



***TRANSIT  
WORKFORCE  
CENTER***



Federal Transit  
Administration

# Transit Workforce Center

National Technical Assistance Center  
for Transit Workforce Development



**TRANSIT  
WORKFORCE  
CENTER**

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## Recruiting and Developing Today's Transit Workforce

June 7, 2022



# 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.

# THE POWER OF PARTNERSHIP

*Automotive Technology/Collision Career Technical Education*





# OVERVIEW

COTA is committed to the enhancement of our region's economic stability and prosperity.

Creating, sustaining, and retaining a viable workforce is at the core of our mission and vision to “**Move Every Life Forward**”.

We believe in providing opportunities via workforce development programs. This includes internships, community support, job training and partnerships with educational institutions.

We believe in aligning individuals for career success. Attract, Train and Retain!



# OUR STORY

# HISTORY

COTA

In October 2017, COTA leadership partnered with TWU Local 208 and Columbus City Schools to provide a Vehicle Maintenance Internship Program at Fort Hayes Career Center. This program helped students who were already enrolled in an automotive program develop additional technology competencies and prepared students for entry level positions.



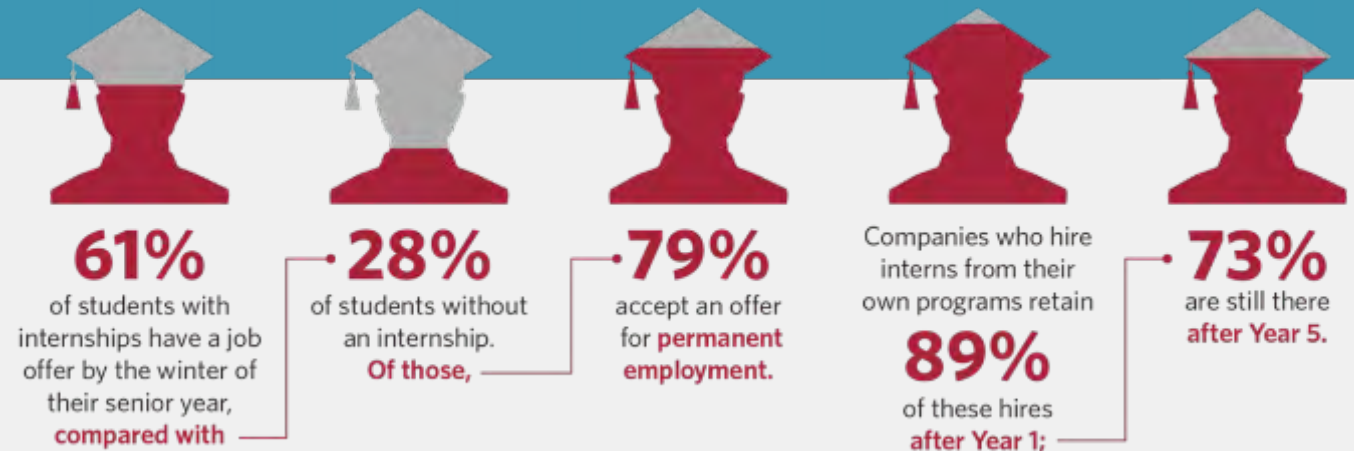
# VEHICLE MAINTENANCE INTERNSHIP PROGRAM

The COTA Vehicle Maintenance Internship Program provides Career Technical Center High School students who have completed their junior year in a participating Career-Technical program the opportunity to work as paid interns in the Vehicle Maintenance Department at COTA.



## Key Features

Students receive classroom training, hands-on training, laboratory experiences, and are partnered with mentors in preparation to enter the workforce as entry level automotive/collision technologies service technicians.

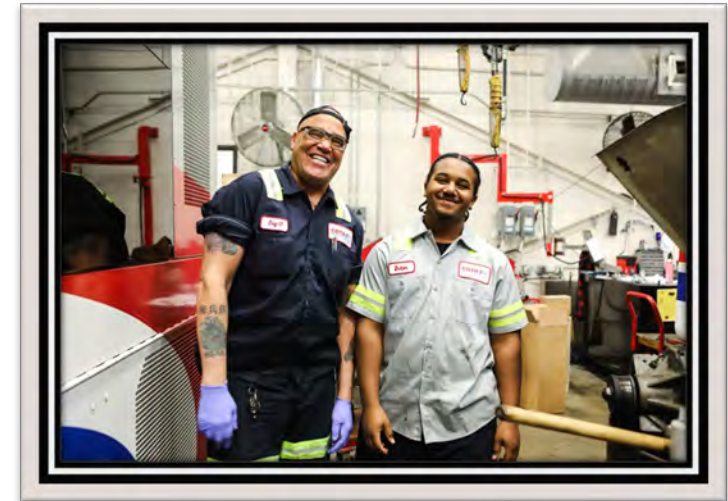




# THE MENTOR ROLE

Paid mentors help develop interns in the pursuit of becoming automotive technicians by observing the following competencies:

- ✓ Showing initiative
- ✓ Demonstrating cooperation
- ✓ Following instruction
- ✓ Being productive
- ✓ Being dependable
- ✓ Showing strong communication skills
- ✓ Building long lasting and purposeful relationships



**OTIS HOLLMAN [Mentor]**

“Very impressed with the students and their willingness and commitment to learning. They jump right in with little to no hesitation when presented with a task.”

# KEY PARTNER RESPONSIBILITIES



- ✓ Provide student with a safe work environment.
- ✓ Provide the school with attendance tracking by providing teachers with weekly attendance/progress reports.
- ✓ Evaluate the performance of the student as it relates to the work at the job site and technologies and content standards.
- ✓ Give the student sufficient orientation, training and supervision to help him/her become proficient and productive.
- ✓ Provide the student with the same considerations given to other employees regarding safety, general working conditions and other regulations.
- ✓ Follow all Federal and State of Ohio Child Labor Laws, which include OSHA Regulations.
- ✓ Instructor Recommendation
- ✓ No disciplinary issues
- ✓ On track for graduation
- ✓ 93% attendance at school and on the job
- ✓ Observe the student on the jobsite at least once a quarter and assist the company in evaluating the student and meet with the with intern program manager
- ✓ Enforce the attendance and disciplinary regulations per the agreement

# HISTORICAL TIMELINE

COTA

## SECOND YEAR GROWTH

- Hired 10 student interns (October –May)
- Schedule: Mon-Thursday 12:00 - 5:00
- \$10 per hour/COTA bus pass
- 6 students hired as full-time vehicle maintenance employees (salary range \$19 - \$32 per hour)

## PROGRAM BEGINS

- Hired 10 student interns (October –May)
- Schedule: Mon-Thursday 12:00 - 5:00
- \$10 per hour/COTA bus pass
- 4 students hired as full-time vehicle maintenance employees

2017-2018

2018-2019

2019-2020

## NEW MODEL

- Schedule: 1wk on 1wk off 7:30am-2:30pm (students enroll in VCAP to fulfill required academics)
- \$12 per hour
- Hired 7 students (October-March). Program ended early due to COVID
- 1 student hired as a full-time employee

2020-2021

## PROGRAM EXPANSION

- Partner with other career technical schools who have automotive programs. Eastland Fairfield and Tolles partner with COTA
- Offer opportunity to more students (gradually increase numbers)
- COTA becomes State of Ohio Apprentice Sponsor

NOW

## PRE-APPRENTICESHIP

- COTA is approved by the State of Ohio as a registered Apprentice and Pre-apprenticeship program.
- High school students eligible for 12 points towards high school graduation
- Students prepared for formal ATP Apprenticeship Training Program
- 7 of 11 students offered the opportunity for full-time positions.
- COTA begins internship pilot for STEM related roles

# COLLABORATION



# POWER OF PARTNERSHIP



# STATE OF OHIO REGISTERED APPRENTICE PROGRAM - CITE SPONSOR

Registered Apprenticeship is an industry driven, high quality career pathway where employers can develop and prepare their future workforce.

Individuals can obtain paid work experience, classroom instruction, mentorship and a nationally recognized credential.



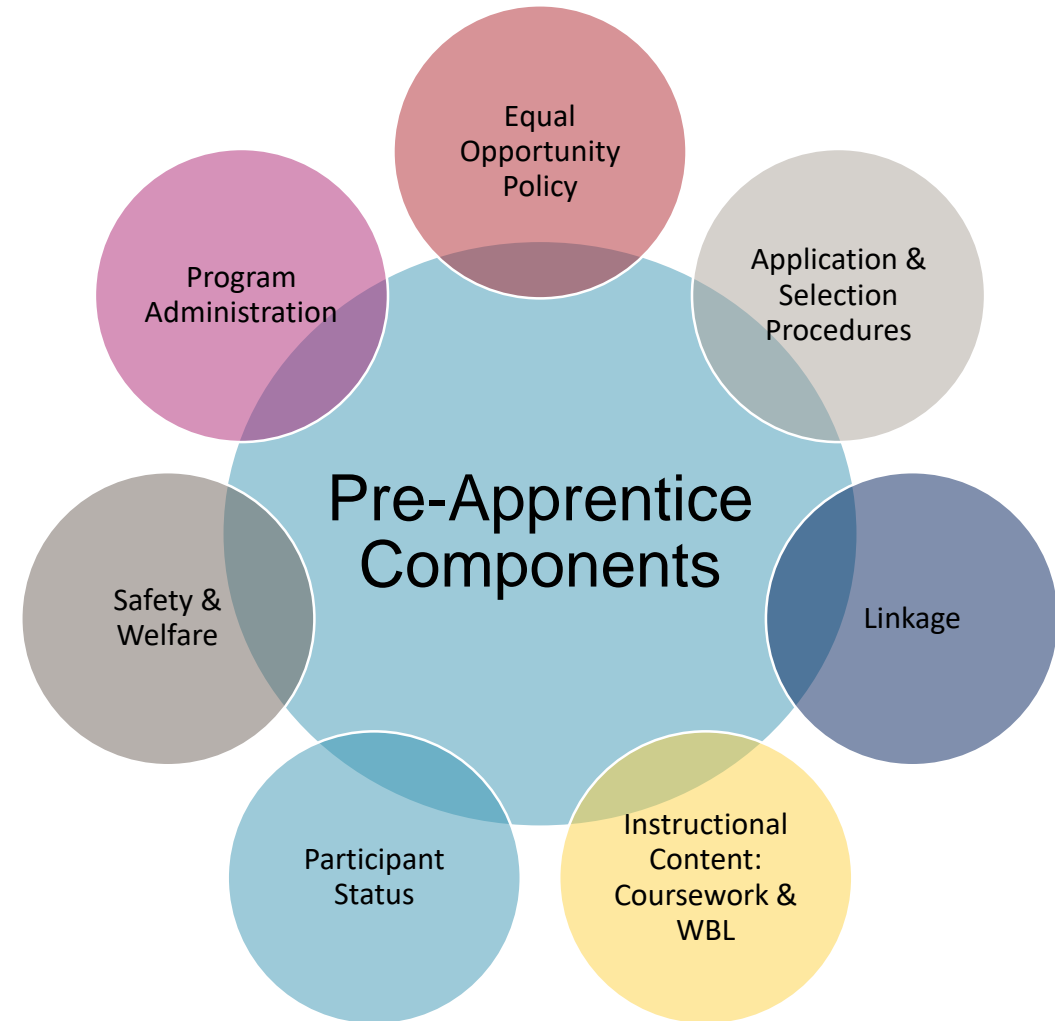
## Key Features

- Strengthens the overall local area workforce; provides more skilled, qualified, and trained employees. Employers can promote from within and retain talent.
- Employers who become signatory a “ready-made” solution to becoming a part of registered apprenticeship.
- Upskilling current workforce.
- Connect with a pipeline of talent
- Veteran stipend benefit
- Participants who complete the program receive a nationally recognized credential



# Pre-Apprentice Plan Components

OTA









## **Contact Information**

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# Follow Us

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# TWC Contact Information and Upcoming Webinar Registration

## Upcoming Webinar: Fundamentals of Mentoring

Wednesday, June 22, 3 pm ET

Register at <https://zoom.us/webinar/89802224913>

### Contact Us

Email us **[twc@transportcenter.org](mailto:twc@transportcenter.org)**

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

Learn more about us at

**<http://transitworkforce.org>**



# Transit Workforce Center Webinar Moderators

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