



Metro Transit

Workforce Development Update

Transportation Committee
Monday October 9th



Workforce Development Goals

- Produce full-time equivalents amongst Transit positions to support high quality service delivery
- Workforce diversification
- Support promotional growth for incumbent workers

Workforce Initiatives

- ‘Traditional’ Bus Technician Internship
- Cleaner Helper Program
- Metro Transit Technician (MTT) Program
- Light Rail Transit (LRT) Build Program

Bus Internship ‘Traditional’

Program Overview

- 2 year program
- Internship for individuals enrolled in Diesel Tech. degree program at HTC or DCTC to begin career as Bus Mechanic Technician
- Available to; External candidates only (Students)



Bus Internship ‘Traditional’

Program Activity

Division	Time Frame	Current Phase	Technician	Women	POC
Bus	Since 2013	Complete	5	0	1
	2016	Current in Process	<i>Current</i> 1	0	0

To Date ACTUALS	5	0	1
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<i>2018 Outcomes PROJECTED</i>	6	0	1
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Cleaner Helper

Program Overview

- 2 year program
- Career advancement opportunity for current Bus Cleaner Helpers to begin a career as a Bus Mechanic Technician
- Signed agreement with ATU for Rail Helpers program
- Available to; Current employees; Bus Cleaner Helpers and Bus Operators only



Cleaner Helper

Program Activity

Division	Time Frame	Current Phase	Technician	Women	POC
Bus	Since 2009	Completed	8	0	2
Bus	2016	Current in Process	<i>Current</i> 7	2	5

<i>To Date ACTUALS</i>	8	0	2
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2019	<i>Outcomes PROJECTED</i>	15	2	7
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Metro Transit Technician (MTT)

Program Overview

- 35 month multi-phased program
- Provides participants with hands-on training and enrollment in technical degree program to gain skills to begin a career as Bus and Rail Mechanic Technicians
- Targeting under employed and underrepresented individuals
- Available to; External candidates only



Metro Transit Technician Program

Program Activity

Cohort	Division	Time Frame	Current Phase	Technicians	Women	POC
1	Bus	Fall 2015 - Summer 2018	Phase IV - 2nd Year College	15	1	9
2	Rail	Fall 2016 - Summer 2019	Phase IV - 1st Year College	14	2	10
3	Bus	Fall 2017 - Summer 2020	Outreach & Assessment	<i>Targeted</i> 20	5	10
4	Rail	Fall 2018 - Summer 2021	<i>Upcoming</i>	<i>Targeted</i> 20	5	10

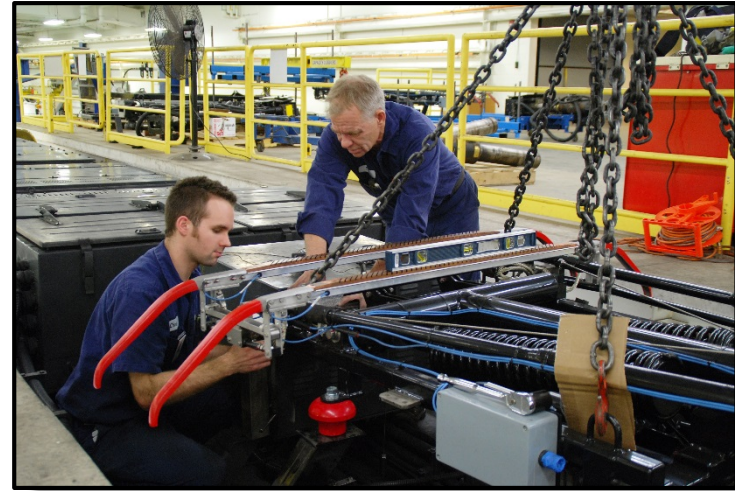
To Date ACTUALS	<i>Bus</i>	15	29	3	19
	<i>Rail</i>	14			

PROJECTED Program Outcome	<i>Bus</i>	35	69	13	39
	<i>Rail</i>	34			

Metro Transit Technician (MTT)

Program Highlights

- Intern Evaluations
- Competency Checklist
- Internship SharePoint Site
- Apprenticeship style peer training – organizational knowledge transfer
- Initiated first in the region Rail Technician Degree program (Hennepin Technical College)



Light Rail Transit (LRT) Build

Program Overview

- 10 week program
- Soft skills and Hard skills training to prepare participants for employment with construction firms building SWLRT and BLRT extensions as Union Apprentice
- Targeting under employed, underrepresented individuals
- Available to; External candidates only



LRT Build Program Video
<https://youtu.be/N8VrOt9SuZs>

Program Outcomes

LRT – Build



Finance & Commerce, MN

- **16** Participants Completed
- **11** Employed
- \$15.00 /hr. Avg. Starting Wage
- Employed in Trade Union Positions
- **All** Graduates POC

Light Rail Transit (LRT) Build

Program Activity

Cohort	Division	Time Frame	Current Phase	Trade Wrkr.	Women	POC
1	Const. Industry	Spring 2017 - Summer 2017	Complete	<i>Current</i> 16	1	15
2	Const. Industry	Spring 2018 - Summer 2018	<i>Upcoming</i>	<i>Target</i> 20	20	0

To Date ACTUALS	16	1	15
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<i>Program Outcomes PROJECTED</i>	36	21	15
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Workforce Outcomes

To Date Totals

- **58** New FTE's as a result of Transit workforce efforts
- **34** Persons of Color
- **4** Women
- **125** new FTE's by 2021



Additional Workforce Efforts

- Bus Operator
- Transit Police



Thank you

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