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(Original Signature of Member)

110TH CONGRESS  
2D SESSION

**H. R.** \_\_\_\_\_

To amend title 49, United States Code, to expand and improve transit training programs.

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IN THE HOUSE OF REPRESENTATIVES

Mr. NADLER introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To amend title 49, United States Code, to expand and improve transit training programs.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Transportation Job  
5 Corps Act of 2008”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1           (1) There are millions of young people ages 16  
2 through 24 who are neither in school nor in the  
3 labor force.

4           (2) According to a report issued by the Commu-  
5 nity Service Society in June 2008, entitled “Out of  
6 Focus: A Snapshot of Public Funding to Reconnect  
7 Youth to Education and Employment”, the young  
8 people described in paragraph (1), often referred to  
9 as disconnected youth, are largely youth of color  
10 from poor communities and at risk of becoming per-  
11 manently disengaged from the labor market which  
12 threatens their ability to break out of the cycle of  
13 poverty and contribute to our economy and commu-  
14 nities.

15           (3) When our young people lack the skills that  
16 local industries need and are unable to support  
17 themselves, we all bear the financial costs.

18           (4) In the coming years, the combination of  
19 public transportation industry growth and an aging  
20 workforce will produce sizeable new openings in the  
21 transit sector.

22           (5) There is no pipeline of replacements on the  
23 horizon, and the transit industry has been limited in  
24 its ability to attract, recruit, and retain employees.

1           (6) For the existing workforce, new technology  
2           is rapidly changing the way transit agencies func-  
3           tion, affecting every sector of the workforce, includ-  
4           ing executive directors, mid-level managers, bus op-  
5           erators, and mechanics, yet relatively few programs  
6           exist to provide training to workers so that they can  
7           perform their jobs adequately, move up the career  
8           ladder, and help the Nation's transit agencies oper-  
9           ate at maximum efficiency.

10 **SEC. 3. WORKFORCE DEVELOPMENT PROGRAMS.**

11           (a) WORKFORCE DEVELOPMENT PROGRAM.—Title  
12 49, United States Code, is amended—

13                   (1) by striking section 5322; and

14                   (2) by inserting the following:

15 **“SEC. 5322. WORKFORCE DEVELOPMENT PROGRAMS.**

16           “(a) JOINT WORKFORCE DEVELOPMENT COUN-  
17 CILS.—

18                   “(1) ESTABLISHMENT.—Not later than 90 days  
19           after the date of enactment of the Transportation  
20           Job Corps Act of 2008, the Administrator of the  
21           Federal Transit Administration shall establish a  
22           workforce development council in each of its 10 re-  
23           gions.

24                   “(2) COMPOSITION.—The management of each  
25           public transit agency and the labor organization rep-

1       resenting the majority of employees at each such  
2       transit agency in a region shall select one represent-  
3       ative for the council established under paragraph  
4       (1). The selected individuals from each transit agen-  
5       cy shall elect, by majority vote from among members  
6       of such council, a governing board for such region,  
7       including a co-chairperson from among the rep-  
8       resentatives from labor and a co-chairperson from  
9       among the representatives from management.

10      “(b) REGIONAL GOVERNING BOARDS.—

11              “(1) COMPOSITION OF GOVERNING BOARDS.—

12      The governing board for each region shall be com-  
13      posed of not more than 10 members elected by the  
14      Council pursuant to subsection (a)(2).

15              “(2) DUTIES.—The governing board for each  
16      region shall—

17                      “(A) identify skills gaps in transit agency  
18                      maintenance departments and develop programs  
19                      to train maintenance employees and fixed route  
20                      and paratransit operators on a regional basis;

21                      “(B) develop programs to address the re-  
22                      cruitment and retention of managerial and non-  
23                      managerial employees;

24                      “(C) initiate relationships with nontrans-  
25                      portation sector industries, associations, and

1 groups in the public and private sector to de-  
2 velop best practices in training and skills devel-  
3 opment and determine appropriate ways to col-  
4 laborate on behalf of disconnected youth;

5 “(D) conduct research on transit workforce  
6 development issues and develop best practices  
7 for recruitment, training, and retention of em-  
8 ployees;

9 “(E) conduct research on the extent of  
10 labor market disconnection among disconnected  
11 youth and assess the provision of employment  
12 services for such youth;

13 “(F) make recommendations to the Sec-  
14 retary and to public transit agencies regarding  
15 how to expand current employment training  
16 programs, outreach programs to increase mi-  
17 nority and female employment in public trans-  
18 portation activities, and apprenticeship pro-  
19 grams; and

20 “(G) develop programs and make rec-  
21 ommendations to public transit agencies to ad-  
22 dress issues related to workplace quality of life  
23 issues, including absenteeism, scheduling, child  
24 care, and other issues that may be necessary to

1 improve recruitment and retention of employ-  
2 ees.

3 “(3) EX OFFICIO MEMBERS.—

4 “(A) POSSIBLE APPOINTMENTS.—The Ad-  
5 ministrator may appoint non-voting ex officio  
6 members to each regional governing board from  
7 among representatives of nonprofit organiza-  
8 tions, research organizations, and any other  
9 group or individual the Administrator believes  
10 would contribute to the board.

11 “(B) APPOINTMENTS FOR INTERNATIONAL  
12 TRANSPORTATION LEARNING CENTER AND FED-  
13 ERAL TRANSIT ADMINISTRATORS.—The Admin-  
14 istrator shall appoint as a non-voting ex-officio  
15 member to the regional governing board of the  
16 respective region—

17 “(I) one or more representatives of  
18 the International Transportation Learning  
19 Center which administers the transit ca-  
20 reer ladder training program authorized by  
21 section 3046 of the Safe, Accountable,  
22 Flexible, Efficient Transportation Equity  
23 Act: A Legacy for Users (Public Law 109–  
24 59);

1                   “(ii) the Federal Transit Administra-  
2                   tors of each of the 10 regions; and

3                   “(iii) an individual who has expertise  
4                   in youth development programs.

5           “(c) GRANT PROGRAMS.—

6                   “(1) IN GENERAL.—The Secretary, acting  
7                   through the Administrator and taking into account  
8                   the recommendations of the governing boards under  
9                   subsection (a), shall establish grant programs de-  
10                  scribed in subparagraphs (A) through (C) as follows:

11                   “(A) TRANSIT YOUTH OPPORTUNITY.—

12                   “(I) BASIC SKILLS EDUCATION AND  
13                   PRE-APPRENTICESHIP SKILLS.—The Ad-  
14                   ministrator shall accept applications for  
15                   grants from nonprofit organizations and  
16                   public or privately funded educational in-  
17                   stitutions providing academic or technical  
18                   instruction to encourage and introduce dis-  
19                   connected youth who are out of school and  
20                   not employed for a period of not less than  
21                   6 months to a variety of careers in the  
22                   transit industry by providing such youths  
23                   with basic skills education, if necessary,  
24                   and pre-apprenticeship skills. The Admin-  
25                   istrator shall give priority for such grants

1 to organizations with a proven record of  
2 success in providing disconnected youth  
3 with basic education and pre-apprentice-  
4 ship skills.

5 “(ii) APPRENTICESHIPS.—The Admin-  
6 istrator shall accept applications from  
7 partnerships of transit agencies and the  
8 unions representing non-managerial em-  
9 ployees for grants to develop labor-man-  
10 agement apprenticeship programs for a va-  
11 riety of transit-related jobs, by giving pri-  
12 ority to individuals who have successfully  
13 completed a pre-apprenticeship program  
14 pursuant to clause (I).

15 “(B) TRANSIT WORKER EDUCATION AND  
16 RETENTION GRANTS.—The Administrator shall  
17 accept applications from partnerships of transit  
18 agencies and the unions representing non-man-  
19 agerial employees for grants—

20 “(I) to develop education programs in  
21 a variety of training settings for transit  
22 employees from diverse population groups  
23 to maintain and improve job skills and ad-  
24 vance a career; and

1           “(ii) assisting individuals to obtain  
2           education and training required to enter  
3           the transit profession and advance within  
4           such profession, such as by providing ca-  
5           reer counseling and mentoring.

6           “(C) WORKFORCE DIVERSITY GRANTS.—  
7           The Administrator shall accept applications  
8           from partnerships of transit agencies and the  
9           unions representing non-managerial employees  
10          for a grant to develop special projects to in-  
11          crease education opportunities within the tran-  
12          sit industry for individuals who are from dis-  
13          advantaged backgrounds, including racial and  
14          ethnic minorities under-represented among  
15          transit management, by providing student  
16          scholarships or stipends, pre-entry preparation,  
17          and retention activities.

18          “(2) FUNDING.—In addition to the amounts set  
19          forth in section 5315(d), there are authorized to be  
20          appropriated—

21                  “(A) to carry out subsections (a) and (b)  
22                  \$10,000,000 for each of fiscal years 2010  
23                  through 2011; and

1           “(B) to carry out subsection (c)  
2           \$90,000,000 for each of fiscal years 2010 and  
3           2011.

4           “(3) GRANT REQUIREMENTS.—A grant under  
5           this section shall be subject to all requirements of a  
6           grant under section 5307.

7           “(d) CERTIFICATION.—The Administrator shall de-  
8           velop a category on ‘Workforce Development’ on its annual  
9           Certifications and Assurances for Federal Transit Admin-  
10          istration Assistance Programs in accordance with section  
11          5323(n), and include such category as one of the areas  
12          of certification beginning in fiscal year 2010. Such cat-  
13          egory shall require transit agencies to develop short-range  
14          and long-range planning with regard to workforce develop-  
15          ment matters, with a particular focus on the recruitment,  
16          retention, and training of managerial and non-managerial  
17          employees.

18          “(e) DEFINITION.—For purposes of this section, the  
19          term ‘disconnected youth’ means individuals ages 16  
20          through 24 who are out of school and not employed and  
21          composed primarily of youth of color from poor commu-  
22          nities and at risk of becoming permanently disengaged  
23          from the labor market which threatens their ability to  
24          break out of the cycle of poverty and contribute to our  
25          economy and communities.”.