



Southeast Transportation Workforce Center

IFTI State of Freight
December 10, 2015



Southeast Transportation
Workforce Center



U.S. Department
of Transportation
**Federal Highway
Administration**



Agenda

- Brief background on federal initiative and NNTW
- SETWC mission and tasks
- First year progress
- What's next? Opportunities for engagement!



Background: Workforce Challenges

- Competition from other industries
- New technologies require new skill sets
- Challenge to reach underrepresented groups
- Lack of awareness/understanding of career opportunities



Background: Impetus for National Network

- Need to increase awareness of existing programs
- Need to coordinate successful practices at all levels
 - Grades 6-12, Community Colleges, Technical Schools, University, Post Graduate, Professional Development
- Need to coordinate efforts and resources across transportation, education, workforce, labor communities
- **Need for strategic approach to transportation workforce development**

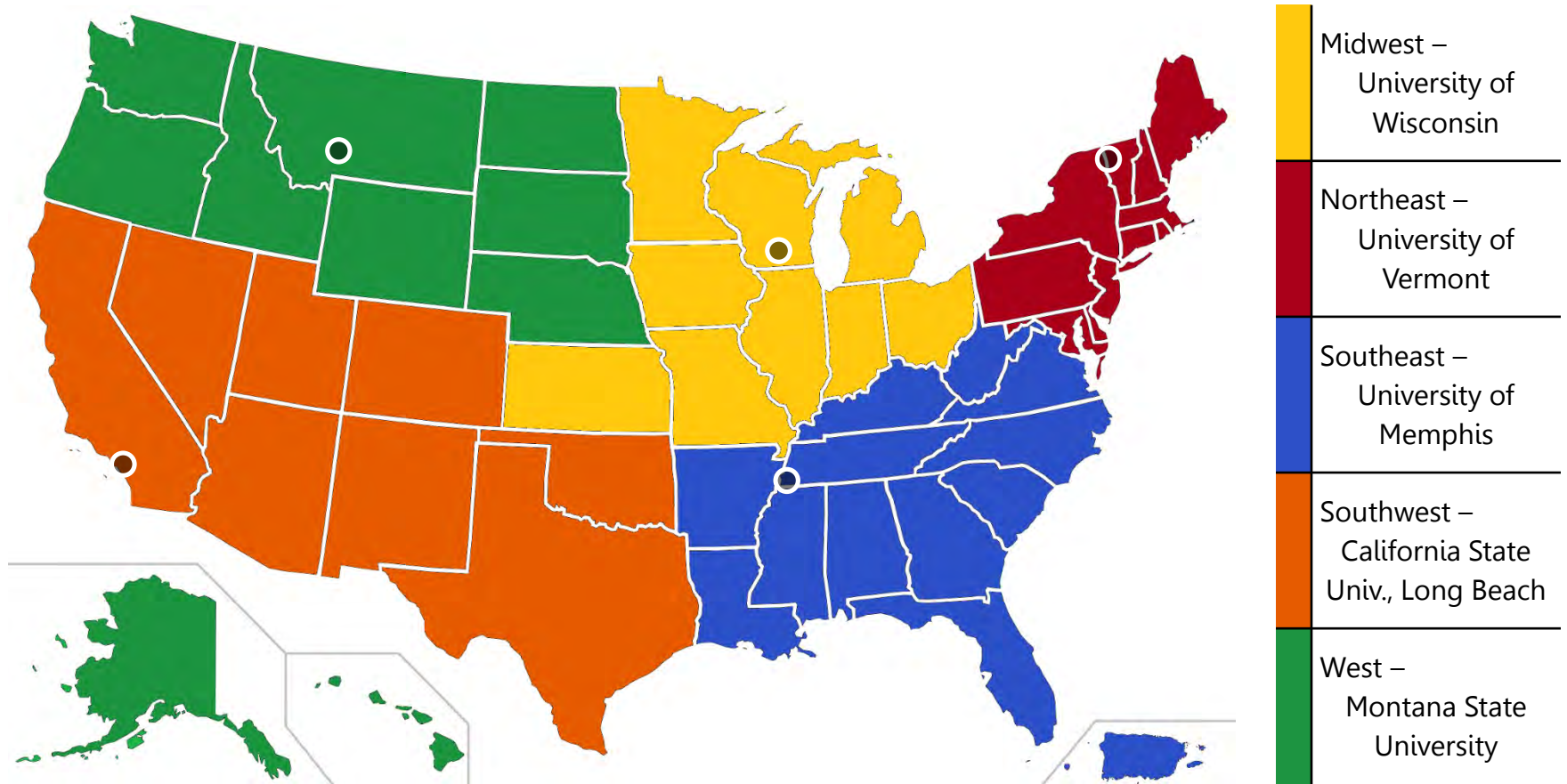


Background: Establishing a National Network

- 5 Regional Centers of Excellence with funding for 4 years
- Combination of SAFETEA-LU and MAP-21 funding – matching REQUIRED in years 3 & 4
- Administered through FHWA Technology Partnership Program

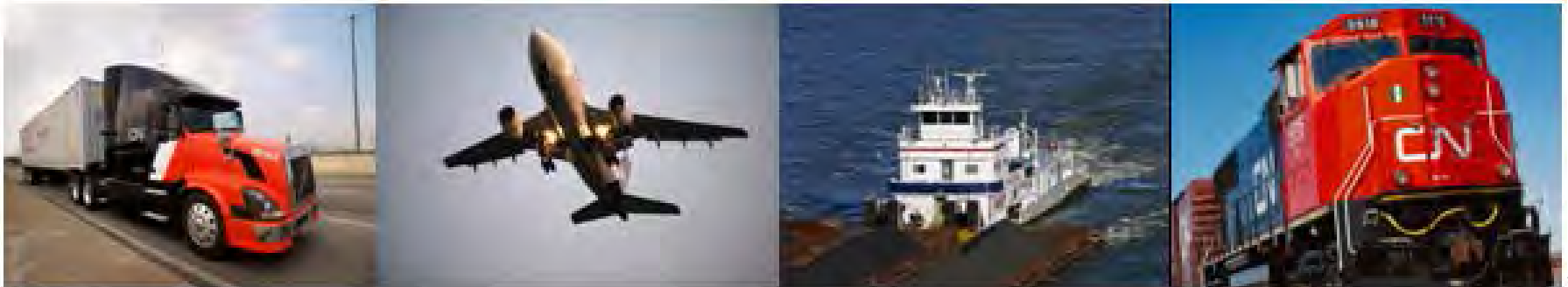


National Network for the Transportation Workforce



National Network for the Transportation Workforce

- Common approach for all region centers
- Unique areas of national focus



Common Tasks for All Regional Centers

- Identify stakeholders
- Identify existing training and education programs
- Identify best practices
- Develop job needs and priorities profile
- Identify training and workforce needs
- Serve as a resource ('one stop shop') for transportation workforce



Southeast Regional Center

- Serving 12 southeastern states and Puerto Rico
- Areas of national focus:
 - Women in transportation
 - SFTP
 - Freight (trucking, rail, logistics)
 - IFTI
 - Military/veteran transition to workforce
 - U of M Veterans Resource Center



SETWC

- The *vision* of SETWC is that the work of the center in concert with regional partners will lead to a right-sized, career-ready transportation workforce being produced in the southeast region.
- The *mission* of SETWC is to coordinate existing regionally based programs, plans, and processes and to strategically create partnerships to ensure that students and persons seeking workforce reentry, career transition, or career advancement are aware of opportunities, required education, skills, training, and ladders to success within the regional transportation workforce.



SETWC

The *goals* of SETWC include:

- Identify regional transportation job needs and priorities;
- Catalog existing training programs from K-12 through professional development;
- Evaluate existing programs for scale and replication;
- Identify education and training gaps;
- Develop resources to bridge identified gaps; and
- Fully engage in the national network to showcase successful programs and practices and to increase impact in the southeast region



SETWC – First Year

- Web Resource
- Stakeholder Meetings
- Focus area initiatives
- Compendium of education/certification programs
- Regional job needs and priorities draft




Web Resource



Southeast Transportation Workforce Center

Education Partners

Join Our Mailing List!
Or contact us here >



Tell us about your transportation training programs!



Join Our Mailing List!

Home » SETWC » Education Partners

Education


As part of the mission of SETWC, we will be engaging regional education partners including K-12, technical programs, community colleges, and universities to:

- Compile a list of transportation related education programs in the region,
- Identify effective practices for recruiting students to transportation fields,
- Identify gaps and areas of need for workforce demands,
- Facilitate partnerships to address gaps, and
- Align the transportation workforce pipeline efforts.


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Women in Transportation

Join Our Mailing List!
Or contact us here >



Tell us about your transportation training programs!



Join Our Mailing List!

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Women in Transportation

Opportunities for involvement include joining our steering committee and providing information about existing programs for information or to get involved, contact SETWC's education coordinator.

RESOURCES

For Teachers

National Employability Skills Framework

Central clearinghouse on resources for instruction and assessment.

Strengthening Skills Training & Career Pathways Across the Region

Fact sheet and full report examining six subsectors in transportation: maintenance, transit and ground passenger transportation, Transportation, Distribution, and Logistics (TDL) Competency Framework

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SETWC Newsletter

About Us | Education | Private Sector | Public Sector | Resources | Focus Areas

Home » SETWC

Follow SETWC Online



JOIN OUR MAILING LIST!

NEWS:


The SETWC is pleased to announce the release of the Draft Job Needs and Priorities Report for our region. SETWC has an open comment period from now through January 31, 2016 for SETWC stakeholders to provide feedback. Please click here to view/ download the report and provide your feedback!

UPCOMING EVENTS:


Southeast Transportation Workforce Center

Women in Transportation

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Or contact us here >




Tell us about your transportation training programs!



Join Our Mailing List!

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Women in Transportation



The transportation workforce can be enhanced by more balanced participation of women, as studies show an economic case (Source) for inclusion of women and diversity of all types in the transportation industry. Many issues lead to the underrepresentation of women in transportation, including lack of awareness, interest, role models, and workplace supports. SETWC's focus on women in transportation seeks to address these issues through the following activities:

You're invited!

The 3rd Annual

Choosing Transportation Conference

At the University of Memphis

Join transportation professionals from all backgrounds as we focus on this year's theme:

Preparing Transportation Professionals



Southeast Transportation Workforce Center
SETWC
of the University of Memphis



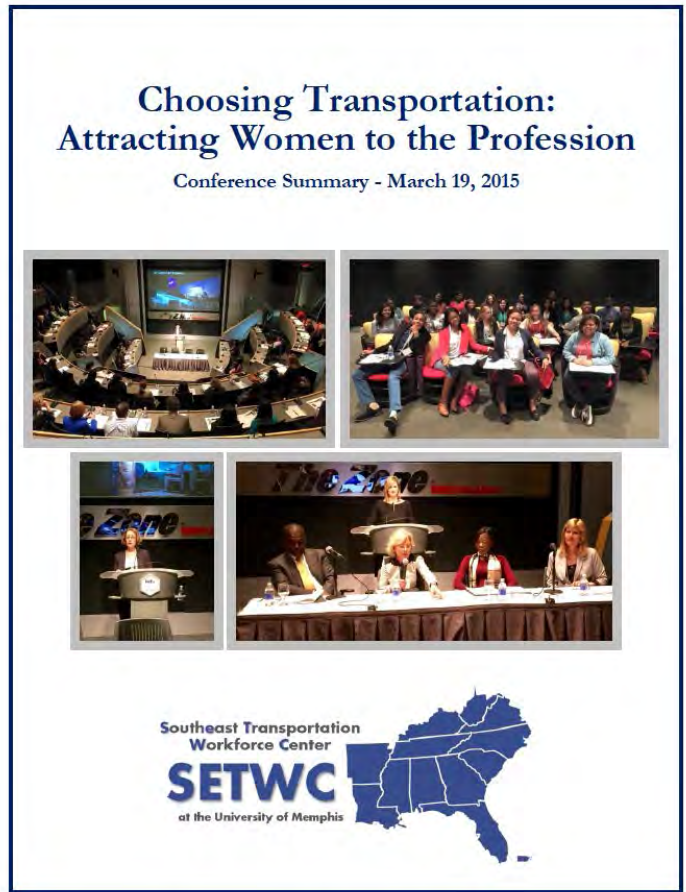
THE UNIVERSITY OF MEMPHIS

SETWC – Stakeholder Meetings

- Professional Organizations
- Sector roundtables
- Focus area initiatives



VACOLOGISTICS.
*Executive Search & Placement for Distribution,
Supply Chain and Transportation*



Focus Area Initiatives

Save Your Seat!!!

You're invited!

**The 3rd Annual
Blue Pump**

Gala

An annual benefit to raise scholarship funds for female students pursuing transportation majors at the University of Memphis

March 3, 2016

**Choosing
Transportation
Conference**

At the University of Memphis

Join transportation professionals from all backgrounds as we focus on this year's theme:

***Preparing Transportation
Professionals for the Future***

March 3 & 4, 2016



VACOLOGISTICS.
*Executive Search & Placement for Distribution,
Supply Chain and Transportation*



Compendium of Programs

- Database submitted to FHWA
- Finalized framework
- Working to embed within university system
- Expected portal launch December 2015
- Virginia DOT first best practice spotlight

Career Development

www.virginia.gov/jobs/career_development.asp

Human Resources and Training Division
Virginia Department of Transportation | Richmond, Virginia

Program Summary

VDOT needs a strong workforce that is capable of addressing transportation challenges today and well into tomorrow. We want employees to be able to move sideways, as well as up the organization, as they develop skills sets to be competitive for other positions in the department. Career development supports our efforts to fill the VDOT talent pipeline, especially in key areas of our business.

Career development helps our employees to see opportunities for the future in a more structured way.

Career Development at VDOT includes:

- A one-stop online team site and resources for employees/managers
- Aspirational positions in some of VDOT's core business areas and how to best develop for them
- Ways to develop leadership competencies & technical skills
- Career coaches that are VDOT trained professionals
- Links to systems to access jobs beyond those featured in the team site

Program Information and Impact

Established in 2015
Estimated Impact of Program: 7,500 people (agency-wide)


Established Outcomes:

- Number of lattice moves in/out of identified roles
- Number of employees in formal stretch roles
- Number of internal promotions
- Employees developing in roles related to critical positions


Program Contact Information:
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VDOT
Virginia Department of Transportation



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Southeast Transportation
Workforce Center

Draft Job Needs and Priorities Report

Open for comment/review through January 31



The screenshot shows the website for the Southeast Transportation Workforce Center (SETWC) at the University of Memphis. The page features a navigation menu with links for 'About Us', 'Education', 'Private Sector', 'Public Sector', 'Resources', and 'Focus Areas'. The main content area is titled 'JOB NEEDS AND PRIORITIES REPORT' and includes a banner image of an airplane, a city skyline, and a train. Below the banner, there is a paragraph of text discussing workforce challenges and a link to download the report.

Home » SETWC » Job Needs

JOB NEEDS AND PRIORITIES REPORT

Every major workforce sector faces challenges when it comes to training and retaining qualified workers and the transportation industry is no exception. With a large population of the workforce moving towards retirement, as well as, ever changing skill set demands due to technological advancements, locating and addressing the gaps within the workforce pipeline is more crucial than ever to sustain a vibrant transportation industry. The pipeline for the transportation industry is broad and far reaching and the skills needed by the industry vary by mode and range from certificate-level training to advanced multidisciplinary degrees. While the country faces these issues as a whole, this report sets out to specify the needs specific to the Southeast Region.

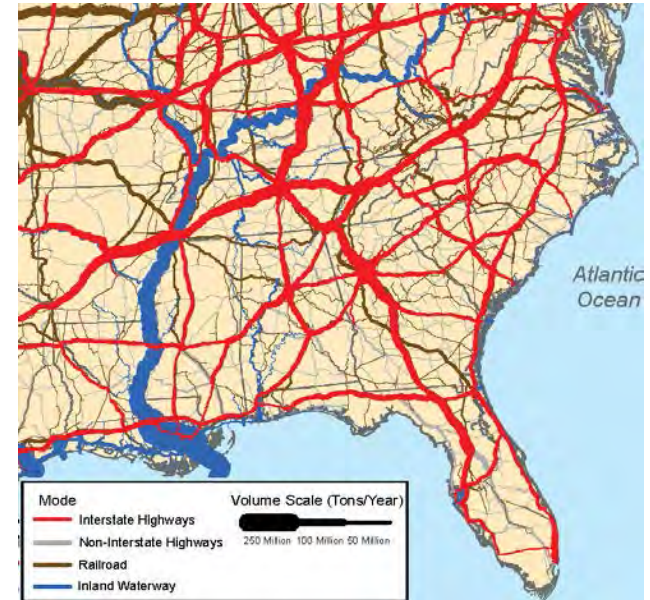
Within the report you will find detailed information on key transportation occupations and job projections for the next 10 years. This is followed by a thorough analysis of the key occupations, to pinpoint the current and potential gaps in the skills pipeline. Based on these gaps, a summary of priority occupations within the industry is presented. A download of the Job Needs and Priorities Report, along with the Appendix of the report can be accessed below.

[Job Needs and Priorities Report - Download](#)



Draft Job Needs and Priorities Report

- Regional description
 - Infrastructure
 - Mode by mode description
 - Key industry sectors by state
- Regional workforce data
 - Bureau of Labor Statistics
- Screening methodology
- Priority occupations



SE Priority Occupations

SETWC Priority Occupations		
STEM Occupations	SOC Code	Rationale
Computer and information systems managers	11-3021	<ul style="list-style-type: none"> • Industry currently lacks a solid pipeline or recruitment methodology • Significant competition from other industries • Advances in technology, rapid growth in temperature controlled logistic, and interest in using 'big data' increase demand for these professionals
Civil engineers	17-2051	<ul style="list-style-type: none"> • Large-scale retirement of Baby Boomer generation will result in significant gap in this workforce • Limited numbers of civil engineering graduate are produced in the region- less than needed to meet demand • Competition for civil engineers from other sub disciplines and between public/private sector
Network and Computer Systems Administrators	15-1142	<ul style="list-style-type: none"> • Industry currently lacks a solid pipeline or recruitment methodology • Significant competition from other industries • Advances in technology, rapid growth in temperature controlled logistic, and interest in using 'big data' increase demand for these professionals



SE Priority Occupations

SETWC Priority Occupations		
Supply Chain and Logistics Occupations	SOC Code	Rationale
Logisticians	13-1081	<ul style="list-style-type: none"> • Growing need for employees for warehouse operations • Rapid growth expected for cold-chain logistics will increase demand for these employees • Southeast Region has significant transportation, distribution, and logistics sector, thus increased demand
Operations Research Analysts	15-2031	<ul style="list-style-type: none"> • Highly specialized education; requires a minimum of Bachelor's Degree • Challenge educational program and limited schools with OR majors leads to pipeline shortage • Competition from other industries is significant; expertise is highly sought-after by large private sector employers
Laborers and freight, stock, and material movers, hand	53-7062	<ul style="list-style-type: none"> • Growing need for employees for warehouse operations • Southeast Region has significant transportation, distribution, and logistics sector, thus increased demand



SE Priority Occupations

SETWC Priority Occupations		
Vocational or Technical Occupations	SOC Code	Rationale
Bus and truck mechanics and diesel engine specialists	49-3031	<ul style="list-style-type: none"> • New technologies in terms of hybrids and alternative fuels • Large SE region employers facing significant challenges in finding trained diesel engine specialists • This was identified as one of the highest regional priorities by both public and private sector stakeholders
Bus drivers, transit and intercity	53-3021	<ul style="list-style-type: none"> • Difficult to retain and industry currently lacks recruitment methodology • Public sector stakeholders identify this as main workforce challenge and need to attract diverse candidates
Heavy and tractor-trailer drivers	53-3032	<ul style="list-style-type: none"> • Individuals ages 18-25 cannot be truck drivers due to insurance barrier, so they follow other career paths and do not return to pursue truck driving • Background checks and drug checks present a barrier • Generation currently entering the workforce does not prefer being on the road for extended periods of time, and seeks an 8-hour workday and work-life balance which truck driving does not always provide • Increasing freight volume leads to significant growth in numbers of drivers needed
Operating engineers and other construction equipment operators	47-2073	<ul style="list-style-type: none"> • Growing need for heavy equipment operators
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	<ul style="list-style-type: none"> • Specialized and unique training required for this job category • Limited pipeline, lack of awareness
Laborer Occupations	SOC Code	Rationale
First-line supervisors of transportation and material-moving machine and vehicle operators	53-1031	<ul style="list-style-type: none"> • Growing need for development of transportation and material-moving machine and vehicle operators

What's Next? Get involved!

- Contribute to Compendium
- Serve on Steering Committee
- Contribute to regional Job Needs and Priorities Report
- Engage in Choosing Transportation 2016!
- Support SETWC Initiatives – 100 Key Partners



More Information?

www.memphis.edu/setwc

