

Identifying Future Transit and Transportation Workforce Needs

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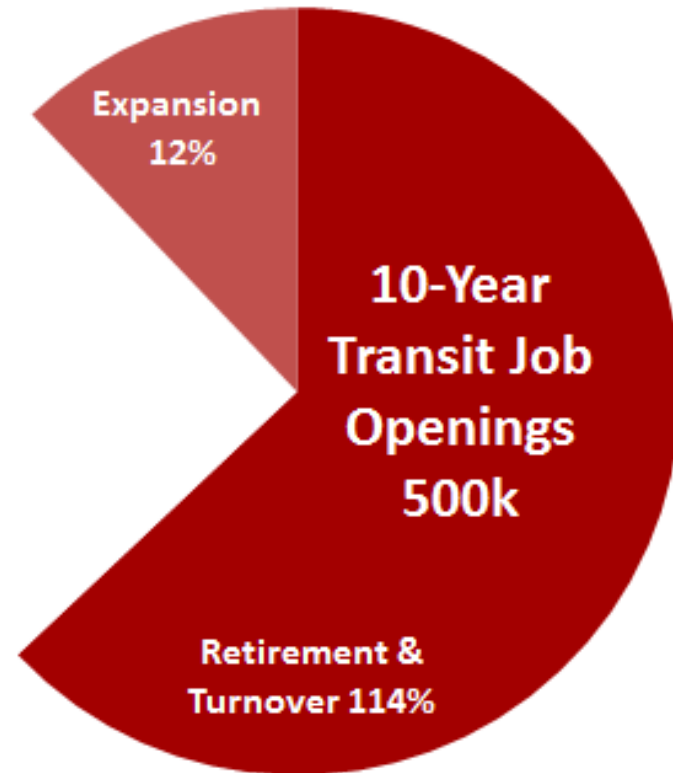
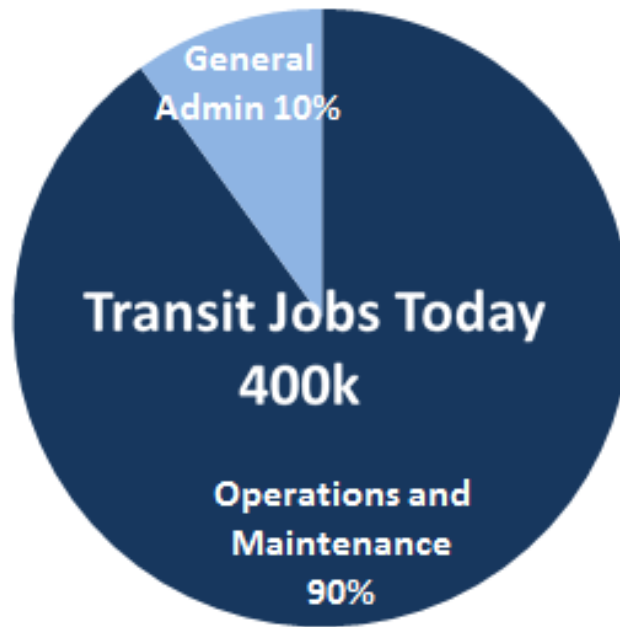


Key Presentation Take-Aways

- Industry growth, retirement and turnover creating large number of job openings in next decade
- Inadequate supply of qualified workers to fill needs
- Low level of industry and government investment in human capital development
- Transit lacks the capacity to train the next generation of blue-collar technicians
- Industry-wide solutions to maximize training dollars

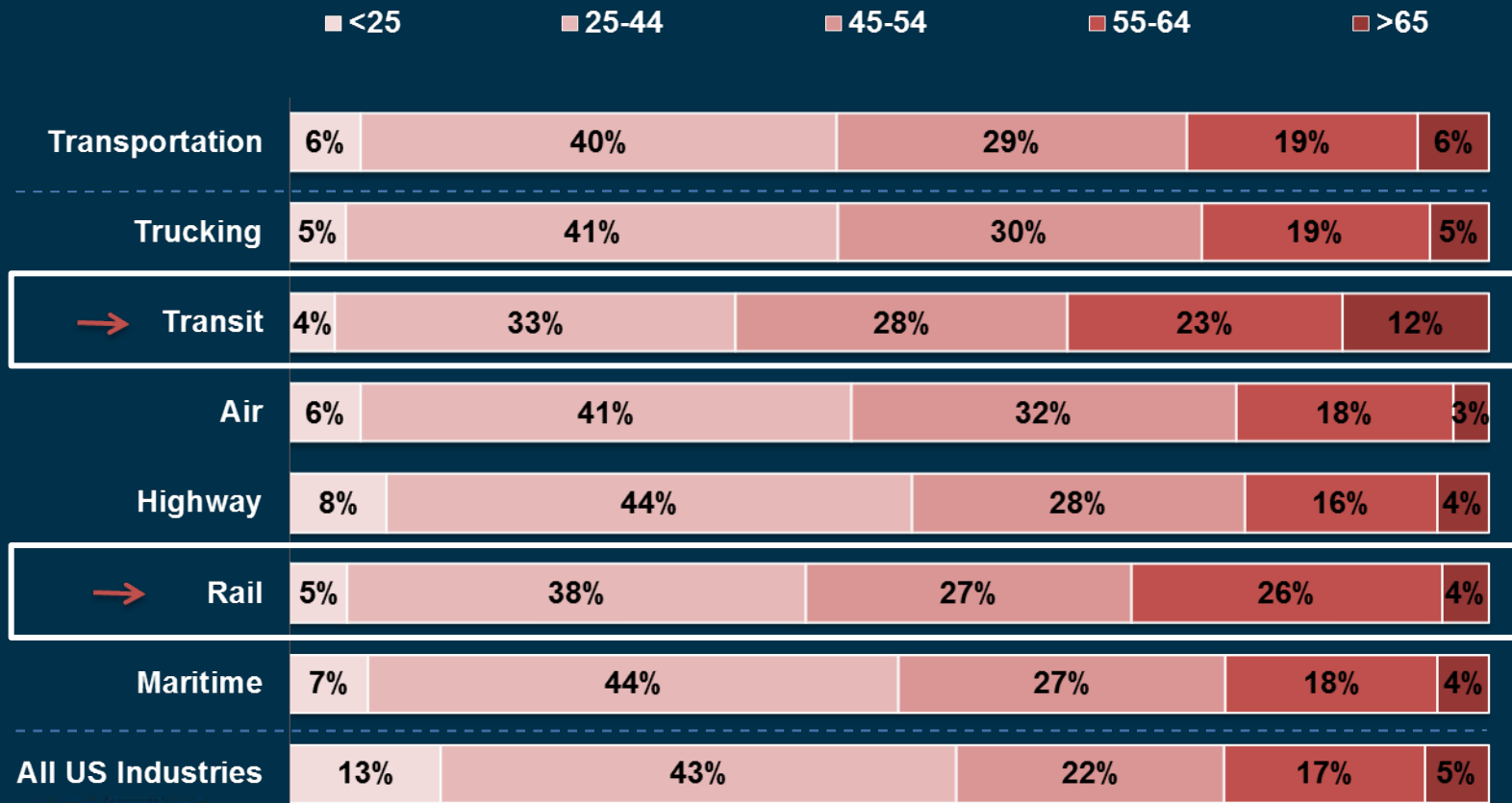


126 Percent of Today's Transit Workforce Will Have to Be Hired and Trained in the Next 10 Years; 90 percent are frontline workers

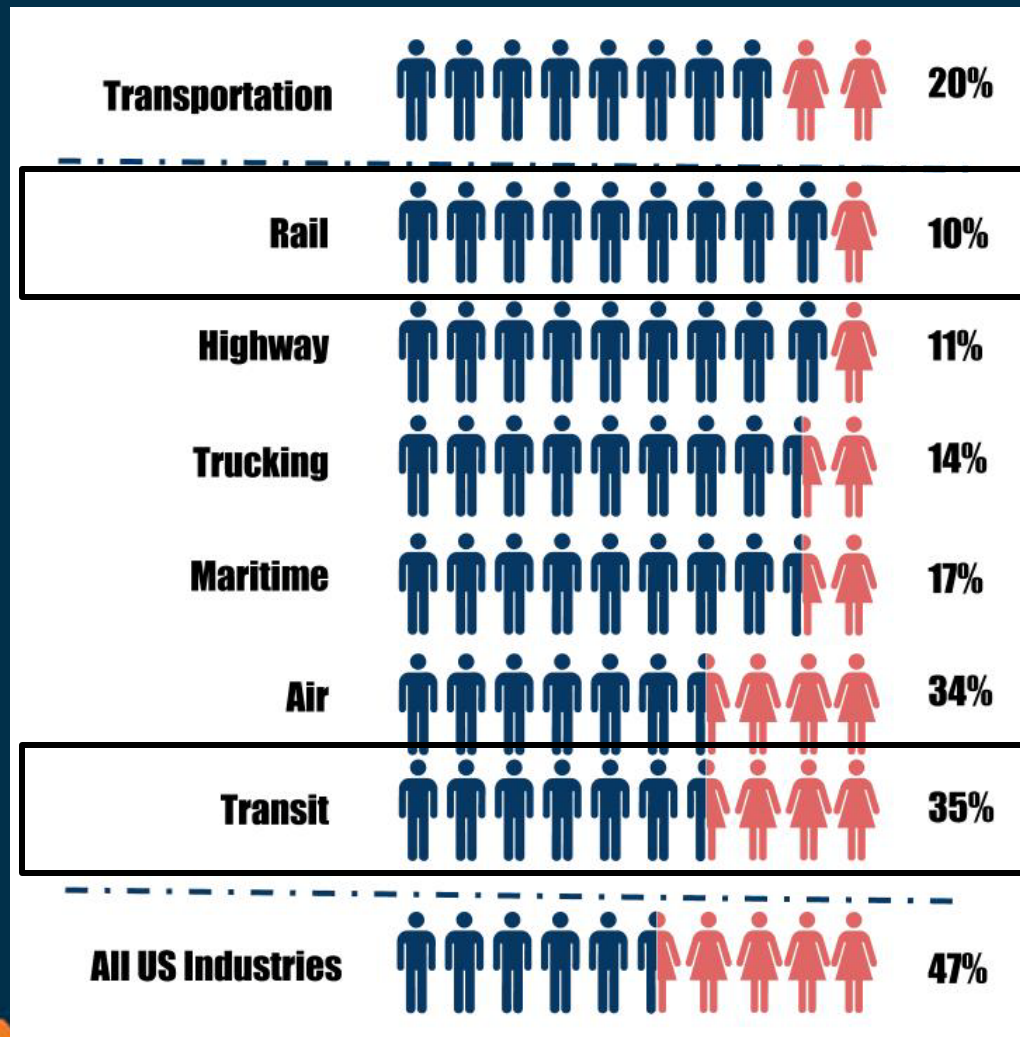


Source: TLC Analysis of BLS and NTD data.

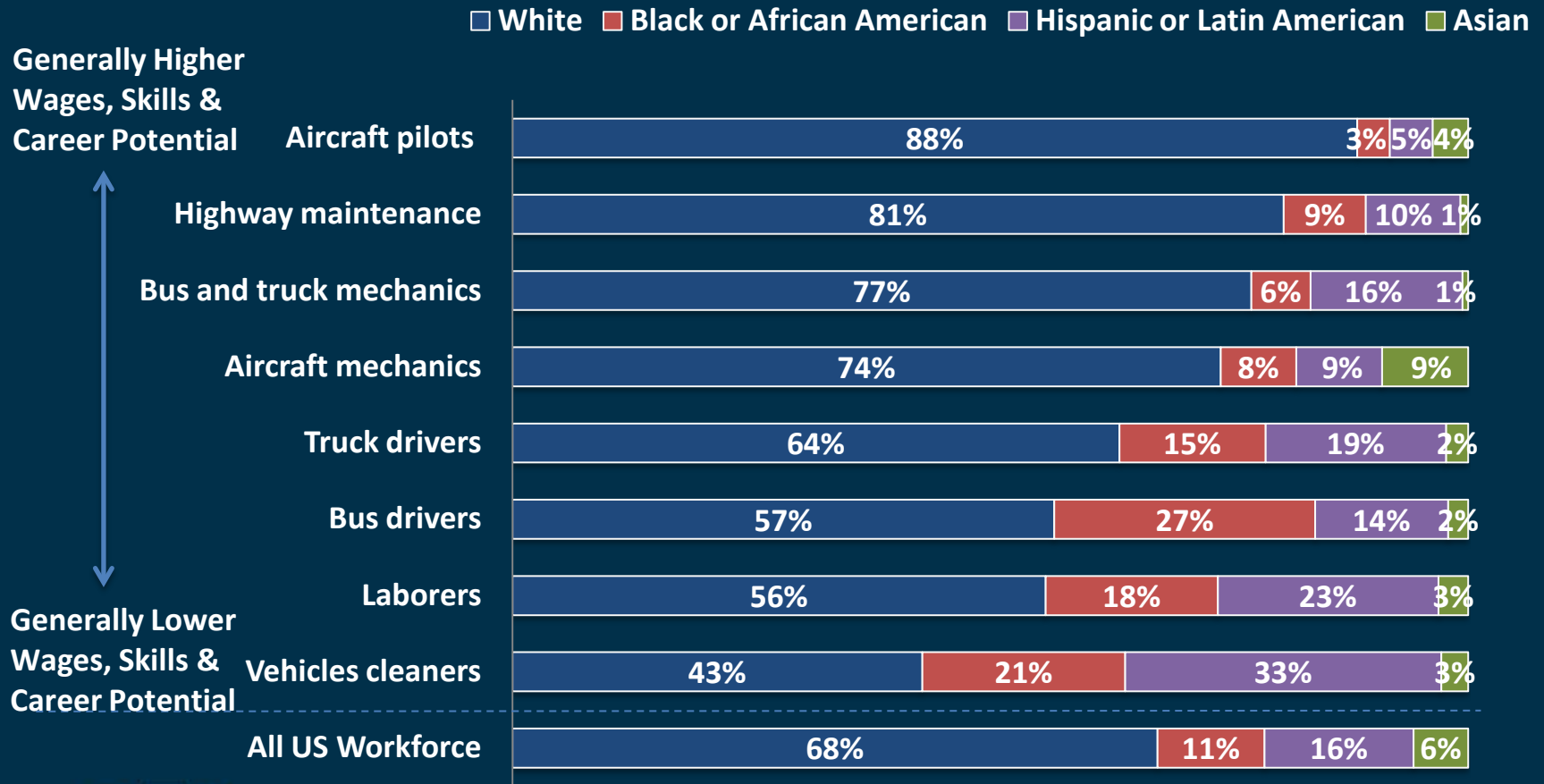
Transit and rail has the highest percentage of older workers among all transportation sectors



Women continue to be under-represented in transit, especially in technical positions e.g. mechanics



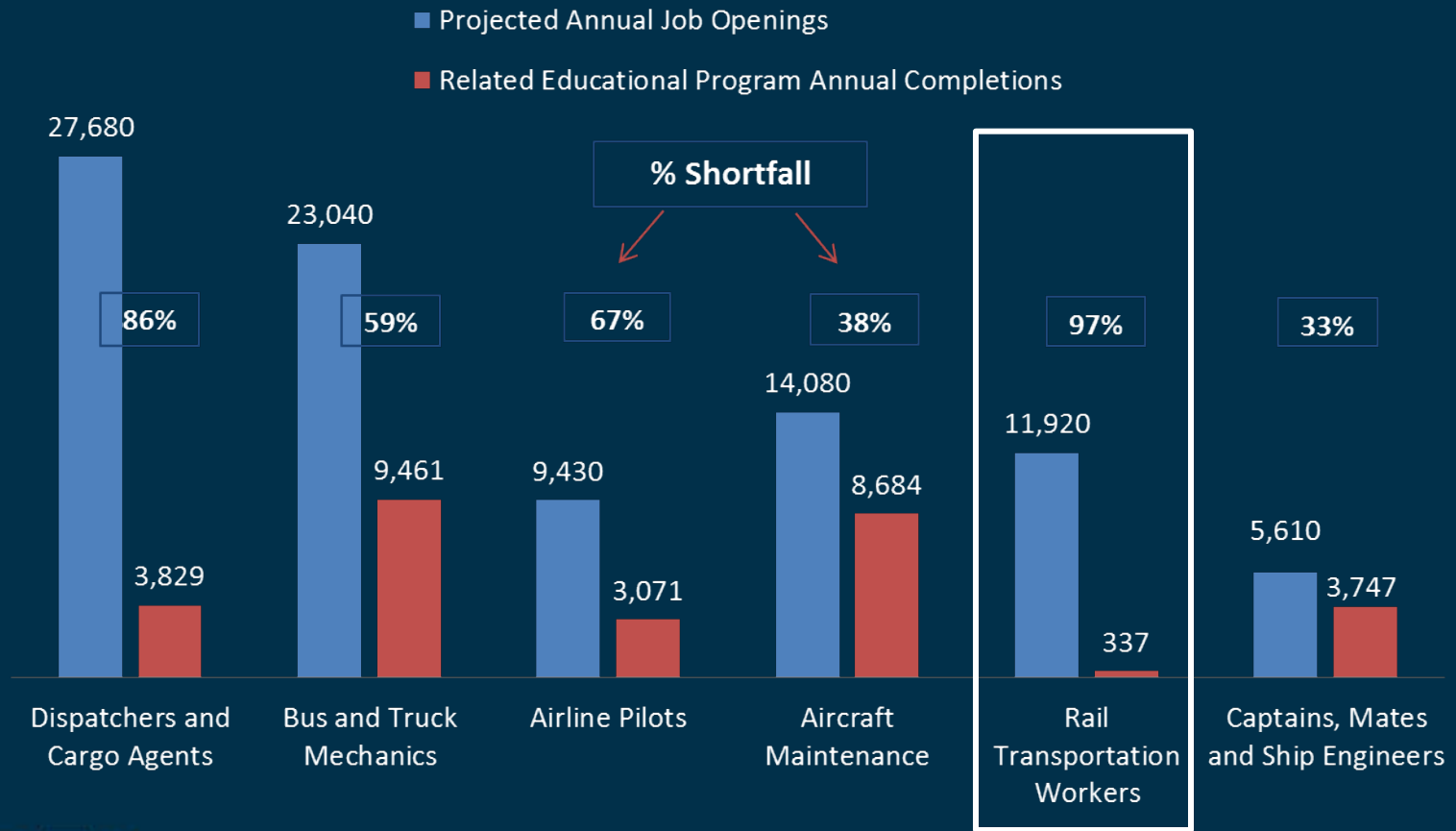
African-Americans and Hispanics underrepresented in higher paid and skilled transportation jobs



Growth and separations will generate 4.6 million total job openings in transportation in ten years, 1.2 times the current workforce

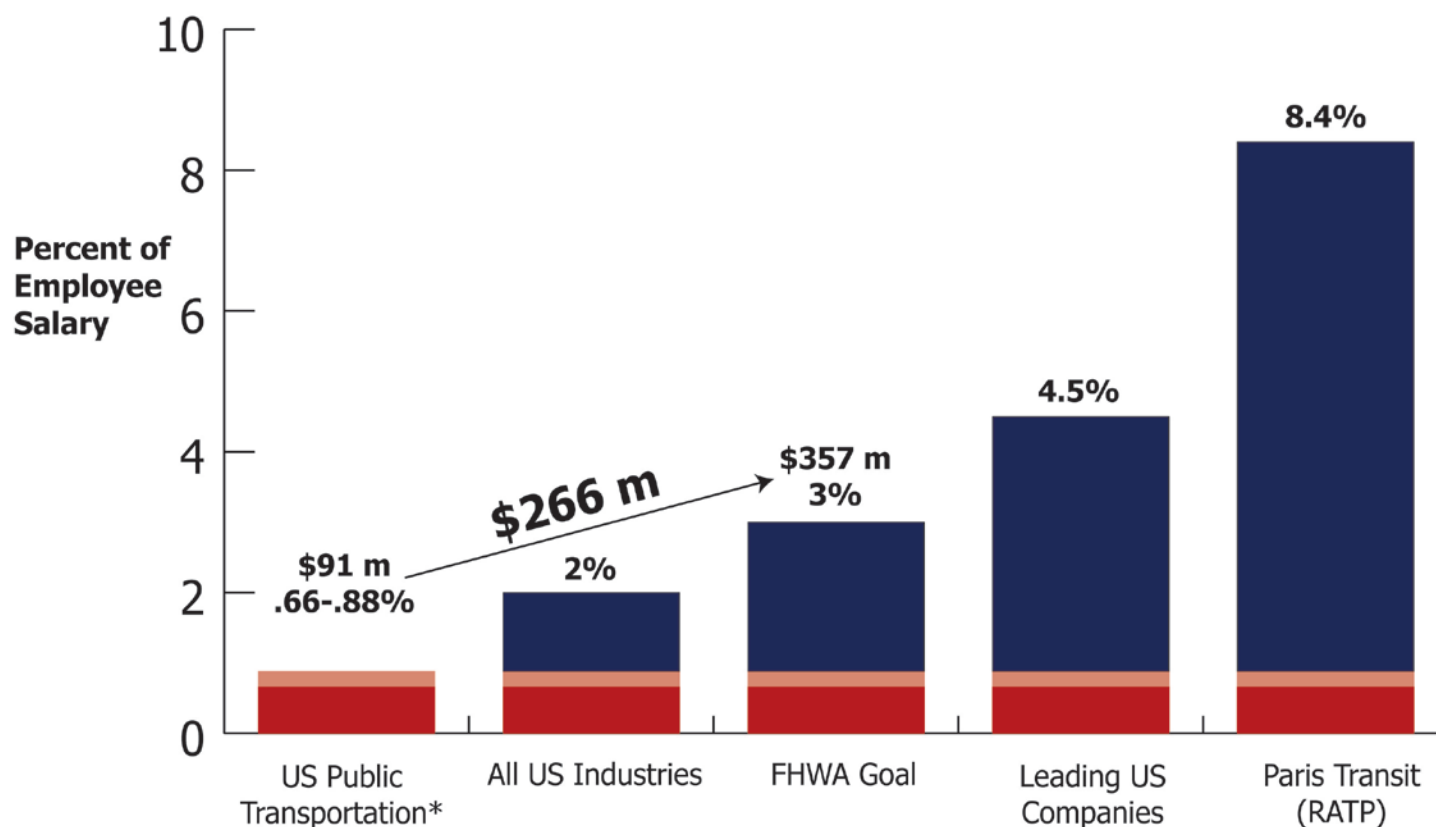


Projected annual job openings are 68% larger than annual completions of related educational programs across selected transportation job groups



Transit Lags in Human Capital Investment

Public Transportation Behind the Curve on Training Investment



*Estimated by the Transportation Learning Center based on a 2010 survey of the transit industry

Transit Lags in Human Capital Investment

- ▶ FTA investment in Human Capital Lags: Only 0.1% of its Investment is Physical Capital
 - ▶ Annual Federal investment in transit workforce development (Map-21): Total \$12 million
 - ▶ Annual Federal investment in physical capital: Total \$9.6 billion



National Qualification System for Transit Frontline Occupations

Chart Legend:

Fully Developed

Under Development

Pending/Future Work

Elevator-Escalator

National Apprenticeship
(and College Credit)

National Skill Validation
(Hands-on & written)

National Credential
Management System

National Mentor Training

National Framework for On-
the-Job Learning

National Train the Trainer

Standards-Based National
Courseware

National Training
Consortium

National Training Standards/
Curriculum (2006-2010)

National Training Committee

Signals

National Apprenticeship
(and College Credit)

National Skill Validation
(Hands-on & written)

National Credential
Management System

National Mentor Training

National Framework for On-
the-Job Learning

National Train the Trainer

Standards-Based National
Courseware

National Training
Consortium

National Training Standards/
Curriculum (2006-2010)

National Training Committee

Rail Vehicle

National Apprenticeship
(and College Credit)

National Skill Validation
(Hands-on & written)

National Credential
Management System

National Mentor Training

National Framework for On-
the-Job Learning

National Train the Trainer

Standards-Based National
Courseware

National Training
Consortium

National Training Standards/
Curriculum (2006-2010)

National Training Committee
/ E-7 Panel (2008-2014)

Traction Power

National Apprenticeship
(and College Credit)

National Skill Validation
(Hands-on & written)

National Credential
Management System

National Mentor Training

National Framework for On-
the-Job Learning

National Train the Trainer

Standards-Based National
Courseware

National Training
Consortium

National Training Standards/
Curriculum (2006-2010)

National Training Committee

Bus Maintenance

National Apprenticeship
(and College Credit)

National Skill Validation
(written only - ASE)

National Credential
Management System

National Mentor Training

National Framework for On-
the-Job Learning

National Train the Trainer

Standards-Based National
Courseware

National Training
Consortium

National Training Standards/
Curriculum (2004-2010)

National Training Committee

Bus Operator

National Apprenticeship
(and College Credit)

National Skill Validation
(written only - various)

National Credential
Management System

National Mentor Training

National Framework for On-
the-Job Learning
(Local success)

National Train the Trainer

Standards-Based National
Courseware

National Training
Consortium

National Training Standards/
Curriculum (2010-2012)

National Training Committee

2010

2013

2014

Pending

Pending

Pending

National Training Consortium Start Dates

Industry-wide Solutions

- **Registered Apprenticeships:**
 - Bus operators
 - Bus maintenance
 - Rail car technicians
 - Signals technicians
 - EI/Es technicians
- **Training Consortia:**
 - Elevator-Escalator
 - Signals
 - Rail Car
- **Share of Training and Resources (distance learning)**
- **Local Career Pathways and CTE Connections**

