

**RAIL FLEET SERVICES
JOINT APPRENTICESHIP COMMITTEE (JAC)
COMMUNICATION BRIEF - GRADUATION PROGRAM
MARCH 20, 2015**



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Joint Apprenticeship Committee (JAC)
Program Overview and Graduation Program
March 20, 2015**

Metro, has established a Rail Technical Training Program to provide agency-focused, job-specific training in support of the Rail Expansion program. Given the scope and pace of the planned expansion in Rail Operations, we can no longer rely on the past practice of incrementally filling new rail maintenance positions with “just-in-time” training of current Metro bus maintenance employees. As part of this program, working in conjunction with the Amalgamated Transit Union Local 1277, Metro has instituted a rail apprentice program to provide a career pathway for current Metro employees, as well as future new hires, interested in a career in rail maintenance.

The pilot program course delivery began on August 18, 2014 and ended on March 20, 2015. It was the first ATU/Management Joint Apprenticeship Committee (JAC) training course, which included 12 ATU members including 1 one female ATU member. The program to partner with LATTC was Board-approved in April 2013, with a charter to design, develop, and deliver standardized training curriculum responsive to the requirements specified by management in Rail Operations.

To date, LATTC has trained 300 ATU incumbent workers participating in the Rail Technical Training Program in what for them was essentially a refresher course on technical aspects of working in the rail maintenance field. Additionally, as discussed above, a first cohort of 12 non-technical Metro employees completed

the introductory classroom training offered under the JAC program to qualify them for Rail Fleet Services Maintenance positions. They are now in the next phase of their training pipeline to become journeymen maintainers, receiving on-the-job training at Metro's Blue Line and Green Line Divisions on the requirements of maintaining vehicles specific to each line. Cohorts in succeeding Rail Technical Training classroom instruction will include Wayside Systems, as well as Rail Fleet Services.

Prepared by
OSWP
Lonnie Mitchell
M. J. Colston
D. Orduno