Meeting Our Future Transportation Workforce Needs

Donna Shea
Program Director
Technology Transfer Center
Connecticut Transportation Institute
100 years ago...
U.S. Transportation - 21st Century

- Transportation – 11.2% of U.S. Gross Domestic Product
- Transportation employs 6.4 Million Workers 4.5% of Total Workforce
- Vehicle miles traveled (VMT) increasing twice as fast as the population
- Over $100 Billion spent for Highway Program
- For every $1 Billion of Investment in Highways - Creates 42,000 Jobs
Priorities:

- Mobility
- Environmental Quality
- Safety
- National Security
CHALLENGES: Congestion....
Building and Rebuilding
Smarter Transportation Systems
Will we have the workforce we need to meet the nation’s transportation challenges?
Annual rates of labor force growth, 1950-2025

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950-60</td>
<td>1.1</td>
</tr>
<tr>
<td>1960-70</td>
<td>1.7</td>
</tr>
<tr>
<td>1970-80</td>
<td>2.6</td>
</tr>
<tr>
<td>1980-90</td>
<td>1.6</td>
</tr>
<tr>
<td>1990-2000</td>
<td>1.2</td>
</tr>
<tr>
<td>2000-2015</td>
<td>1.0</td>
</tr>
<tr>
<td>2015-2025</td>
<td>0.2</td>
</tr>
</tbody>
</table>

Factors contributing to this concern

1. “Baby Boomers” Retiring
   - Congress estimates almost half of the federal workforce will be eligible to retire in the next three years
   - Rockefeller Institute of Government – 40% of state and local agency workers are between the ages of 45 and 64
   - Similar estimates for the private sector
Factors contributing to this concern

2. Increasing Demand for Transportation
3. Demands to “do it faster with less”
4. Tightening budgets for education and training.
National Workforce Initiatives

- National Transportation Workforce Summit - May 13, 2002


Major Outcomes

1. “Filling the Pipeline”
2. Investing in Skills Development
3. Building Partnerships
1. “Filling the “Pipeline”

- Making a sustained and proactive commitment to ensure that young people as well as mid-career individuals are attracted to and choose transportation careers.
- Establish strong ties to colleges, universities and community colleges
2. Investing in Skills Development

- Develop clearinghouse of transportation training and developmental programs
- Use latest training technologies
- Invest in existing successful programs
- Create culture which supports investment in skills development
3. Building Partnerships

- Create institutional framework to coordinate these efforts on a continuing basis and bring transportation community together
- Share resources and data across government, industry and academia to address these issues
NEXT STEPS
Making It Happen

- Awareness: Understand the Problem
- Coalition Building: Bring together those with a shared interest
- Learn: Find out who is doing what
- Act: Apply resources and energy
- Commitment: Sustain the effort
How can you get involved in your states:

- Statewide Workforce Development Summits
- Transportation Construction Career Days
- Summer Transportation Institutes
Statewide Workforce Development Summits

Opportunity to bring together:

- Leaders from Transportation Agencies
- Academia
- Industry
- Labor Unions
- Professional Associations
Construction Career Day

Hands-On Experience aimed at High-School Juniors and Seniors
Construction Career Days

Number of States that will have Construction Career Days in 2004: 20
NEAUPG States hosting Construction Career Days

- Connecticut
- Massachusetts
- Maryland
- New York
- Rhode Island
Construction Career Days

Hands-On Activities
Exhibitor Displays:
Exhibitors:

✓ Private Industry
✓ Government Agencies
✓ Engineering Firms
✓ Universities/Colleges
✓ Apprentice Programs
Potential CCD Partners

- FHWA
- State DOT
- LTAP Center
- Local Highway Officials Associations
- Labor Unions
- Private Industry
- Construction Industries Associations
- State Department of Education
- Bituminous Concrete Association
- State Department of Labor
Summer Transportation Institute

- USDOT and FHWA Developed Program
- Middle School Students
- Two week long summer session
Summer Transportation Institute

• Hands-on Activities

• Field Trips
NEAUPG States hosting Summer Transportation Institutes

- Delaware
- Pennsylvania
- Massachusetts
- Maryland
- New York
- Rhode Island
Want information on how to set-up a Summer Transportation Institute in your state:

- Visit the FHWA National Summer Transportation Website at:

  http://www.fhwa.dot.gov/resourcecenter/nsti.htm
Want information on how to set-up a Construction Career Day in your state:

Visit the National CCD Web Site at:
http://constructioncareerdays.info/
Any Questions:

Donna Shea:
Donna.Shea@uconn.edu

Phone:
(860) 486-0377