

## Transportation Committee

For the Metropolitan Council meeting of August 14, 2019

**Subject:** Operator Apprenticeship Grant Amendment

### Proposed Action

That the Metropolitan Council authorize the Regional Administrator to execute grant amendment METRO2018MAI with the State of Minnesota.

### Summary of Committee Discussion/Questions

Brian Funk presented this item. Zeran asked if the graduates receive certificates that are credentialed and if those are transferrable. Funk answered that planning for the program completion details is underway but that it is a registered apprenticeship program and graduates would receive a certificate. Funk continued that Metro Transit is on the leading edge of this and that operators might be the first one in a new organization with this certification but that the program works with a transitional learning model that will start to be seen across the country. Atlas-Ingebretson wanted to know what is being done about retention and how the current class compares to previous ones. Funk responded that Metro Transit is using this apprenticeship program to help new hires get comfortable in the position, in addition to having an enhanced probation period, on the job resources for all operators and using a Red Kite training. Funk stated there is a nice uptick in retention seen, not comparing exactly the same as there is a higher percentage of drivers without previous driving experiences. Cummings asked out of the 120 initial participants, how many are still in the program. Funk answered that out of the 120 a couple self-selected out, 20 or 25 did not complete training and about 15 left voluntary/involuntary. Chair Barber and Cummings commented on how great the program is.

Motion by Sterner, seconded by Cummings. Motion carried.

## Transportation Committee

Meeting date: August 12, 2019

For the Metropolitan Council meeting of August 14, 2019

**Subject:** Operator Apprenticeship Grant Amendment

**District(s), Member(s):** All

**Policy/Legal Reference:** Council Policy 3-4-3

**Staff Prepared/Presented:** Brian Funk, Deputy Chief Operations – Bus (612-349-7514)

**Division/Department:** Metro Transit

### Proposed Action

That the Metropolitan Council authorize the Regional Administrator to execute grant amendment METRO2018MAI with the State of Minnesota.

### Background

Metro Transit is the recipient of grant funding (Minnesota Apprenticeship Initiative) from the State of Minnesota for the Bus Operator Apprenticeship Program. The Bus Operator Apprenticeship program is a second in the nation program to mentor new bus operators during their critical first year on the job. More than 120 newly hired bus operators have entered the apprenticeship since the program started in September 2018. The original grant authorized up to \$500,000 for reimbursable expenses. At this time, the grant has paid approximately \$435,000 to Metro Transit for eligible expenses, primarily training. This amendment will allow for additional grant funds, up to \$500,000 to be collected by Metro Transit.

### Rationale

This amendment will allow for additional grant funds, up to \$500,000 to be collected by Metro Transit for reimbursable expenses.

### Thrive Lens Analysis

- Stewardship: This grant agreement provides valuable financial resources to continue the Apprenticeship program.
- Prosperity: The Apprenticeship program, funded largely by this grant, contributes to the development of a talented workforce who contribute to the regional economy.
- Equity: The grant funding ensures that all new bus operators have access to the benefits of an apprenticeship model with valuable mentor relationships from the start of their careers.
- Livability: This program and grant investment will contribute to the retention of a skilled workforce who will benefit from an improved quality of life.
- Sustainability: Workforce development programs such as this Apprenticeship will ensure that Metro Transit has the appropriate number of skilled staff to deliver our sustainable transit services to the region.

### Funding

This amendment will allow Metro Transit to receive reimbursement grant funds up to \$500,000.

### Known Support / Opposition

No known opposition.