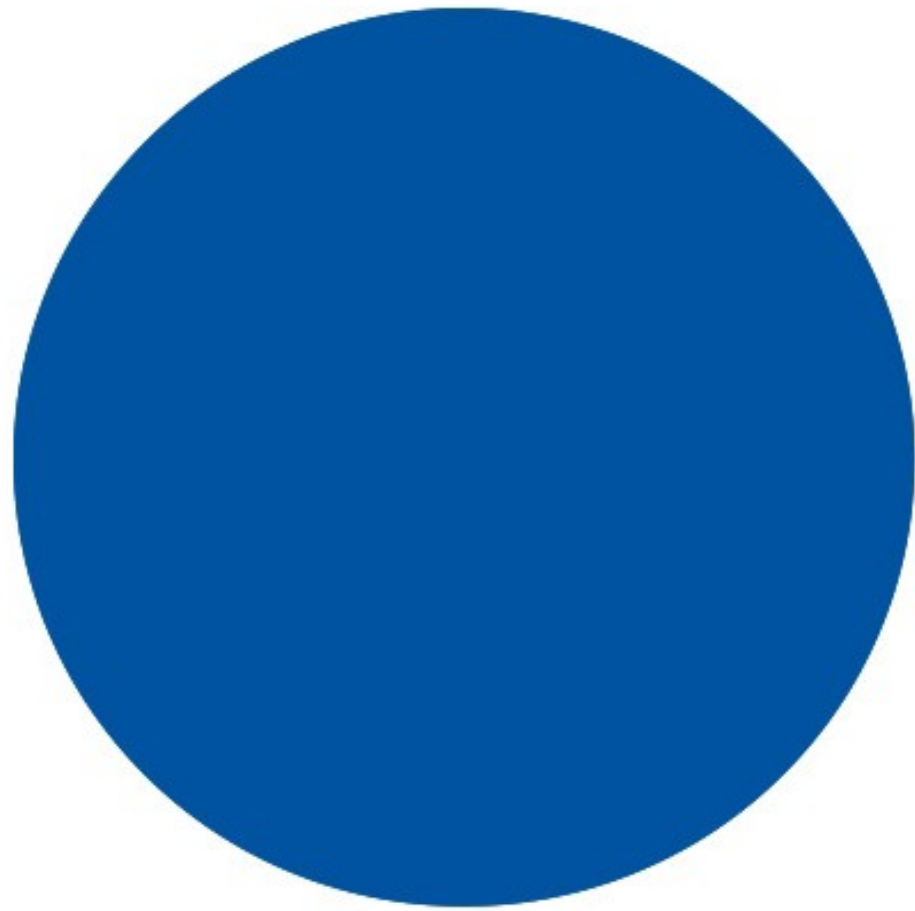


*IndyGo*SM

Workforce Development
“Growing our Own”
Preparing for the Future





Denise Jenkins-Agurs



VP of Diversity & Inclusion and Workforce Development

Ryan Wilhite



Manager of Special Projects and
Regional Mobility Integration



*IndyGo*SM

Membership and Partnership Coming Soon

Membership and Partnership Coming 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 Diversity & Inclusion and Workforce Development
 - Rachel Hill, ATU Financial Secretary
 - Robbie Waggoner, ATU Facility MaintenanceTech
- **Sub-Committee Members are:**
 - Agency and ATU Local 1070 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
- **Mentoring Program Timeline Update:**
 - Pilot Coach Mentoring session took place the first of the year
 - Union Shop Stewards will mentor the new Coach Operators
 - MOU was sent to the ATU, awaiting their signature
 - Mentoring marketing material will be emailed to teammates in July
 - Mentoring applications are due in August
 - Mentoring Education facilitated by Jamaine Gibson, ATU International, will take place in September
 - Ivy Tech has reviewed the maintenance training curriculum with the recommendations for the Apprenticeship Program.
 - Transportation Learning Center is reviewing our Maintenance training curriculum, and we are currently waiting on recommendations on how we can include High Voltage education based on transit best practices.



IndyGo SM



IndyGoSM

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

Coach Operator & Maintenance 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, August 16th by close of business

Place completed applications in the collection box attached to the application stand in the lounge or at the ATU local office.

Questions? Email: commmap@indygo.net or contact the ATU Local 1070



Mentorship and Apprenticeship

Committee Members



Aaron Vogel
COO/VP of Operations



Denise Jenkins-Agurs
*VP of Diversity & Inclusion and
Workforce Development*



Robbie Waggoner
*ATU Facility Maintenance
Tech*



Rachel Hill
ATU Financial Secretary

IUPUI PETERSON FELLOWS

2020-2021 School Year

- Graduate students in the School of Public and Environmental Affairs (SPEA)
- Application-based fellowship
- Rotate between City, Airport, and IndyGo
- Investment of \$15k
- Provided with special projects to match desired skill development and IndyGo needs
- Ended in early August



IUPUI PETERSON FELLOWS- cont.

Amber Rose-Greaney

- Answered the following:
 - What's the state of Fuel-Cell buses in the US?; and
 - What is the difference in complete costs between Battery Electric Buses (BEBs), diesels, and Fuel Cell Electric Buses (FCEBs)?
- Researched FCEBs
- Interviewed agencies with experience
- Led efforts to understand what a pilot would look like at IndyGo
- Presented findings and recommendations to IndyGo staff



IUPUI PETERSON FELLOWS- cont.

Alexis Weaver

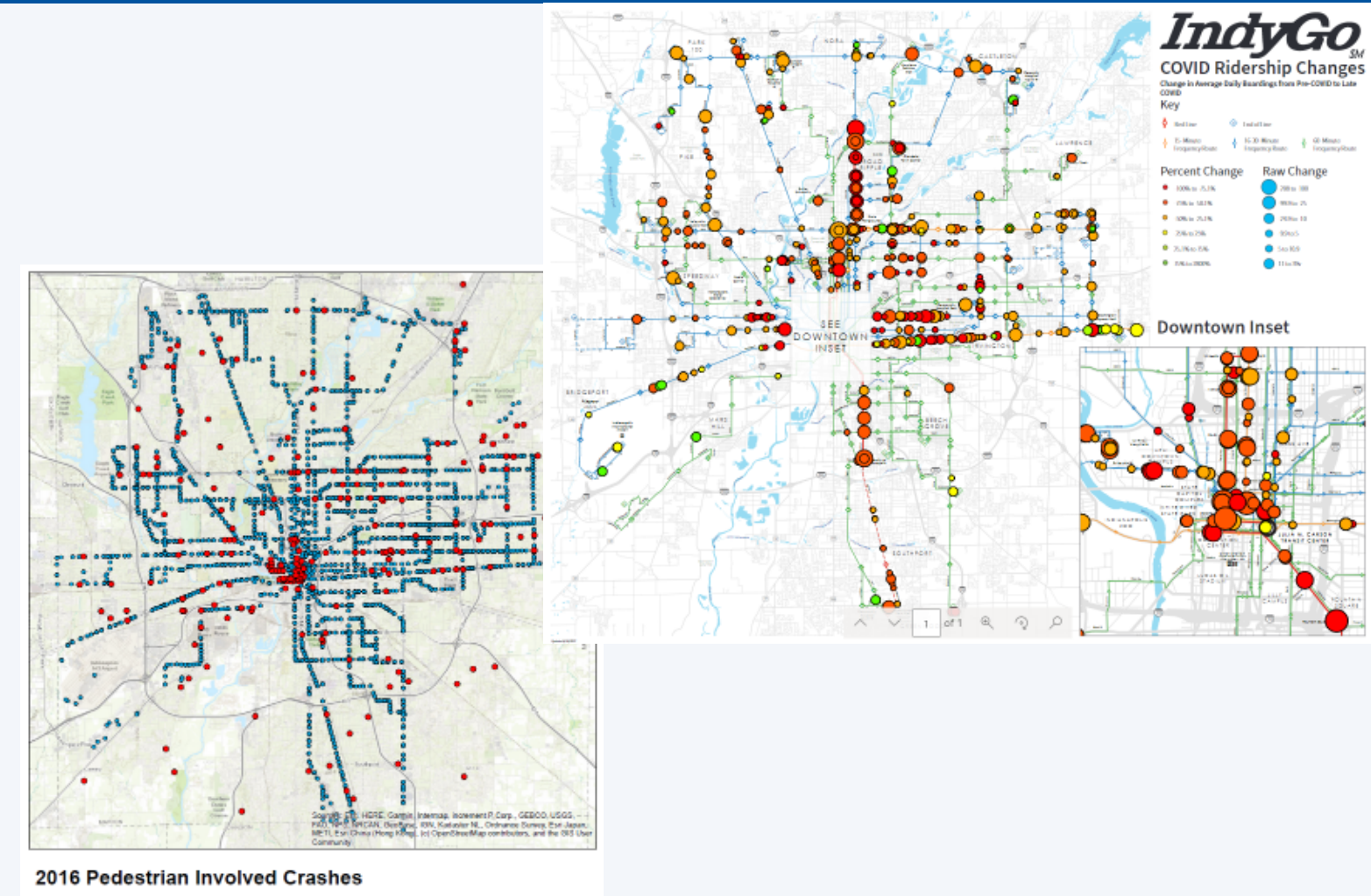
- Created new methodology to answer:
 - How effective are the Red Pavement Treatments?
- Watched 40 hours of bus footage
- Documented incidents
- Drafted report
- Final report edited by staff and sent to Federal Highway Administration (FHWA)
- Fulfilled requirement for Red Pavement



IUPUI PETERSON FELLOWS- cont.

Amber Rose-Greaney

- Answered several questions:
 - What Transit Oriented Development (TOD) planning projects have received Federal Transit Administration (FTA) funding?
 - How did COVID affect boardings by stop?
- Created methodology to answer the boardings by stop question, using R
- Used ArcGIS to understand Right of Way (ROW)



INTERNSHIP UPDATE

- Robert H. McKinney School of Law at IUPUI-one intern in legal
- Providence Cristo Rey High School (\$25K Investment):
 - Year two participating in the program
 - 4 students will have the opportunity to intern in the following departments:
 - Mobility Services (2)
 - IT
 - Corporate Communication
 - 1-day a week for 7-hours
 - Entire school year depending on the pandemic

WORKFORCE DEVELOPMENT PROGRAM (WFD) 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 September
- **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.



WFD PROGRAM UPDATE – cont.

■ LUNCH & LEARN EDUCATION

- Lloyd Graham, our new Diversity & Inclusion (D & I) and Workforce Development Manager, has created and facilitated 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.

■ INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT-NEXT LEVEL JOB EMPLOYER GRANT

- Applied for \$45K Reimbursable Grant
- Grant dollars is used to cover the expense of the following courses:
- Aspiring Leadership (8-week course, bi-weekly, with 12 teammates)
- Lean Six Sigma Green Belt Certification (6-week course, 1-day a week, with 12 teammates)



DIVERSITY & INCLUSION AND WORKFORCE DEVELOPMENT

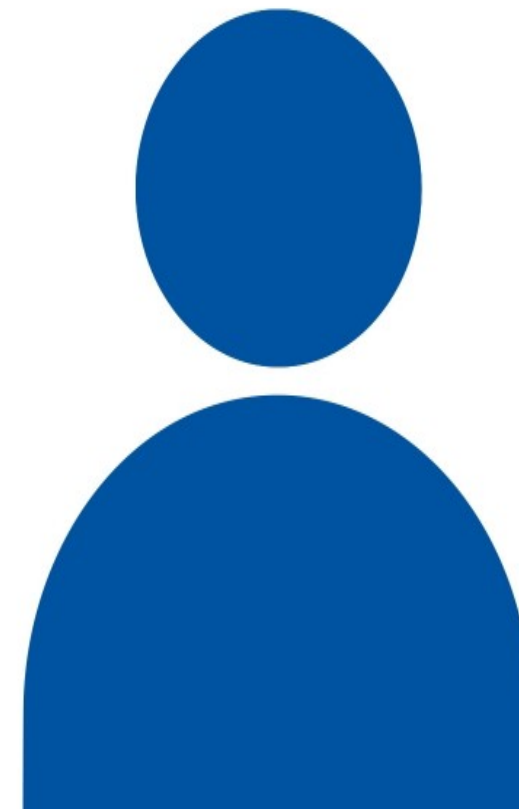
TEAMMATES



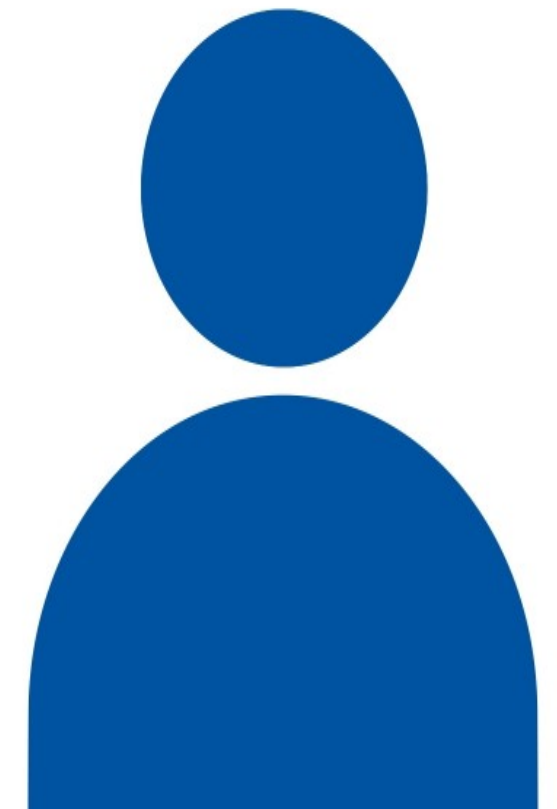
January Sanders
*Culture Engagement
Specialist*



Lloyd Graham
*Diversity & Inclusion and
Workforce Development
Manager*



Vacant Position
*Transit Apprenticeship
and Mentorship
Coordinator*



Vacant Position
*Learning Management
System Manager*

*IndyGo*SM

THANK

YOU

QUESTIONS?

