

## Employees Make a Career Check in HRD&T Pilot Program

(March 12) A group of 30 MTA employees will be taking a close look at their careers over the next three months, thanks to a pilot program begun, Thursday, by Human Resources Development and Training unit.

Called "Talent Alliance," the program will offer pilot group members an opportunity to complete a skills profile. It also will provide career development and counseling. All elements of the program will be available via the Internet through the employees' desk computers or in the HRD&T Learning Center.



**TALENT ALLIANCE** Marion Colston-Fayyaz, HRD&T manager, welcomes the 30 employees chosen to participate in the Talent Alliance program. The group will receive career counseling during the three-month pilot program.

"The program is good for someone who may have been hired for a specific job, but now years later, needs to reassess what it really takes to do that job," says Marion Colston-Fayyaz, HRD&T manager.

"If you're interested in a new career, the program will enable you to do some research, tell you whether your current job compliments your new career goals and will help you assess what you need to do to start that new career," she adds.

### Morale Task Force had input

HRD&T developed the Talent Alliance program after the Morale Task Force indicated that the MTA needed to improve employee career development.

The Talent Alliance web site provides "career workshops" whose key features include career surveys and courses, on-line research, instruction in career coaching, advice on how to balance work and personal life. It also helps an employee identify professional development and job opportunities.

HRD&T, worked with the MTA's Training Council and Diversity Task Force, to identify a cross-section of employees to participate in the pilot program. Each will be expected to work on the Talent Alliance web site at least twice a week for an hour or more each time.

If the pilot program is successful and funding is approved in the FY 2002 budget, HRD&T plans to conduct one additional pilot program for Bus Operations Control Center dispatchers.

[Back to Bulletin Board](#)