

Midwest Transportation Workforce Center



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NEW HORIZONS

WISCONSIN TRIBAL TRANSPORTATION CONFERENCE

ENHANCING PARTNERSHIPS AND CREATING NEW OPPORTUNITIES



November 3-4 | Radisson Hotel & Conference Center Green Bay | 2040 Airport Drive | Green Bay, WI 54313

the big
picture

National Network for the Transportation Workforce

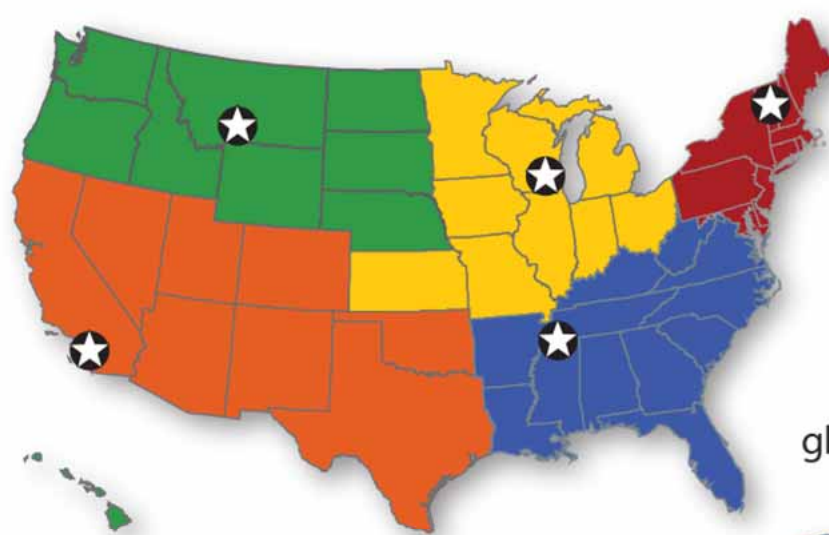


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**HOW WE CAME ABOUT AND
WHAT WE WANT TO DO**





Critical Issues for the Transportation Workforce

Demographic Changes

- “Baby Boomer” retirements
- 50 percent of the transportation workforce eligible to retire in ten years
- Loss of specialized knowledge and experience
- New generation of young workers and leaders have different expectations and needs

New Technologies

- Increasing rate for technological innovation in transportation planning and management
- More technically complex operating systems require high skilled operators and managers
- Traditional technicians become obsolete

Need for Transportation Workforce Centers

- Many good programs are disconnected
- Need for strategic/coordinated efforts
- Leverage existing resources
- Stimulate partnerships across transportation, education, workforce, labor communities
- Promote successful practices at all levels
 - Grades 6-12, Community Colleges, Technical Schools, University, Post Graduate, Professional Development



MTWC MISSION

- Building partnerships to develop tomorrow's transportation workforce
- The MTWC will increase awareness of career opportunities in all sectors of the transportation industry and promote development of high-skilled, high-demand transportation workers by facilitating partnerships, and improving communication and sharing across all levels of workforce development organizations.



Key Activities and Deliverables

- Job Needs/Priorities Report
- Facilitate Partnerships for Workforce Development and Practices
- Compendium of Transportation Workforce Resources
- Maintain a Website and Clearinghouse
- Establish Engagement Group to Advise Center
- Develop Strategic Plan
- Develop Annual Program Plans





Midwest Transportation Workforce Center

High-demand, High-skill, High-wage
**TRANSPORTATION OCCUPATIONS IN THE
MIDWEST**



What is a Transportation Job?

Occupations Requiring Transportation Knowledge (O*NET):

Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.

National Association of State Directors of Career Technical Education -Transportation, Distribution and Logistics: Planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.



Data Analysis Sources

State	Organization
IA	Iowa Workforce Information Center
IL	Illinois Department of Employment Security
IN	Indiana Department of Workforce Development
KS	Labor Information Center
MI	Michigan Department of Technology, Management and Budget
MN	Department of Employment and Economic Development
MO	Missouri Economic Research and Information Center
OH	Department of Job and Family Services
WI	Wisconsin Department of Workforce Development



Transportation Job Share in Projected Employment 2022

Table 4: Projected Transportation Jobs as a Percent of all Jobs

State	Transportation Jobs*	All Jobs	% Transportation Jobs
IA	206930	1955480	11%
IL	765142	6678572	11%
IN	301819	3148886	10%
KS	153983	1609566	10%
MI	382530	4497030	9%
MN	217956	3120400	7%
MO	281351	3086278	9%
OH	533310	5957100	9%
WI	311813	3269173	10%

*Excludes Air Transportation jobs, and transportation sector jobs not requiring transportation knowledge

High-Demand Occupations

Occupation having more than the median number of total openings for statewide or particular region.

High-Wage Occupations

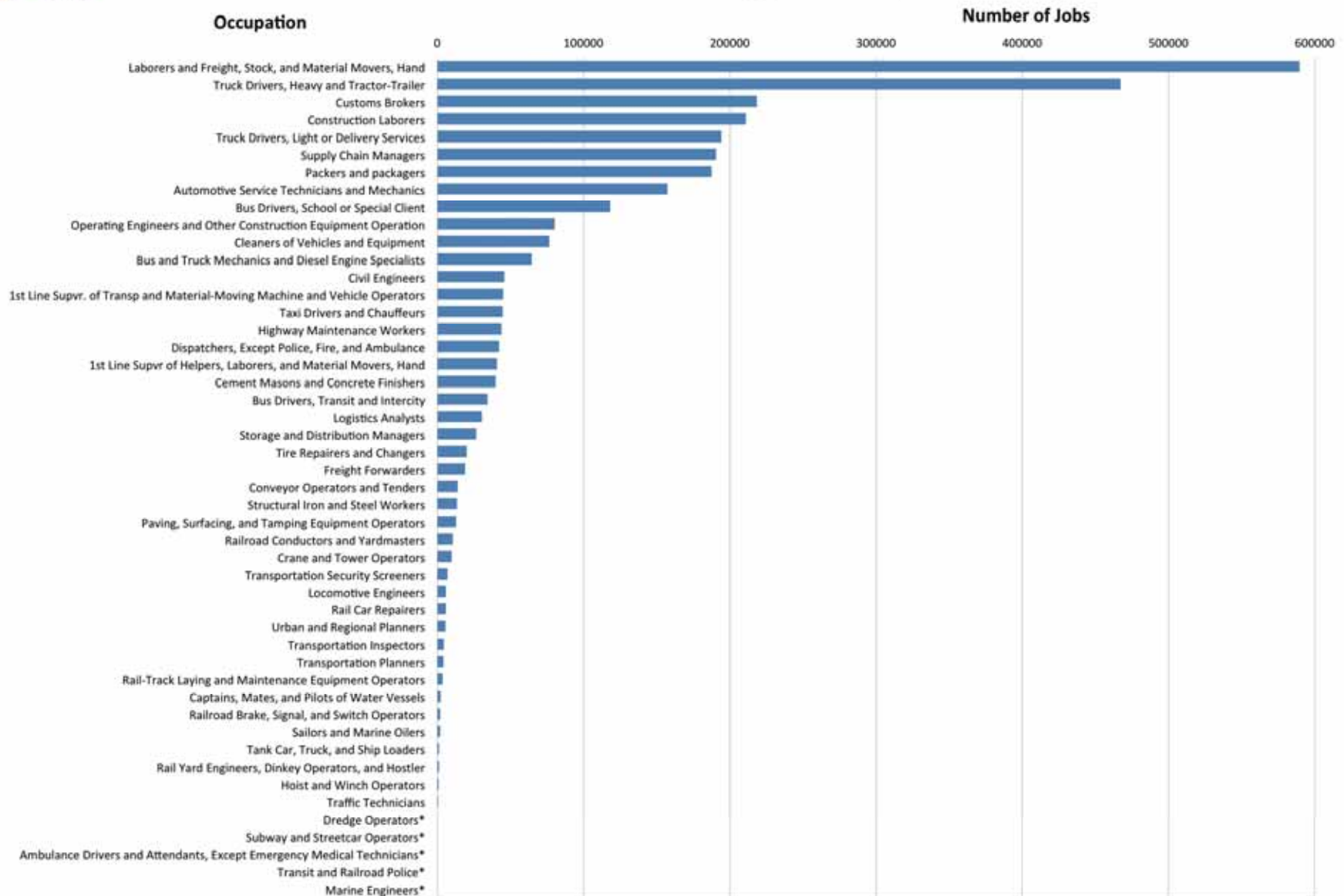
Pay more than the industry median wage for the state.

High-Skill Occupations

Require post-secondary training or higher and long-term on the job training or related work experience.



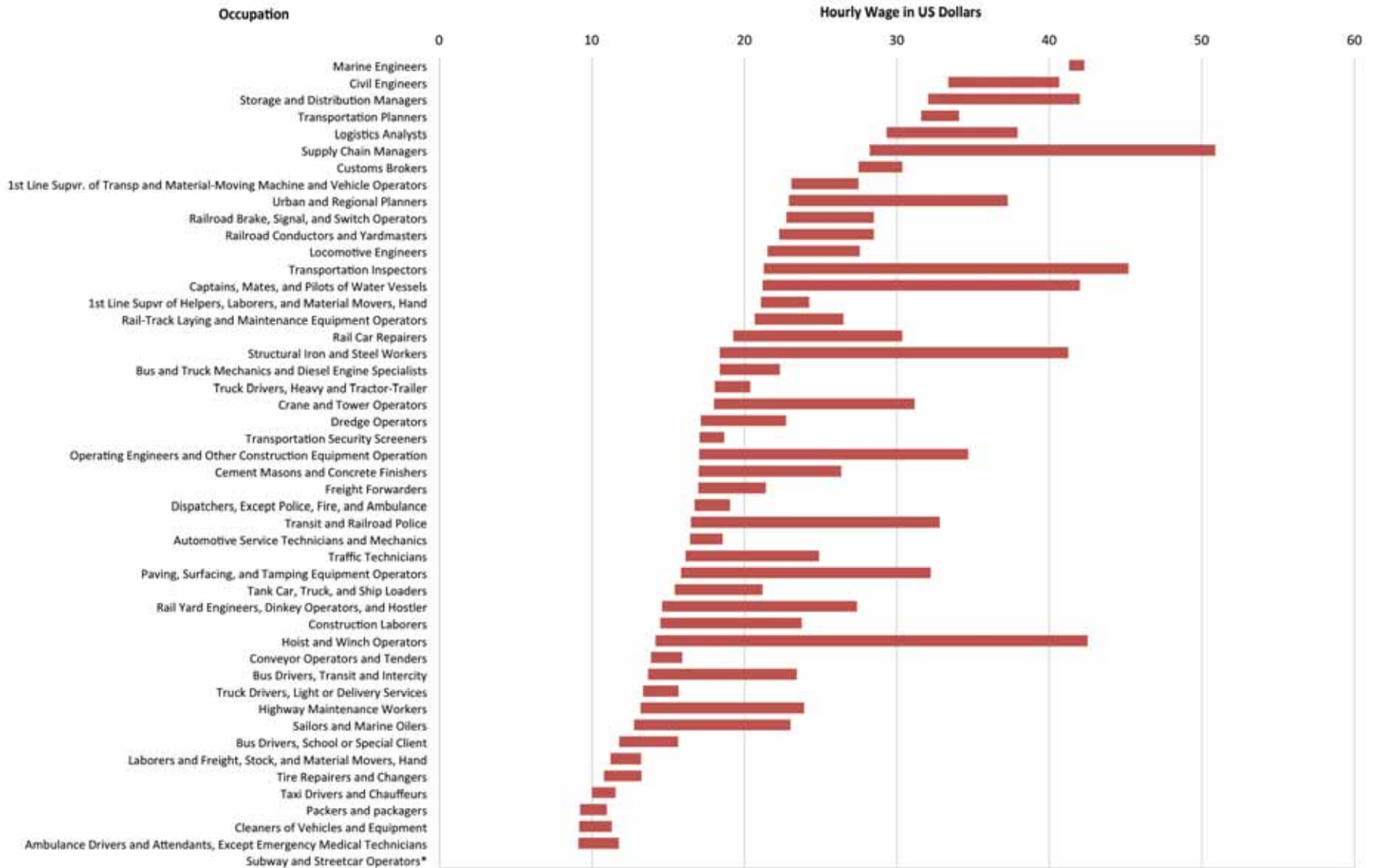
Demand for Transportation Jobs in the Midwest Region (2022)



* Estimate not available.



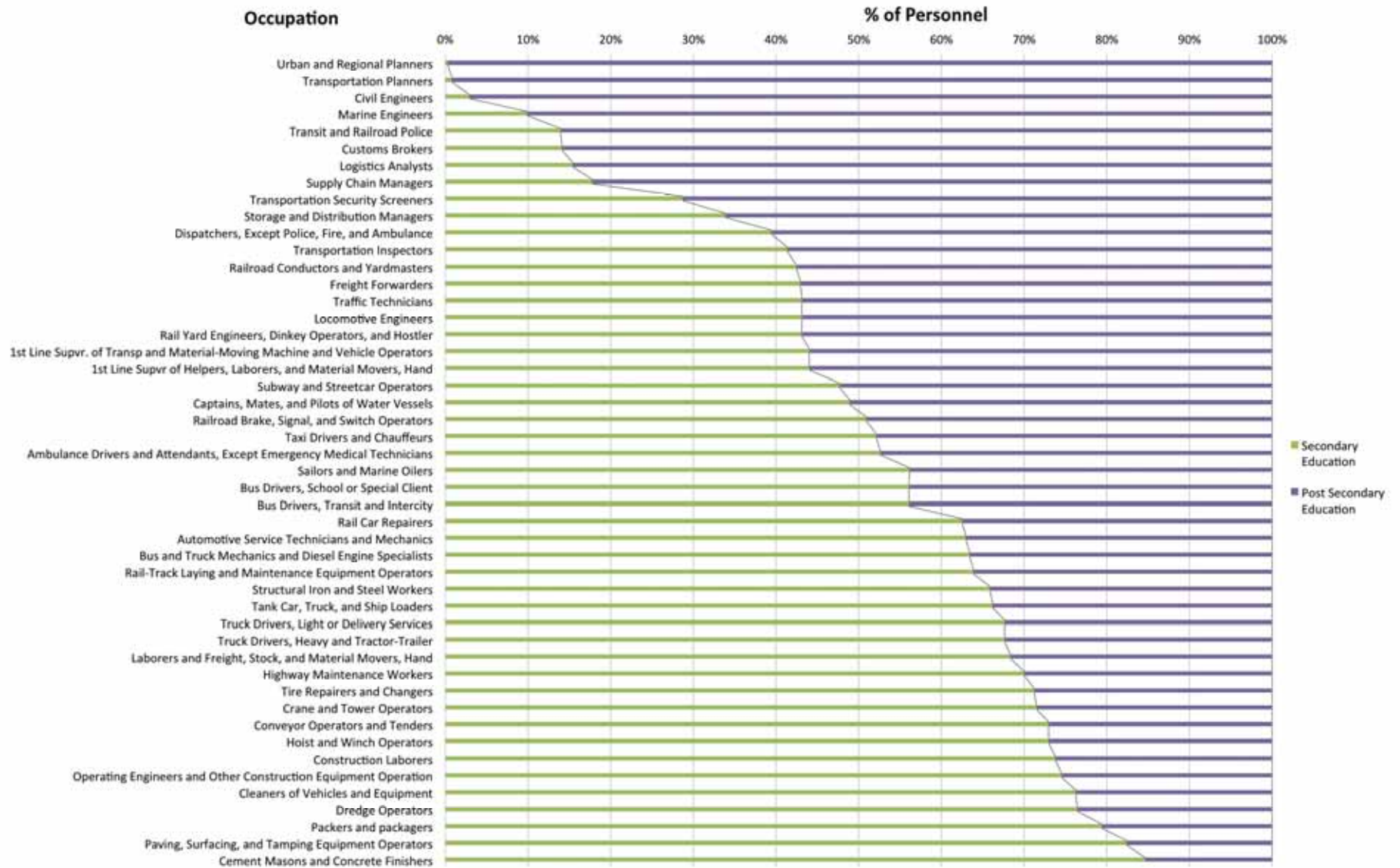
Hourly Salaries for Transportation Jobs in the Midwest



* Estimate not available.



Educational Attainment of Incumbent Transportation Workers in the US (2010-2011)





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**PARTNERSHIPS FOR TRANSPORTATION
WORKFORCE DEVELOPMENT**



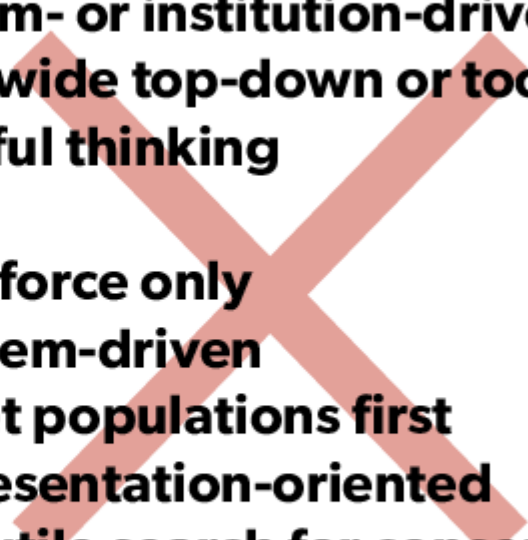
Pathways, Partnerships, and Clusters

	Historically	Today
Education	Train & Pray	Career Pathways
Workforce Development	Customized Business Training + Job Matching	Sector/Industry Partnerships
Economic Development	Business Attraction	Industry Clusters

What works well (and not so well)



Clusters of companies
Employers as partners
Industry-driven
Regionally-based
Existing industry strength or emerging specialty
Industry competitiveness/growth
Opportunity-focused
Employer priorities first
Champion-driven
Coalitions of the willing
People and relationships
A disciplined, replicable process



Individual firms
Employers as customers
System- or institution-driven
Statewide top-down or too local
Wishful thinking
Workforce only
Problem-driven
Target populations first
Representation-oriented
The futile search for consensus
Organizations and jurisdictions
A mysterious, unique occurrence

Strategy for making an Impact

Collective Impact

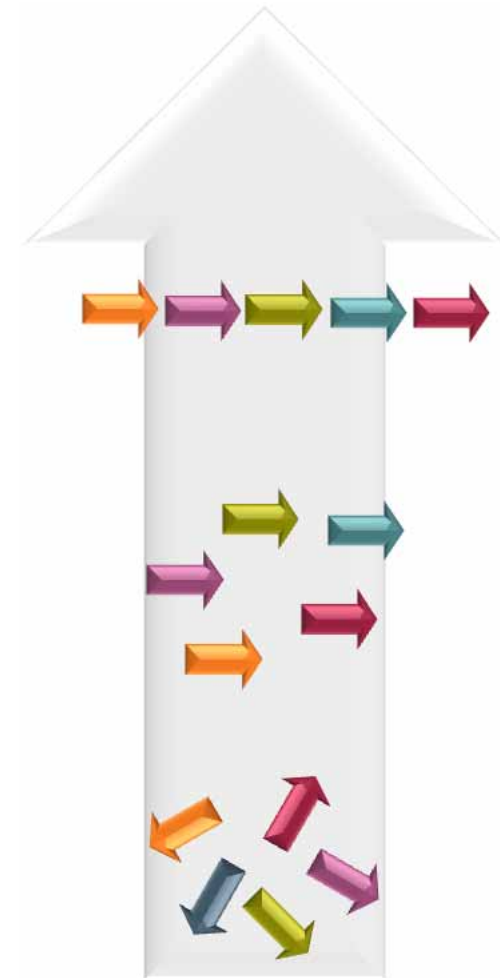
- A group working towards the same outcome,
- Looking at the same data,
- To continuously improve practices over time

Coordinated Impact

- A group working on the same issue,
- Sharing information about what they do
- To better coordinate efforts

Individual Impact

- Individual practitioners working on specific issues
- Collecting qualitative and quantitative data
- To demonstrate impact with individual students



5 elements of collective impact



Possible Types of Partnerships

TYPE	DESCRIPTION	ATTRIBUTES of PARTNER's ROLES
Networking	Sharing information and ideas	<ul style="list-style-type: none"> Parties exchange basic information (e.g. contact info, organizational goals, intended outcomes, possible joint opportunities) Door open for follow-up opportunities
Cooperating/ Facilitating	Helping members accomplish their separate individual goals	<p>All of the networking attributes, plus:</p> <ul style="list-style-type: none"> Share advice, resources, information, and contacts to help with goal attainment in a spirit of cooperation May also include shared website information, promotional material and other media links
Coordinating	Working separately on shared goals	<p>All of the cooperating attributes, plus:</p> <ul style="list-style-type: none"> Identify shared, overlapping goals Coordinate efforts to mutual benefit with minimal duplication Sign letters of support or other public endorsement for projects and activities
Collaborating	Working together toward a common goal but maintaining separate resources and responsibilities	<p>All of the coordinating attributes, plus:</p> <ul style="list-style-type: none"> Agree on common and clearly articulated goals Define how actions and responsibilities of one party support efforts of the collaborator(s) Work is often done together, not separately
Full Partnership	Shared goals, decisions, and resources within a single entity	<p>All of the collaborating attributes, plus:</p> <ul style="list-style-type: none"> Signed document that defines roles, responsibilities and expectations for each partner Timelines and milestones for joint work, evaluation and retooling



Workforce Initiatives



April 2015 workshop

50 participants

Participants

- Community college officials
- State workforce & training agency personnel
- State labor statistics staff
- State DOT managers
- Trucking & RR company managers
- Industry association representatives
- APWA and city government representatives
- Labor union trainers



Categories

- Reaching out to young people.
- Reaching out to underserved or disadvantaged populations.
- Improving the information available on transportation careers and needs.



Reaching Out to Young People

- Best Practices in Building a Pipeline to the Transportation Industry: How do we make young people aware of the transportation careers opportunities and how to attain them?
- Transportation Day
- Transportation Career App
- Summer Job League



Reaching Out to Underserved People

- Outreach for Inclusion
 - Minorities
 - Economically disadvantaged
 - Veterans
 - Women in non-traditional careers
- Tribal Career Partnership
- Flexible CDL



Improving Information

- Technical Career Clearinghouse
- Job Vacancy Survey



Tribal Career Partnership

- Advisory members mainly from urban areas
- Need to determine where we could have impact as many good partnerships exist
- Ideas?
 - Make potential partners aware of some of the cultural and technological issues they might face in dealing with tribal people.
 - Engage tribal governments and tribal colleges in the effort.
 - Conduct career awareness efforts with tribal people.
 - Offer paid internships to get people interested in transportation careers.
 - Make transportation credentials and training a part of tribal community colleges.
 - Pilot job recruiting efforts that utilize tribal media and community resources.



MTWC Summit: Addressing the Future Now!

- Tribal stakeholders invited.
- Meet industry, post secondary, and other workforce stakeholders from the region
- Hear about workforce needs from industry and education
- Showcase your innovative transportation career awareness, curriculum, partnerships
- Get involved in a MTWC initiative



Post-summit

How can you contribute?

- Share your resources so that we can include them in MTWC Clearinghouse.
- Join a community of practice.
- Spread the word – Invite us to your event!
- Be a champion for transportation!
- Start a transportation club.

