

119TH CONGRESS
2D SESSION

S. 4178

To amend title 49, United States Code, to direct the Secretary of Transportation to establish a transit workforce center, and for other purposes.

IN THE SENATE OF THE UNITED STATES

MARCH 24, 2026

Mr. VAN HOLLEN (for himself and Ms. ALSOBROOKS) introduced the following bill; which was read twice and referred to the Committee on Banking, Housing, and Urban Affairs

A BILL

To amend title 49, United States Code, to direct the Secretary of Transportation to establish a transit workforce center, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “National Transit
5 Frontline Workforce Training Act”.

6 **SEC. 2. TRANSIT WORKFORCE CENTER.**

7 Section 5314 of title 49, United States Code, is
8 amended by adding at the end the following:

9 “(d) TRANSIT WORKFORCE CENTER.—

1 “(1) ESTABLISHMENT.—

2 “(A) IN GENERAL.—The Secretary shall
3 establish a transit workforce center (in this sub-
4 section referred to as the ‘Center’) and award
5 grants to a qualified nonprofit organization to
6 carry out the mission and duties of the Center
7 pursuant to this subsection.

8 “(B) QUALIFIED NONPROFIT ORGANIZA-
9 TION.—For purposes of subparagraph (A), a
10 qualified nonprofit organization is an entity
11 that—

12 “(i) is a nonprofit organization;

13 “(ii) operates nationally;

14 “(iii) has demonstrative experience in,
15 and abilities regarding—

16 “(I) the provision of technical as-
17 sistance to address issues in public
18 transportation workforce development;
19 and

20 “(II) outreach and marketing ac-
21 tivities that focus on current and
22 emerging public transportation work-
23 force development needs;

24 “(iv) undertakes activities to support
25 standards-based training for the public

1 transportation maintenance and operations
2 workforce through collaborative ap-
3 proaches, including labor-management
4 partnerships;

5 “(v) undertakes activities to support
6 public transportation workforce develop-
7 ment with respect to emerging technology
8 areas; and

9 “(vi) has the project management, or-
10 ganizational, fiscal, and administrative ca-
11 pacity necessary to effectively staff any
12 proposed initiatives and deliver proposed
13 outcomes, including implementation of any
14 key components of such initiatives and out-
15 comes, such as technical assistance, out-
16 reach, and marketing.

17 “(2) MISSION.—The mission of the Center is to
18 assist the public transportation industry by sup-
19 porting the recruitment, hiring, training, and reten-
20 tion of skilled frontline public transportation work-
21 ers, which in turn may enable public transportation
22 providers to operate transit more efficiently, safely,
23 and reliably, to better serve communities, and to in-
24 crease transit customer satisfaction.

1 “(3) DUTIES.—The duties of the Center include
2 the following:

3 “(A) Developing, and providing directly
4 through the Center, training programs to sup-
5 port the workforce development needs of public
6 transportation providers, including training ad-
7 dressing the workforce development needs spe-
8 cific to public transportation providers delin-
9 eated by service to each of urbanized areas,
10 suburban areas, rural areas, and Tribal popu-
11 lations.

12 “(B) Developing and disseminating edu-
13 cational materials and other resources related
14 to public transportation workforce development,
15 including materials and resources designed to
16 support training programs of the Center.

17 “(C) Developing, leading, and contributing
18 to presentations, dialogues, learning sessions,
19 and strategic planning sessions—

20 “(i) in partnership, collaboration, or
21 consultation with entities in the public
22 transportation industry, including entities
23 that provide public transportation work-
24 force development, career support for pub-

1 lic transportation workers, or transit-re-
2 lated technical education; and

3 “(ii) regarding any topic that sup-
4 ports the needs and priorities of the Fed-
5 eral Transportation Administration or the
6 public transportation industry, especially
7 topics related to the recruitment, retention,
8 job readiness, and preparation of a skilled
9 frontline public transportation workforce
10 capable of working with new and emerging
11 technologies.

12 “(D) Providing technical assistance regard-
13 ing workforce development to public transpor-
14 tation providers.

15 “(E) Conducting data analytics and pro-
16 viding analyses regarding public transportation
17 workforce trends to public transportation pro-
18 viders.

19 “(F) Leveraging transit-related workforce
20 data to support efforts of public transportation
21 providers to ensure the recruitment, retention,
22 and advancement of a skilled workforce.

23 “(G) Conducting outreach, marketing, and
24 other similar activities to increase engagement
25 by, and awareness within, the public transpor-

1 tation industry with respect to the research, re-
2 sources, trainings, projects, services, and initia-
3 tives of the Center that support frontline public
4 transportation workers, including workforce-re-
5 lated research and information regarding
6 changes to applicable policies of the Federal
7 Transportation Administration.

8 “(4) COLLABORATION.—In carrying out the du-
9 ties of the Center, the Secretary shall—

10 “(A) permit the qualified nonprofit organi-
11 zation selected under paragraph (1) to collabo-
12 rate or consult with the Administrator of the
13 Federal Transit Administration, the heads of
14 public transportation providers, relevant na-
15 tional professional membership associations,
16 and representatives of frontline public transpor-
17 tation employees; and

18 “(B) require the qualified nonprofit organi-
19 zation to consider requests and feedback from
20 public transportation providers when developing
21 and providing training programs of the Cen-
22 ter.”.

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