



Federal Transit
Administration

Transit Workforce Center

First National Technical Assistance Center
for Transit Workforce Development



TRANSIT
WORKFORCE
CENTER

ATTAIN

Rail/Signals/Traction Power Committee

and

Facilities/Elevator-Escalator Committee

September 14, 2022



Transit Workforce Center – Mission

- Operated by the **ITLC** since 2021
- **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.



Today's Agenda

- Background
 - ATTAIN
 - What is apprenticeship? What are the benefits?
- Apprenticeship Spotlight
 - Railcar Maintenance Apprenticeship at GCRTA – Cleveland, OH
 - Traction Power Apprenticeship at VTA – San Jose, CA
 - Elevator/Escalator Maintenance Apprenticeship at WMATA – Washington D.C.
 - Facilities Apprenticeship at King County Metro – Seattle, WA
- Q&A
- Open discussion
- Available apprenticeship materials and resources
- Closing remarks



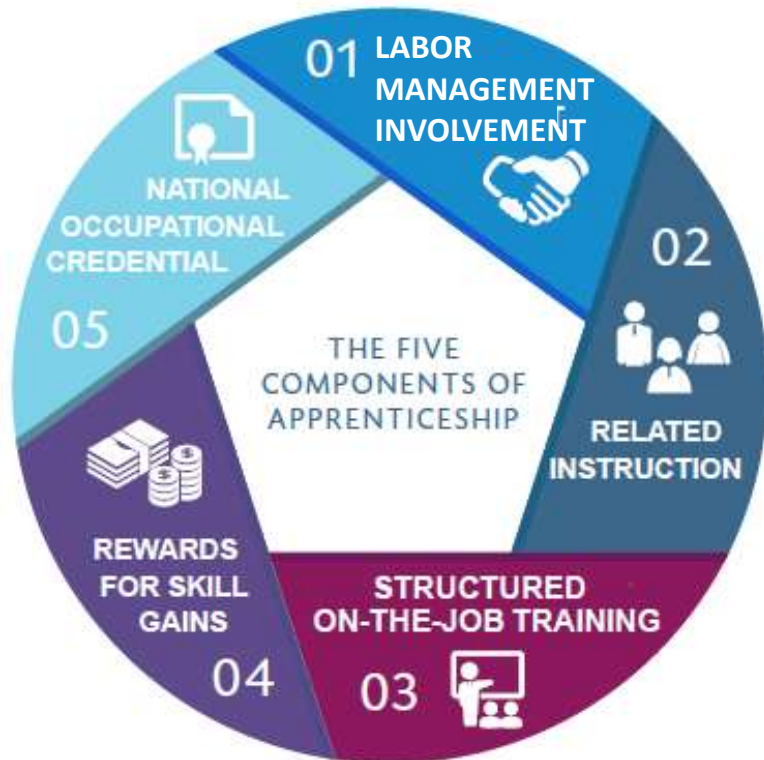
ATTAIN

**AMERICAN TRANSIT TRAINING &
APPRENTICESHIP INNOVATORS NETWORK**

- A peer network for transit agencies interested in starting apprenticeship programs for the frontline workforce and those with established programs
- Regular communications from the TWC and periodic virtual meetings and in-person meetings
- Initial apprenticeship committees
 - Bus Operator
 - Bus Maintenance
 - **Railcar, Signals, and Traction Power**
 - **Facilities and Elevator/Escalator Maintenance**



Overview of Registered Apprenticeship Model



- Structured training program to acquire skills
- Apprentices start as novices, progress to become expert, journey level workers
- Highly-skilled mentors pass on their skills
- Labor-management partnership essential – collaborative effort
- Vast majority of training (about 70%) is OJT – Learn by doing (min 2000 hours/yr)
- Related Instruction (i.e., classroom) plays supporting role (min 144 hours/yr)



Apprenticeship Examples

Rail

- Rail Vehicle Technician Apprenticeship
 - GCRTA and ATU 268
 - San Diego MTS – Linemen Apprenticeship
- Traction Power/Rail Electrical Worker Apprenticeship
 - King County Metro and IBEW 77
 - VTA and ATU 265
- Track Worker Apprenticeship
 - VTA and ATU 265

Facilities/E-E

- Building Operator Engineer Apprenticeship
 - King County and IBEW 77
- Elevator/Escalator Technician Apprenticeship
 - SEPTA and TWU 234
 - WMATA and ATU 689
 - BART and SEIU 1021



GCRTA Railcar Apprenticeship

Ed Kawecki – Manager of Training

Dan Tighe – Vehicle Maintenance Instructor

ATU Local 268



Background & Labor/Management Agreement

- Standards of Apprenticeship
 - Apprenticeship Standards have as their objectives, the training of Greater Cleveland Regional Transit Authority (GCRTA) employees and the Amalgamated Transit Union, Local 268 (ATU, Local 268) membership to be skilled in all phases of the transportation industry. The Joint Apprenticeship Council (JAC) recognizes that in order to have skilled employees in all phases of the industry there must be well-developed, supervised-on-the-job training, combined with related classroom instruction.

Background & Labor/Management Agreement

- Standards of Apprenticeship Cont.
 - The standards were developed in accordance with the basic standards recommended by the United States Department of Labor, Bureau of Apprenticeship and Training, as a basis from which the Joint Apprenticeship Council can work to establish an apprenticeship training program that meets the particular needs of the GCRTA, its employees, and ATU, Local 268.

Implementation

- Modified National Apprenticeship Framework
- Apprenticeship Program: 24 month or 30 Month
 - 24 month program = Mechanical +Electrical Aptitude + Passing Grade 442 Practical Test
 - 4 weeks classroom, 101 weeks SOJT
- 30 month program = Mechanical + Electrical Aptitude
 - 16 weeks classroom, 114 weeks SOJT

Wage Progression

- Wage Progression
 - 60% (0-6 month)
 - 75% (7-18)
 - 85% (19-30)
 - 100% (31+)

- Registered with the State of Ohio and using Rail Car Consortium Materials

Mentoring

- 5 Mentors
 - Each Mentor selected through application process and approval of the JAC
 - Each Mentor is specific to an area of study
 - All Mentors receive Mentor Training and participate in meetings with Instructors and the Joint Apprenticeship Council (JAC)

Junior Overhead Line Worker Apprenticeship Program



Tim Watson

Light Rail Maintenance Instructor

Steve Jovel

Transportation Superintendent
JWI Apprenticeship Coordinator/Special Events

Joint venture between management and union



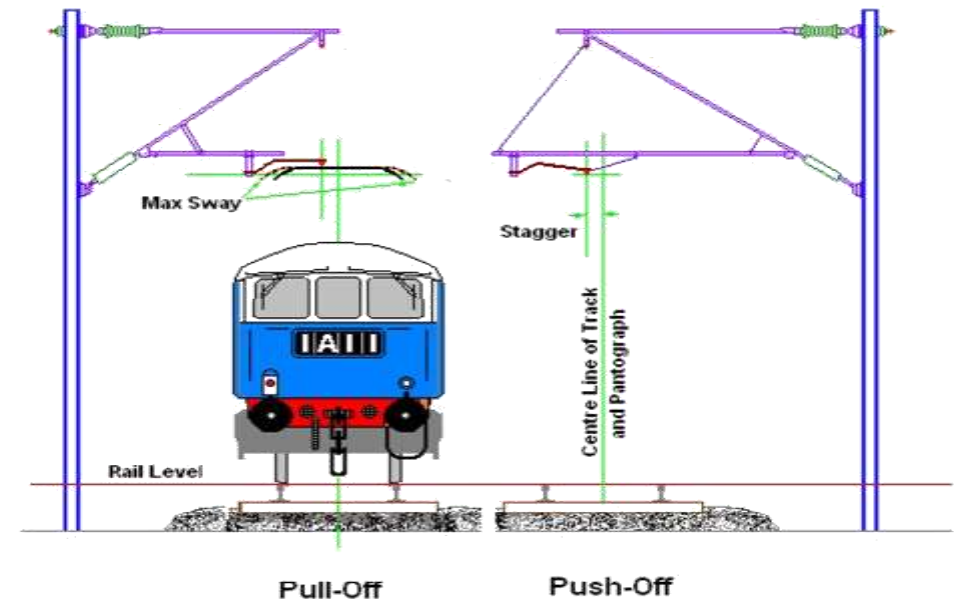
Joint Workforce Investment

Apprenticeship Development

- Apprenticeship resulted from open positions initially.
- Apprenticeship was created through Joint Workforce Investment (JWI)
 - ✓ Gave ATU Local 265 worker voice
 - ✓ Negotiated within LMP umbrella; not classic bargaining
 - ✓ We worked off established trust within JWI
- Balance Point and CTW was critical with Technical assistance and as Neutral 3rd party when issues were identified.
- Created career ladder which benefits both VTA and ATU.

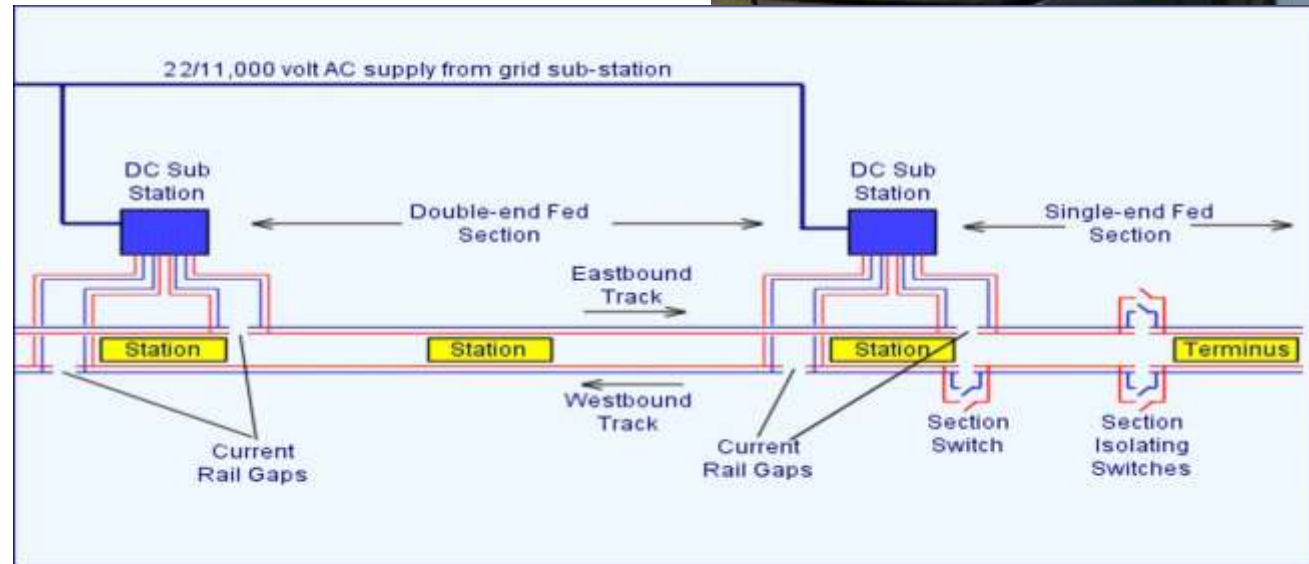
Apprenticeship Modules

1. Occupational Safety & Health Act
2. Overhead Catenary System & Inspection
3. Substation / Traction Power
4. Sectionalizing / Distribution System
5. Traction Power to the OCS
6. Insulators
7. Personal Protective Grounding
8. Altec (professional operator safety training)
9. Basic Tools & Equipment (hotline tools for line work)



Apprenticeship Modules

- 10. Bucket Truck, Pre-Trip & Hi-Rail
- 11. Bucket Truck Rescue
- 12. Personal Protective Equipment
- 13. Ropes, Knots, Rigging & Gear
- 14. Megohmmeter
- 15. Confined Spaces
- 16. Communication
- 17. Right of Way Clearing



History of WMATA'S Elevator/Escalator Apprenticeship Program...

14-September 2022



Introductions

Kevin Tolson, Manager Technical Skills Training

Michael Hanssen, Supervisor Technical Skill Training



Partnership

- WMATA, in partnership with Amalgamated Transit Union, Local 689, formed the ELES Apprenticeship program with the approval and certification of the Washington, D.C. Apprentice Council, a regulatory and oversight board. Since its inception in 2001, the program boasts an 89% graduation rate, attesting to the quality and rigor of the program structure, and commitment to best-in-class craftsmanship that serves the region.
- The curriculum, courseware, and training guidelines were adopted by APTA in 2010, this was a partnership of the major transportation organizations comprised of; WMATA, BART, CTA, MARTA, MTA, NYCT, AND SEPTA, and led by APTA and the Transportation Learning Center.
- In 2019 WMATA's Elevator/Escalator apprenticeship program was approved to receive 16 college credits through NCCRS, this was a joint effort comprised of five transit properties and led by the Transportation Learning Center. WMATA's Elevator/Escalator Apprenticeship program was utilized as the baseline program for this endeavor.

Program length

- The Apprenticeship Program is a two-part training program consisting of classroom instruction and On-the-Job Training (OJT). Apprentices earn the journeyman qualification and are recognized as highly skilled specialists in the industry by completing 8,000 program hours within four years and passing comprehensive written and practical national exams required by the National Association of Elevator Safety Authorities (NAESA International).
- ELES apprentices typically outperform on these tests, which are among the most robust and challenging in the industry. In addition, the Apprenticeship Program proudly models safety with no safety infractions in the last eight (8) years.

Statistical Context

- To provide some statistical context, since the inception of WMATA's Elevator/Escalator program in 2001, there has been a total of 139 graduates, yielding an astounding 89.0% graduation rate.
- To date, WMATA has started 12 apprenticeship classes, currently, three are in session, with a total of 26 apprentices. WMATA is expected to start another class in 2023. WMATA's focus is to provide timely and structured learning experiences, which encourage continual improvement in workplace safety and technical skills.
- Program graduates join an elite corps of professionals at WMATA. Graduates hold highly sought-after journeyman positions in the ELES department; and many are promoted to Master Technician, management, engineering, and technical skills training positions.



Q & A

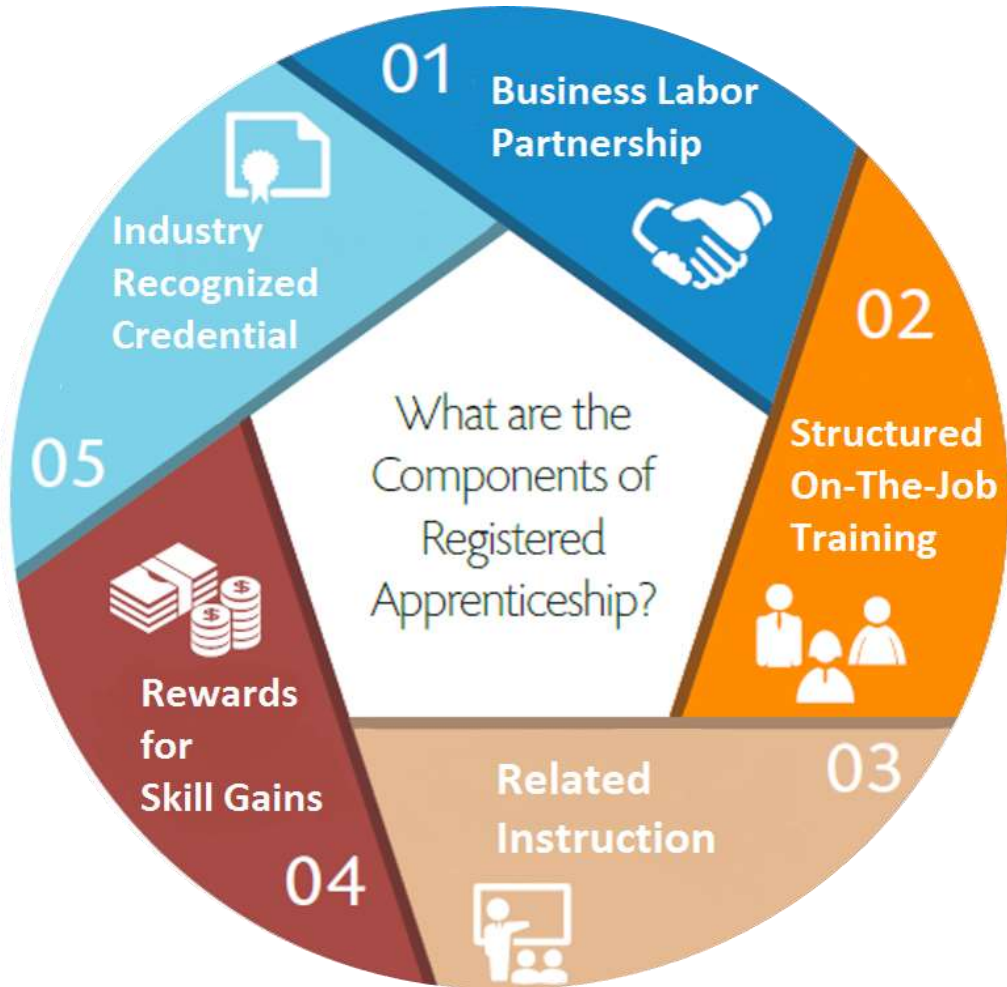
Metro Building Operating Engineer Apprenticeship



A mobility agency that connects
people and communities

- Danielle Wallace, Apprenticeship and Pathways Manager
- Garet Dungan, Building Operating Engineer and Apprenticeship Committee member
- Mikael Kennedy, Chief of BOEs, Apprenticeship Committee member

Apprenticeships at Metro



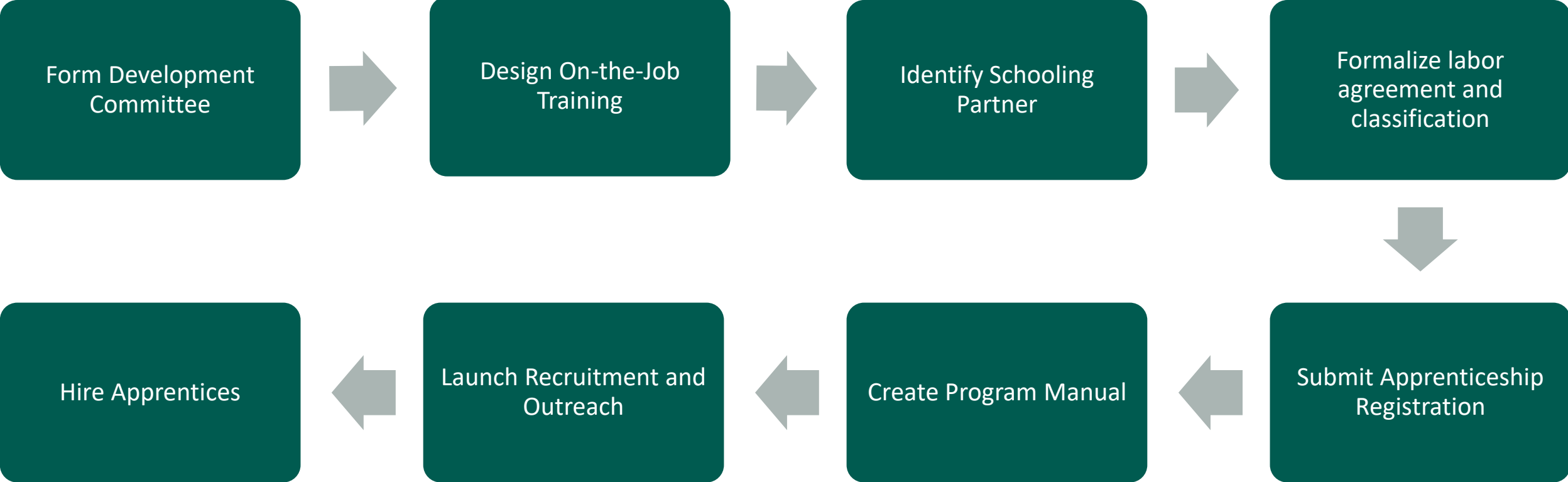
- Mechanic (1970s; 97 apprentices)
- Building Operating Engineer (2019; 2 apprentices)
- Rail Electrical Worker (2019; 2 apprentices)
- Maintenance Painter (2022; 1 apprentice)

Building Operating Engineer Apprenticeship

- Created 2019
- ATU 587 partnership and prioritizes those employees first
- 2 apprentices (1 current)
- ~4 years/8,000 hours
- Partnership with Construction Industry Training Council HVAC Program



Apprenticeship Development Process



Ongoing coordination

- Continuous program improvement
- Joint Apprenticeship Committee meetings (across multiple trades)
- On-the-Job Training Hours tracking
- Mentorship and Communications workshops
- WA State Labor and Industries Apprenticeship Office relationship



Thank you!

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Garet Dungan
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Q&A

Discussion

- Apprenticeship vs other agency training programs: What is the difference and how do you decide which is right for your agency?
- Labor-Management Partnerships: How did labor and management at your agency work together to overcome obstacles/difficulties?
- Registered vs non-registered programs: What are the pros and cons?
- Selecting apprentice candidates
- Mentor selection process
- Structuring an apprenticeship program: What is the process of registering?
- Confirming competency: How can an apprenticeship program help to document employee qualifications?



Resources

- National Guidelines for [Rail](#) and [EI/Es](#) Apprenticeships
- Sample Apprenticeship Agreements, Standards, Work Process Schedules, Related Instruction Curriculum
- Targeted Technical Assistance from TWC
- DOL resources such as [Inclusive Apprenticeships Guide](#)
- National Training Consortia – Supports implementation
 - Rail Maintenance
 - Signals Maintenance
 - Traction Power Maintenance
 - Elevator/Escalator Maintenance



Mentor Training

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

Request Mentor Training

[Click here](#)

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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Thank You!

