









U.S. Department of Transportation Federal Transit Administration



Growing Your Own Through		Making Connections 2022	
Apprenticeship: A Joint Approach to Building Skills			
Moderator:	Jamaine Gibson Director of		

Apprenticeships and Workforce Development Amalgamated Transit Union International

Panelists:

Alec Johnson Apprenticeship Coordinator Metro Transit/ATU Local 1005

Brian Funk Deputy GM and COO Metro Transit

Michael Hanssen Supervisor of Technical Skills Training WMATA Leah Anderson & Dexter Bishop Elevator/Escalator Journeyworker ATU Local 689/WMATA Stephanie Deiger Assistant General Manager 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.





Making

Connections 2022



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

DEPARTMENT OF LABOR AND INDUSTRY

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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 \rightarrow A chance to contribute / An opportunity for growth
 - Employer \rightarrow Realizing untapped potential / Amplify the positive voices
 - Union \rightarrow Be involved with development / Build mutual trust with employer
 - Apprentices → Sound advice / Feeling supported / Confidence
- Paying It Forward: Mentees become Mentors















Michael Hanssen

Supervisor of Technical Skills Training WMATA

Leah Anderson

Elevator/Escalator Journeyworker

WMATA

Dexter Bishop

Elevator/Escalator Journeyworker WMATA





Stephanie Deiger

Assistant General Manager

SEPTA





A video which played on this slide is available on the resource page for this presentation





Benefits of Apprenticeship/Mentorship



Ability to "grow your own" techs following agency procedures/practices



Useful in promoting diversity and inclusion in transit frontline workforce



Registered apprenticeships opportunities for funding and for veterans benefits



Increased level of professional recognition for frontline transit workers



Increases confidence & morale



improved skills reduce shop comebacks/repeat failures



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



Signals Maintenance



Elevator/Escalator Maintenance



Bus Maintenance



Rail Car 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

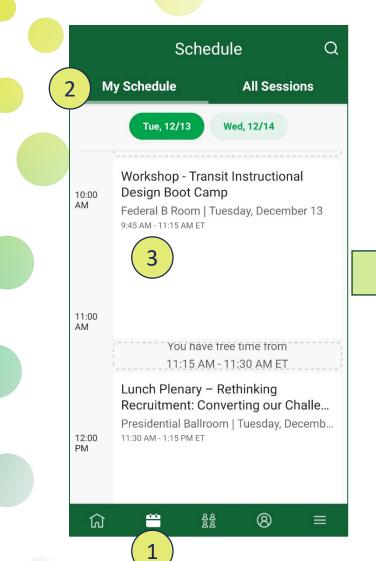




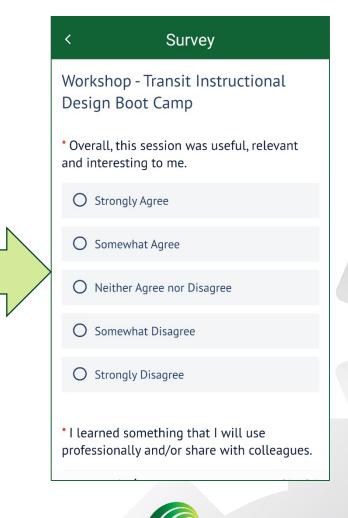
Q&A



Session Evaluation



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From Adult Learning Theory to measural objectives to learning models that are pri- enhance understanding and retention - th interactive Transit Instructional Systems Boot Camp will help a participant gain a Show more	oven to ne highly Design	
Speakers		
Julie Deibel-Pundt	D Ci	
Program Director, Instructional Desig	Dig Ma	
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Attachments 4	>	
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