



SFMTA

Apprenticeship Program

Investing in the community while filling a key need for the agency



SFMTA's Apprentice program is small but impactful, connecting young people to rewarding, creative jobs that keep Muni moving into the next generation. Expanding the Apprentice Program is a high priority initiative for the agency. Increasingly, new entrants to the job market face a choice between an expensive college education or low-paying service industry jobs with limited growth opportunities. At the same time, trade jobs remain in high demand, offering strong salary potential, personal fulfillment, and job stability, with relatively affordable education prerequisites. In many cases, young people are simply not aware that these trade job opportunities exist or don't know how to access them. **Connecting SFMTA's trade careers with working San Franciscans is an opportunity to directly invest in the community while filling a key need for the agency.**

Transit vehicle and infrastructure maintenance jobs are vital to delivering transit service. However, service-critical maintenance craft worker positions remain vacant. For multiple years, these vacancy rates have remained high, with roles like overhead line workers facing vacancies in double digits. This directly affects our ability to provide reliable service.

Additionally, people of color and women are underrepresented in many of our maintenance jobs. Expanding our targeted recruitment utilizing SFMTA Workforce Development Division apprentice programs offers an opportunity to build a strong "promotive pathway" for these critical maintenance functions, teach the specialized skills that are unique to our services, and build a workforce that better represents the diverse Bay Area population.

The SFMTA currently participates in the citywide apprentice program that helps prepare staff for journey-level jobs. The SFMTA also has a fellowship and summer intern program that introduces high school attendees, college attendees and recent college graduates to the maintenance trades. Expanding our apprentice opportunities will allow us to build on our current success and cost-effectively recruit new journey-level workers. Additionally, creating new training programs for existing staff to promote into specialized job functions will complement an entry-level apprentice program.

FOR CONSIDERATION:

This is a priority initiative in the operating budget. The potential impacts of this program are vast and have relatively modest costs. By investing approximately \$3M annually, the SFMTA will be able to ensure a pipeline of skilled staff, address staffing shortfalls and avoid costly deferral of work that currently constrains our operations.

We are seeking the Board's support for this program.

For more information, contact:
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Fiscal Year 2022-2023:

In the first year of the next budget cycle, we would continue our participation with Local 1414 and Local 6 in areas where we have well-established apprenticeship programs or have started the development process, including:



Automotive Machinist



Maintenance Machinist



Transit Power Line

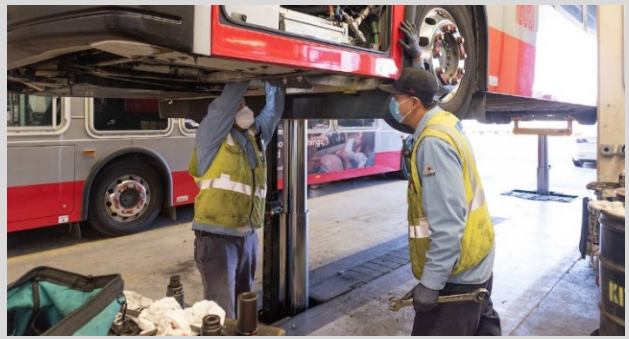
During this year, we would also initiate a training program for the Local 261 Track Workers to explore development of an electronic technician program and hire maintenance training and administrative staff to work with our Workforce Development Manager of Apprenticeship, Internship, Fellowship and Job Training Programs.

Fiscal Year 2023-2024:

In coordination with our union partners, in year two of the next budget cycle we will launch new apprentice programs:



Electrical Technician
(with Local 6)



Automotive Mechanic
(with Local 1414)



Wire Rope Cable Maintenance
(with Local 39)



Auto Painter and Autobody/Fender
(with Local 1414)

If the Board approves this investment, we expect to have six-to-seven training programs and approximately 45-50 apprentices by the end of the two-year program.