

Building Human Capital and Career Pathways for Public Transportation

Policy Briefing: Transporting Urban Youth to Quality Careers

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Career Opportunities in a Growing Industry

- Fast job growth in transportation overall, and public transit in particular
 - Transit rail ridership up 75 percent since 1995
 - 38 percent job growth projected over next 10 years
- Up to 40 percent of the transit frontline workforce expected to retire within the next ten years
- Big city agencies face major skill shortages in years ahead, and major transit cities include large minority populations

Good Frontline Transit Skilled Jobs and Career Ladders for Urban Youth

- Family-supporting jobs - good wages and benefits
- Career ladders based on further training, education, growth and career advancement
- Careers concentrated in urban communities
- Strong union role in industry, with many Black union presidents and officers
- A green industry, benefitting the community and offering opportunities for specialized training in green technologies

Minority Employment in Transit: A Growing Share, with Critical Opportunity Gaps

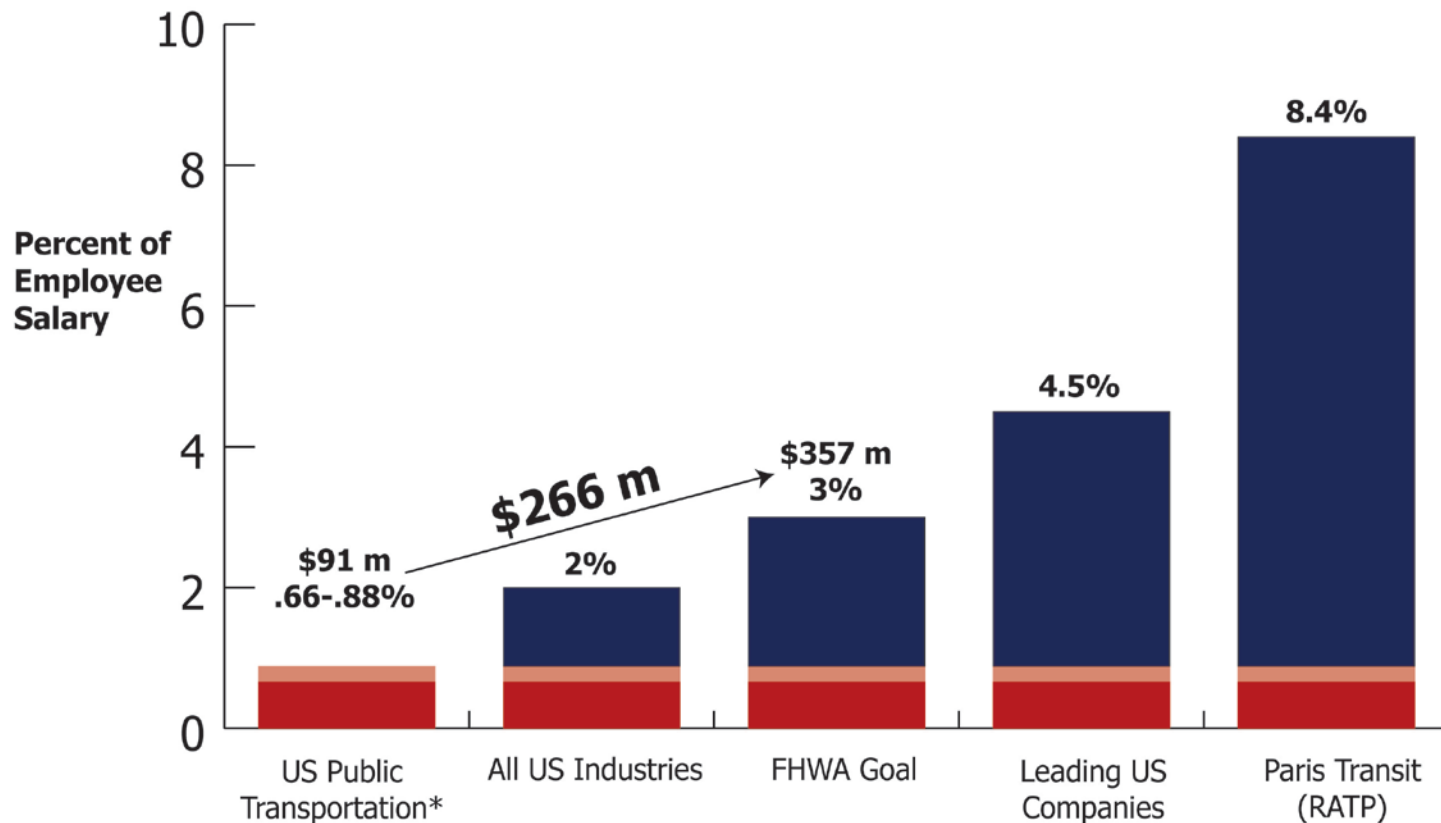
- Transit provides good job opportunities for urban populations – 32.8 percent of frontline jobs nationally are held by minority employees
- Minority employment is largely concentrated in operations – 38.9 percent bus operators belong to a minority group
- Many big urban systems are becoming majority minority, with New York City Transit at 73 percent
- Less minority access to higher skilled technical jobs – 21.6 percent of bus/truck mechanics nationally

Challenges for Transit Workforce Policy

- Overall level of investment in human capital is very low – less than 1 percent of payroll
- Greatest need in transit workforce development: Frontline workers – operations and maintenance workers, 80 percent of transit employees
- April DOT Workforce Summit: Leaders of Railroad, Highway, and Transit – the frontline workforce is our greatest workforce need

Transit Lags in Investing in Human Capital

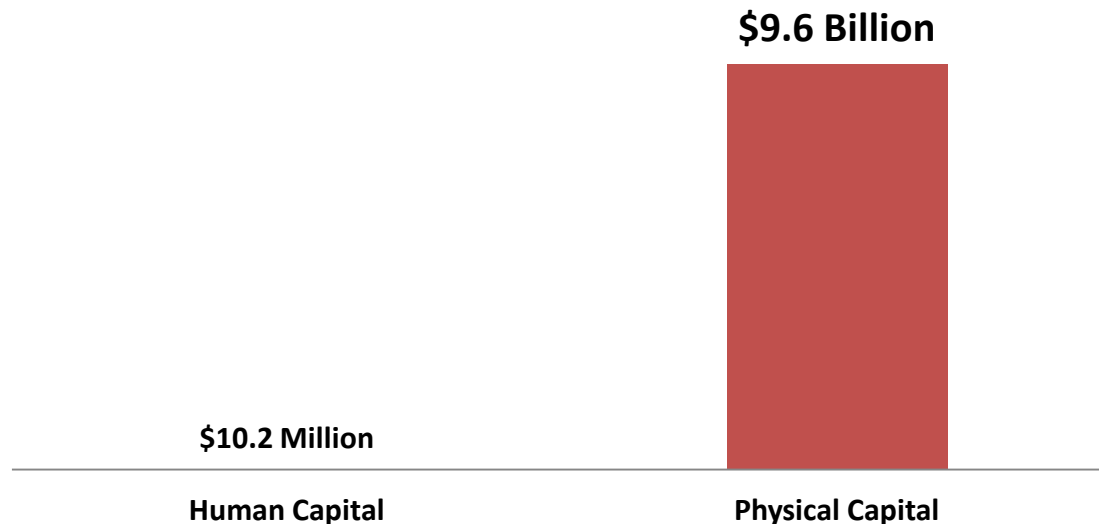
Public Transportation Behind the Curve on Training Investment



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

Federal Transit Investment in Human Capital 0.1% of Physical Capital

- Annual federal investment in transit workforce development (UTC training, NTI, TLC, SCATTC, Innovative Programs, etc.) – **Total \$10.2 million**
- Annual federal investment in physical capital – **Total \$9.6 billion**



Current Surface Transportation Act is Deficient on Human Capital

- Transit Capital Programs do not prioritize investment in human capital (0.5 percent requirement)
- Transit's workforce development programs need to support Career Pathways for moving community members into quality transportation careers
- Need to link strong Career Pathways with effective Career Ladder programs to move people up within the industry – Philadelphia example

Need to Build Career Pathways Connecting Urban Youth to Quality Transportation Careers

- 1. Include Human Capital Investment in Transit Capital investment**
Funding: Raise transit human capital investment to FHWA target: 3 percent of payroll
- 2. Support Targeted Career Pathways Partnerships connecting Urban Youth to Quality Transportation Careers**
 - Partner Schools with Transit Agencies and Unions
 - High schools, middle schools and post-secondary
 - Hands-on and problem-solving approaches to learning
 - Mentoring, job shadowing and internships
 - College credit for standards-based training at work
 - Prepare students for challenging skilled training programs
 - Direct connection to industry career ladder programs

Career Pathways for Urban Youth: Everyone Benefits

- **Youth:** Pathways to high quality jobs linked to career ladders and access to ongoing training and education
- **Schools:** Higher retention, graduation and job placement rates – best practice graduation rates of 98 percent in quality CTE programs
- **Industry:** Quality training meets critical skill needs with strong return on investment. Other transportation sectors (railroad, airline, trucking) have similar skill needs
- **Community:** More people with strong jobs skills and careers. Plus, quality transportation systems improve the environment and access to jobs in the region