

SUCCESSION PLANNING

GROWING YOUR CURRENT EMPLOYEES





INVEST IN CURRENT RESOURCES



- Industry-Wide Training Programs
- Conferences and Seminars
- Tuition Reimbursement
- Multi-Agency Exchange Program (MAX)



INDUSTRY-WIDE TRAINING PROGRAMS



APTA

- Emerging Leaders
- Leadership APTA

WTS

- Mid-Career Leadership
- Executive Leadership

ENO

- Transit Mid-Manager Seminar
- Transit Senior Executive



CONFERENCES AND SEMINARS

APTA

CTA

WTS

TFLEX

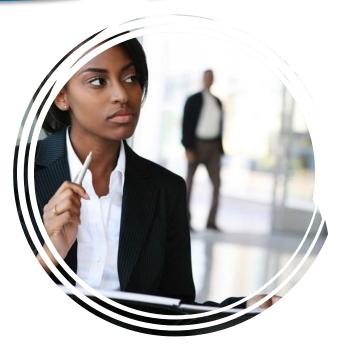
GFOA





TUITION REIMBURSEMENT

- Foothill Transit has negotiated a discount with a local university
- 41% of Foothill Transit employees are in a degree program
- IRS reimbursement incentive
- Salary increase for degree achievement





MAX PROGRAM



- Broadens overall knowledge of how we
 perform transportation activities
- Creates agency synergies
- Encourages expansion of regional collaboration
- Develops strong industry networks



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