

A Day in the Life of Daniel, Light Rail Maintenance Training Supervisor



"Working in transit feels like being part of a big, supportive community."

As a Light Rail Maintenance Training Supervisor...

Daniel organizes and delivers safety and technical training for maintenance crews, preparing them for daily operations and future projects.

Motivations



Mission-driven work



Professional development opportunities



AM:

Daniel starts his day by reviewing training completions, answering contractor questions, and adjusting his schedule to fit the needs of the day.



PM:

Daniel has flexible work hours, so he spends his afternoons prioritizing urgent projects and navigating a schedule that changes day to day based on project demands.



What Daniel loves about a career in transit:

Daniel appreciates how transit creates strong bonds and a sense of belonging among coworkers, giving him the chance to help communities while being part of a close-knit supportive team.



*Learn more about APTA's
National Transit Career Day*



National Transit Career Day

Recruiting the Future Transit Workforce: Find Your “Why”

1

Understand Motivations

What is the future employee looking for in a role?



Mission-driven work



Technical skills development



Professional development opportunities



Predictable work schedule

2

Match Skillset to Disciplines

Transit supports any and all skillsets and motivations!

- Customer Service
- Data Science
- Engineering
- Finance & Accounting
- Human Resources
- Information Technology
- Marketing & Communications
- Operations & Planning
- Project Management
- Safety & Security
- ... and more

3

Showcase Employers

Transit organizations span across sectors

- Government Agencies
- Academia
- Consulting
- Manufacturers
- Nonprofits
- Research
- Suppliers
- ... and more

4

Start Your Engines

Use diverse outreach methods to recruit

- Career Fairs/Trades Outreach
- Digital Advertising
- Employee Advocacy/Interaction
- Peer Mentoring
- Networking
- Incentive Recruitment
- Internship Programs
- Temp-to-Full Time Programs
- ...how do you recruit?



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