



***TRB Standing Committee on Education and Training
National Network for the Transportation Workforce
APTA Human Resources Committee***

An Industry Webinar

***Diversity in the Transportation Industry:
Attracting and Retaining Diverse Groups***

**Thursday October 13, 2016
2:00 – 3:30 p.m. Eastern Time**

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unique PIN to hear the audio over the phone.**

This session is being recorded and will be made available on the APTA web site.

Session Moderator



Ms. Lydia C. Grose

Director, Engineering and Design Civil Engineering
Southeastern Pennsylvania Transportation Authority

Immediate Past Chair, APTA Human Resources Committee



A Partnership Webinar

- TRB Standing Committee on Education & Training
- National Network for the Transportation Workforce
- APTA Human Resources Committee



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Today's Presenters



Todd Macalady




Leticia Barajas



Grailing Jones



Asking audience questions

To submit a question or comment to the moderator during the session or during the Q&A, please type it into the **Question** box on your screen and then click on the send arrow  located at the bottom of the box.



Session Presenter



Mr. Todd Macalady

Director
Mountain West Region
Tribal Technical Assistance Program





BEST PRACTICES IN TRIBAL TRANSPORTATION WORKFORCE DEVELOPMENT

TODD MACALADY

DIRECTOR
MOUNTAIN WEST REGION
TRIBAL TECHNICAL ASSISTANCE PROGRAM

MWTTAP MISSION

- Mountain West Tribal Technical Assistance Program (MWTTAP) aims to assist American Indian Tribal governments by increasing technical capabilities in transportation and expanding workforces to effectively address current and future transportation needs.
- These goals are accomplished through training, technical assistance and information access by providing a platform and communication network on technical transportation issues. MWTTAP is funded by the United States Department of Transportation Federal Highway Administration.

TRIBAL TRANSPORTATION PROGRAM OVERVIEW

- The Tribal Transportation Program (TTP) is the largest program in the Office of Federal Lands Highway.
- The program is receiving \$465 million in FY 2016, with increases of \$10 million per year to \$505 million in FY 2020, as established in Public Law 114-94, Fixing America's Surface Transportation Act (the FAST Act).
- The purpose of the TTP is to provide safe and adequate transportation and public road access to and within Indian reservations, Indian lands, and Alaska Native Village communities.
- A prime objective of the TTP is to contribute to the economic development, self-determination, and employment of Indians and Native Americans.

TRIBAL TRANSPORTATION PROGRAM OVERVIEW

- 566 Federally Recognized Tribes
- 157,000 Miles on the Tribal Roads System
- 930 Bridges
- 17% of the roads within the BIA Roads System are in ACCEPTABLE condition
- 83% of the roads within the BIA Roads System are in UNACCEPTABLE condition



DEVELOPING TRIBAL CAPACITY

- Leadership
- Trust
- Training & Education
- Technical Assistance
- Information Access

SUCCESS STORIES

- Iqurmiut Traditional Council – Russian Mission, Alaska
- Nunakauyak Traditional Council – Toksook Bay, Alaska
- Taos Pueblo – Taos Pueblo, New Mexico



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Mountain West Region
Tribal Technical Assistance Program



Session Presenter



Ms. Leticia Barajas
Vice President of Academic Affairs
and Workforce Los Angeles Trade
Technical College



Ensuring a Diverse Workforce Pipeline: Community College Perspective

Leticia L. Barajas, *Vice President,
Academic Affairs and Workforce Development,
Los Angeles Trade Technical College*

LOS ANGELES TRADE-TECH
LATTC
A Community College

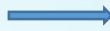
Innovative Workforce Development Strategies to Promote Diversity in Transportation

- Beyond traditional understanding of diversity
 - Demographic – Gender → Women in Transportation Program
 - Underserved Populations Entry Level → Accelerated Diesel Mechanic Program

Innovative Workforce Development Strategies to Promote Diversity in Transportation

- Beyond traditional understanding of diversity

- Second chance outreach with Workforce System (Expungement)



Diesel Program – Early college
Department of Corrections,
Supportive Services

- Generation Z



Transportation Youth Academy

Transportation Youth Academy

- Summer 2016 Launch to expose and increase awareness middle and high school students
 - Hands on - project-based learning
 - Promote the various careers of the Transportation Industry

Video

**ADVANCED TRANSPORTATION & MANUFACTURING
YOUTH ACADEMY**
pathways.lattc.edu/futureready/

Los Angeles Trade-Technical College

T W I
Transportation
Workforce
Institute

(213) 763 - 3997 | twi.lattc.edu/

Advanced Transportation and Manufacturing Pathway

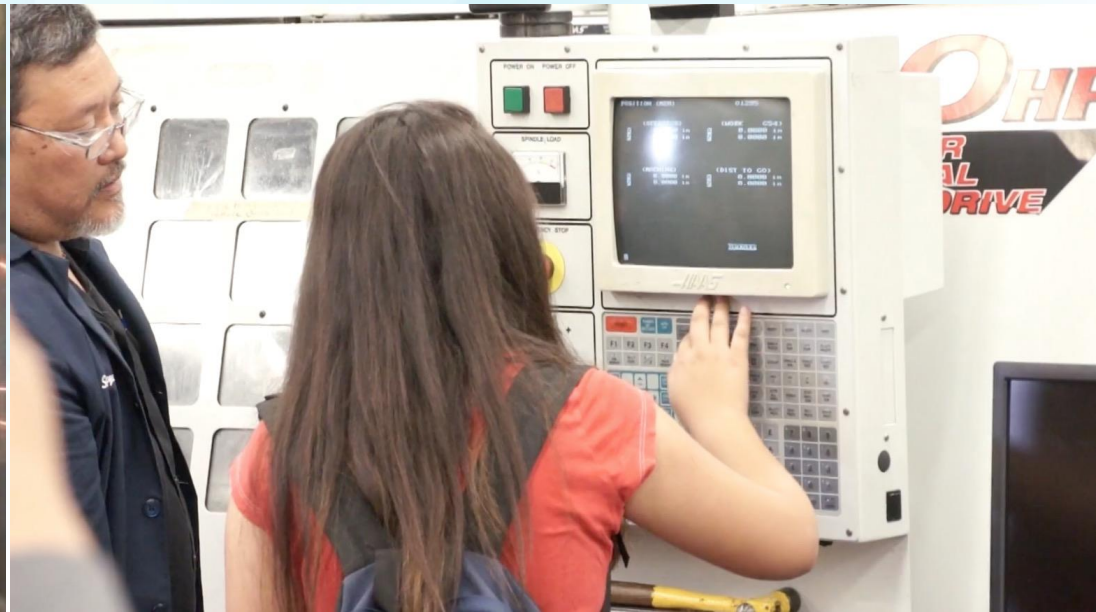
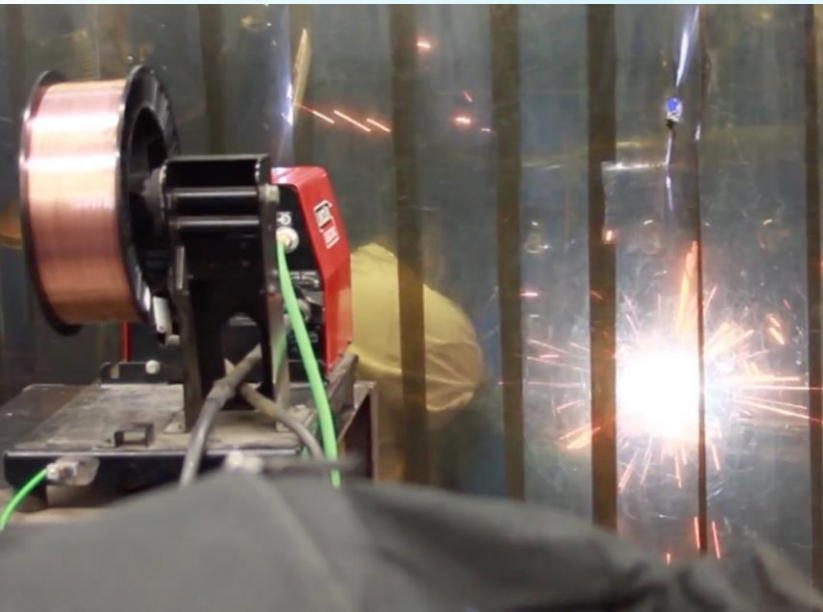
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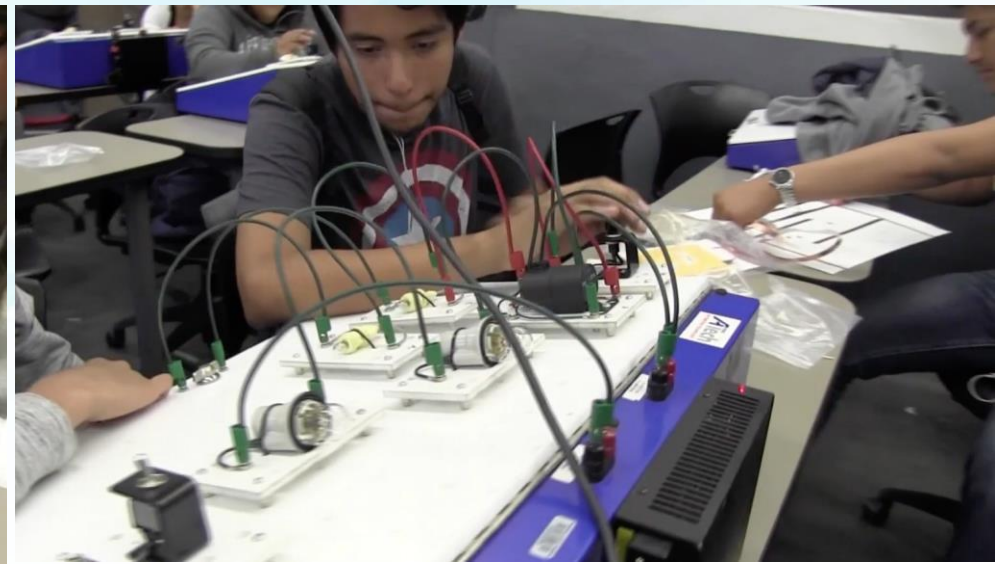
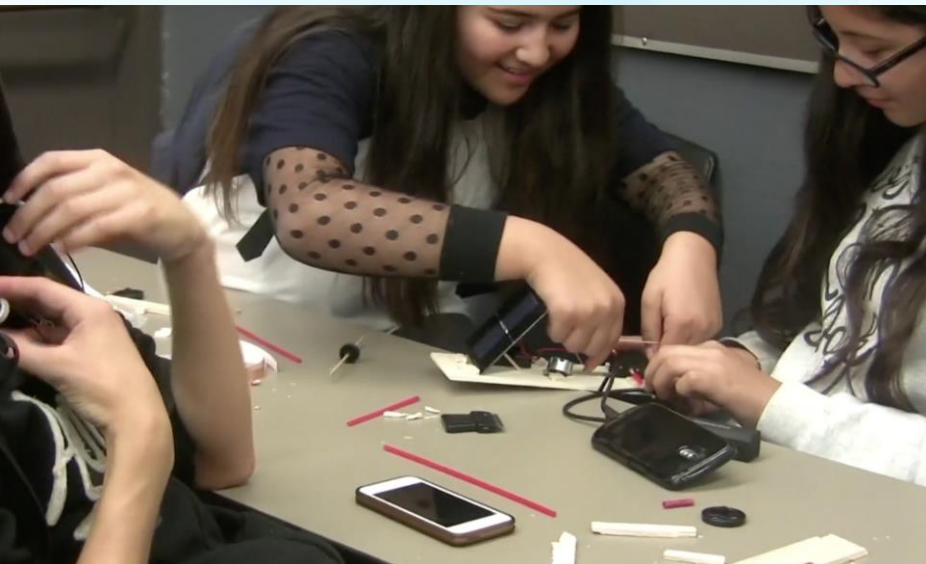
Monorail Project - Design Phase



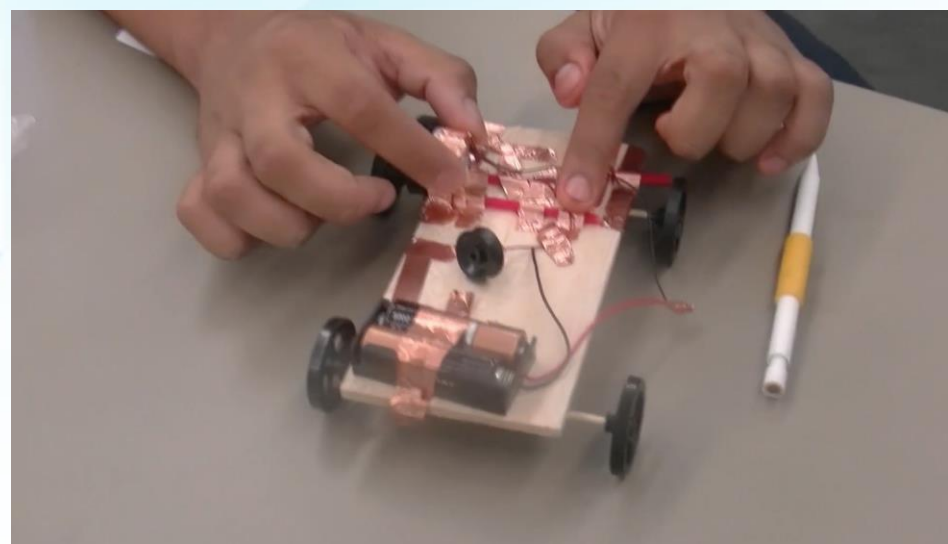
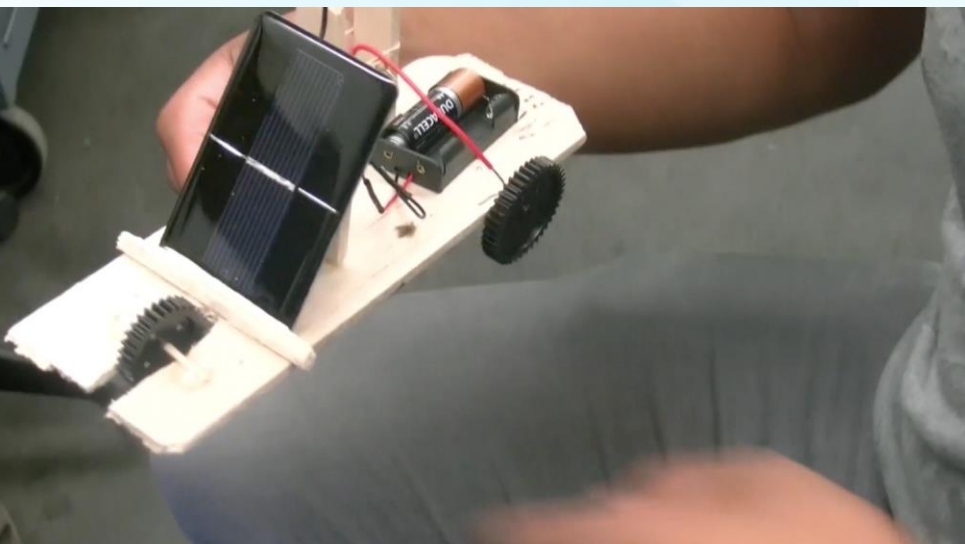
Project-based Learning



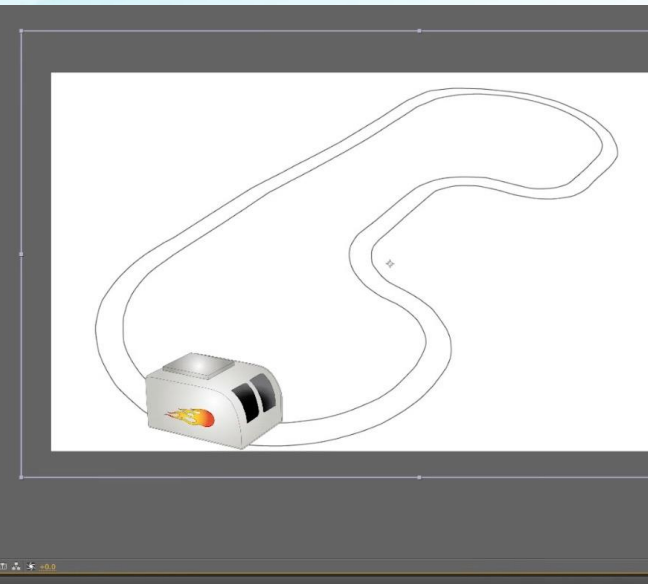
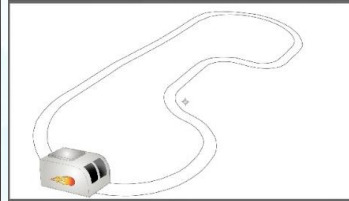
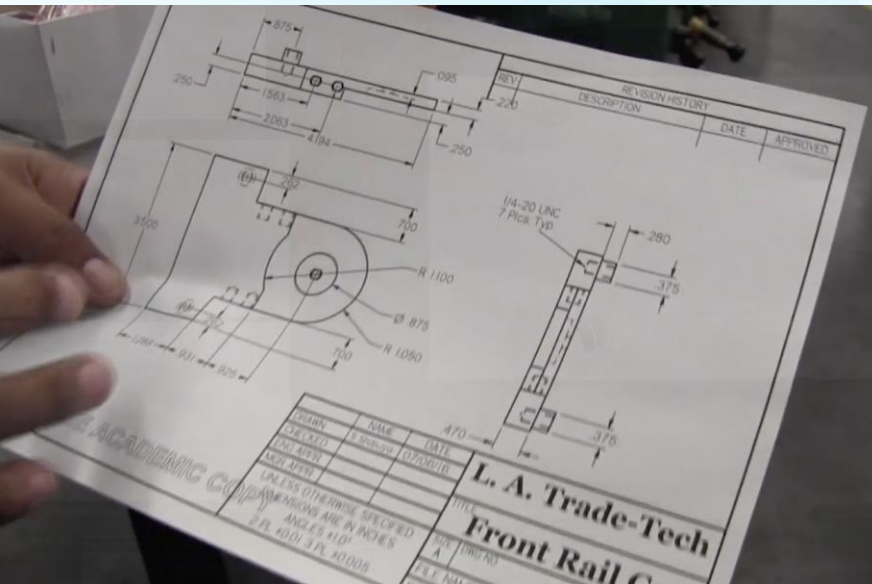
Solar Powered Vehicle Design



Allowing for Student Creativity



Monorail Track



Assembly Phase



Assembly Phase



Completed Project



Session Presenter



Ms. Leticia Barajas
Vice President of Academic Affairs
and Workforce Los Angeles Trade
Technical College



Session Presenter



Mr. Grailling Jones

Development Director

Schneider Employment Network



**Memphis Workforce Investment Network
&
Schneider CDL Driver Hiring Event:**

**A TDL BEST PRACTICE IN
DEVELOPING A DIVERSE CDL
WORKFORCE**



STRATEGY

Vision:

WIN and Schneider would collaborate to create awareness, vet individuals, provide funding options for training and CDL career placement path for residents of the Greater Memphis Region with Schneider.



STRATEGY

Mission

To host an event that would:

- ✓ Provide WIN Client Coaches with knowledge about Schneider CDL career options
- ✓ Market the awareness of Schneider CDL career options
- ✓ Vet individuals for CDL careers (review of Schneider equipment and technology, CDL Schools & WIN Career Coaches)
- ✓ Options for funding CDL training (WIOA/Schneider contract training) – Career Placement
- ✓ Evaluate and quarterly replication of the event



SCHNEIDER MEMPHIS FIELD RECRUITER (JOE DAVIS) PROVIDING KNOWLEDGE ON CAREER OPTIONS TO WIN CAREER COACHES

- Share : Schneider Delivers



WIN AND SCHNEIDER COLLABORATION TO CREATE AWARENESS



MEMPHIS WORKFORCE INVESTMENT NETWORK AND SCHNEIDER CDL DRIVER HIRING EVENT



Come to learn about CDL career opportunities with Schneider and have the opportunity to leave with a job that earns up to \$66,000 per year.

480 Beale St. | Memphis, TN 38103
Friday, February 26, 2016
10:00 a.m. to 2:00 p.m.

Call to Pre-Register!
Individuals new to the transportation industry and those with CDL's are encouraged to attend.

For more details call 901-636-7901.

SCHNEIDER



VETTING CLIENTS FOR CDL CAREERS – REVIEW OF SCHNEIDER EQUIPMENT AND TECHNOLOGY



WIN, SCHNEIDER AND CDL SCHOOLS COLLABORATION TO VET CLIENTS FOR THE INDUSTRY – OPTIONS FOR FUNDING TRAINING & CDL SCHOOL SELECTION



EVALUATE AND QUARTERLY REPLICATION

Results:

- ✓ **23 WIN Clients attended the event**
- ✓ **7-9 Clients are now in a stage of TDL (CDL) career readiness training**
- ✓ **WIN Career Coaches are more informed about Schneider CDL career options**
- ✓ **Schneider Field Representative Joe Davis will be networking with WIN to host the next quarterly event**



AS OF 2/26/16 WIN AND SCHNEIDER HAVE STRATEGICALLY CREATED A COLLABORATION PROVIDE A CAREER PATH FOR INDIVIDUALS SEEKING CAREERS IN TRANSPORTATION



Session Presenter



Mr. Grailling Jones

Development Director

Schneider Employment Network



Session Moderator



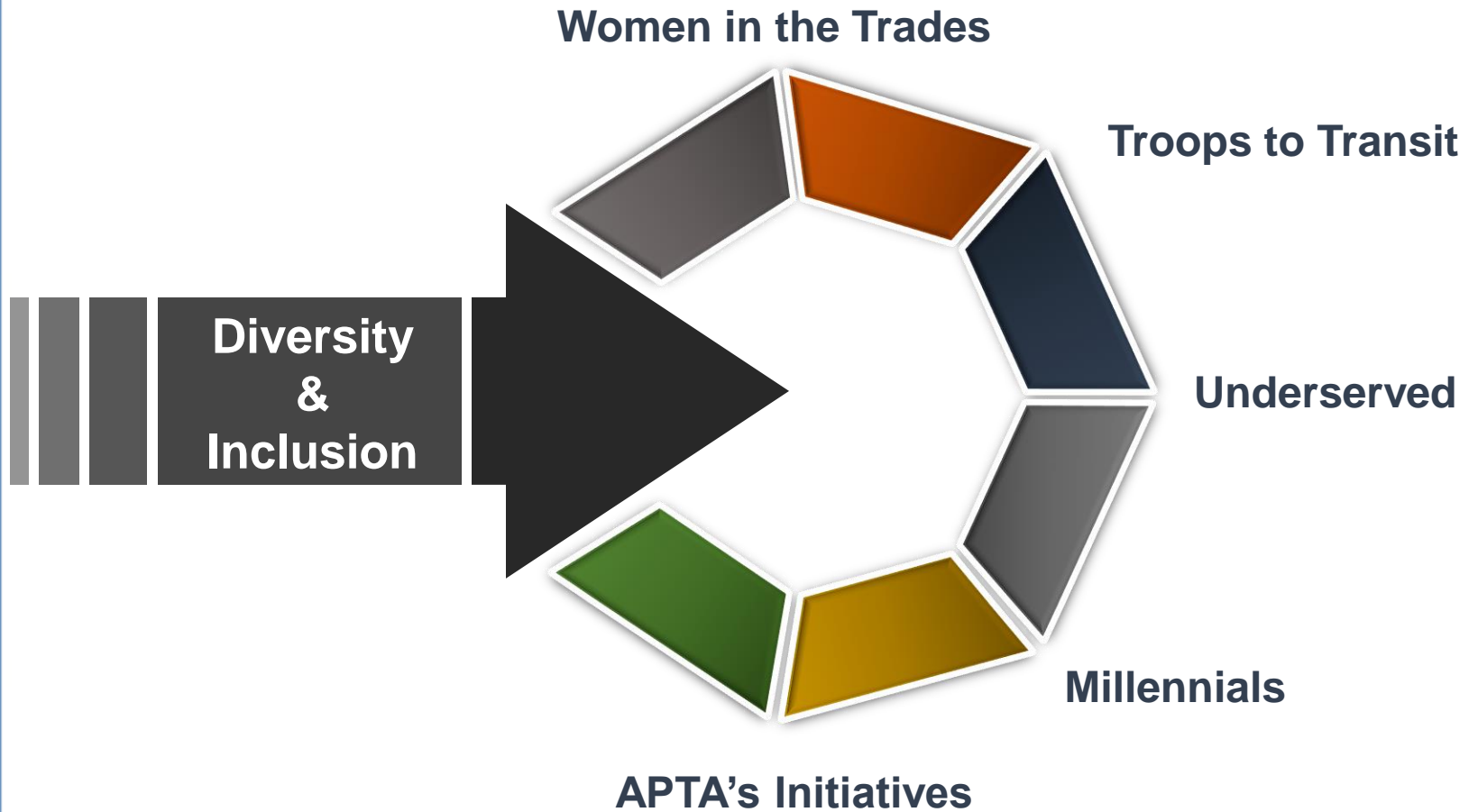
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Transit Industry



Women in the Trades

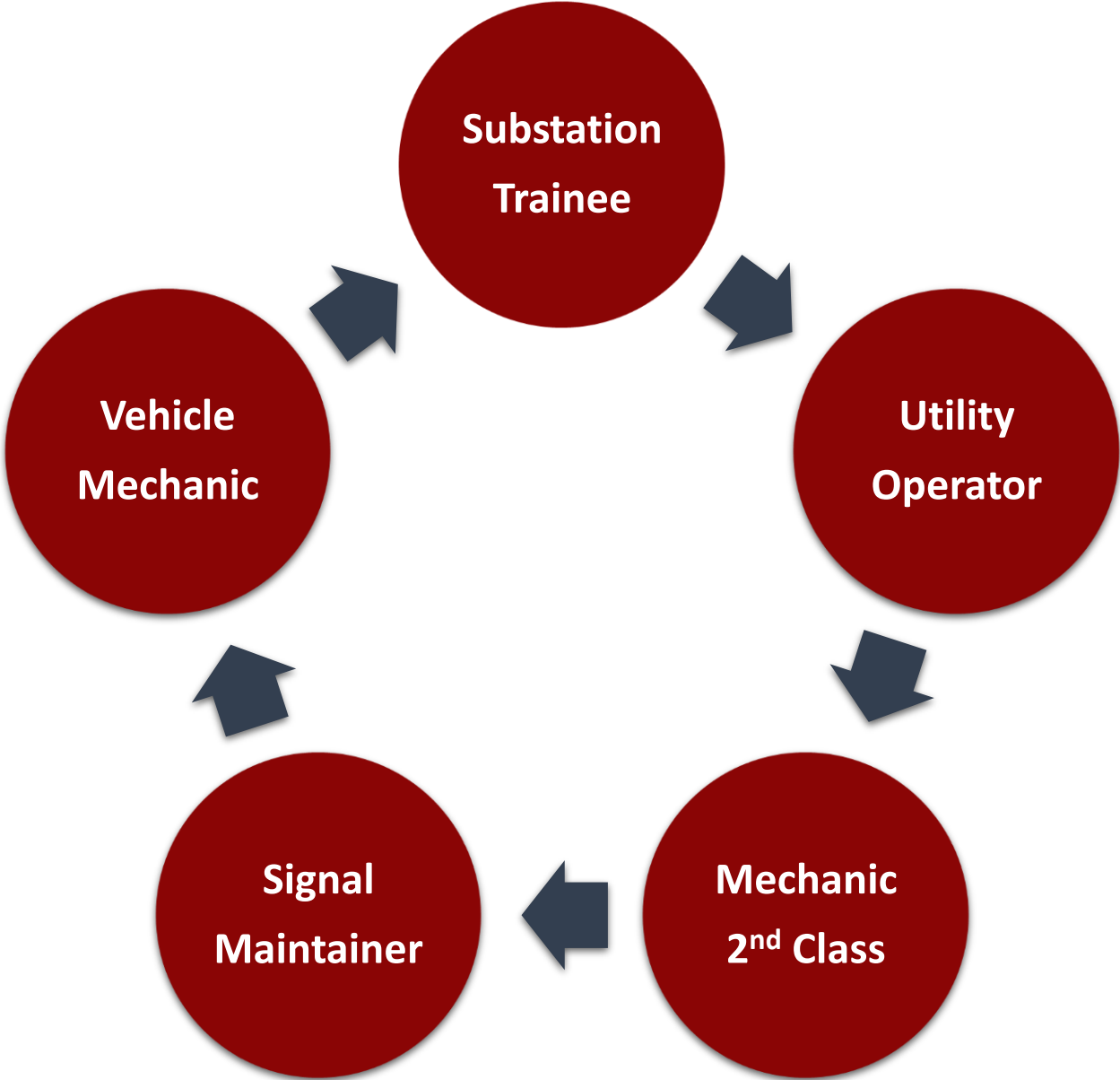


Building The Future

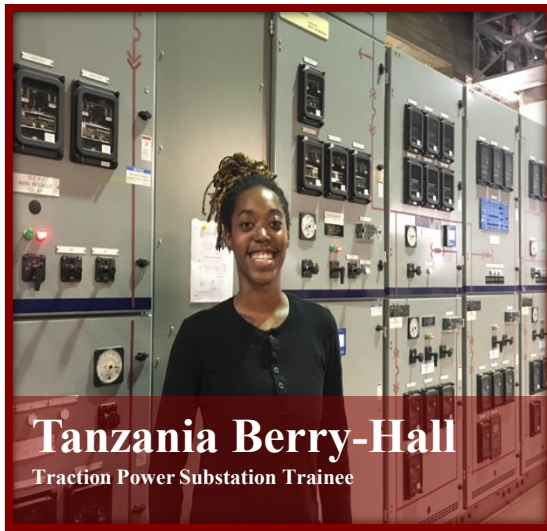
- Opportunities for Women in Non-Traditional Careers
- Strategic Business Plan – Good for Business
- Who are the Women in the Trades



Women in the Trades



Women in the Trades



Tanzania Berry-Hall
Traction Power Substation Trainee



Tanja Hebron
Construction Equipment Operator 1st
Class



Mary Adams
Railway Signals Systems Maintainer 1st
Class



Menyell Moore
Rail Vehicle & Equipment General
Mechanic 1st Class



Vera Miller Jones
Rail Vehicle & Equipment General Mechanic
2nd Class

Women in the Trades



Focused on
attracting
& developing a
diverse workforce

Tanja Hebron
Construction Equipment
Operator 1st class

It's Your **Move.**
Building The Future



Troops to Transit



Transit Industry Offers a Wide Range of Job Opportunities

➤ US Military Veterans

- Diverse population of highly skilled and qualified
- High level of technical training
- Strong work ethic
- Transferrable Technical Skills



Troops to Transit

Transit Agency Recruiters – Connecting the Dots

- *Often unfamiliar with military rankings, ratings, and transferrable skills*

Military vs. Transit Experience

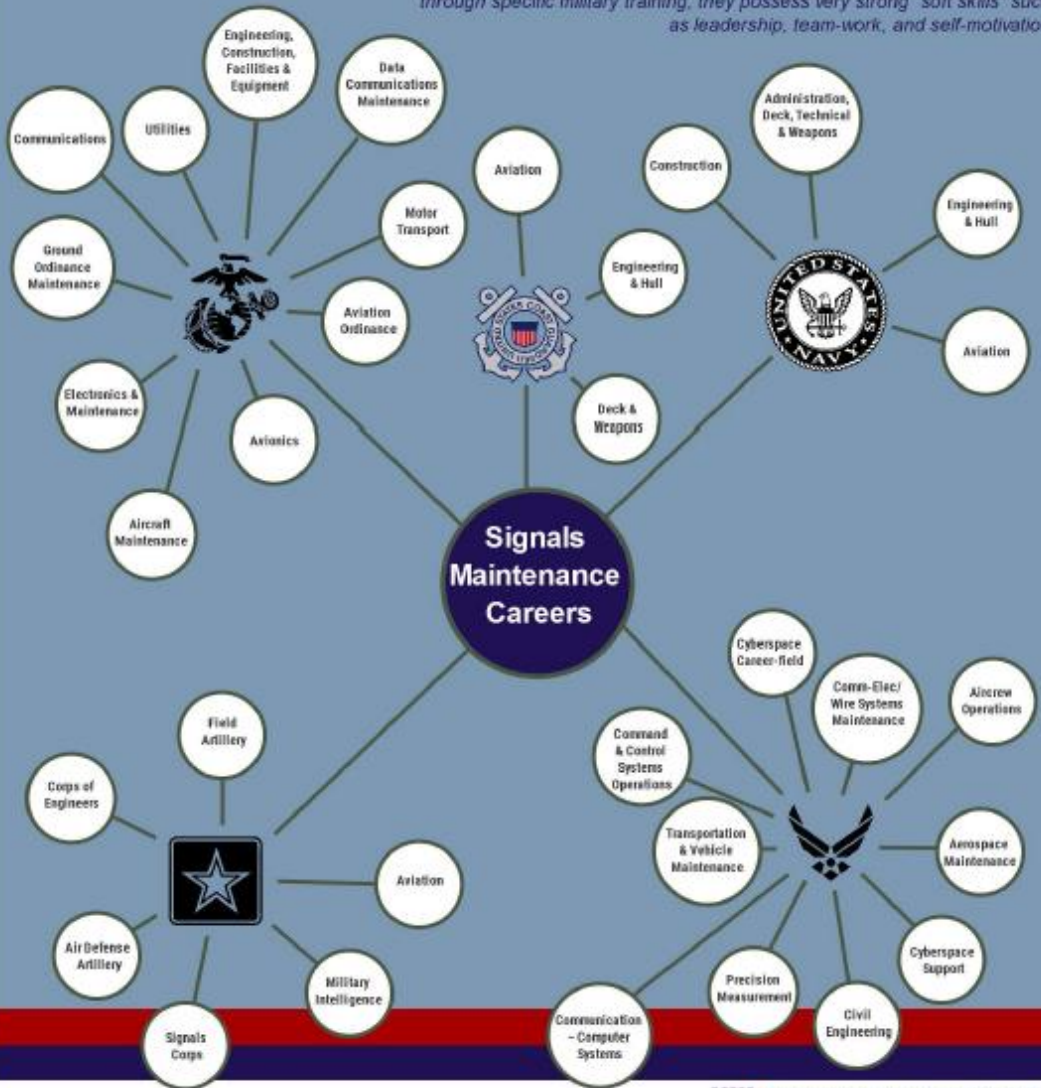
- **“Troops to Transit” resources - Upcoming industry online toolkit (early 2017) being developed by the Transportation Learning Center**
 - ***Veteran-Transit Occupational Crosswalk Database***
 - **Matches military titles/positions with transit industry technical jobs**
 - **Guidebook for military transition to transit jobs and careers**
 - **Fact sheets for transit recruiters and veterans**



Veterans Crosswalk to Signals Maintenance Careers

Categories of Military MOS, Ratings, and Specialty Codes matched with the skills that transit agencies look for when hiring for signals maintenance

Veterans make great new hires. In addition to technical skills learned through specific military training, they possess very strong "soft skills" such as leadership, team-work, and self-motivation.



Troops to Transit

Veteran-Transit Occupational Crosswalk Database

- Matches military titles/positions with transit industry technical jobs

Signals Maintenance				
Job Title: Signal & Track Switch Repairers/Railroad Signal Maintainer				
Airforce	Army	Marine Corps	Navy	Coast Guard
1A131 Flight Engineer Enlisted	12Q Power Line Distribution Specialist Enlisted	0612 Field Wireman Enlisted	AA Airman Apprentice Enlisted	AET Avionics Electrical Technician Enlisted
1A131B Flight Engineer Apprentice, Helicopter Enlisted	12R Interior Electrician Enlisted	0613 Construction Wireman Enlisted	AM Aviation Structural Mechanic Enlisted	AMT Aviation Maintenance Technician Enlisted
1A131B Flight Engineer Helper, Helicopter Enlisted	12T Technical Engineer Enlisted	0614 Unit Level Circuit Switch (ULCS) Operator/Maintainer Enlisted	AMCS Aviation Structural Mechanic, Senior Chief Enlisted	AVT Avionics Technician Enlisted
1A131C Flight Engineer Apprentice, Performance Qualified Enlisted	12X General Engineering Supervisor Enlisted	0619 Wire Chief Enlisted	AME Aviation Structural Mechanic, Safety Equipment Enlisted	DP Data Processing Technician Enlisted
1A131C Flight Engineer Helper, Performance Qualified Enlisted	12X General Engineering Supervisor Enlisted	0627 SHF Satellite Communications Operator-Maintainer Enlisted	AMH Aviation Structural Mechanic Enlisted	IT Information Systems Technician Enlisted
1A151 Flight Engineer Enlisted	12Z Engineering Senior Sergeant Enlisted	0628 EHF Satellite Communications Operator-Maintainer Enlisted	AMS Aviation Structural Mechanic Enlisted	MAT Material Maintenance Enlisted
1A151B Flight Engineer Apprentice, Helicopter Enlisted	12Z Combat Engineering Senior Sergeant Enlisted	0629 Radio Chief Enlisted	AN Airman Enlisted	MK Machinery Technician Enlisted
1A151B Flight Engineer Helper, Helicopter Enlisted	13D Field Artillery Automated tactical Data Systems Specialist Enlisted	0651 Data Network Specialist Enlisted	AO Aviation Ordnanceman Enlisted	ST Sonar Technician Enlisted

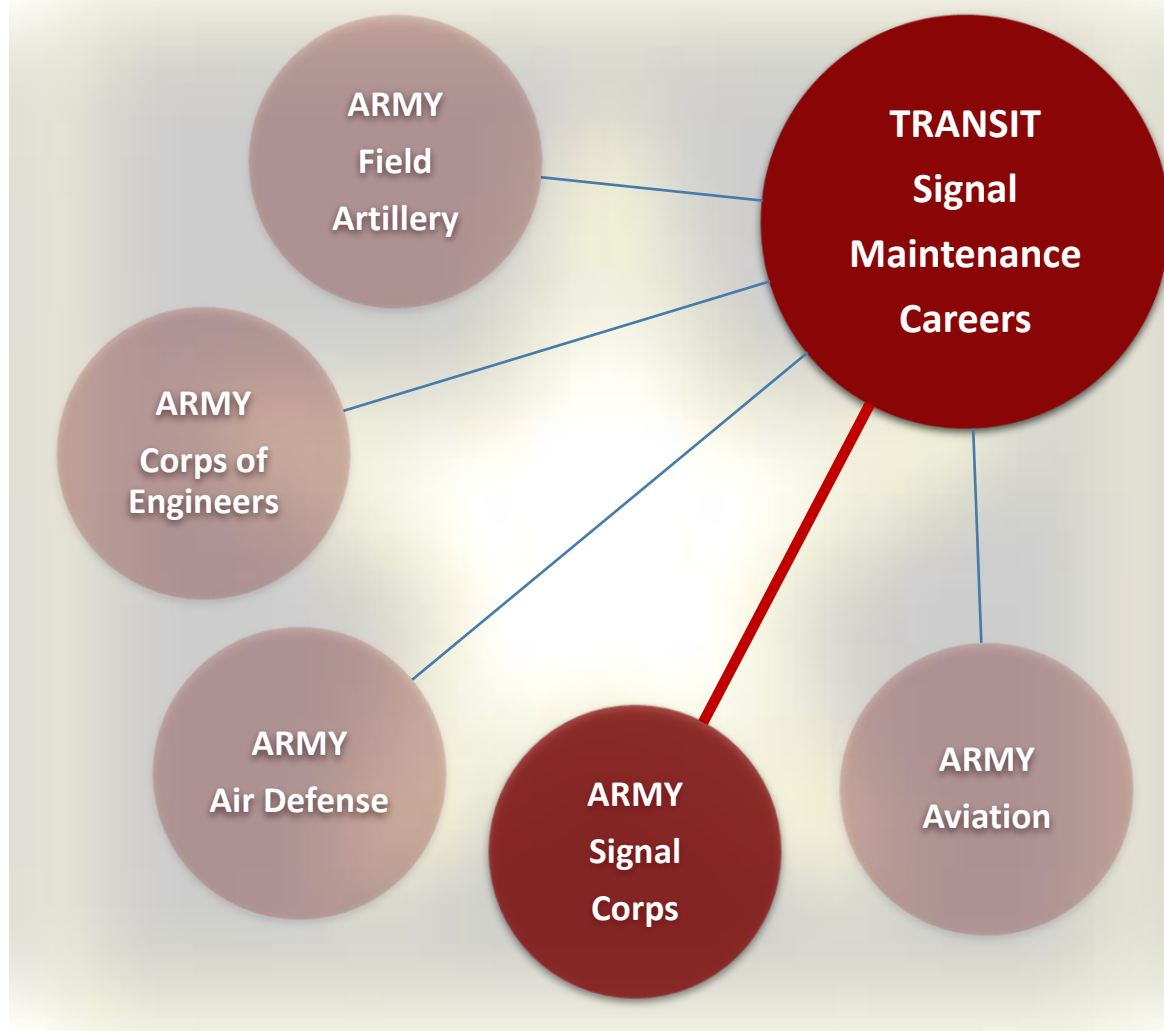
Air Force Specialty Code (AFSC)

Army – Marine’s Military Occupation Specialties (MOS)

Navy and Coast Guard - (Ratings)



Troops to Transit



Troops to Transit

Veteran-Transit Occupational Crosswalk Database

- Matches military titles/positions with transit industry technical jobs

Signal Maintainer

Transit Job Titles	ARMY Signal Corps Job Titles
Signal Maintainer • Signalman Signal Inspector • Positive Train Control • Technician	Information Technology • Specialist Radio Operator - Maintainer • Cable Systems Installer--Maintainer • Signal Support Systems Specialist

Job Description	
<p>Signal Maintainer: Requiring Electrical Skills - Maintainers install signals, diagnose problems, repair, maintain all rail signals and electrical switches.</p>	<p>Cable Systems Installer (25L): Requiring Electrical Skills - Maintainers are primarily responsible for installing, operating and performing maintenance on cable and wire communications systems, communication security devices and associated equipment.</p>
<p><i>These workers can be required to work long shifts in a variety of outdoor weather</i></p>	



Cable Systems Installer-Maintainer Jobs (25L)



Underserved Populations



Chicago Transit Authority – Second Chance Program

- **Employment opportunities for ex-offenders, those facing other barriers**
 - **Full-time, Temporary employment, and Training**
 - **Since 2011, 700+ participated in the program**
 - **168 obtained permanent positions**
 - **Opportunities in 265 bus and rail servicing positions**
- **2015 Federal Transit Administration Grant**
 - **Awarded \$750K to increase job skills training and career paths**
- **Partnerships**
 - **City of Chicago, City Colleges, Labor Unions, Social Service Agencies**

Millennials - Understand The Value They Bring



- Recognize their skills, ways of thinking and communicating
- Celebrate their ways of contributing
- Maximize their career growth opportunities
- Make them industry ambassadors through positive experiences



Millennials - Understand The Value They Bring



Diversity & Inclusion | Lessons

- Recognize the Change
- Environment
- Measures
- Model
- Innovation



APTA's Initiatives

Diversity Plan

Approved by the APTA Executive Committee, September 13, 2013

APTA defines diversity as the inclusion of differences and similarities from all categories of members and covers such areas as disability, gender, **gender identity and sexual orientation**, age, ethnicity, and geographic origin, size of transit property or business member organization, all of which contribute to the fulfillment of APTA's mission. When the term diversity is used in this document it includes but may not be limited to these groups.

Diversity Council adopted in 2016 to add two (2) additional Appointees to the Designate positions,

- LGBT Task Force Co-Chairs



APTA's Initiatives

DIVERSITY PLAN GOALS AND OBJECTIVES

Goal #1:

To promote diversity as a strength of the industry and implement diversity policies and programs at all levels of the organization.

Goal #2.

To communicate diversity as a transit industry value in APTA publications and communications.

Goal #3.

To enhance opportunities for substantive contributions to the transit industry and participation in APTA leadership roles and activities by members with diverse backgrounds and capabilities.

Goal #4:

To promote the development of transit leaders with a commitment to diversity.

Goal #5:

To promote and recommend diversity policies for APTA staff and programs.

Goal #6:

To increase business opportunities in the transit industry for minority/ women owned businesses including DBE firms.



APTA's Initiatives

3 WORKING GROUPS

Working Group #1 – Diversity Council Mandate, Membership/Structure

- Tasked with reviewing and proposing changes to the mandate, membership and structure of the Diversity Council

Working Group #2 – Review and Refresh of Diversity Plan

- Revisiting its Goals and Objectives

Working Group #3 – Metrics and Performance Indicators

- Establishing Key Performance Indicators and other means of measuring the Outcomes (not Outputs) of the plan.

Timeline:

- January 2017 → April 2017 (Groups #1 & 2) May 2017 → July 2017 (Group #3)
- October 7, 2017 APTA BOD Approval



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2016 APTA HR Committee Fall-Winter Webinars

- **Diversity in the Transportation Industry:
Attracting and Retaining Diverse Groups**
- **Labor Relations Think Tank – December
2016/January 2017.**





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