

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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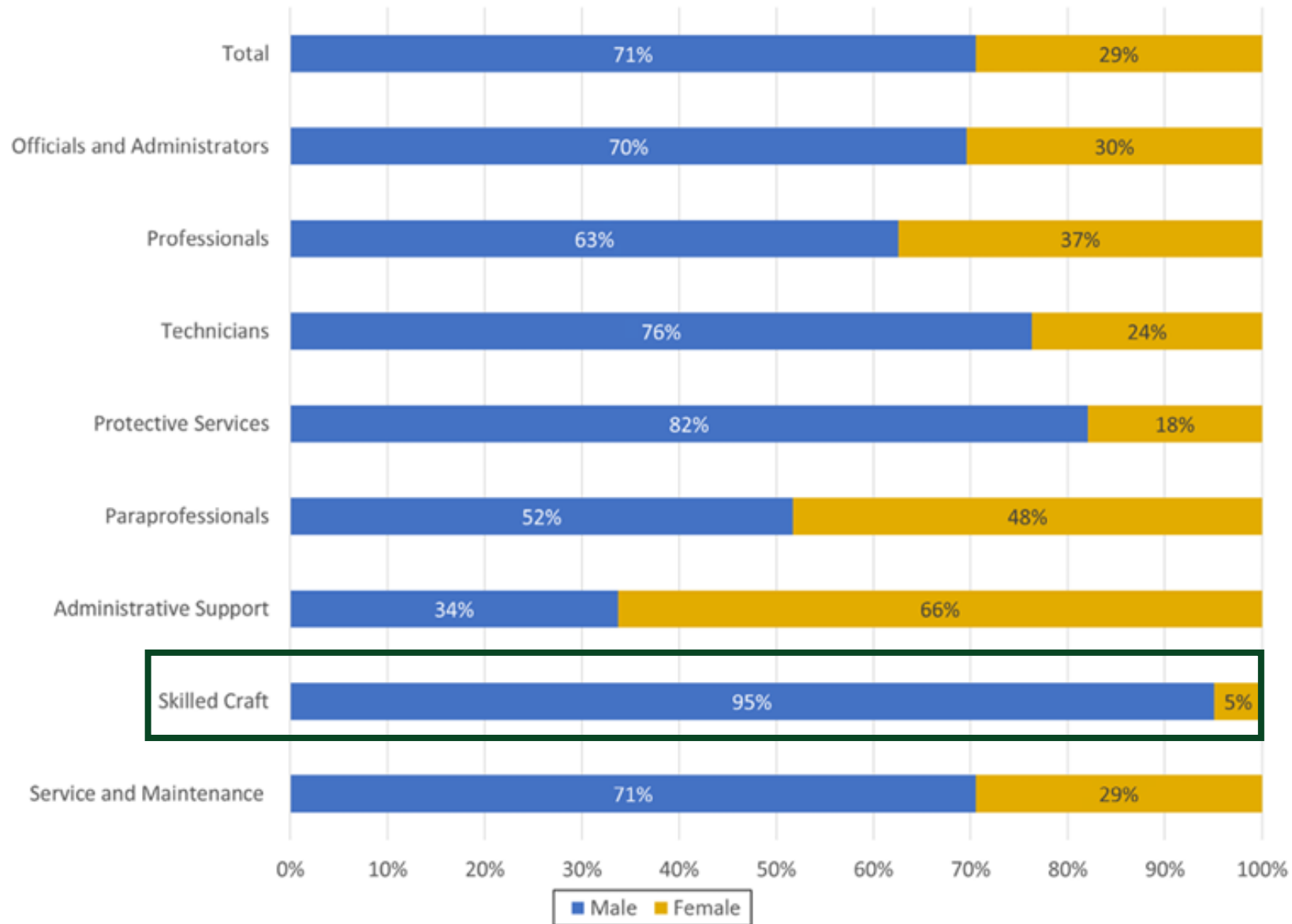
Women in the Transit Trades

Creating Pathways, Strengthening Retention, and Supporting Advancement

Karitsa Holdzkom

Senior Policy Analyst





Transit Employees by Sex and Job Category

Source: Authors' analysis of EEO program plan data submitted by transit agencies to the FTA from 2018 - 2022.

Code	Occupation	# workers (weighted)	% of all transportation and warehousing workers	Sex		Race	Wage and Salary Income	
				Male	Female	% NH White	Median	Mean
7200	Automotive service technicians and mechanics	2,463	1%	98%	2%	47%	\$60,430	\$57,264
7210	Bus and truck mechanics and diesel engine specialists	12,996	3%	97%	3%	47%	\$60,000	\$56,555
7220	Heavy vehicle and mobile equipment service technicians and mechanics	3,830	1%	97%	3%	45%	\$60,000	\$57,869
7340	Maintenance and repair workers, general	2,118	1%	97%	3%	64%	\$55,000	\$55,054
Total	Total Transportation and Warehousing Employees	372,946	100%	70%	30%	45%	\$43,164	\$48,969

Source: Steven Ruggles, Sarah Flood, Matthew Sobek, Danika Brockman, Grace Cooper, Stephanie Richards, and Megan Schouweiler. *IPUMS USA: Version 13.0 [dataset]*. Minneapolis, MN: IPUMS, 2023. <https://doi.org/10.18128/D010.V13.0>

Recruitment

- Targeted career fairs
- Partnerships with educational institutions, CBOs, WDBs
- Promote career stories of women

Retention

- Supportive services
- Worker morale
- Mentorship

Advancement

- Training opportunities
- Career pathways

Annmarie Carmody

Senior Communications Associate





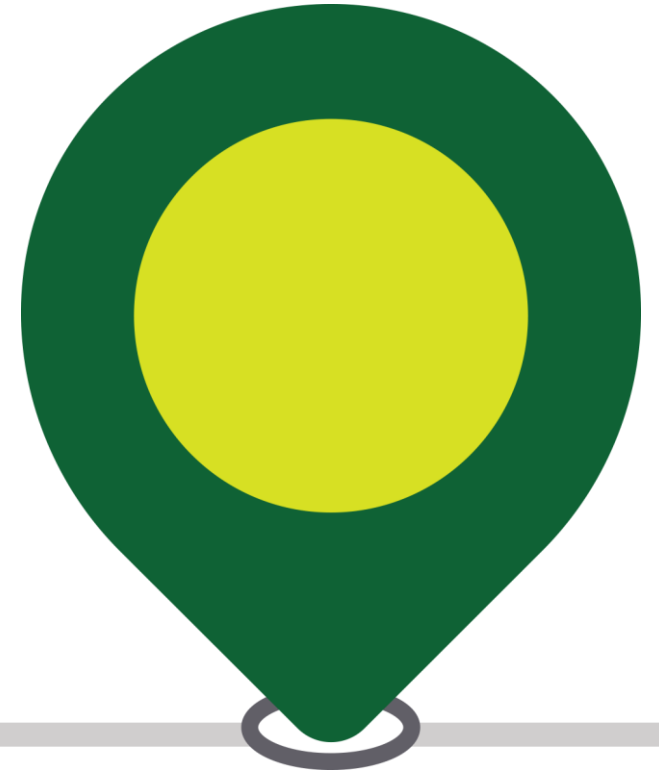
Karitsa Holdzkom, ITLC - TWC



Sabrina Glass-Ford

Yvette Trujillo

ATU International Vice President



AMALGAMATED TRANSIT UNION

37th International Women's Caucus Conference

AMALGAMATED TRANSIT UNION

Changing lives that will ultimately change communities





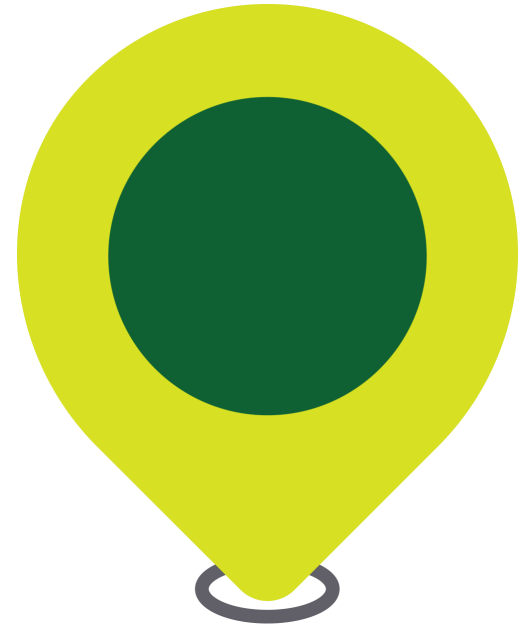
Toledo Area Regional Transit (TARTA) / ATU Local 697



Tisha Carroll
Workforce Development
Program Manager
TARTA



Lee Gibson
Talent Acquisition Manager
TARTA



Laila Bofia
Utility Mechanic
ATU Local 697



Women @ **TARSA**

COMMUNITY | CULTURE | CAPABILITY



Community



Auto & Advanced Mobility Job
Growth

Projected Labor Shortage

Major Career Tech Investment

Culture

Women in Leadership



Board of Trustees



Senior Leadership



ATU Leadership



*Representation, Inclusion, Diversity,
and Equity*

Capability

Why TARTA?

- Ease of Entry
- Role Variation
- ASE Progression

Opportunities

- Communicate Options
- Demonstrate Value
- Defined Career Paths



NYC Transit-TWU Local 100, Training and Upgrading Fund



Charles Jenkins

Director

*NYC Transit-TWU Local 100,
Training and Upgrading Fund*



Celeste Kirkland

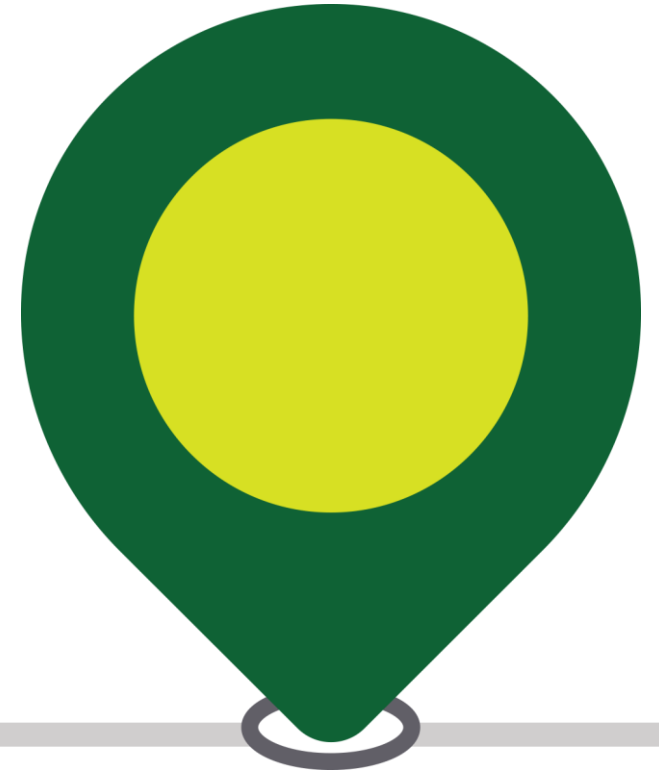
Power Division Vice Chair /

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Shannon Arms

Operations Manager



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U.S. Department of Labor Women's Bureau

Mid-Atlantic Region

Nicole Neri, Regional Administrator





Mission

Women in the workforce are vital to the nation's economic security. The Women's Bureau champions policies and standards that safeguard the interests of working women; advocates for the equality and economic security of women and their families; and promotes quality work environments.

W O M E N ' S B U R E A U

100+ Year Legacy Continues





WANTO

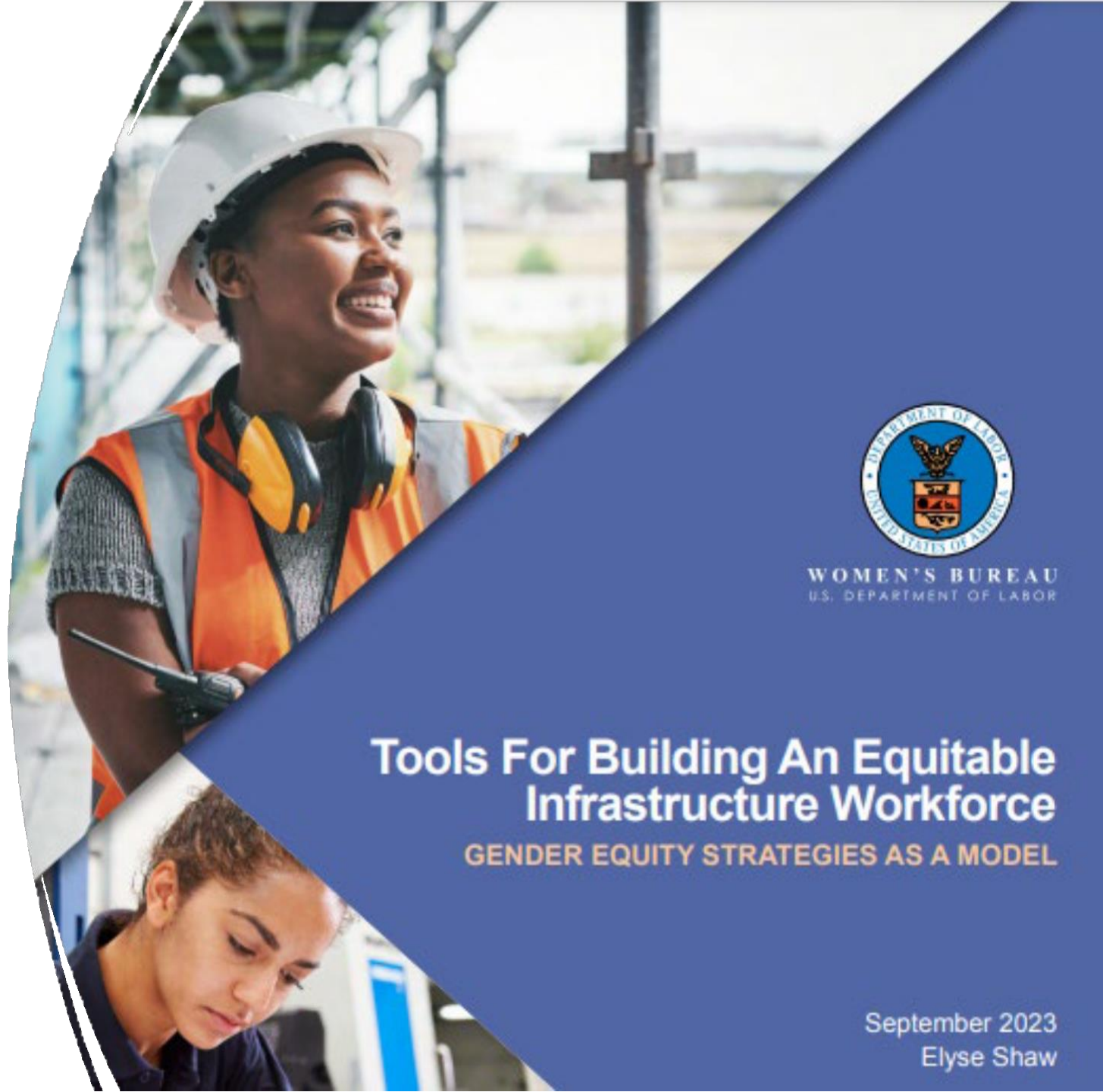
Women in Apprenticeship & Nontraditional Occupations

Women in
Apprenticeship
and Nontraditional
Occupations Grant
(WANTO)

- Increase Women's Employment in Apprenticeship Programs and Nontraditional occupations
- **2024 Grantees (Total Awarded: \$6 Million)**
 - [Veterans Enterprise Training & Services Group Inc.](#) (Washington, D.C.)
 - [Maryland Center for Construction Education and Innovation](#) (Parkton, MD)
 - [Catalyst Connection](#) (Pittsburgh, PA)
 - [Fresh Start Women's Foundation](#) (Phoenix, AZ)
 - [Arkansas Center for Data Sciences](#) (Little Rock, AR)
 - [Dev Mission](#) (San Francisco, CA)
 - [Chicago Women in Trades](#) (Chicago, IL)
 - [Southern Nevada Building Trades Union](#) (Las Vegas, NV)
 - [Vermont Works for Women Inc.](#) (Winooski, VT)

Equity Module Toolkit

- This module provides guidance on strategies and best practices for recruiting and retaining women in construction, manufacturing, and clean energy jobs.
- [Click here to read the Tools for Building an Equitable Infrastructure Workforce toolkit](#)



WOMEN'S BUREAU
U.S. DEPARTMENT OF LABOR

Tools For Building An Equitable Infrastructure Workforce

GENDER EQUITY STRATEGIES AS A MODEL

September 2023
Elyse Shaw

Tools and Resources



Technical assistance: recruitment and retention of women



Working women data and statistics



Informational events and webinars



Grant programs: Women in Apprenticeships and Nontraditional Occupations (WANTO) and Fostering Access Rights and Education (FARE)

Connect with the Women's Bureau!



Email us at WBmidatlantic@dol.gov



[Sign up for our newsletter!](#)

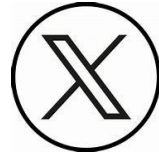


[Click here to read our Fact Sheet](#)



WOMEN'S BUREAU
Advocating for working women
since 1920

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Table Discussion

- Is recruitment of women in the transit trades a priority at your agency? Why or why not?
- Do you have any programs at your agency to recruit, retain, or provide advancement opportunities for women?
- Do you feel like the interventions you heard about today would work at your agency?
- What challenges do you face in implementing new programs that might help increase participation of women in the transit trades?
- Do you know of community-based organizations in your area that you could partner with to help recruit women?



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