

# FTA's Innovative Public Transportation Workforce Development Program

**Integrating Career Pathways in Public  
Transportation: Rail Car Maintenance and Beyond**

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U.S. Department of Transportation  
Federal Transit Administration

# Integrating Career Pathways in Public Transportation: Rail Car Maintenance & Beyond

- Description: Development and implementation of a Transit Core Competencies Curriculum (TC3) and national standards-based rail car maintenance curriculum
- Goal(s): To develop and pilot a pre-apprenticeship curriculum for transit maintenance occupations and rail car maintenance technician courses
- Targeted Audiences: Community members, disadvantaged populations; incumbent and new technicians



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- Partnerships: GCRTA/ATU 286/El Barrio/Tri-C; Denver RTD/ATU/1001/Mile High Youth Corps; BART/SEIU 1021; CATS; MBTA/ATU 589; SD MTS/IBEW 465; MD MTA/ATU 1300; SEPTA/TWU 234; SFMTA/IBEW 6; NFTA; PATCO
- Results of Model: Successful pilot at GCRTA of TC3 curriculum; Outreach to diverse pool of future transit employees; Proven successful model based on other successful courseware development consortia

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- Impacts of Model: Pre-apprenticeship curriculum to propel disadvantaged populations into transit maintenance occupations; Standardized courseware for transit rail car technicians that can be incorporated into training and apprenticeship models
- Lessons Learned from Model: Replicable; Agency (leadership, line managers, instructors) and Frontline Worker (SMEs) Buy-in is key; Sustainability



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If you had to perform this work again,  
what one thing would you change to make  
it better?

# Sustainability Goals

- Continuous recruitment of agencies and partners
- Incorporate and validate curriculum for insertion into rail car technician apprenticeship framework
- Leverage DOL American Apprenticeship Initiative Grant and pursue other resources (state and local grants)