

Workforce Development at VTA



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VTA's Approach to Critical Staffing Needs

- Common Employment Issues:
 - Attendance and Absenteeism
 - Employee Retention
 - Aging Workforce
 - Employee Morale
 - Occupational Health and Welfare
- To Solve, Need to Collaborate



Joint Workforce Investment (JWI): “Grow Your Own” Philosophy

- Training for Ladder/Career Lattice Growth Opportunities
- Assesses Skills and Field Experience Gaps
- Links Peer Mentors to New Operators
- Links Peer Mentors for Skilled Maintenance Positions



Joint Workforce Investment

Apprenticeship Programs

- State/Federally Certified Programs for Mechanic Helper, Coach Operator, Track Worker and Overhead Line Worker
- Collaboration with ATU Local 265
- Collaboration with Educational Institution
- Neutral Third Party Coordinator
- Availability of Grant funding

Key Presentation Take-Aways

- “Grow Your Own” to Retain Talent and Save Money
- Robust Collaboration Required
- Be Prepared for Retirements/Attrition
- Peers and Mentors Grow Strong, Knowledgeable Community
- Grant Money Potential

VTA/ATU Local 265: Leading the Way



The VTA/ATU apprenticeship programs are leading the way for ATU locals and transit agencies throughout the United States.



Joint Workforce Investment