

# NATIONAL SYSTEM OF TRANSIT APPRENTICESHIP

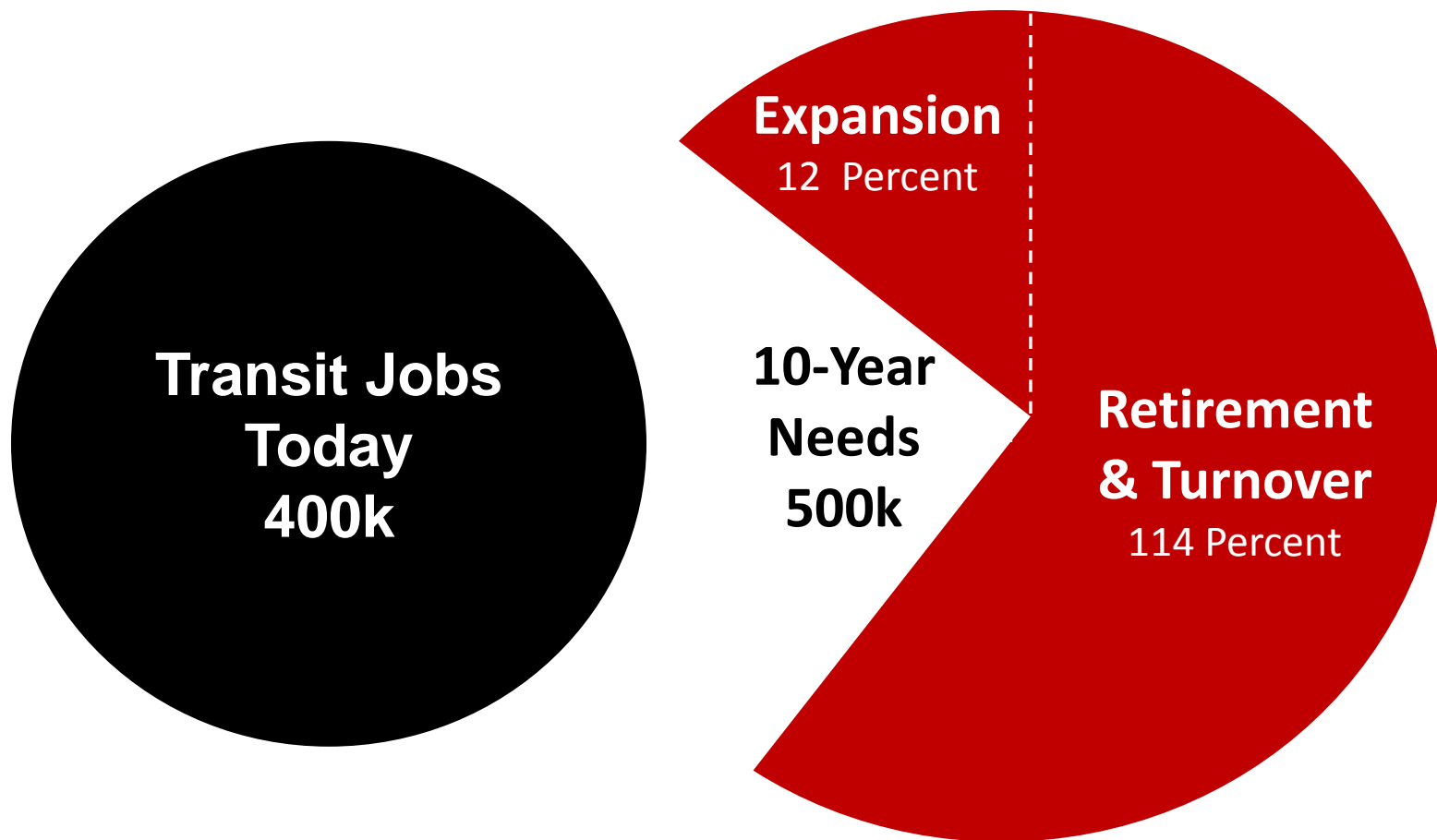
NTI TRAINERS' CONFERENCE

NEW ORLEANS

OCTOBER 2015

# The Challenge: TRANSIT'S HIRING & TRAINING NEEDS:

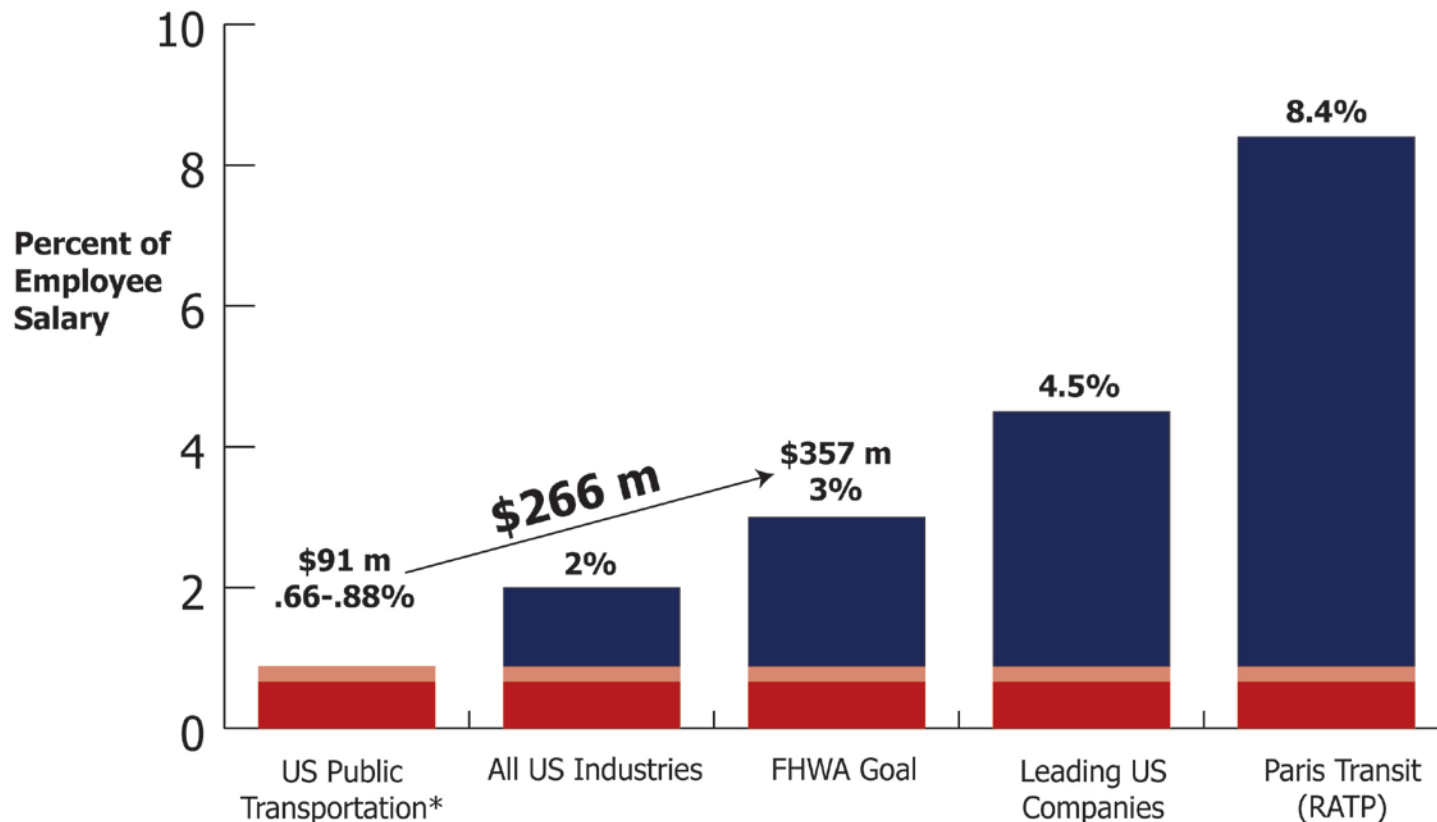
Per US DOL data: 126 Percent of Today's Transit Workforce Will Have to Be Hired and Trained in the Next 10 Years



Source: TLC Analysis of BLS and NTD data.

## Transit Lags in Investing in Human Capital

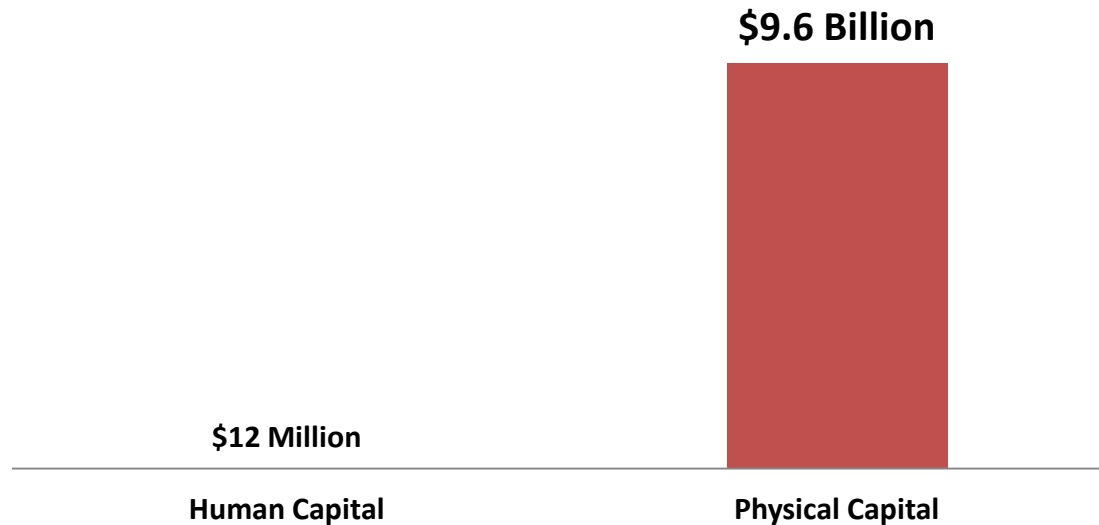
Public Transportation Behind the Curve on Training Investment



\*Estimated by the Transportation Learning Center based on a 2010 survey of the transit industry

## Federal Transit Investment in Human Capital: 0.1% of Physical Capital

- Annual federal investment in transit workforce development (NTI, Innovative Workforce Programs) in MAP-21 – **Total \$16 million**
- Annual federal investment in physical capital – **Total \$9.6 billion**



# Resources skewed to top

- 90 percent of workforce in operations and maintenance
- Most training funds go to white collar workers
- Transportation Workforce summit 2012—Ed Hamberger AAR—great to see all these graduate programs but I need electricians and signals techs. Where's that training?

# Training Costs

- Training is “too expensive” and first item cut in most budgets. Short-sighted and foolish
- **Training pays**
- Sam Trans 30,000 miles between road calls
- SEPTA Return on Investment conservative estimate 293 % over 4 years
- CDTA spare bus ratio from 20% to 15%

# The Transportation Learning Center

The Transportation Learning Center is a nonprofit organization dedicated to improving public transportation at the national level and within communities. To accomplish this mission, the Center builds labor-management training partnerships that improve organizational performance, expand workforce knowledge, skills and abilities, and promote career advancement.



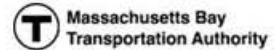
# Frontline Workforce

- It's what we do and have done since 2001
- Local and regional labor-management partnerships for training
- National standards for training developed by labor and management subject matter experts
- Apprenticeship as capstone to full training system



# Training Partnerships in Transit – Location Map

National sponsors and over 40 locations have worked together to build shared solutions



Everett  
Seattle  
Tacoma  
**King County**

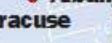


Portland



Sacramento  
San Francisco  
San Jose

Utah



Oakland  
San Francisco  
San Jose

Salt Lake City

Denver



Los Angeles  
San Diego

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Denver



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IBEW Local 6 (San Francisco)  
IBEW Local 9 (Chicago)  
IBEW Local 103 (Boston)  
IBEW Local 465 (San Diego)  
IBEW Local 1245

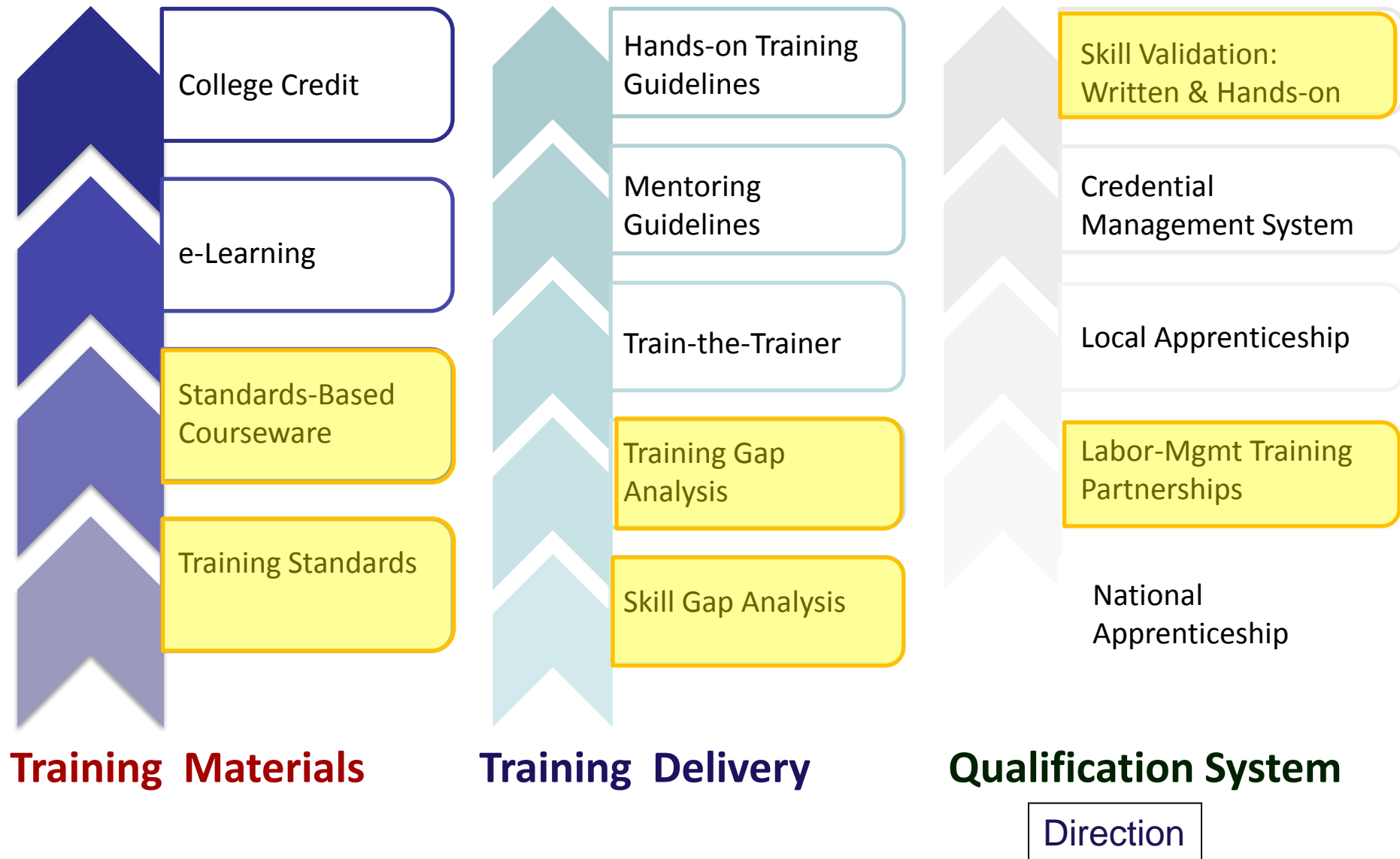
SEIU Local 1021 (Sacramento)

TWU Local 100 (NYC)  
TWU Local 208 (Columbus)  
TWU Local 234 (Philadelphia)



# Functional view of ten layers

## The Transportation Learning Center's Model



# Registered Apprenticeship

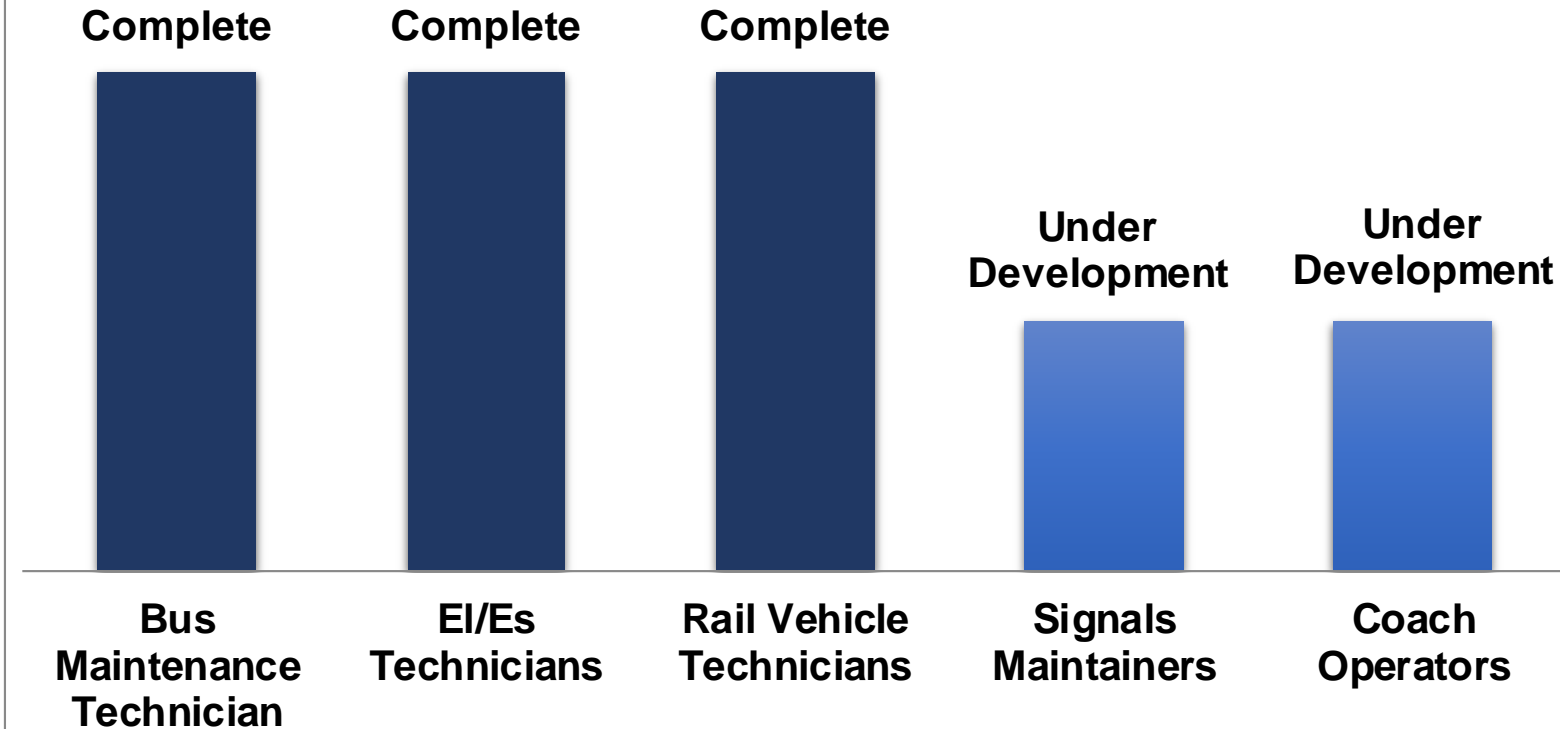
- Formal system of training overseen by US Department of Labor and State Councils that connects job seekers looking to learn new skills with employers looking for qualified workers
- Combine/alternate work-based with school-based learning: classroom and structured OJT
- In unionized settings, a joint apprenticeship committee oversees training and certification
- Strong need for systems of on the job learning such as mentoring
- Transit is in a unique position to expand apprenticeship to address future workforce needs

# Advantages of Being Registered

- College credit for work-based learning—RACC
- Move toward competency-based system instead of time in seat training
- Automatic eligibility for federal workforce funding through WIOA and other training \$
- Coordination of benefits on other programs such as Veterans Administration

# DOL Approved Transit Apprenticeships

## Registered Apprenticeships Approved by DOL for 3 Transit Occupations; 2 More in Development



# DOL Approved Transit Apprenticeships

NEW

NATIONAL GUIDELINES FOR  
APPRENTICESHIP STANDARDS

DEVELOPED BY

THE PUBLIC TRANSIT INDUSTRY  
NATIONAL JOINT APPRENTICESHIP AND  
TRAINING COMMITTEE (NJATC)

for the occupation of


TRANSIT ELEVATOR-ESCALATOR MAINTENANCE  
TECHNICIAN  
(Existing Title: Elevator Repairer)

O\*NET-SOC CODE: 47-4021.00

RAPIDS CODE: 0174R

DEVELOPED IN COOPERATION WITH THE  
U.S. DEPARTMENT OF LABOR, OFFICE OF  
APPRENTICESHIP

APPROVED AND CERTIFIED BY THE  
U.S. DEPARTMENT OF LABOR,  
OFFICE OF APPRENTICESHIP

BY:   
JOHN J. LADD, ADMINISTRATOR  
OFFICE OF APPRENTICESHIP

CERTIFICATION DATE: 11/13/2013

CERTIFICATION NUMBER: C-2013-0111



# Local Implementation

- Local Joint Apprenticeship and Training Committees
- Partnership with schools and workforce systems
- Mentor Training and Train-the-Trainer
- Classroom and structured OJT (mentorship)
- Courseware available to Signals, Rail Car and EI/Es Training consortium members

- See Slide 6 on returns to training
- Cleveland RTA – Rail Vehicle Technician Apprenticeship
- Elevator-Escalator
  - at BART,
  - SEPTA,
  - WMATA



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