



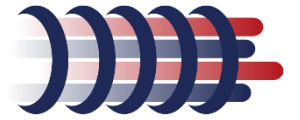
***TRANSIT
WORKFORCE
CENTER***



Federal Transit
Administration

Transit Workforce Center

National Technical Assistance Center
for Transit Workforce Development



INTERNATIONAL
TRANSPORTATION
LEARNING CENTER

ATTAIN Bus Maintenance Apprenticeship

March 26, 2026



TWC • TRANSIT WORKFORCE CENTER

Welcome – Today's Agenda

- Overview of registered apprenticeship
 - Benefits
 - Development process
 - TWC resources
- Apprenticeship in Practice Panel
- Q&A
- Open Discussion

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



Transit Workforce Center – Mission



Operated by the **International Transportation Learning Center (ITLC)**, the **Transit Workforce Center (TWC)** is the Federal Transit Administration’s national technical assistance center for transit workforce development. TWC supports the workforce development needs of urban, suburban, tribal, and rural public transportation entities across the country.

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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



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



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 develop Standards of Apprenticeship.



Decide
criteria for
apprentice
selection

Criteria can include:

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





Determine length and type of apprenticeship:

- Time-based, competency-based, or hybrid

Resources to get you started:

- Bus Maintenance Apprenticeship Framework
- Examples from other agencies
- Local training providers



Overview of Registered Apprenticeship Model

- Hybrid, competency-based, or time-based
- 2000 hours of on-the-job learning per year
- At least 144 hours technical instruction 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

- Submit to local office of apprenticeship
- Record keeping
- Periodic review
- Funding opportunities



Program Launch

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

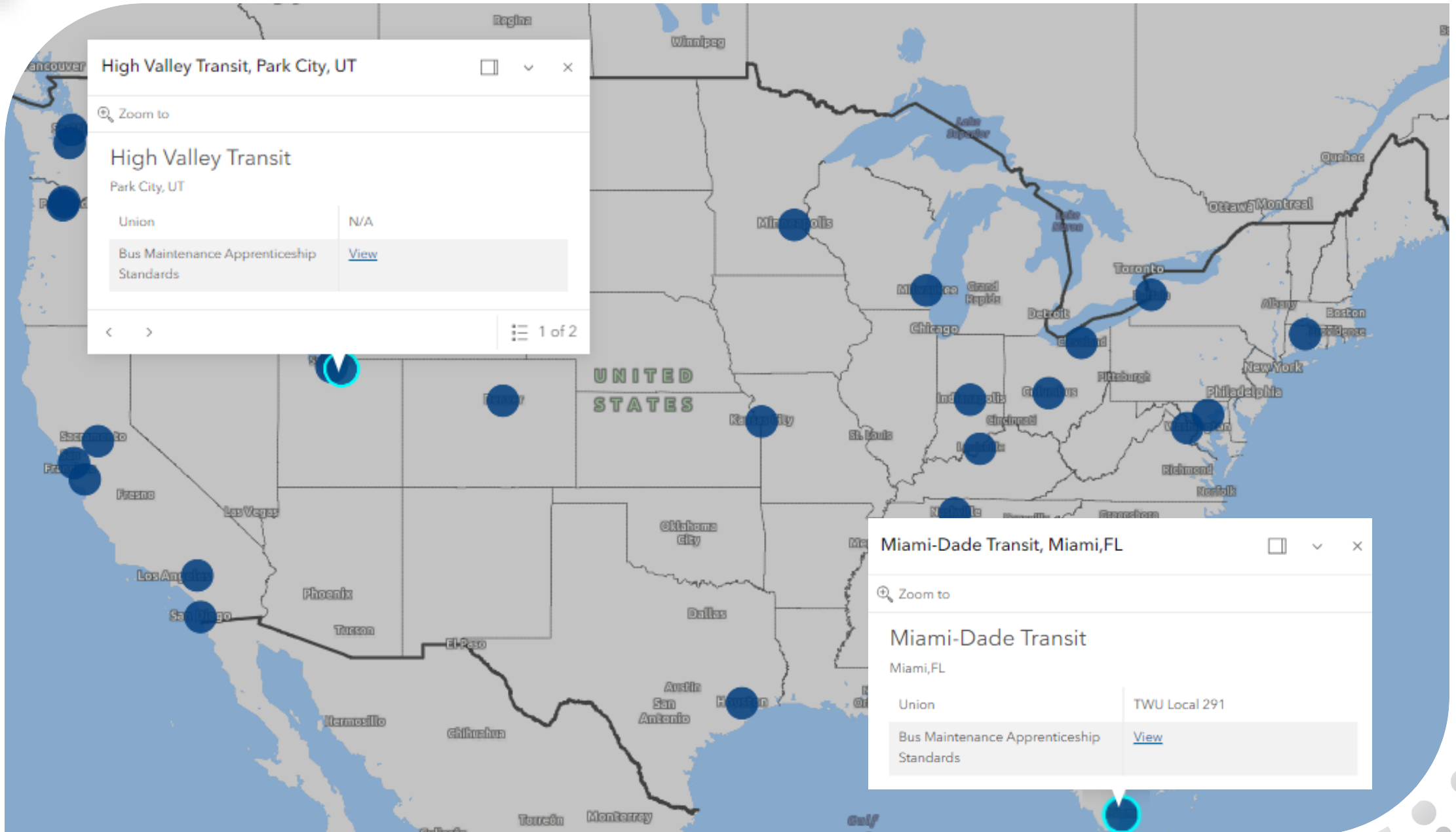




Resources

- [American Transit Trainers and Apprenticeship Innovators Network \(ATTAIN\)](#)
 - [Apprenticeship FAQs](#)
 - [Mentor Guide](#)
 - [On-the-Job Learning Task Book](#)
 - [Mentor Training](#)
 - [Apprenticeship Funding Sources](#)
 - [Map of Apprenticeship Programs](#)
 - [Training Framework](#)
- 

Transit Agencies with Apprenticeship Programs





Miami-Dade County Transit TWU Local 291 Miami, FL

Renita Revere

Special Projects Administrator
Miami-Dade County Department of Transportation and Public Works

Joseph D'Elia

President
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High Valley Transit

Park City, UT

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Apprenticeship in Practice Panel



Q&A



Thank You!



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