



Metro Transit Registered Bus Mechanic Technician Apprenticeship

Abel Mumbi Director of Bus Maintenance and Aaron Koski
Sr. Manager - Workforce Development



Background

- For years Bus Maintenance has struggled to recruit and or promote enough Mechanic Technicians
- After years of having different training programs
 - It is one of the Equity Projects
 - Bus Maintenance started to actively work with MN DLI and the ATU on a new program
 - A Joint Apprenticeship Committee (JAC) was formed in March 2022
 - September 19th, 2022, In-House training registered Bus Mechanic Technician Apprenticeship was approved by DLI
 - October 3rd, 2022, LOA between management and ATU was signed

Joint Apprenticeship Committee Members

Representing Labor

Ryan Timlin – President/Business Agent

Kurt Anderson Executive Board Member

Rafael Valle Executive Board Member

Representing Management

Abel Mumbi Director of Bus Maintenance

Daniel Kraemer Maintenance Manager

Timothy Boden Maintenance Fleet Supervisor

JAC Responsibilities

- Ensure that all apprentices are under written apprenticeship agreements.
- Establish the minimum standards of education and experience required of apprentices.
- Register the local apprenticeship standards with the Registration Agency.
- Hear and resolve all complaints of violations of apprenticeship agreements and apprenticeship committee rules.
- Certify to the Registration Agency that apprentices have successfully completed their apprenticeship program.

Program Overview

- The apprenticeship program requires a minimum of 6,000 hours of combined instruction and hands-on experience.
- The recruitment goals were up to 50% of the class from current Metro Transit employees and the other 50% from the public. The general public's number could exceed 50% if we do not have enough internal qualified applicants

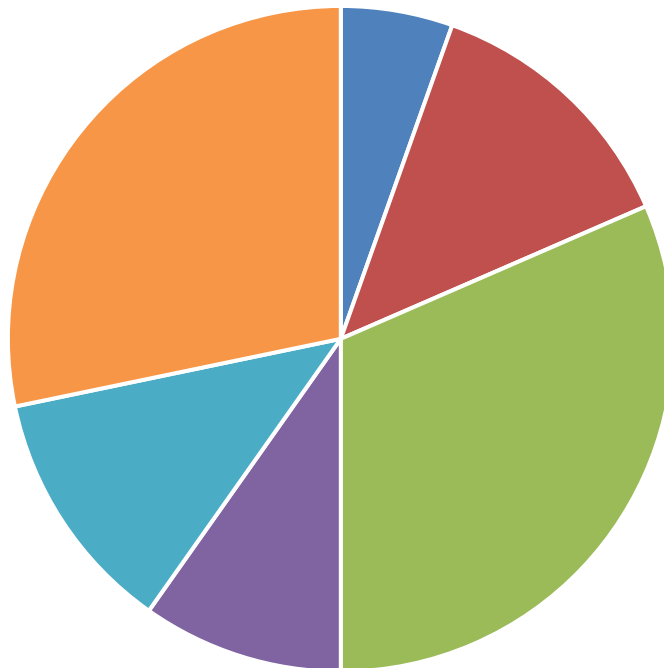
External Outreach

September 5th – October 20th

92 External Enrollment Forms Submitted

15 Women

77 Men



- American Indian or Alaskan Native
- Asian Pacific Islander
- Black / African American
- Hispanic
- Other
- White

Metro Transit Bus Technician Apprenticeship

Enroll as a Bus Technician Apprentice now to start your new career!

The Metro Transit Bus Technician Apprenticeship will assist individuals with no prior experience or technical degree to become a Bus Technician at Metro Transit. Through classroom instruction, hands-on training, and job shadowing, apprentices will develop the knowledge and skills needed to start their new career and join the team of Technicians that keep our buses rolling!




APPLY TO THE BUS TECHNICIAN APPRENTICESHIP PROGRAM

<p>PROGRAM HIGHLIGHTS INCLUDE:</p> <ul style="list-style-type: none"> No technical degree or experience required - we will train you! Earn a salary while you complete your apprenticeship Hands-on training at Metro Transit facilities using state-of-the-art tools and equipment Staff led learning and mentoring 	<p>AS A BUS TECHNICIAN APPRENTICE YOU WILL:</p> <ul style="list-style-type: none"> Become a union member with ATU 1005 Learn to work on a variety of bus types including diesel, hybrid and electric Learn from the most experienced bus mechanics in the industry Receive ongoing training and professional development
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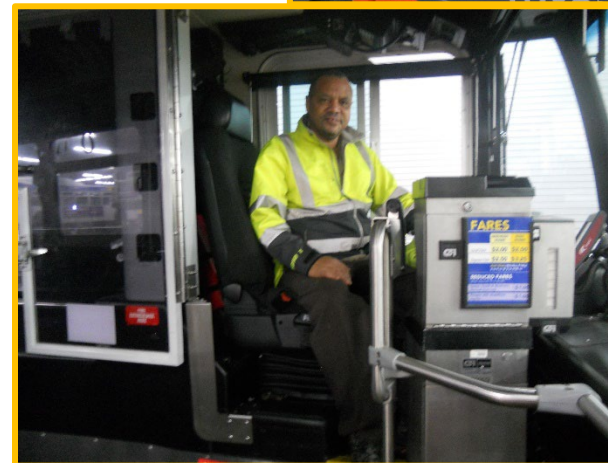


Go to metrotransit.org/career-pathways to learn more and apply online.




Internal Participants

- Were awarded to the most senior qualified employee in BUS VEHICLE MAINTENANCE among Cleaners, Helpers, and Public Facilities Workers as one group.
 - First year will be paid at Helper rate
 - Second year will be paid at Skilled Helper rate
 - Third year, apprentices who successfully complete the end of second year test will be paid at Mechanic Technician Per LOA



Readiness

October 24th – November 17th

12 External and 9 Internal Participants Completed

4 Sessions - Emotional Intelligence

4 Sessions - Technical Exposure

Participants received an introduction to Bus Maintenance, exposure to the Apprenticeship program and gained the skills to become a successful apprentice.



Mentor Roles

- To support apprentices to achieve program objectives by sharing their experience and expertise
- Mentors will help to ensure apprentices can demonstrate the ability to identify all components; inspect, diagnose, repair, and change parts, based on hand-on assignments.



In-House Training

- The program will start in 2023 at our new North Loop Garage, where classes will be held.
- After a successful completion of each course or instructor led activities, each apprentice will be assigned to on-the-job training with a mentor at different garages.



Thank You!