



Workforce Development Department

Equity Advisory Committee

November 2024



Workforce Development Dept. - HR

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Workforce Development

Provide creative and customized workforce solutions for the Metropolitan Council and the Region

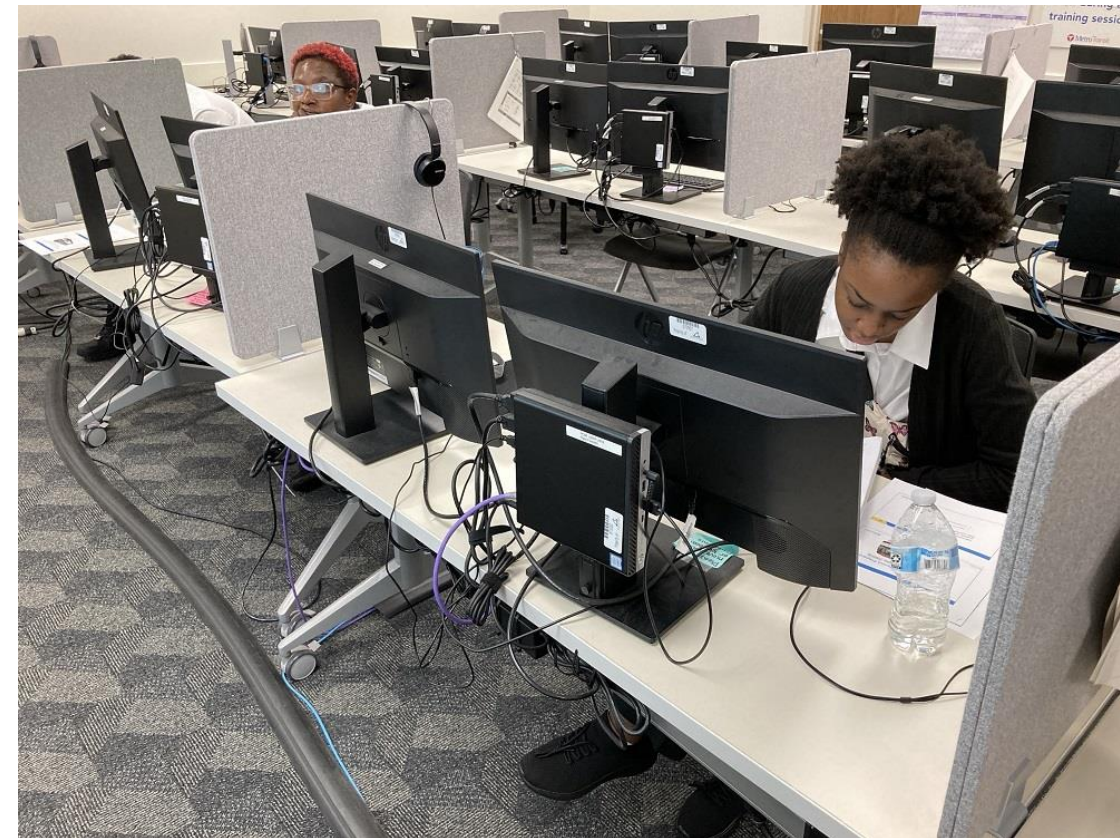
- CLP Obtainment
- Pathway Programs
- Community Connections
- Building Strong Communities (BSC)
- WFD 2025+



Commercial Learner's Permit Obtainment

Commercial Learner's Permit Obtainment (CLP)

- Knowledge Test
- Obtain a Class B w/ Passenger Endorsement
 - General Knowledge – 50 questions
 - Passenger Endorsement – 20 questions
 - Air Brakes – 25 questions
- Administered at DPS exam station
- Need 80% to pass exams



Bus and Train Operators

Operator Background

- 75%+ have no credential or previous commercial driving experience
- First time learning technical CLP related information
- For many, first test in years
- Many operators have limited English proficiency



WFD Solution – Week Zero

CLP Obtainment Assistance for Metro Transit Employees

- 5 days at the Instruction Center
 - WFD staff delivers curriculum
- 300+ CLP quiz questions created by WFD
- Escort to testing center
- WFD cover all CLP expenses

(2.17 - 2.19) 'G'
- Metro Transi

✓ **Correct**

15. What is the minimum tread depth for tires other than front tires?

- A. 4/32 inch
- B. 2/32 inch
- C. 3/32 inch *

A

B ✓

Feedback:
ANSWER: B. 2/32 inch. Steering axle tires must have a tread depth of at least 4/32 inch. All other tires must have a tread depth of at least 2/32 inch. 2.13.1

C

✗ **Incorrect**

24. Which of these is true about rear drive wheel braking skids?

- A. Locked wheels usually have more traction than rolling wheels
- B. Front wheels slide sideways trying to catch up with rear wheels
- C. On vehicles with trailers, the trailer can push the vehicle sideways *

A

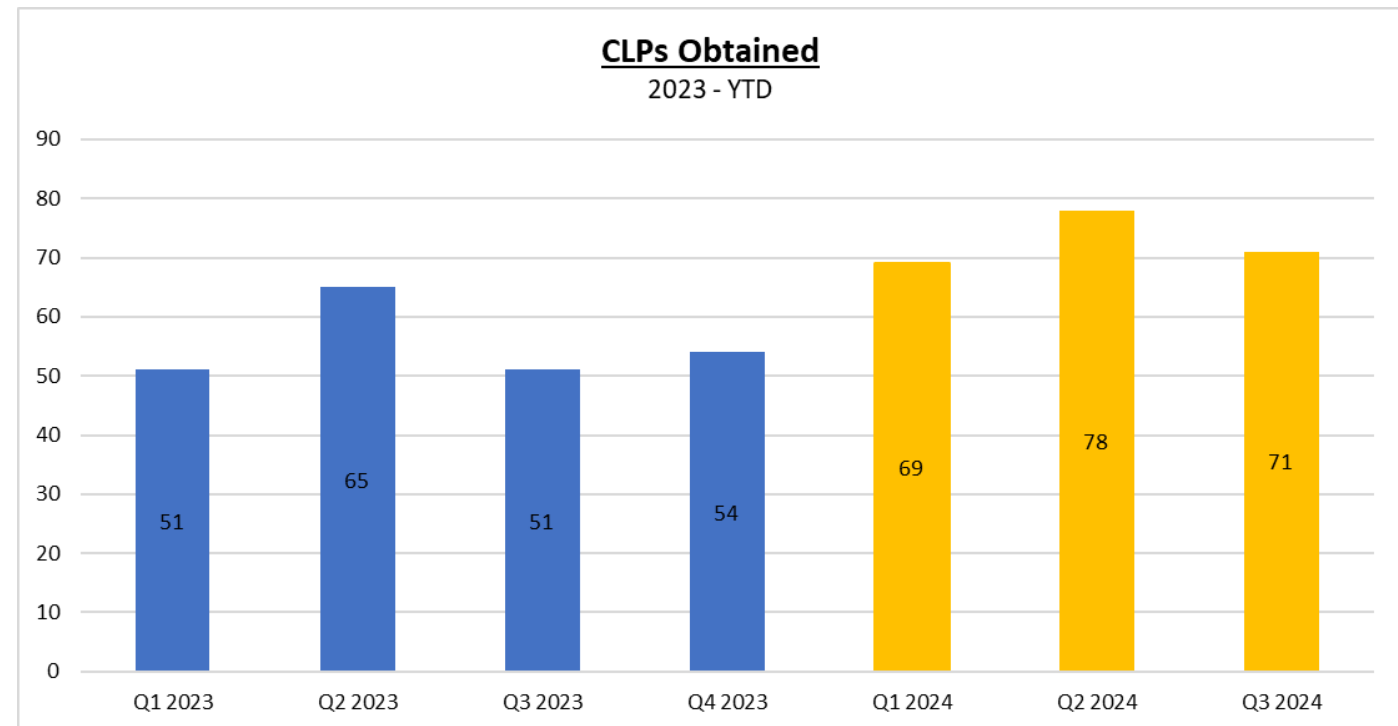
B

Feedback:
r can push the vehicle sideways. With vehicles towing trailers, owing vehicle sideways, causing a sudden jackknife. 2.19.1

WFD Results

Week Zero Performance

- 2023 – YTD – 439 CLPs Obtained
 - Bus – 91% success rate
 - Train – 95% success rate
- Operators begin career with success and motivated to continue training

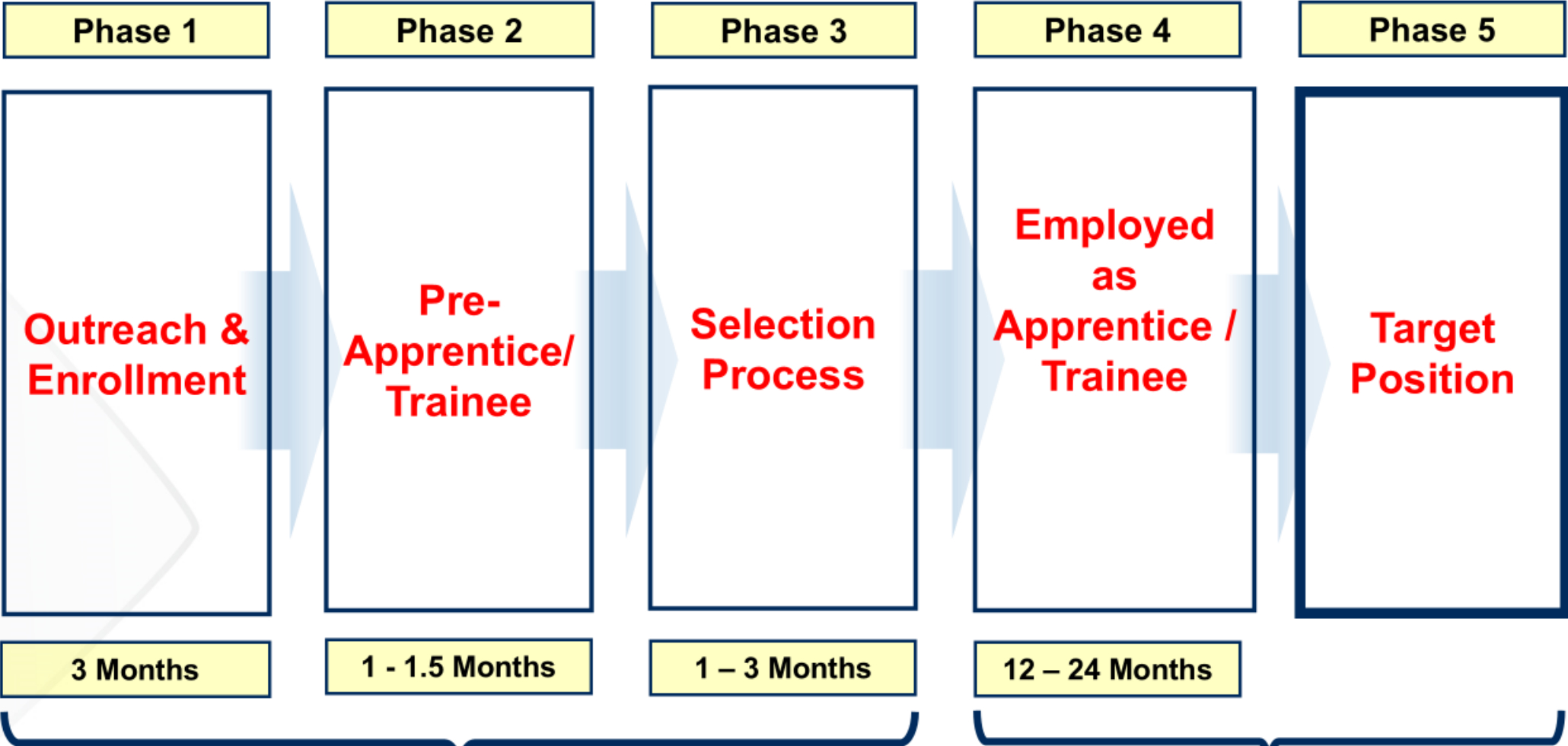


Pathway Programs



- Designed for individuals with no or limited experience
- Offered to current employees (internal) and outside individuals (externals)
- Customized solutions
- Identified in AAP as key too to increase inclusion of Transit workforce
- Transit departments impacted:
 - Bus Technician Apprenticeship
 - LRT Mechanic
 - LRT Systems
 - Community Service Officer Pathway Program
 - Revenue Equipment Electronic Technician Trainee

Pathway Programs

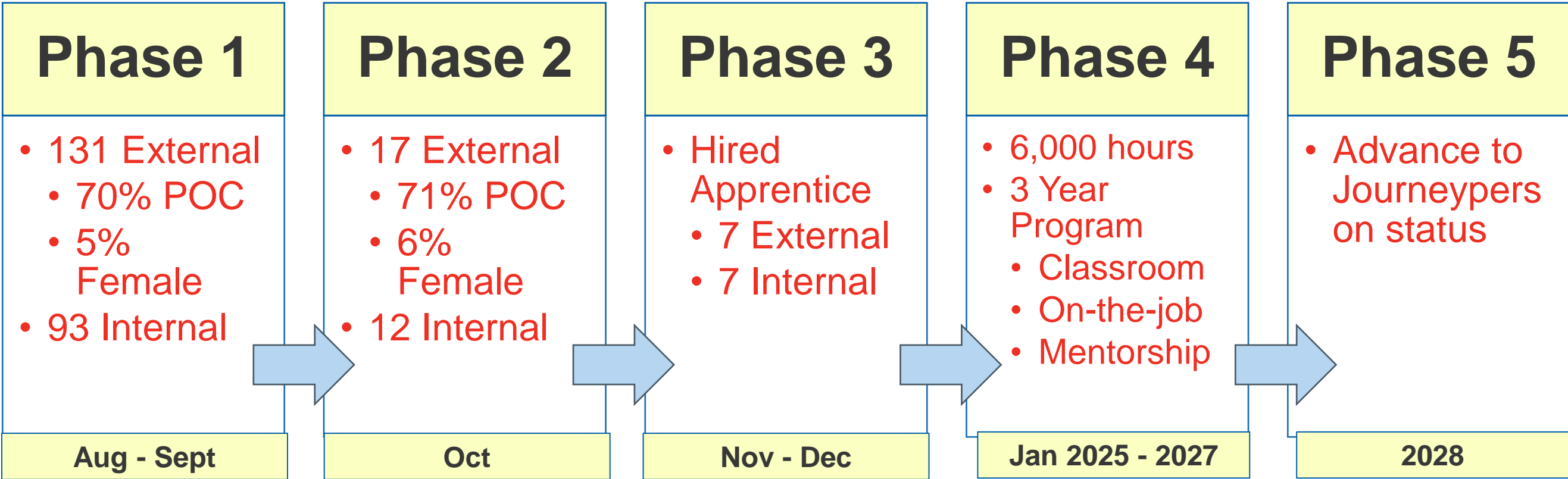


PH 1 - 3
Volunteer participation, no compensation

PH 4 - 5
Benefit earning Council employee

Pathway Programs

Bus Technician Apprenticeship – Cohort II (2024)



Volunteer participant, no compensation

Benefit earning Council employee

Pathway Programs

Alumni Information

- 53 alumni currently employed at Transit
- 42 of alumni are POC and/or female
- 19 alumni - internal
- 34 alumni - external



Community Collaboration

Community Outreach

- Non-profits
- Cultural Groups
- Faith based organizations
- Promoting WFD opportunities in multiple languages



Formación de Técnico de Autobuses de Metro Transit

Inscríbese ahora como aprendiz de técnico de autobuses para comenzar su nueva carrera.

Farsamo-barashada Metro Transit Bus

Isku diwaangeli inaad tahay Baraha Farsamada Baska hadda si aad u bilowdo shaqadaada cusub!

Building Strong Communities



- Pre-apprenticeship program designed by WFD and Metro Union Construction Trades to increase the diversity of construction workforce
- Started in 2017
- 6 completed cohorts
- 2024 celebrated largest cohort 105 individuals
- 80%+ POC and/or female

Workforce 2025+

- Maintain established pathway programs
- Create new pathway programs
- Develop multi-year framework that allows WFD to be sustainable and impactful





**Thank you
Q&A**

Workforce Development Department - HR

**Aaron Koski
Sr. Manager**

