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S.P.R.I.N.G HAS SPRUNG

New Venture to Partner Railroads and Recruits for Long Term Success

WASHINGTON – April 2, 2019 – As mass retirements and frequent turnover are of growing concern in the rail industry, Succession Planning for Railroads Investing in the Next Generation, or SPRING, today [launched its services](#) geared to the entire industry - including passenger and freight railroads of all sizes, rail shippers, and suppliers. SPRING will provide the conduit between potential employees and the industry, offering innovative recruitment methods, and then a strong, company-specific training program to retain employees.

“As an industry, we can’t expect that talent will just show up at our doorsteps from word of mouth anymore. It’s our responsibility to promote our stories, our teams, and our network with untapped talent in places we have not explored before. That’s what SPRING is pioneering.” said Michele Malski, Founder and President of SPRING. “The railroading industry is not typically viewed as a dynamic, technologically advanced industry. We have to plant the seeds of interest and educate communities about our amazing industry and the growth we are experiencing in order to safeguard our future. SPRING offers recruiting and retention solutions to do just that, safeguard and transcend traditions, best practices, and years of knowledge for the next generation of employees.”

SPRING is already partnering with 32 educational institutions from Ivy League schools to community colleges and has a growing community of talent already subscribed to learn more about opportunities in rail. SPRING also has a partnership with FASTPORT, a veteran employment software company with the mission to help members of our nation’s military community find great career opportunities. Together they plan to launch recruiting and training resources for the benefit of the short line and regional railroad industry in 2019.

In addition to promoting the industry, and a specific employer, SPRING will assist companies in developing strategies to retain that talent in the form of new hire mentorship programs, internships, and other training programs to promote longevity with the company.

“This is a commitment that needs to be made to ensure the sustainability of our industry, with such a significant part of the railroad’s workforce retiring in the next decade. According to the Railroad Retirement Board Annual Railroad Retirement Act and Railroad Unemployment Insurance Act data, the projected retirement eligible population in 2019 was 48.4%. In 2011, the Federal Railroad Administration conducted a Railroad Industry Modal Profile An Outline of the Railroad Industry Workforce Trends, Challenges, and Opportunities. Within this data gathered from labor unions, class Is,

short lines, trade associations and other key players in the rail industry, they identified that the increasing age of baby boomers in the active labor force continues to be a major concern nationally. Despite the current workforce environment, the aging of the workforce continues to be an item worthy of discussion, monitoring and mitigation planning. From this research, it was noted that several of the Class Is indicated that in the past 8 years, their recruiting investment and activity has dramatically increased, and there are now many high-end programs in place to attract and retain needed talent.¹ “SPRING will be the communication and connection bridge for candidates to get involved in our progressive and profitable industry. It is an effort that short line and regionals railroads and suppliers alike can rely on for their succession planning needs,” said Malski.

Malski is a second generation railroader and a Progressive Railroading Magazine Rising Star recipient. Prior to starting SPRING, Malski was the Manager of Safety and Hazmat Programs for the Short Line Safety Institute, responsible for supporting Safety Culture Assessments and HazMat Training Programs, as well as initiative the Safety Tip Tuesday program, and has field experience with companies such as BNSF, Canadian Pacific, and Bombardier Transportation and Norfolk Southern. She has a Bachelors of Science degree from Cornell University in Industrial Labor Relations and is currently pursuing her MBA.

More information on SPRING and its programs is available [here](#)

About SPRING: Succession Planning for Railroads Investing in the Next Generation (SPRING) LLC aims to help your company transition into the future by two methods, recruiting and retention. Beyond nationwide recruiting services, we offer training that uniquely and innovatively hone in on new-hire & mentorship training, internships, and other team building training that will actuate all of your other succession planning fundamentals.

¹ Source: Stewart, M. (2011). *Railroad Industry Modal Profile: An Outline of the Railroad Industry Workforce Trends, Challenges, and Opportunities*(1st ed., Ser. 3.0, pp. 1-43) (United States, Federal Railroad Administration, Research, Development, and Technology). Washington, DC: The Federal Railroad Administration Workforce Development Team. Retrieved April 2, 2019, from search.usa.gov/search?query=retiremet&op=GO&affiliate=fra.