



TRANSFORM YOUR TRAINING PROGRAMS

Mesa Solutions Inc. + Bradley Consulting & Training

WHY TRANSIT AGENCIES NEED US

Transit agencies face increasing pressure to maintain regulatory compliance, develop leadership pipelines, and create inclusive, high-performing workplaces—all while keeping operations running safely and efficiently

But here's the truth: technical skills alone are no longer sufficient in today's workplace. Employees also need communication, decision-making, and leadership capabilities to apply their technical knowledge effectively.

- Technical training provides the **"HOW"** — the tools and knowledge to perform tasks.
- Professional development provides the **"HOW TO APPLY IT"** — problem solving, decision-making, and leadership to put those skills into practice.
- When combined, they produce a more holistic, promotion-ready, compliance-safe workforce.

That's where Mesa Solutions Inc. and Bradley Consulting & Training come in. Together, we deliver an integrated approach that addresses both the human and technical sides of workforce development.

OUR EXPERTISE

Mesa Solutions Inc. (Frank Mesa)

- **30+ years** of leadership in rail operations and technical training.
- Former Chief Operations Training Officer at MTA Metro-North Railroad.
- Pioneered VR/AR simulators, digital testing, and compliance dashboards.
- Reduced significant Maintenance-of-Way qualification gaps.
- Earned awards and recognition from COMTO, UITP, and APTA.

Bradley Consulting & Training (Gregory Bradley)

- **27+ years** of experience in human resources, leadership development, team building, employee and labor relations and DEI management.
- Former Director of Workforce Diversity and Vice President of Human Resources at MTA Metro-North Railroad.
- Certified MBE/DBE/SBE firm.
- Retired lawyer and college professor with a track record of transforming people and organizations.

INITIAL OFFERING – TRAINING NEEDS ASSESSMENTS

We start by "popping the hood" on your agency's training programs. Our Training Needs Assessments provide a comprehensive review of all training functions—technical, compliance, leadership, and soft skills.



You'll receive a detailed consultation report with:

- Strengths and gaps in your current programs.
- Compliance risks and areas needing immediate attention.
- Recommendations to align workforce development with operational and regulatory demands.
- A roadmap for modernizing your training systems with innovative solutions.

AGENCY PAIN POINTS WE SOLVE

Your Challenge	Our Solution
Workforce development	Unified, vertically integrated training programs covering both technical and people skills
Compliance and audit exposure	Audit-ready programs, digital testing, and compliance dashboards
Leadership pipeline gaps	Succession planning and leadership development built into technical training
Workplace culture challenges	DEI-informed programs improving morale, communication, and teamwork
High attrition and fail rates	Redesigned training that improves retention and raises pass rates
Instructor ineffectiveness	Independent evaluation and coaching to strengthen training staff competency
Hiring/selection gaps	Review of selection processes to ensure agencies are onboarding the best-fit candidates

ROADMAPS FOR AGENCIES

- **Phase 1** – Training Needs Assessment: Independent, comprehensive review and report.
- **Phase 2** – Implementation: Delivery of leadership, DEI, and soft skill workshops alongside immersive technical and regulatory training.
- **Phase 3** – Sustainability: Train-the-Trainer programs, dashboards, and continuous improvement plans.

NEXT STEP FOR YOUR AGENCY

Let us help you strengthen compliance, build leaders, and modernize training to meet today's challenges. Contact us to schedule your Training Needs Assessment discovery session:

Gregory Bradley – Principal, Bradley Consulting & Training | www.bradleyconsultingandtraining.com

Frank Mesa – Founder & CEO, Mesa Solutions Inc. | www.mesasolutionsinc.com