

Innovative Programs to Attract and Maintain Employees

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MST Demographics

- Population Served: 437,325
- Fleet Size: 131
- Operating Expenses FY22: \$36,078,977
- Capital Expenses FY22: \$10,422,250
- Passengers Carried: 1,759,050
- Revenue Miles Traveled: 2,951,850
- Employees: 232



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Things to think about...



WHAT WAS THE WORKFORCE LOOKING FOR?

WHAT ARE THEY LOOK FOR NOW?


WHAT PROGRAMS WOULD ADDRESS WHAT THE FUTURE WORKFORCE IS LOOKING FOR?

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Forbes Study July of 2018

• The top 3 things the workforce was looking for in their future employer:

1. Permanent Flexibility
2. Commitment to Health and Well being
3. Working with a Purpose



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Gallup Poll February 2022

The Workforce of today is looking for:

- ✓ 64% are looking for an increase in pay/benefits
- ✓ 61% Greater work-life balance/well being
- ✓ 59% Ability to do what they do best
- ✓ 53% Greater stability and job security
- ✓ 43% Policies that are aligned with their beliefs
- ✓ 42% The organization is diverse and inclusive



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What do I do to get people in the door?



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Highlight pay and benefits

- On the job ad, show what a person is going to get if they are selected for the job.
- Know what the market is for the position. If you don't, they will.
- Offer incentive bonuses but at milestones. Bonuses at 5-8k.
- Trying to attract outside of state? Provide a relocation reimbursement up to 6k to 10k.
- Offer to pay the first month of rent for management position.
- Offer housing, tech, auto allowances paid out every pay period or the first check of the month.

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Work-Life Balance, Well Being and Job Stability/Security

- Evaluate the positions within your organization that can be done remotely fully or a percentage of the time.
- If you still have vacation time and sick time, re-negotiate and make it partial time off. Allow employees to cash the time out if they choose.
- When constructing new facilities, add a gym. If pay is 400k ask within two years.
- When evaluating new facilities, consider all the ways to make it to and from the facility.
- Look to seek funding under federal programs to build obsolete within transit facilities.
- Consider offering 30 days of paid medical leave to new mothers or offer to pay a portion of their childcare costs through private partnerships.
- Improve conversations between employees and their managers regarding pay, job development and their future career path.

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The organization is diverse and inclusive

- Include diversity and inclusive questions within each interview.
- Show how you partner with foundations and non-profits within your community. Use social media to show how you are making a difference in your community outside of providing public transit.
- Look at your company website. Is your mission statement and values posted on your website? Do they consider being diverse, equitable and inclusive?
- Make sure that the content you are posting shows a diverse workforce.

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