

Transit's Future Workforce:

Moderator: Ferdinand Risco

Speakers:

- **Dr. Pamela Christian**, *Director E3 Initiative/Human Capital Development, Los Angeles County Metropolitan Transit Authority, Los Angeles, CA*
- **Stephanie Einarson**, *Lean and Change Management Administrator, Pierce Transit, Lakewood, WA*
- **Kelli O'Leary**, *Assistant Vice President of Engagement, Jacksonville Transportation Authority, Jacksonville, FL*



MOBILITY CONFERENCE //



LA Metro E3 Youth Initiative

Dr. Pamela Christian

*Director E3 Initiative/Human Capital Development
Los Angeles County Metropolitan Transit Authority*

Los Angeles, CA



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Mission:

Prepare Los Angeles
County youth for
career and college
pathways in the global
transportation
industry by teaching
them transferrable
STEAM industry skills.

LA Metro E3 Youth Initiative

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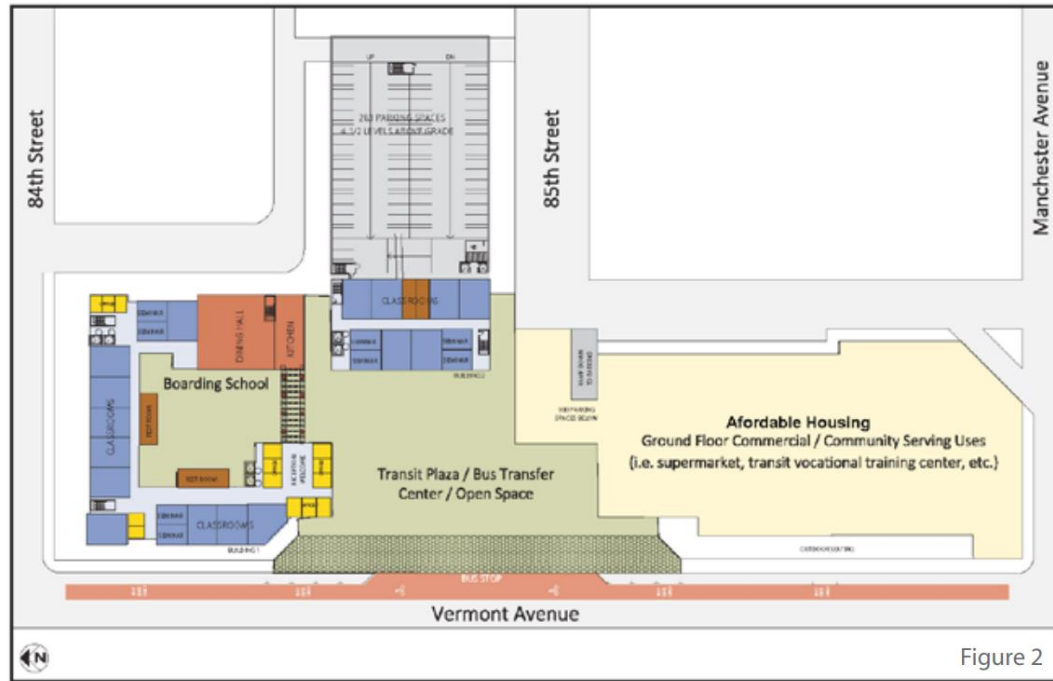


LA Metro E3 Youth Initiative

- Centerpiece: SEED LA
- Student Engagement
- Teacher Professional Development



Vermont-Manchester Boarding School Site



SOURCE: KFA Architects

Figure 2

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LA Metro E3 Youth Initiative

- Student Engagement
 - Metro Youth Career Experience
 - Office of Probation Education Services
- Teacher Professional Development
 - Educator Exchange & Tours
 - Teacher Externship



LA Metro E3 Youth Initiative

Dr. Pamela Christian

*Director E3 Initiative/Human Capital Development
Los Angeles County Metropolitan Transit Authority*

Los Angeles, CA



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Building Blocks of Excellence “Improving the Employee Experience”

Samantha Einarson

Lean and Change Management Administrator

Pierce Transit

Lakewood, WA



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Key Presentation Take-Aways

- History of Performance Management at Pierce Transit
- Improvements and their impact
- Future Plans



The Past- The Dark Ages

- Cadence
- Format
- Duplicative goals
- Frustration
- “Check the box”



The Present-Making Change

- Digital
- Transparent
- Strategic Priority Alignment
- Goal Setting
- Total Package



The Future-Innovation

- Looking at the model
 - Frequency
 - Competencies
 - Job-based evaluations
 - Total Rewards
- Visual Management



Building Blocks of Excellence “Improving the Employee Experience”

Samantha Einarson

Lean and Change Management Administrator

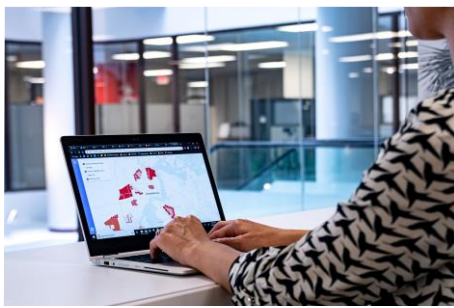
Pierce Transit

Lakewood, WA



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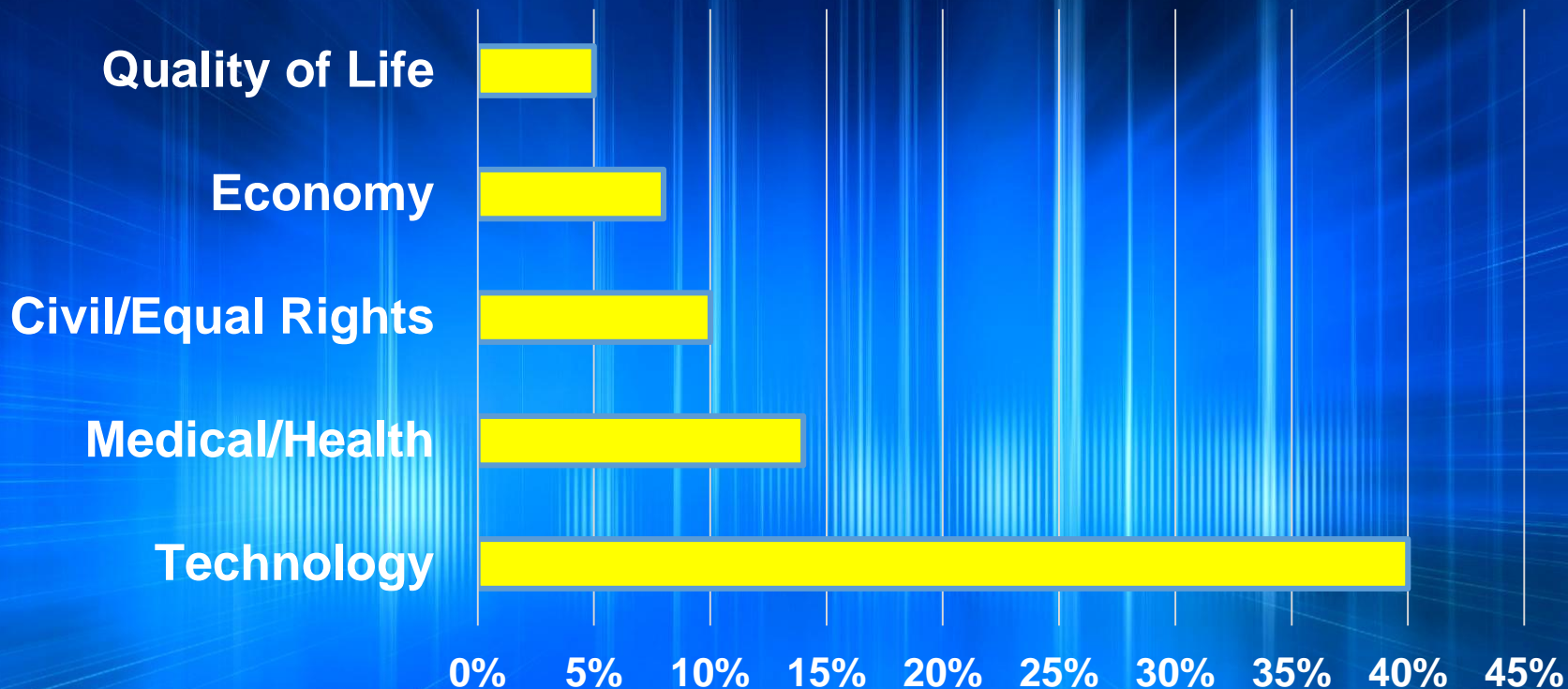
Transit's Future Workforce:

New Practices, Partners, and Innovations

Kelli O'Leary, Assistant Vice President of Engagement

LOOKING BACK: Biggest improvement to life in past 50 years

Percentage of U.S. adults who said the biggest improvements to life in America over the past 50 years was related to...









NEW SKILLS



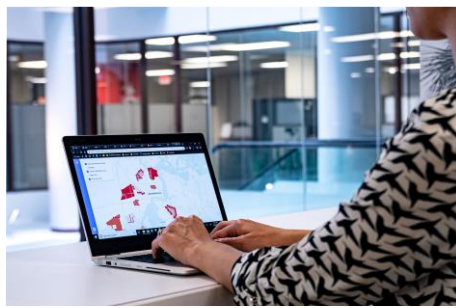
TRAINING







BUSINESS INTELLIGENCE



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New Practices, Partners, and Innovations

Kelli O'Leary, Assistant Vice President of Engagement

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