



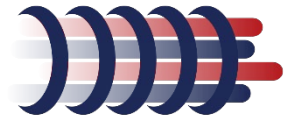
***TRANSIT
WORKFORCE
CENTER***



Federal Transit
Administration

Transit Workforce Center

National Technical Assistance Center
for Transit Workforce Development



INTERNATIONAL
TRANSPORTATION
LEARNING CENTER

ATTAIN Facilities and Elevator/Escalator Maintenance Apprenticeships

September 17, 2024



TWC • TRANSIT WORKFORCE CENTER

Welcome – Today's Agenda

- Starting a maintenance apprenticeship program
- Apprenticeship in Practice Panel
- Q&A
- Open Discussion

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

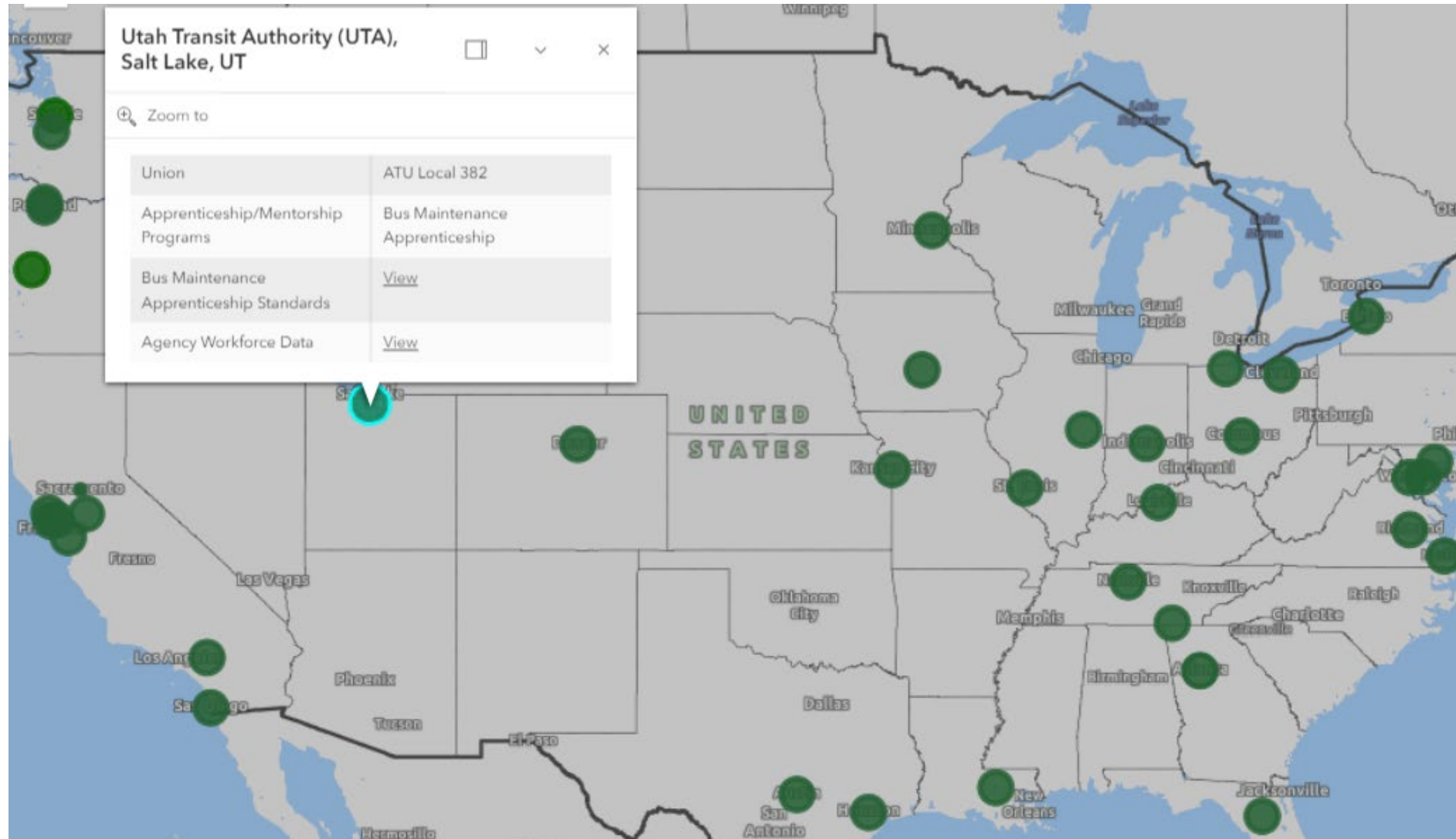


What is Apprenticeship?

A structured training program to acquire skills and master a craft

- 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

Visualizing the Growing Trend of Registered Apprenticeship in U.S. Transit Agencies





The Employer Benefits of Registered Apprenticeship



Attract Better Applicants



More Loyal Employees



Benefit From Skilled Workers



Increase Safety



Become More Competitive



Instill Your Company's Values



Gain a More Knowledgeable Workforce



Replenish Your Skilled Workforce



Increase Productivity



Earn a Return On Your Investment



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 techs from the outside

6

Reduced shop comebacks/ repeat failures through improved skills

7

Mentors gain satisfaction by passing on their skills & insights



Developing your apprenticeship program!

Form the committee that will oversee and run the program

Contact Apprenticeship Office

Decide criteria for apprentices

- Entrance exam
- Incumbent or new employees

Determine training schedule

- Length of program
- Hours and topics of training
- Training provider

Develop mentor selection and pairing process

Register and launch your program!



Form the committee that will oversee and run the program

Equal members from labor/frontline workforce and management

This committee will fill out and agree upon the Standards of Apprenticeship.

- Your Apprenticeship Office representative will guide you through process of filling out
- Should specify length of program, program type, wage progression

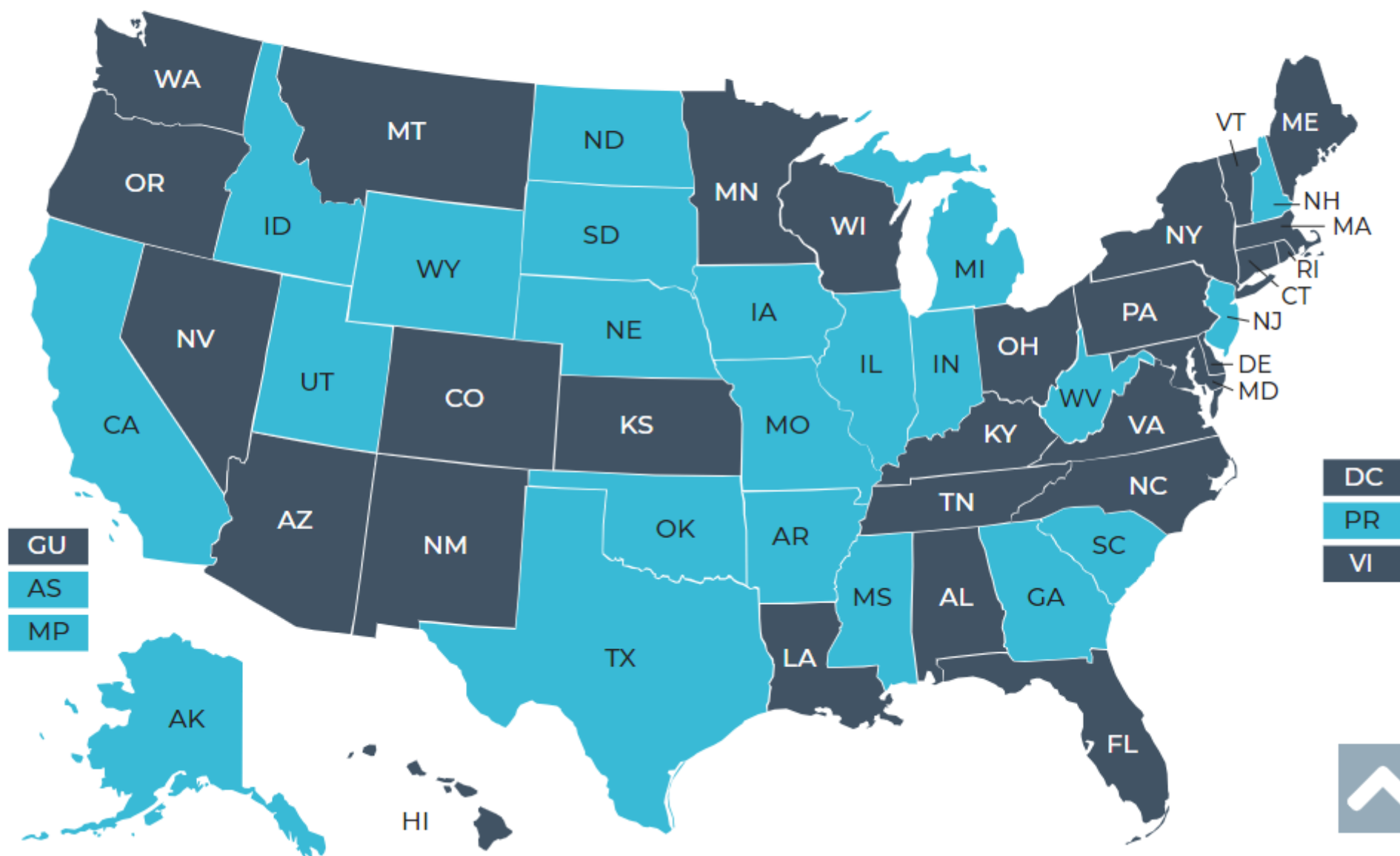


Contact Apprenticeship Office

- Determine whether your state is an OA field office or a recognized SAA
- Find contact information
<https://www.apprenticeship.gov/about-us/apprenticeship-system>
- Reach out to get the necessary forms and boilerplate standards

Map of OA and SAA States

■ Office of Apprenticeship (OA) ■ Recognized State Apprenticeship Agencies (SAA)





Decide criteria
for apprentices

Criteria can include:

- Incumbent or new employees
- Aptitude testing
- Prior work experience



Determine
training
schedule

Determine length and type of apprenticeship:

- Minimum of 1 year
- Time-based, competency-based, or hybrid

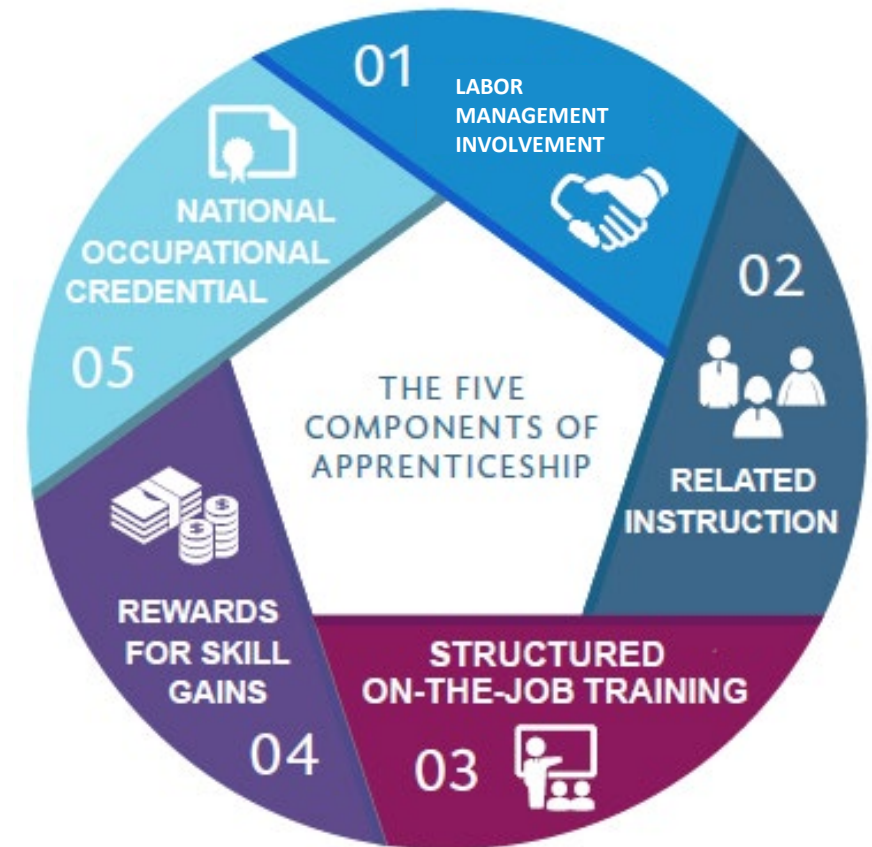
Resources to get you started:

- [USDOL work-process schedules](#)
- Examples from other agencies
- Local training providers



Overview of Registered Apprenticeship Model

- 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





Develop mentor selection and pairing process

- Mentors facilitate on-the-job learning for the apprentices.
- Apprentices should be paired with mentors to complement classroom training.
- Mentors generally receive a wage premium for time spent with apprentice. This is determined during collective bargaining.



Program Registration

- Record keeping
- Periodic review
- Funding opportunities



Program Launch

- Mentors are notified and trained
- Program coordinator tracks apprentice progress and metrics that show program impacts



Apprenticeship in Practice Panel



Vince Bevilacqua

Superintendent, Elevator/Escalator
BART

Jeffrey Gon

Operations Training Supervisor
BART



Apprenticeship in Practice Panel



Michael Siegel

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Alex Kumnik

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Ross Nicotero

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Jim McDonough

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Pittsburgh Regional Transit

Building Maintainer Apprenticeship Program



Registered Apprenticeship

A way for employers to invest in their workforce and close skill gaps.

Upon completion, apprentices receive a national credential from Pennsylvania (Journey Worker Certificate).



FIT Grant Program

The Pennsylvania Department of Community and Economic Development (DCED) Foundations in Industry Training (FIT) Grant Program provides financial support for registered apprenticeships.



*Photo courtesy of Pennsylvania
College of Technology*

ELIGIBLE APPLICANTS

DCED will accept grant proposals from sponsors representing

- A Single Employer
- Employer Consortiums

FIT Grant Program

Covers eligible expenses related to instruction that complement on-the-job learning.

Funding cap of \$3,000 per apprentice per year for up to three years.

Additional administrative support of 10% can be requested.

Apprenticeship programs need to be registered prior to applying for the grant.



*Photo courtesy of Pennsylvania
College of Technology*

ELIGIBLE APPLICANTS

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Building Maintainer Training Program Information

Current 20/40/60 Program

- 480 Training Hours (60 Day)
- Once classroom training is complete, they start working – have basic knowledge
- Learn on the job as they work, unstructured
- High rate of turnover

Apprenticeship Program

- 4000 Training Hours (Two Years)
- Once classroom training is complete, receive OTJ training
- Taught all required skills for the job, structured
- Lock in period (needs to be negotiated)

Building Maintainer Training Program Information

Current 20/40/60 Program vs. Apprenticeship Program

Current Cost			Apprenticeship Cost	
Item	Cost		Item	Cost
Back Flow Training	\$600		Back Flow Training	\$600
Classroom Instruction (Current 20/40/60 @ 480 Hours)	\$19,785.60		Classroom Instruction (324 Hours Classroom, 156 OJT)	\$19,785.60
			On The Job Trainer (@ IN1 Rate Differential of \$1.00 per hr.)	\$3,844.00
Total:	\$20,385.60		Total:	\$24,229.60
			Reimbursement for 4000 Hrs. (\$3,300 per year)	\$6,600
			Total:	\$17,629.60
			Savings Between Programs:	\$2,756.00



Benefits for PRT

Potentially receive funding, on a reimbursement basis, to cover training costs.

Eliminates the learning gaps with the current training program.

Allows us to create a customize training program to address the training needs of our employees.

Better prepared for succession planning

Completed to this point



Completed Apprenticeship paperwork and submitted it for review

Made edits to paperwork based on recommendations from the state

Two PRT Senior Leadership Presentations

Next Steps



Finalize paperwork with Local 85

Submit finalized paperwork to state for final review

Get scheduled for PA Apprenticeship & Training Council (PATC) Agenda

Present program for review and approval

Launch Registered Apprenticeship Program



Apprenticeship in Practice Panel



Michael Siegel
Assistant Director of Bus and
Rail Training
Pittsburg Regional Transit

Alex Kumnik
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Administrator
Pittsburg Regional Transit

Ross Nicotero
President
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Pittsburg Regional Transit

Q&A



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Resources

- [American Transit Trainers and Apprenticeship Innovators Network \(ATTAIN\)](#)
- [Interactive Apprenticeship Map](#)
- [Apprenticeship FAQs](#)
- [National Apprenticeship Guidelines for Transit Elevator-Escalator Maintenance Technician](#)
- [Mentor Training](#)
- [Apprenticeship Funding Sources](#)



Thank You!



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