

Valley Metro Internships

A Two-Way Partnership

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2018 Rail Conference

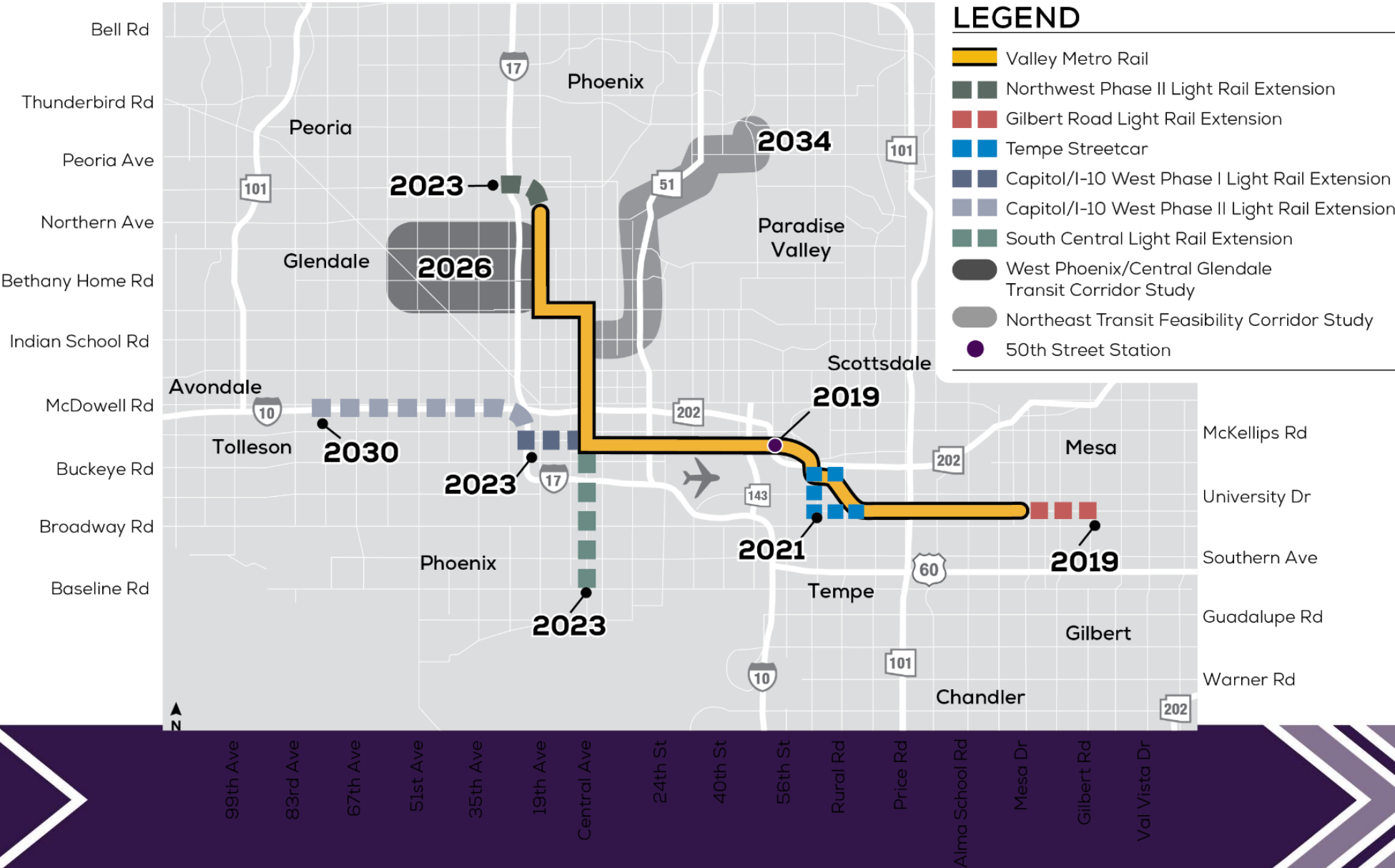
Valley Metro Overview

- 68 M riders per year
- 61 local bus routes
- 20 Express/RAPID routes
- 21 circulator routes
- 26 miles of light rail
- 394 vanpools
- Fixed route & vanpools – 42M revenue miles/yr
- Paratransit – 479K revenue hours/year



Sources: FY17 Transit Performance Report and October 2017 Transit Book

High Capacity Transit Corridors



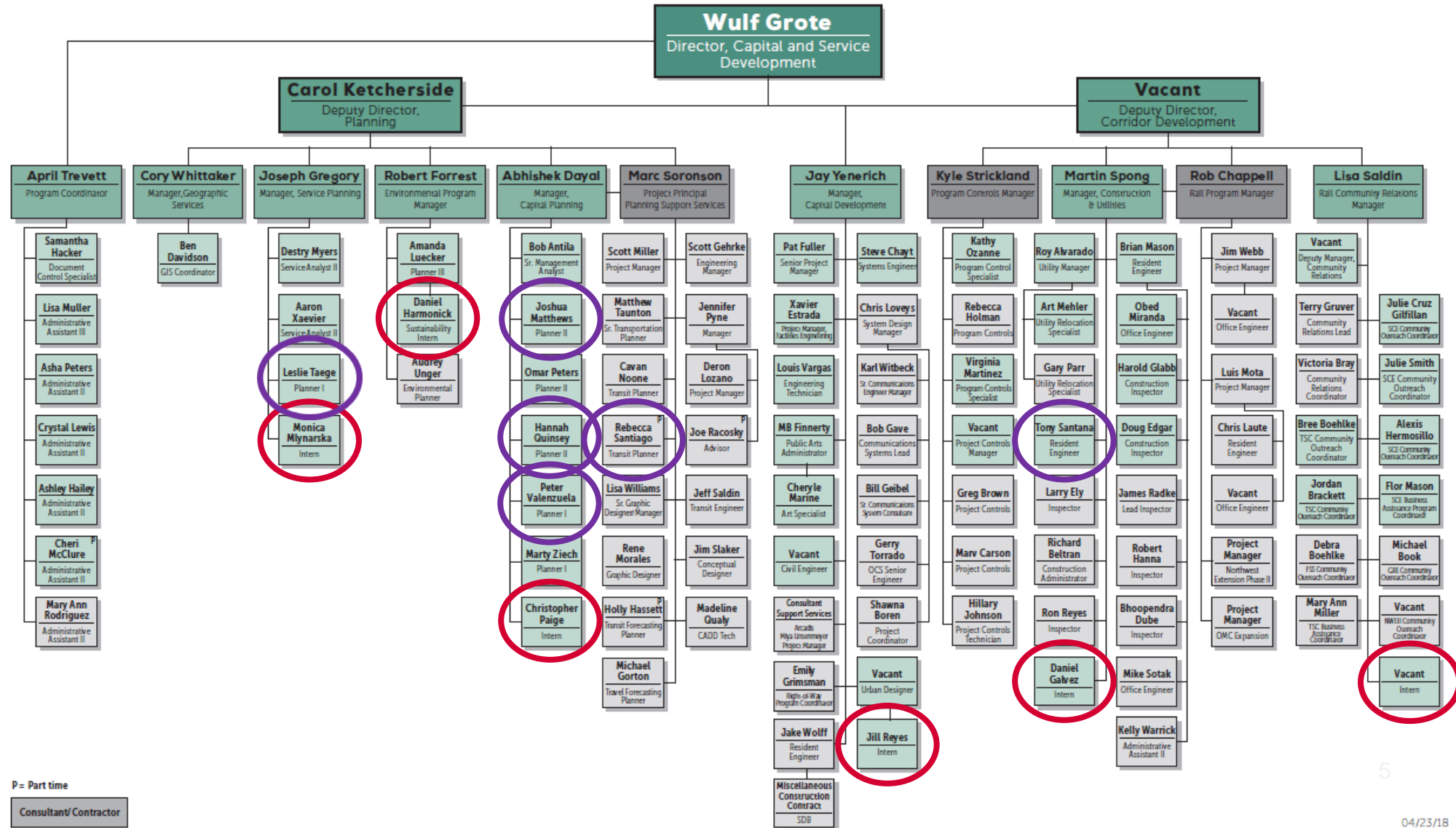
Internship Program Genesis

- Challenge: find qualified transit technical staff
- 2010: one unpaid intern



What's the program?

Valley Metro Capital and Service Development Division



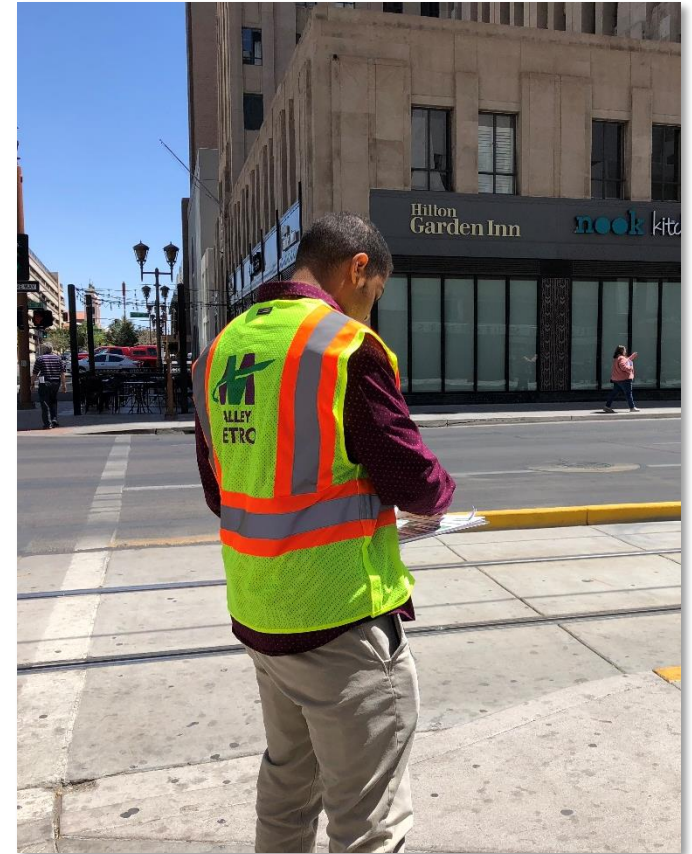
Current Program: Six positions

- Service Planning
- Capital Planning
- Sustainability/ Environmental Planning
- Design
- Construction Management
- Community Relations



What's the program?

- Student in a related degree program
- Part-time position
 - Flexible hours
- 12 month duration
 - Opportunities for more students
 - Start at end of school year
 - More hours during summer



Why do we do it?

- **Benefits to Valley Metro**

- Building future workforce
 - Agency
 - Transit industry
- Creating ambassadors
- Economical

- **Benefits to students**

- School credit
- Experience for resume
- Networking
- Income



How do we do it?

- **Process**

- Advertise: Feb
- Interviews: March
 - All disciplines at once
- Offers: April
- Start: May
- End of year presentation to staff

- **Funding**

- Assistance from WTS and ITS
- \$12/hour pay
- \$12,500 per intern annually



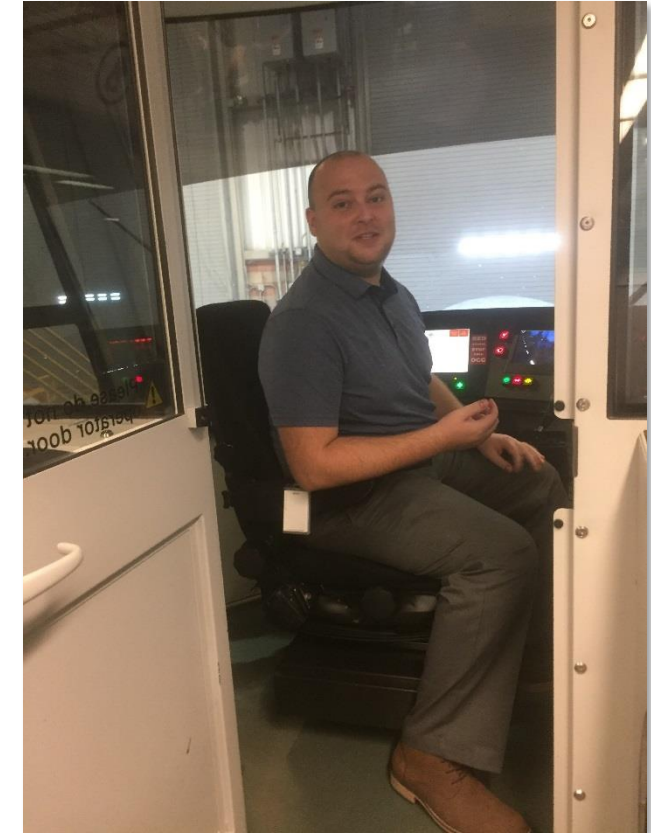
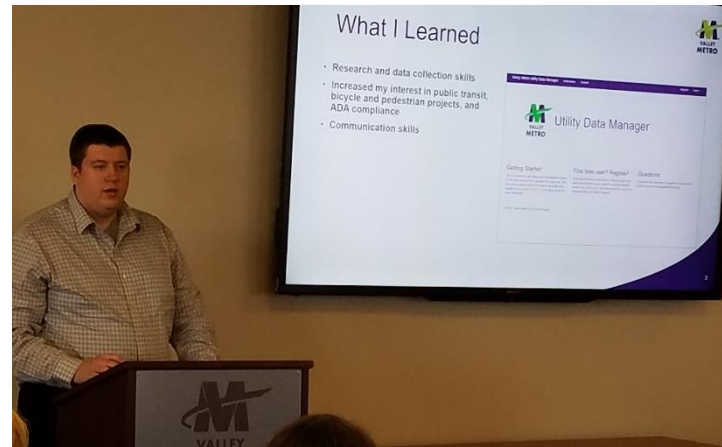
What the Students Like

- Location, pay, and schedule flexibility
 - Competitive with other internships
- Mentorship and career guidance
- Full-time job opportunities
- Observing
 - Everyday events in the workplace
 - Teamwork in action
 - Professional and inter-agency collaboration
 - Cross-Discipline Coordination
- Seeing coworkers that enjoy their jobs



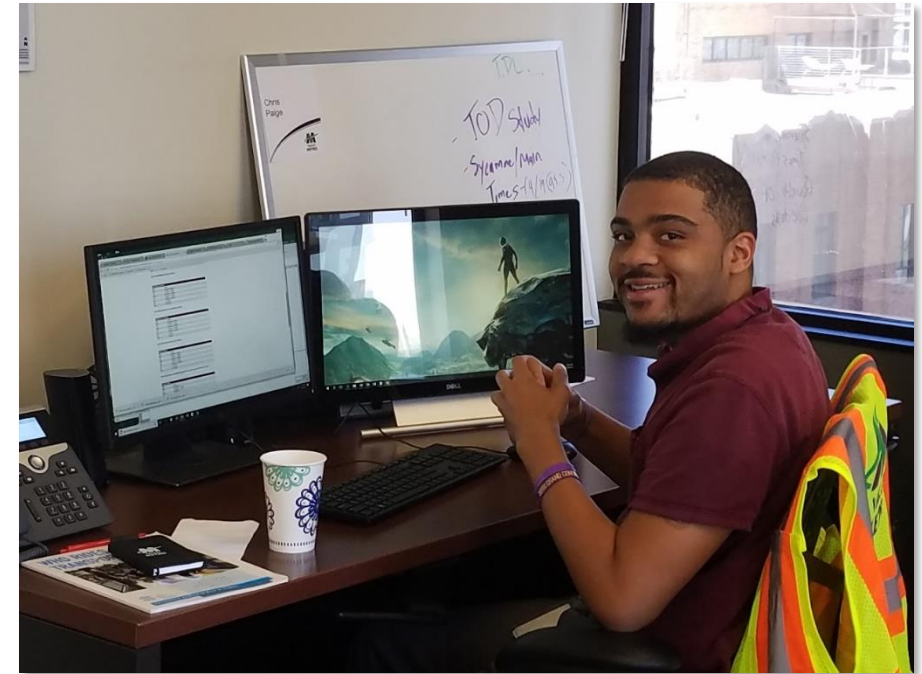
What the Students Like

- Working on innovative projects of interest
- Touring facilities
- Getting exposed to professional organizations
- Delivering a presentation



Students' Feedback Opportunities

- Develop skills
- Gain industry knowledge not found in classrooms
- Establish professional relationships
- Improves confidence
- Networking



Students' Feedback



I learned how I could use my degree in public transportation
— Former Civil Engineering Student; Current Employee

Students' Feedback



The name plaque at my door was a welcoming and lovely surprise.

— Planning and Design Student

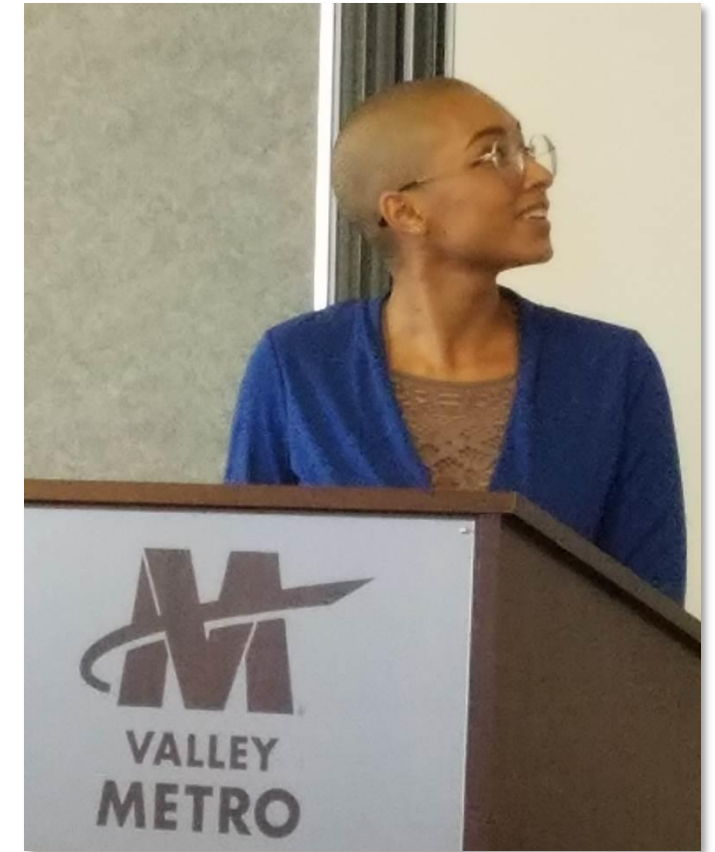
Students' Suggestions

- Rotation to different divisions
 - Finance, community relations, operations/safety, etc.)
 - An understanding of what others do is valuable
- More regular check-ins with supervisor
 - Better structure the internship
 - Keep the intern engaged



Managers' Feedback

- Opportunity to learn what you don't like
- Provide structured mentorship
- Learn agency and consultant relationships
 - Public and private sector opportunities



Managers' Feedback

- Program instills agency culture for a potential entry level employee
 - Intern become employees with knowledge of our culture.
 - Result: engaged, happy, motivated and committed team members.



Intern Program History

Year	#	Specialties	Paid/Unpaid	Hires
2010	1	Planning	Unpaid	
2011	1	Planning	Unpaid	1 hired by VM contractor
2012	1	Planning	Paid	1 hired by VM contractor
2013	2	Service Planning, Corridor Planning	Paid	1 hired by VM
2014	3	Service Planning, Corridor Planning, ITS	Paid	1 hired by VM
2015	3	Service Planning, Corridor Planning, ITS	Paid	1 hired by VM 1 hired by VM contractor
2016	3	Service Planning, Corridor Planning, Sustainability	Paid	2 hired by VM
2017	5	Service Planning, Corridor Planning, Sustainability, Design, Construction	Paid	TBD
2018	6	Service Planning, Corridor Planning, Sustainability, Design, Construction Community Relations	Paid	TBD

Internship Completion



Thank You

