



Washington Metropolitan Area Transit Authority (WMATA)

Department of Human Resources
Office of Talent Acquisition
Proactive Sourcing & Outreach



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Proactive Sourcing Objectives



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

WMATA is an EEO/AA employer. Protected veterans and individuals with disabilities are encouraged to apply.

Proactive Team Purpose & Mission

- To cultivate strategic partnerships with schools, government & community based agencies and organizations.
- To promote a positive employment brand.
- Implement cross-functional diversity sourcing & recruitment strategies supporting WMATA's Affirmative Action Plan. To include veterans, diversity, disability and educational institutions.
- Support high-volume and niche recruitment efforts.



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Target Audience

In Proactive Sourcing, the following categories represent targeted audiences considered to be ideal in pursuing partnership opportunities.

A few examples include networks such as:

- Diversity organizations
- Professional associations
- Affinity groups
- Government agencies
- Military
- Educational institutions



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Mission Metro

From its inception, Metro has recognized the unique talents, training and leadership the men and women of the armed forces have to offer. The military helped build the rail system, and today is one of our most desired sources for current and future talent. In 2014, Metro was the first quasi-government entity to earn both Military-Friendly Employer and Military Spouse Friendly designations from Victory Media, publisher of G.I. Jobs and Military Spouse magazines.

Since 2012, Metro has increased the size of its veteran employee base by nearly 50 percent. Military candidates have been hired and/or trained for career opportunities such as transit police officers, mechanics, bus and rail operators, human resources specialists, information technology professionals and more. Metro aggressively seeks to hire and retain top-quality veteran candidates and finds that hiring from the military community lends a strategic competitive advantage to advancing our goals.

Mission Metro was created to foster a fully-integrated military recruitment strategy to enhance its military recruitment efforts. As part of that effort, Metro is engaged in regular employment presentations and information sessions on military bases, participates in Job Readiness Workshops with the Department of Labor Veteran Employment Services, and promotes career opportunities for military spouses as a standard component of all military employment presentations and networking efforts.

Additionally, for many of our positions the respective military occupational skills/ specialty occupational codes have been incorporated into our job postings to facilitate the transfer of military work experience to civilian roles.



Metro Trabajo

The initiative led by the Office of Talent Acquisition was created to promote employment opportunities for Hispanic residents in the metropolitan area of Washington, DC which includes Maryland and Northern Virginia.

According to information from the Office of the US Census Bureau, the Hispanic population in the area totals 807,000 inhabitants or 14.3% of the areas total population. Given this data Metro Trabajo has succeeded in raising the number of Hispanics employed by Metro from 3.8% in 2012 to 5.8% in 2014. This statistic is directly related to the requirements of the Office of Federal Contract Compliance Programs (OFCCP).

Media outlets such as Univision and Telemundo have been key with allowing us to make direct contact with the community and reaffirming the commitment of Metro with the community.



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Metro Beyond Barriers

According to the National Council of Disabilities, individuals with disabilities are significantly hampered in realizing outcomes of full participation in all aspects of society due to a host of barriers. Gainful employment is one of the most significant areas of disadvantage for this community.

Metro Beyond Barriers (MBB) was created to serve as an ambassador and employer advocate in creating a barrier-free, inclusive, employment environment for persons with disabilities. Since its inception in 2015, MBB has made great progress in these efforts. Within less than one year of its development, WMATA was recognized and awarded by the Department of Disability Services for extensive work and progress in this area. In addition to this accomplishment, several job groups within the organization report a significant decrease in underutilization of persons with disabilities.

Several proactive factors have contributed to this success to include internal and external career development and career readiness support, internal organizational training, grass roots / community outreach and the development and enhancement of critical strategic partner relationships.



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Summer College Internship Program (Millennial Recruitment)

The Washington Metropolitan Area Transit Authority (WMATA or Metro) recognizes its importance of supporting the growing population, tourists as well as reducing the carbon footprint of the District of Columbia, Maryland & Northern Virginia region. It is imperative to focus on this talent pool since various labor reports suggest it is the largest talent pool from which to recruit.

To that end, WMATA has several initiatives underway to assist with training and/or developing this group for careers such as participation in the region's Summer Youth Employment Programs, providing a Summer College Intern Program, apprenticeships and other entry level training programs within Bus Maintenance, Railcar Maintenance and Systems Maintenance. Strategic partnerships with high schools, technical school programs, colleges and universities to familiarize students with WMATA's operations are being developed. These efforts will assist with placing individuals across all disciplines within the organization. Additionally, succession plans are being developed to assist with hiring and retaining entry level professionals for Metro.



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Applicant Qualification Improvement Measures

- Strategic partnership between WMATA, DC Department of Employment Services (DOES) and an approved DOES CDL Licensing Training vendor by which D.C. residents applying for the Student MetroBus Operator can acquire CDL License prior to hire as MetroBus Operator Trainee. Training & licensing funded by DOES.
- Strategic partnership for CDL training with Maryland EARN Mid-Western Maryland/Moving Operators ,Valuing Employers MOVE: Transportation and Logistics Partnership led by Montgomery College in order to create a regional approach to strengthen the transportation and logistics industries in Maryland.
- Preliminary discussions are underway with UDC, DOES and BMNT in regards to implementing advanced mechanic training to serve as a feeder for BMNT Garage Mechanic positions. Similar discussion is underway with Northern Virginia Community College (NOVA). The school may consider training opportunities which align with the Elevator/Escalator Mechanic Helper role.



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Applicant Qualification Improvement Measures

- Partnering with the University of the District of Columbia (UDC) and DOES in the development of a 3rd party training program that will serve as applicant feeder for an Elevator/Escalator Mechanic Helper position in the ELES department



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Technical Skills Required

- Electronic
- Electro/Mechanical
- Digital and Analog Circuitry
- Automation
- High Voltage
- Low Voltage
- Automobile/Mechanic Training (Trade Skills Program)
- Traction Power
- ASE Certification (Transit, Bus, Automotive, Medium/Heavy Truck)



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Strategic Partners & Success Stories



MissionMetro



Trabajo

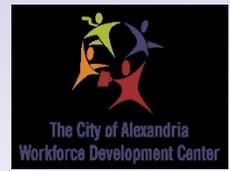
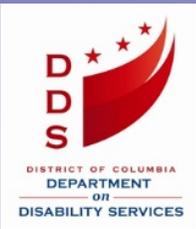


BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

WMATA is an EEO/AA employer. Protected veterans and individuals with disabilities are encouraged to apply.

Proactive Sourcing Strategic Partners



WMATA is an EEO/AA employer. Protected veterans and individuals with disabilities are encouraged to apply.

Proactive Sourcing Strategic Partners



Success Stories

2015 Employment Advancement Right Now (EARN) Maryland Program Report: Sandra Munoz came to the United States from Chile, seeking better opportunities and has resided here for more than 20 years. In those years she worked as a child care provider and janitor. After a divorce and becoming a single mother, she realized she wanted more – she wanted to build a career. After seeing Metro promoting the need for bus operators and hearing about the EARN training, she sought to find out more. She quickly rose to the challenge of the requirements she needed to complete to become a bus operator, including successfully completing a CDL course at Montgomery College. She passed her WMATA Bus Operator Training with flying colors and is now employed with Metro. Sandra is excited to be on the path to a lifelong career.

Public Recognition and appreciation by Department of Disability Services: In October 2015, WMATA was recognized by the Dept. of Disability Services as an employer advocate by the Department of Disability services for its efforts in the support, proactive recruitment and encouragement toward the disabled community.

Military Friendly Awards: In 2016, WMATA was awarded the military Friendly Employer Award by Victory Media for the third time since the inception of the Mission Metro Integrated Proactive Sourcing Strategy , created to encourage, engage and support the military community in obtaining employment within the Authority.

Millennial Recruitment: Metro has placed nearly 10% of the college students who have interned in its agency



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

Proactive Sourcing & Outreach Activity



MissionMetro



Trabajo



BeyondBarriers 

YOUR ABILITIES MATTER AT METRO

WMATA is an EEO/AA employer. Protected veterans and individuals with disabilities are encouraged to apply.

Strategic Partner Day



M metro **MissionMetro**

M metro **Trabajo**

M metro **BeyondBarriers** & 
YOUR ABILITIES MATTER AT METRO

WMATA is an EEO/AA employer. Protected veterans and individuals with disabilities are encouraged to apply.

Partners & Outreach Activities



WMATA is an EEO/AA employer. Protected veterans and individuals with disabilities are encouraged to apply.