



**Massachusetts Bay
Transportation Authority**

Workforce Management Department

Ahmad Barnes, Chief Workforce Officer

June 13, 2024

Healey Administration Hiring Update

As of: 5/29/2024

2,681 Total Hires | 764 Separations

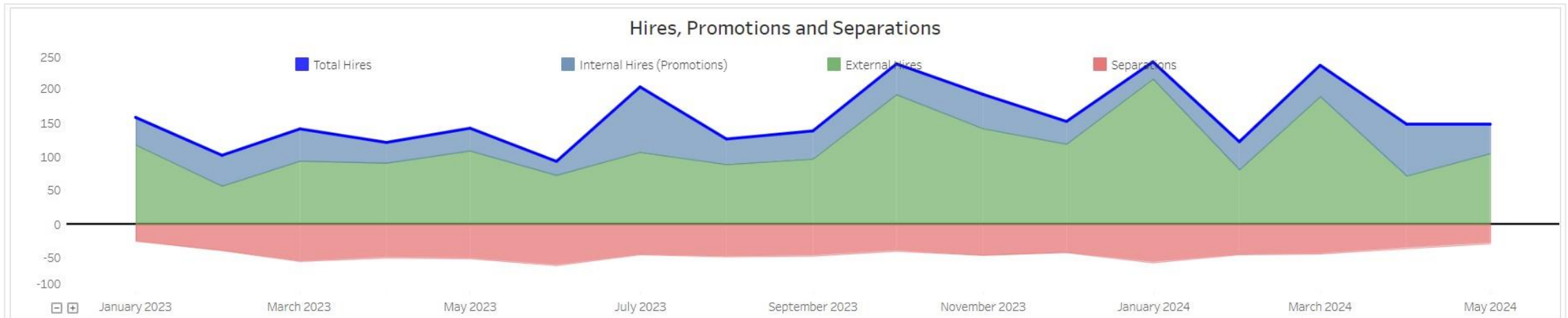
Headcount + 1,169 (Achieved Gov's goal of hiring 1,000 people)

Hiring Activity	External Hires	Internal Hires (*Promotions)	Total
Capital	101	78	179
Operations	469	483	952
Programmed Hiring	1,027	46	1,073
Support	336	141	477
Grand Total	1,933	748	2,681

Separations	Retirement	Voluntary	Involuntary	Total
Capital	16	40	7	63
Operations	84	57	31	172
Programmed Hiring	99	173	149	421
Support	22	73	13	108
Grand Total	221	343	200	764

2,681 Total Hires: 1,933 external hires | 748 internal hires (promotions)

764 Separations: 221 Retirements | 343 Voluntary | 200 Involuntary



* Promotions include selection process internal hires only



Fiscal Year 2024 Hiring Update

As of: 5/29/2024

1,930 Total Hires | 483 Separations

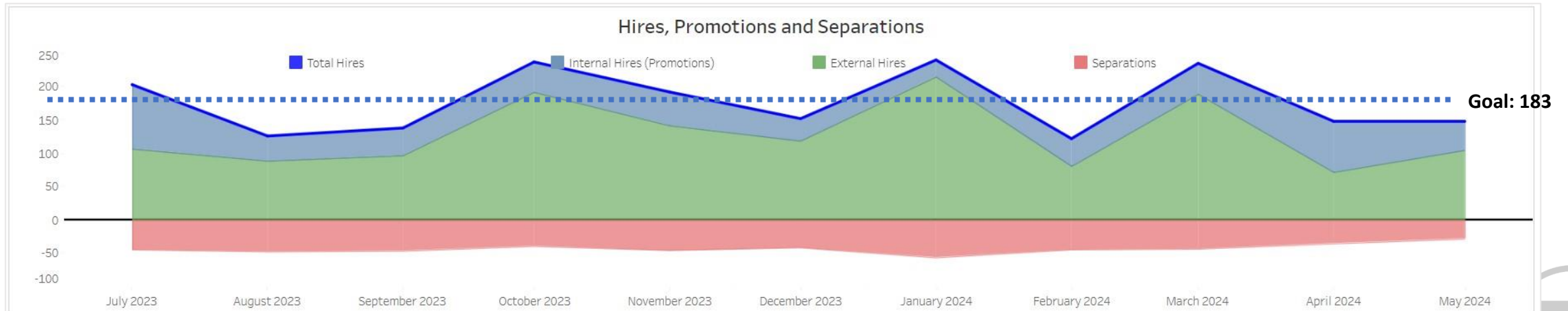
Headcount + 914

Hiring Activity	External Hires	Internal Hires (*Promotions)	Total
Capital	60	47	107
Operations	352	348	700
Programmed Hiring	754	37	791
Support	231	101	332
Grand Total	1,397	533	1,930

Separations	Retirement	Voluntary	Involuntary	Total
Capital	7	21	6	34
Operations	58	38	21	117
Programmed Hiring	54	102	105	261
Support	15	48	8	71
Grand Total	134	209	140	483

1,930 Total Hires: 1,397 external hires | 533 internal hires (promotions)

483 Separations: 134 Retirements | 209 Voluntary | 140 Involuntary



* Promotions include selection process internal hires only

Bus Operator Training Class Update

As of: 05/29/2024

Vacancies: 103* | Target Class Size: 100

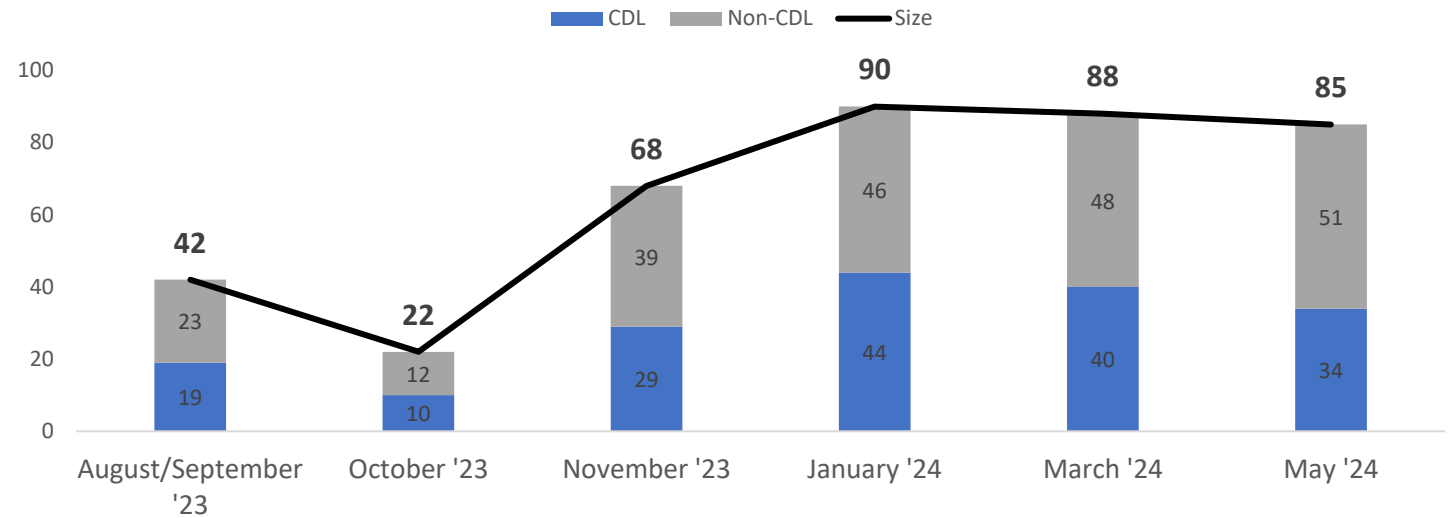
**Vacancies after accounting for current in-training employees*

Upcoming Dates

July 8: CDL Permit Training starts

July 22: CDL Training starts

Bus Operator Training Class Size



July 22, 2024, Bus Operator Class Details



Attraction: Diversity of Workforce

External Engagement Team Upcoming Events:

June

- 6/6 Mass Hire Info Session
- 6/6 BPS Adult Education College & Career Fair
- 6/6 Urban League's Career Fair

El Mundo Latino Career Expo

With over two hundred candidates in attendance, the event provided a dynamic platform for job seekers to explore opportunities within the MBTA. Prospective employees learned about the MBTA's commitment to diversity and the wide range of career paths available.



Lynn Automotive School Visit

The Lynn Automotive School, in collaboration with MassHire, recently organized an exciting visit to the Lynn Bus Maintenance Garage. Graduating students from the automotive program had the unique opportunity to explore job prospects, gaining hands-on experience and insights into potential career paths.

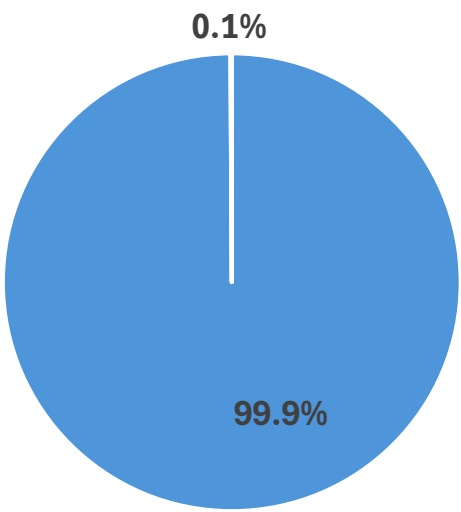


Labor Relations

As of: 5/28/2024

Labor Relations continues to partner with local unions to reach agreement on outstanding contracts

Percent of Affiliated Workforce Under Contract



Under Agreement		In Negotiations
Alliance	Local 651	Local 69*
Building Trades	Local 717	
Local 104	Steelworkers	
Local 105	Transportation Executives Association	
Local 264	Police Association	
Local 453	Sergeants Association	
Local 589	Superior Officers' Association	
Local 600		

*Local 69 is planning on being dissolve and replaced by Local 12 which is a part of the Building Trades

■ Percent Under Contract ■ In Negotiations



Appendix

Healey Administration Hiring Update

As of: 4/24/2024

2,478 Total Hires | 712 Separations

Headcount + 1,063 (Achieved Gov's goal of hiring 1,000 people)

Hiring Activity	External Hires	Internal Hires (*Promotions)	Total
Capital	96	69	165
Operations	408	457	865
Programmed Hiring	958	44	1,002
Support	313	133	446
Grand Total	1,775	703	2,478

Separations	Retirement	Voluntary	Involuntary	Total
Capital	14	37	7	58
Operations	79	49	29	157
Programmed Hiring	91	163	141	395
Support	21	69	12	102
Grand Total	205	318	189	712

2,478 Total Hires: 1,775 external hires | 703 internal hires (promotions)

712 Separations: 205 Retirements | 318 Voluntary | 189 Involuntary



* Promotions include selection process internal hires only



Fiscal Year 2024 Hiring Update

As of: 4/24/2024

1,727 Total Hires | 431 Separations

Headcount + 808

Hiring Activity	External Hires	Internal Hires (*Promotions)	Total
Capital	55	38	93
Operations	291	322	613
Programmed Hiring	685	35	720
Support	208	93	301
Grand Total	1,239	488	1,727

Separations	Retirement	Voluntary	Involuntary	Total
Capital	5	18	6	29
Operations	53	30	19	102
Programmed Hiring	46	92	97	235
Support	14	44	7	65
Grand Total	118	184	129	431

1,727 Total Hires: 1,239 external hires | 488 internal hires (promotions)

431 Separations: 118 Retirements | 184 Voluntary | 129 Involuntary



* Promotions include selection process internal hires only

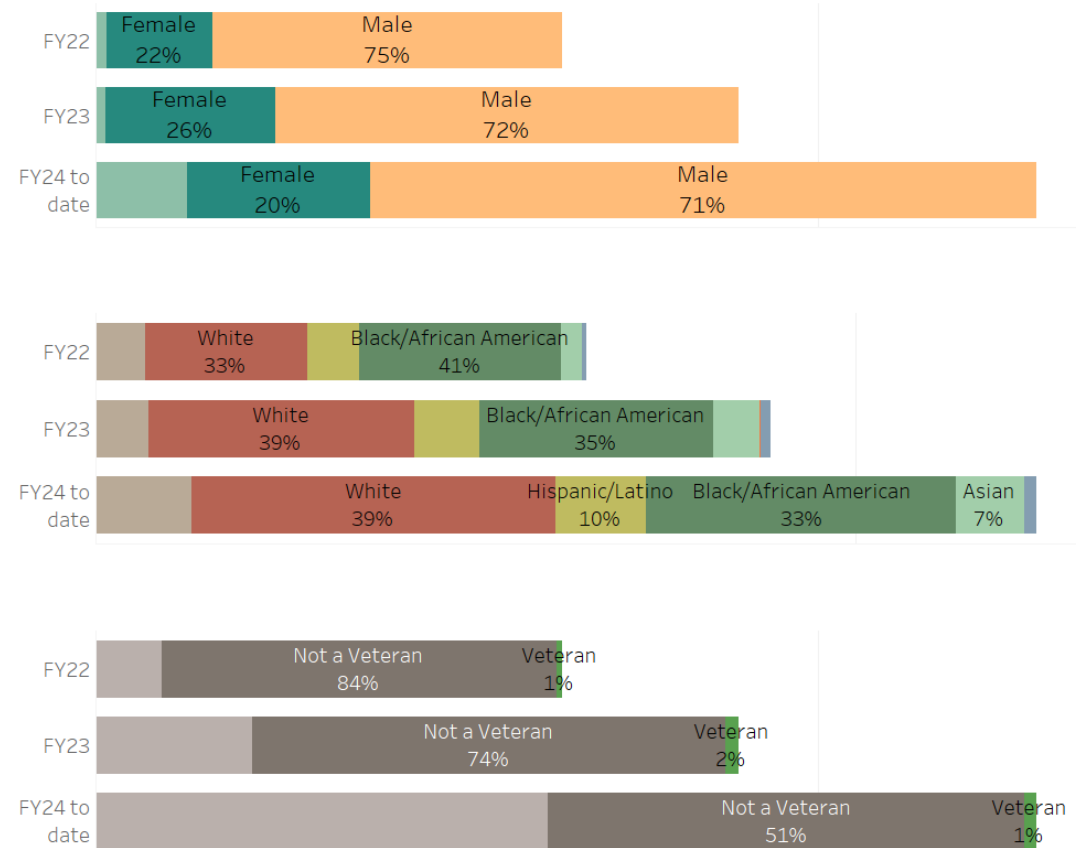


Demographics of External Hires

As of: 4/24/2024

MBTA external hiring in FY24 has been focused on operational and maintenance roles to support the Authority's service and repair goals. Hiring demographics reflect MBTA hiring geographies and industries. FY24 hires have had a decreased proportion of women versus FY23 (26% to 20%) and the proportion of hires by racial/ethnicity group and veteran hires have remained close to FY23 levels.

	FY22	FY23	FY24 to date
External Hires by Sex			
Female	145	234	254
Male	485	641	921
Not specified	17	15	64
External Hires by Race / Ethnicity category			
American Indian or Alaska Native	5	14	17
Asian	28	61	89
Black or African American	266	307	409
Hispanic or Latino	68	87	118
Native Hawaiian or Other Pacific Islander	0	1	0
White	213	349	480
Not specified	67	71	126
External Hires by Veteran Status			
Veteran+	9	18	16
Not a Veteran	545	655	658
Not specified	93	217	565
Total external hires	647	890	1,239



Terminology above reflects EEO category names



Bus Operator Training Class Update

As of: 04/26/2024

Vacancies: 124* | Target Class Size: 100

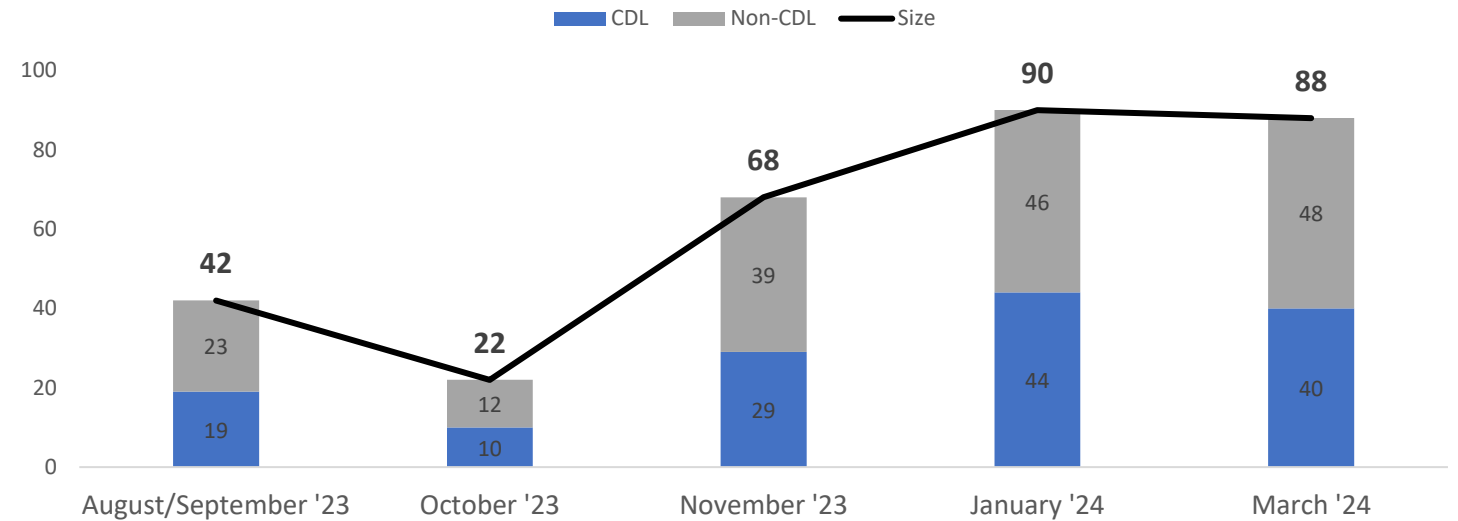
**Vacancies after accounting for current in-training employees*

Upcoming Dates

May 8: Deadline for CDL holder candidates

May 13: CDL Training starts

Bus Operator Training Class Size



May 13, 2024, Bus Operator Class Details



Attraction: Diversity of Workforce

External Engagement Team Upcoming Events:

May

- 5/1 MassHire info session
- 5/16 El Mundo Career Fair
- 5/23 2024 Aviation and Maritime STEM Expo
- 5/23 Revere High School Union Trade Fair

June

- 6/6 BPS Adult Education College & Career Fair

Tour for Women of NAA

- On April 16, the MBTA hosted a tour of the Riverside car house for the Women of the NAA, a group of dedicated female students at **National Aviation Academy**.
- The group got a behind-the-scenes look into the day-to-day operations. Students were enjoyed seeing the facilities and learning about employment opportunities at the T.
- This was a great opportunity to strengthen the relationship with NAA and promote career exploration and opportunities to a diverse group.



FY23 Supplemental Budget: Workforce Initiatives Update

The MBTA received \$20 million in supplemental funding to deliver on the Governor’s Policy Initiative to expand and increase the MBTA’s hiring and retention efforts as quickly as possible.

As part of the MBTA’s overall workplan to become an Employer of Choice and spark the growth of the MBTA workforce, this funding supported the MBTA’s ability to hire and fill critical positions and spurred the Authority’s ability to foster sustainable growth of headcount moving forward.

Status	Initiative
✓	Training School Expansion
✓	Retention Bonus: Targeted retirement eligible employees (FY24)
✓	Expansion of the Sign-on Bonus: Increased to \$7,500 and expanded to include 7 of the primary entry level positions (FY23 – FY24)
✓	Increased Entry Level Pay for Bus Operators
✓	Robust Marketing Campaign



Sign on Bonus

As of: 5/01/2024

A \$4,500 sign on bonus first started in *March 2022, for Bus Operators. In April 2023, the sign on bonus was increased to \$7,500 and expanded to additional feeder pool classifications; several roles received bonuses retroactively for all hires since October 2022. The \$7,500 sign on bonus is set to expire June 30, 2024

Position	Hiring Bonus effective date	FY22 hires	FY23 hires	FY24 to date hires	Hires since Bonus Effective Start *
Bus Operator	Mar-22	210	191	344	617
Heavy Rail Motorperson	Oct-22	55	60	94	147
Light Rail Streetcar Motorperson	Oct-22	112	121	169	251
Track Laborer	Oct-22	0	19	99	118
Rail Vehicle Maintenance Technician (formerly Rail Repairer)	Oct-22	5	24	58	78
Fueler	Apr-23	12	31	51	69
Service Technician	Apr-23	5	38	43	45
Total		399	484	858	1325

* First payments made in June-July 2022. First payment is \$4,500 after 90 days of service and second payment is \$3,000 after one year of employment

