



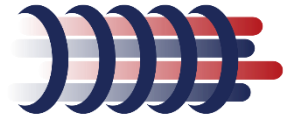
***TRANSIT  
WORKFORCE  
CENTER***



Federal Transit  
Administration

# Transit Workforce Center

National Technical Assistance Center  
for Transit Workforce Development



INTERNATIONAL  
TRANSPORTATION  
LEARNING CENTER

## Women in Frontline Transit Apprenticeships

### National Apprenticeship Week

November 16, 2023

Karitsa Holdzkom



**TWC • TRANSIT WORKFORCE CENTER**



# 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 throughout the U.S. recruit, hire, train, and retain a diverse workforce for now and into the future.



# *National*

# APPRENTICESHIP WEEK

NOVEMBER 13-19, 2023

## Today's Agenda

- Presentation from Working for America Institute
- Transit Apprenticeships and TWC Resources
- Panel with Women In Registered Apprenticeship
- Q&A



# Liz Weiss

Deputy Director, AFL-CIO Working for America Institute

# WOMEN IN REGISTERED APPRENTICESHIP

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**National Apprenticeship Week**  
**Transit Workforce Center**

Nov. 16, 2023

Presented by:

Liz Weiss, Deputy Director

AFL-CIO WAI



# WHO IS WAI?



- The workforce development arm of the AFL-CIO
- Established in 1968 during the War on Poverty

## **Current Projects**

- DOL/ETA - Partnership for Advanced Manufacturing Apprenticeship (PAMA)
- DOL/WB - Women in Apprenticeship and Non-Traditional Occupations
- Dept of Energy - Battery Workforce Initiative (BWI)
- DOL/JFF - Rapid IT Training and Employment Initiative (RITEI)

# Quick Poll



# BENEFITS OF REGISTERED APPRENTICESHIP

RA is the *gold  
standard* of training

1.

EARN + LEARN

2.

STRUCTURED LEARNING

3.

CAREER LADDERS

4.

RETURN ON INVESTMENT

5.

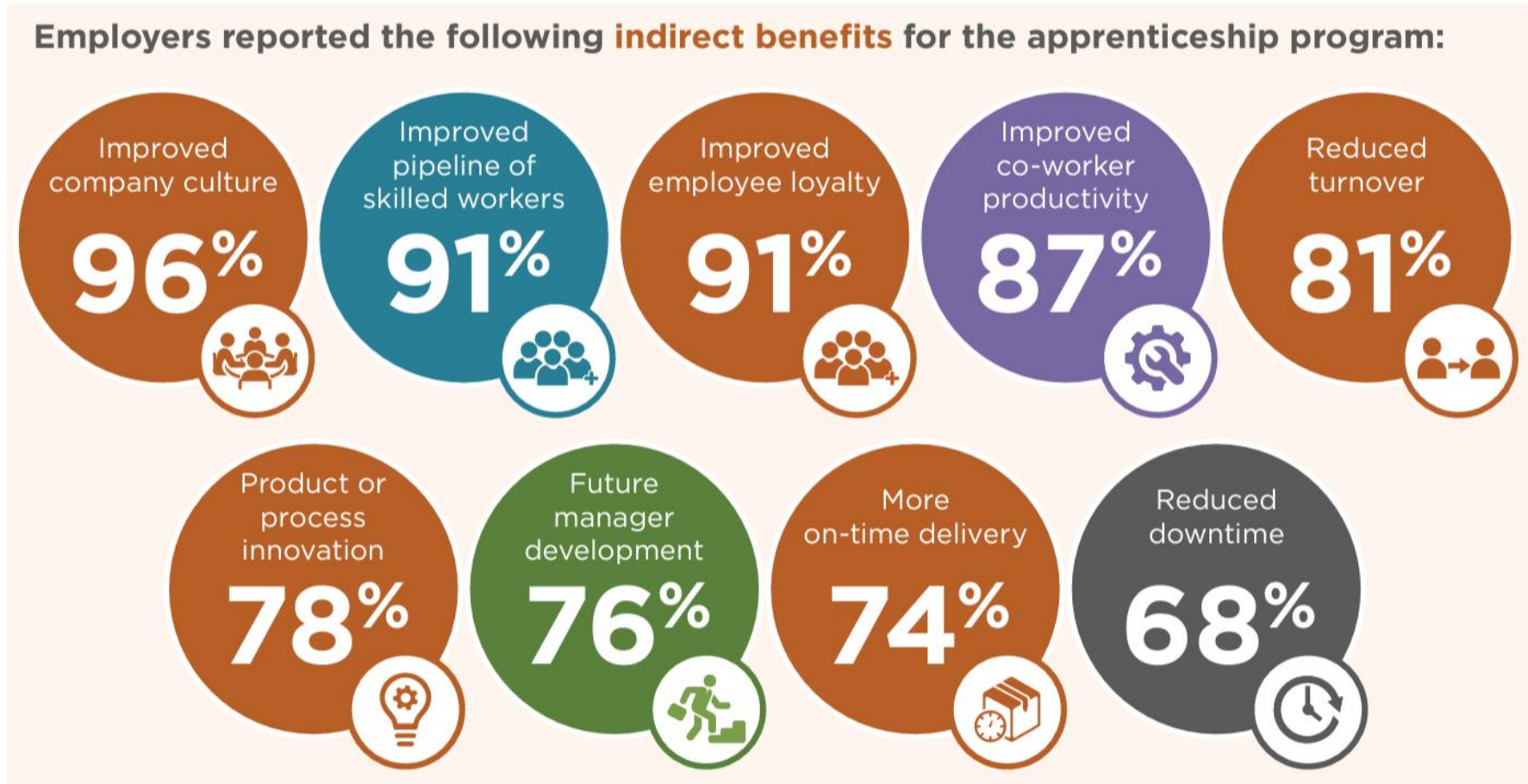
DIVERSITY

# RA is your workforce solution

- ✱ Registered apprenticeship builds a pipeline of skilled workers
- ✱ RA gives employers a strategy to tap into new recruitment pools as well as upskill your existing workforce
- ✱ RA trains workers from the start with no previous experience necessary
- ✱ RA passes down knowledge and experience from experienced/retiring workers to the next generation



# Employers say...



RECRUITING WOMEN

1/2

of the workforce



## RECRUITING WOMEN TO APPRENTICESHIP

- RA puts women on an equal footing
- Structured wage and skill progression
- Mentorship
- Better wages, equitable with men
- It's *free* training for workers



# RA and Women: Elements of Success

- Pre-apprenticeship
- Women-only cohorts
- Targeted recruitment
- Mentoring one-on-one, support groups
- Jointly sponsored programs: higher completion rates (Source: Urban Institute)
- Address discrimination/harassment on the job site

# Thanks!

Liz Weiss

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# Frontline Transit Apprenticeship Programs



Bus Operator



Bus  
Maintenance



Railcar, Signals, and Traction Power



Facilities and Elevator/Escalator  
Maintenance

# Women in Transit Apprenticeships

Panelists:

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**Judie Beasley**

COTA / TWU Local 208

**Sabrina Glass-Ford**

MARTA / ATU Local 732

# Q&A



# **ATTAIN**

**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



# Resources

## Apprenticeship Funding Sources

### COMPETENCY-BASED OCCUPATIONAL FRAMEWORK FOR REGISTERED APPRENTICESHIP

#### Transit Bus Technician

ONET Code: 49-3031

RAPIDS Code: 2073CB

Created: January 2018

Updated:

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**1. What is an apprenticeship?**

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

**3. What are Registered Apprenticeship Programs (RAP)?**

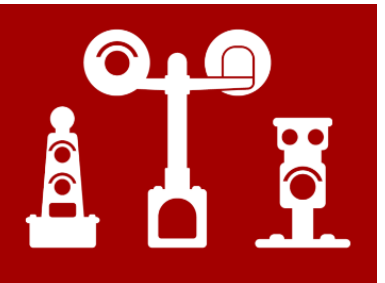
**4. What are the specific benefits of a Registered Apprenticeship?**

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

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



**National Apprenticeship Guidelines for Rail Vehicle Maintenance Technician**



**ITLC Signals Training Consortium**

**APPLY TODAY!**

**FDOT, CUTR, and TWC Announce Bus Operator and Transit Technician Apprenticeship Academy**

**JANUARY 30-31, 2024**



# Contact us to request Technical Assistance!



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<http://transitworkforce.org>



# Thank You!

