

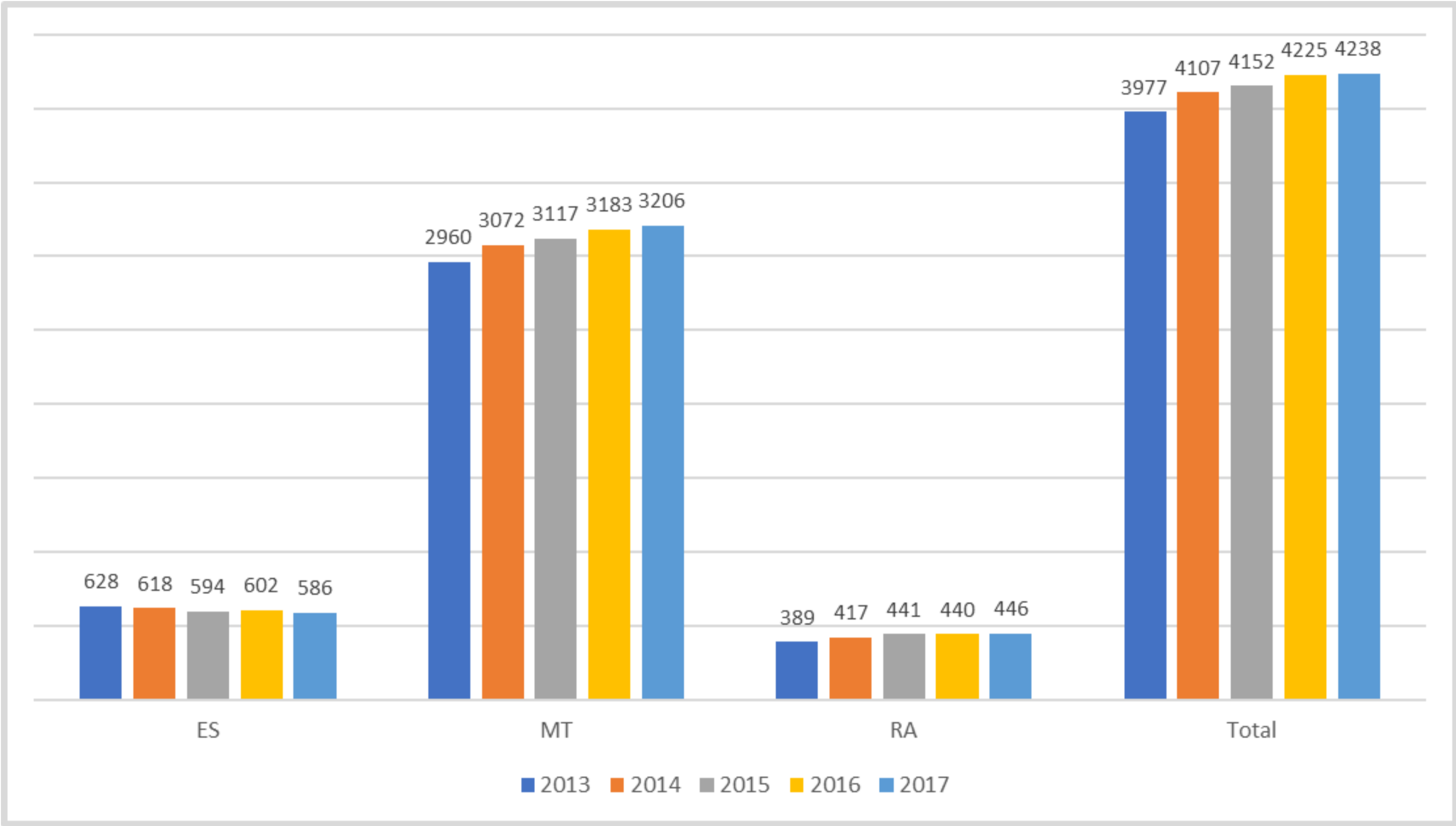
2017 Council Workforce Statistics

Presented by Marcy Syman, Human Resources Director

Management Committee 6-12-2018



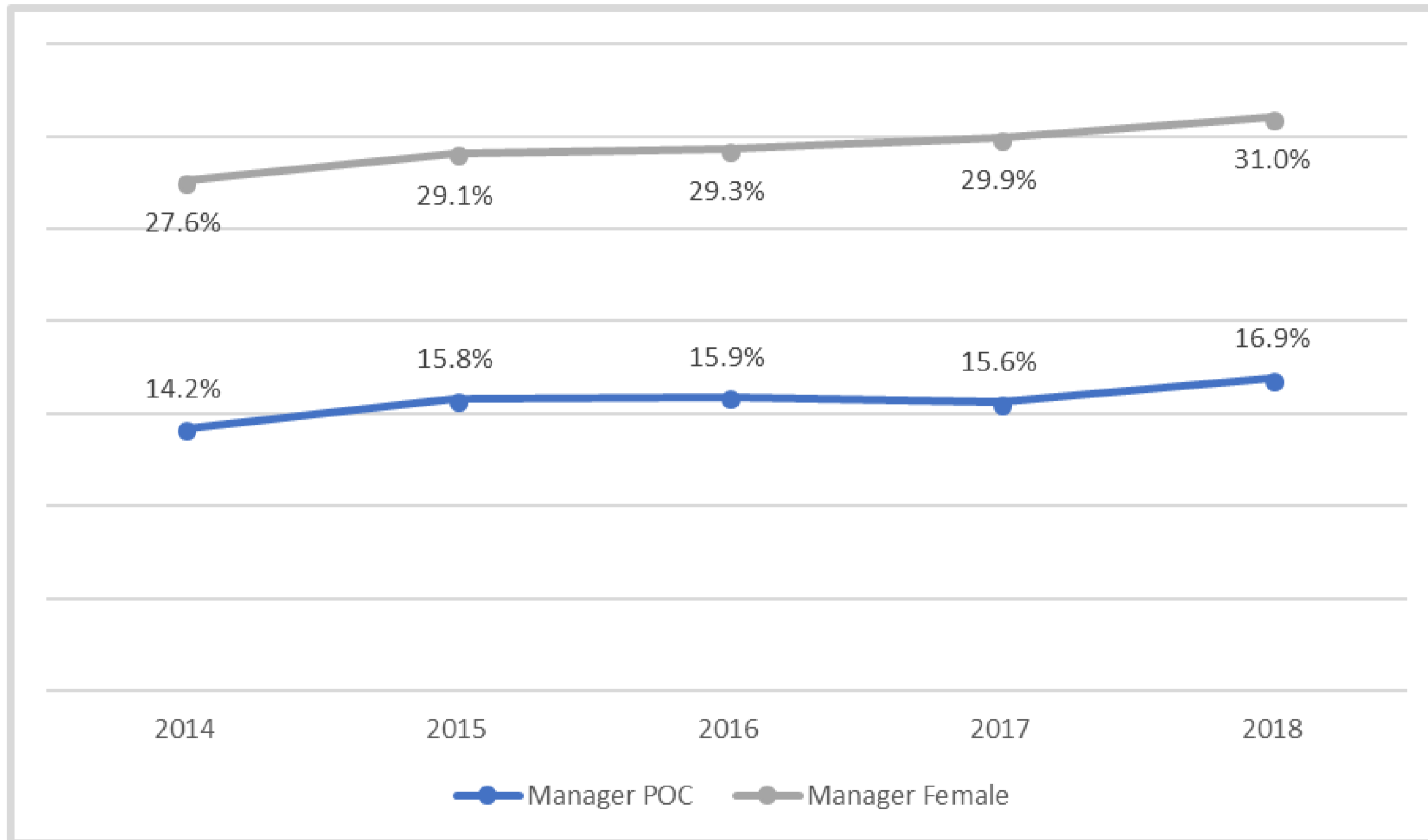
Council-wide Workforce by Division



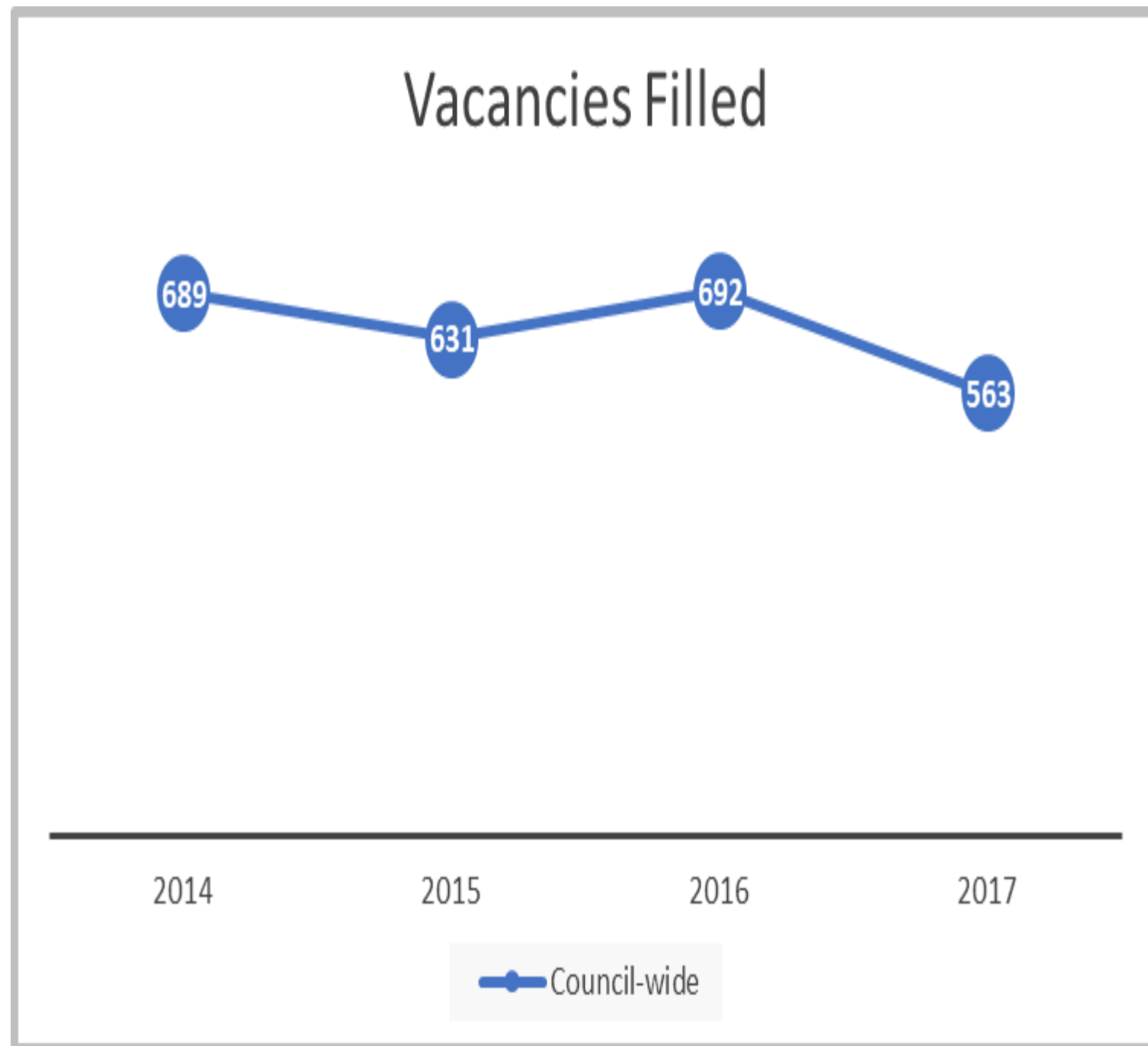
Employee Demographics - Diversity

	Head Count	Ethnic POC	Female	Disabled	Veteran	Average Age
MT	75.6%	39.8%	21.5%	1.3%	9.8%	49
ES	13.8%	10.9%	25.6%	2.6%	8.4%	49
RA	10.5%	25.6%	52.5%	3.4%	5.6%	48
Total 2017	4,238	33.6%	25.1%	1.7%	9.1%	49
Total 2016	4,225	32.4%	25.0%	1.8%	9.7%	50
Total 2015	4,152	30.9%	25.5%	1.8%	9.8%	51
Total 2014	4,107	30.6%	25.3%	2.0%	9.8%	52
Total 2013	3,977	28.9%	24.7%	2.3%	9.6%	53

Council Managerial Diversity

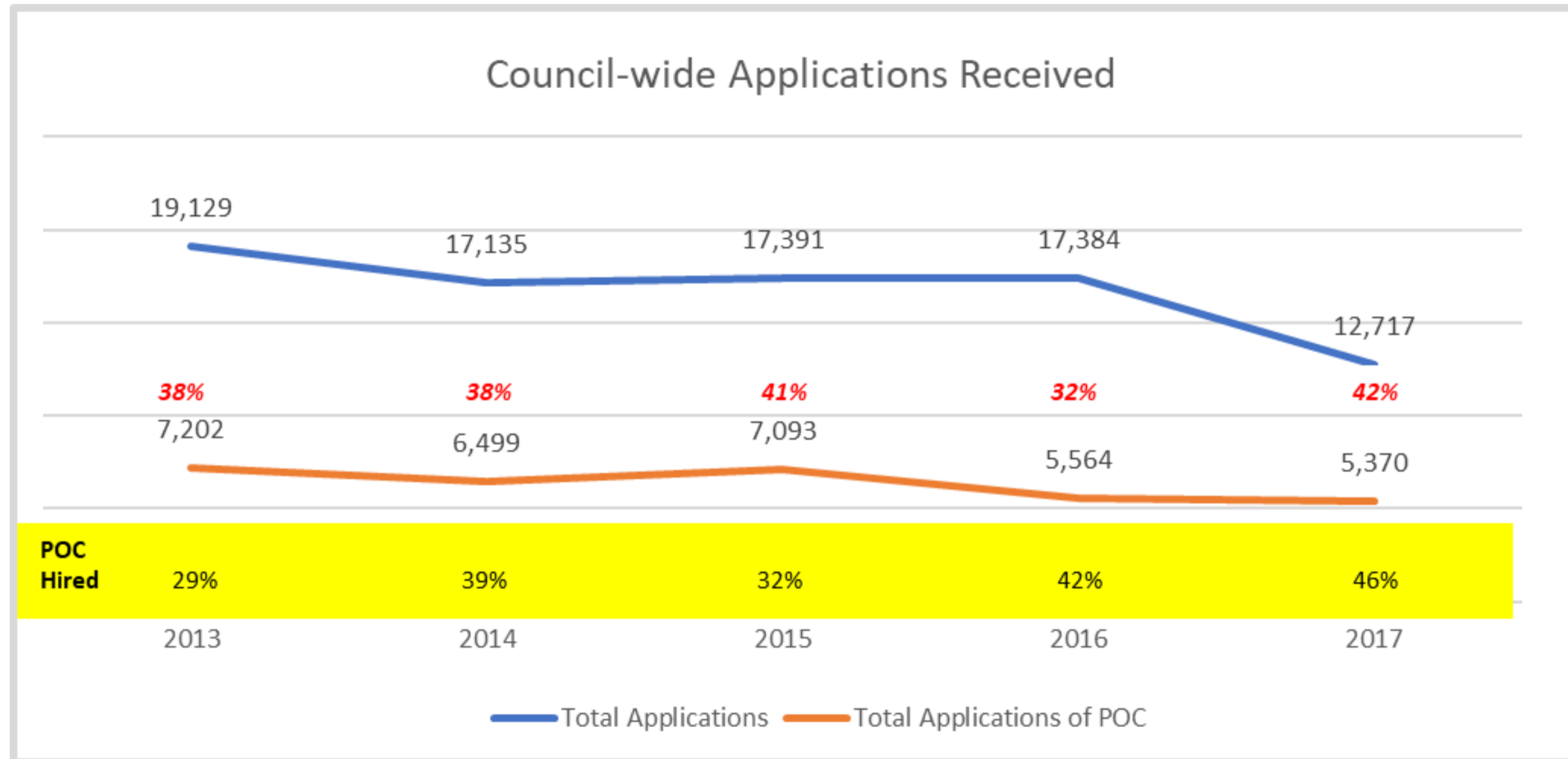


Vacancies Filled Council-wide



- 18.6% decrease over 2016 due to soft hiring freeze
- Average time to fill: 11 weeks

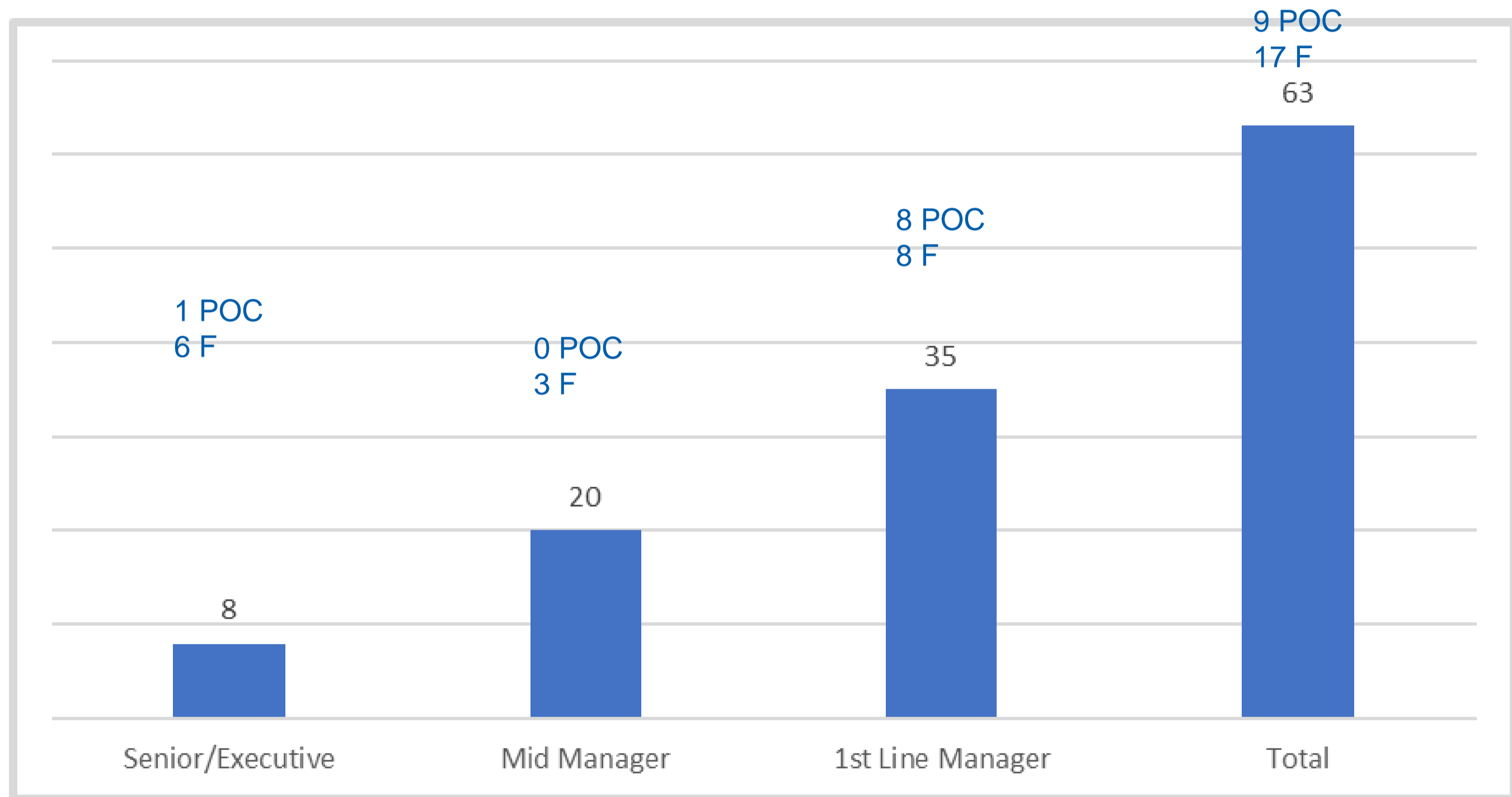
Applicant and Hire Diversity



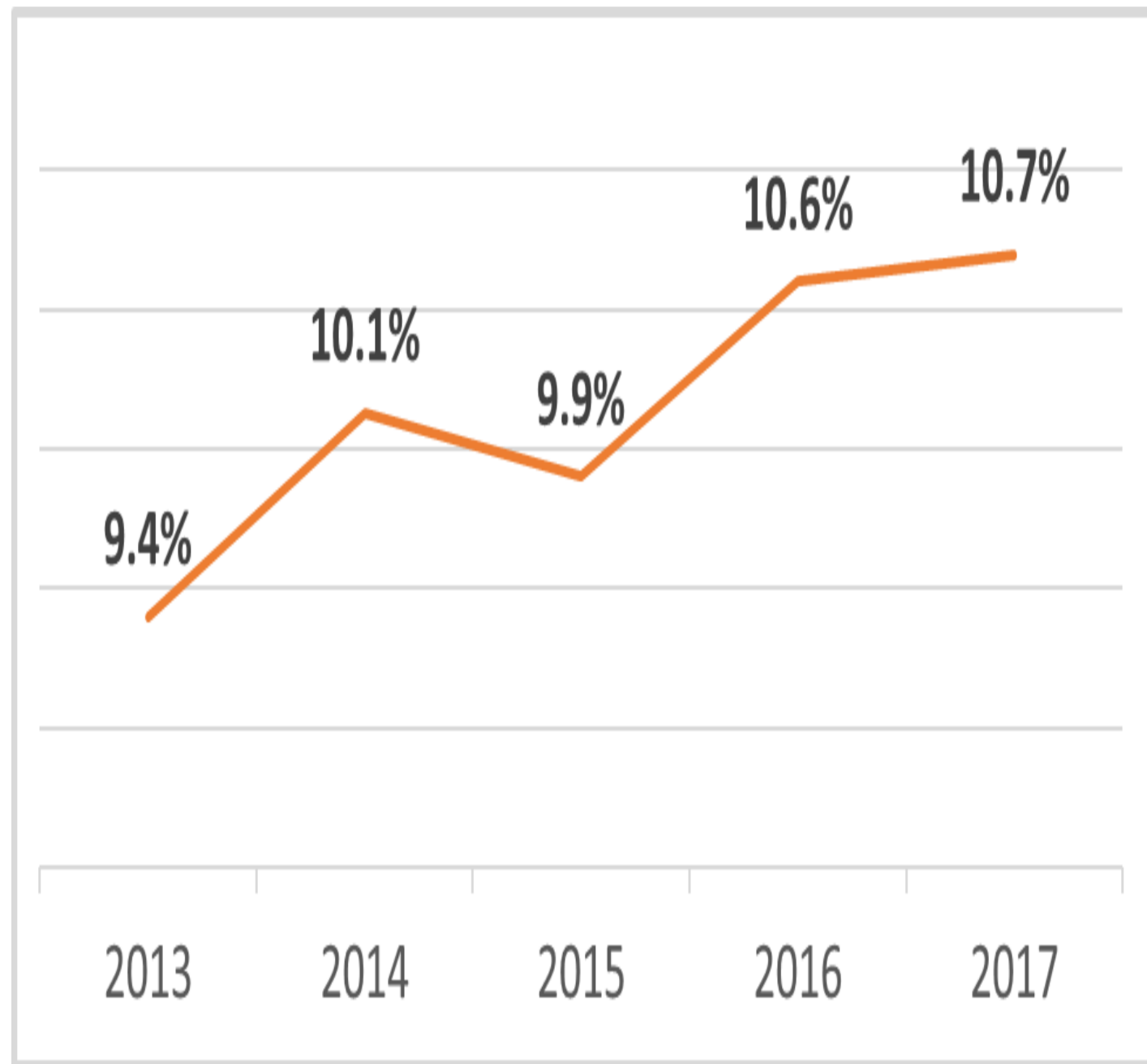
Diversity Hires by Job Type

	Total	% POC	% Female
All Hires	563	46%	28%
Skilled Craft Hires	52	4%	4%
Professional Hires	110	29%	39%
Operator Hires	270	67%	27%

2017 Managerial Hires/Promotions by Level

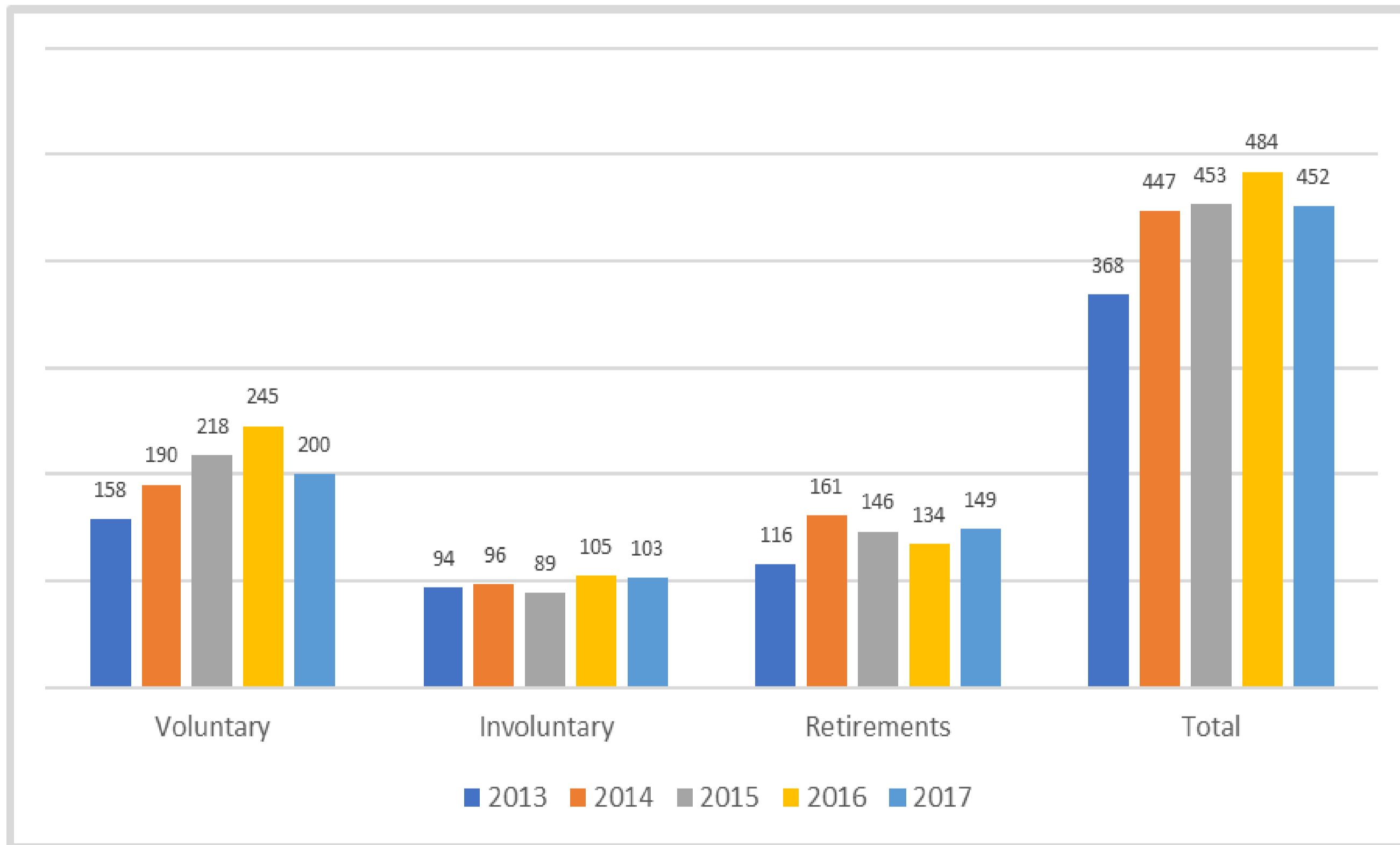


Council Turnover



- Relatively stable
- National turnover: 18.5%
- Regional unemployment: 3.2% - lowest since 1999

Separations by Reason



Voluntary Separations as % of Headcount

Unit	2013	2014	2015	2016	2017
ES	1.9%	2.2%	3.3%	3.4%	2.1%
RA	7.0%	6.3%	8.6%	8.0%	6.5%
MT	3.9%	4.8%	5.0%	5.8%	4.8%
CW	3.9%	4.5%	5.2%	5.7%	4.6%

2017 Building Diversity Initiative

Activity

- **Launched new Workforce Development department to focus on Transit workforce solutions**
- **MTT program continues: Cohort 1 graduates June, Cohort 2 continues degree program, Cohort 3 began customized transit training April**
- **Council employment page redesigned**
- **Mentorship program launched/completed: 31 mentor/mentee pairs**
- **Outreach: 48 events – 7,783 contacts**
- **Use of desired qualifications focused on diversity and inclusion**

Thrive

- Equity – providing employees opportunities for advancement and helping the Council workforce be more reflective of the community

Questions?