

Metro Bus Operator Recruitment/Retention

Opportunities and Challenges



Metro

Presentation to Westside/Central Governance Council

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Metro

CURRENT SITUATION

(As of October 8, 2006)

	Budgeted EEs	Actual EEs	Vacancies EEs
Part-Time	830	557	273
Full-Time	3,465	3,442	23
Total	4,295	3,999	296



CURRENT SITUATION

(As of October 8, 2006)

(Continued)

- 93% Occupancy Rate**
- Additional 398 EEs on Leave of Absence – not included in numbers above**

Recruitment/Retention Efforts (Opportunities)

- **Targeted Recruiting Efforts**
 - **Bridge Program - Worksource, Community Colleges**
 - **18 – 24 Youth Program**
- **Partnerships with Community Agencies**
- **Job Fairs – (Metro's on November 4, 2006)**
- **Job Postings/Advertising**
- **Leave of Absence Management/Reduction Efforts**



Recruitment/Retention Efforts (Opportunities)

- **Faster promotional opportunities**
- **Increase starting pay rates**
- **Reduction in time it takes from application to hire (<1 month)**

(Challenges)

**Competitive Market and Shrinking Talent Pool
(i.e., TSA)**

- **State of California Leave of Absence Programs**

