

**Creating A Career Path  
for  
Rail Equipment Department Mechanics**

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## **Background For The Need To Create A Career Path**

- **Out of 538 CTD/STD rail shop mechanics 148 are at retirement age with various years of service and there are currently 60 vacant positions.**
- **78.4% of the workforce is age 45 and over.**
- **More than 73 mechanics have 30 years or more of service.**



## The Challenge

- **There is no entry level position, only 1<sup>st</sup> Class and Specialist positions. Hiring new mechanics is difficult without a career ladder.**
- **Existing job descriptions no longer describes the actual work being performed.**
- **Hiring mechanics ready to meet the needs of servicing SEPTA's modern rail fleet.**
- **Contracting out future work or upgrading training and job descriptions.**



## **SEPTA/Union & Management Taskforce**

- **Rather than waiting for shortages to become overbearing, SEPTA and the Union created a joint company/union taskforce.**
- **The charge of the group include:**
  - **Counter the need to contract out shop work**
  - **Development of a comprehensive training program**
  - **Assessment of current work requirements and skills needs**
  - **Development of a modern work description**



## **Work Group Approach**

- **Membership (No alternates)**
- **Decision by Consensus**
  - **General agreement (deferred group decision)**
- **Non-related issues not part of assignment**
- **Brainstorming/confidentiality**
- **Consideration of contract provisions**
- **Resources needed**
- **Meetings arrangements**



## **Activities Related to the Program**

### **Work assessment – revised job descriptions**

- **Draft job descriptions were developed by SEPTA and reviewed by the Union.**
- **A Third Party was contacted to validate the job descriptions and incorporate National Job Standards.**  
**They conducted direct field observations and consultation with existing mechanics.**



## Obstacles Encountered

- **Trust among the workforce**
  - **Met with locations local union representatives to express issues**
- **Identifying Task**
  - **use of subject matter experts**
- **Training**
  - **Training developed using National Standards and existing job descriptions**
- **Previous Arbitrations**

