



CALIFORNIA TRANSIT WORKS!

California Transit Works! is a statewide consortium of transit agencies, labor unions, and community colleges that promote High RoadSM Training Partnerships (H RTP) to address critical issues in public transit. We are a **national innovator** in the field of transit labor/management workforce development. CTW believes that the highest degree of success in transit workforce development programs begins with a firm foundation of labor-management partnerships that are focused on the frontline worker. We educate, advocate, and advise transit agencies and unions in building **Worker Centered training partnerships** that address industry demand for qualified workers to provide reliable and effective clean energy transit services.

“We believe in the power of labor-management partnerships to unite people in a common vision that strengthens labor and management’s efforts to improve the welfare of their workers and create an organization that delivers world class public transit service.”

Over the last seven years, California Transit Works! (CTW), as one of the initial High Road Training Partnership grantees of the California Workforce Development Board (CWDB), has focused on responding to urgent transit industry needs, including:

- **The need to recruit and retain frontline workers due to the increasing “silver tsunami”, especially from underserved and priority population communities; and**
- **The demand for new skills training for frontline workers related to the California mandate requiring transit agencies to convert to Zero Emissions Buses (ZEBs) by 2040 (ICT 2040).**

CTW provides direct technical assistance to transit agencies and unions in building **H RTPs, peer mentoring programs, and registered apprenticeships for maintenance and transportation**, as well start-up funding for new H RTP programs. We bring together frontline workers, managers, trainers, and other stakeholders statewide to share innovative approaches and successful programs addressing industry needs. We **create spaces for labor, management, community, and educational partners to support one another** as a Community of Practice that has expanded beyond California to include transit labor-management partnerships across the United States. As of December 2023:

- **More than 200 frontline worker peer mentors (operators and maintenance) are working with 600+ new hires and apprentices in California transit H RTP programs.**
- **421 apprentices have graduated from Mission College with credit Certificates of Achievement, while an innovative linked pre-apprenticeship and apprenticeship bus operator program at Golden Gate Transit is showing solid success.**

CTW is the national workforce development model for the Amalgamated Transit Union (ATU International):

- **98 labor-management partnership sites at various stages of development.**
- **125 training programs and apprenticeships.**
- **More than 1,400 frontline peer mentors nationally.**
- **CTW’s H RTP work is recognized by the White House Advisory Committee on Apprenticeship/US Department of Labor as an excellent example of its own national High Road workforce development vision.**



Mentor Voices Video





CTW at a Glance



“ A true labor management partnership with trust works. It works on the bottom line, the customer experience, and more important than anything, it makes employees have a thriving and happy career. ”

*-Mike Hursh,
General Manager, AC Transit*

Current HRTPs and mentor/apprenticeship programs:

- ATU 265 & Santa Clara VTA: Joint Workforce Investment (JWI)
- ATU 1575 & Golden Gate Transit: Workforce Investment Network (WIN)
- ATU 192 & AC Transit: Progress In Action (PIA)
- ATU 256 & Sacramento RT: Partners Moving Forward (PMF)
- ATU 256 & San Joaquin RTD: San Joaquin Driving Force (SJDR)
- ATU 1277 & Riverside Transit: Riverside & ATU Mentorship Program (RAMP 22)
- ATU 1574 & SamTrans: SamTrans Mentor and Resource Team (SMART)
- ATU 1704 & OmniTrans: Rolling with Knowledge

HRTPs ready for peer mentor training:

- ATU 1225 & Monterey Salinas Transit: Mentors in Motion

H RTP partnerships forming:

- ATU 1756 & Foothill (2 locations)
- ATU 1277 & SunLine
- ATU 1277 & LA Metro (facilities maintenance)
- ATU 1277 & MetroLink

CTW H RTP Educational Partners:

- Mission College, Santa Clara
- College of Marin, Marin
- Santa Rosa Junior College, Santa Rosa
- Chabot College, Hayward
- San Joaquin Delta College, Stockton
- Hartnell College, Salinas
- Riverside Community College, Riverside
- Riverside Community College District, Riverside
- MetroEd, San Jose (Career technical high school and adult school)
- Delta Sierra Adult Education Alliance, Stockton
- Logan High School, Union City

“ If I can help my fellow operators succeed in their work and learn how to handle stress, then they’ll be better off, not just for me and my fellow operators, but for the public as well. ”

*-Ron Doctolero,
Coach Operator/Mentor
SCVTA*

CTW Fiscal Sponsor:

Amalgamated Transit Union International

CTW Advisory Board:

GM/CEO and President/BA from JWI, WIN, PIA, PMF, SJDR, RAMP 22;
ATU International President John Costa; Mission College President Dr. Seher Awan



Labor Management Partnership Video

