



**Massachusetts Bay
Transportation Authority**

Workforce Management Department

Ahmad Barnes, MBTA Chief Workforce Officer

May 15, 2025

Agenda

- Hiring & Headcount Updates
- Workforce Development Updates
- Learning and Organizational Development

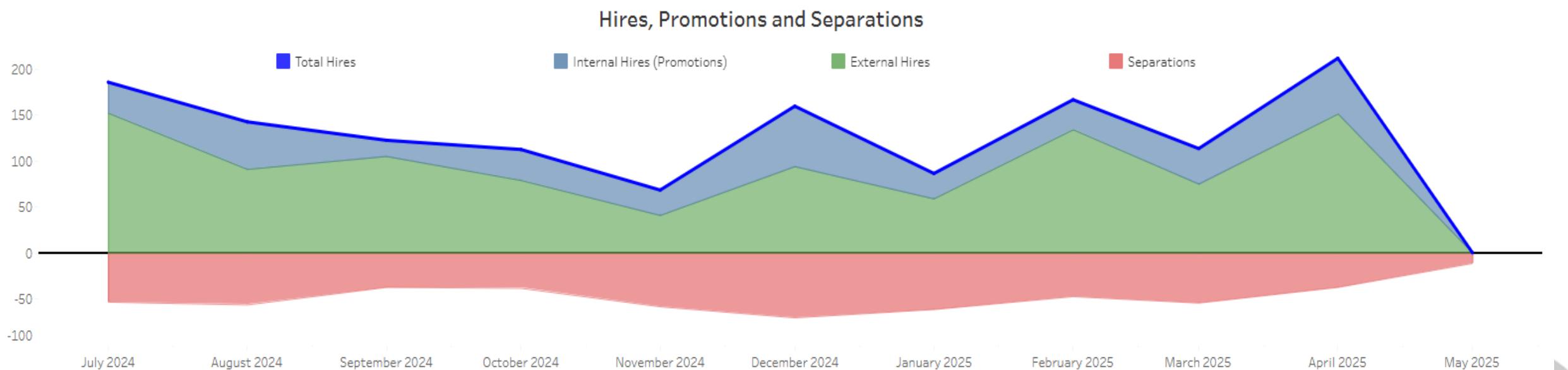


FY 2025 Hiring Update

1364 Total Hires

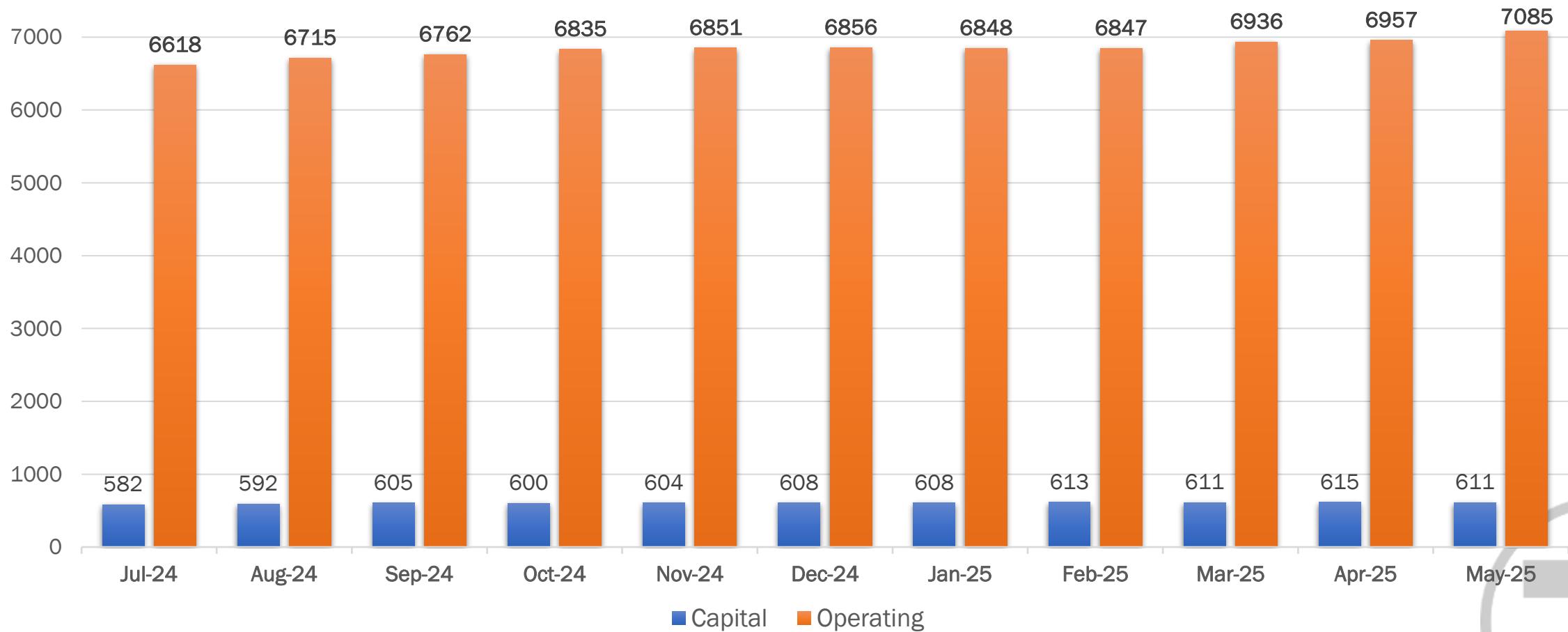
522 Separations

459 Net Headcount



Active Headcount Update

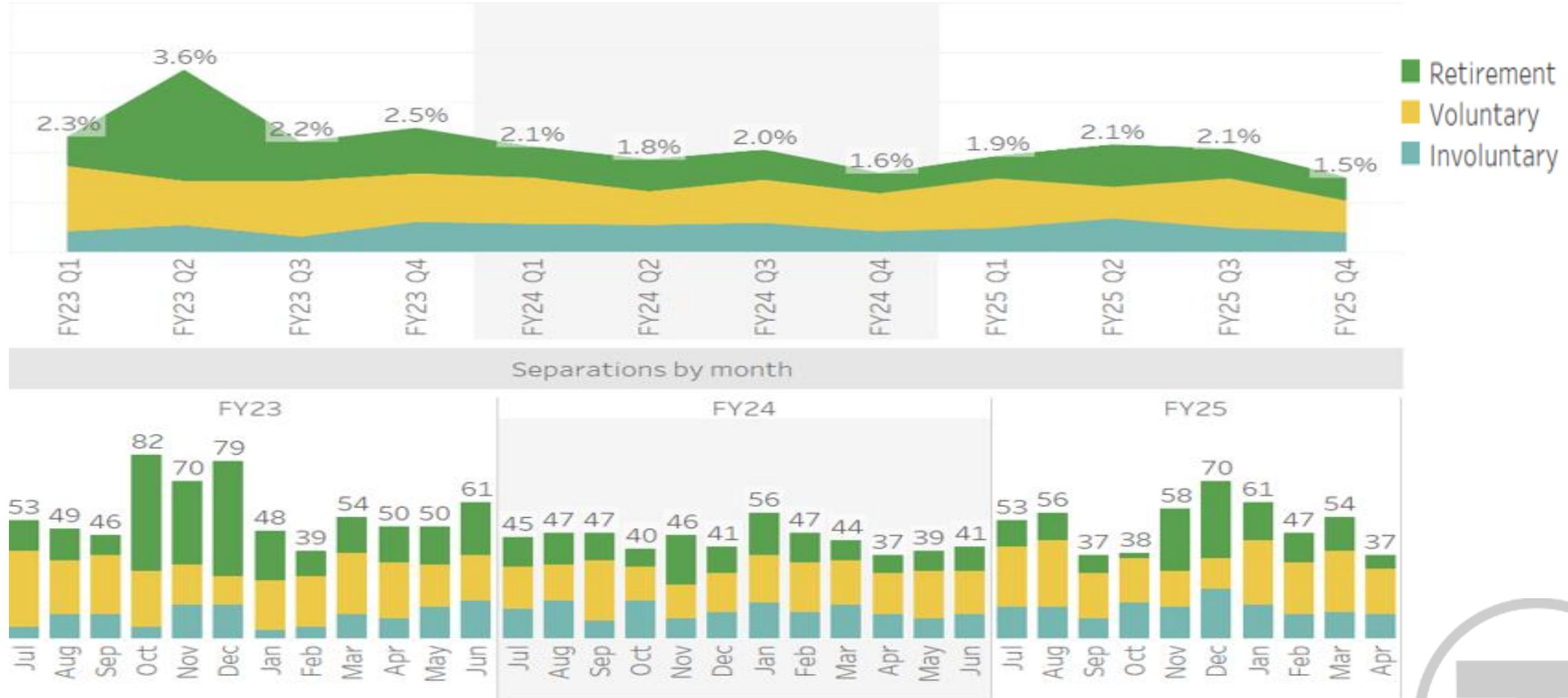
Active Headcount up 6.89% July 1, 2024 to May 1, 2025



Choose Transit: Full Ahead

MBTA Attrition | Trending Lower

Quarterly Attrition %





Developing Talent Pipelines

- Centralized Internships, Co-Ops, Fellows Program, April 2025
- HS/College: BU, MIT, Northeastern, Wentworth, UMASS
- 97 Active participants: Engineering & Capital, Support & Safety, Operations
- 36 former interns currently full-time employees
- New Internship Supervisor Training Module to facilitate positive work experience

NEW CPR | First Aid | AED Training

- Heart icon: February 2025, **new CPR training** for all MBTA employees
- Heart icon: Classes offered at multiple locations, available to 1st, 2nd, 3rd shift employees
- Heart icon: 200+ employees trained to date:
 - ✓ 144 Operations employees have received CPR/First Aid/AED training
- Heart icon: Priority safety trainings to frontline staff, specifically in the Power Systems Maintenance Department



Welcome to the MBTA Career LINE!