

Restructuring Transit Workforce Development in a Tough Economy



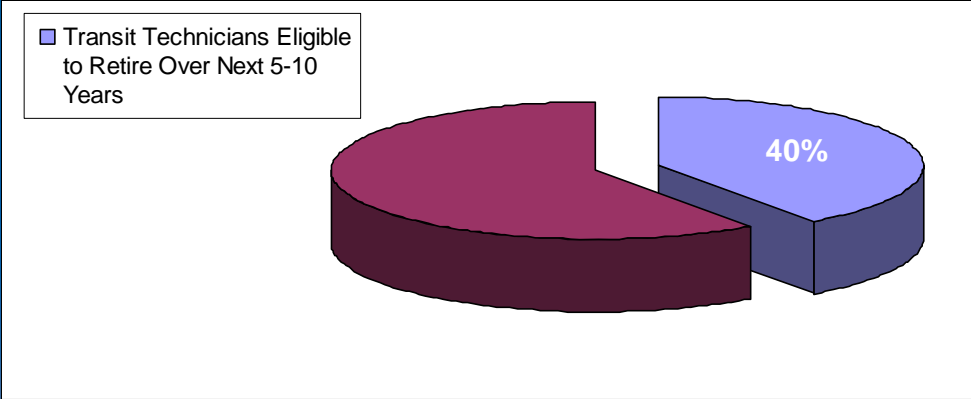
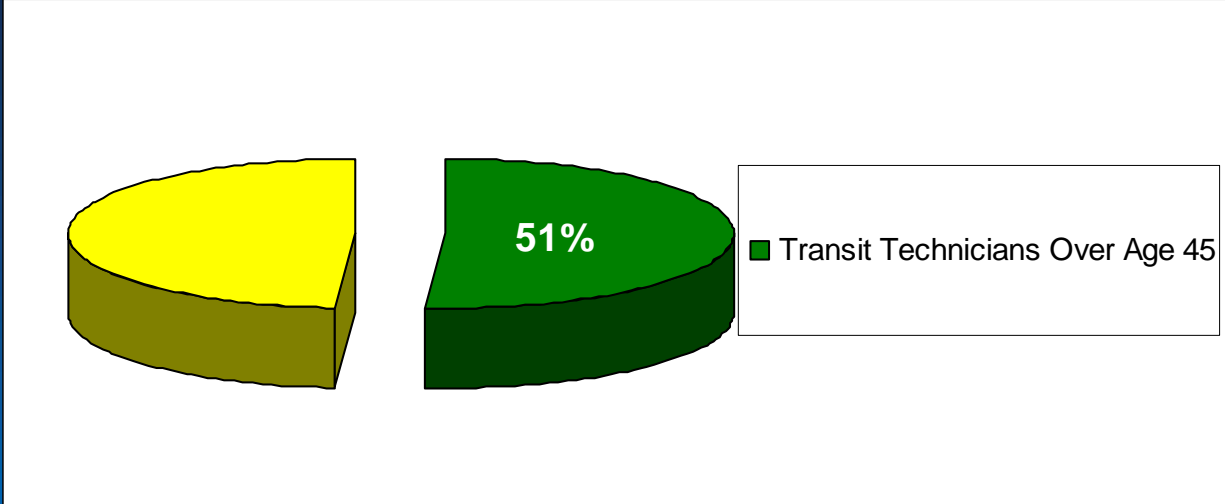
Transit Industry Challenges

Major issues in ability to attract, recruit, and retain quality employees

Large percentage of workforce is retiring, no pipeline exists to fill those positions. Loyalty issues with Gen X, Gen Y.

Safety issues

Impending Wave of Skilled Transit Technician Retirements



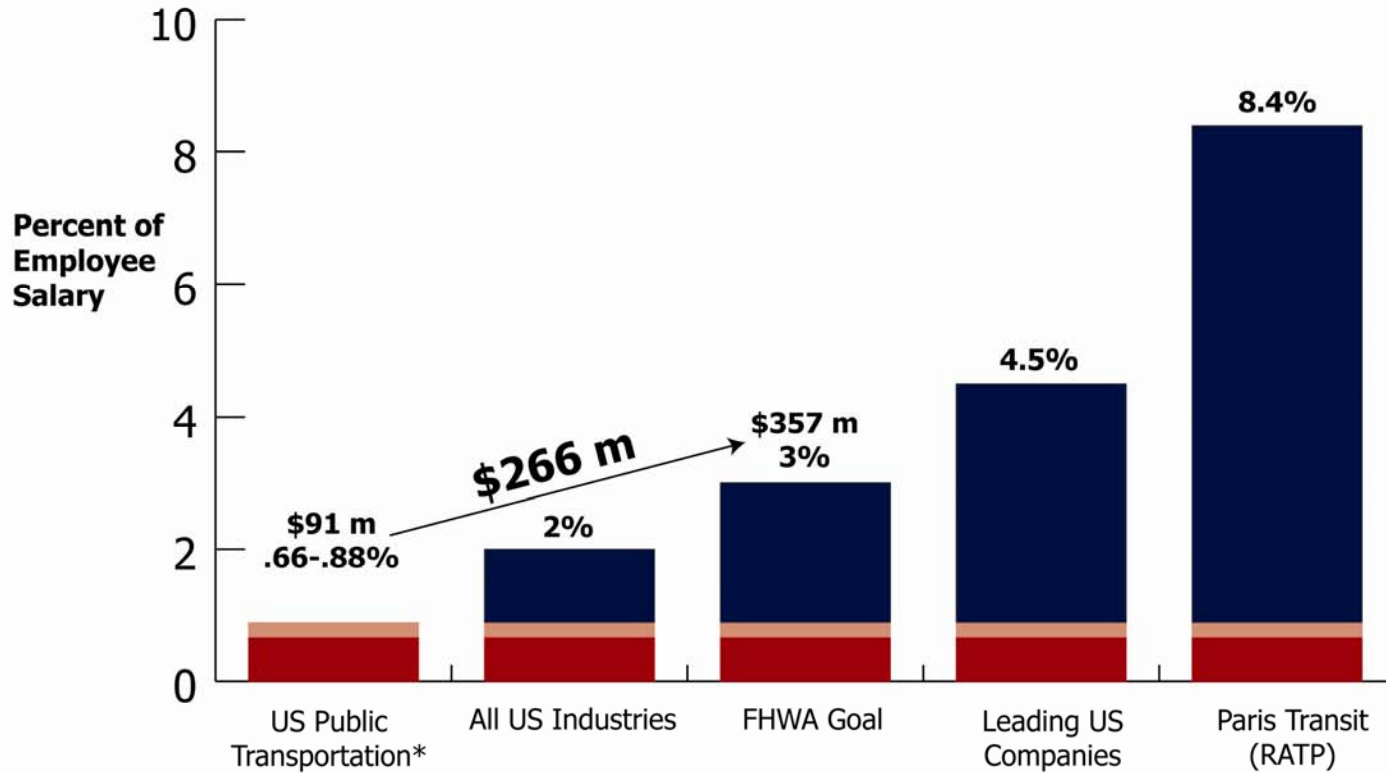
Source: University of South Florida and Community Transportation Center.



Challenges

With exception of NTI, few FTA dollars available for training

Public Transportation Behind the Curve on Training Investment



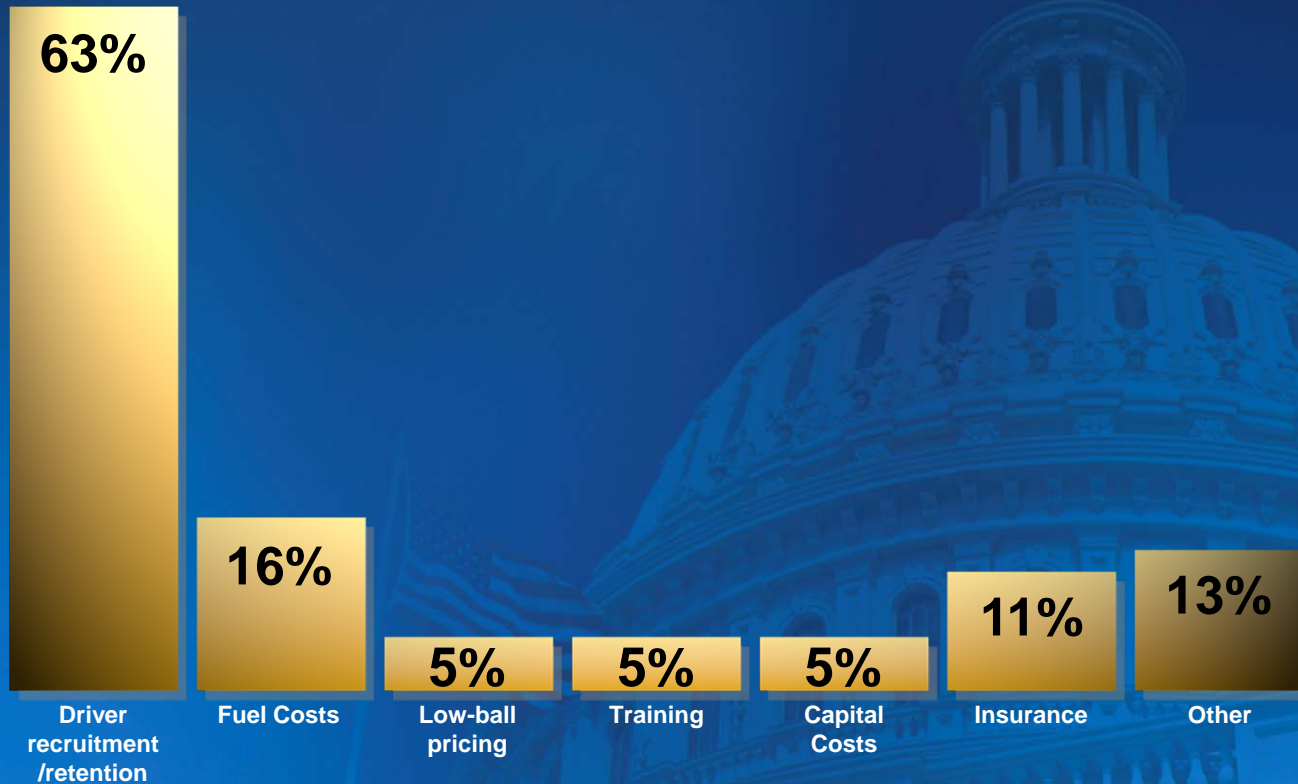
*Estimated by the Transportation Learning Center based on a 2010 survey of the transit industry



Challenges

Major diversity issues: in urban areas, African Americans and Latinos are 62% of bus riders, 35% of subway riders and 29% of overall commuters. But few CEO's of color in top 20 agencies. (COMTO)

What Is Your Operation's Greatest Challenge?

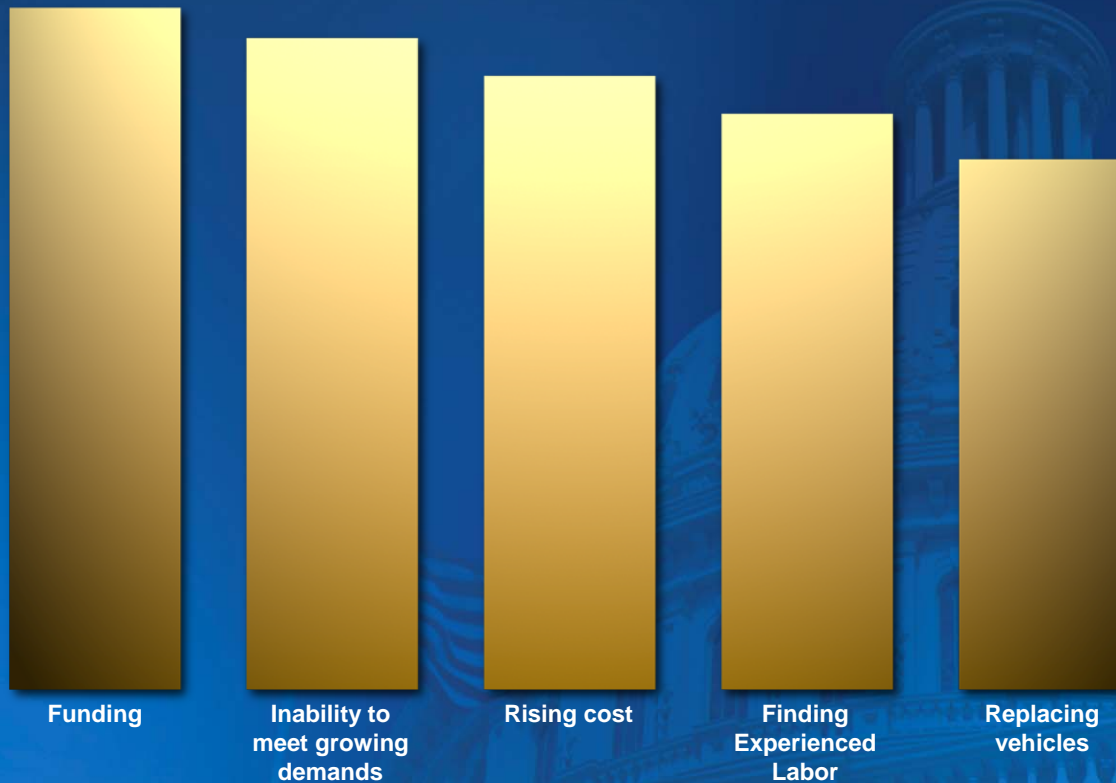


Driver recruitment and retention continues to be the greatest challenge for 63% of operators. “Other” challenges included expansion constraints and providing on-time service during peak congestion.

Source: Metro Magazine 2008 Fact Book



Transit Agencies Top Five Concerns



More than half of the transit agencies who responded say that funding is their top concern, followed closely by “finding experienced labor”.

Source: Metro Magazine 2008 Fact Book



Challenges

Human capital issues threaten to paralyze public transportation systems throughout the U.S. in near future

ATU Proposal

- ◆ Rewrite 49 USC 5322
- ◆ New structure, grant programs
- ◆ For existing & future blue, white collar employees
- ◆ Training, career ladder programs

ATU Proposal

- ◆ APTA “Blueprint” recommended look at other industries
- ◆ Transportation and non-transportation
- ◆ Ex: Trucking. Air Traffic controllers
- ◆ Federal statute: Nurses – similar recruitment, retention issues are addressed in Title VIII of the *Public Health Service Act* (model).

Rep. Nadler Proposal

Surface transportation bill as vehicle to provide good transit jobs for young people, especially so-called “at risk” kids

Transportation Job Corps Act (HR 2497– 111th)

1) New structure

10 joint workforce development councils (one each region)

Equal number labor/management

WDC Responsibilities

- ◆ ID skills gaps, develop training programs
- ◆ Develop new recruitment programs
- ◆ Look at non-trans industries

WDC Responsibilities

- ◆ Research
- ◆ Look at FMLA issues
- ◆ Recommend new programs to TAs in regions
- ◆ **Outside collective bargaining environment

Transportation Job Corps Act

- ◆ **2) New Grant Programs**

- ◆ 1- Transit Youth Opportunity (From *Workforce Investment Act of 1998*, which authorized Youth Opportunity (YO) Grants. Get young people interested in transit

New Grant Programs

- 2- Transit worker education and retention grants.
(Training/Education programs)
- 3- Diversity grants to address lack of minorities in management. Special programs to increase minority participation in transit – especially in management positions

Transportation Job Corps Act

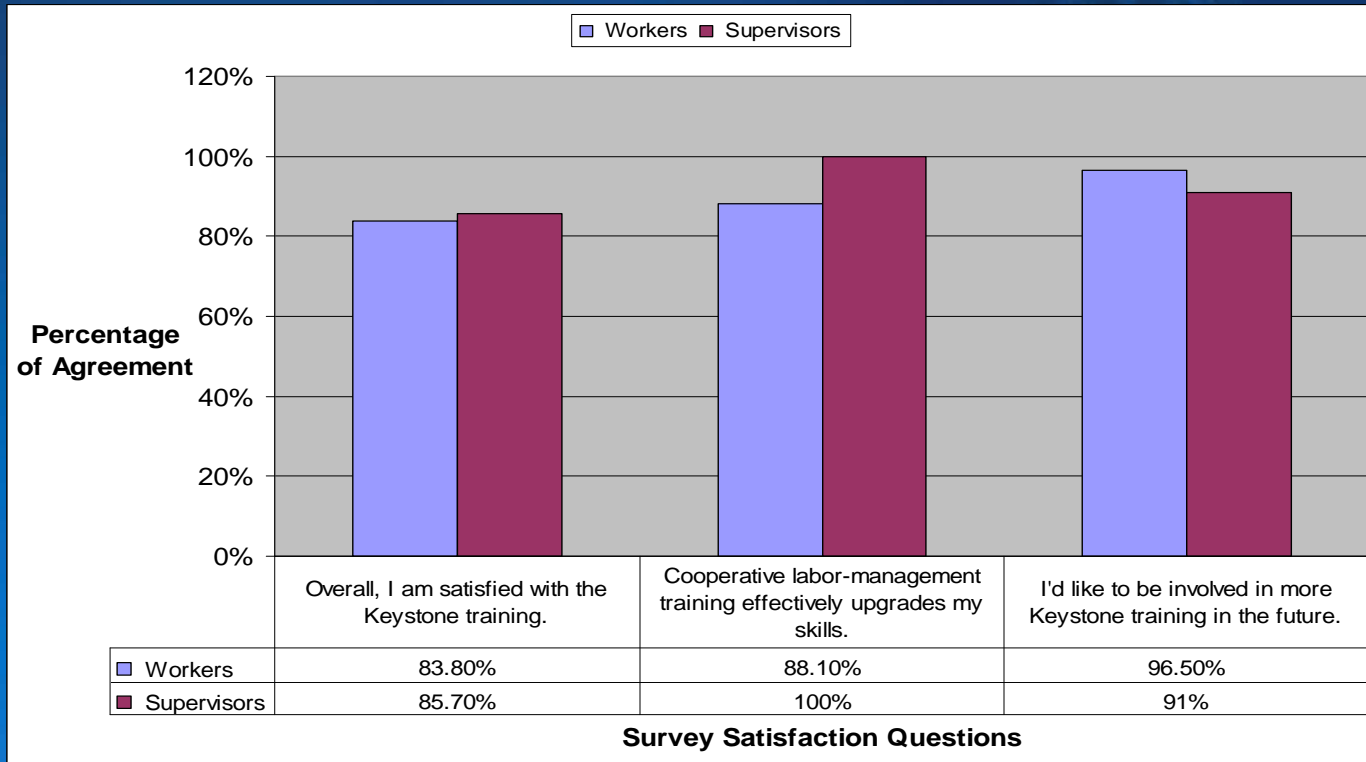
3) Bill requires TAs to certify that workforce planning has been done in order to qualify for fed funds

Transportation Job Corps Act

APTA has endorsed

Labor-management partnership

Labor and Management Agree that Training Partnerships are Beneficial



Research, Charts, and Graphs from Case Studies on the Keystone Transit Career Ladder Partnership : Transportation Learning Center



Return on Investment

Keystone Transit Career Ladder Partnership

	Year 1&2 (18 months) 12/01-06/03	Year 3 07/03-06/04	Year 4 07/04-06/05	Total
Total Savings	\$21,792,102	\$24,540,572	\$30,137,130	\$76,469,804
High Estimate of Savings from Training	\$6,295,585	\$7,131,541	\$8,754,808	\$22,181,934
Low Estimate of Savings from Training	\$2,903,995	\$3,329,008	\$4,080,654	\$10,313,657
ROI = (Training Benefits – Costs)/Costs * 100%				
Total Training Investment	\$1,444,303	\$538,633	\$642,191	\$2,625,127
High Estimate of ROI	336%	1224%	1263%	745%
Low Estimate of ROI	101%	518%	535%	293%

Research, Charts, and Graphs from Case Studies on the Keystone Transit Career Ladder Partnership : Transportation Learning Center



Conclusion

- ◆ No more research needed
- ◆ Issues are clear
- ◆ Opportunity to put real structure and funding into FTA's workforce development activities