

# Metro Transit Technician Program

Program Update

Transportation Committee

Tuesday March 10, 2017

# Program Purpose

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



# Workforce Needs

- **Current need**
  - 19 unfilled jobs (Bus)
    - 3 in new hire process
    - 5 anticipated retirees
    - Over half Bus Mechanic Technicians are 50+ yrs.
- **Future need**
  - 25% Transit employee increase by 2020
  - 66 Rail Technicians needed by 2020



# Goals & Outcomes

**Goal 1:** Provide a clear and direct pathway for individuals with the interest, aptitude, and financial need toward a career as a Metro Transit Mechanic Technician

*Achieved*

**Goal 2:** Build a talented and diverse Transit Mechanic Technician workforce

*In Process*

**Goal 3:** Place and sponsor up to 20 program participants into Hennepin Technical Colleges 2 year *Technician* degreed program in Fall 2016

*Achieved*

**Goal 4:** Present offer of employment to all the graduates beginning Summer of 2018

*In Process*

# Partners and Transit Team

- Strategic partners
  - **Twin Cities Rise! (TCR!)**
    - Provides Empowerment training and navigational support
  - **Hennepin Technical College**
    - Developed and delivering customized industry specific course
- Transit Team
  - Bus and Rail Maintenance Training Department, Office of Equal Opportunity, ATU 1005, Human Resources, Office of General Counsel, Finance



# Program Activity

Cohort	Division	Time Frame	Current Phase	Technicians
1	Bus	Fall 2015 - Summer 2018	Phase IV - <i>1st Year College</i>	<i>Current</i> 16
2	Rail	Fall 2016 - Summer 2019	Phase III - <i>Job Shadowing</i>	<i>Current</i> 16
3	Bus	Fall 2017 - Summer 2020	<i>Upcoming</i>	<i>Targeted</i> 20
4	Rail	Fall 2018 - Summer 2021	<i>Upcoming</i>	<i>Targeted</i> 20

- **Cohort 1 Funding** - MC Equity Grant and FTA grant
- **Cohort 2 Funding** - 2016 Legislative Appropriation
- **Cohort 3 Funding** - 2017 Legislative Appropriation – request

<i>Bus</i>	36	<b>72</b>
<i>Rail</i>	36	

*TOTAL Technicians (Target)*

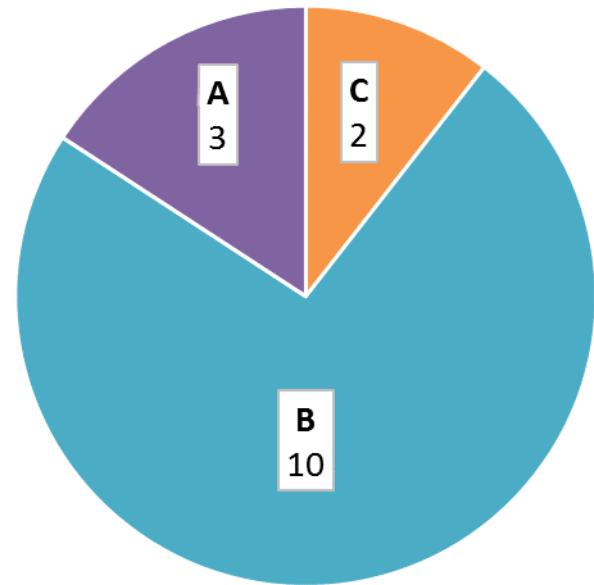


# Cohort Performance

## Cohort 1 - Bus

- **16 Full-Time Interns**
  - 15% Attrition
- **67% Diversity**
- **Intern Support Committee**  
*(Transit Trng., Henn. Tech College, ATU)*
  - Regular Performance Evaluations & Feedback Provided
- **Participants responsible for 2<sup>nd</sup> year tuition**

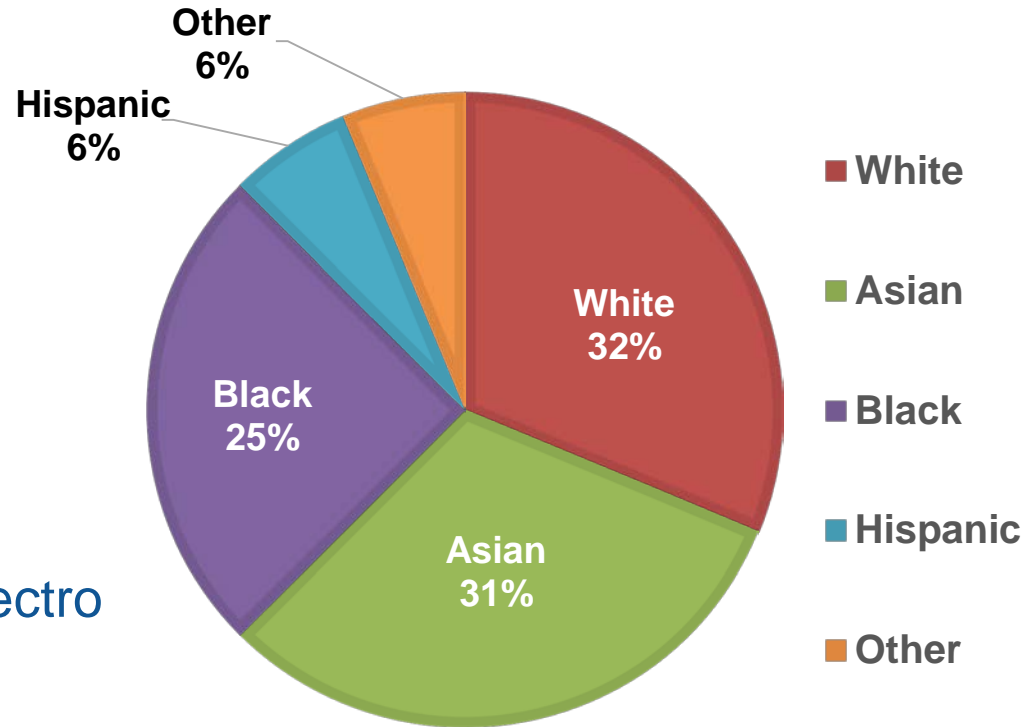
## Academic Performance Winter 2017 Semester



# Cohort Performance

## Cohort 2 – Rail

- 16 Participants - Phase III  
*Job Shadowing*
- 68% Diversity
- 26% Women (+17%)
- Shadow SCADA Coms. & Electro  
Mechanic Technicians
- Degree Program – ‘*Rail Technician*’





# 2017 NTI Model Program Award



**March 27<sup>th</sup>, NTI Transit Trainers Conference**  
*Nashville, TN*

# Thank you

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