



# Human Resources

HIRING

January 19, 2023



# MBTA OCC Heavy Rail Dispatcher Recruitment as of 01/10/2023

HR and OCC Team will conduct coffee hours in January and February and commence open houses starting in March

Total Applications	Did Not Meet MERS	Met MERS	Pending Supervisor Eval	Interviews to be Scheduled	Interviews Completed	Candidates Selected for Hire	Hired & Started	Pending Start Date/Training Availability	Pre-Employment
229	182	47	0	1	31	17	13	0	1

## Notes

- Completed Open Houses on 10/04 at Braintree, 10/11 at Orient Heights, 10/18 at Forest Hills, 10/25 at Ashmont, 11/1 at Alewife, 11/8 at Wonderland, and 11/15 at Wellington
- Direct calls to eligible team members, ongoing:
  - Promoting coffee hours/open houses and encouraging applications
- \$10,000 sign on bonus extended until March 31, 2023
  - Targeting one additional full-time dispatchers and five spare dispatchers



# HR Update: Bus Operators

*As of: 01/11/2023*

## Providing Commercial Driver's License Permit (CDP) Training Pilot Class #2

- 63 candidates ready to hire for Pilot Class #2
  - 42 ready to start two-week CDP training January 9
  - 21 have CDP and will start operator training January 23
  - Current class size as of 1/11/2023: 51
- Training ends March 17, 2023

## Providing Commercial Driver's License Permit (CDP) Training Pilot Class #1

- 38 new hires started on October 24, 2022
- 27 employees in current class
  - 11 new hires dropped out ( 3 after first day, 1 after second day, 4 failed second permit attempt, 2 failed CDL test twice, and 1 terminated for attendance)



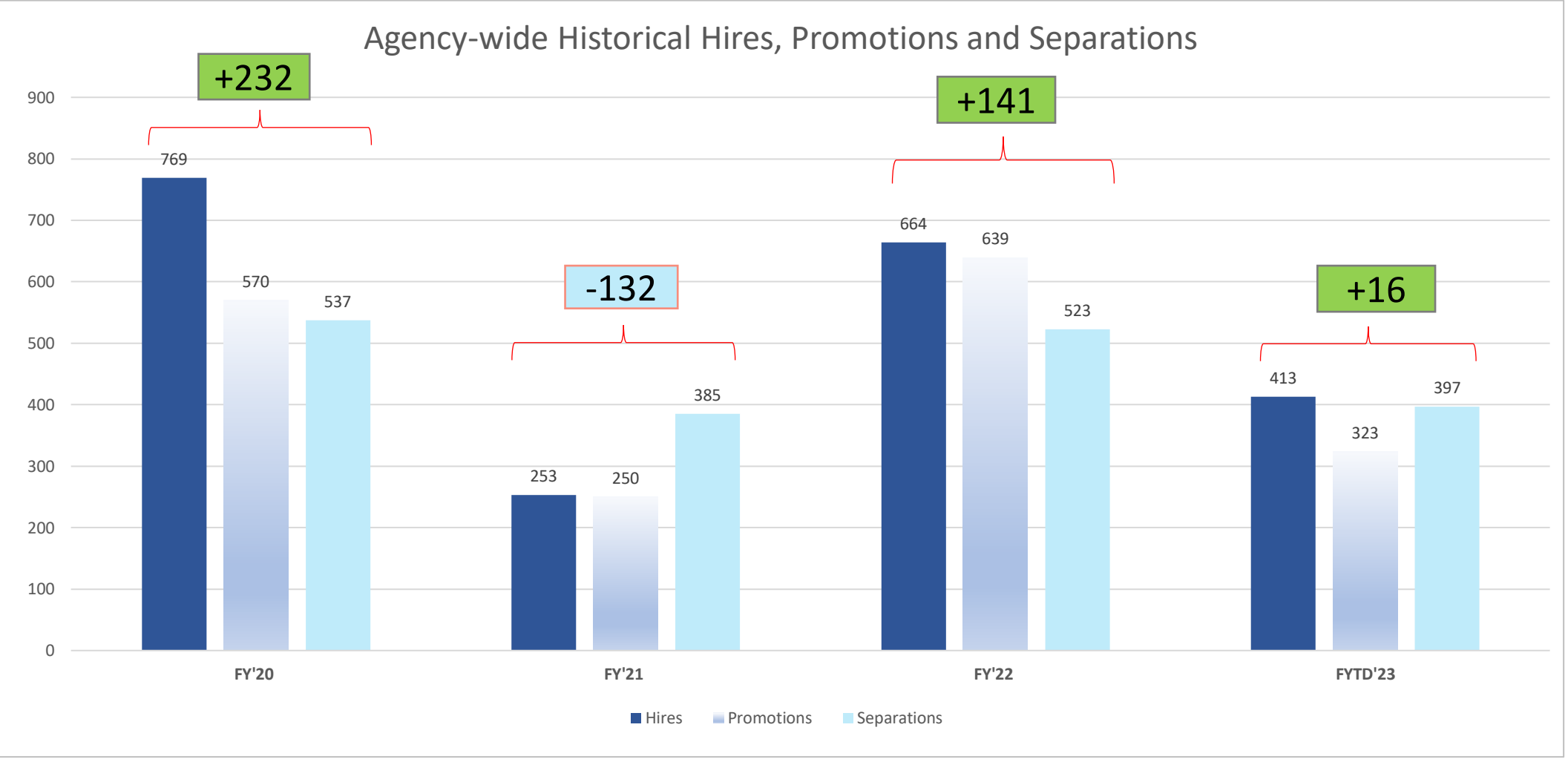
# FY20 - FY23 Agency-wide Hiring Actuals

As of: 01/11/2023

Agency-wide Historical Hires, Promotions and Separations

Net Headcount Increase  
(Hires – Separations)

Negative  
Positive



**\*\*Promotions now include selection process internal hires only\*\***



# HR Update: FY23 Q1 & Q2 Hiring Activity

As of: 01/19/2023

- 259 Total Requisitions actively being recruited
  - Accounting for 593 positions excluding Programmed Hiring and 877 positions including Programmed Hiring
- 413 Hires and 323 \*Promotions for a total of 736 transactions
  - 399 Separations
    - 186 Retirements
    - 157 Voluntary Separation
    - 56 Involuntary Separations

*\* Promotions now include selection process internal hires only*



# APPENDIX



# MBTA OCC Heavy Rail Dispatcher Recruitment as of 11/15/2022

HR and OCC Team conducting weekly in station recruitment from 10/04- 11/29

Total Applications	Did Not Meet MERS	Met MERS	Pending Supervisor Eval	Interviews to be Scheduled	Interviews Completed	Candidates Selected for Hire	Hired & Started	Pending Start Date/Training Availability	Pre-Employment
202	158	44	1	0	29	15	11	1	1

## Notes

- Completed Open Houses on 10/04 at Braintree, 10/11 at Orient Heights, 10/18 at Forest Hills, 10/25 at Ashmont, 11/1 at Alewife
- The latest Open House at Alewife on 11/29
- More to be scheduled in the new year.
- Direct calls to eligible team members, ongoing:
  - Promoting Open House and encouraging applications



# HR Update: Bus Operators

---

## Providing Commercial Driver's License Permit (CDP) Training

- 38 new hires started on October 24
  - 15 came with CDP and 23 needed CDP
- 79% Pass Rate for CDP.
- Training School moving from a class each ten-weeks to class each eight-weeks
  - 2 week overlap going forward
- Gathering lessons learned to incorporate into training program





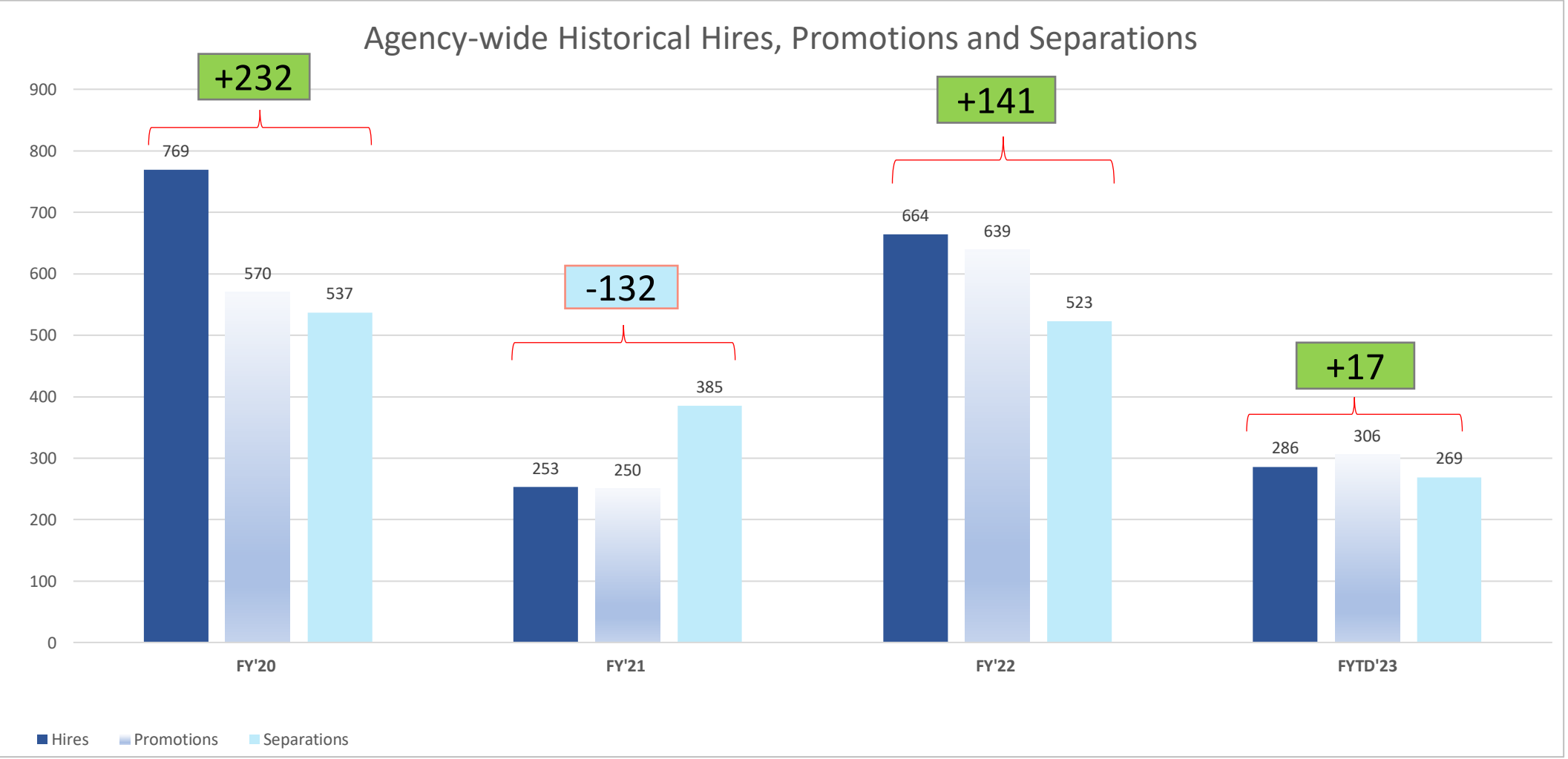
# FY20 - FY23 Agency-wide Hiring Actuals

As of: 11/21/2022

Agency-wide Historical Hires, Promotions and Separations

Net Headcount Increase  
(Hires – Separations)

Negative  
Positive



**\*\*Promotions do not increase headcount but require a significant effort from HR Staffing\*\***



# HR Update: FY23 Q1 & Q2 Hiring Activity

*As of: 11/21/2022*

- 279 Total Requisitions actively being recruited accounting for 872 positions
- 286 Hires and 306 Promotions for a total of 592 transactions

\*Excluding ongoing programmed hiring

