



U.S. Department of Transportation
Federal Transit Administration



Workforce Development Summit

Implementing, Disseminating, and Modeling Ladders of Opportunity Proceedings

Background

The Innovative Public Transportation Workforce Development Program assists in the development of innovative programs and activities in public transportation that address the human resource needs of public transportation operators and build pathways to long-term careers in the public transportation industry. FTA has awarded a total of \$20.5 million for about 45 grants to support workforce projects since Fiscal Year 2011. In December 2015 and with the passing of the Fixing America's Surface Transportation (FAST) Act, FTA's Workforce Development Program was combined; Section 5314, Technical Assistance, and Section 5322, Workforce Development, were consolidated into a single Section 5314 for both eligibilities. FAST funds several areas, including technical assistance, standards development, and human resources and training activities, and now includes the new Innovative Public Transportation Frontline Workforce Development Program.

Objectives

An important need for FTA was to find a way to share best practices and leverage the results of its workforce development investments to address public transit industry challenges. On June 7, 2016, the Federal Transit Administration and the National Transit Institute hosted the *Workforce Development Summit: Implementing, Disseminating, and Modeling Ladders of Opportunity*. The goals of the summit were to 1) enable grant recipients to showcase promising practices created from their FTA-funded workforce project, 2) provide peer-to-peer exchanges and collaboration opportunities, 3) discuss how to leverage funds from partners and use formula funds authorized in the FAST Act for workforce development, and 4) enable grant recipients to participate in the development of workforce goals, objectives, and performance measures consistent with the FAST Act.

Findings and Conclusions

The Workforce Development Summit showcased the work of workforce strategic partners and helped pave the way for establishing program priorities and next steps, including creating a strategic plan, disseminating information, and continuing partnerships and discussions.

Recognizing that a highly-skilled workforce is critical to maintaining a quality transit system and that a number of workforce challenges are facing the industry, FTA created the Innovative Public Transportation Workforce Development Program. This program assists in developing innovative programs and activities in public transportation that address the human resource needs of public transportation operators and build pathways to long-term careers in the public transportation industry.

To share best practices and leverage the results of investments to address public transit industry workforce challenges, FTA and the National Transit Institute hosted the Workforce Development Summit. This report summarizes and highlights information shared at the summit. Recipients of FTA Innovative Public Transportation Workforce Development grants shared information about their projects and were joined by representatives from the U.S. Department of Transportation, the U.S. Department of Labor, and other partners, providing an opportunity for participants to share information, network, and learn from each other as they attempt to address the workforce development challenges facing the transit industry. Results from a report that evaluated funded projects were presented, including impacts and outcomes. Administrators with the U.S. Department of Labor moderated a session on the development of a mission statement, goals, and performance measure for the workforce development program. The final session provided information on U.S. DOT's workforce priorities and included an address on future collaborations and partnerships.

Benefits

Through the Workforce Development program, FTA has funded projects that create new nationally- or regionally-significant workforce development programs or augment or replicate existing programs. These projects help train a new generation of skilled workers and support long-term careers in the transit industry while building ladders of opportunity for American workers to move into the middle class or advance in their careers. The summit allowed participants to share information, network, and learn from each other as they addressed the workforce development challenges facing the transit industry.

Project Information

FTA Report No. 0096

This research project was developed by the National Transit Institute. For more information contact Betty Jackson, FTA Workforce Development Program Manager, at (202) 366-1730 or Betty.Jackson@dot.gov. All research reports can be found at www.fta.dot.gov/research.