



Workforce Learning + Development Focus

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6.1 Recruit and retain a skilled and diverse workforce



WHAT WE WILL COVER

Workforce Learning + Development

CDL-B (Commercial Driver's License)

Environmental Services
Streets and Maintenance

Transit Operators

Sun Metro

Career Enhancement Program (English and Computer Focus)

El Paso International Airport

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WHY WE ARE HERE

Celebrate workforce who are developing selves and others to:

- Deliver Exceptional Service
- Recruit, Retain, and Promote
- Help fill key vacancies

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Leaders representing the following areas:

- **CDL-B (Specialized Commercial Driver's License)**
 - Streets and Maintenance: Jesus Yamaguchi
 - Environmental Services: Sal Solis
- **Transit Operators**
 - Sun Metro: Steve Perea
- **Career Enhancement "Flight Path"**
 - Airport: Julie Farmer and Brenda Garcia-Olivas (Program Lead)

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Plan and implement dynamic and broadly partnered talent management strategies (Goal 6)



Environmental Services/ Streets & Maintenance Spotlight: CDL-B License

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City employees obtain CDL-B license

- **Delivery:** Tuition Assistance, Modify Schedules, Partnership to Remove Technology and Language Barriers
- **Results:** Pilot Success: **19 new CDL-B certified employees!**
 - *Next two classes scheduled and being advertised*

Congratulations!



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Environmental Service

- Baeza, Luis 1 yr.
- Barajas, Ray 3 yrs.
- Bujanda, Carlos 8 yrs.
- Castaneda, Frank 6 yrs.
- Garcia, Luis 12 yrs.
- Herrera, Francisco 9 yrs.
- Jarquin, Jesus 1 yr.
- Ortega, Rene 8 yrs.
- Jorge Perez 13 yrs.
- Polino, Israel 4 yrs.
- Rocha, Gerardo 1 yr.
- Rodriguez, Saul 3 yrs.
- Sias, Jose 3 yrs.
- Velasco, Luis 6 yrs.

Streets Maintenance

- Olivares, David 9 yrs.
- Loya, Reynaldo 3 yrs.
- Martinez, Alan 1 yr.

Testimonial

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“

*I Rene Ortega want to say thank you very much ..
TAP was able to help me and support me on
getting my CDL Class - B License .. I'm so happy
.. thank you very much .. it been a blessing to me*

...

- Rene Ortega, Environmental Services

”



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[CDL Training Program 2023 \(DRAFT\).mp4](#)

Sun Metro Spotlight

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Thank You, In-house Instructors!

- Behind the Wheel: Ramon Armendariz, Carlos Guardian, Rebecca Espinoza, Jaime Lara, Manuel Martinez, Jaime Ortega, Rodolfo Trejo
- Classroom: Nick Ferriola, Jaime Payan, Angelica Lozoya, Johnny Balcazar, Lynette Perea, Luis Herrera (Bus Maintenance) Jaime Ortega, Jr. (Streetcar Maintenance)
- **All 259 drivers have certified from this program (317 authorized Transit Operator Positions)**



Congratulations!



Aguilar, Joseph
Castro, Edwardo
Ekal, Emmanuel
Gilmer, Jalen
Imai, Robert
Marin, Hector
Moreno, William
Nami, Charles
Pena Jr. Enrique
Soto, Seelene

Arreaga, Emily
Chappell, Hilda
Elizondo, Dona
Hendrix, Malinda
Jones, Robert
Medrano, Juan
Muniz, Patrick
Nevarez, Reymundo
Rivas, Roberto
Torres, Luis F.

Avalos, Roberto
DeLeon, Corina
Enriquez, Julian
Hernandez, Jose
Lopez, Juan
Merritt, Jesse
Murillo, Mark
Padilla, Joseph
Salais Arreola, Denise
Valdez, Joel

Barajas, Mark Rene
Delgado, Jesus
Garcia, Simon
Hernandez, Roberto
Madrigal, Julio
Mondok, Maria
Nail, Jacob
Parra, Juana
Salas Jr., Arturo
Valles, Omero

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Airport: Employee Career Enhancement Program (ECEP)

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*Mission is to be a resource for all employees for training and continued development. Elevating all employees to **soar higher** and reach their individual career goals. Our priority and objective are to motivate employees to take charge of their own career **“Flight Path”** by creating a positive work environment thru goal setting and achievement.*

EPIA Career Flight Path

- Led by Cross Functional Team of Employees
- Identify needs and deliver solutions
- Training and professional development for employees
- ***Thank you, instructors!***
- Inspire and support career advancement
- Reduce attrition
- Strengthen skillset

***Sharing Best Practice
with other
departments***

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Employee Career Enhancement Program Graduates

Computer Class Graduates

Alonso Castillo, 4 yrs.
Delta Garza, 8 yrs.
Edgar Herrera, 15 yrs.
Heriberto Rocha, 16 yrs.
Ivonne Villanueva (Estrada), 11 yrs.
Jesus Hernandez, 22 yrs.
Jimmy Hernandez, 7 yrs.
John Pedersen, 5 yrs.
Jose Rodriguez, 8 yrs.
Leo Irigoyen, 13 yrs.
Lourdes Mejia, 1 yr.
Luis Mauricio, 14 yrs.
Michael Avila, 10 yrs.
Myrna A. Contreras, 1 yr.
Nelly Covarrubias Alfaro, 3 yrs.
Paul Manriquez, 11 yrs.
Ray Mena, 10 yrs.
Ruben Salinas, 5 yrs.
Tina Grijalva, 8 yrs.

Computer Class & ESL Graduates

Carmen Cardenas Martinez, 3 yrs.
Cesar Flores, 1 yr.
Guadalupe Vargas, 13 yrs.
Irma Alcazar, 4 yrs.
Jose Delgado Sotelo, 8 yrs.
Lidia Walton, 4 yrs.
Valentin Mojarro Casas, 1 yr.
Yvonne Hernandez, 20 yrs.

ESL Graduates

Marisol Rodriguez-Portillo, <1 yr.
Teresa Chavez de Yepiz, 8 yrs.

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[CareerENH-FullVideo-Captions-230106-RG-v02.mp4](#)



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