

Council Workforce: Composition, Trends and Initiatives

Metropolitan Council 5-22-2019

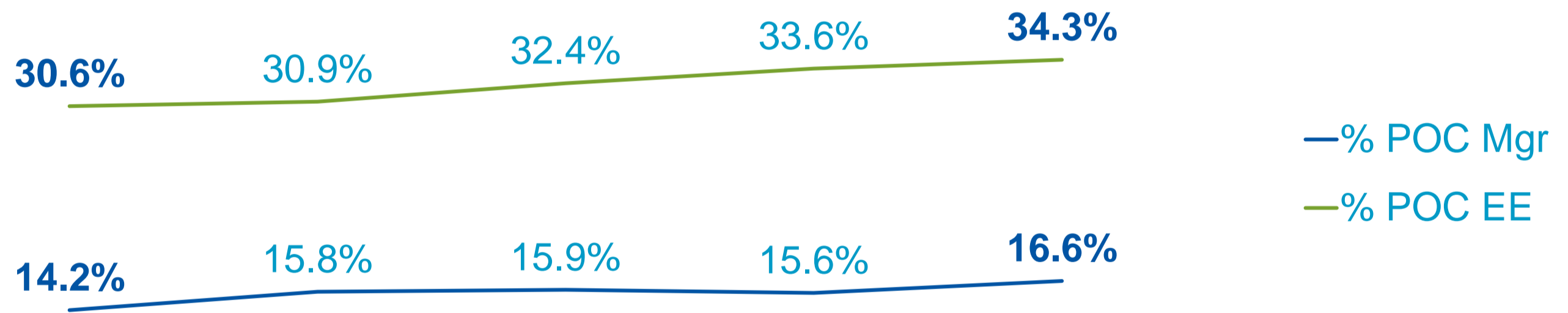


Workforce demographics

Workforce composition: People of color

**Metro Workforce:
22% People of Color**

Councilwide People of Color



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

Race/ethnicity by division

Metro Workforce: 22% People of Color
12.7% Management People of Color

DIVISION	TOTAL EE		EE POC %		MGR POC %	
	2014	2018	2014	2018	2014	2018
ES	618	602	10.2%	12.3%	6.7%	9.5%
RA	417	467	19.9%	23.8%	6.5%	10.5%
Transit Bus Operators	1,498	1,509	48.5%	54.8%		
Transit Non-Bus Operators	1,575	1,705	24.4%	26.9%	17.7%	19.7%

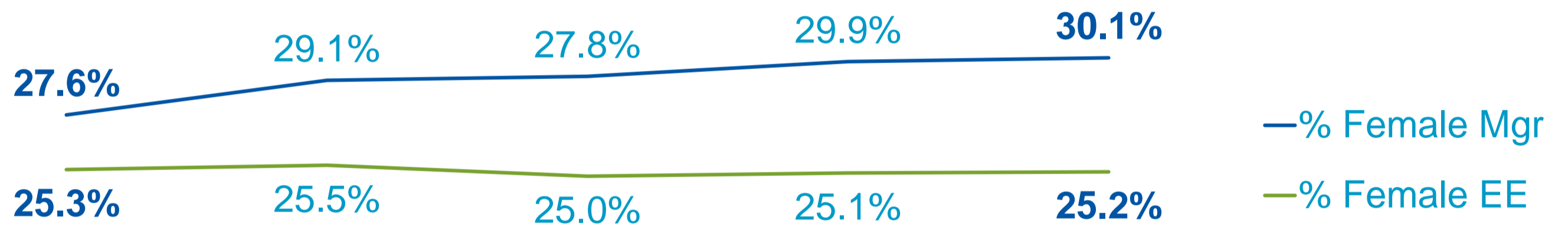
Workforce composition: Race/ethnicity/disability

	2014 count	2014 %	2018 count	2018 %	Metro Workforce
American Indian	41	1.0%	50	1.2%	0.5%
Asian	199	4.8%	246	5.7%	6.7%
Black	894	21.8%	1,036	24.2%	7.4%
Hispanic	115	2.8%	132	3.1%	5.4%
Pacific Islander	7	0.2%	7	0.2%	0.03%
White	2,851	69.4%	2,811	65.6%	78.2%
Disabled	81	2%	85	1.8%	5.5%

Workforce composition: Gender

Metro Workforce:
48.2% Female

Councilwide Female



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

Gender by division

Metro Workforce: 48.2% Female
40.4% Management Female

DIVISION	TOTAL EE		EE FEMALE %		MGR FEMALE %	
	2014	2018	2014	2018	2014	2018
ES	618	602	24.8%	24.9%	30.7%	29.8%
RA	417	467	55.9%	52.7%	53.2%	54.7%
Transit Bus Operators	1,498	1,509	22.8%	23.2%		
Transit Non-Bus Operators	1,575	1,705	19.7%	19.6%	21.0%	23.9%

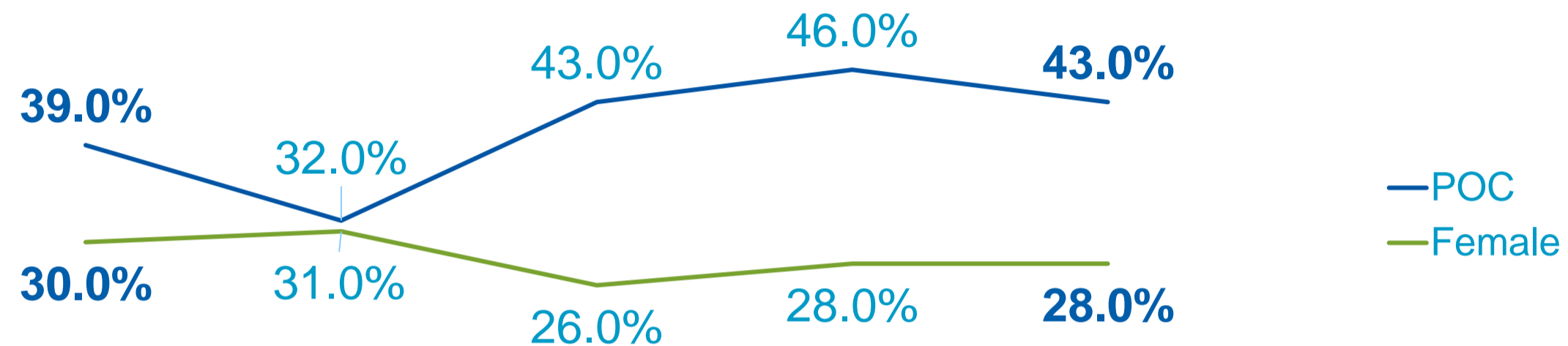
Workforce facts

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

Other facts

- 12 unions/associations
- 2017 engagement: 65% of respondents considered engaged
- Compensation: Average 2018 wage was \$67,675
- % part-time employees: 9.9% (Operators/Transit Police)
- Benefits: Pension, medical/dental/vision insurance, on-site clinic, paid leave, health/wellness/learning programs
- Employment brand message:
At the Council, your work matters. Our employees drive the buses, plan the parks, support development, treat wastewater, and plan for future growth — all services that help the Twin Cities and its residents thrive.

2018 Vacancies filled

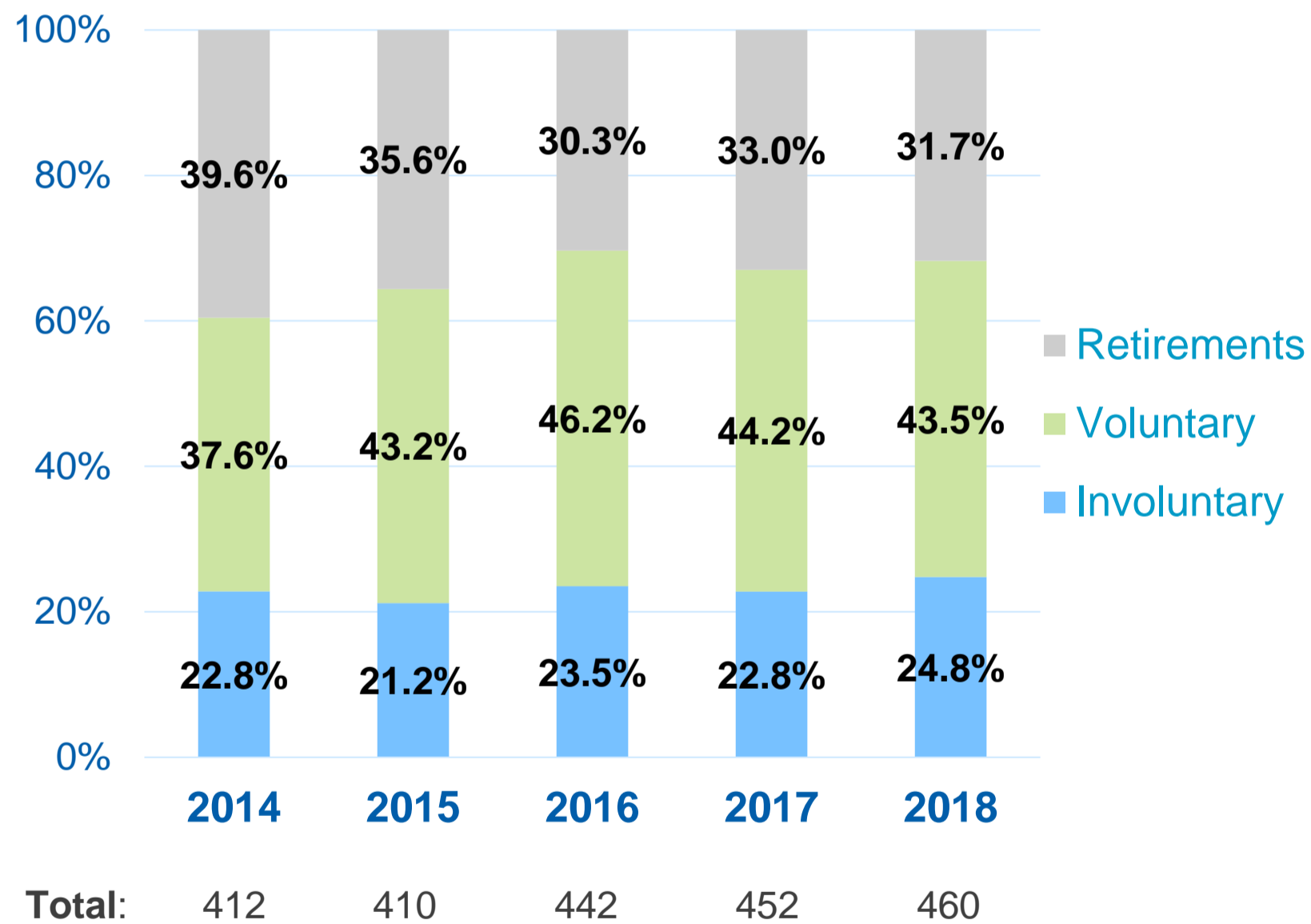


	2014	2015	2016	2017	2018
Total Vacancies	654	588	654	563	643
Filled:					

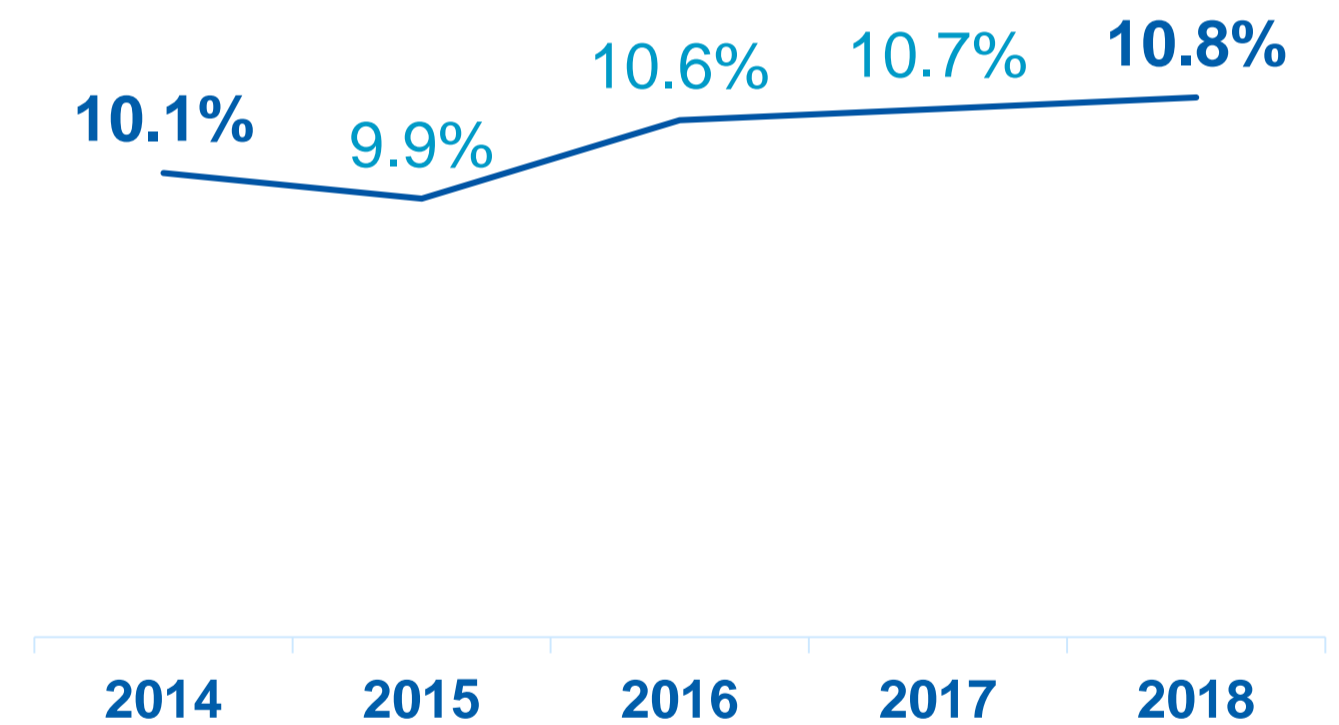
- Of the 643 vacancies filled, 170 were filled internally; that is 26.4%, which has varied from 20% to 28% over the last five years.
- Of the 88 management promotions, 31.8% were women and 27.3% were people of color.
- Of the 473 hires of employees new to the Council:
 - 47% Millennials (born 1979+)
 - 46% People of color
 - 29.1% Female

2018 Separations

Separations by Reason



Turnover



More facts about separations

- 2018 separations:
 - 39% people of color
 - 29% female
- Voluntary separations as percentage of workforce: 4.7%
- 26% of voluntary separations occurred during the first year of employment
- 146 employees retired in 2018

What we're doing to increase workforce diversity

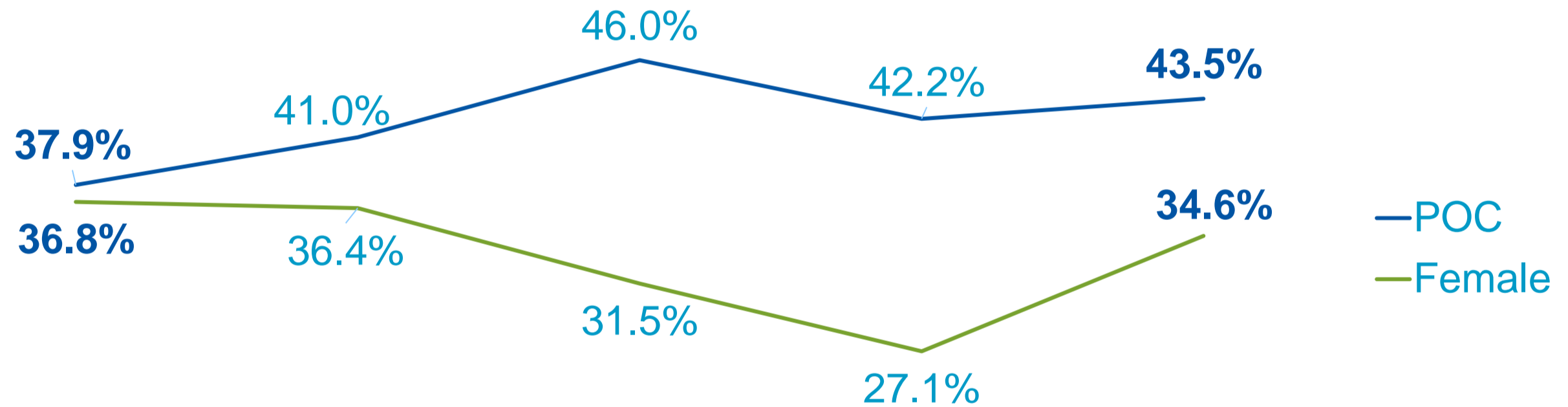
Recruitment, sourcing, and outreach

- [Council employment page](#)
- 47 job fairs and tabling events in 2018
- Two posting partners
- Openings distributed 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

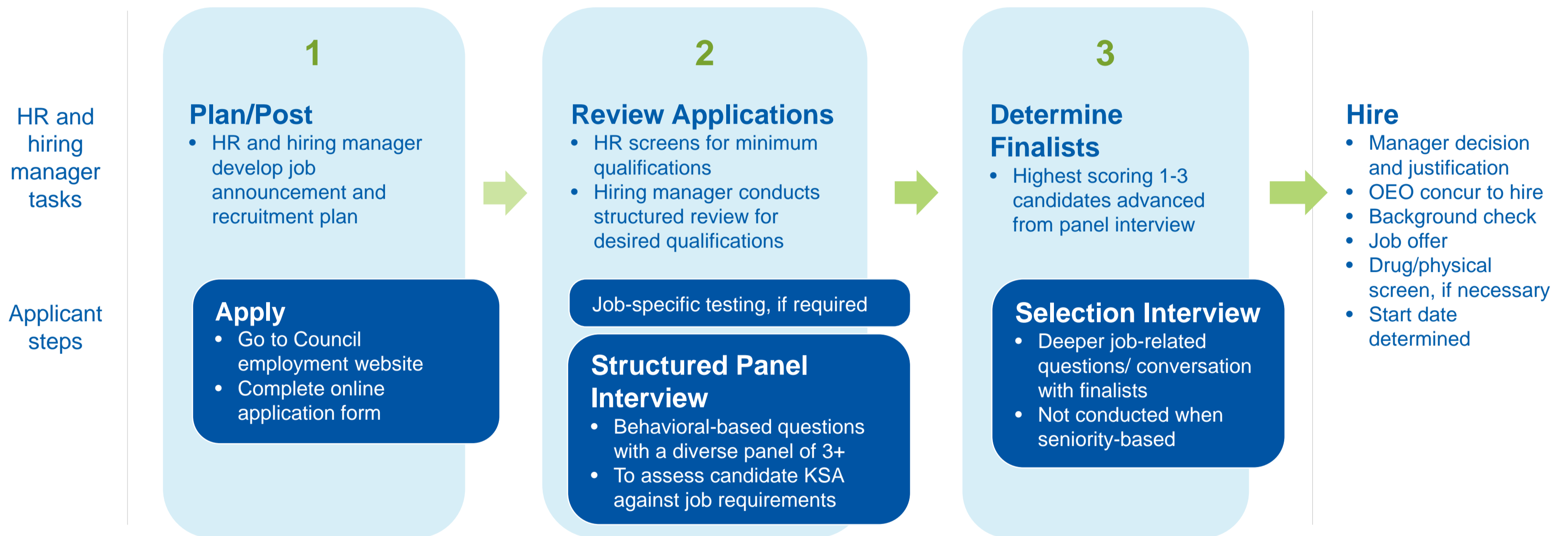
12,717

18,442

Fair selection processes

- 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

Council hiring process



Internship program

- 85-100 interns each year: Urban Scholars, regular and high school
- 2018 interns:
 - 44% POC
 - 60% female
- 47 interns hired into regular positions since 2012 (23% were people of color)



Workforce development

- Part-time Bus Operator programs:
 - Applicant preparedness
 - CDL permit prep
 - 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 posting partners 2. Provide training/tools for hiring managers 	<ol style="list-style-type: none"> 3. Leadership Forum on Accessibility 4. Launch unconscious bias training 5. Employee resource groups 6. Affirmative Action plan and Equity Integration 	<ol style="list-style-type: none"> 7. Provide management tools to include and build a strong, diverse bench 8. Leverage programs to develop leadership diversity: <ul style="list-style-type: none"> • Mentoring Works • Project Management Development

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?