

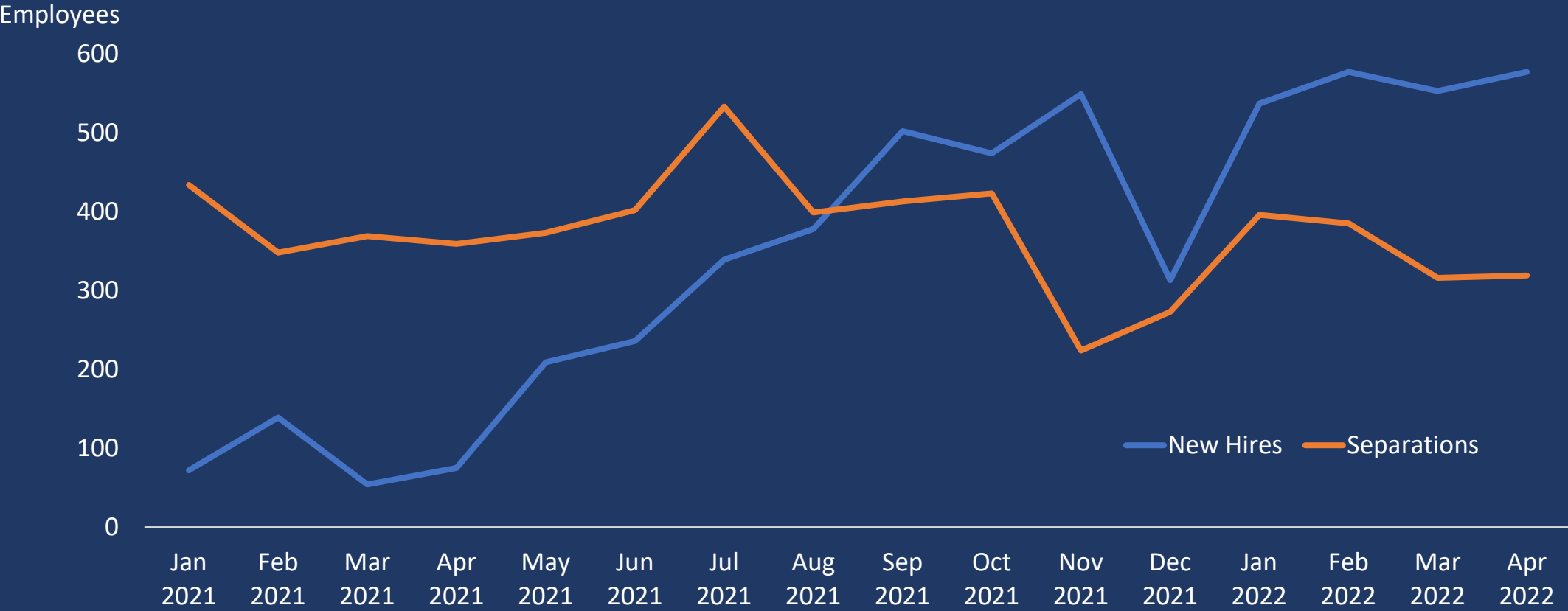
Recruiting & Retaining Talent at the MTA

Chief Administrative Officer Lisette Camilo

May 25, 2022



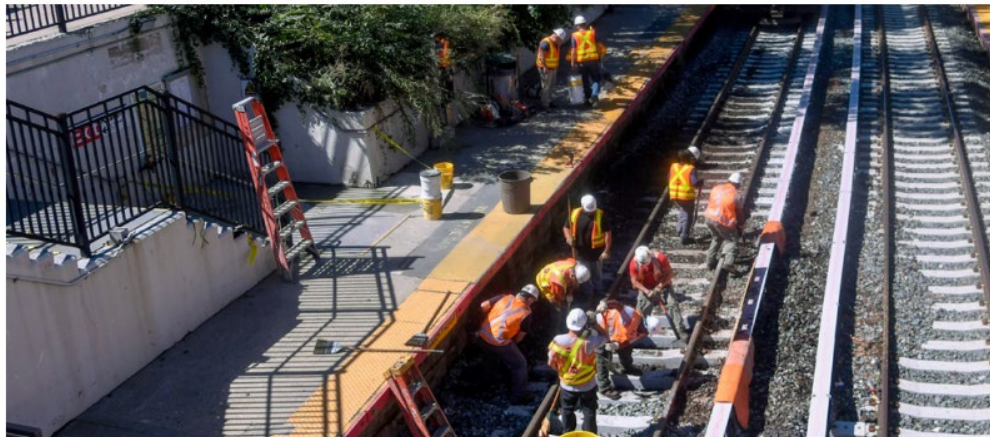
The Hiring Rate Has Increased



Mass Hiring Events

Upcoming LIRR Job Fair June 2022

Find new opportunities at
MTA Long Island Rail Road's **Job Fair**



We're hiring By invitation only: Submit resumes by June 1
Tuesday, June 14, Queens, NY

Long Island Rail Road is hosting a job fair, with represented jobs available, including:

- Apprentice Lineman/
Cable Splicer
- B&B Mechanic (Carpenter)
- Block Operator Trainee
- Electrician
- ET Helper
- M/E Electrician
- Machinist
- Plumbers
- Radio Technician
- Substation Electrician



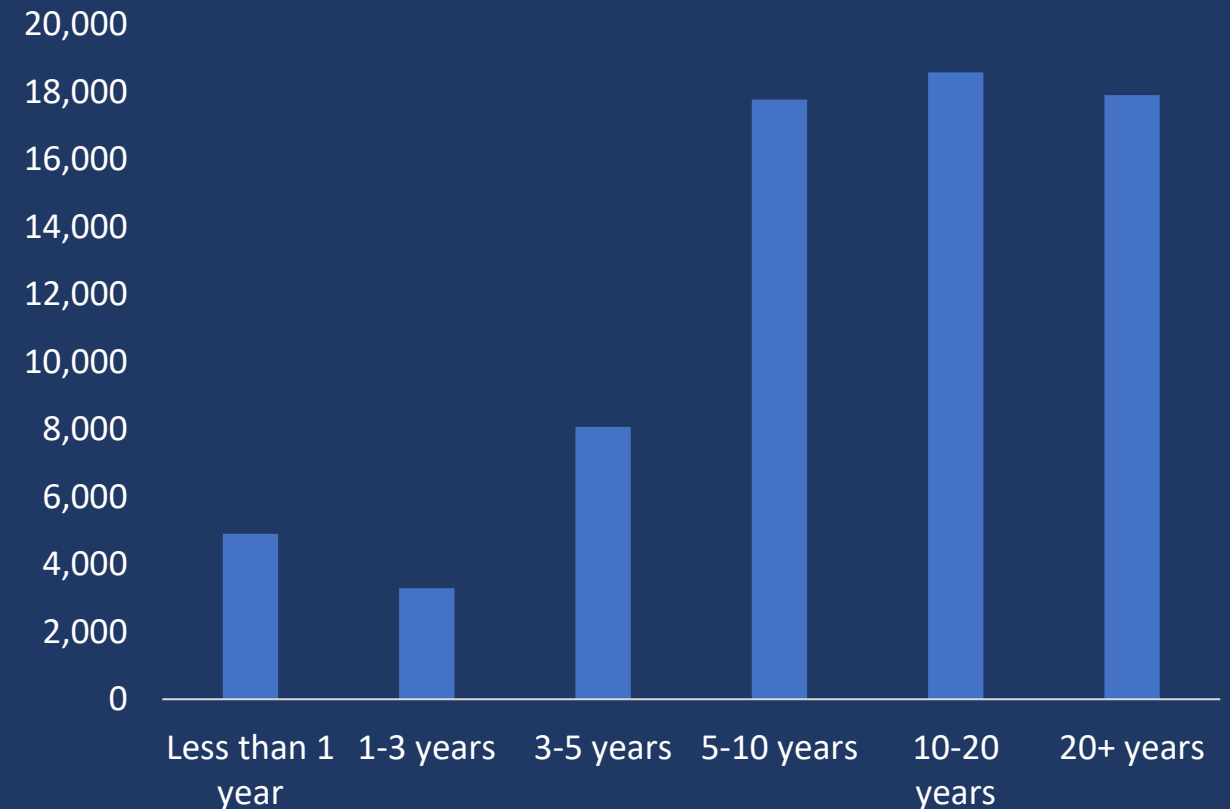
April IT Expo

- 4,000+ applications submitted
- 95 interviews
- 47 offers made

Deepening Our Bench – New Leaders

- Need to develop an employee pipeline into the organization as more than half of all active staff have 10 or more years with the MTA
- In partnership with the City University of New York
 - Summer internship program for 75 students
 - Year-round internship program for 125 students
 - Interns are paid \$19-21 an hour

Employees by Tenure



MTA-wide performance reviews

2019

40%

program participation



2022

88%

program participation

Next steps

- Continue to work on efficiencies to HR processes, including adding new tools
- Evaluate the possibility of telecommuting pilot program to more closely align with benefits provided by other employers
- Review compensation system including promotion policies