

Team 4 – Workforce Transformation

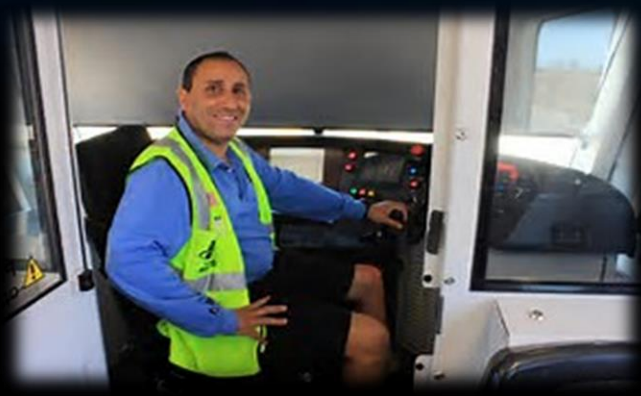


Gaylord Salisbury, Gina Callahan, Teresa Muti,
Dwain Crawley, Jr.

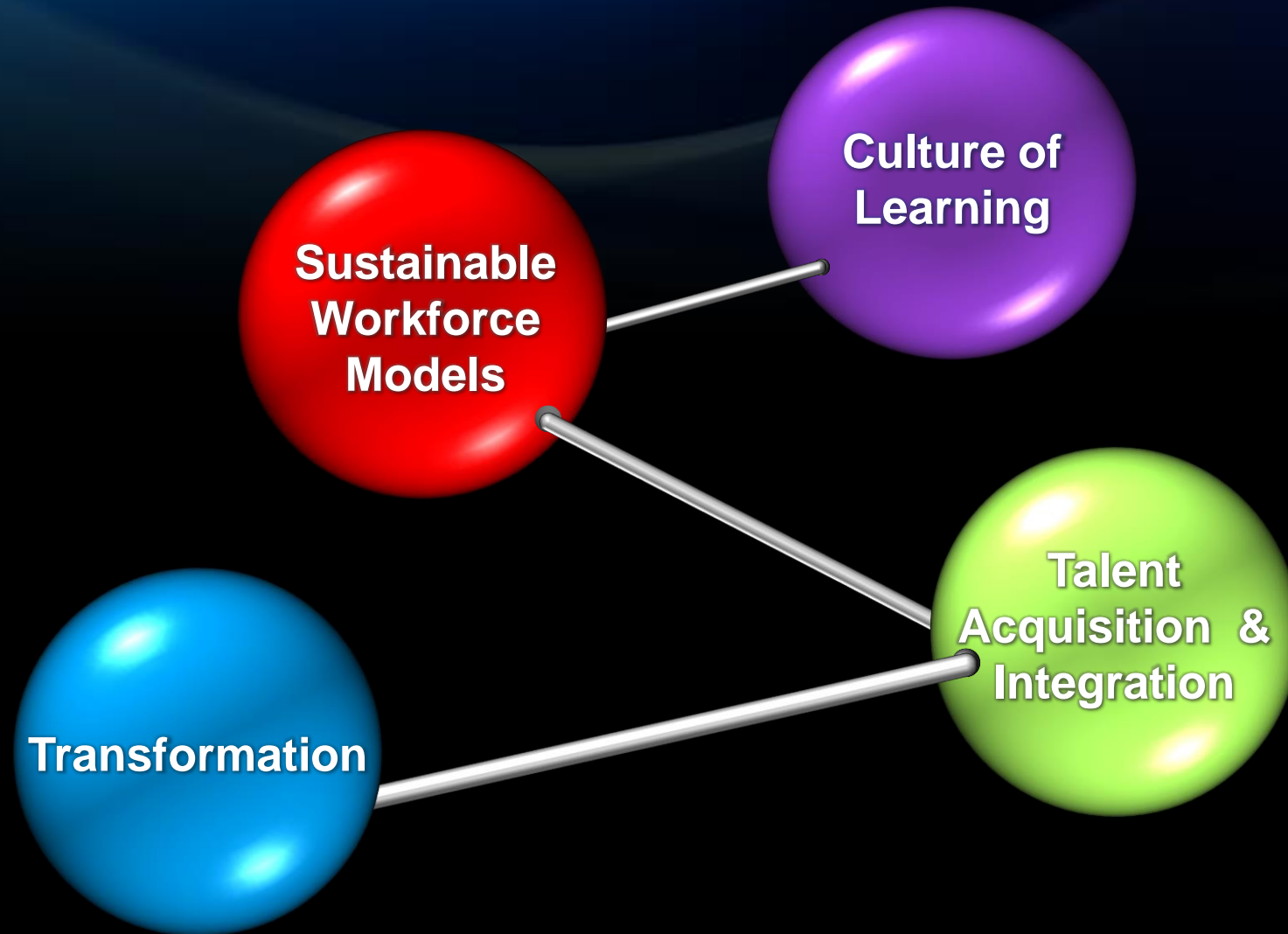
Celebrating 20 Years of Leadership



Transforming Our Workforce for the Future



Transforming Our Workforce for the Future



Organizational Agility



Current Talent/Skills
Identify & capture skills we
have today



Talent/Skills Acquisition
Innovative internal and
external sourcing



**Talent & Skills
Assessment**

Future Need
Anticipate & recognize
talent and skills needed



Skills Discrepancy
Document true gaps in skills today
vs. future



Talent Acquisition and Integration

Power of Transit

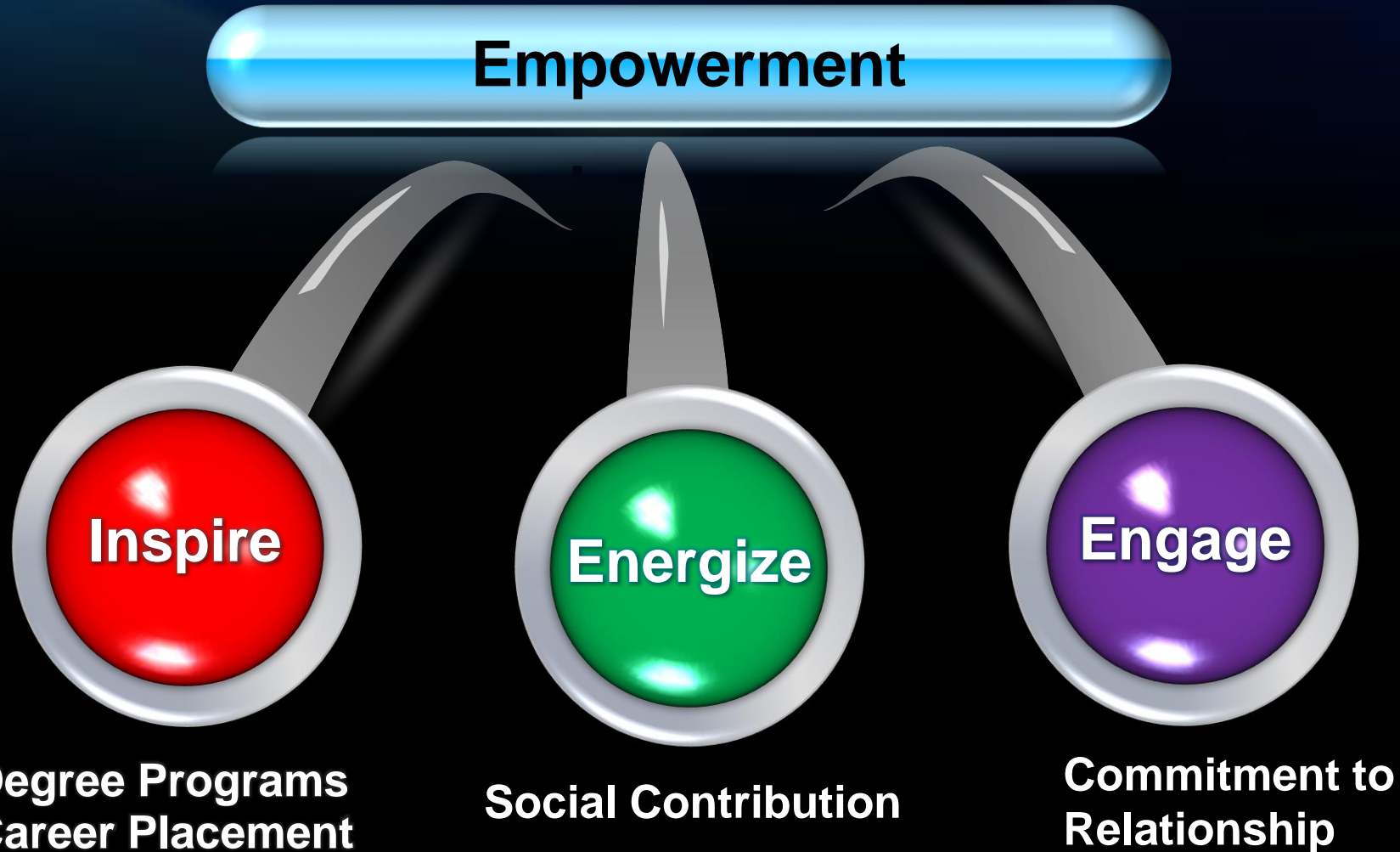


 Communicate Our Story

 Market Everywhere

 Transit's Global Impact

Talent Acquisition and Integration



Sustainable Workforce Model

End Goal/User

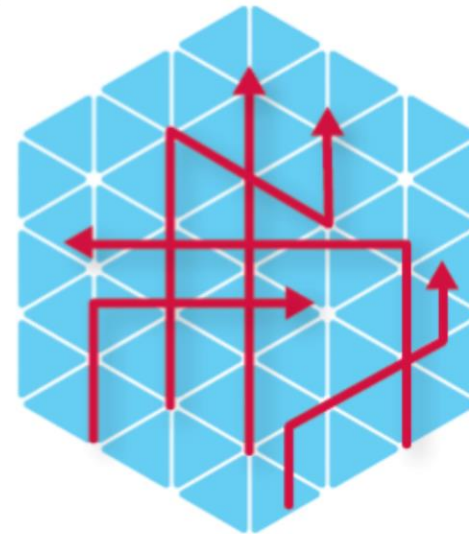
Stakeholder

Employee Partnership

Training/Skill Building

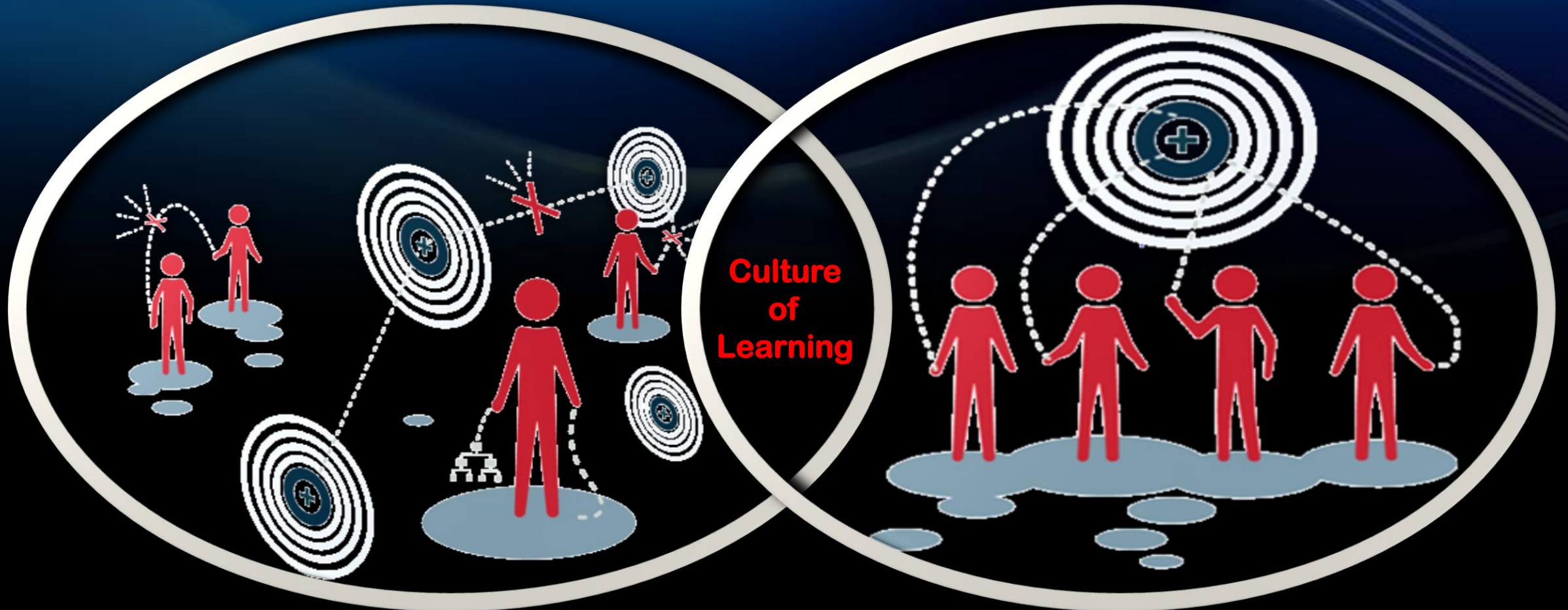
Best Practices

Challenges/Opportunities



Examples of more varied
paths for growth and
development

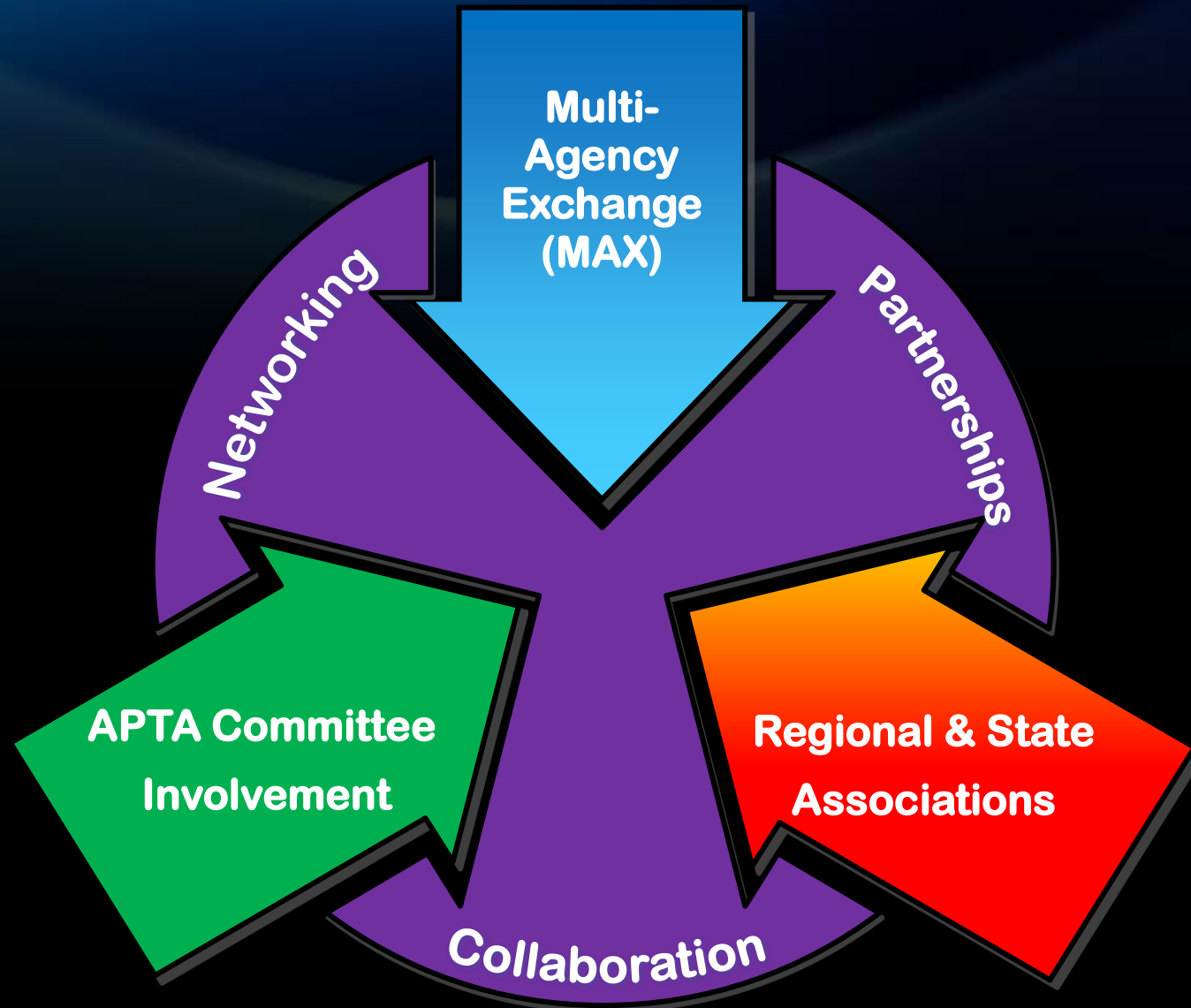
Establishing a Culture of Learning



**Culture eats Strategy for
breakfast, lunch and dinner.**

**Peter Drucker,
Educator & Author**

Culture of Learning



Culture of Learning



Entry-Level Assessments
Educational Institution Partnerships
Certification Programs

Mentorship Programs
Internships/Apprenticeships
Interchangeable Skills

Leadership Development
Continuing Education

Executive
Leadership

Culture Advocate

Team #4 – Workforce Transformation

Gina Callahan

Deputy AGM – Bus
Operations – Denver RTD

Dwain Crawley

Deputy Director -
Operations – AC Transit

Teresa Muti

Manager of Power & Way
Cleveland – GCRTA

Gaylord Salisbury

Sr. Mgr. Finance/Budget
Officer – KCATA

