



Workforce Development
“Growing Our Own”
Preparing for the Future

WORKFORCE DEVELOPMENT

Mentorship and Apprenticeship Partnership Coming Soon



IndyGoSM

Coach Operator & Maintenance Mentor
Apprenticeship Program (COM-MAP)

Maintenance & Coach Operator Mentors Needed

**Can you be a guide and resource for
new mechanics or operators as they
navigate their first year on the job?**

Coach Operator & Maintenance Mentor Apprenticeship Program (COM-MAP)

Apply now to become a Mentor!

IndyGo and ATU Local 1070 jointly launched a new initiative, creating a peer to peer Mentorship Program. It provides an added layer of support for newly hired bus operators and mechanics once they've completed initial training.

We need more experienced Operators and Mechanics to join the crew of Mentors. Be a part of this exciting effort to help our newest teammates acclimate to life behind the wheel or in the garage.

See application for more details.

Apply by Monday, July 12th at 9:00am

Place completed applications in the collection box attached to the application stand in the drivers room.

Questions? Email: commap@indygo.net



Mentorship & Apprenticeship Committee Members



Omar Reed
Transit Apprenticeship and
Mentorship Coordinator



Aaron Vogel
COO/VP of Operations



Denise Jenkins-Agurs
VP of D & I and Workforce
Development



Robbie Waggoner
ATU Facility Maintenance Tech



Rachel Hill
ATU Financial Secretary

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Soon

- IndyGo and ATU Local 1070 are working together to develop two programs to address future retirement needs by establishing a Mentorship and Apprenticeship Program called ***Coach Operator & Maintenance Mentor Apprenticeship Program (COM-MAP)***
- **Committee Members are:**
 - Aaron Vogel, COO/VP of Operations
 - Denise Jenkins-Agurs, VP of D & I and Workforce Development
 - Rachel Hill, ATU Financial Secretary
 - Robbie Waggoner, ATU Facility MaintenanceTech
 - Omar Reed, Transit Apprenticeship and Mentorship Coordinator
- **Sub-Committee Members are:**
 - Agency and ATU subject matter experts will develop the education/job skills
- **Ivy Tech:** Partnership to develop the **High Voltage Maintenance Curriculum** for the Apprenticeship Program, which can take up to two years for approval
- **Program Timeline Update:**
 - Pilot Coach Mentoring session took place the first of the year
 - Union Shop Stewards will mentor the new Coach Operators graduating in June
 - MOU was sent to the ATU, awaiting their signature
 - Marketing material will be emailed to teammates on June 23rd
 - Program applications are due in July
 - Mentoring Education facilitated by Jamaine Gibson, ATU International, will take place in August
 - Maintenance training curriculum was sent to Ivy Tech for review in May

PROGRAM UPDATE

- **ADP Learning Management System (LMS)**
 - Learning platform will allow us to house all education/training online.
 - Teammates will have the opportunity to review their classroom and online learning courses.
 - Teammates can sign-up to over 120 soft-skill courses for professional and personal development.
 - Currently interviewing for a manager to lead this strategy
 - Tentative rollout to teammates is in August.
- **National Transit Institute (NTI)**
 - NTI provides online courses and seminars to public transportation in the US. They promote, develop, and deliver high-quality programs and materials through cooperative partnerships with industry, government, institutions, and associations.
 - Serve as a catalyst for enhancing skills and performance in public transportation.
 - Upcoming training courses will be sent via email to all teammates to encourage continuing education.

Cont: PROGRAM UPDATE

- **LUNCH & LEARN EDUCATION**

- Lloyd Graham, our new D & I and Workforce Development Manager, will create and facilitate soft skills, leadership, and D&I education.
- Purchased a pre-packaged Professional and Personal development curriculum that can be branded and customized for a great learning experience.
- Courses will occur during Tim Talks and Teams Meeting until it's safe to resume for a classroom experience.

New Teammates to the D & I and Workforce Development Team



January Sanders
Culture Engagement
It's not just a ride. It's a way of life. Specialist



Lloyd Graham
D & I and Workforce
Development
Manager



Omar Reed
Transit Apprenticeship
and Mentorship
Coordinator