

MAKING CONNECTIONS, MAKING A DIFFERENCE

◦ **Making**
Connections 2024

◦ **The National Transit Workforce Conference**

◦ **November 11 – 13, 2024 · Baltimore, MD** ◦



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The National Transit Workforce Conference

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Apprenticeship 101

How Transit Apprenticeship Operates

Maurice Beard

Senior Workforce Development Advisor



Transit Workforce Center – Mission

Operated by the **ITLC**, the **Transit Workforce Center (TWC)** is **FTA's** first ever national technical assistance center for transit workforce development.



mission

The **TRANSIT WORKFORCE CENTER** is the Federal Transit Administration's first ever national technical assistance center for transit workforce development. Its mission is to help urban, suburban, tribal, and rural public transportation entities throughout the U.S. recruit, hire, train, and retain a diverse workforce for now and into the future.

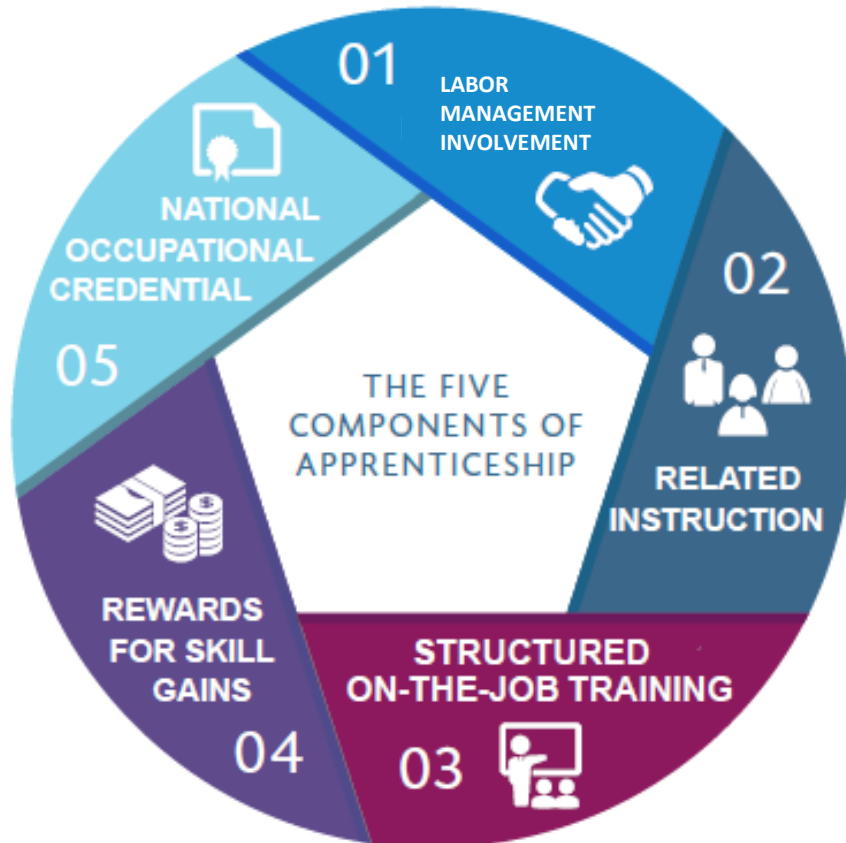
Overview of Apprenticeship Model

- # Combines technical instruction with substantial on-the-job learning.
- # Apprentices can be new hires or current workers moving up a career ladder.
- # Collaborative effort between management and labor. For non-union agencies, actively involve frontline workforce.
- # Utilizes industry-recognized standards for training with clear learning objectives.
- # Apprentices achieve recognized credentials as journey-level workers.
- # Creates a structure for highly-skilled mentors to pass on their skills.





Overview of Registered Apprenticeship Model



- Great amount of flexibility
- Labor/management form committee to jointly develop program
- Minimum of 2000 hours of on-the-job learning per year
- Minimum of 144 related technical instruction hours per year



Benefits for employers:

- 97% of employer sponsors recommend apprenticeship programs.
- USDOL reports that employers get an average of \$1.47 back in increased productivity for every dollar spent on apprenticeship.
- Highly skilled employees trained to the specifications of the business or industry
- Employment – Apprentices start working on day one
- Retention – 91% of apprentices stay at the job where they received training

Benefits for workers:

- Increased Skills
- Wage Progression
- Industry-recognized credential
- Career Advancement
- Job Satisfaction





Benefits of Maintenance Apprenticeship/Mentorship

1

Ability to grow your own techs following agency procedures/practices

2

Apprentices gain increased confidence & morale

3

Funding available when registered, veteran benefits

4

Increased level of professional recognition for bus technicians

5

Less reliance on trying to find non-bus techs from the outside

6

Reduced shop comebacks/ repeat failures through improved skills

7

Mentors gain satisfaction by passing on their skills & insights



Benefits of Operator Apprenticeship

1

Reduced attrition

2

Increased confidence & morale

3

Reduced absenteeism

4

Increased level of professional recognition for bus drivers

5

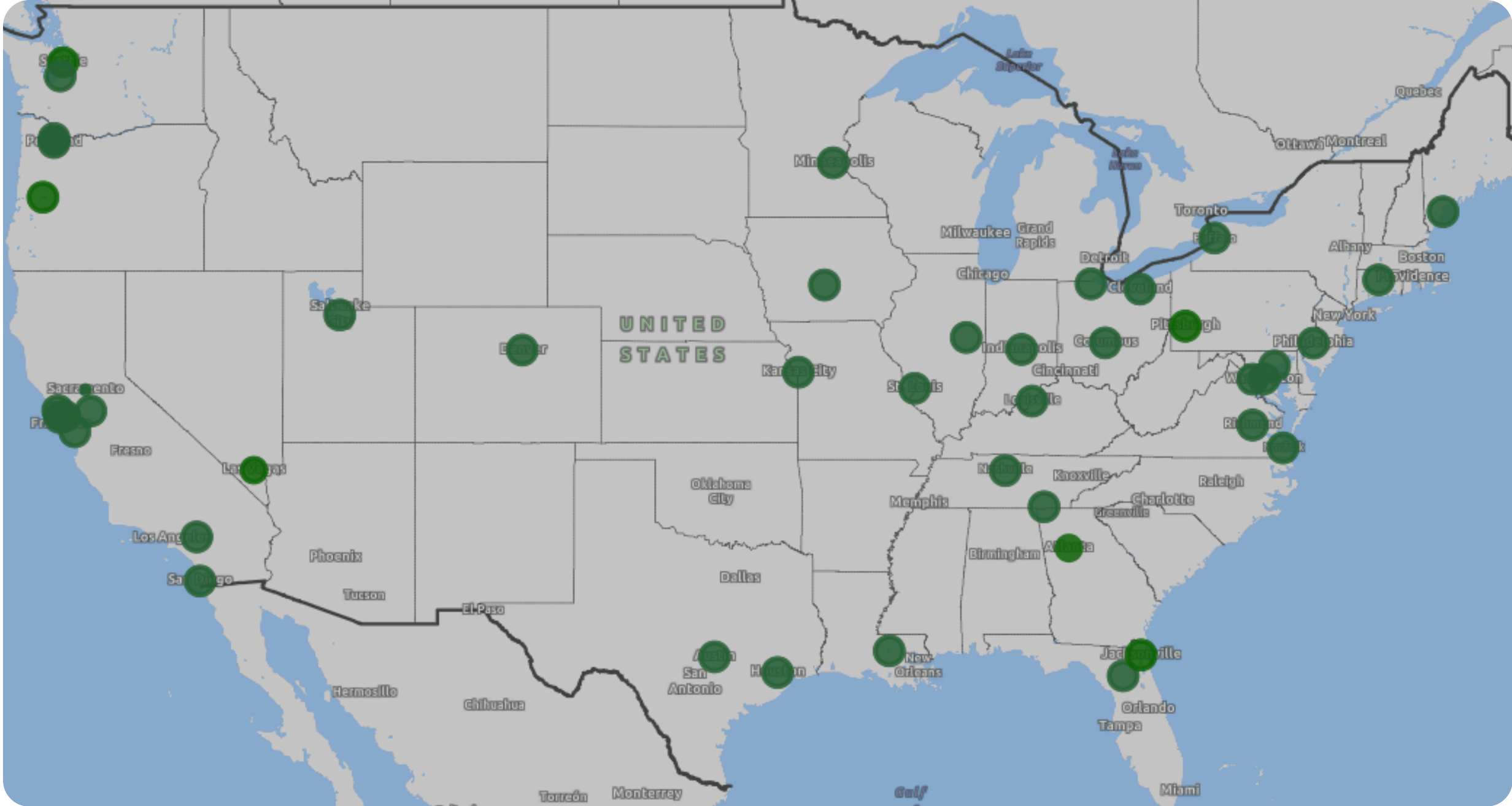
Increased recruitment options, including veteran's benefits

6

Strong emphasis on customer service

7

Another tool for reaching out to the communities served



Metro Transit, Minneapolis, MN

Zoom to

| | |
|---|---|
| Union | ATU Local 1005 |
| Apprenticeship/Mentorship Programs | Coach Operator Apprenticeship (Registered 2018); Bus Maintenance Apprenticeship (Registered 2023) |
| Agency Workforce Data | View |
| Bus Maintenance Apprenticeship Standards | View |
| Coach Operator Apprenticeship Standards | View |
| Featured in ITLC Update- June 2021 | View |
| Featured in ITLC Update- October 2018 | View |
| Featured in ITLC Update- October 2020 | View |
| Featured in TWC Blog- June 2023 | View |
| Featured in TWC Case Study- November 2023 | View |
| Featured in TWC Blog- September 2023 | View |



Developing your apprenticeship program!

Form the committee that will oversee and run the program

Contact Apprenticeship Office

Decide criteria for apprentices

Determine training schedule

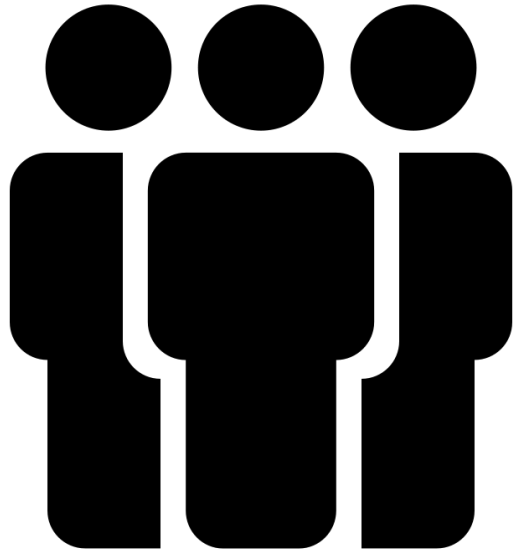
Develop mentor selection and pairing process

Register and launch your program!

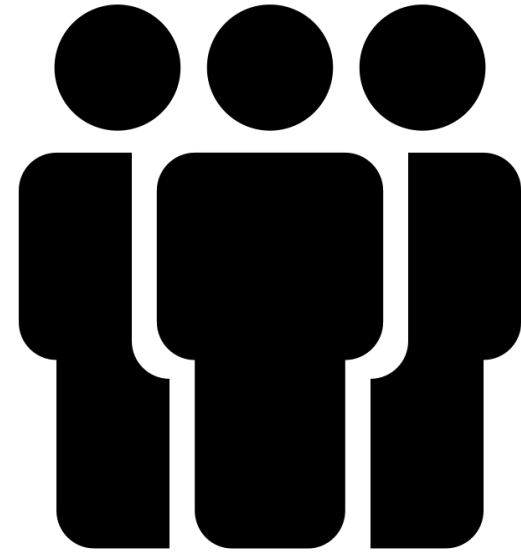
- Entrance exam
- Incumbent or new employees

- Length of program
- Hours and topics of training
- Training provider

Joint Apprenticeship Committee



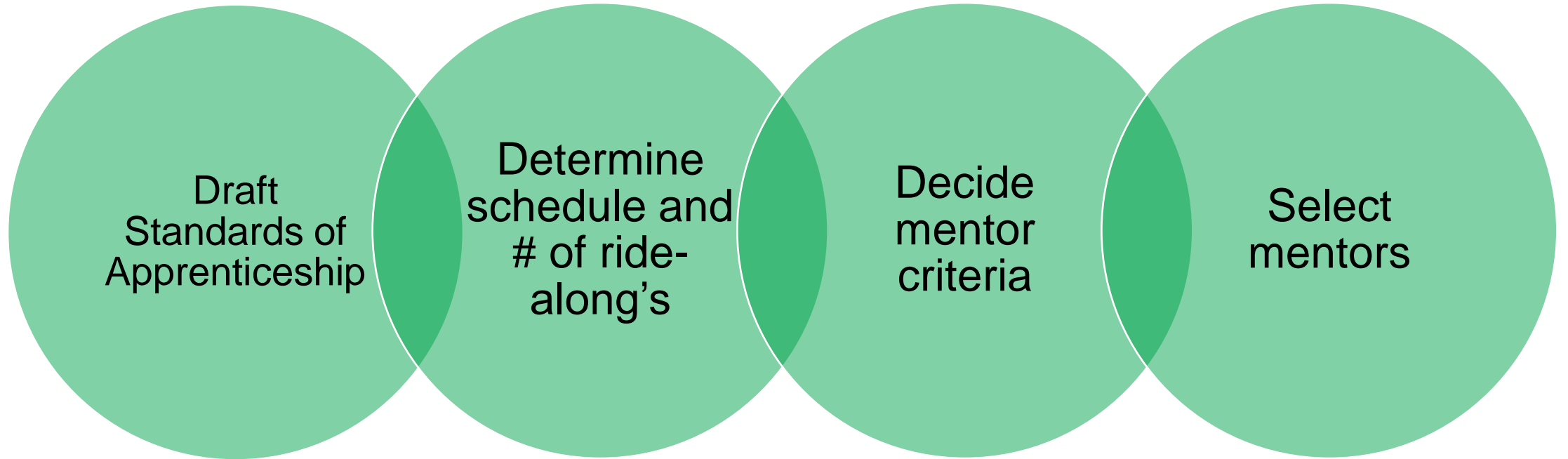
Labor/Workforce



Management



Joint Apprenticeship Committee Role



Depending on the size of your agency, you will also need full-time program coordinators from both labor and management!

TWC is here to help!

We can

- Provide resources and information
- Help identify funding sources
- Provide examples of successful programs being implemented across the country
- Facilitate mentor training
- Help identify training partners
- Facilitate joint apprenticeship committee meetings

Stephanie Lewis

Workforce Development Project Manager



Center for Urban Transportation Research

Nation's First Apprenticeship Academy for Florida Transit Agencies

Stephanie Lewis, M.Ed.

Workforce Development Project Manager

Transit Safety and Workforce Development Programs

Center for Urban Transportation Research

Background

- 2023 FPTA/FDOT/CUTR Professional Development Workshop & Transit Safety and Operations Summit
 - **Apprenticeship Programs for Bus Operators: A Joint Approach to Strengthening Retention, Recruitment, and Workforce Development** – *Maurice Beard, Transit Workforce Center (TWC); Jamaine Gibson, ATU International; Alec Johnson and Antoinette Brasson, Metro Transit*
 - **Growing Your Own Through Apprenticeship: A Joint Approach to Building Skills for the Bus Maintenance Workforce** – *James Hall, Transit Workforce Center (TWC); Jamaine Gibson, ATU International; Eliseo Acosta, Jr., Santa Clara Valley Transportation Authority; and Mike Vaughn, StarMetro*

About – January 2024

- The Apprenticeship Academy was developed to assist Florida agencies with existing apprenticeships, as well as those with a serious interest in developing their own apprenticeship programs for transit operators and/or technicians
- Maximum of 30 participants
- Agency representatives from management and the frontline workforce (or, in a union environment, union leaders)
- Partnership between FDOT, CUTR, and TWC

Panel Members

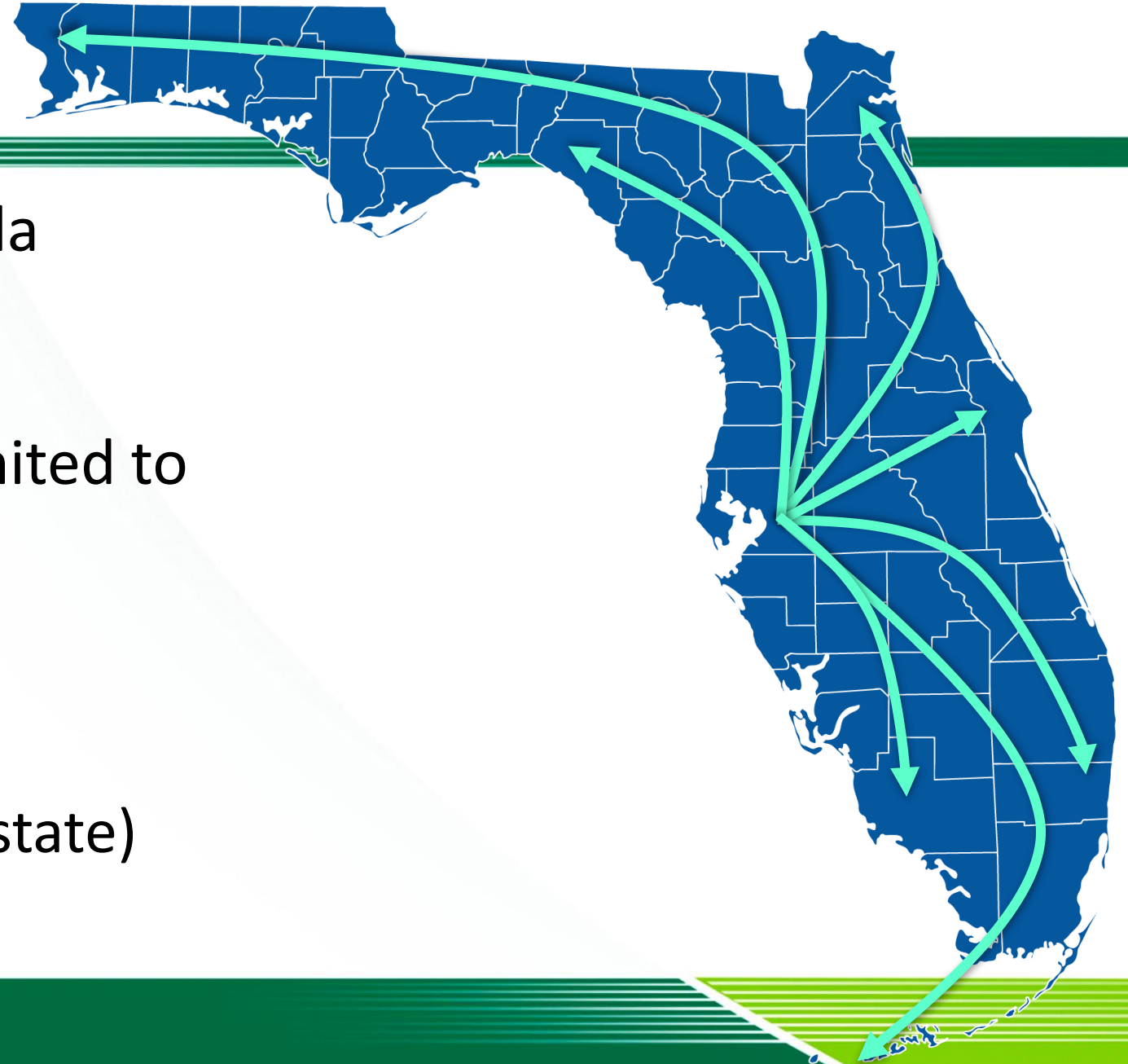
- Transit Workforce Center
- Hillsborough Community College
 - Supported statewide maintenance training program for college credit
- Florida Department of Education
- Career Source Tampa Bay
- International ATU

Why CUTR?

- For over 25 years, CUTR has managed training and technical assistance programs in partnership with FDOT
- CUTR is an ex-office member of the Florida Public Transportation Association (FPTA)
- Agency buy-in from executive leadership to front-line employees

Training and Technical Assistance

- 51 transit agencies in Florida
 - 18 rural transit systems
 - 33 urban transit systems
- Topics included, but not limited to
 - Safety and operations
 - Security
 - Maintenance
 - Drug and alcohol
 - Compliance (Federal and state)
 - Planning



Agencies that Participated

City of
Gainesville



Agency Success Stories

Gainesville Regional Transit Service

- Bus operator ATU Local 1579 developed an innovative mentorship program, which is our first in the state of Florida



Miami-Dade DTPW

- Technician apprenticeship program
 - Created Joint Apprenticeship Committee (JAC)
 - Develop JAC Charter
 - Finalized curriculum and identified training publications



Thank you!



Stephanie Lewis
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What's your reaction?

- Do you have an apprenticeship program?
- Are you thinking of starting one?
- Do you think that apprenticeship programs would benefit your agency and workforce?

 **King County Metro / ATU 587**
Seattle, WA



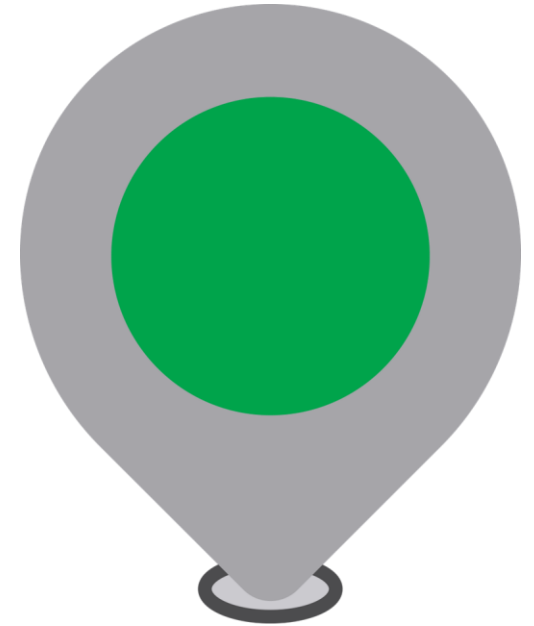
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ATU 587



ATU Local 382 / Utah Transit Authority Salt Lake City



Rodney Dunn
President
ATU 382



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Financial Secretary/Treasurer
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