



***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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Supervisor of Technical
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Elevator/Escalator Journeyworker
ATU Local 689/WMATA

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Assistant General
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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

Useful in promoting diversity and inclusion in transit frontline workforce

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

7

Strong mentoring and apprenticeship can lead to increased retention



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

