

Metro Transit Technician Program

Transportation Committee
Monday October 12th

Workforce Need

- Metro Transit has current and future need for front line technical staff
- Current need – Bus Mechanic Technicians
 - 15 current vacancies
- Future need
 - 25% Transit employee increase by 2020
 - Over half Bus Mechanic Technicians are 50+ yrs

Other Impacts

- Limited pool of Mechanic Technician graduates
- Reduced number of high school technical programs
- High rate of internal movement within Metro Transit



Metro Transit Technician (MTT) Program

- Innovative training program designed to address Metro Transit's current and future Bus Mechanic Technician needs through a sustainable workforce pipeline.



MTT Goals & Outcomes

- Goal: Provide Metro Transit career pathway for individuals with interest, aptitude and “grit”
- Goal: Build a talented and diverse Bus Mechanic Technician workforce
- Outcome: 10-20 2 year degreed Bus Mechanic Technician graduates by summer of 2018

Program Funding

- FTA Ladders of Opportunity Grant: Opportunity for individuals to move into middle wage careers in the Transit industry (*\$203,210*)
- Metropolitan Council Equity Grant: Thrive MSP 2040 Equity Outcome, “Provide access to opportunities for success, prosperity, and quality of life” (*\$203,210*)
- Total program funding \$406,420

Strategic Partners and Transit Team

- Strategic partners
 - **Twin Cities Rise! (TCR!)**
 - Successful Metro area workforce readiness program.
 - **Hennepin Technical College**
 - Develop and deliver customized introductory course
- Transit Team
 - Bus Maintenance, Training Department, Office of Equal Opportunity, ATU 1005, Human Resources, Office of General Counsel, Contracts and Procurement

Program Model

	Phase I	Phase II	Phase III	Phase IV
Participant Numbers	400	40	20	20
Program Phase	Recruitment & Selection	Participant Readiness	Customized Course/Internship	Degree Program/Transit Internship
Time Period	May 2015 - September 2015 5 Months	October 2015 - March 2016 6 Months	March 2016 - July 2016 5 Months	August 2016 - May 2018 2 Years



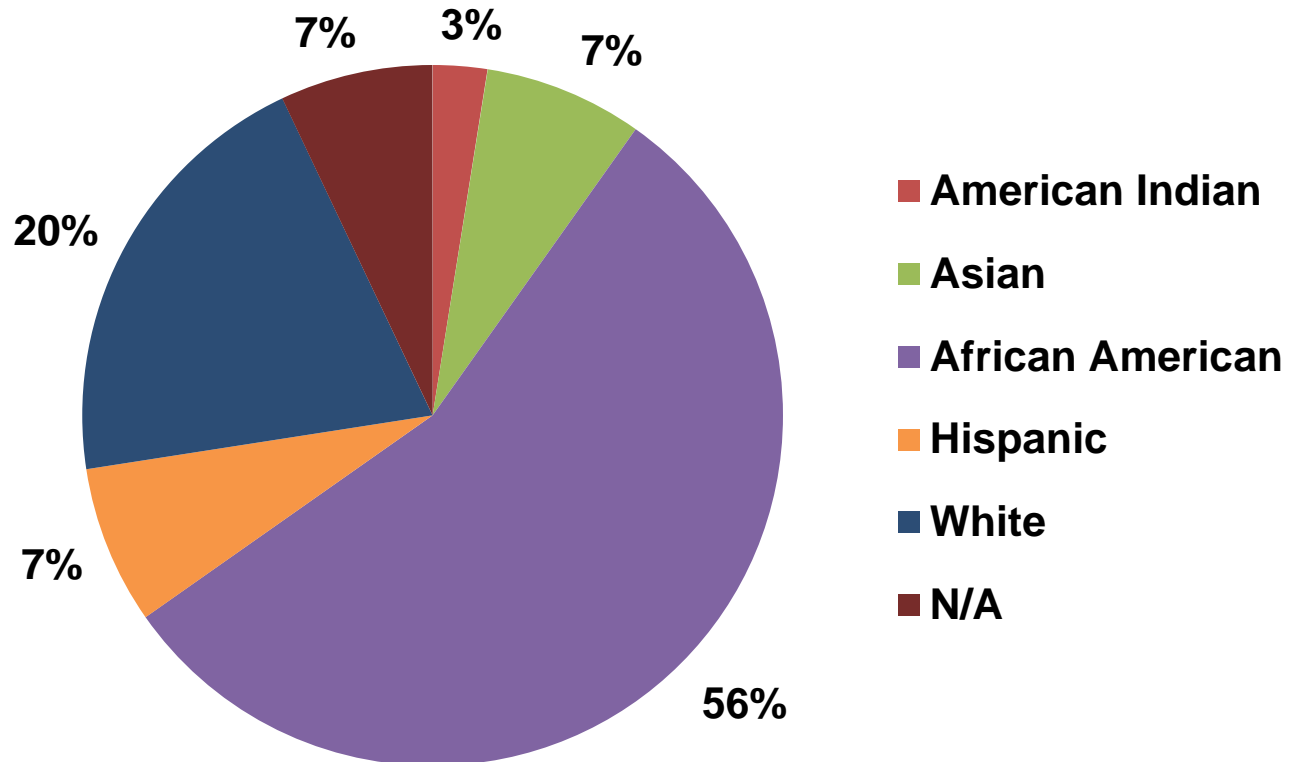
Phase I: Recruitment & Selection

- 397 applications received
- Multi-tactic strategy:
 - 3 Transit Open house events
- Selection criteria:
 - Reading and spatial awareness testing
 - 16 assessment dates at Transit property



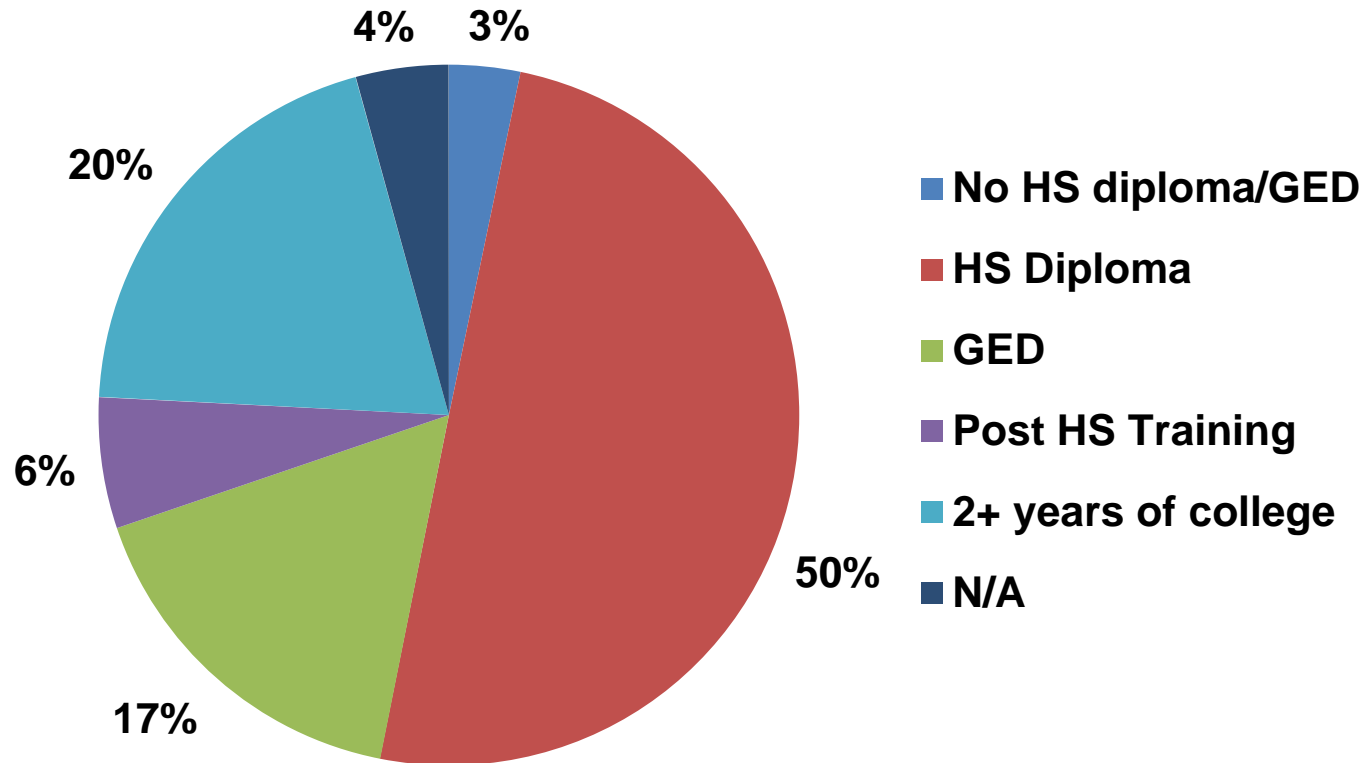
Applicant Demographics

Ethnicity Breakdown



Applicant Demographics

Educational Achievement



Phase I

Phase II: Participant Readiness

- Goal: Prepare participants for a successful internship and rigors of 2 yr degree program
- TCR!
 - Personal Empowerment
 - Coaching and navigation support
- Academic tutoring



Phase III: Customized Course and Internship

- Goal: Introduce mechanic concepts through customized course as well as provide on the job experience internship
- Hennepin Technical College delivers customized Bus Maintenance course on Transit facility
- Structured 20hr / week paid internship designed to build base skills and abilities



Phase IV: Degree Program

- Goal: Graduate 10-20 individuals with a 2-year Mechanic Technician degree from Hennepin Technical College
- Successful MTT participants will receive scholarship assistance and continue Metro Transit internship
- Graduates become full time Transit Bus Mechanic Technicians



Replicable and Adaptable

- Model can be replicated on annual or biennial basis
- Model can be adaptable to address other high demand technical positions at Metro Transit



Thank you

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