



***TRANSIT
WORKFORCE
CENTER***



Federal Transit
Administration

Transit Workforce Center

National Technical Assistance Center
for Transit Workforce Development



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The Fundamentals of Mentoring

June 22, 2022



Transit Workforce Center Webinar Moderator

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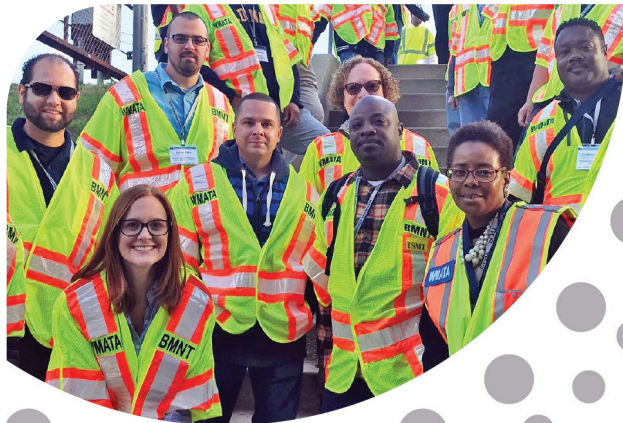
Transit Workforce Center

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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 recruit, hire, train, and retain the diverse workforce needed now and in the future.



Opening Remarks

Karina Ricks

Associate Administrator for Research,
Demonstration and Innovation
Federal Transit Administration

Today's Agenda

- Welcome and Opening Remarks
- Why Mentoring?
- The Role of a Mentor
- Mentor Panel
- Q&A
- Wrap-Up

Why Mentoring?

Jamaine Gibson

Director of Apprenticeships and Workforce Development

Amalgamated Transit Union

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Michael Hursh

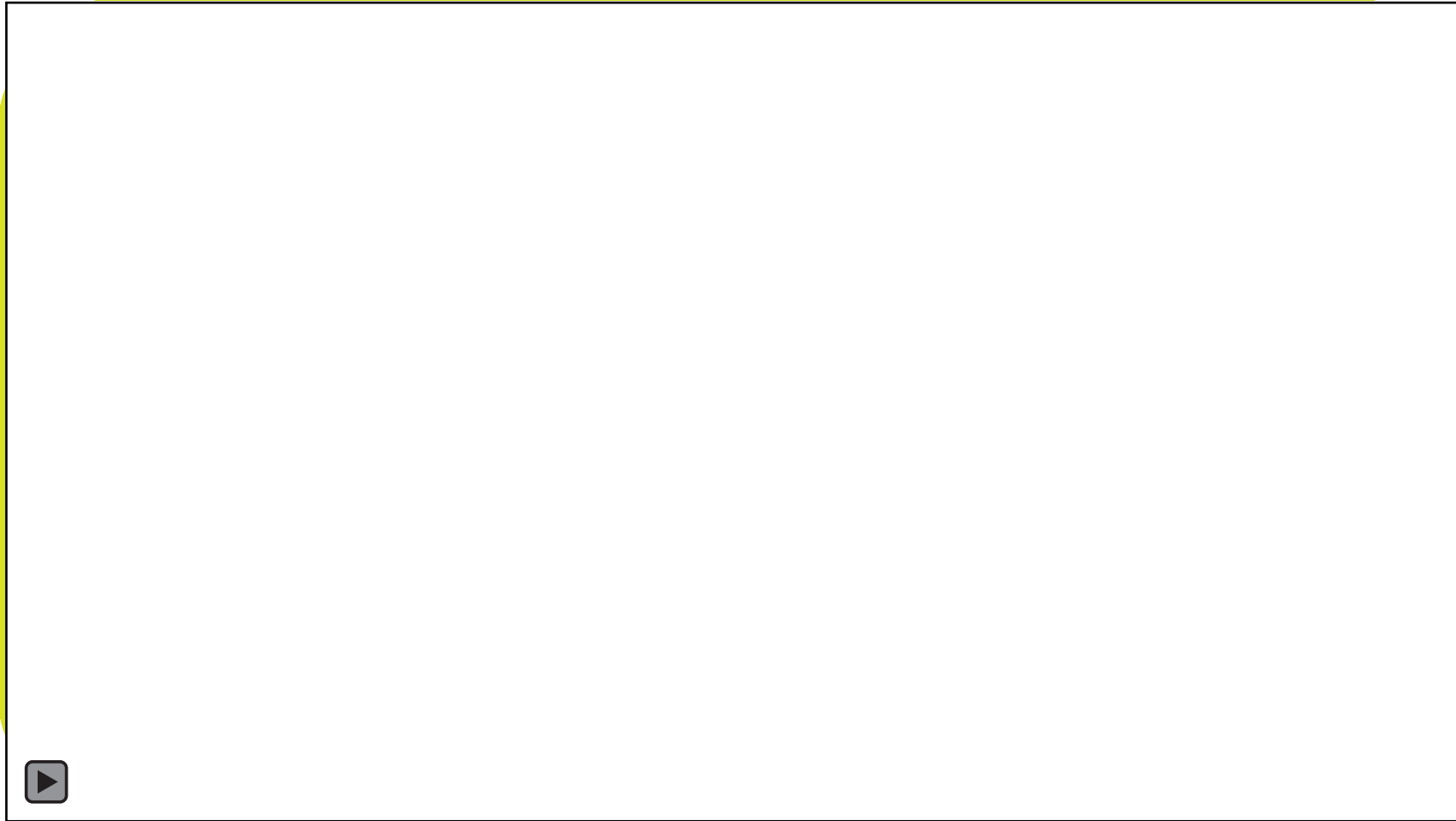
General Manager

AC Transit

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Why Mentoring?



The Role of a Mentor

Stuart Bass

Principal

Project Worx

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Mentoring for Success: A Key Component for Workforce Development

- Mentorship – the transfer of knowledge during On the Job Training (OJT)
- Different than purely technical training
 - Share wisdom beyond specific technical skills
 - Provide mentees with context, understanding, and support that helps them to thrive in their new job and environment
 - Implement through a structured program that supports mentors and mentees





Keys to an effective program and success for the mentee



- **Establishing commitment**, from senior management to the frontline supervisor, and workers at the site
- **Partnering**, between labor and management to support this commitment
- **Laying groundwork**, a tremendous amount, before the first mentor and mentee are brought together
- **Training mentors**, through programs and workshops



What mentors need to learn

- Qualities of a successful mentor
- Characteristics of the adult learner
- Varied learning styles
- Coaching techniques
- Hands-on training approaches





What Mentors Need to Learn



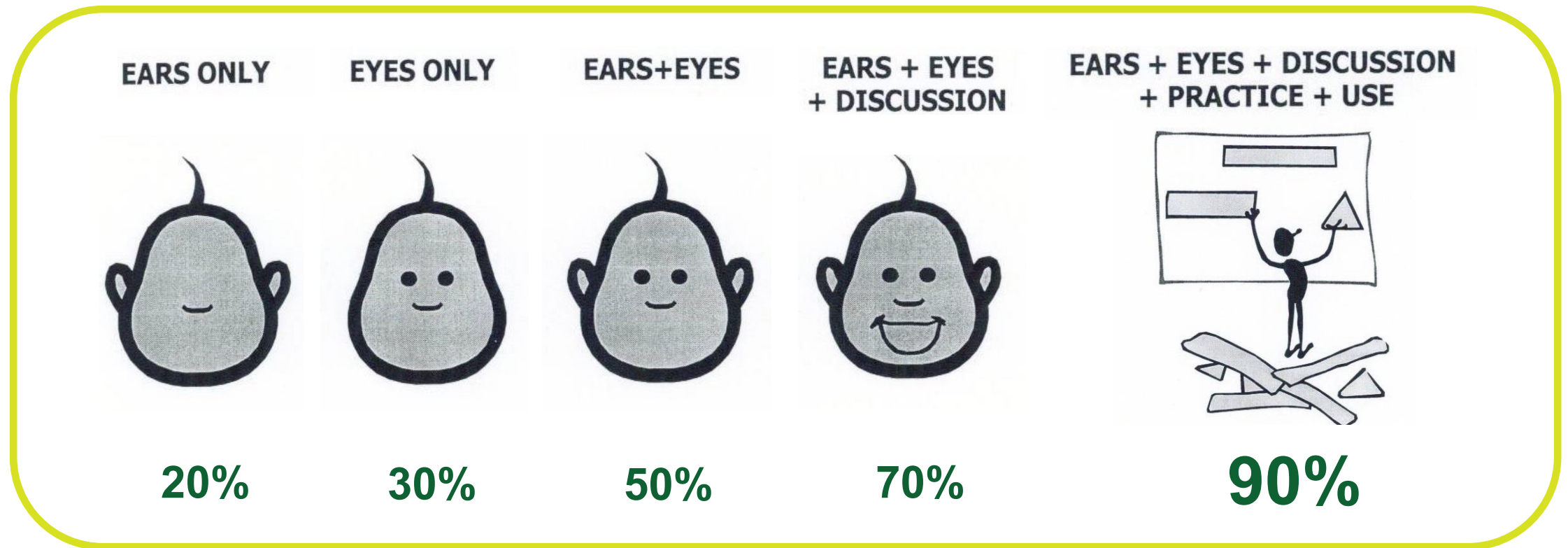
Training during OJT isn't just telling

People generally learn by doing, not by being told how to do something.



What mentors need to learn

What's the retention percentage?





Mentor Roles

Among the most valuable:

- Advocate
- Open communication partner in all areas, including
 - Workplace culture
 - Issues involving diversity, equity, inclusion, and access





Communication and Respect: Keys to Working with Differences



Mentor's core message:

“The respect we all want for ourselves as individuals is what we must give to everyone, regardless of how different they may be from us.”



Mentor Panel

Dionna McCane

ATU Mentorship and Apprenticeship Coordinator
ATU Local 1070/IndyGo - Indianapolis, IN

Kevin Philpotts

Apprenticeship Coordinator
TWU 234/SEPTA - Philadelphia, PA

Anton Pierson

Mentor
ATU Local 1005/Metro Transit - Minneapolis, MN

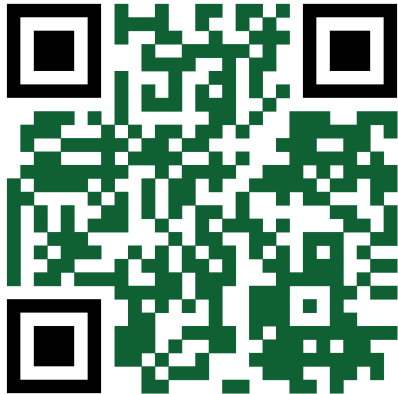
Q&A



Mentor Training

- Full day of training
- 9-15 mentors
- Virtual or in-person

Request Mentor Training



For more information

Email us twc@transportcenter.org

Call us at **1-855-888-NTWC**

Learn more about us at

<http://transitworkforce.org>



To Continue the Discussion and Send or Access Resources

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Contact Us

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Thank You!