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Rail Operations Slates In-house Training Program for RTOS Application Process

(Sept. 14, 2007) In response to the growing demands of an expanding system, the Rail Transportation Department has developed a program, beginning Sept. 21, to aid applicants in the competitive selection process for promotion.

The Rail Transportation Promotional Opportunity Program (RTPOP) was created by a team that includes a director, a manager, two assistant managers and a rail transportation operations supervisor (RTOS).

Their initial focus was to start a recruitment program for the RTOS position and develop brochures and workshops to aid employees with the various stages of the application process.

"We wanted to take an active role in the future of Rail Operations by investing in our employees both current and future," said Byron England, Director of Rail Operations Control and Instruction. "Recruitment for entry level positions will be one of the most important tasks we'll do for our department. It is important that we let our employees know that we are a team and we care about their professional growth."

Workshops will focus on subjects that will all come together to help produce a qualified, prepared applicant for an RTOS position. The initial workshops will help participants evaluate scenarios and articulate their actions through the critical thinking process.

Participants will also benefit from other internal and external sources of information pertinent to Rail Operations

Best from within

The team that developed the program is committed to seeing current Metro employees promote through the organization. Several of the committee members started out as operators themselves, so they're partial to the benefits of hiring from within.

"We're targeting employees who are trying to promote up into the ranks of supervision," said Red Line Division Transportation Manager Duane Martin. "We look forward to the opportunity to hire from within the ranks."

Douglas Jackson, Red Line Division Transportation assistant manager, agreed with Martin, noting that the second on CEO Roger Snoble's list of Core Values is a dedication to appreciate the resources within the agency and to develop them.

RTPOP Workshops

The first RTPOP workshop is open to any Metro employee, whether a rail employee or not. It's scheduled for Friday, Sept. 21 from 8 a.m. to 12 p.m. or 1 to 5 p.m., and Saturday, Sept. 22 from 7 to 11 a.m. or 12 to 4 p.m., held at Metro Red Line Division 20, 300 S. Santa Fe Ave., Los Angeles. The other workshops will be scheduled at later dates. Employees who are interested in participating on their own time should reserve a spot at one of the sessions by contacting either Esther Pippins at 922-3213 or Douglas Jackson at 922-3221.

For Jackson, people are the resource that can be developed most effectively.

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