

Metropolitan Council Workforce

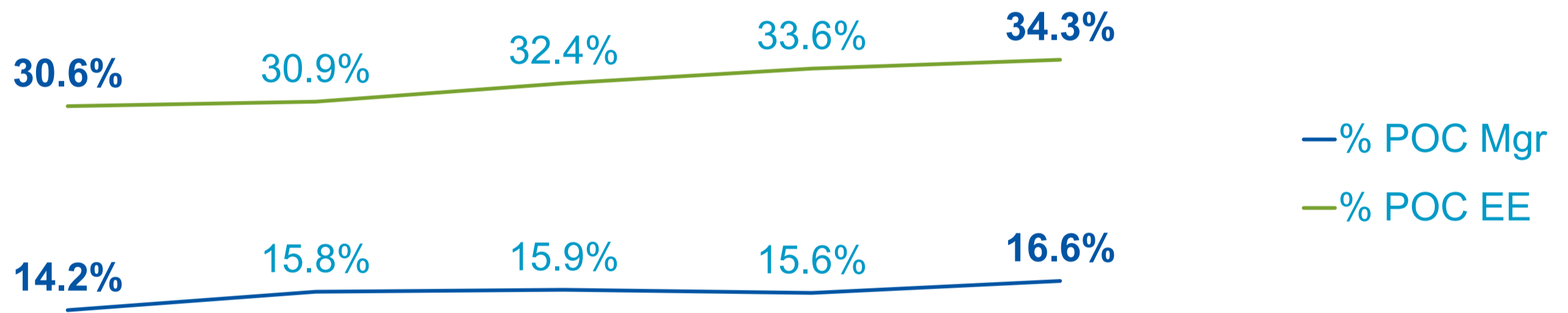
Management Committee 3-27-2019



Workforce demographics

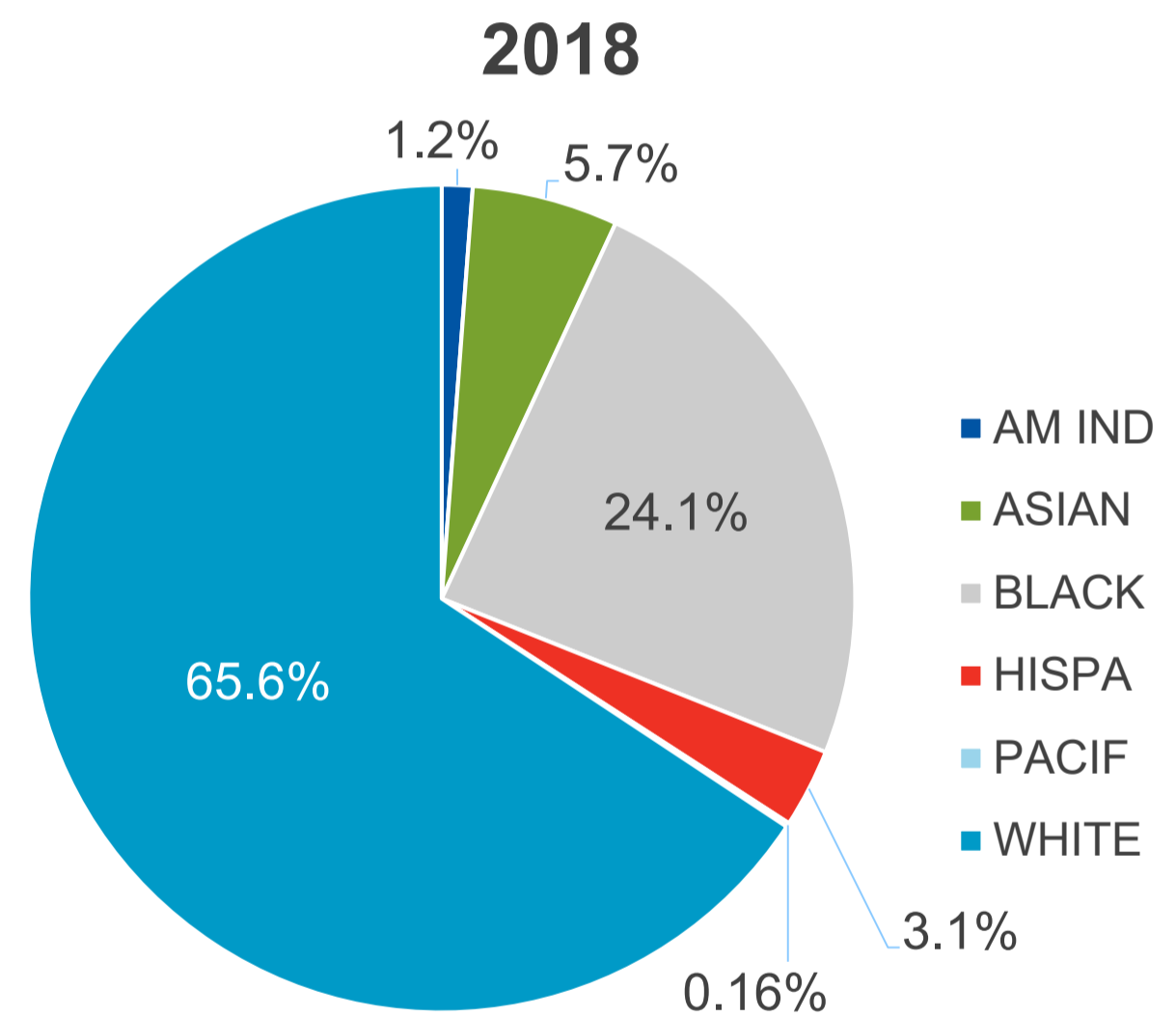
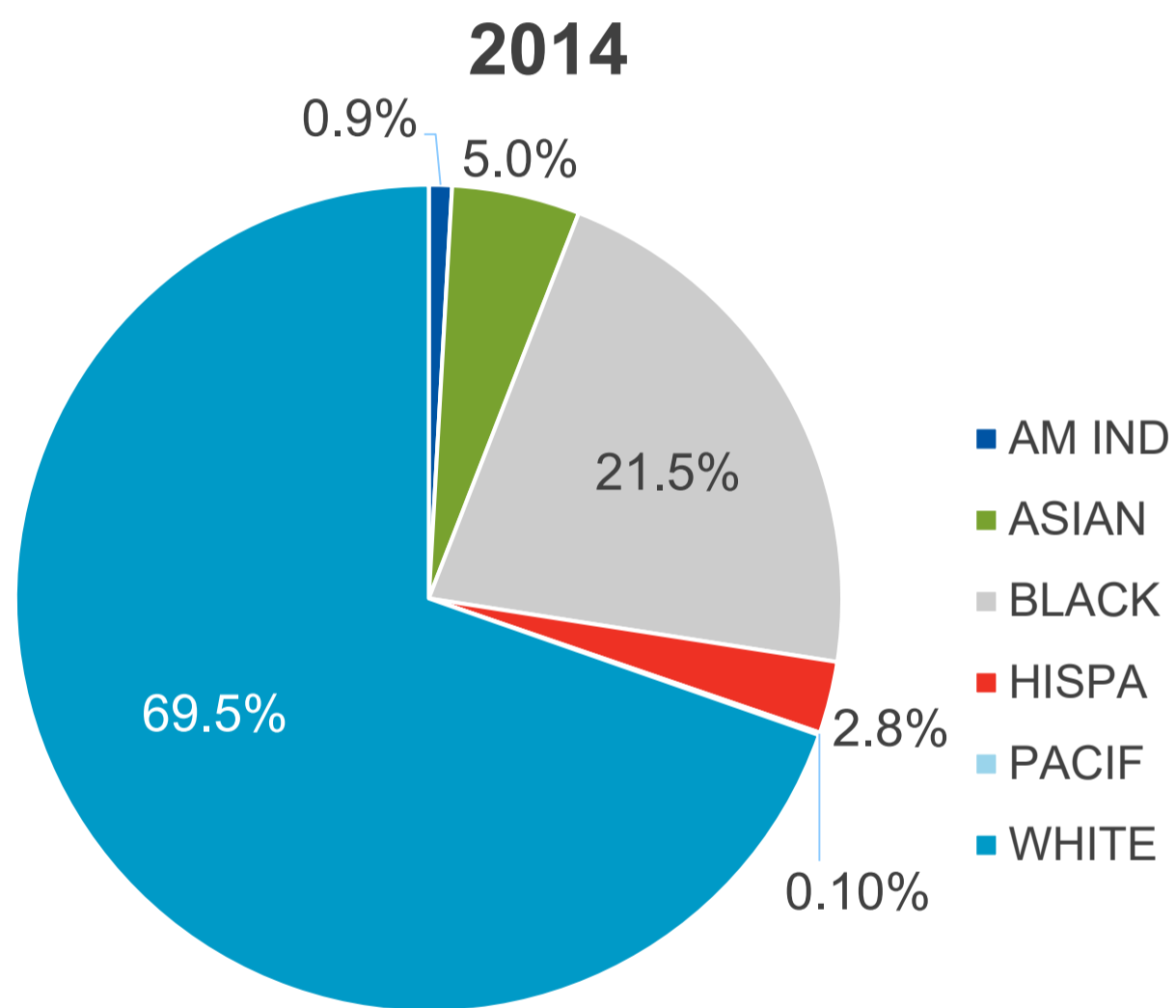
Workforce composition: People of color

Councilwide People of Color



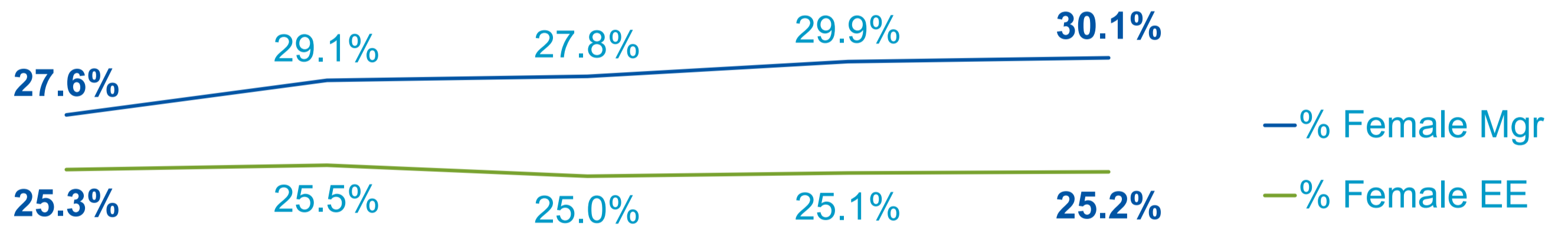
	2014	2015	2016	2017	2018
Total EEs:	4,107	4,152	4,225	4,238	4,279

Workforce composition: Race/ethnicity



Workforce composition: Gender

Councilwide Female

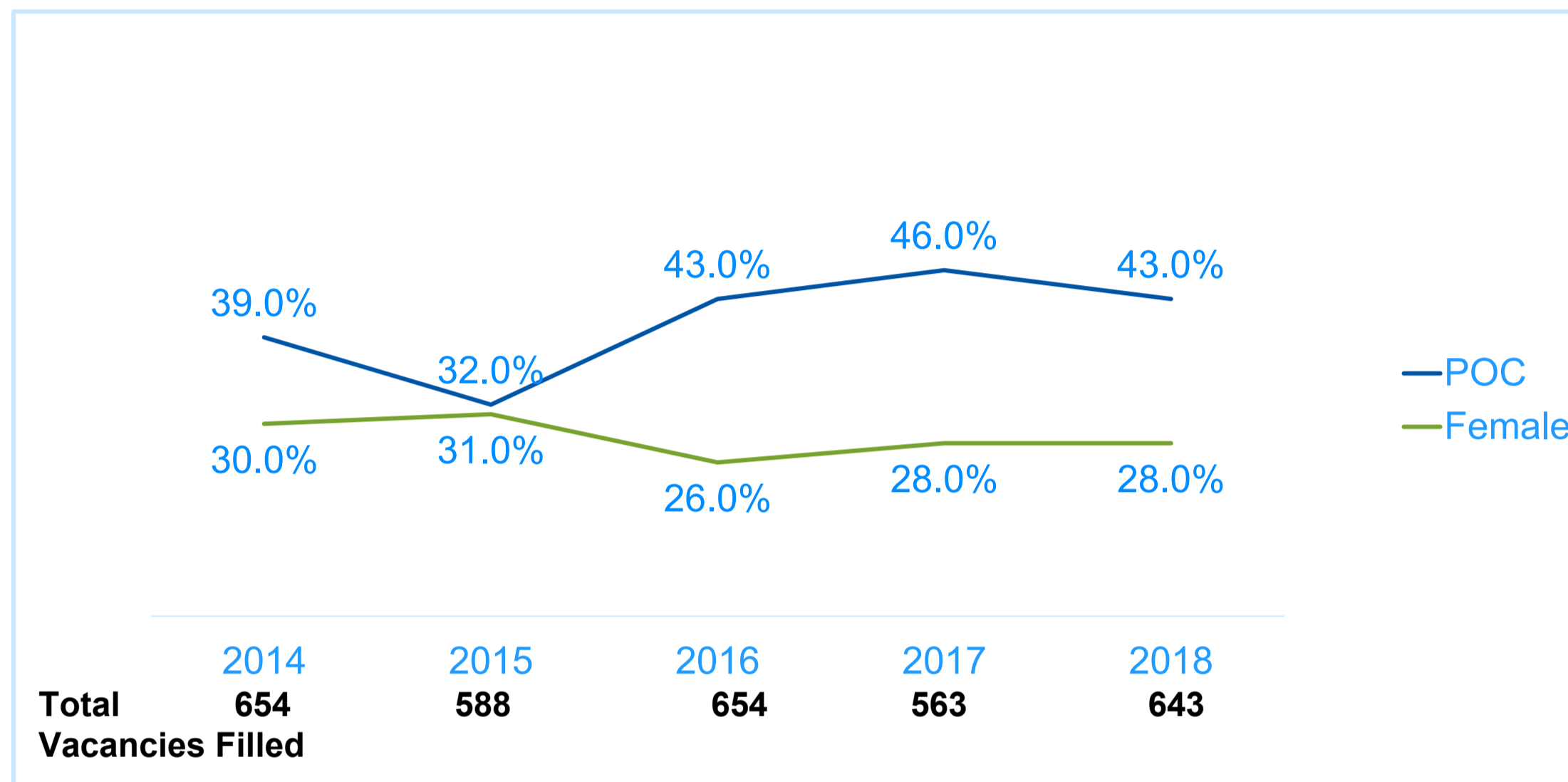


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Workforce Facts

- Average age: 48 years old
- Average tenure: 10.3 years
- Employees with disabilities: 2%
- Veterans: 8.9%
- Workforce by division:
 - ES: 602 (14%)
 - RA 466 (11%)
 - MT: 3,211 (75%)
 - Bus Operators: 47%
 - Non Bus Operators: 53%

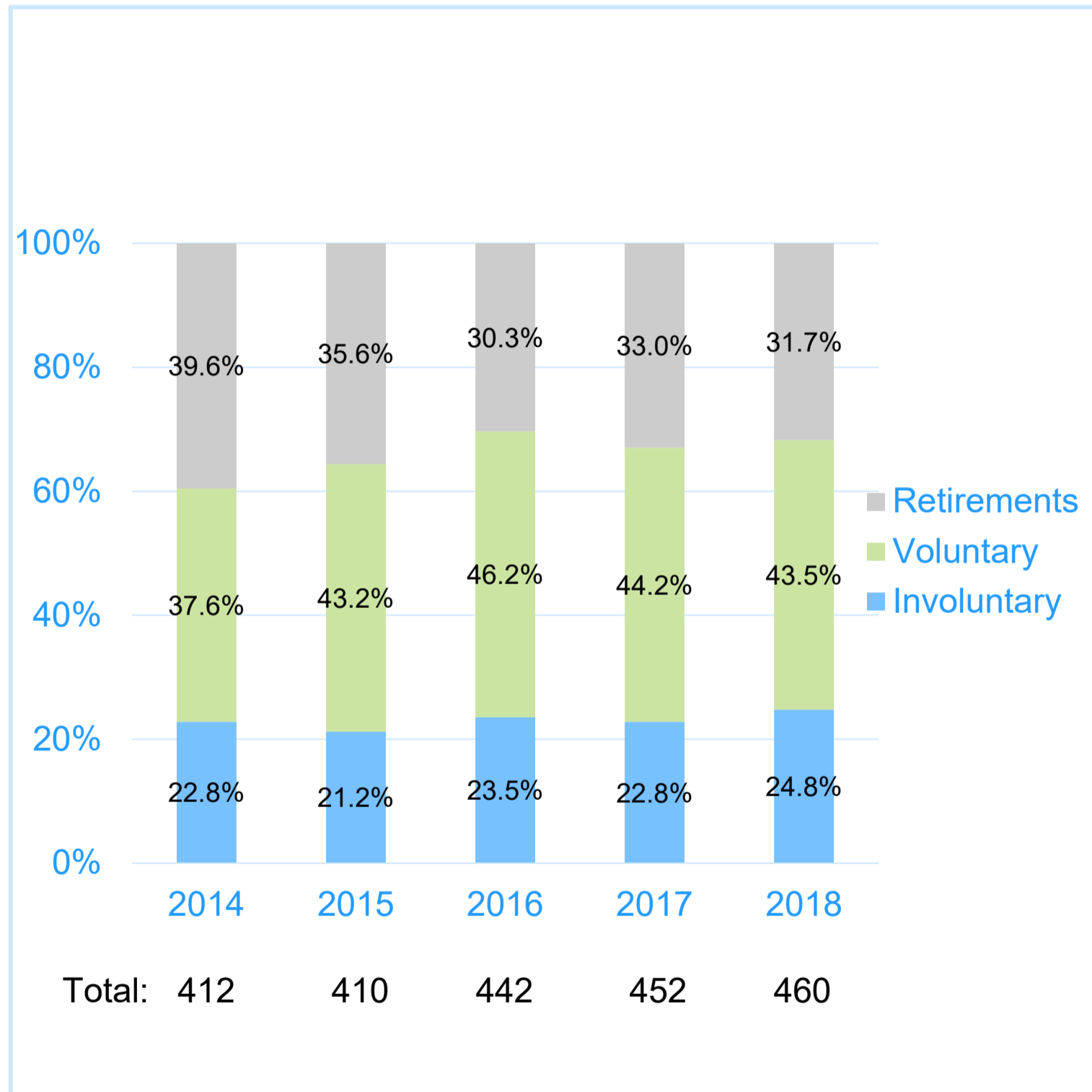
2018 Vacancies Filled



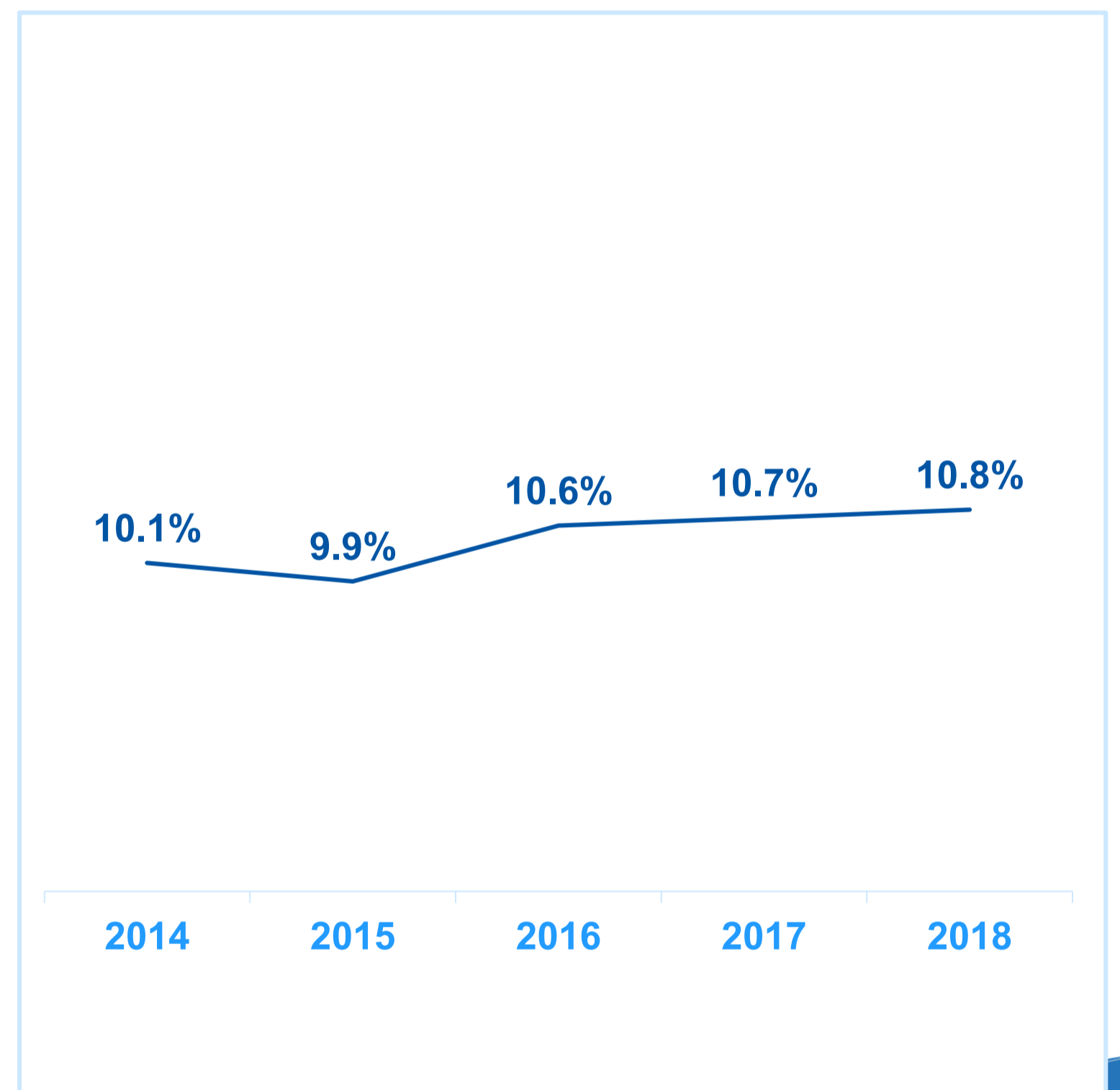
- *Of the 643 vacancies filled, 170 were filled internally; that is 26.4%, which has varied from 20% to 28% over the last five years.*
- *Generations of the 473 hires of employees new to the Council:*
 - 47% Millennials (1979+)*
 - 29% GenX (1965-1978)*
 - 23% Baby Boomers (1946-1964)*

2018 Separations

Separations by Reason



Turnover



What we're doing to increase workforce diversity

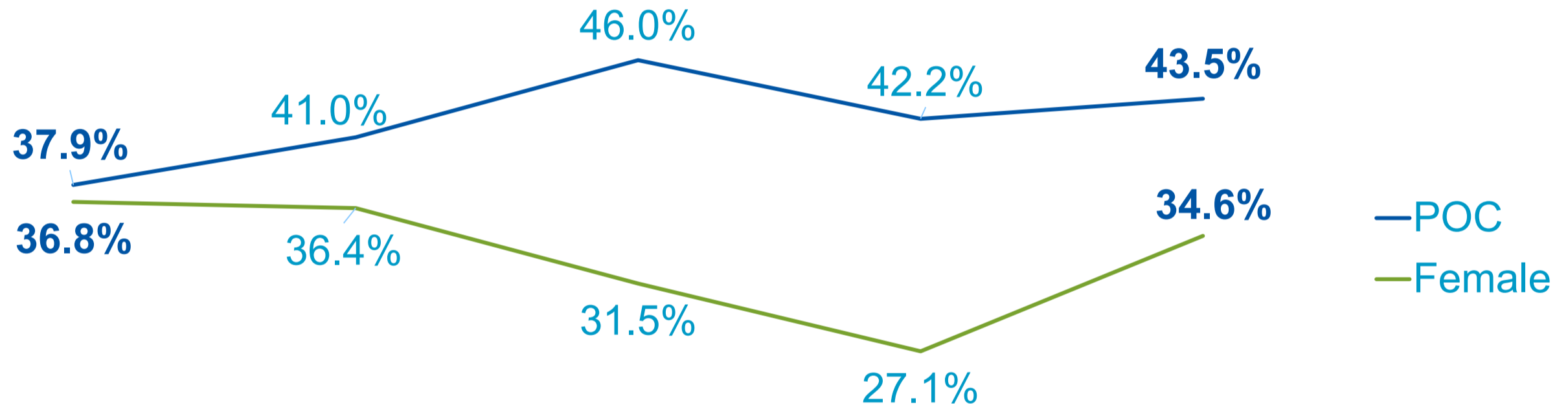
Recruitment, sourcing, and outreach

- [Council employment page](#)
- 47 job fairs and tabling events in 2018
- Two posting partners
- Openings distributed by algorithm to 250 job boards targeting diverse candidates
- State diversity recruiter
- Social media



Applicant diversity

Applicants by POC and Gender

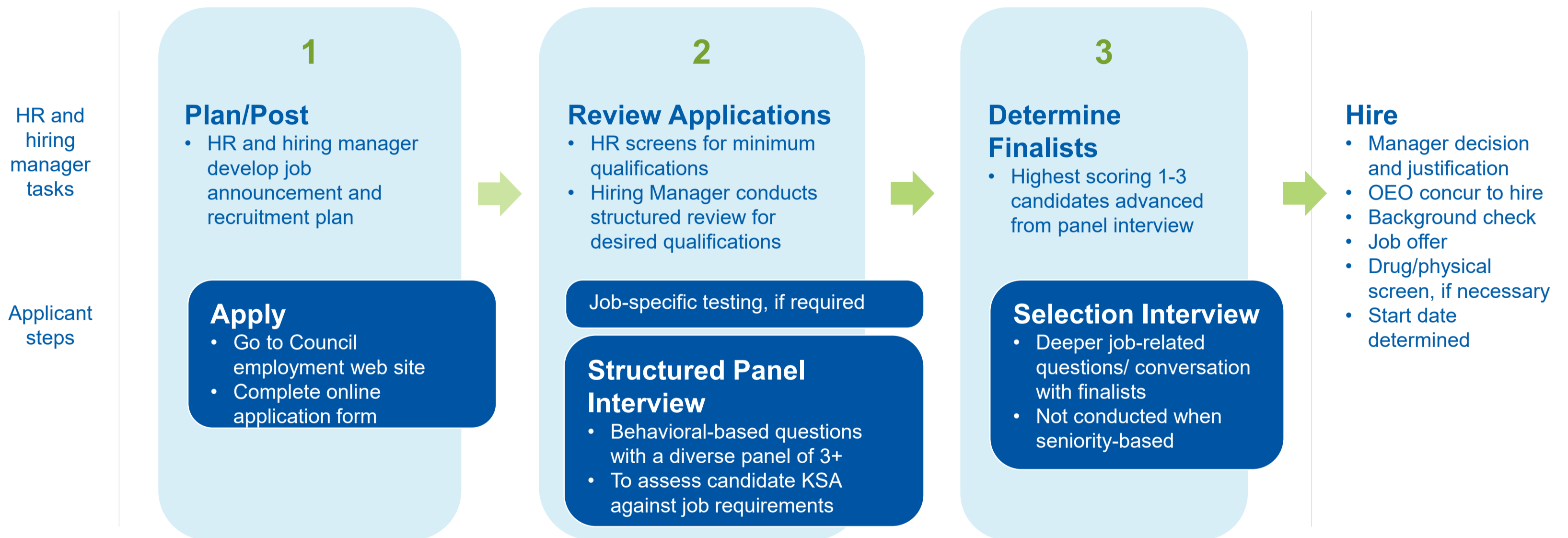


	2014	2015	2016	2017	2018
Total applicants:	17,135	17,391	17,384	12,717	18,442

Creating a fair process

- Positions posted internally and externally
- Managers and recruiters receive training
- Every candidate dispositioned
- Consistent process
 - Diverse interview panels; three or more people
 - Structured interviews; behavior-based questions
 - Managers complete hire justification
 - Office of Equal Opportunity “concur” to hire
- Selection based on ability, knowledge, and skills

Metropolitan Council Hiring Process



Internship program

- 85-100 interns each year: Urban Scholars, regular and high school
- 2018: 44% POC, 60% female
- 72 interns hired into regular positions since 2008



Workforce development

- Part-time Bus Operator programs: applicant preparedness, CDL permit prep, pilot trainee program, operator apprenticeship
- MTT: Mass Transit Technician Program (bus and rail; three cohorts)



Building Diversity Initiative

Recruitment and Selection	Engagement and Training	Promotion
<ol style="list-style-type: none"> 1. Evaluate the effectiveness of posting partners 2. Provide training and tools for hiring managers to increase diversity through the selection process 	<ol style="list-style-type: none"> 3. Design and deliver the Leadership Forum on Accessibility 4. Launch unconscious bias training for all employees 5. Develop Councilwide program structure and implement employee resource groups (ERG) 6. Actively support and collaborate with OEO to implement the Council’s Affirmative Action and collaborate with Equity Integration and Change Teams 	<ol style="list-style-type: none"> 7. Provide management tools and training to check bias, create inclusive work teams, and use assignments to build a strong, diverse bench 8. Leverage Mentoring Works and Project Management Development programs to develop leadership diversity



Here's how you can help



Extend the Council's reach

- Push openings out to your network
- Identify job fairs, events, or tabling opportunities
- Identify recruitment sources
- Distribute “Careers at the Council” business card or brochure
- Your ideas welcome

Questions?