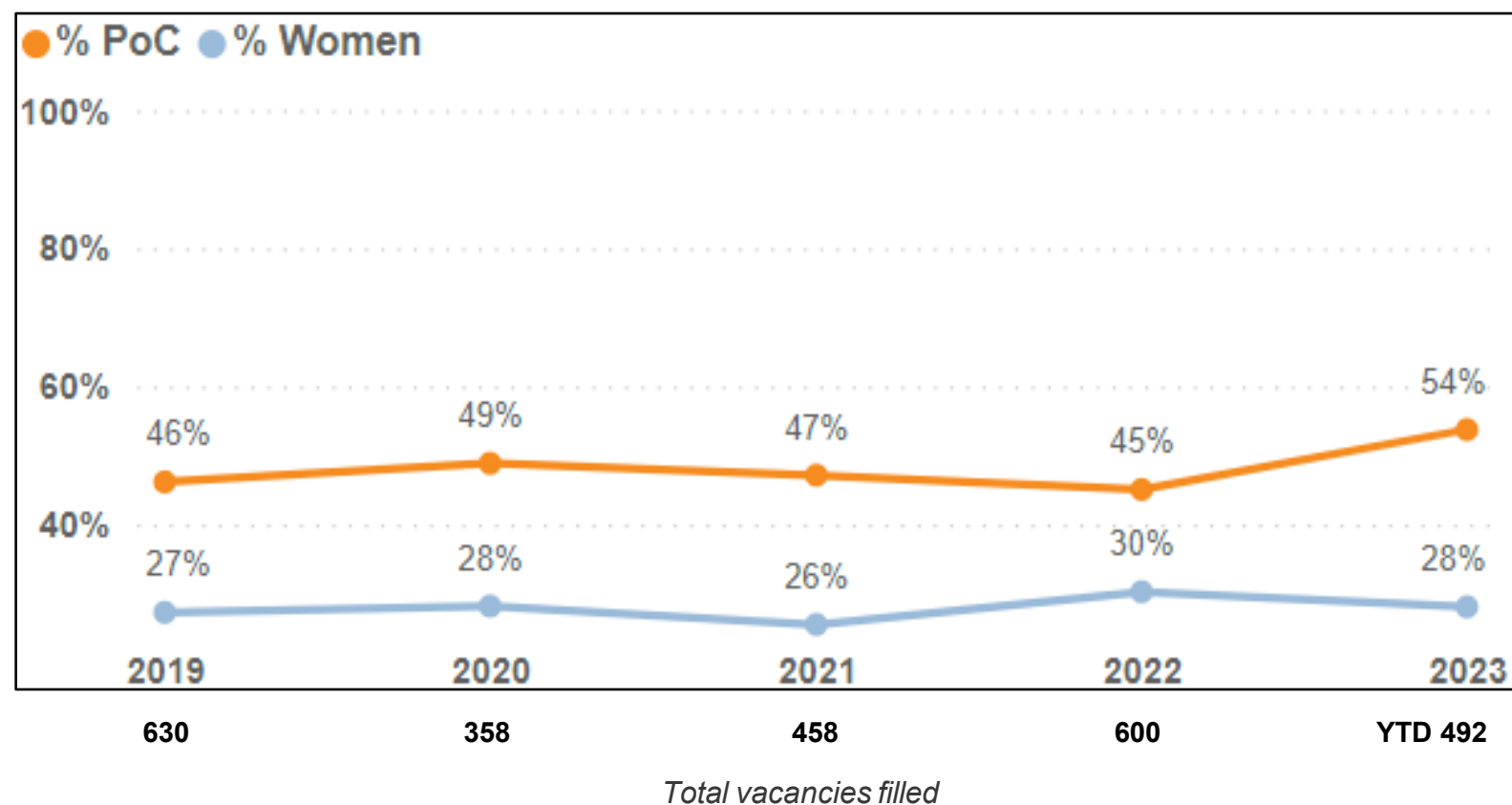
## Average Time to Fill

*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
2023	10.7	10.2	13.1	10.5
2022	12	12.1	11.4	12.5
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

# Vacancies Filled: Councilwide People Of Color and Women

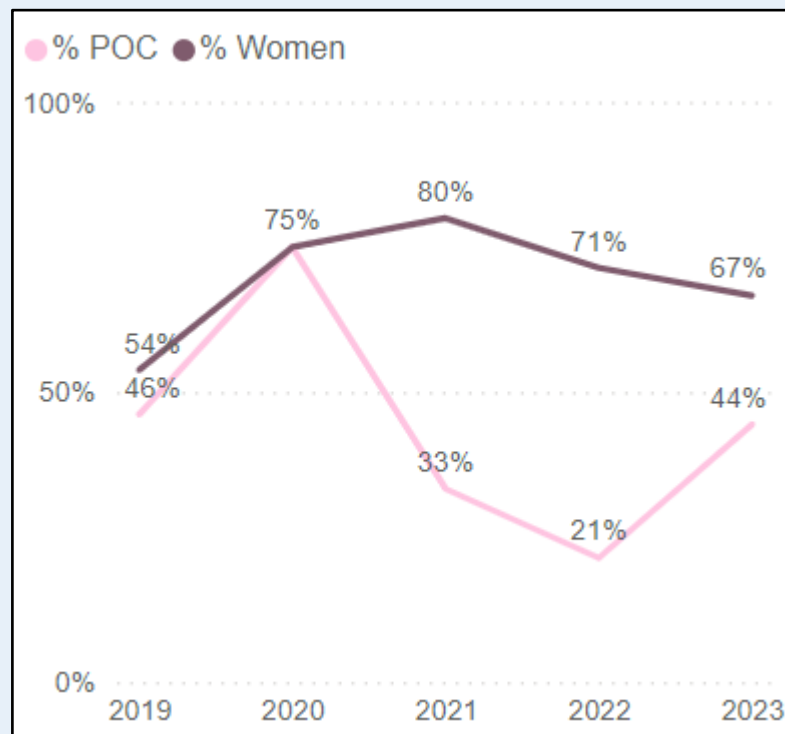
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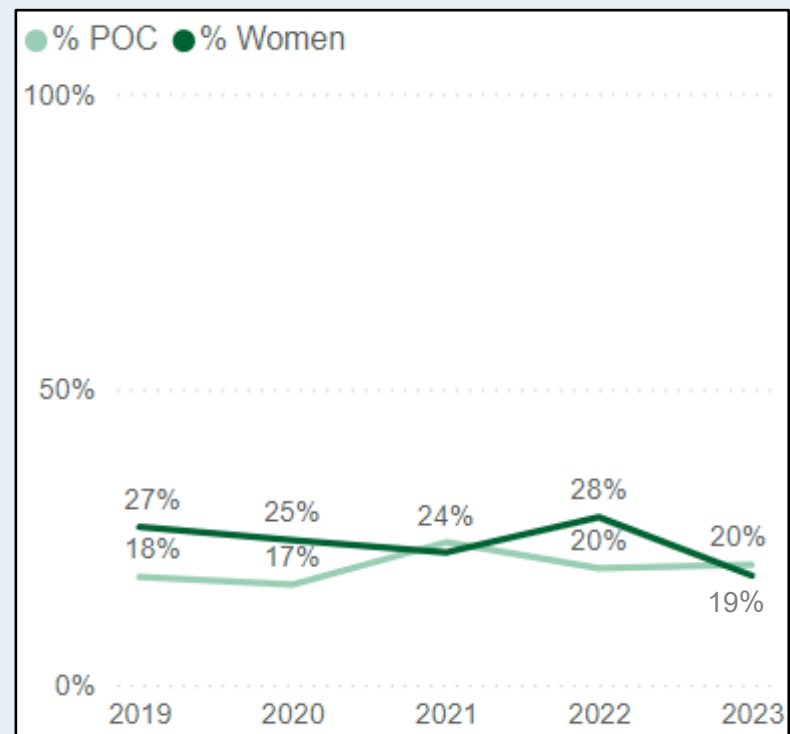
# Vacancies Filled: By Division People Of Color and Women

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

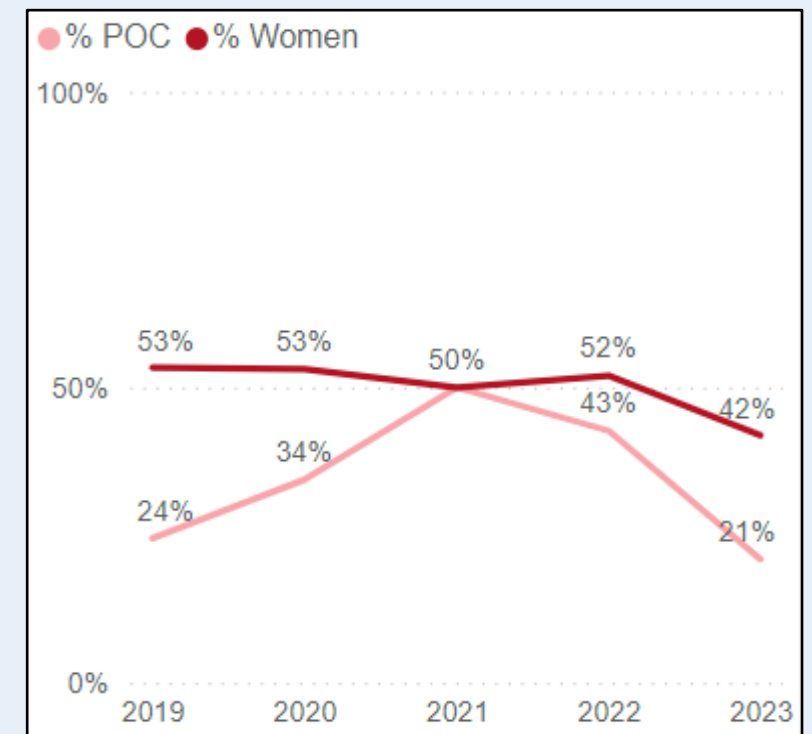
## Community Development



## Environmental Services



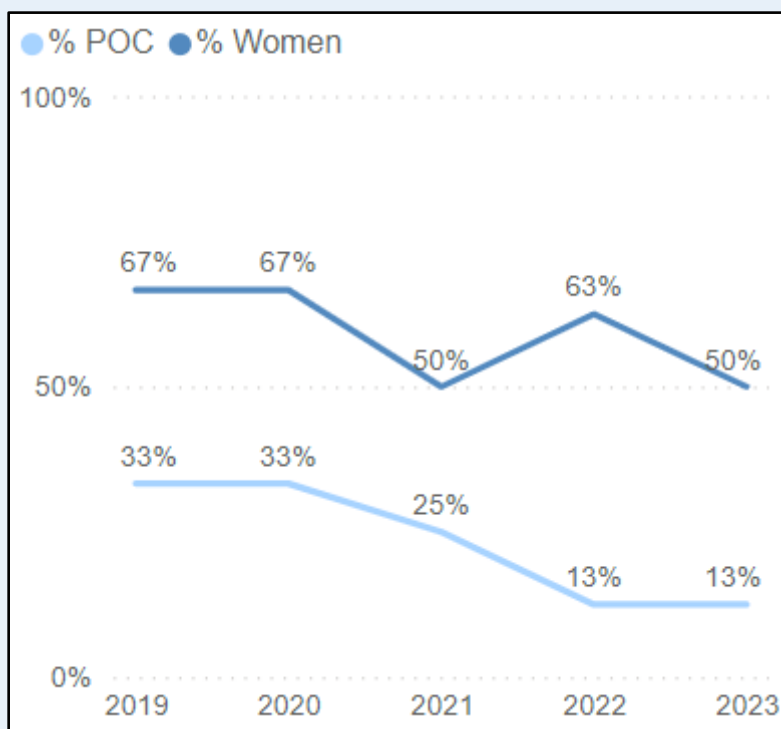
## Regional Administration



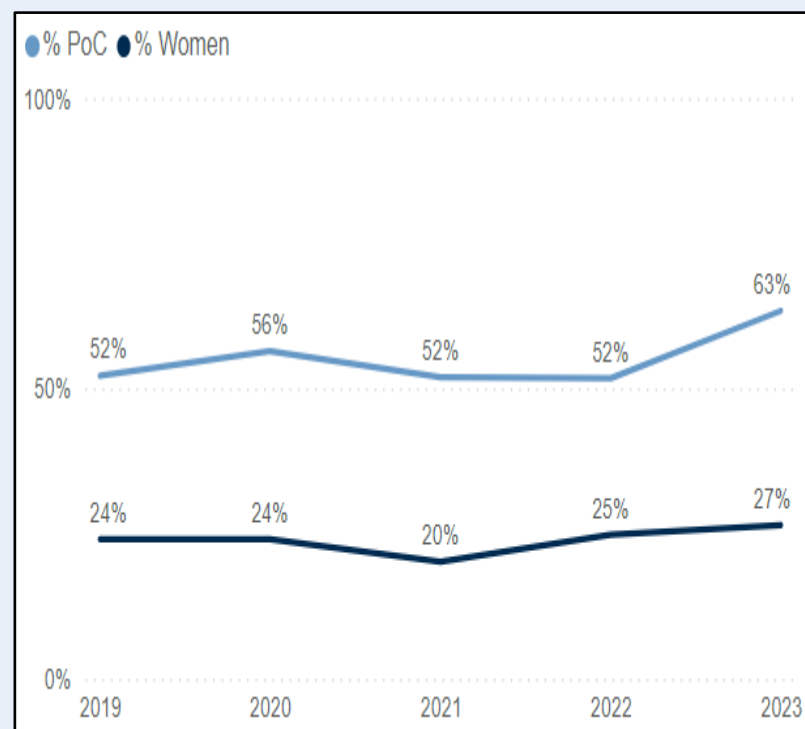
# Vacancies Filled: By Division People Of Color and Women

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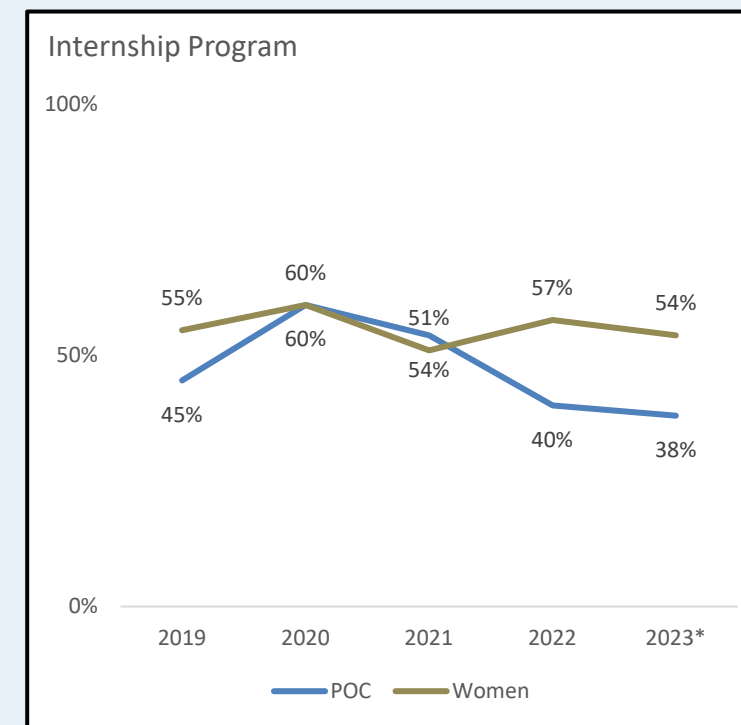
## Metropolitan Transportation Services



## Metro Transit



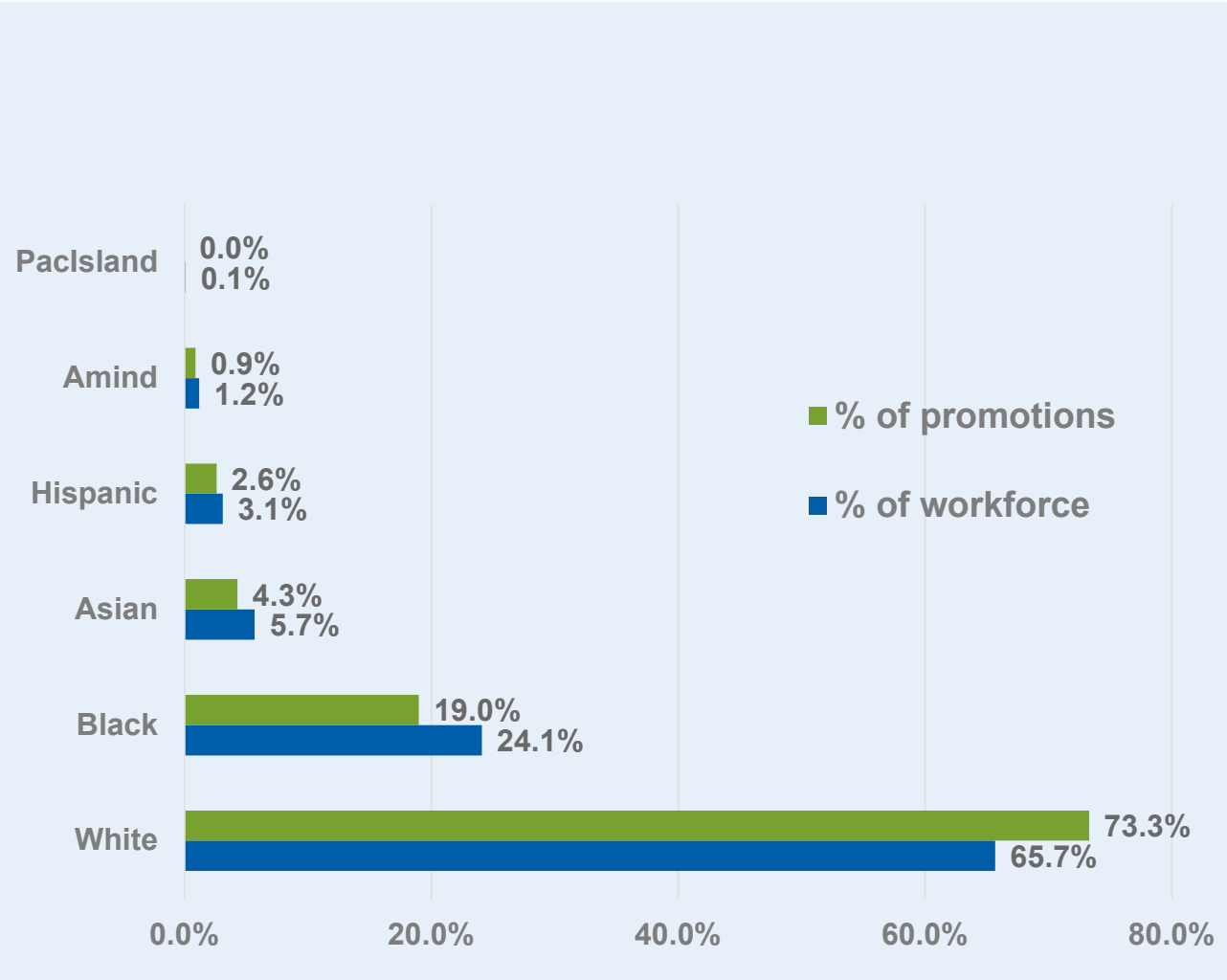
## Internship Program



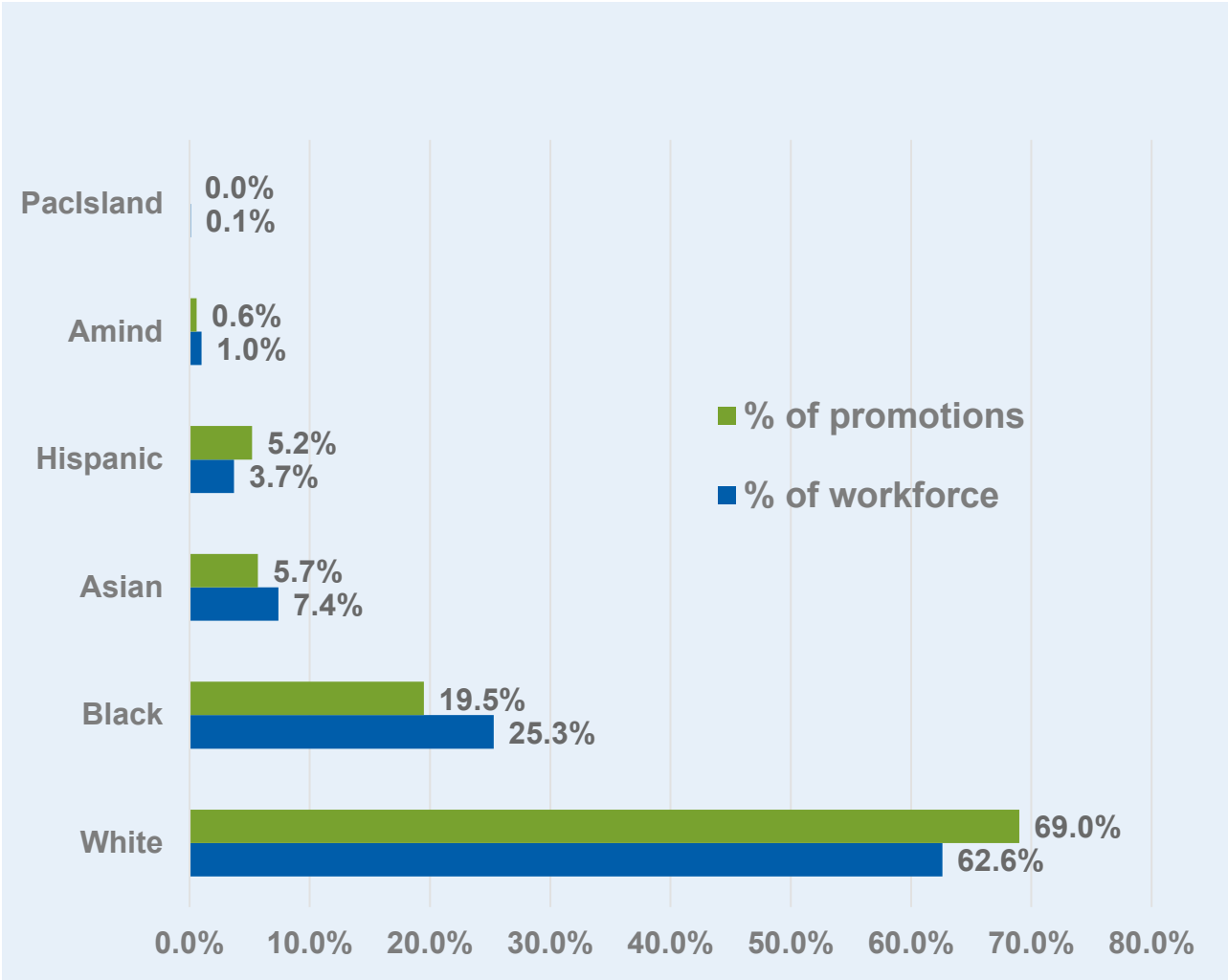
*\*Eleven Met Council Scholars, three ability interns, and 60 regular. 46% of internship applicants were POC, down from 50% in 2022; 49% were female, down from 50% in 2022*

# Share of Workforce vs. Share of Promotions

2018: 116 Promotions



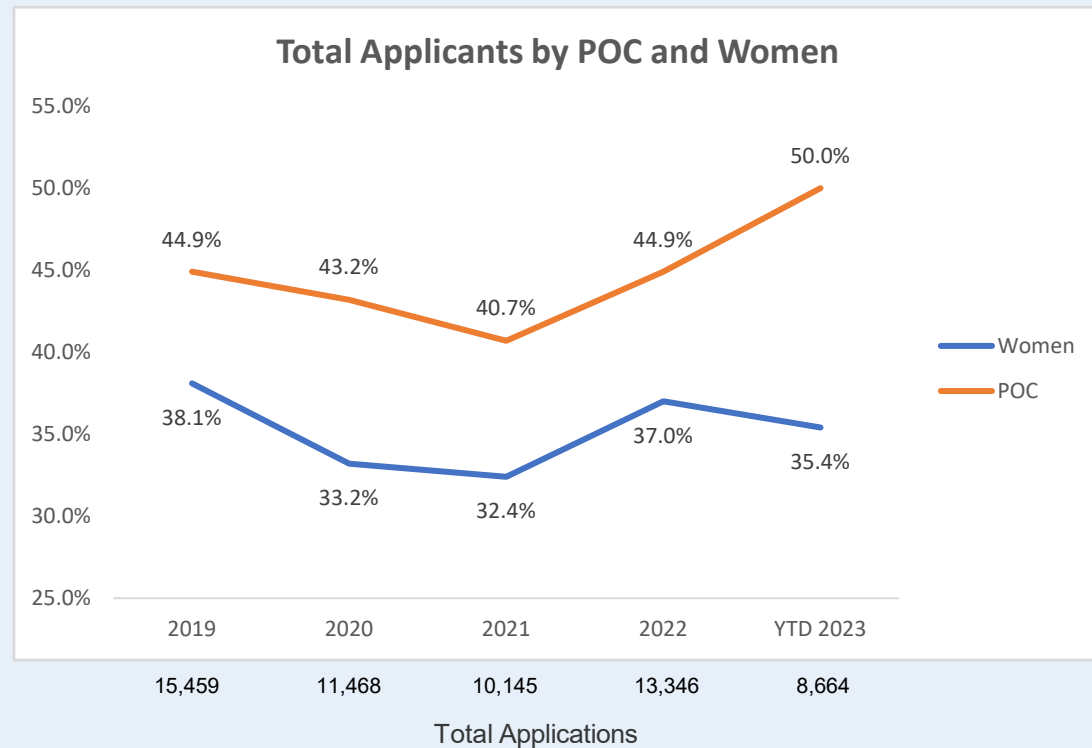
2022: 174 Promotions



# Vacancies Filled: Applicants by People Of Color and Women

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

## Total Applicants by POC and Women



## Applicants and Hires by Division POC and Women

Division	Total Apps	POC Apps	POC Hired	Women Apps	Women Hired
ES	916	338	10	247	10
MT-Bus	1,522	1,116	161	407	58
MT-Non-Bus	3,265	1,619	71	1,006	38
RA, CD, MTS	2,961	1,217	14	1,413	27
<b>Total</b>	<b>8,664</b>	<b>4,290</b>	<b>256</b>	<b>3,073</b>	<b>133</b>

# Vacancies Filled: Management

*Includes hires, rehires, and promotions*

Division	Total Management Vacancies Filled				% Women Management (25.8% of total workforce)				% People Of Color Management (39.1% of total workforce)			
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
ES	4	9	11	4	50.0%	33.3%	27.3%	0.0%	0.0%	0.0%	18.2%	25.0%
MT	26	51	70	22	30.8%	25.5%	21.4%	22.7%	34.6%	33.3%	22.9%	22.7%
RA*	12	14	16	10	41.7%	57.1%	43.8%	40.0%	33.3%	42.9%	12.5%	30.0%
<b>Total</b>	<b>42</b>	<b>74</b>	<b>97</b>	<b>36</b>	<b>35.7%</b>	<b>32.4%</b>	<b>25.8%</b>	<b>25.0%</b>	<b>31.0%</b>	<b>31.0%</b>	<b>20.6%</b>	<b>25.0%</b>

*Management promoted from within: Women and People Of Color*

Division	Women				People Of Color			
	2020	2021	2022	2023	2020	2021	2022	2023
ES	0	3	3	0	0	0	2	1
MT	7	12	14	5	9	17	13	5
RA*	3	1	3	4	2	0	1	3
<b>Total</b>	<b>10</b>	<b>16</b>	<b>20</b>	<b>9</b>	<b>11</b>	<b>17</b>	<b>16</b>	<b>9</b>

36 manager vacancies filled

- Nine women
- Nine POC
- ES – 4 (0 women, 1 POC)
- MT – 22 (5 women, 5 POC)
- RA – 10 (4 women, 3 POC)

\*Includes CD and MTS



# Affirmative Action Plan

## 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

*\*New culture survey being led by Communications*

# Workforce Development

## Completed

- 2015 – 2020 Metro Transit Technician (MTT) Program
- 2016 – 2023 Building Strong Communities (BSC)
- 2020 – 2023 Construction Inspector Training Program

## Active

- Bus Operator – Credential obtainment
- Bus Mechanic Apprenticeship
- Revenue Equipment Electronic Technician

## Planned

- Transit Building Facilities Technician Apprenticeship
- Transit Public Facilities Technician Apprenticeship



# Career Pathway Programs

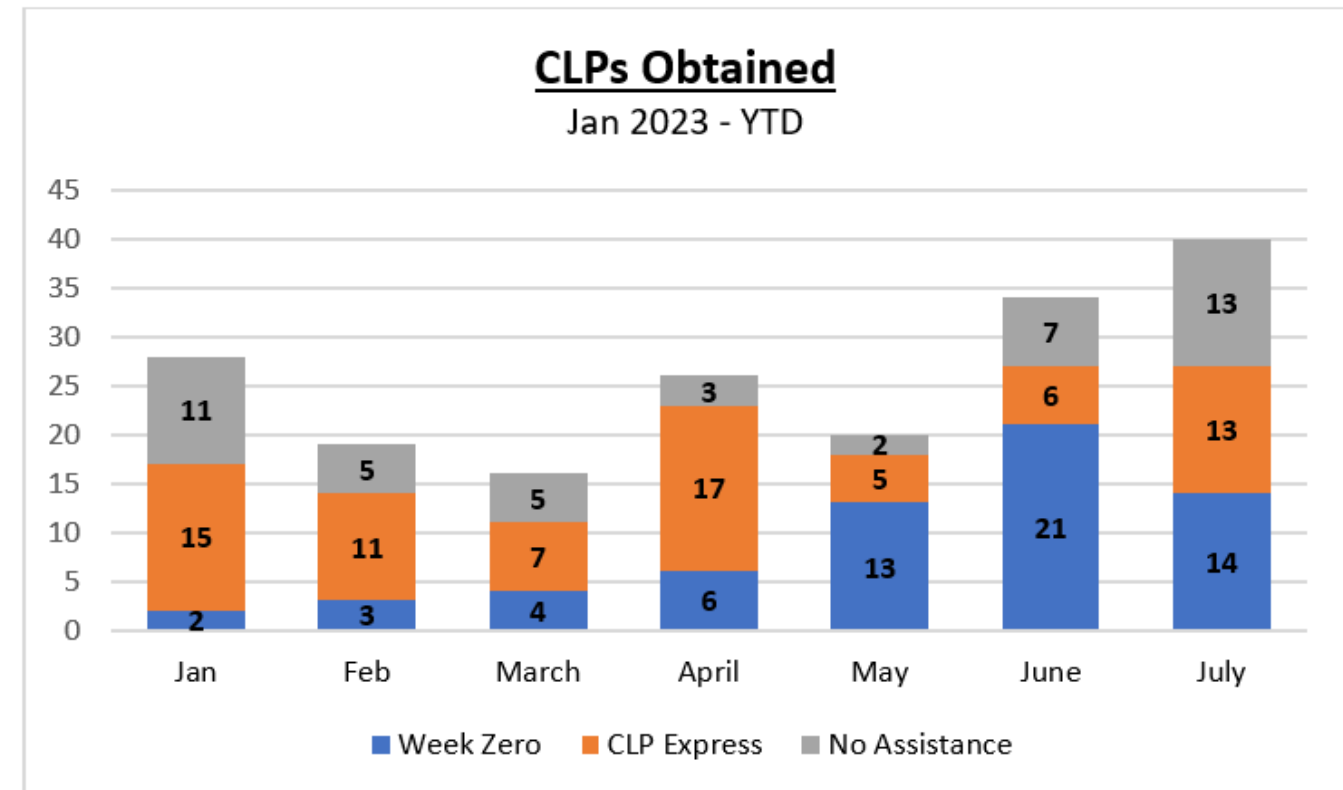
- 49 Individuals hired Council & Transit positions
- 80% People of Color
- 10% Women



# Commercial Learners Permit

- Over 65% of Metro Transit Bus and Rail Operators are new to the transportation industry.
- New Operators need to earn their Commercial Learners Permit (CLP) at time of hire or within the first week of employment.
- Earning CLP requires passing three knowledge tests
- In 2023 Workforce Development has assisted 137 employees earn their CLP.
- WFD pays for CLP tests and credentials for Operators.

	Hired	Started	CLP	Percent
Bus	62	57	51	89%
Train	13	13	12	92%
Total	75	70	63	90%



# Outreach

- Community based organization outreach.
- Relationships with 25+ faith based, culturally based, and community non-profits organizations.
- Leveraging diversity of Transit and Council workforce to attract prospective applicants.





# Questions