

FTA Report No. 0274

**FTA**  
**RESEARCH**  
FEDERAL TRANSIT ADMINISTRATION

# Federal Transit Administration's Annual Report to Congress on Technical Assistance and Workforce Development for Fiscal Year 2024



PREPARED BY  
**Federal Transit Administration**



U.S. Department of Transportation  
**Federal Transit Administration**

JANUARY

**20**  
**25**

**COVER PHOTO**

*Courtesy of Edwin Adilson Rodriguez, Federal Transit Administration*

# FTA Annual Report on Technical Assistance and Workforce Development for FY 2024

## January 2025

FTA Report No. 0274

PREPARED BY

Federal Transit Administration  
Office of Research, Demonstration, and Innovation  
U.S. Department of Transportation  
1200 New Jersey Avenue, SE  
Washington, DC 20590

AVAILABLE ONLINE

<https://www.transit.dot.gov/about/research-innovation>

### Metric Conversion Table

SYMBOL	WHEN YOU KNOW	MULTIPLY BY	TO FIND	SYMBOL
<b>LENGTH</b>				
in	inches	25.4	millimeters	mm
ft	feet	0.305	meters	m
yd	yards	0.914	meters	m
mi	miles	1.61	kilometers	km
<b>VOLUME</b>				
fl oz	fluid ounces	29.57	milliliters	mL
gal	gallons	3.785	liters	L
ft <sup>3</sup>	cubic feet	0.028	cubic meters	m <sup>3</sup>
yd <sup>3</sup>	cubic yards	0.765	cubic meters	m <sup>3</sup>
NOTE: volumes greater than 1000 L shall be shown in m <sup>3</sup>				
<b>MASS</b>				
oz	ounces	28.35	grams	g
lb	pounds	0.454	kilograms	kg
T	short tons (2000 lb)	0.907	megagrams (or "metric ton")	Mg (or "t")
<b>TEMPERATURE (exact degrees)</b>				
°F	Fahrenheit	$\frac{5(F-32)}{9}$ or $\frac{(F-32)}{1.8}$	Celsius	°C

REPORT DOCUMENTATION PAGE			Form Approved OMB No. 0704-0188		
The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Richmond Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.					
1. REPORT DATE January 2025	2. REPORT TYPE Annual	3. DATES COVERED October 1, 2023 - September 30, 2024			
4. TITLE AND SUBTITLE FTA Annual Report on Technical Assistance and Workforce Development for FY 2024		5a. CONTRACT NUMBER			
		5b. GRANT NUMBER			
		5c. PROGRAM ELEMENT NUMBER			
6. AUTHOR(S) Edwin Adilson Rodriguez Alexander Pompa Office of Research Management, Innovation, and Outreach Federal Transit Administration		5d. PROGRAM NUMBER			
		5e. TASK NUMBER			
		5f. WORK UNIT NUMBER			
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESSEE(S) U.S. Department of Transportation Federal Transit Administration Office of Research, Demonstration and Innovation 1200 New Jersey Ave., SE, Washington, DC 20590		8. PERFORMING ORGANIZATION REPORT NUMBER  FTA Internal Report No. 0274			
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) U.S. Department of Transportation Federal Transit Administration Office of Research, Demonstration and Innovation 1200 New Jersey Avenue, SE, Washington, DC 20590		10. SPONSOR/MONITOR'S ACRONYM(S) FTA			
		11. SPONSOR/MONITOR'S REPORT NUMBER(S) FTA Report No. 0274			
12. DISTRIBUTION/AVAILABILITY STATEMENT Available from: National Technical Information Service (NTIS), Springfield, VA 22161; (703) 605-6000, Fax (703) 605-6900, email [orders@ntis.gov]; Distribution Code TRI-30					
13. SUPPLEMENTARY NOTES [www.transit.dot.gov/research-innovation/fta-reports-and-publications] [https://www.transit.dot.gov/about/research-innovation] [https://doi.org/10.21949/k0yt-bc20] Suggested citation: Federal Transit Administration. FTA Annual Report on Technical Assistance and Workforce Development for FY 2021. Washington, D.C.: United States Department of Transportation, 2022. https://doi.org/10.21949/k0yt-bc20.					
14. ABSTRACT This statutorily required annual report provides information on FTA's Technical Assistance and Workforce Development Program (49 U.S.C. § 5314). It includes information on technical assistance, standards development, training, human resources, and workforce development projects active in FY 2024. The report concludes with information on FTA's process for making upcoming allocations for FY 2025.					
15. SUBJECT TERMS Public transportation, 49 U.S.C. § 5314, Section 5314, FTA appropriations, FAST Act, FTA demonstration and deployment, workforce development, workforce frontline, FTA innovation					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT Unlimited	18. NUMBER OF PAGES 40	19a. NAME OF RESPONSIBLE PERSON
a. REPORT Unclassified	b. ABSTRACT Unclassified	c. THIS PAGE Unclassified			19b. TELEPHONE NUMBER

## TABLE OF CONTENTS

viii	<b>Abstract</b>
ix	<b>Introduction</b>
1	<b>Section 1: Active Projects Results</b>
1	<b>Technical Assistance</b>
1	Transit Workforce Development Technical Assistance Center (TWC)
3	YOUTH VOICE: Sustainable Mobility Career Awareness and Innovation Challenge Project
3	Crime Prevention and Public Safety Awareness
4	National Center for Applied Transit Technology (N-CATT)
5	Bus Exportable Power System (BEPS) Standards
5	Research to Practice (R2P) Initiative
6	Accelerating Innovative Mobility (AIM) National Network (AIM-NNet)
7	Transportation Research Board (TRB) Core Program Support Safety Awareness Technical Assistance
7	Safety Awareness Technical Assistance
8	National Aging and Disability Transportation Center (NADTC)
9	National Center for Mobility Management (NCMM)
10	Transit Research Analysis Committee (TRAC)
10	Transit Survey Data Archiving and Analysis
11	Transportation Capacity Building Program and Planning Methods
12	Innovative Uses of Simplified Trips on Project Software (STOPS)
12	Public Safety Awareness Technology Evaluation (PSATE) Project
14	<b>Standards Development</b>
14	Transit Standards Development Program – Center for Urban Transportation Research (CUTR)
15	Transit Standards Development Program – American Public Transportation Association (APTA)
16	<b>Training</b>
16	National Transit Institute (NTI)
18	<b>Section 2: Frontline Workforce Development Program Trends and Next Steps</b>
27	<b>Section 3: FY 2025 Proposed Technical Assistance and Workforce Development Allocations</b>
28	<b>Acronyms and Abbreviations</b>

## LIST OF TABLES

x	<b>Table 1</b> Active Projects by Eligible Areas
---	--



U.S. Department  
of Transportation

**Federal Transit  
Administration**

Deputy Administrator

1200 New Jersey Avenue, SE  
Washington, DC 20590

Dear Colleagues:

The Federal Transit Administration (FTA) is pleased to provide its Annual Report on Technical Assistance and Workforce Development for Fiscal Year (FY) 2024 as required by Federal public transportation law (49 U.S.C. § 5314(a)(3), (b)(2)(E)). This report describes the results from FTA's FY 2024 active projects in technical assistance, standards, workforce development, and training, totaling \$65,548,027.

The projects noted in this report provide support to public transit agencies in many areas: furthering transit workforce development, expanding accessible transportation, implementing mobility management activities, supporting environmental planning activities, and providing training to the transit industry. The report also provides information on workforce trends and the many major accomplishments of FTA's Transit Workforce Center. This year, the report also notes the completion of FTA's first National Transit Workforce Development Strategic Plan. The plan has six overarching goals: ensuring worker safety and health, investing in workforce development, driving workforce recruitment, ensuring worker retention, developing worker skills, and tracking success through appropriate metrics.

Other significant areas in the report include continued support of human services transportation through the National Aging and Disability Transportation Center (NADTC); the empowerment of transit agencies to address human trafficking through the Crime Prevention and Public Safety Awareness; FTA's expanded standards development program; and the delivery of training and education programs for the public transit industry by the National Transit Institute (NTI). Another highlight of the report is a new data-literacy initiative to help tribal, rural, and small urban agencies leverage the capabilities of data integration.

The technical assistance, workforce development, training, and standards projects highlighted in this report provide critical resources to transit agencies. These projects improve operations, enhance safety, expand mobility, address workforce issues, leverage data-interoperability, enhance planning, and help transit agencies leverage emerging technologies to transform their systems.

In closing, I also want to thank the many partners who manage these important programs on behalf of FTA. It is through close partnerships that we realize the full potential of these projects. I am very proud of our collective success and accomplishments shared in this report.

Sincerely,

A handwritten signature in blue ink that reads "Veronica Vanterpool".

Veronica Vanterpool

## Abstract

This annual Report to Congress provides information on the Federal Transit Administration (FTA) Technical Assistance and Workforce Development Program (49 U.S.C. § 5314) for Fiscal Year (FY) 2024. The primary goals of this program are to provide technical assistance, standards development, human resources training, and workforce development and training projects to improve public transportation services, effectiveness, and efficiency. The report also includes an annual report on frontline workforce activities and trends. The report concludes with proposed priorities for FY 2025 funding.



# Introduction

This report is required by Federal public transportation law (49 U.S.C. § 5314(a)(3), (b)(2)(E)), which requires the Secretary of Transportation to submit a Report to Congress for all projects active under this section during the previous fiscal year. This annual report must be submitted to the Committee on Banking, Housing, and Urban Affairs, the Committee on Appropriations of the U.S. Senate, the Committee on Transportation and Infrastructure, the Committee on Science, Space, and Technology, and the Committee on Appropriations of the U.S. House of Representatives, no later than the first Monday of February in the following year.

This annual report must include:

- A description of each project that received assistance under this program during the preceding fiscal year.
- An evaluation of the technical assistance and standards activities carried out by each organization that received assistance during the preceding fiscal year.
- A proposal for allocation amounts for the FTA Technical Assistance Program for the subsequent fiscal year.
- Measurable outcomes and impacts of the Human Resources & Training (Section 5314(b)) and National Transit Institute (NTI) (Section 5314(c)) programs.

Section 5314(b)(2)(E) also requires the Secretary to submit a report on the Frontline Workforce Development Program to include a detailed description of activities carried out, an evaluation of the program, and policy recommendations to improve program effectiveness. Though this report is noted to have a deadline of December 31, given that this report is partially duplicative of the report required by Section 5314(a)(3), in 2016, the US House and Senate authorizing committees approved FTA's request to submit one combined report.

Active projects refer to projects and programs that involved Federal Transit Administration (FTA) resources during the fiscal year. This is a retrospective report on the results of prior investments, and projects are typically funded from appropriations enacted by Congress in earlier fiscal years. There are four types of eligible projects for this FTA program: technical assistance, standards development, human resources and training, and workforce development. This report is organized into three sections:

- **Section 1** provides detailed information on technical assistance, standards development, human resources and training, and workforce development, and training projects, including key results of each project.
- **Section 2** discusses frontline workforce development projects, including key results of each project, and recommendations to improve program effectiveness.
- **Section 3** provides information on proposed allocations for FY 2025 funding.

**Table 1** Active Projects by Eligible Areas

Program/Project Name	Safety Programs											FTA Funding
	Technical Assistance (TA)								Std *	HT**		
	1	2	3	4	5	6	7	8	9	10	11	
The Transit Workforce Center (TWC)								x			x	\$12,500,000
YOUTH VOICE: Sustainable Mobility Career Awareness and Innovation Challenge Project					x							\$50,000
Crime Prevention and Public Safety Awareness						x		x				\$1,639,498
National Center for Applied Transit Technology (N-CATT)								x				\$2,400,000
Bus Exportable Power System (BEPS) Standards Development								x	x			\$1,000,000
Research to Practice (R2P) Initiative								x				\$545,000
Accelerating Innovative Mobility (AIM) National Network (AIM-NNet)								x				\$3,000,000
Transportation Research Board (TRB) Core Program Support								x				\$375,000
Safety Awareness Technical Assistance								x				\$400,000
National Aging and Disability Transportation Center (NADTC)	x	x	x									\$2,500,000
National Center for Mobility Management (NCMM)		x	x									\$5,160,507
Transit Research Analysis Committee (TRAC)						x		x				\$1,725,000
Transit Survey Data Archiving and Analysis								x				\$300,000
Transportation Capacity Building Program and Planning Methods								x				\$150,000
Innovative Uses of Simplified Trips on Project Software (STOPS)								x				\$150,000

Program/Project Name	Safety Programs											FTA Funding
	Technical Assistance (TA)								Std *	HT**		
	1	2	3	4	5	6	7	8	9	10	11	
Public Safety Awareness Technology Evaluation (PSATE) Project								x				\$100,000
Transit Standards Development Program – Center for Urban Transportation Research (CUTR)									x			\$4,000,000
Transit Standards Development Program – American Public Transportation Association (APTA)									x			\$2,974,430
National Transit Institute (NTI)											x	\$26,578,592
<b>Total</b>											<b>\$65,548,027</b>	

**TECHNICAL ASSISTANCE (TA)**

1. Americans with Disabilities Act (ADA) of 1990
2. Human Services Transportation Coordination
3. Transportation Needs of Elderly Individuals
4. Increase Transit Ridership in Coordination with Metropolitan Planning Organizations
5. Improve Transportation Equity and Efficient Public Transportation Planning for Low-income and Minority Individuals
6. Facilitate Best Practices in Bus Driver Safety
7. Meet Buy America and Rolling Stock Purchase Requirements
8. Other technical assistance activity that advances the interests of public transportation

**\*STANDARDS (Std)**

9. Standards

**\*\*HUMAN RESOURCES AND TRAINING (HT)**

10. Human Resources
11. Training

## Section 1

# Active Project Results

This section describes the technical assistance, standards, workforce development, and training projects active in FY 2024 and their results.

## Technical Assistance

Technical Assistance (TA) activities assist public transportation agencies with targeted support for resource gaps and development needs, such as furthering the mobility of older adults and people with disabilities, expanding mobility management awareness, enhancing public safety awareness, and supporting workforce development.

### Title: The Transit Workforce Center (TWC)

**Recipient:** International Transportation Learning Center (ITLC)

#### Project Description:

The TWC supports public transit agencies' workforce development needs for all modes of public transit across urban, tribal, and rural entities. Its mission is to help transit agencies recruit, hire, train, and retain the diverse workforce needed for today and the future. The TWC performs two main functions: 1) conduct technical assistance activities within and for transit agencies that promote more effective and efficient training of frontline workers involved in public transportation maintenance and operations; and 2) implement technical assistance activities through collaborative partnerships between transit agency management and labor, including apprenticeship development and implementation.

#### Results:

In FY 2024, the TWC continued to advance technical assistance through a range of activities. Relevant results for October 1, 2023, to July 2024, include:

- Reached over 2,820 participants through participation in industry events, including conferences and webinars.
- Received and resolved over 258 targeted technical assistance requests, with 161 of those requests from transit locations (agencies and unions).
- The TWC's American Transit Training and Apprenticeship Innovators Network (ATTAIN) engaged the transit frontline workers in its efforts to mentor and develop apprenticeship programs with 12 transit mentor trainings across the country, delivered a webinar on women in

- apprenticeship, and incorporated apprenticeship and mentoring into over 70 presentations to industry and stakeholder groups across the country.
- Maintained its online Resource Center of over 300 resources including publications produced by Federal government agencies, transit organizations, and independent research entities addressing workforce development topics. It also included case studies, training materials, and research reports.
  - Maintained the [National Transit Frontline Workforce Recruitment Campaign Toolkit](#), containing customizable advertising materials, videos, tips and strategies, mini case studies, and recruitment tools. Transit agencies can use the tools and tailor activities for their unique needs. Since its creation in 2021, the Toolkit has been viewed over 2,101 times. It continues to be expanded and supported by the Transit Career Storytelling initiative, with [blog](#) posts and [videos](#) of a diverse group of frontline workers.
  - Continued to update the [Transit Data Dashboard](#) featuring innovative visualizations of transit and transportation workforce statistics and demographics from the National Transit Database (NTD) and Bureau of Labor Statistics (BLS). The Dashboard web pages have been viewed 2,517 times from October 1, 2023, to July 31, 2024. The TWC hosted a webinar titled “Harnessing the Power of Data for Transit Workforce Development” on February 28, 2024, to launch the new interactive pages that allows users to filter NTD employment data by agency.
  - TWC and the National Transit Institute (NTI), delivered the first Battery Electric Bus (BEB) Familiarization course at Pinellas Suncoast Transportation Authority, in St. Petersburg, Florida on May 29-30, 2024. The class hosted technicians and shared three main topics: 1) BEB Overview/Fundamentals; 2) Electrical Safety and Personal Protective Equipment (PPE); and 3) Battery Charging Technologies. Hands-on video demonstrations and discussions on emerging BEB maintenance technologies and trends were also covered.
  - TWC and FTA hosted the “Powering Up the Workforce: Transit Workforce Center’s Zero-Emission Bus Resources” webinar on June 17, 2024. The webinar featured the tools and resources TWC has available to help frontline technicians with the necessary training to meet the challenges and demands of this new technology. There were 248 attendees and 381 registered participants, all of whom received the webinar recording.

**FTA Funding:** \$12,500,000

## **Title: YOUTH VOICE: Sustainable Mobility Career Awareness and Innovation Challenge Project**

**Recipients:** Introducing Youth to American Infrastructure, Inc (IYAI+)

### **Project Description:**

IYAI+'s Mobility Career Awareness and Innovation Challenge Program aims to raise awareness about infrastructure careers by highlighting Next Generation Public Transportation Sector careers and community engagement. The project is designed for youth ages 18-25. The goal is to develop a virtual innovation challenge planning guide and toolkit to address public transportation career awareness and interest for local host organizers such as transit agencies, labor organizations, and local community organizations.

### **Results:**

FTA entered into a cooperative agreement with IYAI+ in late FY 2024 and it will begin in FY 2025. The project will facilitate the adoption of youth transportation career programs, lessons learned, expansion, and replicability of the program.

**FTA Funding:** \$50,000

## **Title: Crime Prevention and Public Safety Awareness**

**Recipients:** The Council of State Governments (CSG), the Community Transportation Association of America (CTAA), and End Child Prostitution and Trafficking (ECPAT-USA)

### **Project Description:**

This technical assistance program is part of FTA's Human Trafficking Awareness and Public Safety Initiative. The program will develop and disseminate technical assistance materials supporting public safety awareness campaigns that address public safety in transit systems including crime prevention, human trafficking, and operator assault.

### **Results:**

In FY 2024, the [Transit Against Child Trafficking \(TACT\)](#) campaign was expanded to include Austin, Texas, and Alexandria, Virginia. The campaign was created in collaboration with survivors of child sex trafficking in Albany, New York and Albuquerque, New Mexico. The project provides practical resources to educate public transportation staff and riders about how to identify potential

instances of child sex trafficking and how to safely report any such attempts to the local authorities.

**FTA Funding:** \$1,639,498

### **Title: National Center for Applied Transit Technology (N-CATT)**

**Recipient:** Community Transportation Association of America (CTAA)

#### **Project Description:**

The Consolidated Appropriations Act, 2019 (Pub. L. 116-6), provided \$1,500,000 under FTA's Technical Assistance and Workforce Development Program (49 U.S.C. § 5314) for a cooperative agreement to assist small urban, rural, and tribal public transit recipients and planning organizations with applied innovation and capacity-building. FTA provided \$1,500,000 in FY 2021, \$1,500,000 in FY 2022, and \$1,500,000 in FY 2023 for this effort. In FY2024, FTA again provided \$1,500,000 and later in the fiscal year added \$900,000 for a data literacy initiative. N-CATT provides practical, replicable resources that help small transit operators solve local challenges by applying technology solutions. N-CATT accomplishes its mission by collecting, understanding, communicating, planning, encouraging, and spurring implementation of cost-effective, value-adding technologies.

#### **Results:**

In FY 2024, N-CATT developed resources to help rural, small-urban, and tribal transit providers understand the benefits of emerging technology and how to use the technology in their own transit systems. The resources developed included a webinar in March 2024 about mapping software, and a webinar about transit in April and May 2024. N-CATT also provided [direct technical assistance](#) at the state, regional and local levels in New Mexico, Arizona, Washington, Iowa, and Hawaii to help transit providers address transit technology issues. In June 2024, N-CATT launched the Data Literacy Initiative to help small transit providers improve their ability to analyze and use data to improve transit operations.

**FTA Funding:** \$2,400,000

## **Title: Bus Exportable Power System (BEPS) Standards Development**

**Recipient:** Inventev, LLC

### **Project Description:**

BEPS enables public transportation agencies, communities, and States to access resilient and flexible power from hybrid electric buses during major power disruptions. The goal is to develop a national interoperable BEPS standard – working with FTA, industry stakeholders, and technical partners – so that different manufacturers’ systems can use the same technology base and applications for BEPS solutions.

### **Results:**

In FY 2024, the program continued research on three standards for the BEPS system: International Organization for Standardization (ISO) 15118-20 communication between bus and external inverter, Underwriters Laboratory (UL) 9741 Outline of Investigation for electric vehicle power export equipment and National Fire Protection Association (NFPA) 110 Standard for emergency and standby power systems. The hardware designer completed the bespoke inverter system build and has begun initial debug and testing. BEPS also developed initial requirements for power converter design for planned demonstrations. In FY 2024, this program advanced the development of standards for exportable power systems so that communities can take advantage of the power stored by high-tech transit buses to keep the lights on during natural disasters and other emergencies.

**FTA Funding:** \$1,000,000

## **Title: Research to Practice (R2P) Initiative**

**Recipient:** CALSTART

### **Project Description:**

The purpose of this competitively awarded project is to develop a research-to-practice strategy to expand awareness of promising research results so that transit agencies can adopt them. The goals of this project are to: 1) identify high impact research to practice methods for the public transit industry; 2) assess and evaluate the adoptability and effectiveness of the methods derived from the literature review for use in public transportation; 3) develop an R2P plan; and 4) create an outreach program for FTA’s research results to increase adoption of proven solutions.



**Results:**

This project concluded in FY 2024. CALSTART provided the following internal deliverables:

- Literature Review: conducted two literature reviews of research to practice methods to identify the highest impact methods for the public transit industry.
- Recommendation Report: developed recommendations based on the top three methods to transfer knowledge on current and previous research and assist in the identification of the most appropriate R2P methods to assist public transit agencies in using and adopting research results.
- Industry Survey: surveyed end users to understand their preferences for receiving information to develop outreach products that advance research to practice efforts.

The results from this project assisted FTA with identifying how FTA provides information about the effectiveness of its research programs.

**FTA Funding:** \$545,000

**Title: Accelerating Innovative Mobility National Network (AIM-NNet)**

**Recipient:** Shared-Use Mobility Center (SUMC)

**Project Description:**

This national technical assistance program assists public transportation agencies, communities, and regions. AIM-NET facilitates the adoption of proven solutions by creating knowledge sharing and peer support system across the industry. Key activities planned for AIM-NNet include workshops, peer exchanges, trainings, and creation of online knowledge sharing tools.

**Results:**

In FY 2024, AIM-NNet, produced the following informational products:

- [Microtransit Driver's Video Stories Series](#)
- [Wilson Ride](#) Microtransit Demonstration Case Study
- [Memphis Area Transit Authority \(MATA\) Ready!](#) Case Study
- [Delaware Authority for Regional Transit \(DART\) Connect](#) Case Study
- [Universal Mobility Learning Module](#)

AIM-NNet supported discrete innovations with partner agencies. It created knowledge and materials to support broader dissemination with its online information clearing house and leading educational resource for practitioners.

**FTA Funding:** \$3,000,000

### **Title: Transportation Research Board (TRB) Core Program Support**

**Recipient:** Transportation Research Board (TRB) of the National Academies of Sciences, Engineering, and Medicine (NAS)

#### **Project Description:**

This program supports FTA staff participation in TRB's activities, including TRB Annual Meeting attendance, access to transportation research reports and publications, and Committees and other meetings. It ensures access for FTA staff to attend the TRB Annual Meeting and utilize TRB research databases and dissemination tools. Additionally, this activity facilitates the exchange of transit research and results at the national level.

#### **Results:**

Key outcomes in FY 2024 included strong FTA staff attendance at the 103rd TRB Annual Meeting. FTA also had a booth and sessions to provide information on research programs and outcomes. This support also provided FTA staff access to all online TRB resources, including the Transportation Research International Documentation (TRID) database. Research sponsors use TRID to avoid costly duplication of research efforts and ensure the timely dissemination of results.

**FTA Funding:** \$375,000

### **Title: Safety Awareness Technical Assistance**

**Recipient:** Operation Lifesaver, Inc. (OLI)

#### **Project Description:**

The objective of this project is to reduce grade crossing, trespassing, and related incidents on transit systems by increasing public awareness of safe behavior around tracks and trains. The project funds transit safety education grants for the development of training and educational materials, and the dissemination of information to assist transit agencies in making the public aware of transit-related rail safety issues.

**Results:**

This project concluded in FY 2024, accomplishing the following:

- Rail Safety Week outreach: OLI coordinated statewide and local campaigns sharing the rail safety messages.
- Social media campaign: targeted teachers and parents of young children in metro areas to drive traffic to the new Transit Safety Pledge. The pledge stated that “Safety is important to me, my family, and friends. I recognize it is my responsibility to make safe choices at the train station and when riding rail transit.”
- Safety grants: funded community outreach campaigns, printed brochures and posters in multiple languages throughout several local communities.

The results from this project reached people in public transportation stations, schools, homeless facilities, and social media users. The results raised safety awareness, contributed to fewer injuries, prevented track tragedies, and created awareness of the importance of staying safe around railroad tracks and trains. OLI publishes an [annual report](#) on its website providing information and overall results for outreach activities. The report includes activities funded by other Federal agencies providing funding.

**FTA Funding:** \$400,000

## **Title: National Aging and Disability Transportation Center (NADTC)**

**Recipient:** Easterseals

### **Project Description:**

The NADTC is a partnership between Easterseals and USAging (formerly the National Association of Area Agencies on Aging) that promotes the mobility of people with disabilities and older adults, ensuring that public transportation supports independent living in communities. It provides training, technical assistance, best practice resources, partnerships with other national centers and industry organizations, and seed funding for targeted local projects.

### **Results:**

In FY 2024, NADTC provided technical assistance to recipients of FTA’s Enhanced Mobility of Seniors and Individuals with Disabilities Program (49 USC § 5310), FTA’s Innovative Coordinated Access and Mobility funding, and other FTA grants. NADTC met with recipients regularly to ensure they completed

their projects successfully. In March 2024, NADTC published an [Innovations Showcase](#) to highlight exemplary transportation programs, selected through a nationwide competition, that focus on the needs of older adults and people with disabilities. NADTC also conducted [webinars](#) throughout the year on such topics as human services transportation, tribal transit, and driver recruitment. In February 2024, NADTC published a [Coordination in Planning](#) resource to help communities address the transportation needs of older adults and individuals with disabilities by coordinating with non-transportation stakeholders and forming cross-sector partnerships.

**FTA Funding:** \$2,500,000

### **Title: National Center for Mobility Management (NCMM)**

**Recipient:** Community Transportation Association of America (CTAA)

#### **Project Description:**

The NCMM is a partnership among CTAA, the American Public Transportation Association (APTA), and Easterseals. It supports mobility management professionals in developing and implementing strategies that improve transportation access for older adults, people with disabilities, and low-income individuals and families.

#### **Results:**

The current active projects were awarded funding in May 2022 and March 2023, and they are expected to operate through December 2024. In FY 2024, NCMM continued supporting the [Coordinating Council on Access and Mobility \(CCAM\)](#) with implementation of the 2023–2026 CCAM Strategic Plan to include planning roundtables with State-level CCAM grantees (e.g., State Agency on Aging, State DOT, State Offices of Rural Health, etc.). In addition, CCAM also hosted events that brought CCAM grantees together, such as [webinars](#) and the annual [Mobility Management Forum](#) at the CTAA Expo in June 2024. These events highlight Federal programs that may fund transportation. NCMM's community grant program has resulted in new, sustainable services in twelve under served communities.

**FTA Funding:** \$5,160,507

## **Title: Transit Research Analysis Committee (TRAC)**

**Recipient:** National Academies of Sciences, Engineering, and Medicine (NAS)

### **Project Description:**

TRAC provides independent perspective to FTA on future investments in transit research, development, and innovation. It is composed of an interdisciplinary committee of experts spanning the transit industry, academia, and the private and public sectors. TRAC examines and recommends actions that FTA can take to ensure that its research and innovation program is relevant, timely, and effective in meeting the diverse and changing needs of the public transportation community.

### **Results:**

This project concluded in FY 2024. Throughout this project, TRAC assisted FTA in identifying and examining emerging trends that affected the public transit industry and providing recommendations to FTA on its research and innovation program strategies in the form of letter reports. Letter reports can be found at <https://www.nationalacademies.org/our-work/transit-research-analysis-committee#sectionPublications>. These letter reports summarized meetings between FTA and TRAC, including strategic overviews of FTA's research programs and recommendations on potential research topics that can support FTA's research programs. Examples of topics that TRAC recommended throughout this project include data standards, data sharing, technology and workforce development, ridership and safety, homelessness and mental health, and fare payment systems.

**FTA Funding:** \$1,725,000

## **Title: Transit Survey Data Archiving and Analysis**

**Recipient:** U.S. Department of Energy National Renewable Energy Laboratory (NREL)

### **Project Description:**

The project will obtain transit rider survey data from agencies and convert it to a standardized format for archival purposes, preventing these valuable transportation datasets from being lost or destroyed and to make them available for research. The project will also include public summaries of the available databases. These efforts will help researchers and others gain a better understanding of the people who are riding public transit. The data will

be archived on NREL's Transportation Secure Data Center (TSDC), accessible at <https://www.nrel.gov/transportation/secure-transportation-data/>.

**Results:**

Through this project, FTA has provided opportunities for researchers and others with a focus on transit to better understand the demographic characteristics and travel patterns of the users of public transit. In FY 2024, the project focused on identifying and obtaining transit surveys from transit providers throughout the United States. In 2024, the project team added an additional 56 surveys to the database, which now holds more than 200 transit surveys. As of mid-2024, more than 1,000 survey datasets have been downloaded by the public through the TSDC.

**FTA Funding:** \$300,000

## **Title: Transportation Capacity Building Program and Planning Methods**

**Recipient:** John A. Volpe National Transportation Systems Center (Volpe Center)

**Project Description:**

This project provides technical assistance with peer learning activities, effective practices and applied research, information development and dissemination, and program planning. The project supports peer-based events and technical assistance to build the capacity of transportation professionals via the sharing of experiences and lessons learned around specific planning-related topics. The goals of the project are to research and document best practices, synthesize information, and conduct other targeted research on planning-related topics.

**Results:**

In FY 2024, FTA and the Volpe Center held a Planning and Environment workshop and started interviewing stakeholders for a Transportation Planning Capacity Building case study focusing on Transit Oriented Development (TOD) planning and implementation. The deliverables for these activities are underway.

**FTA Funding:** \$150,000

## **Title: Innovative Uses of Simplified Trips on Project Software (STOPS)**

**Recipient:** Cambridge Systematics

### **Project Description:**

STOPS is a stand-alone methodology for producing transit ridership forecasts for projects under consideration for funding in FTA's Capital Investment Grant (CIG) program. Approximately 90% of CIG projects requiring a travel forecast currently use the STOPS model. The objective is to identify innovative and novel applications of the STOPS program beyond CIG project evaluation. The study will develop and publish case studies in two different metropolitan areas, helping FTA showcase innovative uses of STOPS. It will also result in the development of public presentations and presentation materials on the identified innovative uses of STOPS. This work, along with the subsequent feedback from the presentation, will help FTA identify future enhancements for the STOPS program.

### **Results:**

In 2024, the project focused on identifying and procuring novel and innovative uses for the STOPS program throughout the United States. The project identified innovative uses for the STOPS including airport access models, intercity rail models, and augmentation of the transit and mode choice components of MPO models. A public webinar with study findings and case studies is anticipated in 2025.

**FTA Funding:** \$150,000

## **Title: Public Safety Awareness Technology Evaluation (PSATE) Project**

**Recipient:** Pipeline and Hazardous Materials Safety Administration (PHMSA)

### **Project Description:**

The purpose of this effort is to identify, test, evaluate, and document technologies to address pedestrian fatalities within and around rail systems. In addition to demonstrations of the safety technologies, the project will develop an evaluation framework that outlines an evidence-based process to test new and emerging technologies. The goals of the project are to 1) provide technical direction and support of the contract award, administration, and execution of the evaluation project; 2) review and approve any documents, materials, and technologies resulting from the agreement effort; 3) provide guidance and

technical assistance to PHMSA and the project contractor on transit riders' safety perspective and specifically on pedestrian safety for this project; and 4) post information resulting from this partnership on the FTA website. PSATE is a DOT multimodal initiative to drive nationwide technology innovation in surface transportation. It includes movement of hazardous materials to reduce incidents resulting in injury or fatality. PHMSA leads the effort with FHWA, FRA, FTA, and NHTSA by developing a process for how DOT identifies, evaluates, and implements emerging technologies to mitigate safety risks in the nation's surface transportation system.

**Results:**

In FY 2024, PHMSA continued Phase 1 of the PSATE project, finalized three interim internal reports, and recommended potential technologies for testing on a test bed which includes railway tracks with exposures to trespassers, vulnerable road users, pedestrians, and bicyclists. PSATE selected technologies addressing the rising number of fatalities and injuries involving vulnerable road users, micro mobility riders, and trespassers on railroad or transit right-of-way.

**FTA Funding:** \$100,000



## Standards Development

FTA funds the development of voluntary and consensus-based standards and best practices for the public transportation industry in the areas of safety, fare collection, intelligent transportation systems, accessibility, procurement, security, and asset management to maintain a state of good repair, operations, maintenance, vehicle propulsion, communications, and vehicle electronics.

### **Title: Transit Standards Development Program – Center for Urban Transportation Research (CUTR)**

**Recipient:** University of South Florida, CUTR

#### **Project Description:**

This program collects, reviews, and analyzes transit industry data. The program also reviews literature; conducts scans, surveys, and case studies; and generates findings and recommendations for the development of voluntary standards, guidelines, and best practices. The goals of the program are to 1) create meaningful standards to address specific challenges or emerging requirements; and 2) help transit agencies provide the safest, most reliable, and efficient public transportation.

#### **Results:**

In FY 2024, FTA published four reports:

- [Safety and Security Certification of Electric Bus Fleets - Industry Best Practices](#)
- [Guidebook for Deploying Battery Electric Buses](#)
- [Procuring and Maintaining Battery Electric Buses and Charging Systems](#)
- [Utilizing Artificial Intelligence with Vision-based Systems for Monitoring Trespassing](#)

Under this program, FTA has published a total of 26 reports on its [Reports and Publication](#). All reports are also listed on the [Standard Development Program](#) page.

**FTA Funding:** \$4,000,000

## **Title: Transit Standards Development Program – American Public Transportation Association (APTA)**

**Recipient:** APTA

### **Project Description:**

The program develops standards along with related best practices, guidance, and tools to address current and emerging industry needs in all areas of transit (e.g., safety, operations, maintenance, equity/American with Disabilities Act (ADA), zero emissions, data, emerging areas, cybersecurity, etc.). By performing a broad assessment of industry needs and stakeholder inputs, the program analyzes and prioritizes those needs with recommendations for short-term and long-term solutions through development of new standards and guidance documents.

### **Results:**

In FY 2024, the project team from APTA and its partner, CUTR, presented its statement of works and project plans. APTA and CUTR completed an industry survey and literature reviews to develop an industry's standards needs assessment report. The project team also submitted and discussed the Needs Assessment Report with FTA's Standards Working Group.

**FTA Funding:** \$2,974,430

## Training

FTA funds a national public transportation training program that develops and conducts training and educational programs for transportation employees at the local, state, and national levels to address human resource needs as they apply to public transportation.

### **Title: National Transit Institute (NTI)**

**Recipient:** Rutgers, The State University of New Jersey

#### **Project Description:**

FTA's Technical Assistance and Workforce Development Program (49 U.S.C. § 5314) funds NTI (49 U.S.C. § 5314(c)), which is housed at Rutgers, The State University of New Jersey. NTI strategically develops and delivers courses across the country in partnership with regional transit agencies, State DOTs, municipal governments, metropolitan planning organizations (MPOs), and State and national transit-related associations.

#### **Results:**

NTI continued to provide training and education services in support of public transportation. The Bipartisan Infrastructure Law (BIL) authorized \$6,891,389 in FY 2024 to carry out NTI activities. The FY 2024 funds are aggregated to active projects from previous fiscal years, totaling \$26,578,592 for ongoing NTI activities. In FY 2024, NTI achieved the following:

- Delivered 122 individual training courses from 23 topic areas to 3,684 transit and transportation professionals. NTI continued to expand and enhance course delivery including both virtual and in-person training. In response to high demand for virtual training opportunities, NTI's virtual training continues to grow and is in high demand (as of March 31, 2024).
- NTI, in collaboration with the TWC, conducted the first in-person Battery Electric Bus (BEB) Familiarization Course on May 28 – 29, 2024. The two-day course provided participants with an overview of BEB basics, the similarities and differences of standard internal combustion engines and hybrid buses, safety guidelines and protocols, required personal protective equipment (PPE), preventive maintenance practices, different BEB charging technologies, and associated maintenance requirements.
- NTI Participated in over 16 industry events including conferences, convenings, summits, forums, workshops, and seminars for outreach purposes, to learn about the challenges and needs of the trends.

NTI continued to meet its mission to identify needs as well as promote, develop, and deliver high quality programs and materials through cooperative partnerships with industry, government, institutions, and associations.

**FTA Funding:** \$26,578,592

## Section 2

# Frontline Workforce Development Program Activities, Trends, and Next Steps

Federal public transportation law (49 U.S.C. § 5314(b)(2)(E)) also requires the Secretary of Transportation to submit a report on the Frontline Workforce Development Program. In 2016, the US House and Senate Authorizing Committees approved FTA's request to submit one combined report. This section of the report provides a detailed description of frontline workforce activities carried out, an evaluation of the program, and policy recommendations to improve program effectiveness.

Over the last year, FTA made remarkable progress on its frontline workforce development program. Frontline workers are the backbone of the transit industry, and it has been a priority of FTA to enhance the frontline worker experience. Since the completion of FTA's [National Transit Workforce Development Strategic Plan 2023 to 2028](#), FTA has made numerous impactful and strategic investments that will be a catalyst for the transit industry and its frontline workforce to succeed today and in the future. The following sections will highlight major industry trends, frontline workforce activities, and the next steps FTA will be taking to strengthen the transit workforce.

## Trends

FTA continued to meet its mission to improve America's communities through public transportation. FTA strives to provide a better quality of life for all built on public transportation excellence. Based on FTA's extensive outreach and workforce development activities over the last year, here are the major transit workforce trends:

- 1. Frontline Workforce Safety:** Assaults on bus operators and overall frontline worker safety and well-being continue to be an issue. FTA's National Transit Database (NTD) shows that major assaults on those workers, including overall fatalities and injuries from 2018 – 2023, have risen from 9.90% to 18.93%. Major assaults on Transit Buses, during this same period rose from 8.25% to 13.77%.
- 2. Frontline Workforce Shortages:** Public transportation providers continued to face frontline workforce shortages due to several internal and external factors such as increasing retirement rates, competition from other industries, and complex transit work schedules. According to the American

Public Transportation Association's (APTA) [Transit Workforce Shortage -Synthesis Report](#), dated March 2023, 96% of 190 agencies surveyed reported experiencing a workforce shortage. Using data from the Bureau of Labor Statistics, between 2022 and 2032, there will be 243,000 job openings for bus and truck mechanics and diesel engine specialists. Of those openings, 241,000 will be due to retirements and separations. The same report recommends that transit agencies design marketing strategies to promote the diverse careers available in public transit.

**3. Skills Gap and Emerging Technologies Relating to Asset Management:**

Today, maintenance activities are enhanced by emerging technologies such as Light Detection and Ranging (LIDAR), sensors that assess wear and tear of components, cameras also monitoring state of good repair, unmanned aerial systems that can track tunnel efficacy, and data resulting from these technologies that can help agencies more effectively monitor their capital assets. There are more technologies at all levels of a transit agencies, including frontline workers, needed by transit agencies in their operational and maintenance functions. The Mineta Transportation Institute's February 2024 report titled [Understanding Workforce Diversity in the Transit Industry: Establishing a Baseline of Diversity Demographics](#), indicates "as agencies replace internal combustion engine buses with electric ones, there may be more need for staff with advanced IT skills."

**4. Addressing the Workforce Elements of Transit Agencies' Transition to Low or No Emissions Bus Fleets:**

The transition to low or no emission bus fleets and the evolving changes to technologies used by frontline workers has applied pressure to transit agencies to adopt effective workforce plans that ensure workers have the necessary skills and resources to make the transition from traditional diesel buses to battery electric buses. As fleets evolve, a highly trained and skilled workforce allows low or no emissions bus fleets to spend more time in revenue service carrying passengers and contributing to the national goal of net-zero greenhouse gas emissions by 2050.

**5. Youth Recruitment:** Recruitment efforts of youth (ages 18-25) with an inclusive lens utilizing strategies that will help attract new generations of workers to transit workforce. Transit Centers May 2024 [Developing Transit Talent Pipeline Report](#) supports the need for apprenticeship and mentoring programs to increase transit talent.

**6. Retention:** Transit agencies are facing staff shortages due to difficulties recruiting and retaining frontline workers, combined with a high number of workers retiring. Pre-Covid workforce challenges were exacerbated by the pandemic, such as competition for pay, assaults against drivers, advances in technology, and stress and burnout. As agencies implement retention strategies, it will be important to not only implement innovation strategies, but also identify and track metrics that will be vital to employee retention.

7. **Recruitment:** Former FTA Administrator Nuria Fernandez stated, “America needs more transit workers to help connect our communities. Working in the transit industry can provide amazing career opportunities while allowing transit workers to serve our nation by moving its people.” The challenge is making a career in public transit attractive where issues such as low starting wages in increasingly expensive metro areas, lack of access to childcare and other social supports, and passenger behavior (i.e., assaults) towards operators persist.
8. **Knowledge Transfer and Succession Planning:** Frontline workforce needs to establish a process to ensure the industry's knowledge and skills are maintained and passed on to the next generation of employees. The transit industry needs apprenticeships and mentorship programs to attract and retain the next generation of frontline workforce.
9. **Increased national attention and focus on transit workforce development:** The transit industry is at a pivotal point in time as public transit continues to evolve in the emerging technologies it adopts, and the way systems operate in urban and rural America. There are national goals of creating a more convenient, efficient, and clean transit sector. As the industry embarks on this ever-evolving journey, it will be crucial for the industry to have actionable and realistic strategies in place to address the transit workforce development needs for its local community and system.

## Program Activities

FTA provided national leadership, coordination, and assistance to further the retention, recruitment, safety, and training of frontline workers. Below are FTA’s frontline workforce related program activities addressing the above trends.

### Frontline Workforce Safety

- FTA ensured industry workers received thorough safety training. Specifically, FTA and the Transit Workforce Center (TWC) conducted trainings and presentations targeting operator mentors, educating, and training them on the various strategies to help combat challenges new hires face, such as offering ride-along to help operators learn routes and a range of safety concerns regarding operator health.

### Addressing the Workforce Elements of Transit Agencies’ Transition to Low or No Emissions Bus Fleets

- Battery Electric Bus (BEB) Familiarization course: As the industry transitions to low or no emission fleets, frontline maintenance technicians must have the proper skills to maintain and safely fix these fleets, as well

as protect themselves from bodily harm. As fleets evolve, this important training and retraining will help to usher in the safe maintenance and work on hydrogen fuel cell bus fleets, as well.

The TWC and the National Transit Institute (NTI) delivered the first, hands-on BEB Familiarization course for transit frontline workers at the Pinellas SunCoast Transportation Authority and covered three main topics: 1) BEB Overview/Fundamentals; 2) Electrical Safety and Personal Protective Equipment (PPE); and 3) Battery Charging Technologies. FTA's Deputy Associate Administrator for the Office of Research, Demonstration, and Innovation, Molly King, attended the first class, highlighting how important frontline workforce training is for FTA. As the training evolves, the TWC and NTI plan to host more courses for the transit industry addressing areas such as Hydrogen Fuel Cell Buses training and their capacity to store surplus renewable energy. Resources are available at: <https://www.transitworkforce.org/zeb-workforce-transition-plan-guide-and-resources/>.

## Retention

- The TWC resource center serves as a repository of materials and resources to showcase examples of effective retention strategies and innovative ways to engage and retain frontline workers. For example, the TWC resource center houses a two parts series on mentoring by APTA titled “[Mentoring: A Tool for Employee Engagement and Retention.](#)”

## Recruitment

- The National Transit Frontline [Workforce Recruitment Campaign Toolkit](#) contains customizable advertising materials, videos, tips and strategies, and mini case studies for the recruitment of transit frontline workers. It is hosted on TWC webpages that have been viewed close to 10,000 times. The Toolkit expanded and supported by the Transit Career Storytelling initiative, with [blog](#) posts and [videos](#) of frontline workers detailing their journey as operators and rail vehicle mechanics and how those positions led them to leadership roles. The Recruitment Campaign targets frontline workers by helping communities create local strategies to promote frontline worker opportunities. Through the transit career stories, the campaign showcases how anyone with the proper training and mentoring can start a career in public transit and succeed. One such story is [Jerry Garcia's story](#) from bus operator to Finance Manager.
- FTA has prioritized the recruitment of youth to public transportation. Through its partnership with Introducing Youth to American Infrastructure, Inc (IYAI+), FTA is investing in a virtual innovation challenge program that provides professional and personal developmental opportunities for youth to become intellectually and creatively engaged in real world challenges, helping to address public transportation career awareness and interest.



## Knowledge Transfer and Succession Planning

- Skills Development and Career Advancement training efforts continued through the [American Transit Training and Apprenticeship Innovators Network \(ATTAIN\)](#), managed by the TWC. ATTAIN is a peer-to-peer network created for transit agencies and labor unions to explore new apprenticeship programs or to enhance existing programs for the frontline workforce. ATTAIN educates agencies on how to use structured mentoring programs as the foundation for creating registered apprenticeship programs. TWC also created the [Apprenticeship and Mentorship Programs Map](#), showcasing data and information on available U.S. apprenticeship and mentoring programs.

## Increased National Attention and Focus on Transit Workforce Development

- The [Transit Workforce Data Dashboard](#) was developed to help public transportation agencies and their partners with data-driven decision-making to effectively prepare the workforce for the future. It combines information from several public data sources in one place. This tool is available to transit leadership and enables them to search and compare related occupations, salaries, and employment projections of their local agency to other transit agencies regionally and nationally. The dashboard enables unique analyses and features data-rich visualizations that help paint a picture of worker demographics, wage rates, employment trends, and more.
- FTA prioritized frontline workforce funding opportunities through various technical assistance activities. The TWC promotes funding opportunities through its newsletter and in-person presentations that transit agencies can use to fund registered apprenticeship programs. In addition, TWC provides technical assistance to agencies on ways to access and utilize workforce development resources.

## National Transit Institute (NTI)

NTI, statutorily funded annually by FTA, offers instructor-led training from short, one-day courses to multi-week sessions for FTA grantees. NTI's mission is to provide training, education, and clearinghouse services in support of public transportation. Below are NTI's frontline workforce related program activities that are addressing the above trends.

## Frontline Workforce Safety

- NTI delivered the “[Assault Awareness and Prevention for Transit Operators](#)” course in a virtual, interactive Train-the-Trainer format and as an abbreviated video recorded format. The courses provided participants de-escalation skills and an overview of conflict resolution concepts to address high rates of bus operator assaults across the country. NTI will continue to offer the course in FY 2025.

## Addressing the Workforce Elements of Transit Agencies’ Transition to Low or No Emissions Bus Fleets

- NTI and the TWC supported frontline workforce development by offering an in-person, entry-level, course titled “Battery Electric Bus (BEB) Familiarization” for transit agency technicians and mechanics.

## Increased National Attention and Focus on Transit Workforce Development

- NTI participated in over 30 frontline workforce related transit industry events across the country including national training conferences, state-wide/regional transit conferences, industry task-force meetings, industry research forums, industry leadership training seminars, and transit Chief Executive Officers (CEO) meetings. Through participation in these events, NTI, heard directly from industry stakeholders regarding industry trends, new technologies, and industry workforce challenges. These insights are used to enhance NTI course content and to generate concepts to develop new courses for frontline workforce.

## Strengthening Partnerships

In FY 2024, FTA continued strengthening partnerships. FTA participated in various outreach activities including conferences and held dialogues with strategic partners. Below are frontline workforce related activities with industry partners that align with the previous major transit workforce trends.

## Increased National Attention and Focus on Transit Workforce Development

- FTA and TWC participated in ongoing conversations with Department of Labor’s (DOL) Employment and Training Administration (ETA) and the U.S. Bureau of Labor Statistics (BLS) regarding the potential to use existing data and to collect additional data in the future in order to better understand transit workforce demographics and trends. FTA and BLS continued to discuss ways to use existing data, primarily from the NTD, to communicate

workforce trends to the industry and to establish performance measures. These discussions informed TWC's development of the Data Dashboard and FTA's development of data tools.

- FTA served as a plenary session speaker at the [ETA Vision 2030 Workforce Convening](#) in Chicago, IL held on November 14 - 15, 2023. FTA's participation enabled information sharing of the needs of the transit frontline workforce and information on available FTA workforce funds. It also outlined how these funds can be combined with other Federal, state and local workforce partners. FTA engaged in discussions with workforce stakeholders such as local and state workforce boards and training organizations on building partnerships and strategies to make investments related to the transit frontline workforce. The meeting showcased promising and innovative practices to inspire participants within the public workforce system and engaged key stakeholders from the broader workforce ecosystem. Mary A. Leary, PhD, FTA's Associate Administrator for Research, Innovation, Demonstration, presented on FTA's workforce development efforts and availability of funds.
- FTA had a strong presence at [APTA Workforce Summit](#) held in Washington, DC on August 21 – 23, 2024. FTA's Special Advisor Catherine Teebay provided remarks and Mary A. Leary, PhD, FTA's Associate Administrator for Research, Innovation, Demonstration, led a session on FTA investment in the development and training for transit officials, its frontline employees, and FTA's five-year strategic plan to meet the needs of the transit industry.

## Retention

- FTA, in partnership with the CTAA, created the National Center for Applied Transit Technology (N-CATT) Data Literacy Project, aimed to increase the knowledge and utilization of data-analytics capabilities in small urban, rural, and tribal public transit agencies, as it relates to its frontline workforce. FTA provided an overview of the program at [CTAA's Expo 2024](#) held in West Palm Beach on June 9 – 12, 2024.

## Recruitment

- FTA had a strong presence at Conference of Minority Transportation Officials (COMTO) 53rd National Meeting and Training Conference in Houston, TX on July 9 – 12, 2024. FTA's Acting Administrator Veronica Vanterpool served as a keynote speaker and provided remarks on the importance of diversity, equity, and inclusion in the frontline workforce. FTA also provided information on careers in public transportation and workforce development resources.

## Youth Recruitment

- FTA partnered with Introducing Youth to American Infrastructure (IYAI+) to address the needs of the transit industry through the Sustainable Mobility Career Awareness & Innovation Challenge Program. Participation enables FTA to provide outreach to our youth and to share and showcase career pathways in transit. This program supports youth 18 – 25 years of age and builds on IYAI+'s core infrastructure career awareness. Having a goal of providing outreach to youth and introducing careers in public transportation, provides an opportunity to recruit these same youth into frontline transit careers.

## Next Steps

To address the trends and the needs facing the frontline workforce, FTA will continue to invest and carry out activities aligned with its first [National Transit Workforce Development Strategic Plan 2023 to 2028](#). The plan outlines goals and objectives to address workforce challenges and opportunities in the public transportation industry, with a focus on the frontline workforce. FTA intends to conduct and carry out the following activities per strategic goal:

### Strategic Goal 1: Worker Safety & Health

- FTA will host, with the National Transit Institute, additional Battery Electric Bus (BEB) Familiarization courses, and additional Zero Emission Bus Resource webinars in 2025.
- FTA will continue to develop strategies to reduce frontline worker assaults and worker safety strategies.

### Strategic Goal 2: Workforce Investment

- FTA will continue to showcase, to transit entities and on its website, resources available to train the transit frontline workforce, especially those needing re-skilling training to meet the needs of bus fleet transitions to zero emission and other emerging technologies.
- FTA will host coordinated meetings with other Federal, State, and local partners to showcase workforce development investment opportunities. FTA will host at least five Regional Workforce Development Convenings with DOL, transit stakeholders, and FTA Regional offices to build partnerships between transit agencies and workforce centers, and non-profits, supporting the transit workforce.

### Strategic Goal 3: Recruitment and Outreach

- FTA and the TWC will host the [Making Connections 2024 - The National Transit Workforce Conference](#) in Baltimore, MD on November 11 – 13, 2024. This event will bring together transit stakeholders, including transit frontline employees, transit agencies, unions, nonprofits, government, education, and workforce development organizations. Organized around the FTA's National Transit Workforce Development Strategic Plan's goals, sessions will feature key industry players, workshops, and dialogue addressing the full range of transit workforce needs, and a keynote address by FTA Acting Administrator Veronica Vanterpool.
- FTA will continue to work with the TWC to promote the [National Transit Frontline Workforce Recruitment Campaign Toolkit](#) and include recruitment tools for disabled individuals.

### Strategic Goal 4: Retention

- FTA will examine successful models of supportive services programs available to assist recruitment and retention of current frontline workers and new entrants to frontline transit jobs.
- FTA will continue to support the TWC in its creation of mini case studies/success stories, highlighting transit frontline workers in their careers, especially women, and persons from disadvantaged groups.

### Strategic Goal 5: Skills Development

- FTA will support the apprenticeship work of the TWC as it impacts and increases the development of registered apprenticeship programs from its American Transit Training and Apprenticeship Innovators Network.
- FTA will fund a high school focused workforce development project to introduce students in grades 9-12 to careers in public transportation.

### Strategic Goal 6: Workforce Metrics

- FTA will support the work of the TWC to increase the number of visualization and data search options to its Transit Data Dashboard tool.
- FTA will continue to update transit workforce development performance measures as it applies to transit frontline occupations, hiring, retention, and turnover.



## Section 3

# FY 2025 Proposed Technical Assistance and Workforce Development Allocations

Each year, FTA's funding priorities include competitively selected technical assistance centers, safety technical assistance, planning activities, and mobility related technology transfer initiatives. When finalizing annual allocations, FTA considers priorities and funding requests identified during the Presidential and Congressional Budget processes and also ensures that any Congressional requirements from yearly Appropriations legislation are addressed. FTA also asks each of its program offices to note key technical assistance projects and activities to implement priorities of the Administration. For FY 2025, FTA will prioritize accessibility, mobility, and workforce technical assistance, transit industry standards, youth outreach and frontline workforce development activities.



## Acronyms and Abbreviations

<b>ADA</b>	Americans with Disabilities Act
<b>APTA</b>	American Public Transportation Association
<b>CTAA</b>	Community Transportation Association of America
<b>DOT</b>	U.S. Department of Transportation
<b>FTA</b>	Federal Transit Administration
<b>NADTC</b>	National Aging and Disability Transportation Center
<b>NAS</b>	National Academy of Sciences, Engineering, and Medicine
<b>NCMM</b>	National Center for Mobility Management
<b>NTI</b>	National Transit Institute
<b>OLI</b>	Operation Lifesaver, Inc.
<b>SDO</b>	Standards Development Organizations
<b>TCRP</b>	Transit Cooperative Research Program
<b>TRAC</b>	Transit Research Analysis Committee
<b>TRB</b>	Transportation Research Board
<b>TRI</b>	FTA Office of Research, Demonstration, and Innovation
<b>TWC</b>	Transit Workforce Center



U.S. Department of Transportation  
**Federal Transit Administration**

---

U.S. Department of Transportation  
Federal Transit Administration  
East Building  
1200 New Jersey Avenue, SE  
Washington, DC 20590  
<https://www.transit.dot.gov/about/research-innovation>