



Workforce Development Programs

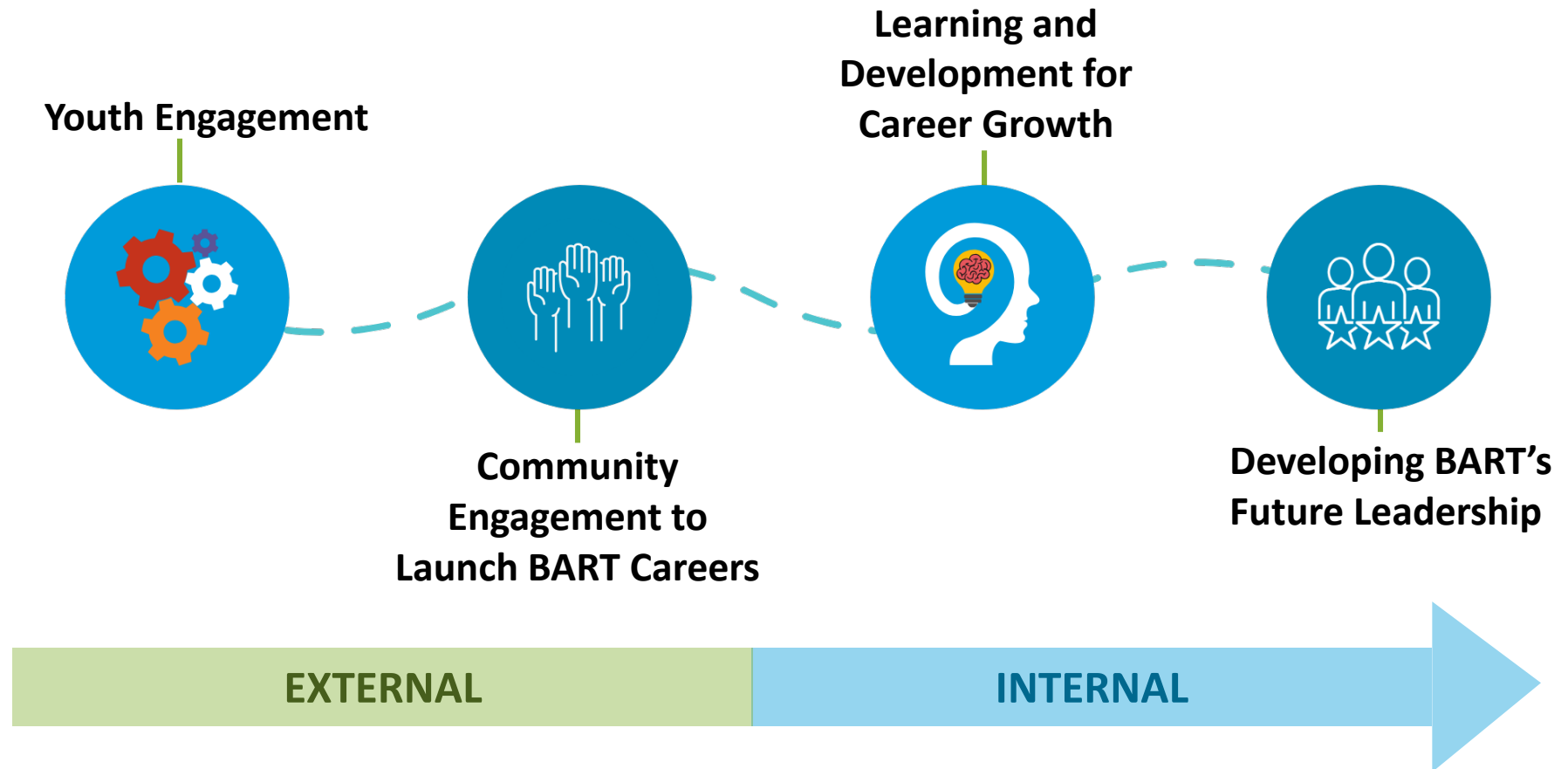
BART Board 2020 Workshop, February 14, 2020



Agenda

- External Workforce Development
 - Youth Engagement
 - Community Engagement
- Internal Career Development
 - Professional Development & Educational Assistance
 - Leadership Development

BART Workforce Programs: Path of Development



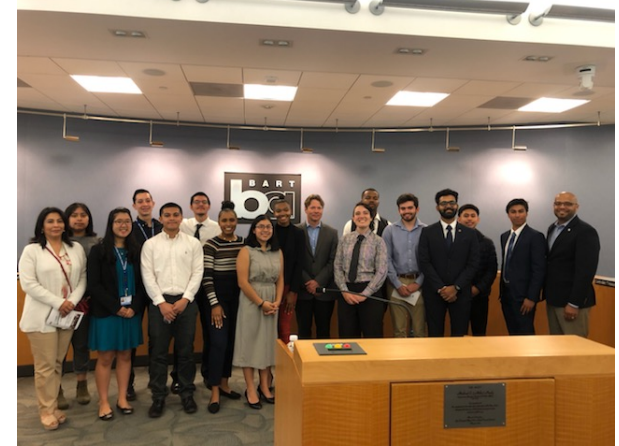
Youth Engagement: Career Exploration & Exposure

- Take Our Kids to Work Day
 - Event for BART employees and their families
 - Provides exposure to BART careers
 - 300-400 attendees
- BART Career Days
 - Facilitating school field trips and tours
 - Middle/High School Career Day Spring 2020
 - College Career Day Fall 2020
- Supporting Schools and Organizations
 - Attending Internship Fairs
 - Matching BART professionals with panel and speaking engagements at schools and colleges



Youth Engagement: Internships

- Four Summer Programs
 - BART District-Wide Interns
 - M&E Engineering Interns
 - RS&S Oakland Unified School District Interns
 - PD&C Construction Management Interns
- Internship Partners
 - Faith Network/Career Bridge
 - Lao Family Community Development
 - Students Rising Above
 - Richmond YEP
 - Oakland Unified School District
 - Community and 4-Year Colleges



Community Engagement: Pathways to BART Careers

CURRENT

FUTURE

- Partnership with Cypress Mandela Training Center in Oakland
- Two cycles of Track Worker and Structures Worker training in 2018 and 2019
 - Cycle One: Five trainees hired as Track Workers and all have since been promoted
 - Cycle Two: Eight trainees hired, four as Track Workers and four as Structures Workers



Community Engagement: Pathways to BART Careers

CURRENT

FUTURE

- Partnership with Rising Sun Center for Opportunity, an Oakland-based workforce organization focused on green training, employment, and residential efficiency
- Rising Sun administers construction pre-apprenticeship programs including an all-women cohort, Women Building the Bay
- BART is partnering with Women Building the Bay to build a competitive pool of candidates for our Electrical Helper classification



RISING SUN
CENTER FOR OPPORTUNITY

EXTERNAL



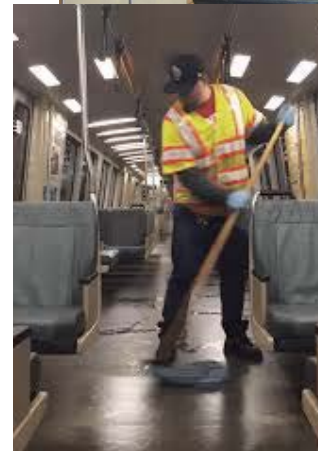
Community Engagement: Pathways to BART Careers

CURRENT

FUTURE

Priority workforce development initiative

- **Priority Partnership Engagement:** Ongoing need to fill **System Service and Utility Worker** vacancies
- **Recruitment:** Partner with custodial and hospitality training organizations to increase candidate pool
- **Status:** Currently reviewing submitted proposals from Community Based Organizations



Community Engagement: Pathways to BART Careers

CURRENT

FUTURE

Priority workforce development initiative

- **Priority Partnership Engagement:** BART Ambassador Program and Fare Inspector career ladders will create vacancies for the **Community Services Officer (CSO)** classification
- **Recruitment:** Partner with workforce and family support services organizations to build a CSO candidate pipeline
- **CSO Pathway Recruitment:**
 - Cultural competencies
 - Social awareness
 - Embedded in the communities we serve

EXTERNAL



Community Engagement: Pathways to BART Careers

CURRENT

FUTURE

- We have cast a wide net throughout the BART Service Area to seek partnerships with CBOs focused on underrepresented communities within BART, including:

- Re-entry Population
- Veterans
- Women in the Trades
- Displaced Workers



EXTERNAL



Professional Development & Educational Assistance



- Professional Development & Skill Building Courses as a benefit to all BART employees
- Supervisory Leadership training and coaching
- Customized classes targeted to specific department needs
- Educational Assistance Program



GRACE CRUNICAN LEADERSHIP ACADEMY

Pilot: Class of 2019 (Sept 2018 – Feb 2019)

- Partnership with MTI
- Target Audience: Non-Rep, future executives
- Competitively selected class of 15
- Metrics of Success:
 - Career Progression: 3 promotions in one year
 - Selection into the national APTA Emerging Leaders and GFOA Leadership Academy

Current: Class of 2020 (Sept 2019 – June 2020)

- Continued partnership with MTI
- Competitively selected class of 13



A PARTNERSHIP WITH



INTERNAL





MID-MANAGER TRAINING SERIES

Current Pilot: October 2019 – June 2020

- Partnership with LearniT, a San Francisco based training organization
- Target Audience: Non-Rep, AFSCME, and BPMA Mid-Managers
- Competitively selected class of 15
- Content Courses:
 - Coaching
 - Build BART knowledge through trainings and field trips
- Metrics of Success:
 - Career Progression
 - Selection into external leadership programs



learnit

Industry Leadership Development

- American Public Transportation Association (APTA)
 - Leadership APTA
 - Emerging Leaders Program
- Eno Center for Transportation Leadership Programs
- Women's Transportation Seminar (WTS) International Leadership Programs



**AMERICAN
PUBLIC
TRANSPORTATION
ASSOCIATION**

QUESTIONS

