



KEYSTONE TRANSIT PARTNERSHIP

Philadelphia and Southeastern PA

Part of a statewide public transit training program

Summer 2008

Joint Apprenticeship Approved



Members of the apprenticeship workgroup: April 2008

SEPTA and Transport Workers Union (TWU) Local 234 recently announced the creation of an apprenticeship program that will begin later this year. A Joint Apprenticeship Council comprised of labor and management members designed the apprenticeship program. The bus, rail, and facilities departments will offer apprenticeships with first priority going to incumbent workers.

Apprenticeship is a structured method of training that combines on the job learning with classroom

instruction. This program offers a formal career ladder progression for workers. Depending on the craft, apprenticeships will last from two to four years, plus a year of competency trial. Attracting new entrants and strengthening the skills of existing workers is a top priority for the program.

SEPTA and TWU Local 234 are dedicated to building a skilled workforce through a cooperative labor-management process.

KEYSTONE PARTNERSHIP IN ACTION



On April 15, 2008 SEPTA and TWU Local 234 held a Career Day. The event focused on attracting new recruits to SEPTA.

SEPTA employees talk with potential new employees at the Career Day event.



Mechanics from Rabbit Transit in York, PA receive HVAC Certification from a SEPTA's training staff.



A joint partnership with SEPTA and Transport Workers Union Local 234 to meet the needs of new technology in mass transit.

The Keystone Career Ladder Partnership is underwritten by Federal Workforce Development Funds administered by the PA Department of Labor and Industry.





SEPTA/TWU Pilot Internship Program

Kris Fuller began building his career while still in high school. He was one of eleven students who participated in a pilot internship program with SEPTA for high school students. Fuller's internship experience at SEPTA made for a smooth transition from full-time student to full-time employee. After graduating high school, Kris was hired as a maintenance custodian driver at SEPTA, and he has rapidly worked his way up the career ladder.



As a recent graduate, Kris feels that SEPTA's job training program is not only teaching him bus repair and maintenance, but also how to be responsible and focused in a competitive industry. Kris sees himself as a role model for young adults preparing to enter the workforce; he is a strong example of how they can succeed through hard work and responsibility. Eric Thornhill, the Director of Bus



Kris Fuller with his mentor Lawrence Marinuk.

Maintenance at the Midvale location where Kris works, commended Kris for his initiative and positive attitude. Kris's drive and focus have earned him admiration and respect from his mentors and coworkers alike.

Fuller certainly has the technical skills needed to excel as a mechanic in bus maintenance at SEPTA, where his current career path has taken him. He recently passed his performance test and is a 3rd class mechanic at the Midvale location. It is more than his technical proficiency that accounts for his success. Through hard work, drive, and determination, Kris has prepared himself for a productive career at SEPTA.

Transit Partnership is Nationally Recognized

The success of the Keystone Transit Career Ladder Partnership has been recognized as a *national model* and is the driving force behind the Federal Department of Labor funded "Building Capacity" initiative of the Community Transportation Center in Silver Spring MD. The purpose of this initiative is to develop national training standards for transit mechanics. The work of these individuals has resulted in great progress for SEPTA and TWU Local 234, as well as the National Transit Industry.

The Transit Partnership is funded by the Pennsylvania Department of Labor and Industry. The grants are administered by the Keystone Development Partnership which is affiliated with the PA AFL-CIO. Over 6,000 mechanics from 25 different Pennsylvania transit agencies have received training in the past 7 years. The KDP and the Keystone Transit Partnership Coordinators are seeking new funding streams to ensure that the program continues when labor and industry funds are no longer available.



Technology Driven Partnership

Computer Aided Instruction (CAI) is a sophisticated training tool that helps SEPTA employees advance their electrical/electronic skills. CAI, developed by the NIDA Corporation and brought to SEPTA through the Keystone Partnership, uses an interactive learning method to train employees.

The self-paced training curriculum uniquely adapts to the learning styles of each individual. CAI uses both theoretical presentations followed by questions designed to test the student's knowledge. Following the theoretical lesson is the opportunity for hands-on experimentation with circuit boards and other electronic equipment.

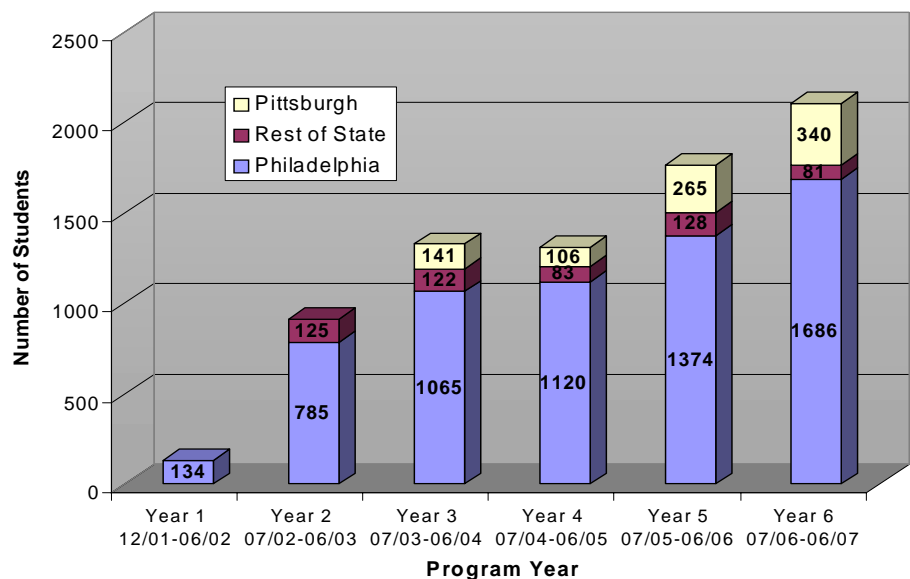


The Electrical/Electronic Training Program supports the theory and practice requirements for SEPTA's Vehicle and Facilities Electrical/Electronic Maintenance. CAI's lessons can take a student from an entry level position all the way to a specialist. Working with TWU Local 234 mentors, SEPTA's training department encourages employees to use this resource to achieve their career goals. Employees can use the training modules to advance from an entry-level position to being a specialist.

The CAI model provides timely and cost effective training to existing shop personnel and serves as a foundation for apprenticeships, co-ops, and new hire training programs. CAI offers employees an innovative and high-tech learning opportunity.

Keystone Transit Career Ladder Partnership: Trainees by Location and Year

Upgrading worker skills through advanced technology training is a major benefit of the Keystone partnership. Over 7,000 training opportunities have been provided to transit workers throughout Pennsylvania. Workers can receive advanced technology training in bus, rail and facilities maintenance. Providing training means that Pennsylvania can have the highest quality transit system possible.





**KEYSTONE TRANSIT CAREER
LADDER PARTNERSHIP NEWS
SPRING 2008**

**MEET THE PEOPLE THAT
MAKE KEYSTONE WORK**

Keystone Transit Partnership Coordinators

John Buckner, SEPTA Keystone Coordinator

John began his career at SEPTA 25 years ago. During this time he served as a locomotive engineer, a railroad instructor, an audio/visual specialist, and a manager of technical training. In recognition of his dedication and work throughout Pennsylvania, John was asked to join the PennTRAIN board and was recently honored as a "Superstar of Transit."



George Martin

TWU Local 234 Keystone Partnership Coordinator

George has been with SEPTA for nearly 27 years. In 2005 he was appointed the Keystone Partnership Regional Training Coordinator by TWU Local 234 President Jeff Brooks. Previously, George was a Bus Field Coordinator and a HVAC Overhaul Specialist at the Berridge Shop.



**For more info about
Keystone Partnership
classes, contact:**

**John Buckner at
(215) 580-5117**

Or

**George Martin at
(215) 972-4140**

High School Interns - Classroom to Shop Floor

Career Development Programs, such as the SEPTA/TWU Internship, encourage young men and women to seriously consider a career in public transportation. In 2006, SEPTA and TWU entered into a Pilot Internship program with the Philadelphia School District. This offered high school students the opportunity to shadow mechanics in Bus Mechanical Maintenance and Rail Body Maintenance. While the Pilot had successes, there was a need to go further.

The Keystone Partnership formed an Internship subcommittee to evaluate the pilot. After reviewing specialists in the field, it was decided to partner with the Philadelphia Academies in 2008. The Philadelphia Academies serve as the bridge for SEPTA and TWU to reach the students, teachers, and administrators necessary to create an effective program.

The subcommittee has been meeting regularly to develop a comprehensive structured program that will not only fill future vacancy needs at SEPTA, but introduce the Transit Industry to the students of Philadelphia and surrounding county schools. The internship will include a structured training program combining mentoring with classroom instruction back at the high school. The Internship Committee is moving forward to make this program a model for the Transit Industry.



Go Green with SEPTA



SEPTA is a leader in the **green revolution**. The transit agency plans to add 400 diesel-electric hybrid buses to its fleet over the next four years—giving the agency one of the largest public transit hybrid bus fleets in the country.

Measurable gains come from using hybrid buses over normal diesel buses. On average, hybrid buses are 29% more fuel efficient. Additionally, this technology can reduce greenhouse gas emissions from carbon monoxide by 80% and carbon dioxide by 38%.

Buses equipped with hybrid technology have significantly reduced maintenance costs that come from extended brake, engine and transmission oil life, superior torque, and improved acceleration. Adding more hybrid buses to SEPTA's fleet demonstrates the transit agency's commitment to promoting environmentally sound practices. SEPTA will receive a pilot hybrid this March and will receive the first production bus in July.

REDUCE GREENHOUSE GAS EMISSIONS BY 60%

Public Transportation: Get on Board with the **Green Choice**

- Hybrid buses get up to **29%** better fuel economy
- Transportation makes up **1/3** of the total carbon dioxide emission in the U.S.
- Out of all transportation methods personal vehicles are the biggest emitter of greenhouse gas emissions
- Taking public transportation can reduce a household's carbon footprint **25-30%**



From left to right: Ed Owens (1st Class Mechanic), Michael Mills (Technical Instructor), and Richard Printz (1st Class Mechanic) take time out for a photo by one of the hybrids already in operation.



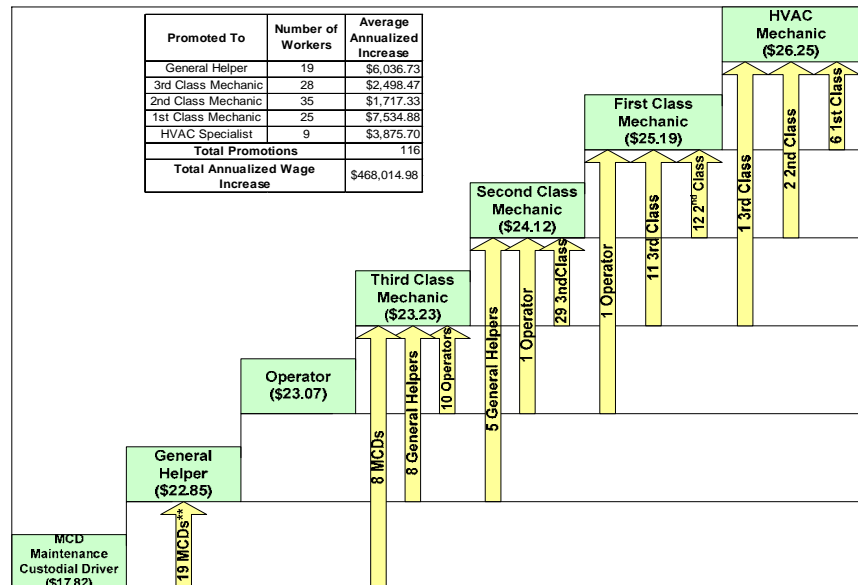
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GENERAL REPORTS

Career Ladder Partnership: TWU Promotions at SEPTA per program year

SEPTA is combating the skills gap in the transit industry by providing workers with the best and most up to date career training. In six years, 116 workers received promotions through the Keystone Transit Career Ladder Partnership. Building on a thriving labor-management partnership, Keystone has made it possible for mechanics to upgrade their skills and move up the transit career ladder. With Keystone, worker training is a win-win for both the workers and the transit agency.

Keystone Transit Career Ladder Partnership
Philadelphia Promotions and Wage Increases* 12/1/2001 – 10/4/2007



* The wage rates shown in this chart are top rates in each classification. Entry rate for a classification is based on a percentage of the top rate, in most cases, 60 percent. After 48 months (108 months for MCD, 12 months for 1st Class and HVAC Specialist), the wage advances to 100 percent top rate. Wage progression is based on overall Authority seniority rather than seniority under each classification.
** The upward arrows do not represent three in-grade promotions.

Community Transportation Center
4/1/2008

The Keystone Transit Career Ladder Partnership started 7 years ago. It has matured into a vital statewide training program that serves over 25 PA public transit agencies. Over 6,000 PA transit workers have attended KTCLP training since it started.

The commitment to joint decision making and problem-solving is the foundation of the Partnership; union and management representatives serve as members of Policy Steering Committees that govern the program. Joint work groups ensure high standards for customized curriculum, courseware, and training delivery.

I acknowledge the great work of the Philadelphia Policy Steering

Committee. Without commitment at the highest level of SEPTA and TWU Local 234, the program wouldn't have lasted. Keystone Coordinators, John Buckner and George Martin made the programs happen.

Two milestones were achieved by the partnership this year: the creation of the Joint Apprenticeship Council and the SEPTA/TWU Internship Initiative. These achievements will allow the partnership to recruit and train a

dynamic workforce in the transit industry for years to come.

For the last three years, the Keystone Development Partnership (KDP) managed the grants for the Transit Partnership. KDP, a nonprofit organization, is affiliated with the Pennsylvania AFL-CIO.

KDP is working with transit agencies across the Pennsylvania to create a self-sustainability plan that will carry the work of the Keystone Transit Career Ladder Partnership well into the future.

Stu Bass, Director of the Keystone Development Partnership and Statewide Coordinator for the Keystone Transit Partnership. Contact Stu at 251.732.7476 ext. 21