

A NATIONAL SYSTEM OF TRAINING AND QUALIFICATION

TRANSIT TRAINERS CONFERENCE

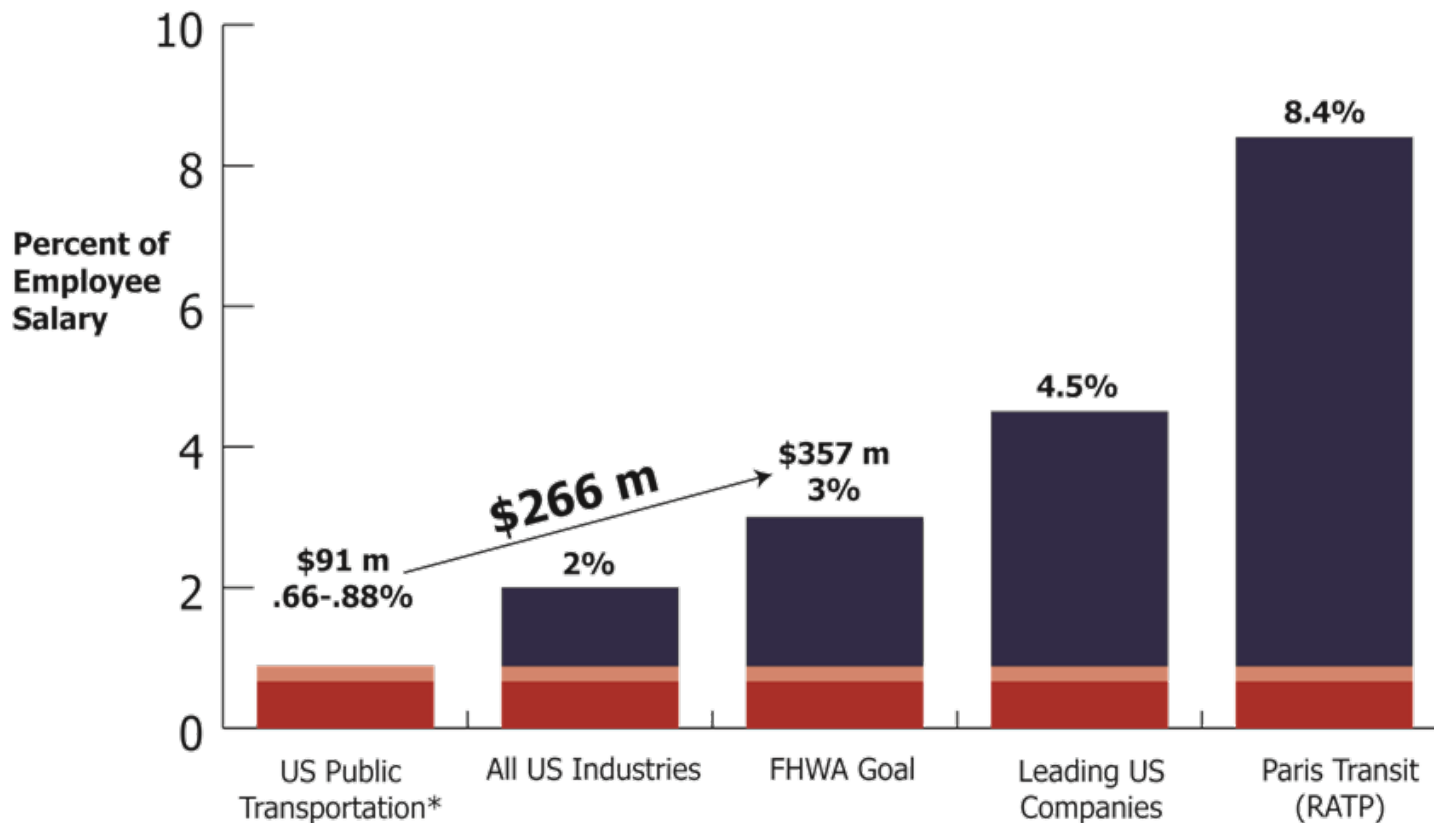
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The Problem

- Agencies don't invest enough
- Federal funds go to physical capital, not human capital
- Too much emphasis on training for white collar and managerial employees who make up 20 percent of total workforce
- Retirements and transit growth loom large

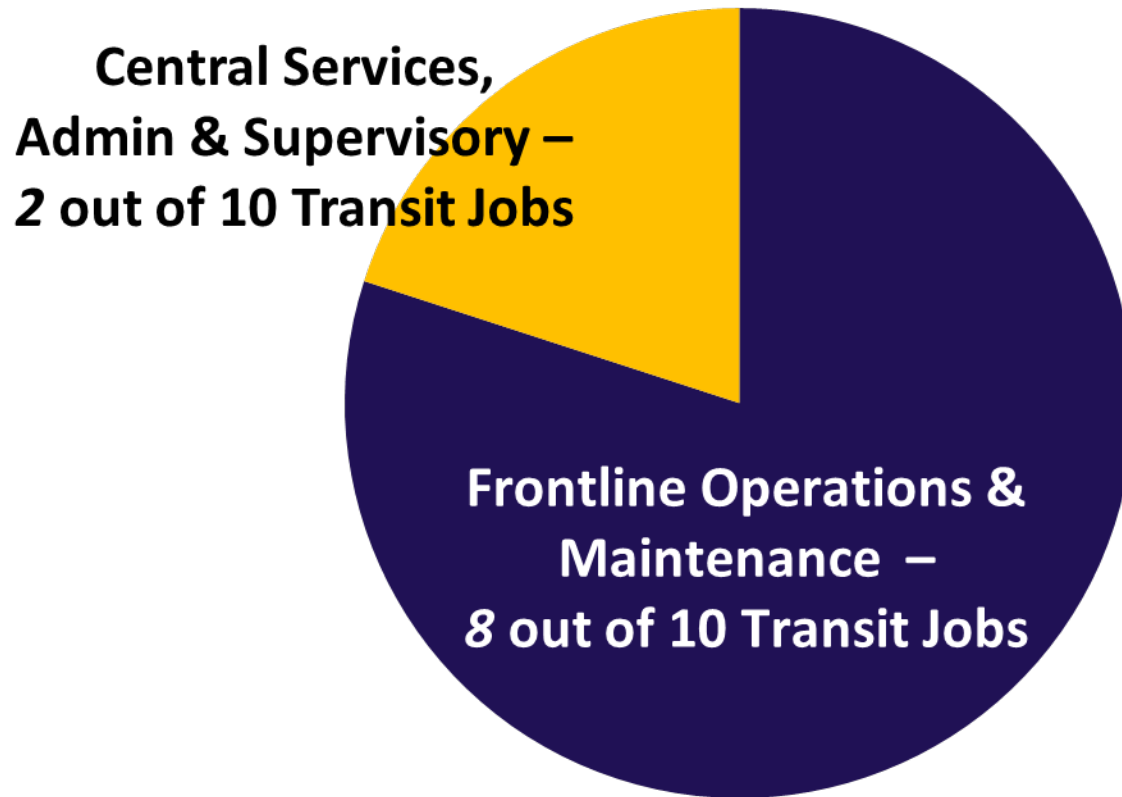
Transit Lags in Investing in Human Capital

Public Transportation Behind the Curve on Training Investment



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

8 out of 10 Transit Jobs are held by Frontline Workers



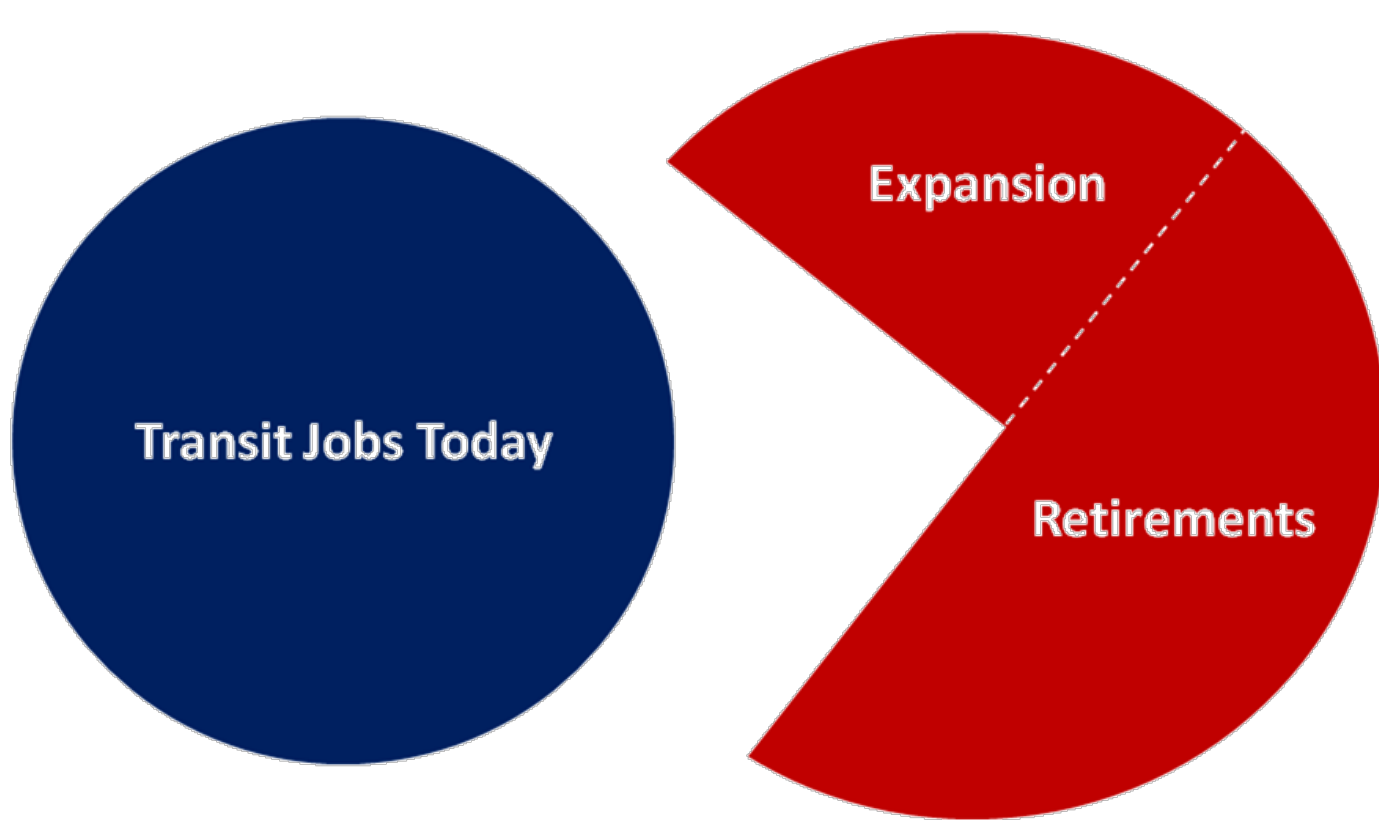
Frontline Jobs

- Bus and Train Operators
- Bus Mechanics
- Rail Car Technicians
- Signals Technicians and Traction Power Electricians
- Facilities Maintainers

Training Resources Skewed to Top

- US DOT 2012 Transportation Workforce Summit focused on university programs
- Prior to 2012, 80 percent of scarce FTA funding dedicated to 20 percent of workforce
- More education=more funds for training

Are you ready? Large majority of transit workforce in 2024 will be new



Source: TLC based on data from US DOT, US DOL

Technology=Greater Training Need

- Retirements, new hires, transit growth all mean big hiring and training challenges
- Continued development of new technologies require more training
- Ability to diagnose and trouble shoot digital systems key to making new tech work

The Challenge

**The Transit Industry & Transit Agencies
Lack the Capacity to Train the Next
Generation
of Blue Collar Technicians**

Overcoming the Challenge

- Work across locations, with labor and management to address training needs
- Develop national standards for training that can inform local training needs
- Develop tools for both national and local use
- Change federal policy

A Vital Workforce Resource for Transit: The Transportation Learning Center

- Created 2001: only national program for frontline transit workforce
- Develop industry-recognized training standards for blue-collar technical occupations - with 35 agencies and unions
- TLC tools: apprenticeships, mentoring, training trainer, skill-gap analysis, youth career pathways . Labor-led training initiatives
- Supported by FTA, DOL, TCRP, APTA and Transit Labor

Labor-management

- Work with union
- TCRP studies indicate that more than 90 percent of front-line transit workers are represented
- Training won't work without union buy-in.
- Training will be better with worker involvement

National Standards for Training

- National SME committees have developed industry-recognized skill standards for
 - Bus maintenance technicians
 - Rail car technicians
 - Signals maintainers
 - Transit Elevator-Escalator Technicians
 - Traction Power technicians

Use of Standards Locally

- Detailed learning objectives serve as basis for developing training
- Industry standards can serve as basis for skills gap analysis
- Validation of training to national standards
- Same detailed learning objectives can inform good mentor process
- Hands-on and written skills validation

National System

- Learning objectives to fully developed courseware through Consortium process
- Train the Mentor and Train the Trainer
- National system of training and apprenticeship with active local Joint Apprenticeship and Training Committees

Training in Class and On the Job

- Strong classroom instruction needed
- Class learning tied to On the Job Learning
- Mentors key to good OJL outcomes
- Full system of apprenticeship ties all the pieces together

Registered Apprenticeship

- USDOL has recognized national guideline standards for apprenticeship in:
 - Transit Bus Maintenance
 - Transit Elevator-Escalator
- Work to develop full apprenticeships for:
 - Rail Car Technicians
 - Signals Maintainers

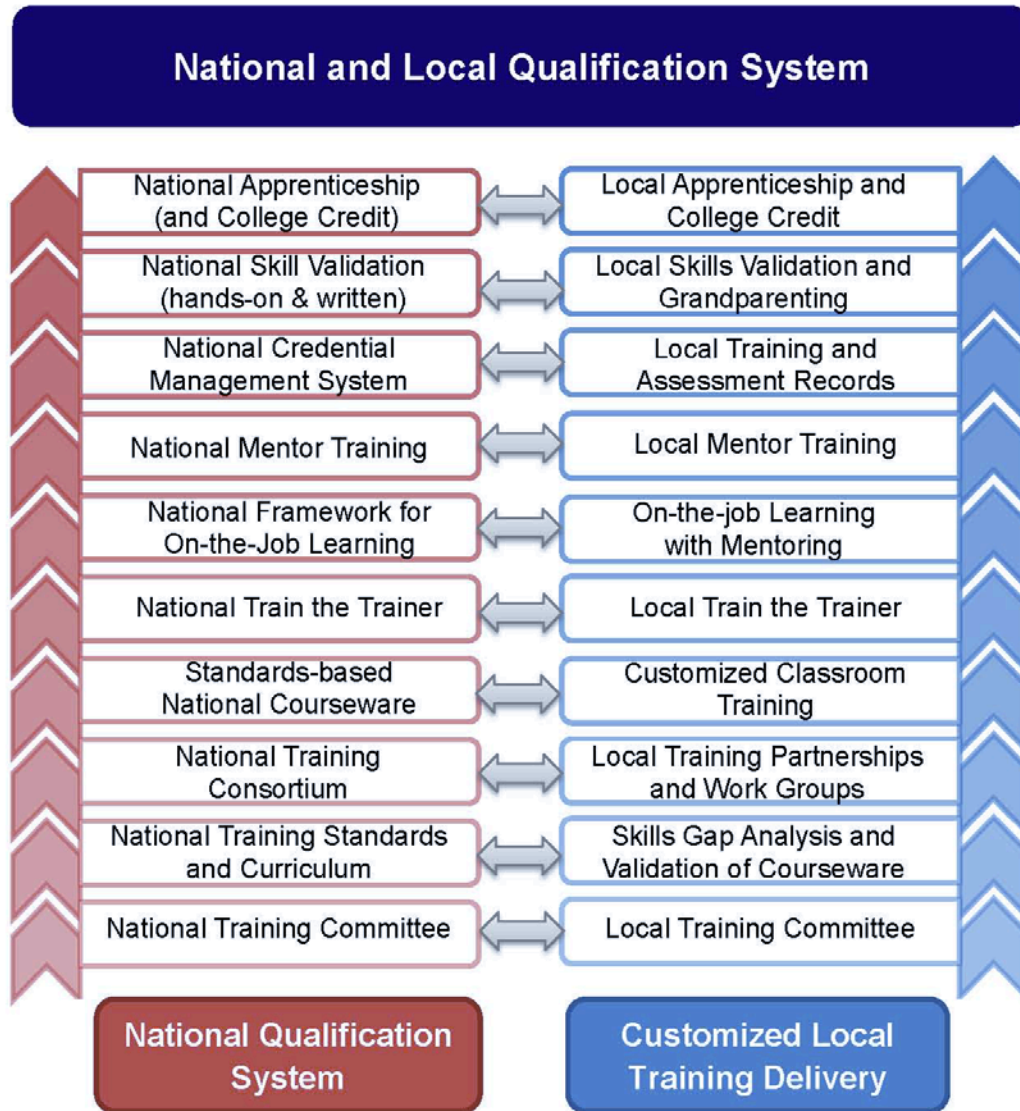
Career and College

- Federal RACC initiative
- Recognition that joint apprenticeship programs offer challenging work meeting academic standards
- Work also with individual colleges
- Attractive to current workers and to potential recruits

Career Pathways

- System of career advancement through training and apprenticeship can be attractive to new hires
- Formal linkages to Career and Technical Education can open new vistas for students, teachers
- After school clubs, summer work programs

National System of Training and Qualification



Changing Policy

- Federal funds reimburse 80 percent of physical capital
- End discrimination against human capital investment
- APTA proposal for surface transportation reauthorization—additional 1 percent of capital funds for training

Discussion, Questions

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