



MIDWEST TRANSPORTATION WORKFORCE CENTER

USDOT Workforce Development Resources

Employer Best Practices

State Departments of Transportation

States using each best practice are listed after each practice.

Build relationships with local colleges and universities (e.g., Alaska DOT has some of their engineers as Adjunct Professors; Iowa DOT works with community college students to improve interviewing and work skills): AK, GA, IN, IA, NV, OR, WY.

Presentations at and relationships with local elementary and high schools (e.g., encourage youth to consider education and careers in transportation; provide students with workshops that include mock interviewing, careers exploration, resume writing help): MN, NV, NH, ND, PA.

Leadership development programs and academies to develop existing staff for advancement: AK, CT, GA, ID, IA, MN, MO, NE, NV, MS, NM, ND, TX, VA.

Career Fairs (College/University): AL, AK, CA, GA, MO, MN, MD, MO, NM, OR, PA, VA.

Job Fairs (High School): AL, CA, GA, MN, MD, MO, ID, NM, OR, PA, VA.

Website advertising and use of social media for Job Postings (e.g., Facebook, Twitter): AL, GA, MD, ID, IA, MD, MS, NM, ND, OR, PA, VA.

Undergraduate & Graduate internship programs (Paid and unpaid): AL, CA, CT, GA, IN, IA, MN, NE, NV, NM, OR, PA.

Policy and Program Funding for Frontline Workers

On-the-Job Training (OJT) Program - Managed by the FHWA Office of Civil Rights:

Provides apprenticeship and training programs to move women, minorities, and disadvantaged individuals into journey-level positions to meet highway construction hiring needs, and to address the historical under-representation of these groups in highway construction skilled crafts. Additional information is available at: <http://www.fhwa.dot.gov/civilrights/programs/ojt.cfm>.

Local Technical Assistance Program (LTAP)/Tribal Technical Assistance Program

(TTAP): A network of 58 centers, with an LTAP Center in every State, and Puerto Rico, and seven TTAP regional centers serving tribal governments. The LTAP centers are a resource for local agencies for training and professional development, and similar services are provided to the tribal community by the TTAP Centers. Additional information is available at:

<http://www.ltap.org/>.

National Transit Institute (NTI): Based at Rutgers University, NTI provides training, education, and clearinghouse services through cooperative partnerships with industry, government, institutions, and associations in support of US public transportation. Additional information is available at: <http://www.ntionline.com/>.



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Career Pathway Programs

Overarching Efforts

ED-DOL-DOT Workforce Initiative: The Departments of Education, Labor and Transportation have been working with the assistance of “Jobs for the Future”, a leading workforce development consulting organization to better align Department and key stakeholder workforce interests and activities. The initiative is focused on workforce data and analysis, identifying and facilitating successful workforce practices, and working within and across the transportation, education, workforce investment and labor communities to enhance transportation workforce policies and programs. DOT, DOL, and ED co-sponsored a National Workforce Forum on October 7, 2014 that brought together more than 150 transportation, education workforce and labor representatives for a common understanding of workforce data, and efforts to facilitate improvements in transportation workforce development. Next steps are under consideration to provide for a more cohesive, strategic approach to establishing career pathways for transportation.

National Network for Transportation Workforce Development: The Federal Highway Administration has established a “National Network for the Transportation Workforce” that consists of five Regional Surface Transportation Workforce Centers. The Centers will identify successful workforce practices and work to facilitate partnerships within and across the transportation, education, and workforce communities. Key partners include State Departments of Transportation, State Departments of Education, professional transportation, education organizations, industry organizations and public agencies, and other public and private stakeholders with an interest or responsibility for transportation workforce development.

K-12 Pathway Programs

Garrett A. Morgan Technology and Transportation Education Program (GAMTTEP): A recently established “Clearinghouse” to identify and facilitate transportation related curriculum and education enrichment programs with a focus on the STEM disciplines at the K-12 grade levels and an emphasis on women and underrepresented groups. Additional information is available at: <http://www.fhwa.dot.gov/publications/publicroads/98janfeb/gam.cfm>.

Transportation Lesson Plans: To be incorporated into existing 6-12 grade level and community college curriculum; math, science, social studies; the lesson plans address the seven Department of Education Transportation, Distribution and Logistics pathways. The material includes course listings, modules, problem based scenarios, and problem based learning. Additional information is available at: www.transportationcareers.org.

National Summer Transportation Institute Programs (NSTI): The National Summer Transportation Institute (NSTI) Program is designed to introduce secondary school students to all modes of transportation careers and encourage them to pursue transportation-related courses of study at the college/university level. Additional information is available at: <http://www.fhwa.dot.gov/civilrights/programs/nsti.cfm>.

FAST FORWARD Electronic Magazine: Sponsored by the Federal Highway Administration, FAST FORWARD is an electronic transportation magazine for middle, high school, and community college students to provide information about transportation careers, programs,



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policies, challenges, projects, and includes interviews with leading private and public sector transportation officials. <http://www.fastforwardtransportation.com>.

American Society of Civil Engineer Civil Engineering Clubs (ASCE): ASCE is working to establish civil engineering clubs for middle and high school students that will provide students with a better understanding of engineering. Additional information is available at: http://www.asce.org/civil_engineering_club/.

American Association of State Highway and Transportation Officials (AASHTO) TRAC: A math, science and English based curriculum which teaches students to use engineering techniques to solve real world problems at the 9-12 grade levels, and links school systems to their state transportation departments by giving civil engineers an opportunity to volunteer as classroom mentors. Additional information is available at: http://mmsd.transportation.org/trac_rides/.

Construction Career Day Programs: Construction Career Day events introduce high school students to the transportation construction industry by allowing students under supervision to operate heavy equipment. Some CCD programs expose students to other transportation occupations. Additional information is available at: http://131.128.106.203/nccdc/content_template.asp?headline=Welcome.

Project Lead the Way (PLTW): Project Lead The Way (PLTW) is a 501(c)(3) non-profit organization that provides in-school STEM activity-, project-, and problem-based curriculum, that includes a teacher professional development model. The PLTW program engages a network of educators and corporate partners to help students develop the skills needed to succeed in a global economy. Additional information is available at: <https://www.pltw.org/>.

Transportation YOU: Transportation YOU is sponsored by the Women's Transportation Seminar (WTS) in partnership with the US Department of Transportation. Transportation You is a hands-on, interactive, mentoring program that offers young girls ages 13-18 an introduction to a wide variety of transportation careers. Additional information is available at: www.transportationyou.org.

ACE Mentoring Program of America: Engages industry professionals in the architecture, construction and engineering (ACE) disciplines with high school students. Mentors meet periodically with their group of students to help them better understand the chosen discipline. Additional information is available at: <http://www.acementor.org/>.

University

Eisenhower Fellowship Program: The Dwight David Eisenhower Transportation Fellowship Program (DDETFP) awards fellowships to students pursuing degrees in transportation-related disciplines for all modes of transportation. Additional information is available at: <http://www.fhwa.dot.gov/tpp/ddetfp.htm>.

Professional Development

National Highway Institute: Provides high level technical and policy courses to the transportation industry; primary participants are state DOT employees. Additional information is available at www.nhi.fhwa.dot.gov.



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Transportation Leadership Graduate Certificate Program (TLGC): Provides industry professionals with extended learning opportunities beyond the baccalaureate degree and opportunities to advance their career goals through online education. Program elements include:

- Four theme-related graduate level courses taken for credit;
- A range of courses including policy, systems engineering, planning, operations, safety, security, and finance;
- Courses delivered nationally by distance learning, and taught by graduate faculty from leading universities. For more information check out: <http://www.transleader.org>.