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

- Midwest – University of Wisconsin
- Northeast – University of Vermont
- Southeast – University of Memphis
- Southwest – California State Univ., Long Beach
- West – Montana State University
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
SETWC – Stakeholder Meetings

- Professional Organizations
- Sector roundtables
- Focus area initiatives
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
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
Draft Job Needs and Priorities Report

Open for comment/review through January 31
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

<table>
<thead>
<tr>
<th>STEM Occupations</th>
<th>SOC Code</th>
<th>Rationale</th>
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</thead>
<tbody>
<tr>
<td>Computer and information systems managers</td>
<td>11-3021</td>
<td>• Industry currently lacks a solid pipeline or recruitment methodology</td>
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<td>• Significant competition from other industries</td>
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<td>• Advances in technology, rapid growth in temperature controlled logistic, and interest in using ‘big data’ increase demand for these professionals</td>
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<tr>
<td>Civil engineers</td>
<td>17-2051</td>
<td>• Large-scale retirement of Baby Boomer generation will result in significant gap in this workforce</td>
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<td>• Limited numbers of civil engineering graduate are produced in the region- less than needed to meet demand</td>
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<tr>
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<td>• Competition for civil engineers from other sub disciplines and between public/private sector</td>
</tr>
<tr>
<td>Network and Computer Systems Administrators</td>
<td>15-1142</td>
<td>• Industry currently lacks a solid pipeline or recruitment methodology</td>
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## SE Priority Occupations

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<tr>
<th>Supply Chain and Logistics Occupations</th>
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</table>
| Logisticians                          | 13-1081  | • 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  | • 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  | • Growing need for employees for warehouse operations  
• Southeast Region has significant transportation, distribution, and logistics sector, thus increased demand |
# SE Priority Occupations

<table>
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<tr>
<th>Vocational or Technical Occupations</th>
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</table>
| Bus and truck mechanics and diesel engine specialists | 49-3031 | • 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 | • 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 | • 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 | • Growing need for heavy equipment operators |
| Aircraft Structure, Surfaces, Rigging, and Systems Assemblers | 51-2011 | • Specialized and unique training required for this job category  
• Limited pipeline, lack of awareness |

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<th>Laborer Occupations</th>
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<tr>
<td>First-line supervisors of transportation and material-moving machine and vehicle operators</td>
<td>53-1031</td>
<td>• Growing need for development of transportation and material-moving machine and vehicle operators</td>
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</tbody>
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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