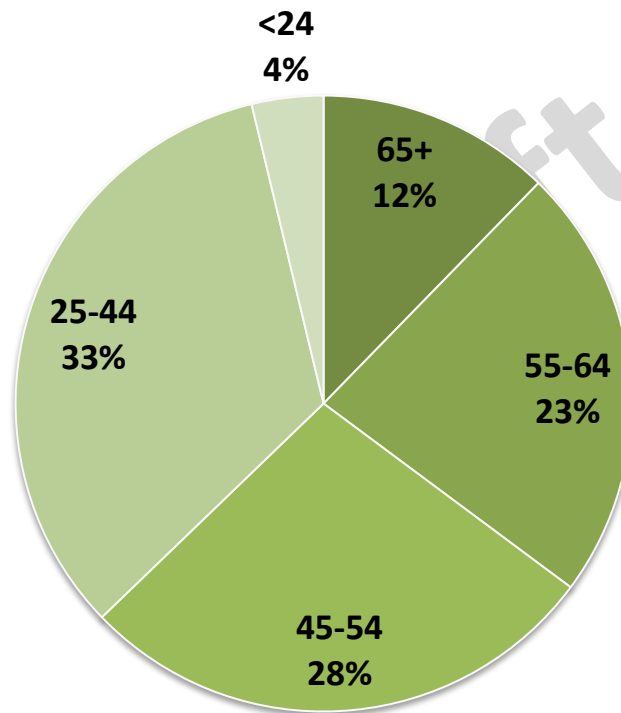


# **An Up-to-Date Analysis of Future Workforce Needs in Transit**

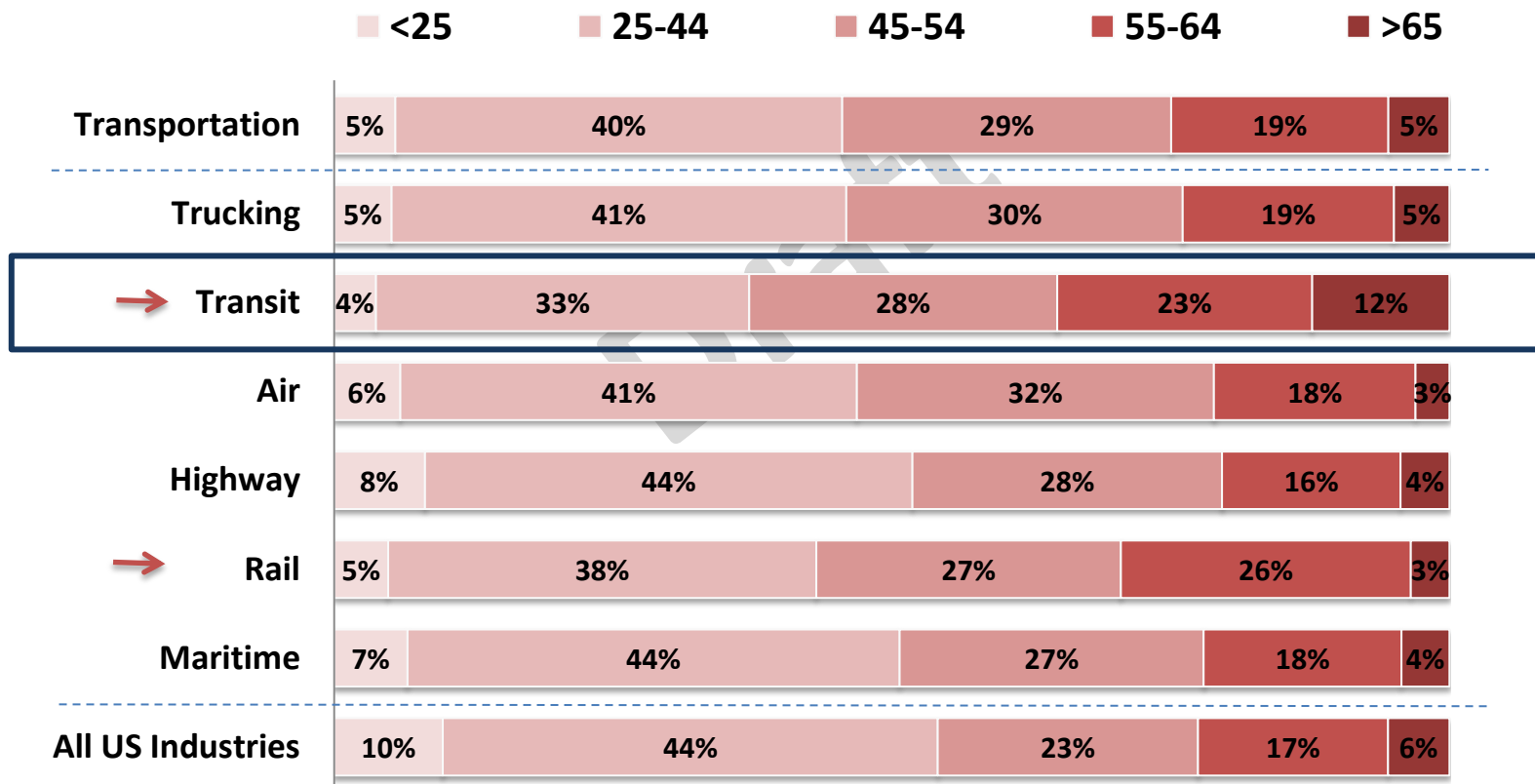
**Jack Clark and Xinge Wang  
Transportation Learning Center  
October 2014**

# With 63 percent of workforce above age 45, retirements will loom large in transit.

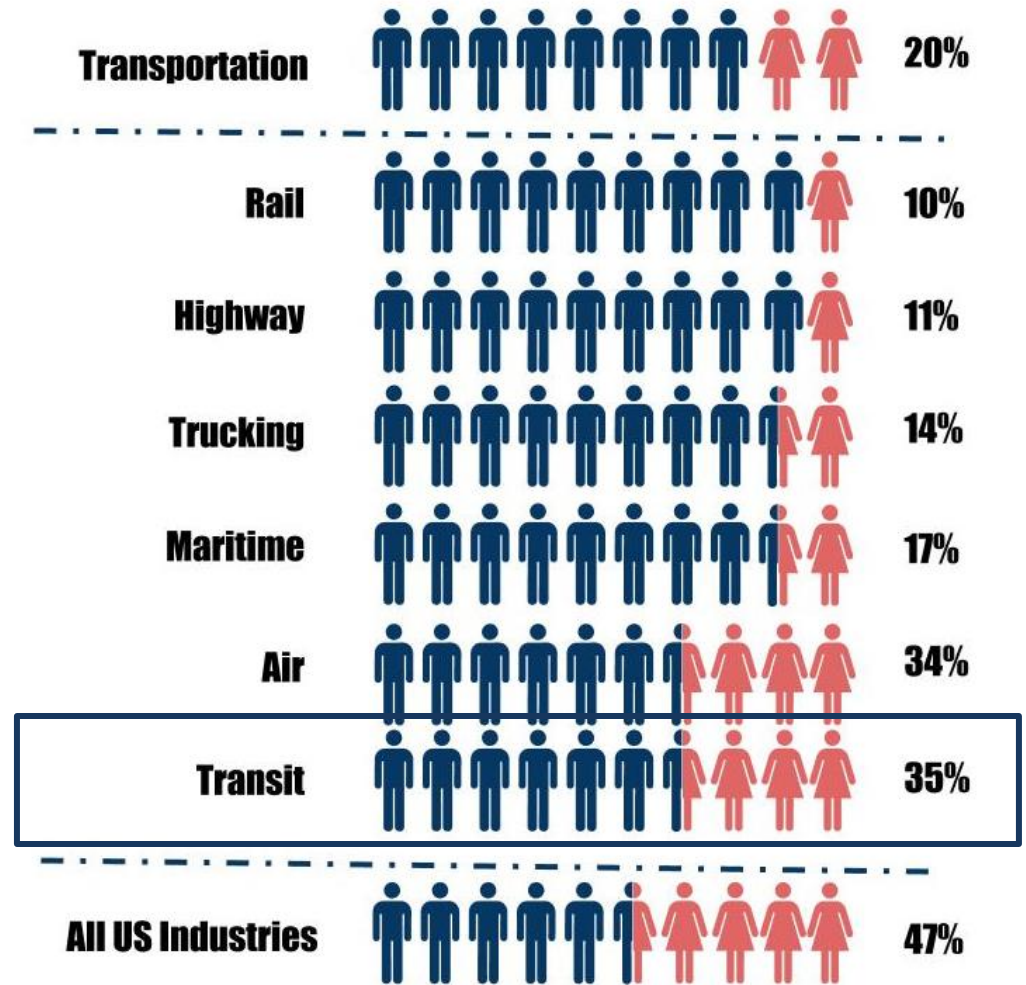
Transit Workforce Age Distribution



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

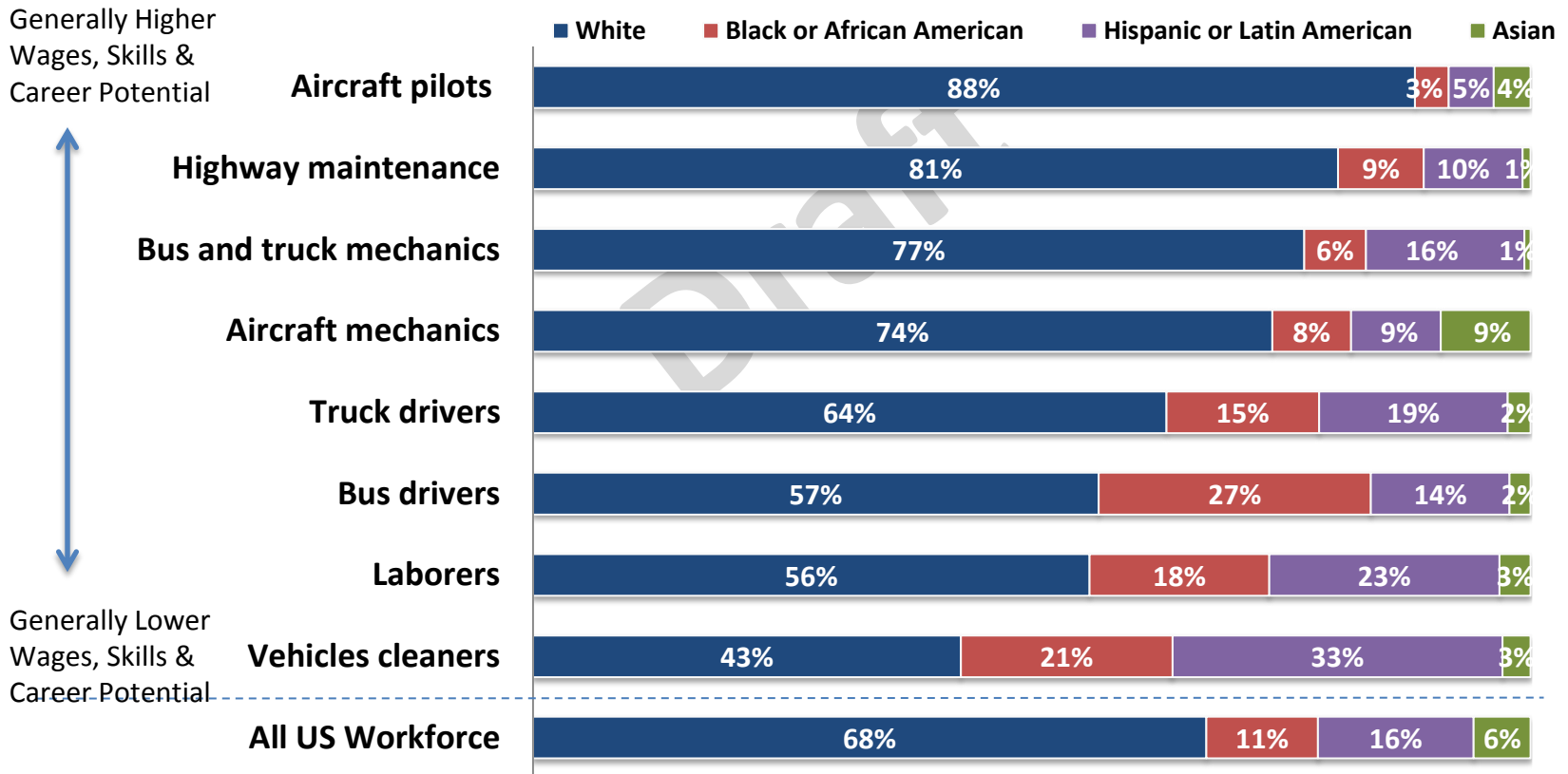


Women continue to be under-represented in transit, especially in technical positions e.g. mechanics

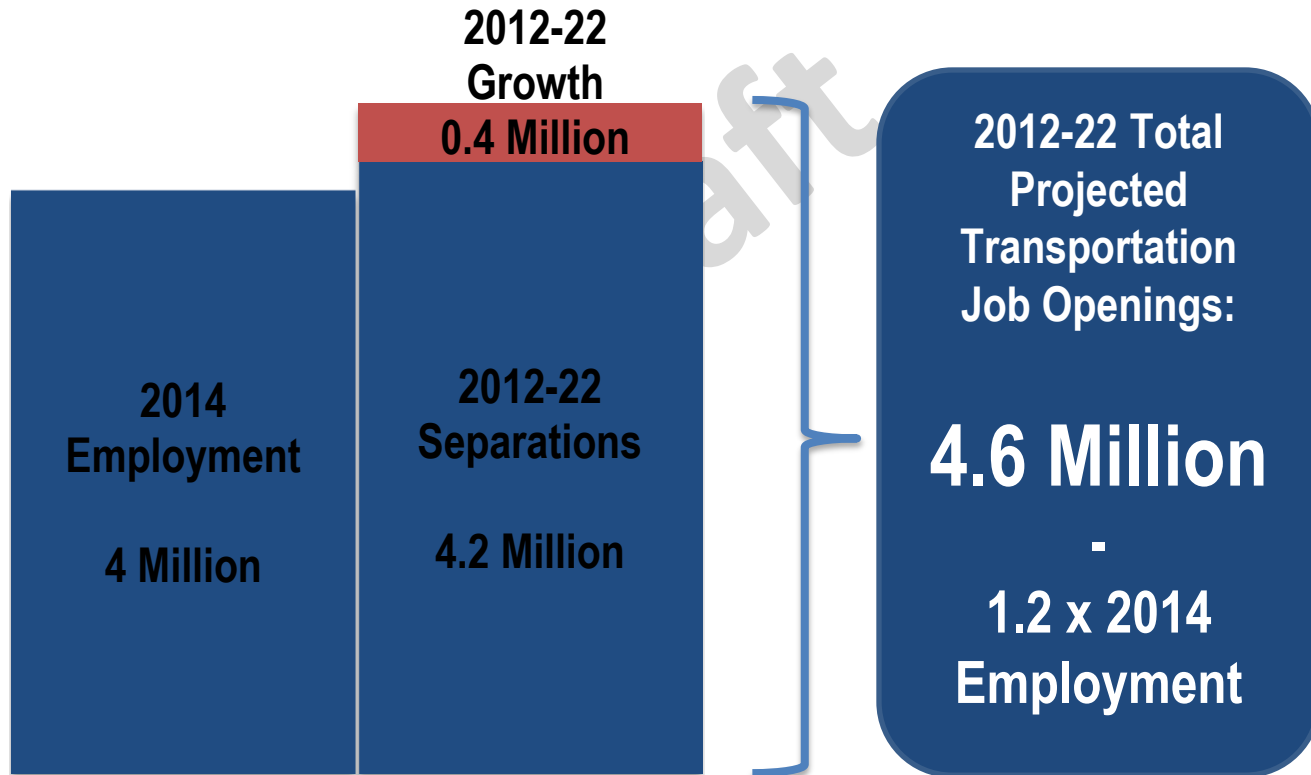


# African-Americans and Hispanics are underrepresented in higher paid and skilled transportation jobs

2013 Employment in Transportation Jobs by Race & Ethnicity

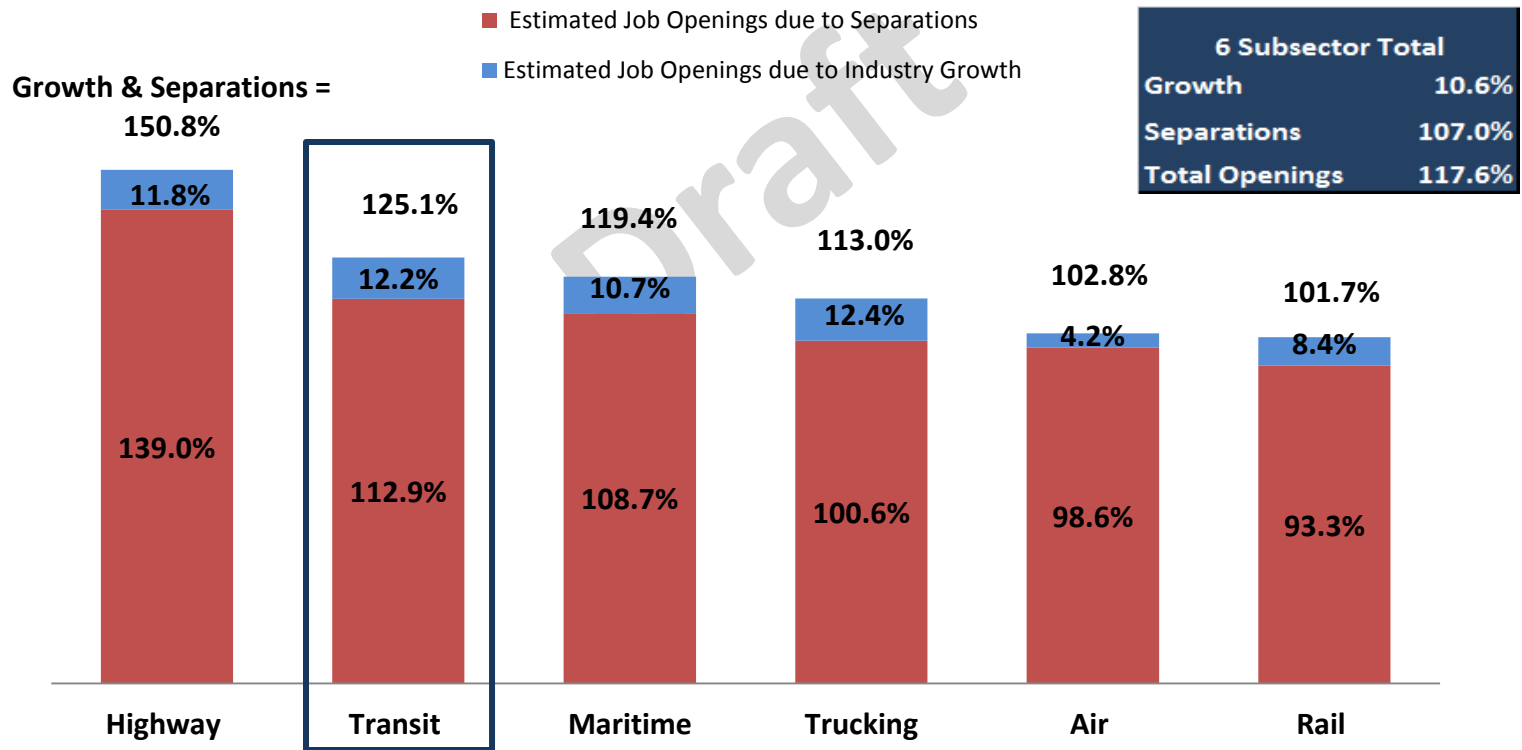


# Growth and separations will generate 4.6 million total job openings in transportation 2012-22, 1.2 times the current workforce



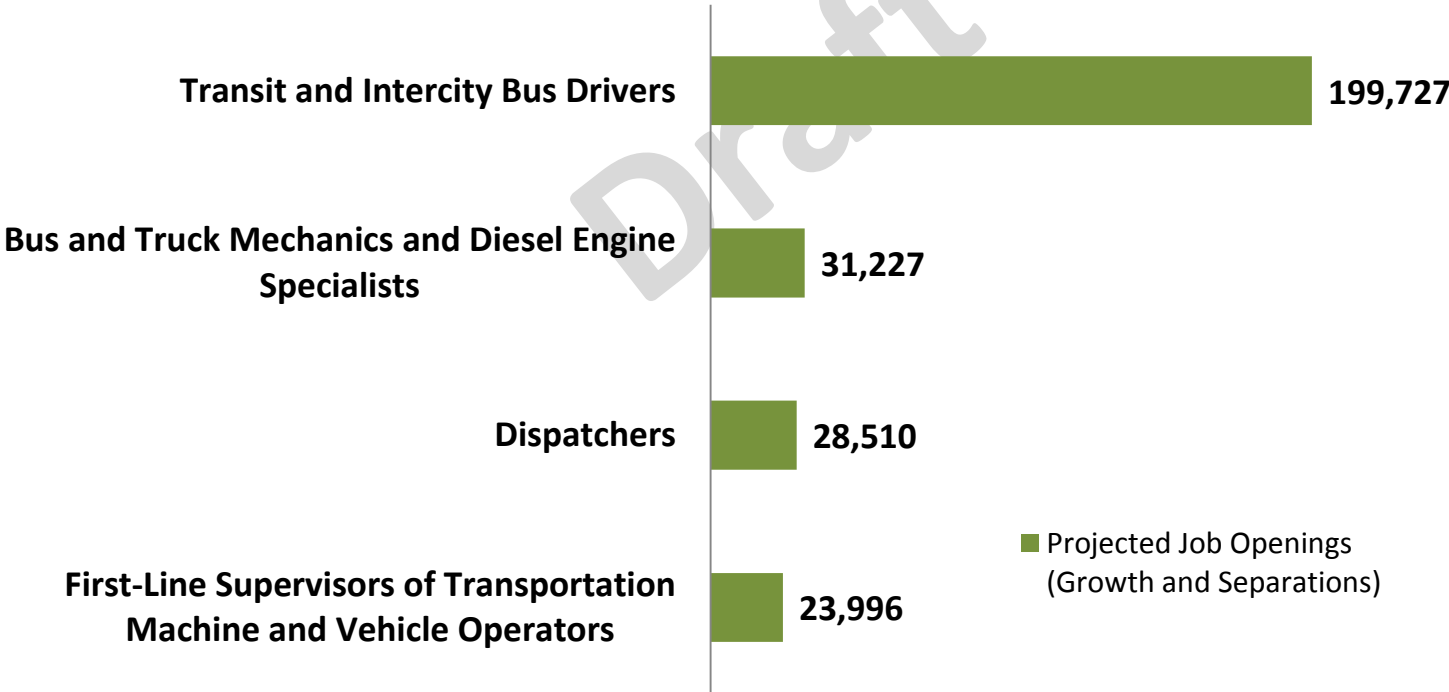
# Transit job openings in 10 years are estimated at 1.25 times its current employment

Estimated Percentage of Total Job Openings due to Growth and Separations 2012-2022 (Ranked)



# Bus drivers, mechanics, dispatchers, and first-line supervisors has the highest long-term job demand in transit

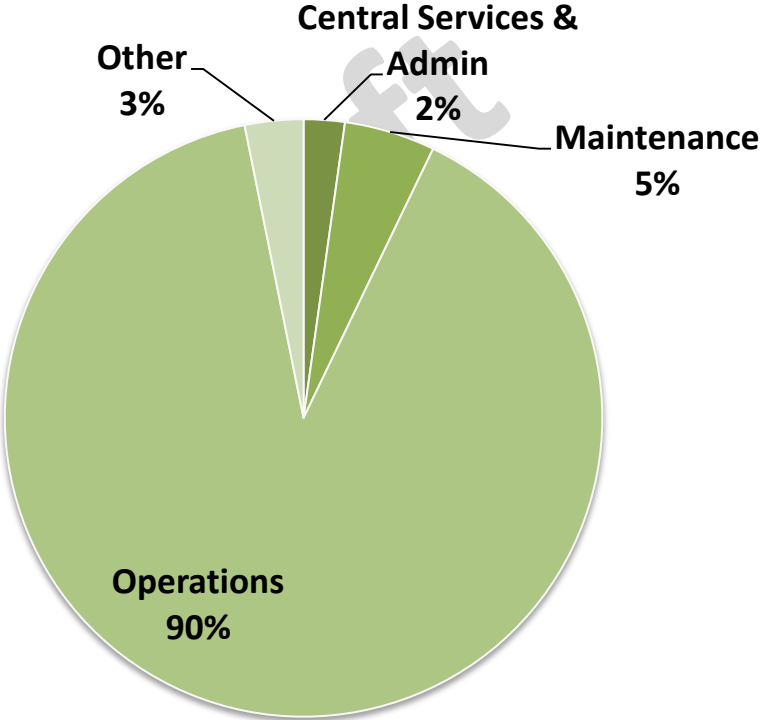
Top Transit Jobs by 2012-2022 Projected Total Job Openings due to Growth and Separations





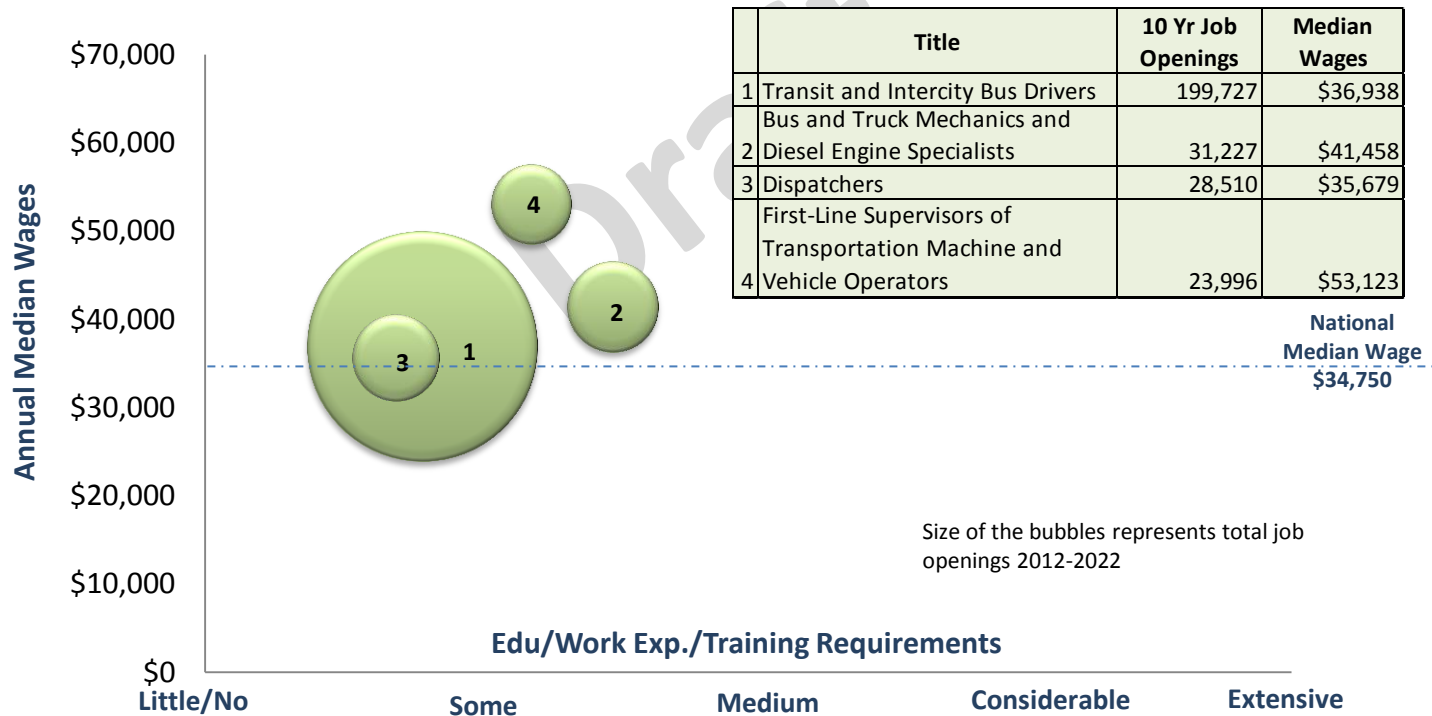
# Operations and maintenance jobs account for 95% of the projected transit job openings

Top Transit Jobs based on Projected Total Job Openings  
Share by Career Area

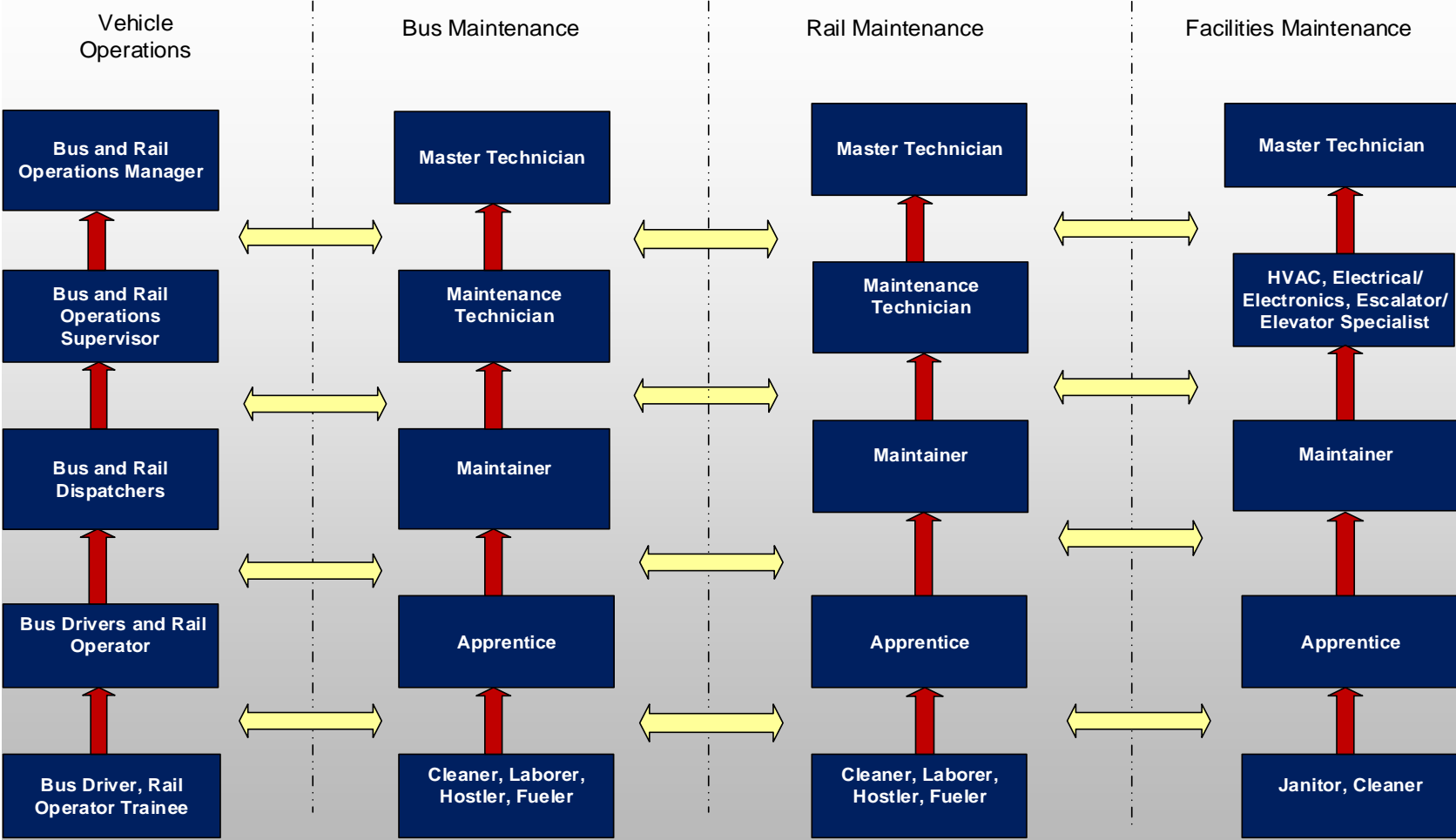


# Transit jobs in high demand pay above national median wages, provide good benefits and career pathways/ladders opportunities

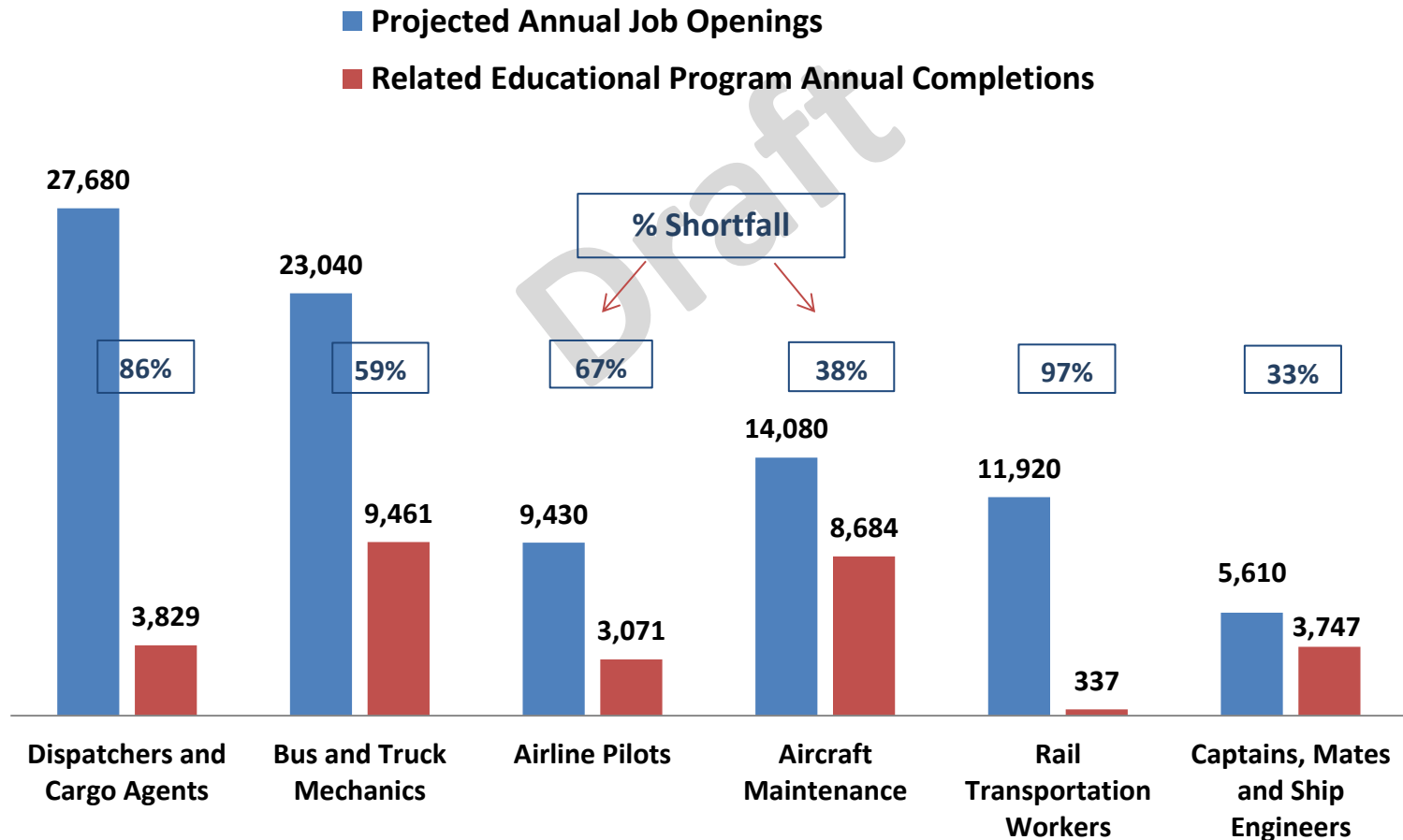
**Top Transit Jobs by Projected Total Job Openings:  
Median Wages vs. Edu/Work Exp./Training Requirements**



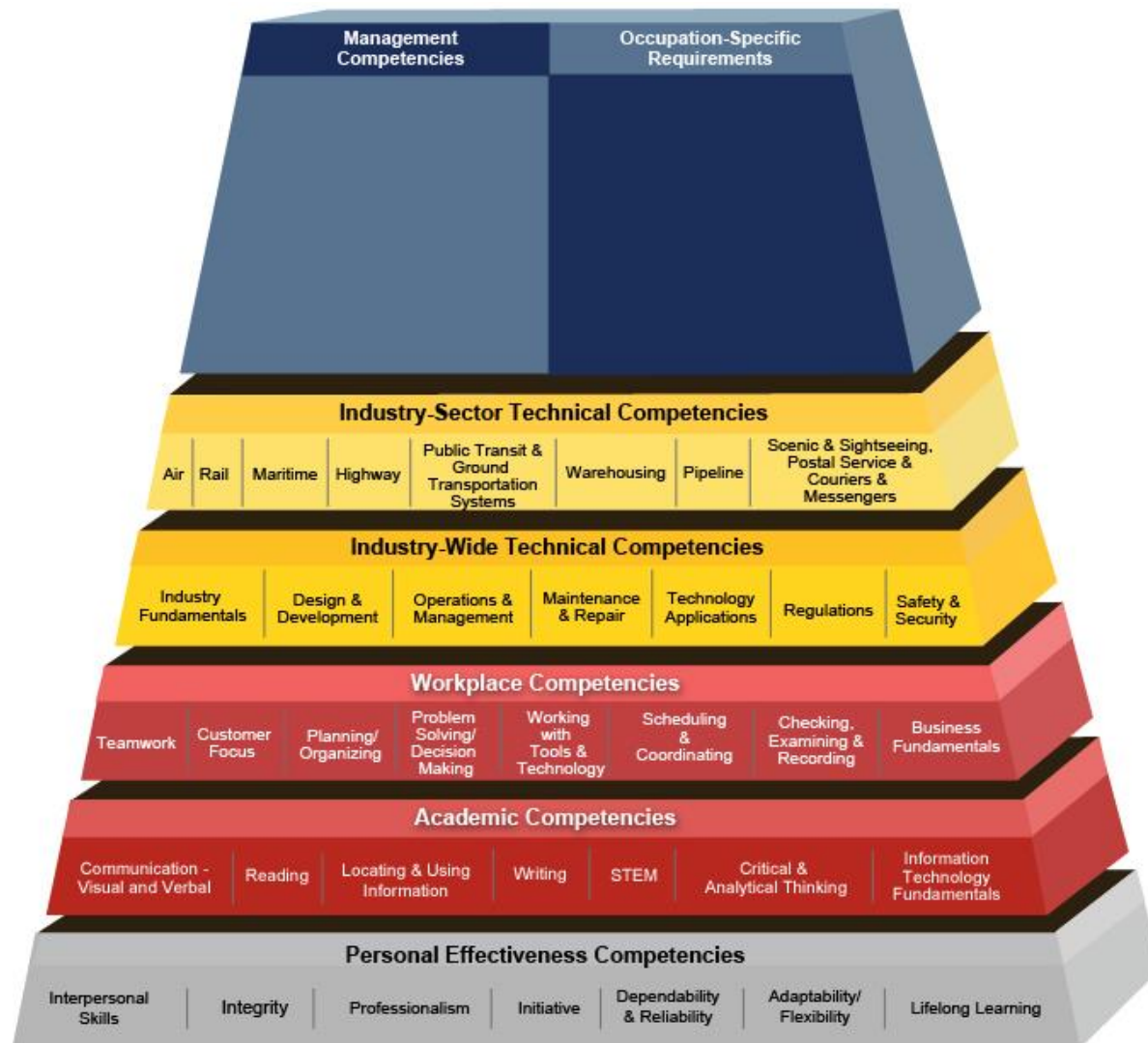
# Transit Operations & Maintenance Career Pathways and Ladders



# Projected annual job openings are 68% larger than annual completions of related educational programs in selected transportation jobs



# DOL Competency Model on Transportation, Logistics & Warehousing



# 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**

# Next Steps

- **Rail Car Training Consortium**
- **Training Transit Maintenance Trainers and Mentors**
- **Registered Apprenticeships:**
  - **Bus operators**
  - **Bus maintenance**
  - **Rail car technicians**
  - **Signals technicians**
  - **EI/Es technicians**
- **Career Pathways and CTE**

# Contact Us

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