



***TRANSIT
WORKFORCE
CENTER***

Making Connections 2022

The National Transit Workforce Conference

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Growing Your Own Through Apprenticeship: A Joint Approach to Building Skills



Moderator: Jamaine Gibson
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Panelists:

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Supervisor of Technical
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Leah Anderson & Dexter
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Elevator/Escalator Journeyworker
ATU Local 689/WMATA

Stephanie Deiger
Assistant General
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SEPTA





Overview of Apprenticeship Model



- # Combines technical instruction with substantial on-the-job learning.
- # Apprentices can be new hires or current workers moving up a career ladder.
- # Collaborative effort between management and labor. For non-union agencies, actively involve frontline workforce.
- # Utilizes industry-recognized standards for training with clear learning objectives.
- # Apprentices achieve recognized credentials as journey-level workers.
- # Creates a structure for highly-skilled mentors to pass on their skills.



BUS OPERATOR Apprenticeship Program



*A Registered Apprenticeship
Program sponsored and
administered by Metro Transit
and Amalgamated Transit Union
Local 1005 and regulated by the
State of Minnesota*



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Apprenticeship for Bus Operators

- Why Apprenticeship? The “Business Case” from the employer’s perspective
- A true partnership from the beginning: ITLC / Metro Transit / ATU 1005
- Flexibility in the early stages (“Pilot Program” / “LMP” / “Joint Committee”)
- Expanding the Apprenticeship – more than just mentorship



Bus Operator Mentorship

- Peer-to-Peer Mentoring: The heart and soul of apprenticeship
- Supplemental to technical training
- A unique opportunity for all parties involved
 - Mentors → A chance to contribute / An opportunity for growth
 - Employer → Realizing untapped potential / Amplify the positive voices
 - Union → Be involved with development / Build mutual trust with employer
 - Apprentices → Sound advice / Feeling supported / Confidence
- Paying It Forward: Mentees become Mentors





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A video which played on this slide is available on the [resource page](#) for this presentation

Benefits of Apprenticeship/Mentorship



1

Ability to “grow your own” techs following agency procedures/practices

2

Strong mentoring and apprenticeship can lead to increased retention

3

Registered apprenticeships - opportunities for funding and for veterans benefits

4

Increased level of professional recognition for frontline transit workers

5

Increases confidence & morale

6

improved skills reduce shop comebacks/repeat failures



How TWC can help!



TWC helps agencies and labor advance frontline worker skills and training by providing resources and information on apprenticeship programs

- Contact TWC for individual technical assistance
- Join American Transit Training and Apprenticeship Innovators Network (ATTAIN)



Bus Operator



Bus Maintenance



Signals Maintenance



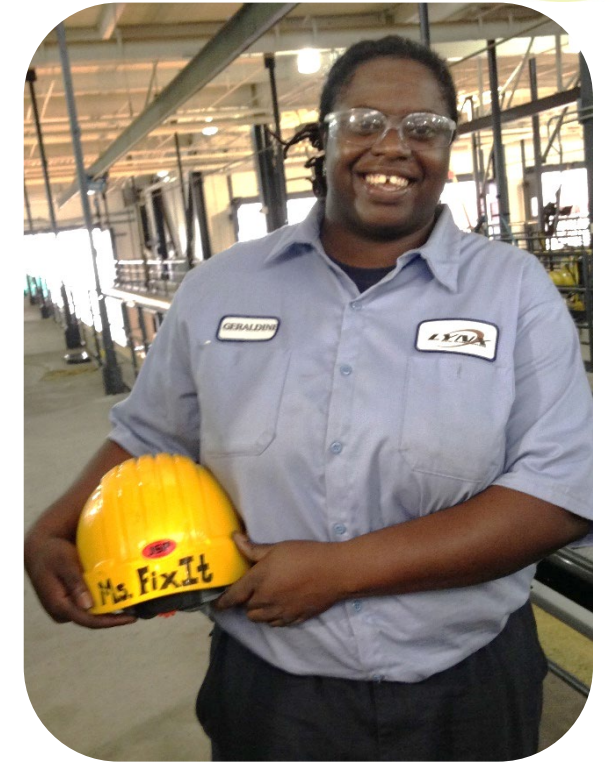
Rail Car Maintenance



Elevator/Escalator Maintenance



Traction Power Maintenance



Geraldine "Ms. Fixit" Appiah. Rail Car Maintainer, CATS. Photo by Kenyon Corbett



Mentor Training

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

For more information

Email us **twc@transportcenter.org**

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

Learn more at

<http://transitworkforce.org>

Q&A

Session Evaluation

