

Hiring and Staffing Levels

Presentation to F&A Committee

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Chief Human Resources Officer

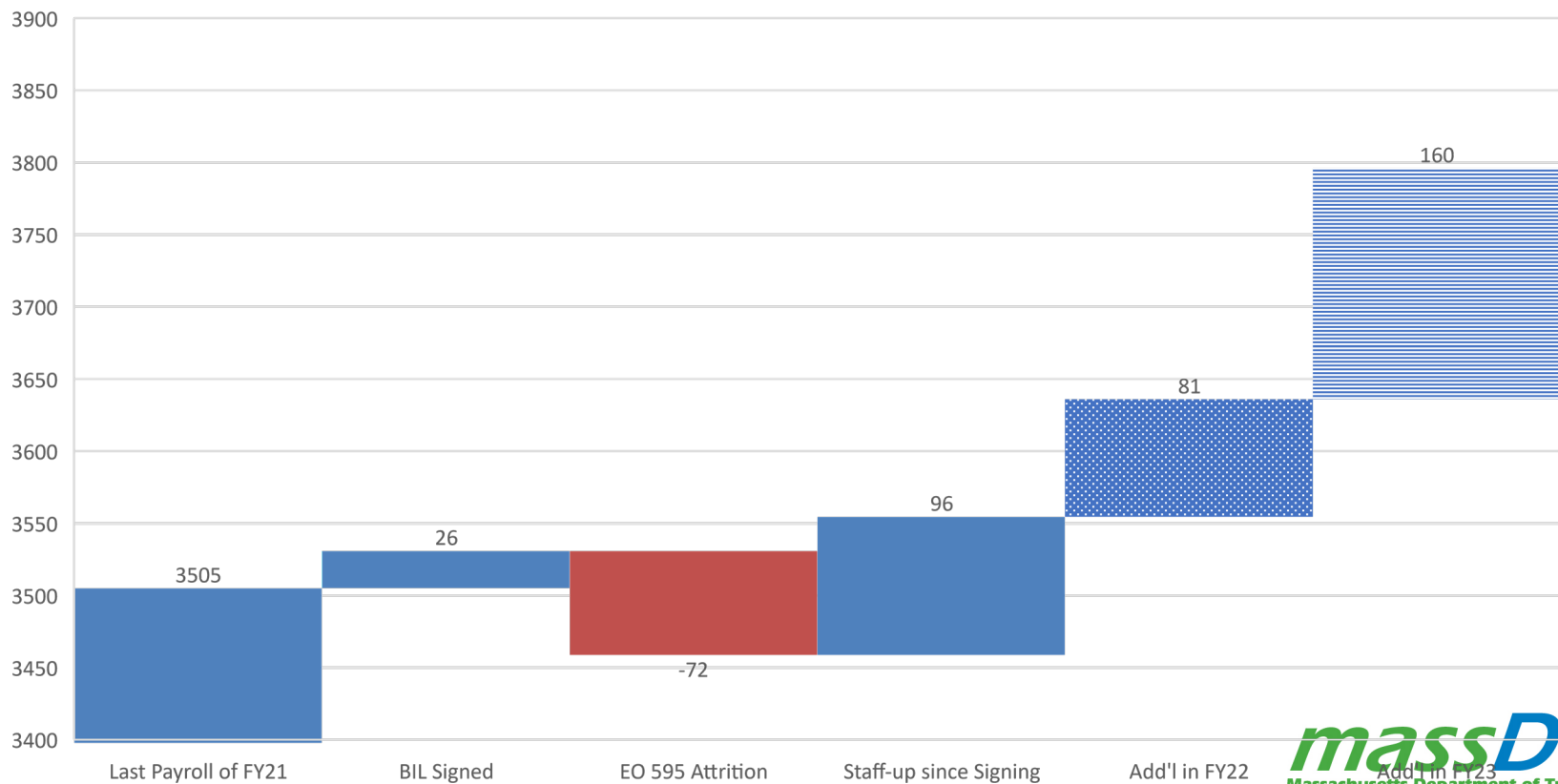
April 6, 2022



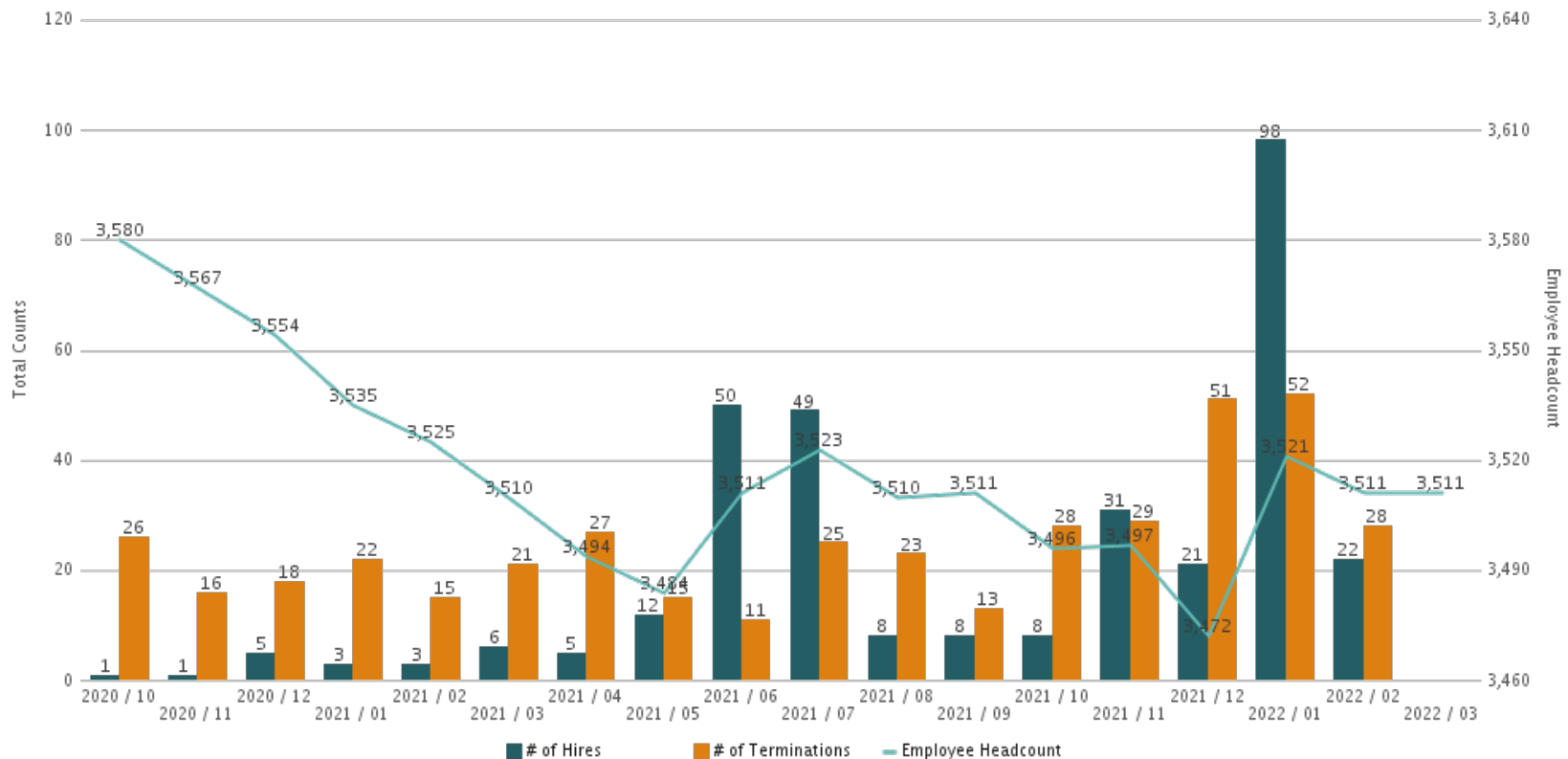
BIL Hiring Plan – by the Numbers

FTE Historical to Future

■ Increase ■ Decrease ■ Total



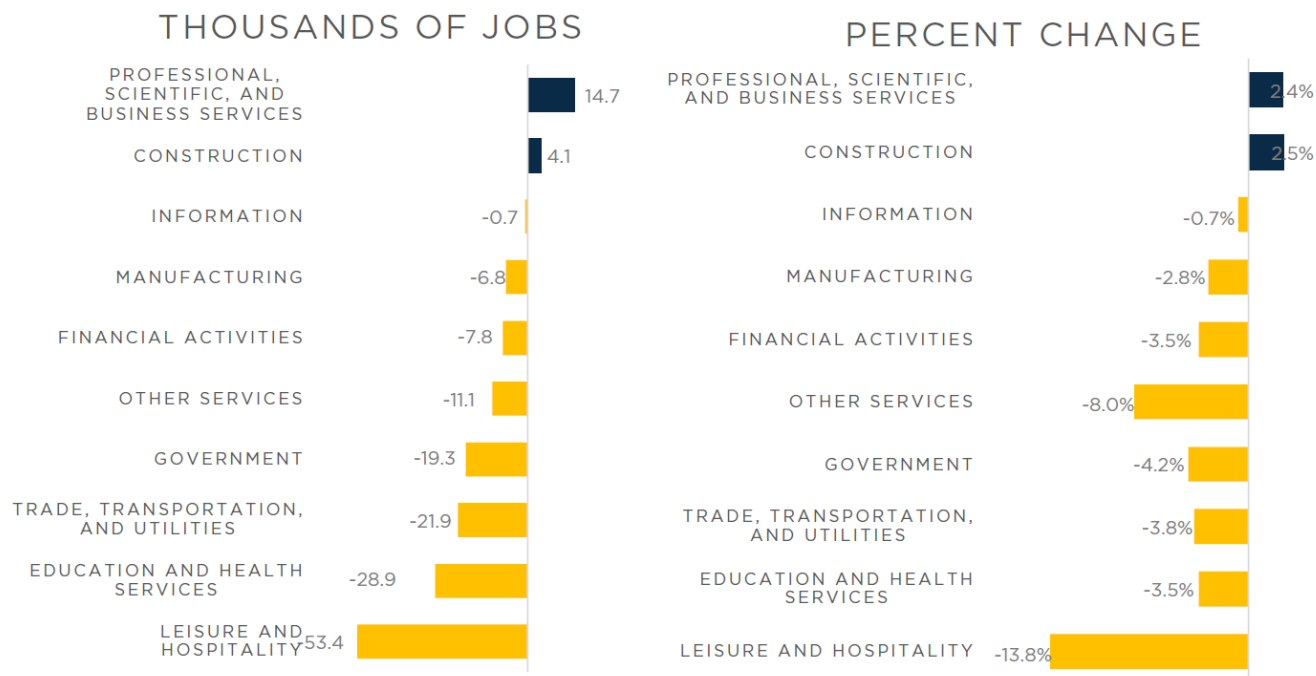
Trends over Time



* Figures on this chart reflect total employees, not Full-Time Equivalents (FTE). As a result, totals may vary.

Labor Market Trends

COVID19 Effects (February 2020 to January 2022)



Source: Executive Office of Labor and Workforce Development

Hiring Plan - Process

- Highway, Human Resources, Office of Diversity & Civil Rights, and other groups have formed a PMO to streamline processes and clear impediments to hiring.
 - Over 100 employees have attended or are scheduled for ODCR Hiring Manager Training for the first time to expand the pool of interview panelists
 - MassDOT and labor unions have been working collaboratively to address areas where entrance requirements may screen out qualified candidates
 - Updated process maps and implemented process improvements and revised interview recommendation toolkit for hiring managers
 - Updated affinity group outreach to assist with recruitment efforts.
 - Summer postings for Civil Engineers and related titles will be significant
- Registry planning for a fall bulk hire of Customer Service Representatives and other key positions.

