



Management Meeting - Thrive Initiatives

Summary– Ideas for Thrive initiatives

\$2.9M to \$3.9M

- RA – Equity Audit - \$250,000
- CD – LHIA affordable Homeownership Pilot - \$1M to \$2M
- MT – Light Rail Apprenticeship Programs - \$902,000
 - Light Rail Electro Mechanics; Traction Power maintainers; Rail Control Supervisors
- MTS – Equity Evaluation of Regional Transportation Investment Study - \$170,000
- MTS – Regional VMT reduction mode shift modeling - \$100,000 to \$150,000
- MTS – Regional Fleet Zero Bus and Infrastructure Evaluation - \$70,000
- ES – Continue Jobs outreach program from 2021 - \$200,000
- ES – Apprenticeship program – painters’ union - \$200,000

Equity Audit

Desired Outcome: Review and understand current process to determine if and where gaps exist in current policies.

Time Frame: Through Q4, 2022

Amount: 250,000

Description: The equity audit is designed to review spending trends so to better understand gaps and how to close any discovered gaps related to spending with small businesses, minority owned, and women owned. Understand current policies and what can be done to update policies addressing inequities found during the review.

Measurement:

- Train staff on the findings
- Update and communicate policies addressing gaps found
- Number of processes evaluated

Sponsors: Georges Gonzalez, Deputy RA

Division: RA



LHIA affordable Homeownership Pilot

Desired Outcome: Create affordable homeownership opportunities with a focus on expanding geographic choice and reducing racial disparities in homeownership

Time Frame: 2022

Amount: \$1M - \$2M

Description: The Pilot will offer funding through the Local Housing Incentives Account for affordable homeownership projects. The program is designed to prioritize projects in parts of the region where few affordable homeownership opportunities exist and/or parts of the region where racial disparities in homeownership are highest.

Measurement: Number of applications, number of units funded, and number of units sold to a household that represents a population with lower homeownership rates than white households.

Sponsors: Tara Beard, Livable Communities Manager
Lisa Barajas, Community Development Executive Director

Division: CD



Light Rail Apprenticeship Programs

Desired Outcome: Build a diverse, highly-skilled workforce by designing and launching apprenticeship programs for Metro Transit Rail Employees

Time Frame: Through Q4 2022

Amount: \$902,000.00

Description: Design and launch apprenticeship programs for Metro Transit Rail employees. This proposal would launch three apprenticeships for Light Rail Electro Mechanics, Traction Power Maintainers, and Rail Control Center Supervisors.

- Helps build a motivated, highly skilled workforce by customizing a workforce development program to Metro Transit Rail needs and operations. Will help attract and retain diverse talent, which is critical to Metro Transit's efforts to address an aging and retiring workforce.
- Allows entry-level employees the opportunity to obtain skilled positions within the agency's Light Rail Maintenance and Systems Maintenance and Operations departments.
- Apprentices would receive both classroom and on-the-job training while earning a paycheck.
- 2022 Thrive Initiatives funds would pay for the first year of program costs. First year program costs include the salary costs for the instructors and apprenticeship positions.
- Based on 2022 experience, Metro Transit would build future years' funds into the rail budget.
- Advances all five Thrive outcomes by strengthening Metro Transit's capacity to operate and maintain a transit system that connects people to opportunity in on a mode of transportation powered by electricity. Improves the lives of employees enrolled in the program by providing them with this paid training and career advancement opportunities, thereby also contributing to equity and livability outcomes.

Measurement: By the end of Q4 2022 hire three additional Rail Training Supervisors, assess and identify internal Apprenticeship candidates.

Sponsor: Edward Meyer, Rail Training

Division: MT



Equity Evaluation of Regional Transportation Investment Study

Desired Outcome: More inclusive and equitable transportation investment processes

Time Frame: Complete Q1 2024

Amount: \$170,000 (additional)

Description: Additional work tasks within the Equity Evaluation study project including:

1. Expand the project scope to have the consultant advertise, recruit and select the Equity Policy Group to serve as the policy group to direct the study work
2. Training of Council and partner agency staff in the use of the equity evaluation tool
3. Develop stakeholder and community communication plan for the evaluation tool and study findings
4. Create an on-line dashboard to share the evaluation tool measures, results and process

Measurements:

- Changed and improved investment processes
- # of processes evaluated and evaluation tool usage by partners
- # of staff trained on tool

Sponsors: Charles Carlson and Amy Vennewitz, MTS

Division: MTS



Regional VMT reduction- modal shift modeling

Desired Outcome: Initial input to vehicle miles traveled reduction target

Time Frame: Q2 to Q4 2022

Amount: \$100,000 to \$150,000

Description: The project involves consultant evaluation of travel data and development of an on-line tool to estimate potential vehicle miles traveled (VMT) and greenhouse gas emission reductions for various geographies. Achieving climate goals requires significant mode shift from driving to transit, bike, and walking. However not all trips are feasible to shift modes. Using data and modeling to estimate a “**maximum**” shift will help the Council develop and adopt targets for VMT reduction and direct transit, bike, and walking infrastructure investment.

Measurement: By tracking: (1) the number of users (individuals, project partners, and media) of the online mode shift tool; (2) adoption of mode shift targets provided by the tool in transportation plans by the Council and transportation partners; and (3) the use of the tool when Council and partners make investment decisions to maximize potential mode shift.

Sponsors: Charles Carlson & Amy Vennewitz, MTS

Division: MTS



Regional fleet- zero emission buses and infrastructure evaluation

Desired Outcome: Evaluate regional fleet transition to zero-emission buses

Time Frame: Feb 2022 to Oct 2022 Amount:\$70,000

Description: The proposed project would build upon Metro Transit's 2021 zero emission transition plan by applying lessons learned and evaluation to regional fleet and facilities including MTS and suburban transit provider services, fleet, and facilities.

The Metro Transit plan includes service, facility, and utility considerations applicable to all transit providers and service types. This evaluation would utilize the existing Metro Transit master contract to apply these considerations to the (non-Metro Transit) bus fleet.

Measurement: A comprehensive evaluation would facilitate strategic decisions for electric bus pilots. Selecting pilot projects grounded in full consideration of infrastructure and vehicle opportunities and constraints will help ensure successful deployment of zero-emission buses in the regional fleet.

Sponsors: Charles Carlson and Gerri Sutton, MTS

Division: MTS



MCES-Continue career skills program from 2021

Desired Outcome: Increase the number of BIPOC, Persons with Disabilities, and youth who want to work and build a career at MCES as Plant Operators and/or Interceptor Service Workers.

Time Frame: 2022 - 2024

Amount: \$200,000

Description: Focusing on youth who face barriers to employment, we are engaging young BIPOC, Female, People with Disabilities and people who have been incarcerated. Collaborating with local unions, St. Paul Technical College, Ethiopian Community of Minnesota, Damascus Way, and Project Search (DEED) the program builds a diverse pipeline of well-trained wastewater service or plant operations positions who are building careers in the public wastewater industry. They will receive a combination of wastewater education through our partnership with St. Paul Tech, on-the-job training with MCES, and coaching, mentorship, and program advocacy through their referring agency. Through the program they will be eligible to earn their Wastewater Treatment License, as well as take full advantage of the benefits offered to all students at St. Paul Tech. including tutoring.

Measurement: 1. Number of youth from our targeted categories hired into and completing the ES Career Skills Program. 2. Program participants hired into full-time positions with ES as Interceptor Service Workers and/or Plant Operator Trainees 3. Satisfaction of community partners with the engagement and two-way partnership with the Council

Sponsors: Jenn Zuchowski, Sr. Manager Workforce & Equity
Craig Edlund, Asst. General Mgr
Bert Tracy, Business Unit Manager ISBU

Division: ES



MCES-NEW career exposure program – painters

Desired Outcome: Increase the number of BIPOC, women, veterans, and people with disabilities working as industrial painters at ES.

Time Frame: March 2022 – March 2024

Amount: \$250,000

Description: BIPOC, women, veterans, and people with disabilities are underrepresented in the industrial painting field, despite being viable candidates in our region’s available workforce. In a unique partnership with the Local Painter’s union, ES will identify, train and develop persons from these targeted areas who seek a career in industrial painting and maintenance. This two–year program will be paid and allow people to gain knowledge of industrial painting in a wastewater setting an opportunity to learn about our careers and organization.

Measurement: 1. Number of participants who successfully complete the two-year program. 2. Number of participants hired into full-time positions with ES as Industrial Painters after participating in the program. 3. Satisfaction of community partners with the engagement and two-way partnership with the Council

Sponsors: Jenn Zuchowski, Sr. Manager Workforce & Equity
John Tierney, Business Unit Mgr, Mechanical Maintenance

Division: ES



Other Ideas?

Next Steps