Transportation Workforce Summit Strategies

Underserved Populations

Challenge

- Underserved populations still do not feel wanted or welcome in transportation fields

Strategy

- Diversity education
- Identifying champions within the field
- Creating a cohort for underserved worker population in transportation
- Accommodating needs of disabled workers

Action Steps

- Execute cultural competency training to debunk myths and change behavior/ attitudes
- Celebrate underserved populations performing well in the field
- Create trade organizations and mentor-matching programs

Multi-generational Workforce

Challenge

- There is currently a multi-generational workforce which creates challenges with use of technology, keeping workers motivated and productive, and retaining and transferring institutional knowledge

Strategy

- Create a collaborative culture of mentoring
- Increased technical and technological training
- Improve the health of the worker

Action Steps

- Build mentorship responsibility into job performance and duties
- Include technology performance measures in job descriptions
- Design training exchange programs to expose workers to supervisors and peers which represent cross section of , age, experience and technology literacy.
- Recognize cost of unhealthy workers and establish preventive practices, support, and job accommodation measures
- Implement succession planning

Existing Formal Job Descriptions

Challenge

- Formal job descriptions and civil service regulations prohibit reorganization to get work done after budget cuts and staff layoffs.

Strategy

- Agencies need flexibility in assigning job duties.

Action Steps

- Engage management, administration and/or organized labor to revise job modification parameters and classifications.
- Conduct agency skill census to determine inventory of skill assets and compare with skill gap analysis. This should be organized by skills, not job titles or departments. Creates opportunity to organize agency according to performance and instead of agency silos. (IT Support example)
- Embrace nontraditional means of getting work done (I, e., Short term employment, alternative assignments, , Gigs, shared positions between silo's)
- Establish clear system of accountability.

Technology

Challenge

- Technology of the industry is constantly changing. It changes how people do their work. It changes the tasks which require an actual person. Agencies do not have the internal knowledge to select appropriate technology, the adequate funds to train workers on the technology, and workers with basic technology literacy.

Strategy

- Identify strategic technology advances on the horizon and prioritize agency requirements.
- Establish clearinghouse of training materials, instructors and resources over all modes.

Action Steps

- Charge professional transportation trade associations with task of conducting environmental technology scans, making recommendations and form alliances and partnerships with commercial vendors.
- Continue dialog with all legs of the stool. U.S. Depts of Education, Labor and Transportation to break down silos and share resources, design and fund collaborative projects
- Add technology skills to job descriptions and include proficiency in job performance expectations.
- Recognize the role of all education and training institutions in providing technology literate workers and collaborate rather than duplicate efforts to move workers along the technology literacy continuum.

Transportation Workforce

Challenge

- Unknown levels of supply and demand of transit workers– limited data sources

Strategy

- Pilot and develop a centralized database/repository for job opportunities, internships, and training programs
- Define Career Clusters- Career Pathways
  - Standardize job types/roles (build on existing industry job profiles)
- Gain Industry participation and enlist stakeholders

Action Steps

- Identify champion/key stakeholders to lead a pilot project to develop and maintain a centralized dynamic database (e.g. Wiki-like)
- Using phased approach, populate the database with job opportunities, internships, educational programs, OJT opportunities, transit transit training programs
- Analyze gaps and pipelines, develop performance measures
- Develop full scale system