New York Metropolitan Transportation Council

September 11th Memorial Program For Regional Transportation Planning

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In memory of Ignatius Udo Adanga, Charles Lesperance, and See Wong Shum
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MTA Workforce Development

**Methodology**

- Interviews
- Focus Groups
- Leading Practices Research
- Surveys of MTA staff
- Detailed Documentation
MTA Blue Ribbon Panel on Workforce Development

- Organizational Culture
- Workforce Development
- Succession Planning
- Employee Availability
- Labor-Management Relations
Why Workforce Development?

- Ensures that employees at all levels are well equipped to meet current and future challenges in the realization of the organization’s mission and vision.
SWOT Analysis

- **Strengths**
  - Strong leadership

- **Weaknesses**
  - Inconsistent project reporting

- **Opportunities**
  - New succession plan

- **Threats**
  - Repeal of federal funding
MTACC Workforce Development Initiatives

- Technical Lessons Learned
- Mentoring
- Professional Development and Training
- Talent Management
- Employee Recognition
- Administrative Employees Program
- Future Managers Program

NEW YORK METROPOLITAN TRANSPORTATION COUNCIL
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Professional Development & Training

Goal
- To provide training opportunities to MTACC employees which enhances the knowledge, skill-set, and caliber of the organization.

Programs
- Administrative Employee Program
- Future Managers Program
- Mentoring
Talent Management

Goals
- To attract, hire, train, promote, and retain MTACC employees. An additional key component of talent management is succession planning.

Program
- Employee Recognition
- 360 Performance Evaluation
- Brown Bag lunches with MTACC President
Evaluation of Programs

- Focus Groups
- Interviews
- Questionnaires
- Surveys
Recommendations

- Budget Security
- Support from Executive Management
- Implement Technical Lessons Learned process
- Formalize Professional Development and Training and Talent Management
Questions

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