

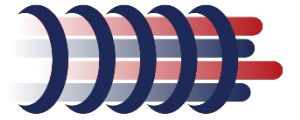


Federal Transit
Administration



TWC • TRANSIT WORKFORCE CENTER

**National Technical Assistance Center
for Transit Workforce Development**



**INTERNATIONAL
TRANSPORTATION
LEARNING CENTER**

ATTAIN

Rail and Facilities Maintenance Apprenticeship

September 12, 2023

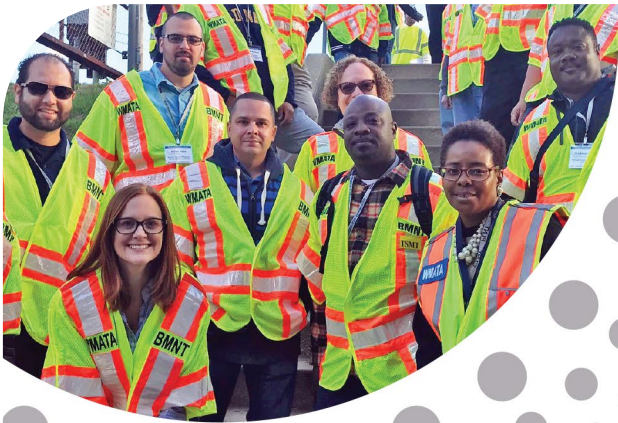
Karitsa Holdzkom

Maurice Beard



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.

Welcome – Today's Agenda

- Background
 - What is apprenticeship? What are the benefits?
- Available apprenticeship materials and resources
- Apprenticeship in Practice Panel
- Q&A
- Open discussion

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



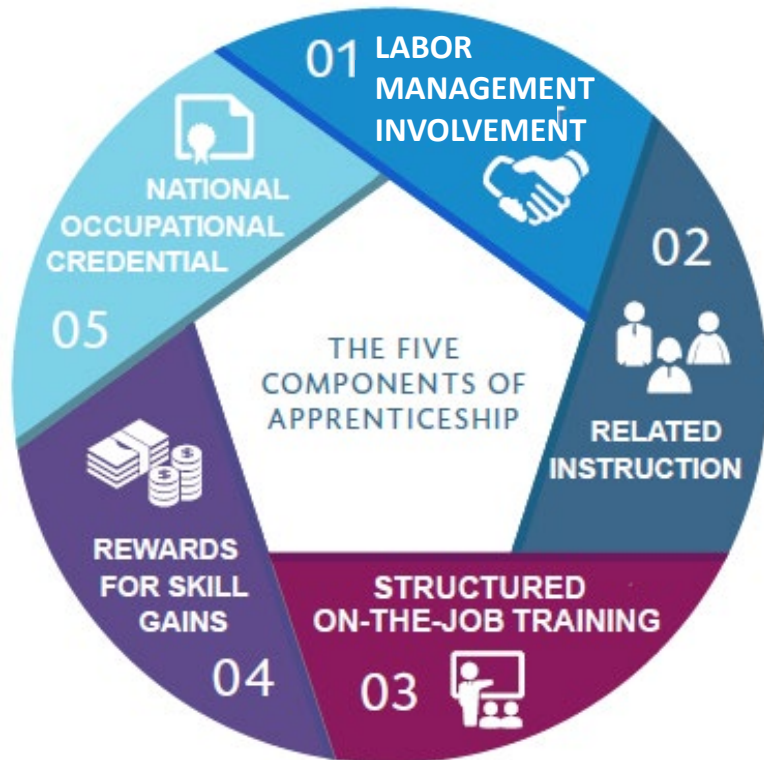
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AMERICAN TRANSIT TRAINING & APPRENTICESHIP INNOVATORS NETWORK

- 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 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/year)
- Related Instruction (i.e., classroom) plays supporting role (min 144 hours/year)

Transit Locations with Registered Apprenticeship Programs





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
 - KCATA
- Elevator/Escalator Technician Apprenticeship
 - SEPTA and TWU 234
 - WMATA and ATU 689
 - BART and SEIU 1021



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: funding opportunities, 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



Resources

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



Resources

1. What is an apprenticeship?



2. What are the major benefits of apprenticeship in general?



3. What are Registered Apprenticeship Programs (RAP)?



4. What are the specific benefits of a Registered Apprenticeship?



5. Are there different ways to structure an apprenticeship program?



6. What are the key steps in establishing a Registered Apprenticeship Program?



7. How do I contact my local DOL office?



- [FAQ page](#)
- [Funding opportunities](#)
- Apprenticeship Academy



Apprenticeship in Practice

Eric Petersen

Manager, Technical Training
MARTA

Britt Dunams

President\Business Agent
ATU 732



Apprenticeship in Practice

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Superintendent of LRV Maintenance
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Q&A



Contact us to request Technical Assistance!

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Learn more about us at

<http://transitworkforce.org>



Thank You!

