

An Initiative of the California Workforce Development Board

California Transit Works! (CTW) is a consortium of transit agencies, transit unions, and community colleges focused on transit workforce development. Its vision is to promote and support transit High Road Training Partnerships centering worker voice across California as the best approach to transit workforce development and clean energy transit solutions. Based on the successes of its founding HRTPs, CTW is united by four principles: Industry Driven, Worker Centered, Community Oriented, and Measurable Results.

Bus and light rail workers provide essential services, especially for underserved and under resourced communities, and they protect the health and livelihoods of their passengers. Transit HRTPs effectively design workforce solutions that bridge our community members into high quality union jobs, which in turn serve their neighborhoods and the economy.

To address rapidly growing urgent transit industry needs and bring transit HRTPs to scale in California, CTW must grow and evolve its intermediary role. In addition to providing direct technical assistance to its core HRTPs, this project will allow CTW to develop new strategies to meet statewide needs for transit agencies and create new ways to provide expertise and support for the development of labor-management partnerships — the heart of frontline worker-focused workforce development in the transit industry.

### TARGET POPULATION

This project will serve front line workers including low income and underserved communities.

### PROJECT HIGHLIGHTS

- **Expand CTW with eight transit HRTPs in Southern and Central California.** CTW will facilitate labor/management partnerships, training development, and design peer mentoring as a frontline worker voice strategy.
- **Strengthen local H RTP capacity.** CTW will develop three toolkits on key areas of program and partnership development.
- **Develop CTW's capacity as a statewide intermediary.**
- **Build on the ICT 2040 work.** CTW will introduce stakeholders — especially frontline workers — to the CTW Innovative Clean Transit (ICT 2040) workgroup and develop directories of trainers and resources to support ICT workforce development.
- **Ensure inclusion of underserved populations in transit HRTPs.** CTW will support bridge programs, pre-apprenticeships, and other local H RTP recruitment and engagement strategies.
- Recruit at least 100 peer mentors, train 800 frontline workers (including apprentices); and 200 people from underserved populations will participate in bridge programs.

### KEY PARTNERS

- Amalgamated Transit Union Intl. (ATU)
- California Public Transit Agencies
- California Transit Works! (CTW)
- Amalgamated Transit Union (ATU) Locals 192, 256, 265, 1225, 1277, 1309, 1574, 1575, 1704, 1756
- Transit Agencies: Foothill-Pomona, Foothill-Arcadia, Los Angeles Metro, Santa Clara VTA, Golden Gate Transit, AC Transit, Riverside Transit, SunLine Transit, Monterey-Salinas Transit, Sacramento RTD, San Joaquin RTD, SamTrans, Omnitrans
- Santa Rosa Junior College
- College of Marin
- Mission College