



***TRANSIT  
WORKFORCE  
CENTER***



Federal Transit  
Administration

# Transit Workforce Center

National Technical Assistance Center  
for Transit Workforce Development



INTERNATIONAL  
TRANSPORTATION  
LEARNING CENTER

## ATTAIN Bus Maintenance Apprenticeship

March 28, 2023



**TWC • TRANSIT WORKFORCE CENTER**



# 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.

Please enter your name, title, organization location  
in the chat box

# Welcome – Today's Agenda

- What is Apprenticeship?
- Registered Apprenticeship and DOT/FTA's Workforce Strategy
- Low-No Training Requirements & Workforce Transition to ZEBs
- Apprenticeship in Practice Panel
- Q&A
- Open Discussion

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# What is Apprenticeship?

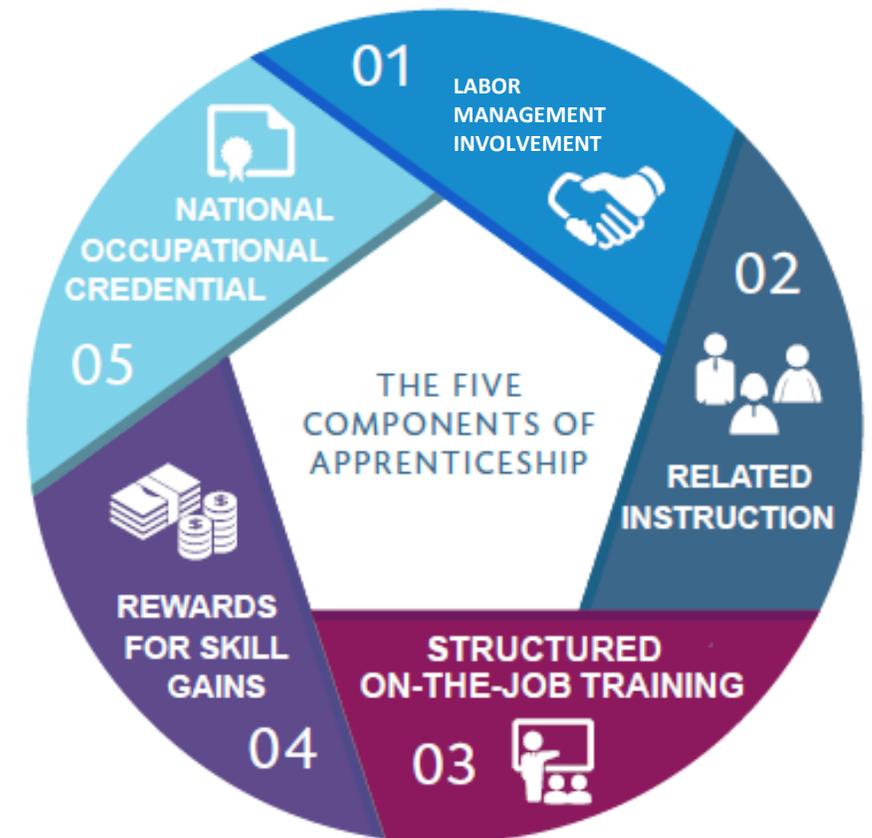
## Structured Training Program to Acquire Skills and Master a Craft

- Apprenticeship Works!
  - Registered apprenticeship is a proven strategy to help get people trained while they earn money.
  - Apprentices start as novices, progress to become expert, journey-level technicians
  - Highly-skilled mentors pass on their skills
  - Labor-management partnership essential – collaborative effort
  - Vast majority of training (about 70%) is on-the-job learning – Learn by doing
  - Related technical instruction (i.e., classroom) plays supporting role
- TWC provides assistance – but agencies need to build the program!
  - Building program - not easy but worth the effort
  - Big challenge = Providing training when technician shortages are high



# Overview of Registered Apprenticeship Model

- Great amount of flexibility
- Labor/Management jointly develops program
- Min 2000 hours of OJL per year
- Minimum of 144 related technical instruction hours per year
  - In-house training
  - Community College
  - Online Courses
  - Career & Tech Centers





# Benefits of Maintenance Apprenticeship/Mentorship

1

Ability to grow your own techs following agency procedures/practices

2

Apprentices gain increased confidence & morale

3

Funding available when registered, veteran benefits

4

Increased level of professional recognition for bus technicians

5

Less reliance on trying to find non-bus techs from the outside

6

Reduced shop comebacks/repeat failures through improved skills

7

Mentors gain satisfaction by passing on their skills & insights



# Registered Apprenticeship and DOT's Workforce Strategy

- To meet workforce demands and changing demographics, registered apprenticeship also needs to be diversified along with the industry more broadly.
- Registered apprenticeship is being heavily encouraged by the DOT/FTA through competitive grant programs.



# Registered Apprenticeship and DOT's Workforce Strategy

- Most DOT competitive grant programs have a selection criteria or priority consideration for job quality and workforce development. Specifically, applicants are asked to address:
  1. Creating good-paying jobs with free and fair choice to join a union.
  2. Expanding high-quality training and education programs to help train and place people in good-paying jobs, with a focus on women, people of color, and other populations facing systemic barriers to employment.
  3. Implementing policies during procurement and project implementation that will promote the hiring and retention of underrepresented workers.
- Use of registered apprenticeship is one type of high-quality training program that can be expanded
- Applicants should show how they are diversifying apprenticeship to make the case that their training strategies have a focus on underrepresented populations.



# Low and No Emission Bus Transition Funding

- # In January, FTA released the Notice of Funding Opportunity for this year's Low-No Program.
- # 5% of awards must be used on Workforce development.
- # Workforce development funding through this procurement amounts to more than \$61 million.
- # Registered apprenticeship is one of the encouraged uses of this funding.





# Apprenticeship in Practice





# Q & A





# Discussion topics you submitted!

- How to find in-shop hands-on training
- ZEB maintenance/technician training
- Competency testing and workplace implications of pass/fail status

**Feel free to add questions or discussion topics in the chat or raise your hand!**





# Discussion topics you submitted!

- Qualifications needed to apply
- Keys to a good labor management partnership
- Prioritizing training when already short-staffed
- Pre-apprenticeship and community outreach, recruitment

**Feel free to add questions or discussion topics in the chat or raise your hand!**





# Pre-apprenticeship



- Designed to prepare individuals to enter and succeed in a Registered Apprenticeship program.
- Partnership with at least one Registered Apprenticeship program.
- Community-based organizations (CBOs) and other workforce intermediaries are often the providers.
- Recruitment tool.

Let us know in the chat if you would like to see a session entirely focused on this topic, including our recruitment toolkit!



# Resources Available

- [Comprehensive Bus Maintenance Apprenticeship Framework](#)
- [Corresponding OJT Task Sheet](#)
- [National Guidelines for Bus Maintenance Apprenticeship](#)
- [Mentor Guidebook](#)
- [Mentor Training](#)



# Thank You!

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