



HUMAN RESOURCES UPDATE

June 22, 2020



Workforce Utilization

Workforce Utilization – FFCRA-related Leave



3/16/2020 6/13/2020

Division

- ☐ AERONAUTICS
- ☐ HIGHWAY
- ☐ PLANNING AND ENTERPRISE SERVICES
- ☐ RAIL AND TRANSIT
- ☐ REGISTRY OF MOTOR VEHICLES

109

Total Emergency Leave Requests

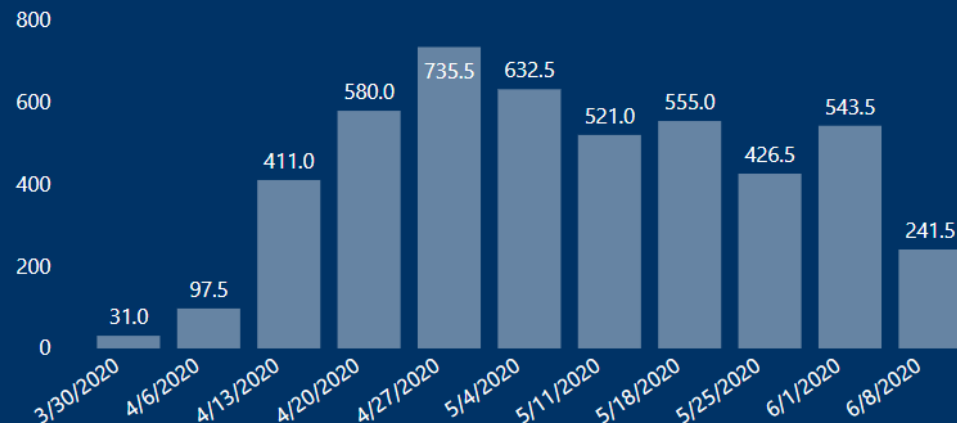
21

Employees Receiving Sick Advance

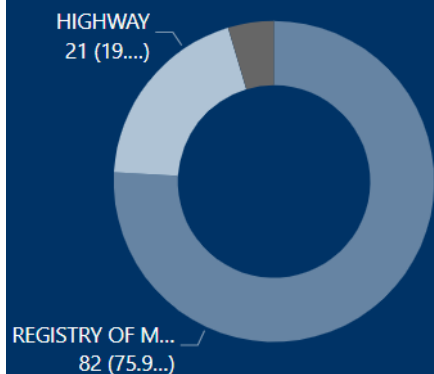
53

Employees Using FFCRA Benefits

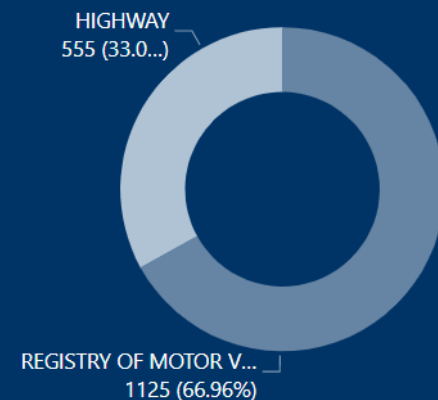
FFCRA Hours Reported



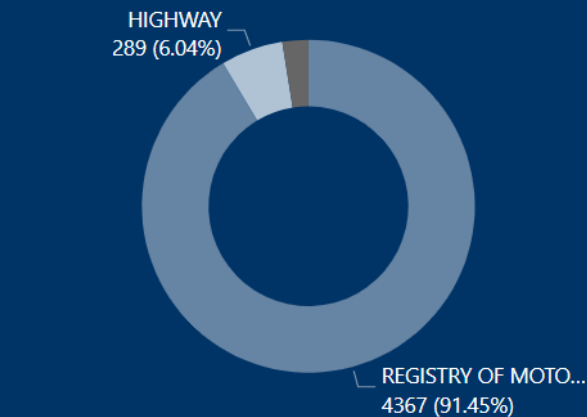
Emergency Leave Requests by Division



Sick Hours Advanced by Division



FFCRA Hours by Division





Hiring

Hiring

- MassDOT is continuing to hire.
- All departments recently completed a critical hires prioritization exercise, where departments clarified which positions needed to be completed in the current fiscal year, based on need, budget, and volume.
- Goal is to fill key vacancies in shared services while providing as many resources to RMV safety and Highway field functions as possible.
- Offers have been accepted in key positions, such as:
 - Assistant State Construction Engineer
 - Manager of Occupational Safety and Health
 - Traffic Safety Planner
 - Senior Lead Counsel for Real Estate Development
 - Social Media & Communications Manager



Learning and Development

Learning and Development – Online Learning



The MassDOT / MBTA Learning Hub Launched on March 2, 2020. In 3 months:

- 34,654 courses have been completed
 - An average of 500 courses a day
- 3,911 staff have taken at least one eLearning course
- 35% of all courses taken have been elective professional development:
 - Most popular elective courses:

Working Remotely
Active Listening
Creating Accountability: What is Accountability?
Tips for Productive Remote Work
Three routes to good communication
What Is Continuous Improvement?

How to succeed at remote work
Problem Solving: Introduction to Problem Solving
Effective Communication for Remote Teams
Conflict Management: Unavoidable Truths
Creating Accountability: How to Be Accountable
Stress Management: Understanding Stress
Tips for Remote Collaboration

Major Online Learning Projects

8 Major Online Learning Projects Are Ongoing:

Course Name	# of Assignments
Returning to Work Safely for Commonwealth Employees	4,539 (All of MassDOT + Contractors)
MBTA Temperature Taking Training	830 front Line staff
Highway Safety Awareness Training w/OSHA-10 Refresher	1,083 field staff
MBTA FMIS System Update Training	665 users
MassDOT Digital Safety	4,539 (All of MassDOT + Contractors)
MBTA Digital Security Awareness	3,236 (all MBTA network users)
RMV AAMVA Fraud Training	961 (All of RMV Staff)
MBTA Right of Way Contractor Recertification	60 contractors eligible for online renewal

Just Launched or starting soon:

- Using the Learning Hub to Onboard New Hires (MBTA – has started, MassDOT – coming soon)
- Manager Drug and Alcohol Awareness
- Online Safety Training for MBTA Engineering and Maintenance
- Conducting Public meetings