

MAKING CONNECTIONS, MAKING A DIFFERENCE

◦ **Making
Connections 2024**

◦ **The National Transit Workforce Conference**

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





The College Connection: Strategies for Effective Partnerships



Speakers



Patricia Greenfield

Senior Director,
Workforce
Education
*International
Transportation
Learning
Center/Transit
Workforce Center*



Jamaine "G" Gibson

Director of
Apprenticeships
and Workforce
Development
*Amalgamated
Transit Union*



Jason Abbott

Executive Director,
Workforce
Operations
*Cuyahoga
Community College*



Celeste Chavis

Interim Chair and
Professor,
Transportation &
Urban Infrastructure
Studies
*Morgan State
University (Baltimore)*



Rich Diaz

Workforce
Development
Coordinator
*Amalgamated
Transit Union Local
1575*



Rob Gamble

Sr Workforce and
Academic Strategist
*California Transit
Works!*



Partnering with Community Colleges for **APPRENTICESHIP**



Examples

APPRENTICESHIP & PRE-APPRENTICESHIPS

Coach Operator

Overhead Line Worker

Light Rail Operator

Service Mechanic

Track Worker

Public Transit Pre- Apprenticeship

Leadership in Public Transit

- Know what you want
- Have your Partnership well established
- Be prepared to partner with the College
- Translation (you don't speak the same language)
- What's in for all of us (Credit & Funding)
- The Apprenticeship(s) belong to you



Basics

CTW Outcomes

* so far

600 Registered Apprentices *

**6 DOL Registered Public Transit
Apprenticeships**

**6 Community College (credit bearing) CTE
Certificates***

50 Credit Bearing College Courses*

450 CTE Certificates Awarded*

4 Community Colleges *

4 Transit Agencies *



Rob Gamble
Rgamble@innovationfound.com



TWC: MC2024

**The College Connection:
Strategies for Effective Partnership**

Rich Diaz
ATU International
Workforce Development Coordinator



Foundation and Partnership

The Labor-Management Partnership between **GGT & ATU Local 1575** created the foundation for WIN, a High Road Training Partnership that includes contributions from local colleges and California Transit Works (CTW!) staff to achieve/maintain the following:

- Pool of trained **Bus Operator Mentors** who provide 1:1 support to new Bus Operator Apprentices
- Establishment of a Federal DOL and State-certified **Bus Operator Apprenticeship Program** – Bus Operator Apprentices/Trainees earn college credit + certificate of completion from DOL and DAS
- Establishment of **Pre-apprenticeship Program** to funnel talent to the Apprenticeship Program



College of Marin: College Credit-bearing Apprenticeship Program

COLLEGE OF
MARIN



Apprenticeship Program developed with College of Marin (COM):

- 5-course, 6-week curriculum/ training program for new Bus Operators/ Apprentices = 5 college credits (240 hours)
- 6th course is the Practicum
 - 4-hour, weekly classes over 12 weeks = 1 college credit (48 hours)
 - Led by Mentors/ ATU Members (certified as college faculty/ instructors)
 - Forum for mentoring, reinforcing job skills/ knowledge, discussing challenges as new Bus Operators
- On-the-Job (OTJ) Training = 6 college credits





SRJC Bus Operator Pre-Apprenticeship Program

12-week Curriculum with Santa Rosa Junior College (SRJC) Adult Education Department

- **Virtual classes:** workplace soft skills, customer service, communication, collaboration, self-advocacy, basic computer skills; bilingual offerings support ESL students.
- **Practicum** will incorporate application and interview process.
- Three onsite **Shadow Days** at GGT - contextualize classroom learning, provide work environment exposure



Program Overview:

- **GGT Commitment to Racial Equity/Justice & Inclusion:**
 - Focused recruiting in Priority Populations
 - Pathway to union-represented employment, career stability, and family-sustaining benefits through investments & support from local colleges, Union, GGT (employer), local colleges, and Mentors
 - Building skills & creating educational opportunities for those from disadvantaged/underserved communities
- **Addressing employment barriers:**
 - Adjusting minimum qualifications based on data.
- **Program Highlights**
 - Preparation for Class B (Commercial Drivers License) Permit included in curriculum
 - Seamless connection to full-time employment & Bus Coach Operator Apprenticeship Program with College of Marin
 - Pathway to additional college and professional development opportunities
 - Pre-employment requirements coordinated by GGT for each pre-apprentice before start of Apprenticeship Program:
 - Drug test
 - Medical evaluation
 - Background check
 - Stipend up to \$1000 upon completion of the program.

Benefits: Opening Opportunities and Growing Partnerships

- Strong outreach team is key to sustain partnerships.
 - Find like-minded champions in your agency
 - Dedicated SRJC Outreach Specialist & GGT Bus Operator Apprenticeship Coordinator
- Identify CBOs focused on supporting priority populations & immigrant communities (i.e. Canal Alliance in San Rafael, CA 2-yr support program)
 - Aligned workforce development goals with that of community organizations
 - Partner on outreach and career building workshops/ info sessions
 - Aligned their wraparound services with agency retention goals & efforts





Making Connections Partnership Building Between GCRTA and Cuyahoga Community College

Jason Abbott, Executive Director, Workforce Operations
Cuyahoga Community College

Cuyahoga Community College (Tri-C) Greater Cleveland Regional Transit Authority (GCRTA)

- Longstanding partnership aimed at advancing workforce development and economic mobility for current and future RTA employees
- Focus on community engagement in Northeast Ohio
- Partnership includes: extensive professional development initiatives for RTA employees, apprenticeship programs that provide hands-on training and career pathways, and joint participation in events that enrich the community.
- Creates opportunities for individuals to enhance their skills, pursue education, and improve economic prospects



Community Access Centers Partnerships



- The vision for the Tri-C Access Centers is that they will be places in the community that connect people to high quality education and job training services that lead to sustainable, family supporting wages and careers in a supportive, inclusive environment; without regard to race, economic status, ethnic, sexual or gender identity.
- In this endeavor the College seeks to collaborate with community partners, to engage, support and empower individuals and families on their path to success.



Community Access Centers Partnerships

- This year Access Centers also partnered with other community entities including Regional Transit Authority and City of Cleveland CDC's to host job and resource fairs resulting in 200+ attendees and 20 on-the-spot initial job offers!
- This strategy expanded to include connecting the RTA's Talent Acquisition with information sessions on-site in the Access Centers in preparation for hiring opportunities.
- RTA Hiring Events w/Access Center
 - 3 Events
 - 1 @Metro Campus 400+ attendees
 - 2 @Olivet Access Center 60+ attendees
 - 1@Esperanza Access Center 20+ attendees
 - 50+ hiring offer letters from all hiring events with 75% completing hiring process



Community Training & Job Hub

Tri-C training options for current RTA employees includes:

- Bus Mechanic Apprenticeship
 - Topics Covered Include: Brakes and Air Brakes Systems, Electrical Fundamentals, Electrical Systems, Engines, HVAC Familiarization and Operation, Transmissions
- Pre-CDL Licensure
- Front Line Supervisor Training Power & Way Retreat
- Lean Six Sigma Trainings
- Lean Bootcamps
- Kaizen Event
- Supervisor Development Sessions
- Instructional Design
- Communication and Coaching
- Fire Academy
- Health Cooking Demonstrations

RTA Community Training & Job Hub



Temporary Commercial Driver Training

Over 200 student bus operators of the 224 new hires attended Tri-C's Temporary License program at the Tri-C Transportation Innovation Center to obtain their temporary Commercial Driver Learner permit.

Frontline Leader

Over 60 employees completed a version of this program, either in partnership with the Ohio Turnpike Commission (8 employees) or as a GCRTA cohort (52) with an accelerated curriculum tailored for bargaining unit supervisors. In Q2 – 2024, 13 employees began Frontline Leader Training in partnership with the Ohio Turnpike Commission at Corporate College West.

Lean Six Sigma

13 employees completed the prerequisite Lean Ohio Boot Camp course, and 13 employees earned their Lean Six Sigma Green Belts.

Bus Mechanic Apprenticeship

The first cohort of 7 bus mechanic apprentices began their classroom training at Tri-C. An addition 7 new bus mechanic apprentices are being onboarded.



Questions?



College Connection: Strategies for Effective Partnerships *MDOT/MSU Partnerships*

Celeste Chavis, Ph.D., P.E.
Professor and Chair



WHY TRANSPORTATION @ MORGAN

- **Most Comprehensive Undergraduate Transportation Program in the U.S**
- Interdisciplinary Focus
- **Two undergraduate degrees: Applied Science & Engineering + Track in Railway Engineering**
 - B.S. in Transportation System (ABET ANSAC accredited)
 - B.S. in Transportation Systems Engineering (ABET EAC accredited)
- Masters in Urban Transportation
- PhD in Transportation and Urban Infrastructure Systems
- Graduates work in public and private sectors in the fields of Engineering, Planning, & Logistics!

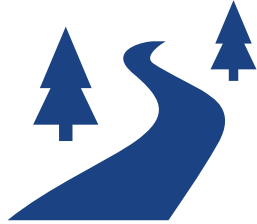


TRADITIONAL TRANSPORTATION ENGINEERING CURRICULUMS IN THE U.S.

- Students get exposed to various specializations in the transportation field
- Take technical electives (~3 courses) in a specialization of their choosing



WHERE DO YOU COMMONLY FIND TRANSPORTATION COURSES IN A UNIVERSITY?



Civil Engineering

Geometric design
Traffic engineering



Industrial Engineering

Route optimization
Scheduling



City Planning

Transportation forecasting
Land use / Urban form



Business: Logistics/Supply Chain Management

Inventory management
Goods movement

TRANSPORTATION @ MORGAN

Our UG Students take over 40 credits of transportation classes!



General / Professional Development



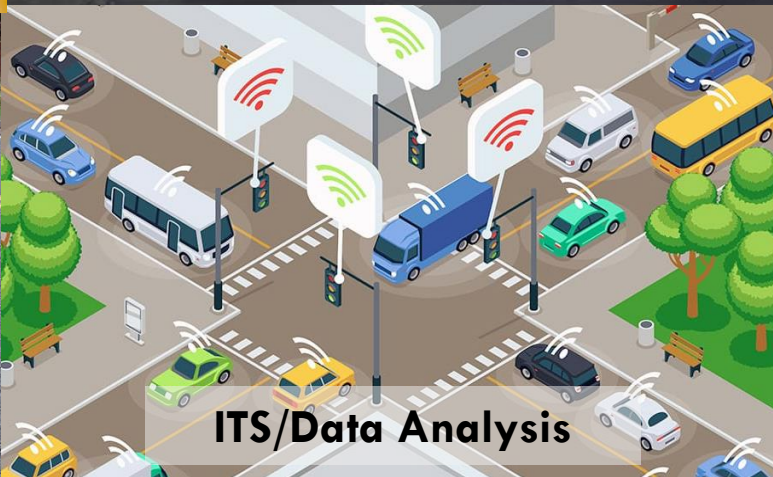
Design & Operations



Rail Transportation



Infrastructure & Management



ITS/Data Analysis



Planning & Policy

MARYLAND DOT & MORGAN STATE UNIVERSITY PARTNERSHIP:

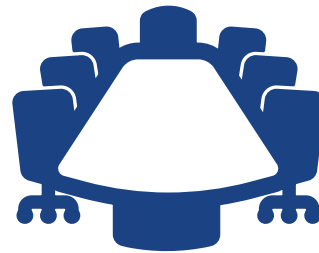
4 PRIMARY MEANS OF ENGAGEMENT



Internships



Recruitment



Advisory
Board



In-Kind and
Direct Support



MORGAN STATE UNIVERSITY GRADUATE SCHOOL INTERNSHIP PROGRAM (MDOT-MSU GSIP)

- MDOT-MSU GSIP was established over 30 years ago in a partnership with our National Transportation Center
- Graduate programs targeted: Engineering Transportation, Landscape Architecture, Finance, Information Technology, or City and Regional Planning.
- Interns work part-time during the school year and full-time during the summer.
- Students can be placed at any modal administration
- Interns are compensated!
- Next steps: Expand to undergraduate students

MDOT
MARYLAND DEPARTMENT
OF TRANSPORTATION
Taking you places!

MORGAN STATE UNIVERSITY
ADVANCING THE FUTURE
LEADING THE WORLD

DRIVE YOUR FUTURE FORWARD!

APPLY FOR MDOT'S PAID ONE-YEAR MORGAN STATE UNIVERSITY GRADUATE STUDENT INTERNSHIP PROGRAM!

**Open to all graduate students pursuing a master's or doctoral degree at Morgan State University.*

ELIGIBLE APPLICANTS MUST:

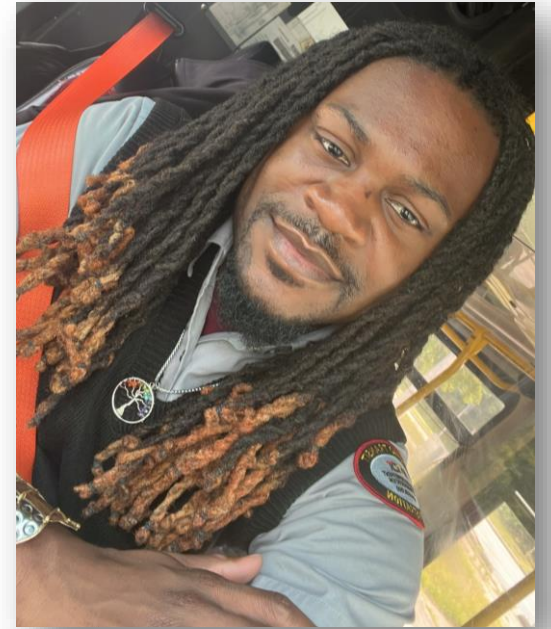
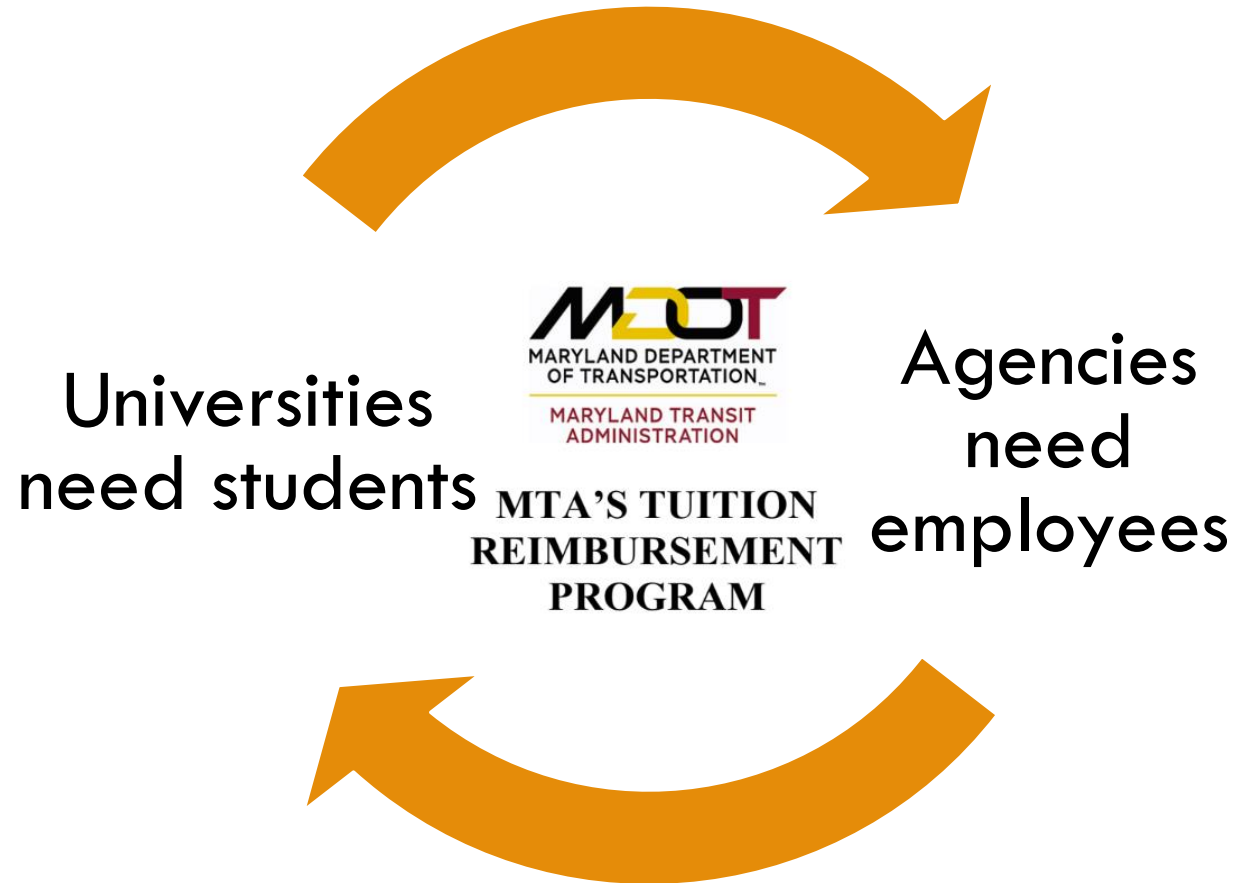
- ✓ have successfully completed one (1) semester of graduate level courses,
- ✓ be registered for a minimum of nine (9) credit hours per semester,
- ✓ have a cumulative GPA OF 3.0 or higher, and
- ✓ be enrolled in a graduate studies program thru 2025 or be accepted into a Ph.D. program.

Apply today at bit.ly/MSUGSIP24!

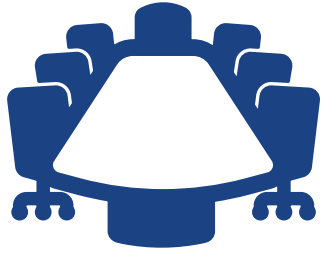
Application deadline:
Friday, April 19, 11:59 p.m. EST



RECRUITMENT



Sean Holley
Junior, Transportation
Systems Engineering
MTA Employee



ADVISORY BOARD

- MDOT have members who serve on our advisory board
- Provide guidance on program curriculum and student professional development
- Introduction to key stakeholders & partners

Rail Transportation Advisory Board:

- Special board to help us develop our new rail transportation program
- Assisting with lab development (including equipment donation)



THE TRACK TO SUCCESS!

www.morgan.edu/transportation



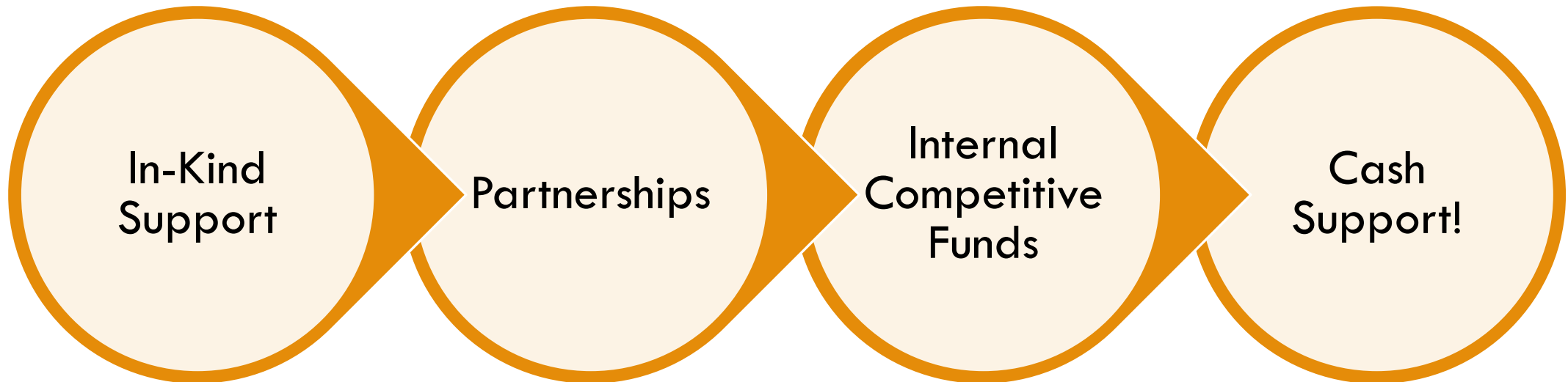
IN-KIND & DIRECT SUPPORT



SMARTER Center

A USDOT University Transportation Center

\$15M UTC that requires 100% match!



In-Kind Support

- Capstone projects
- Data sharing (match)
- Advisory roles

Partnerships

- Partners on grant applications
- Both parties seeking outside funding

Internal Competitive Funds

- Morgan submits to MDOT RFPs

Cash Support!

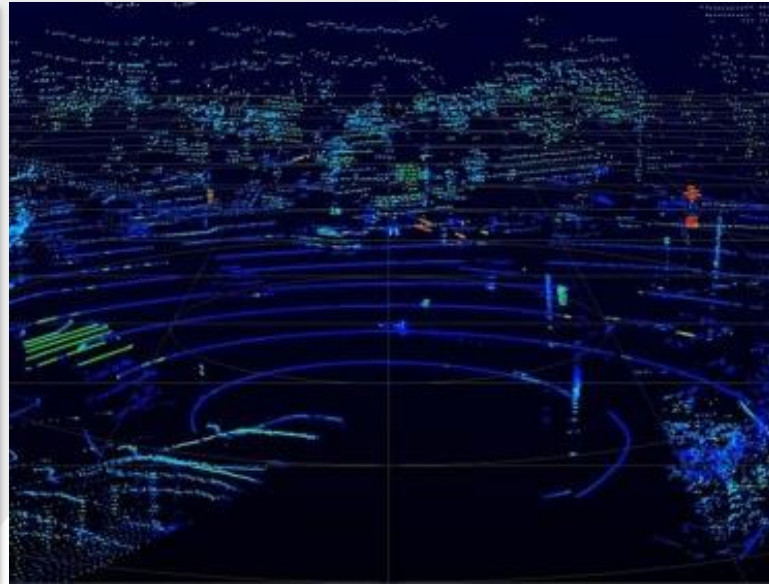
- Commitment of direct funds to Morgan State University

SMARTER CENTER

Summer Transportation Institute



Autonomous Wheelchair @ BWI



SMART Intersection



Driving Simulator

CONTACT



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- **Pat Greenfield**
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