

A Regional Workforce Summit

Purpose: The workforce summit will bring together leaders from the transportation community and from educational institutions to:

- Explore factors that will influence transportation needs by 2020
- Estimate the impact that those factors will have on transportation agencies and programs, and predict the impact that the changes outlined above will have on the skills needed by transportation professionals
- Define approaches needed in agencies and educational institutions to ensure that the future workforce has the skills that will be needed
- Explore institutional arrangements that will be needed to meet the learning needs of the future

Targeted Participants:

- Leaders in the ten state transportation agencies of the Mississippi Valley Region (CEOs, CAOs, Chief Engineers, Planning Administrators, HR Directors, IT Directors)
- Leaders from the consulting and contracting industries
- Leaders from the University Transportation Centers in the Region
- Selected UTC leaders from beyond the region
- Selected federal leaders

Date: December 8 & 9, 2008

Location: Madison, WI

Length: Twelve hours over two days.

Product: Workshop proceedings will be produced documenting the findings of the group. These findings will include:

- Suggested areas of additional research;
- Possible changes in institutional relationships between educational institutions and transportation organizations;
- An estimate of future transportation professional skills; and
- An estimate of the areas in which current educational programs need revisions to meet the future needs.

The findings will be available to educational institutions across the country to inform curriculum development. They will also be available to the transportation agencies and businesses around the region to assist them in dealing with workforce development issues. As at least one TRB paper, the materials will also be shared with the relevant TRB and AASHTO committees.

Pre-Workshop Survey—State Agencies: The following information will be solicited from participating state agencies and made available to all participants prior to the workshop:

- What changes do you foresee in transportation programs or needs? How will these changes affect your agency and the skills required of professionals working within your agency?
- Has your agency hired people from what might be called “non-traditional” disciplines (that is outside of the traditional civil engineering, planning and IT disciplines)? If so, what steps have you taken to develop career paths for these new employees?
- What are the current challenges felt in recruiting, hiring and retaining qualified professionals?
- What innovative or extraordinary efforts are now being used to recruit transportation professionals?
- What innovative or extraordinary efforts are being used to retain those professionals?
- Have you made any efforts to attract or retain foreign-born students or to recruit foreign nationals? If so, what have those steps included?
- What innovative or extraordinary efforts are in use to appeal to non-traditional professionals (older workers, ethnic minorities, those who may require non-traditional work schedules, etc.)?
- What employee development efforts does your agency use to ensure that professionals have needed skills for current and future roles?
- How have you used educational institutions in meeting creating and delivering those development programs?
- What efforts has your agency made in the K-12 schools to encourage students to consider classes that will prepare them for careers in science and/or transportation?

Pre-Workshop Survey—Educational Institutions: The following information will be solicited from the University Transportation Centers of the region and made available to participants before the workshop:

- What do you see as the challenges involved in preparing students for careers in the transportation industry?
- What changes have you made to your planning or civil engineering programs to meet those challenges?
- What are the enrollment trends in your civil engineering programs or planning programs over the past ten years? What do you see enrollment to be in the future, say the next five years?
- Have you done any post-graduation surveys of your civil or planning students? If so, what proportion of them are employed in the transportation industry? What proportion are employed in public transportation agencies? What is the range of salaries for an entry-level professional with a bachelor’s degree?
- Are you a partner with the transportation industry—public agencies and private interests—in meeting the continuing educational needs of the transportation workforce? If so, what innovative programs do you have in place to help meet those needs?

- What efforts has your institution made in the K-12 schools to encourage students to consider classes that will prepare them for careers in science and/or transportation?

Pre-Workshop Interviews: Interviews will be conducted to gather information that will be useful in the workshop:

- Two to four agency CEO's from across the country who are seen as leaders in workforce development issues will be interviewed to gather their view of the future of transportation and their thoughts on how this may affect workforce skill requirements.
- Agencies with significant experience in outsourcing and partnering will be interviewed to determine how these efforts have influenced the skills required of their professional staffs.

Pre-Workshop Materials: The following materials will be made available to participants before the meeting:

- The results of the surveys
- Interview results
- The transportation future presentation
- The future workforce presentation

Agenda:

Start	Stop	Activity	Presenter
7:00	8:00	Registration/breakfast/networking	
8:00	8:05	Call to order and purpose	Adams
8:05	8:15	Welcome to Wisconsin	Frank Busalacchi
8:15	8:45	Workforce as a national issue	
8:45	9:15	Factors that will influence the transportation future: regional economic centers, freight, green house gas impacts, technology	Adams
9:15	9:45	Future workforce: impact of demographics, educational attainment, etc.	Julius Rhodes
9:45	10:15	Discussion	
10:15	10:30	Break	
10:30	12:00	Panel discussion and Q&A: What does this mean for transportation agencies and workforce?	Moderator: Ernie Wittwer. Panel: Leon Hank, Roberta Broeker, Van Walling, Keith Hinkebein
12:00	1:00	Lunch	
1:00	1:15	Summary and direction for next step	Facilitator
1:15	2:15	Large-small groups discuss the skills that the future workforce will need and identify specific skills that will be required	

2:15	2:30	Break	
2:30	2:45	Report from groups & discussion of future skills and priorities	Facilitator/Adams

2:45	4:00	Panel discussion: What can educational institutions do to meet the challenges?	Moderator: Teresa Adams. Panel: Adjo Amekudzi, Tom Maze, Mark Vonderembse, Adjo Amekudzi Mark Vonderembse, Gen Giuliano
4:00	5:00	Large-small groups discuss how the skills sets needed in the future mesh with the future workforce and the current programs in place, the gap that may exist and institutional issues to be addressed.	
5:00		Adjourn for day	
6:00	9:00	Reception and group dinner	
		Day Two	
7:00	8:00	Breakfast and networking	
8:00	8:30	Comments and discussion from day one	Facilitators
8:30	9:15	Report out from day one	Facilitators
9:15	9:30	Break	
9:30	10:45	Large-small group discussion of next steps. What should agencies, private firms and educational institutions do to meet the challenges ahead? At tables, specific questions will be discussed and then brought to the full group.	Facilitators
10:45	11:30	Report of small groups	
11:30	12:00	Summary and conclusions	Facilitator: Ernie Wittwer
12:30	1:30	Lunch	