



Workforce Development Strategies for Recruitment and Development of Employees Maintenance

CALACT Conference 2025

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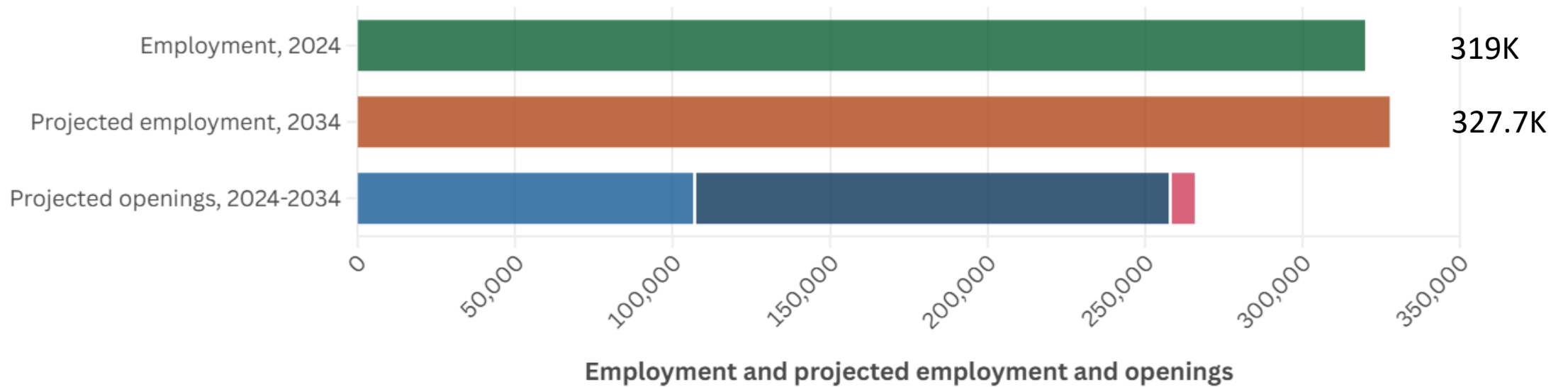
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CALSTART is a nonprofit organization that works to accelerate the growth of clean transportation solutions, focusing on zero-emission vehicles, sustainable mobility, and related infrastructure. We partner with businesses, governments, and innovators to drive market transformation and reduce greenhouse gas emissions globally.

Employment Projections by Occupation

Select occupation: Bus and truck mechanics and diesel engine

■ Employment, 2024 ■ Labor force exits, 2024-2034 ■ Occupational transfers, 2024-2034 ■ Employment change, 2024-2034
■ Projected employment, 2034



83% Projected Turnover in Labor Force over 10 years!

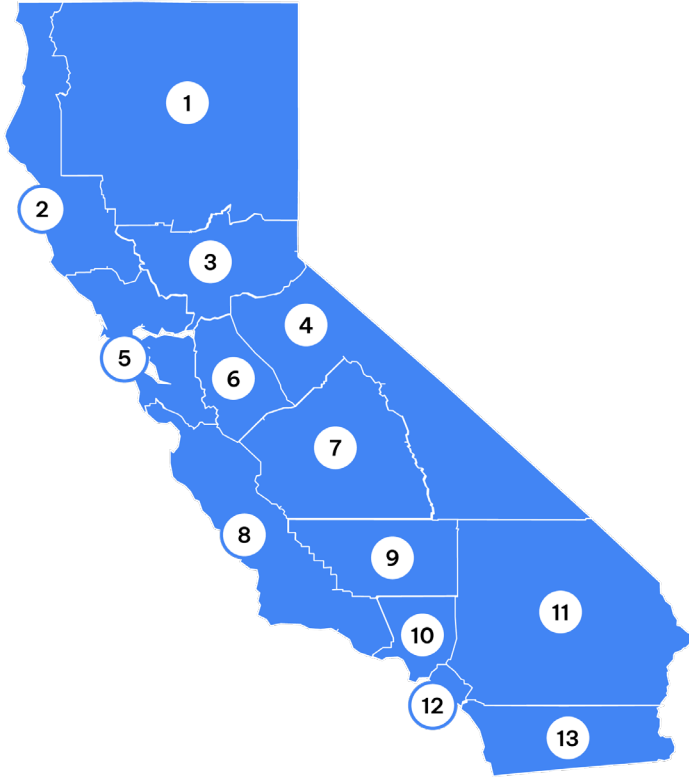
Existing Challenges

- **Baseline challenges around sustaining a workforce (turnover and cost)**
- **Generational and perspective differences**
- **Workforce is not meeting demands of ever-changing technology quickly enough**
- **Diversifying fleets results in additional training for existing and new workforce**
- **Competing industry demands**

Industry Strategies

- **Create and track systemic approaches to training**
- **Tackle technology with technology**
 - Simulators, virtual reality, and real-time dashboards (training and compliance)
- **Focus on your people**
 - Team-centered solutions. Culture is everything.
- **Build/join public/private partnerships**
 - [High Road Training Partnerships \(California Transit Works!\)](#)
 - CA/ Local Community Colleges

Leverage Funding Strategies



- **California Jobs First Regional Investment Initiative**
- **FTA's Low No: 5% of the requested federal award (for ZE) must be used for workforce development activities (training, retraining, apprenticeships, on-the-job training, etc.)**
- **California Workforce Development Board: \$5M partnership with Amalgamated Transit Union to develop High Road to Innovative Clean Transit (HRICT) project**

Highlight: San Joaquin Regional Transit District



California Transit Training Consortium (CTTC)
partnership



Bus Mechanic Apprenticeship Program



San Joaquin Delta College Partnership



Thank You

We change transportation for good.

[CALSTART.org](https://www.calstart.org)