



Metro Transit Technician Program

Transportation Committee

Monday November 9, 2020





2015

Acute shortage of both Bus Mechanics and qualified applicants

Opportunity to create an equitable solution



Workforce Need

- Metro Transit has current and future need for Bus Mechanic Technicians
- Current need – Bus Mechanic Technicians
 - 15 current vacancies (6%)
 - 12 additional positions budgeted 2016
- Future need
 - 25% Transit employee increase by 2020
 - End of 2015, 12% Mechanic Technicians eligible for retirement
- Local and national shortage of Mechanic Technicians
- Twin Cities area produces 30 graduates each year
- Reduced number of high school technical programs



Metro Transit Technician Program

In 5 years, the Metro Transit Technician program produced 29 Bus and Light Rail Technicians. These graduates are representative of the communities they now serve and help shape the Metro Transit's future workforce.

2015 Jan Homan, Bus Operations
Rob Milleson, Bus Maintenance
Mark Lawson, ATU 1005
Aaron Koski, OEO

2020 Brian Funk, Bus Operations
Matt Dake, Bus Maintenance
Ryan Timlin, ATU 1005
Aaron Koski, HR

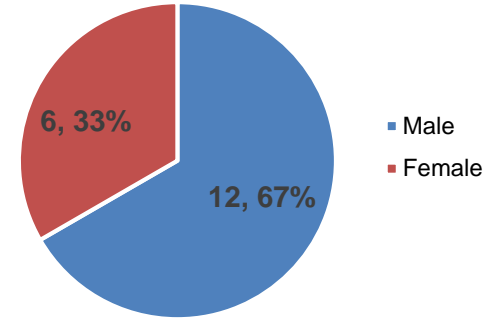


2020 Graduating Cohort

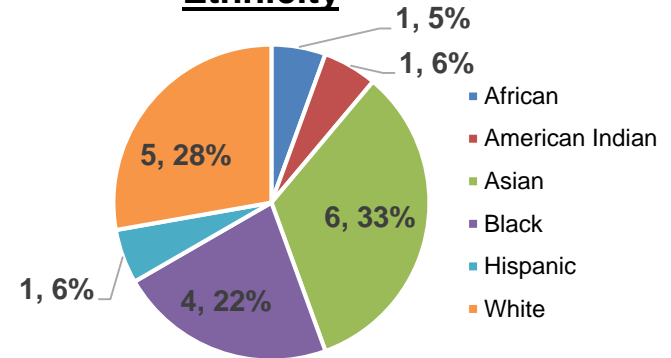


18 Total Graduates - 15 MTT Program / 3 Helper Cleaner

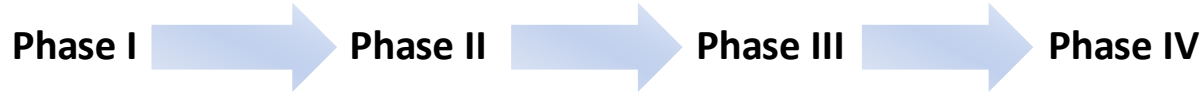
Gender



Ethnicity



Program Model



Time Period	September 2017 - November 2017	December 2017 - February 2018	March 2018 - August 2018	September 2018 - August 2020
Program Phase	Recruitment & Selection	Participant Readiness	Customized Course / Internship	Degree Program / Transit Internship

Program Model



Time Period	September 2017 - November 2017	December 2017 - February 2018	March 2018 - August 2018	September 2018 - August 2020
--------------------	--------------------------------	-------------------------------	--------------------------	------------------------------

Program Phase	Recruitment & Selection	Participant Readiness	Customized Course / Internship	Degree Program / Transit Internship
----------------------	-------------------------	-----------------------	--------------------------------	-------------------------------------

Cohort 3	250	37	17	15 +3 Cleaner Helpers
-----------------	-----	----	----	--------------------------

Bus Maintenance – All Hands-On Deck!

- Garage leadership supported intern rotations and school / work scheduling
- Supervisors facilitated ongoing intern evaluations
- Technicians supported the preparation of interns for successful pre-employment testing - 100% pass rate
- Garages meet the challenge of balancing intern development and garage performance.



Mentors

- Technician Mentors provided 3,884 hours of Mentorship to interns
- Mentors served at all 5 Transit garages
- Former MTT participants now serving as Mentors



Cohort 3



MTT Program Impact

Cohort 1
2015 - 2018

Male 11
Female 0

African 2
American Indian 0
Asian 2
Black 0
Hispanic 0
White 5
Other 2

Cohort 2
2016 - 2019

Male 3
Female 0

African 0
American Indian 0
Asian 1
Black 0
Hispanic 0
White 2
Other 0

Cohort 3
2017 - 2020

Male 10
Female 5

African 0
American Indian 1
Asian 6
Black 3
Hispanic 1
White 4
Other 0

Hired at Transit

11

3

15

Program Impact

Prior to MTT
Implementation

Post 3 MTT
Cohorts

**November
2015**

**September
2020**

Total Technicians
Female
POC

297

336

4 (1.3%)

11 (3.3%)

52 (17.5%)

75 (22.3%)





Thank you

Matthew Dake

Director, Bus Maintenance

Matthew.Dake@metrotransit.org

Aaron Koski

Senior Manager, Workforce Development

Aaron.Koski@metc.state.mn.us

