

AEE-YEP: MBTA Interns

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Overview

1. Recruitment
2. Purpose & Goals
3. Resources
4. Project Types
5. Evaluation
6. Challenges & Recommendations



MBTA Intern Program



- Job posting internal approval and posting
- 1-2 interviews
- Reference check
- Medical screening
- MBTA onboarding
 - Diversity, Safety, and Conflict of Interest Training
 - Equipment, Badge, and T Pass



Recruitment

- Job posting to MBTA and various school websites
 - Especially to Community College and UMass websites
- Emphasis on anti-racist, fair hiring practices including:
 - Hiring BIPOC and other minorities
 - Students who haven't previously had professional/ industry work experience



Purpose

- Aid in multitude of ECM projects with eventual possible management by interns
- Training for interns to continue work after graduation (maybe at the T?!))
- Provide paid opportunity for students to experience combination of government,, engineering, and planning experience
- Forces us to standardize work order process and organize documentation
- Exchange of industry and academic knowledge





- Training and knowledge of:
 - MA Energy Code
 - ASHRAE & IECC
 - MassSave
 - MBTA Safety & ROW Training
 - Energy Auditing & Benchmarking
- Site visit preparation and scheduling
- Interdepartmental coordination
- ECM implementation and vendor management
- Management of minor projects



Useful Resources



ASHRAEvideo

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Types of Projects

- Internal consulting
- Project Scoping
- Coordination with utilities and installers
- Policy and technology research
- Admin/ getting to know the T better



Evaluation

- Incentive applications
- Design document and ECM identification review
- Technical research presentations
- Internal update and external presentations
- Solo site visits



Recommendations + Challenges



Challenges

- Short time to onboard and adjust to learning styles
- Need to be very flexible
- Adapting to MBTA admin & operations structure
- Steep learning curve & lots of acronyms

Recommendations

- Site visits!
- Working document of notes for future interns
- Plan feedback meetings
- Flexible internship based on interest
- Always encourage questions
- Encourage them to explore and meet with other people internally



Thank you for
listening!
Any questions?

