

## **SURVEY SHOWS NEED...**

### **MTA Planning College-Level Courses, Expanded Training for Employees**



(Sept. 8) Taking guidance from a recent survey of MTA Headquarters and operating division employees who want to earn undergraduate or graduate college degrees, the Human Resources Development and Training Department is working with area colleges to set up after-hours courses.

The target is to begin classes in January, 2001, says Marion Colston-Fayyaz, Development and Training manager. Top schools on the list as indicated in the survey: University of Phoenix and Cal State LA, although others are being considered.

The goal is to contract with one college whose course fees would fit within the parameters of the MTA's current tuition program. Tuition reimbursement levels are based on average fees charged by the California State University system.

#### **Tuition reimbursement**

Under the current tuition reimbursement program, the MTA reimburses non-contract employees up to \$1,755 per fiscal year for tuition assistance. The agency reimburses union employees at a rate of \$175 per undergraduate course completed and \$325 for each graduate course completed.

The survey also indicated strong employee interest in additional in-house training courses stressing business, management and computer skills.

According to the 456 employees who responded to the survey conducted last March, 60 percent said they would likely pursue a bachelor of science degree in information technology. Another 68.5 percent said they want to earn an MBA.

Most of those surveyed, 81.4 percent, preferred an 18-month program, while 45.8 percent said they would participate in a 27-month program.

#### **Preferred Headquarters classes**

The survey indicated that 79.3 percent preferred to attend classes at Headquarters, although 48.9 percent said they would attend classes in another downtown location. The preferred time slot for classes was 4:30 p.m. until 7:30 p.m.

Survey respondents also confirmed their interest in five categories of subjects to be offered by Human Resources Development and Training (HRDT). They are business processes, including problem solving and strategic planning; management and supervision, including decision-making and executive writing; employee business skills, including public speaking and research; and computer software training, including PowerPoint presentations.

The fifth category of interest, an HRDT learning resource center, would prepare employees for the tests required for enrollment in MBA, teaching and graduate school programs.

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