

NATIONAL
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TRANSPORTATION RESEARCH BOARD

Workshop to Broaden the Diversity of the Skilled, Technical Transportation Workforce



Federal Transit
Administration



SEPTEMBER 18, 2024

NATIONAL
ACADEMIES

*Sciences
Engineering
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TRANSPORTATION RESEARCH BOARD

Panel 2: Building Partnerships between Communities, Training Programs, and Employers



Federal Transit
Administration



Jason Abbott

**Executive Director of Workforce
Community, Business Outreach,
and Funding**

Cuyahoga Community College

Dr. JaNice Marshall

**Collegewide Vice President of
Access & Community
Connections**



Building Partnerships between Communities, Training Programs, and Employers

Dr. JaNice Marshall, Vice President, Access and Community Connections
Jason Abbott, Executive Director, Workforce Operations
Cuyahoga Community College

Cuyahoga Community College (Tri-C) Greater Cleveland Regional Transit Authority (GCRTA)

- Longstanding partnership aimed at advancing workforce development and economic mobility for current and future RTA employees
- Focus on community engagement in Northeast Ohio
- Partnership includes: extensive professional development initiatives for RTA employees, apprenticeship programs that provide hands-on training and career pathways, and joint participation in events that enrich the community.
- Creates opportunities for individuals to enhance their skills, pursue education, and improve economic prospects

Technical Training Opportunities

Bus Mechanic Apprenticeship

- Topics Covered Include:
 - Brakes and Air Brakes Systems
 - Electrical Fundamentals
 - Electrical Systems
 - Engines
 - HVAC Familiarization and Operation
 - Transmissions

Pre-CDL Licensure



Employer Training and Professional Development

- Front Line Supervisor Training Power & Way Retreat
- Lean Six Sigma Trainings
- Lean Bootcamps
- Kaizen Event
- Supervisor Development Sessions
- Instructional Design
- Communication and Coaching
- Fire Academy
- Health Cooking Demonstrations

Event Partnerships & Participation

- Facilitated for the Board of Directors and Inclusive Leadership Team
- RTA Career Fairs (held at Tri-C)
- In-Demand Jobs Week 2024
- Center for Future of Work Task Team





Community Access Centers Partnerships

- This year Access Centers also partnered with other community entities including Regional Transit Authority and City of Cleveland CDC's to host job and resource fairs resulting in 200+ attendees and 20 on-the-spot initial job offers!
- This strategy expanded to include connecting the RTA's Talent Acquisition with information sessions on-site in the Access Centers in preparation for hiring opportunities.
- RTA Hiring Events w/Access Center
- 3 Events
- 1 @Metro Campus 400+ attendees
- 2 @Olivet Access Center 60+ attendees
- 1@Esperanza Access Center 20+ attendees
- 50+ hiring offer letters from all hiring events with 75% completing hiring process



Community Access Centers Partnerships



- The vision for the Tri-C Access Centers is that they will be places in the community that connect people to high quality education and job training services that lead to sustainable, family supporting wages and careers in a supportive, inclusive environment; without regard to race, economic status, ethnic, sexual or gender identity.
- In this endeavor the College seeks to collaborate with community partners, to engage, support and empower individuals and families on their path to success.



Community Training & Job Hub

The training partnership aims to increase workforce sustainability in the transportation industry while creating employment pipelines that lead residents toward RTA jobs with family-sustaining wages. Programming will begin in February.

“We are elated to engage in this training and recruitment partnership with Tri-C,” said India Birdsong, RTA’s CEO and general manager. “As our daily mission is to serve the public, we hope that programs like this can help bring economic stability to Greater Cleveland families for generations to come.”

To recruit new talent from the community, plans call for offering employment pathway programs such as the College’s Workforce Success course, Adult Diploma Program and Women in Transition in coordination with the transit agency.



Community Training & Job Hub

- Tri-C training options for current RTA employees will range from leadership sessions offered through Tri-C's Corporate College® to commercial driver's license (CDL) refresher courses run by the Transportation Innovation Center. Most sessions will take place at RTA locations.

RTA Community Training & Job Hub



Temporary Commercial Driver Training

In 2023, 199 student bus operators of the 224 new hires attended Tri-C's Temporary License program at the Tri-C Transportation Innovation Center to obtain their temporary Commercial Driver Learner permit. As of March 31, 2024, 17 new hires have attended Tri-C's Temporary License Program training.

Frontline Leader

In 2023, 60 employees completed a version of this program, either in partnership with the Ohio Turnpike Commission (8 employees) or as a GCRTA cohort (52) with an accelerated curriculum tailored for bargaining unit supervisors. In Q2 – 2024, 13 employees began Frontline Leader Training in partnership with the Ohio Turnpike Commission at Corporate College West.

Lean Six Sigma

In 2023, 13 employees completed the prerequisite Lean Ohio Boot Camp course, and 13 employees earned their Lean Six Sigma Green Belts.

Bus Mechanic Apprenticeship

In 2023, the first cohort of 7 bus mechanic apprentices began their classroom training at Tri-C. An additional 7 new bus mechanic apprentices are being onboarded in June and will begin their first courses at Tri-C this summer.



Questions?

Jamaine Gibson

**Director of Apprenticeship and
Workforce Development
Amalgamated Transit Union**

Dr. Pat Greenfield

**Senior Director for Workforce
Education
International Transportation
Learning Center and Transit
Workforce Center**



Building Partnerships between Communities, Training Programs, and Employers

Jamaine Gibson, Amalgamated Transit Union, and Pat Greenfield, International Transportation Learning Center/Transit Workforce Center

September 18, 2024

A World of Careers in Transit





Opportunities for Mobility

- Agency Career Pathways - Frontline to Front Office
- Union Career Pathways – Operator and Maintainer to Union Leadership
- Lateral Movement
- At All Levels – College and Career, not College or Career
- K to Gray – Lifelong Learning Opportunities



The Power of Partnerships – Key Elements

- **Career Awareness and Preparation**
 - High schools and training programs
 - Colleges
 - Community-based and workforce development organizations
 - Local and national partnerships
- **Direct and Real Connection with the Industry**
 - Work with agencies that have the actual openings
 - In collaboration with unions and frontline workers who know the work
- **Align the Pre-Employment and Occupational Training with the Clear and Identified Apprenticeship and Training Needs**
 - Close collaboration with agency and union partners
 - Recognize agency and frontline worker expertise
- **Engage with:**
 - Openness to various ways to structure programs for mutual benefit
 - Mutual respect for all parties expertise

Making Connections 2024

The National Transit Workforce Conference

MAKING CONNECTIONS, MAKING A DIFFERENCE



Attend in-depth, interactive sessions built around FTA's workforce development goals and industry needs:

- Strengthening Workforce Health and Safety
- Funding Workforce Development
- Enhancing Outreach and Recruitment
- Retaining a Strong and Diverse Workforce
- Advancing Skills, Careers, and Partnerships
- Utilizing Workforce Data and Metrics

Engage with a cross-section of transit stakeholders from:

- Agencies
- Labor
- Frontline Workforce
- Government
- Nonprofits
- Communities
- Education
- Workforce Development Organizations



Register Now! November 11-13
Hilton Inner Harbor, Baltimore, MD

www.TransitWorkforce.org/mc24



Thank You!

Jamaine Gibson

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Dr. Hilary Nixon

**Deputy Executive Director
Mineta Transportation Institute at
San Jose State University**

Dr. Peter Romine

**Associate Professor of Electrical
Engineering
Navajo Technical University**



MCEEST

Mineta Consortium for
Equitable, Efficient, and
Sustainable Transportation

*Building Partnerships between
Communities, Training Programs, and
Employers*

**Engaging Tribal Colleges &
Universities in Transportation
Workforce Development Programs**



MCEEST Consortium Members

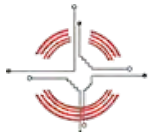


SJSU SAN JOSÉ STATE UNIVERSITY
HSI/AANAPISI

~34,000 students

73% non-white

50% female



NAVAJO TECHNICAL UNIVERSITY

TCU

~2,400 students

98% non-white

62% female



1867

HOWARD UNIVERSITY

HBCU

~13,000 students

82% non-white

71% female



UNIVERSITY of
SOUTH FLORIDA

~50,000 students

40% non-white

42% female

MCEEST Addressing Grand Challenges



Equitable Mobility for All



Net-Zero Emissions



**Resilient Supply
Chains**

MCEEST K-12 Workforce Development



**Garrett Morgan Sustainable
Transportation Competition**

MIDDLE SCHOOL



**NTU's Summer STEM
& Skills Dual Credit**

HIGH SCHOOL



**Infrastructure Awareness
Week: Building the Pipeline**

HIGH SCHOOL

01

02

03

04

05

06

ELEMENTARY SCHOOL

GRADES 7-12

HIGH SCHOOL

School Curriculum



**Innovative Career Exploration:
Drone Mapping &
Geographical Fieldwork**



**Summer Transportation
Institute**



Advancing STEM WFD in Tribal Nations




Create Sustainable TCU / Tribal Nation Economies



Develop TCU STEM Graduate Programs



Pathways to STEM Careers of Purpose



Develop/Expand TCU Research Centers → Project-Based,
Hands-on Experiential learning

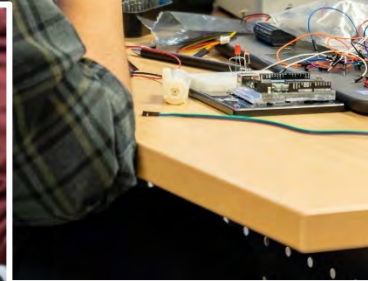
NTU Summer STEM & Skills Dual Credit Program



- Increase college readiness and the number of Native American high school students pursuing education and careers in STEM & Skilled Trades
- Earn college credit while in high school
- Welding, construction, business & marketing, engineering, culinary



NTU Summer STEM & Skills Dual Credit Program





Lessons Learned & Takeaways

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