

## **Workshop to Broaden the Diversity of the Skilled, Technical Transportation Workforce**

On September 18-19, 2024, in Washington, D.C, the Transportation Research Board and collaborating units from the National Academies of Sciences, Engineering, and Medicine are conducting a 1.5-day workshop focused on furthering the diversity of the transportation sector's skilled technical workforce. The workshop will place an emphasis on opportunities for training partnerships among community colleges, 4-year MSIs, government agencies, and the private transportation industry.

### **Workshop Focus Areas and Format**

**Date:** September 18-19, 2024

**Format:** 1.5 Day Workshop hosted in Washington, D.C.; Hybrid Format for Meeting

**Day 1:** 9:00 am to 5:45 pm that focuses on panels and breakout groups; Networking reception at 6:00 pm.

**Day 2:** NSF-Sub Workshop – how to complete and obtain grants, with a focus on community colleges and tribal institutions

#### **Workshop panels and breakout groups will:**

1. Bring together key stakeholders from MSIs, community colleges, government agencies, industry, unions, transit agencies, training centers, and the private transportation industry;
2. Discuss the need to expand the talent pool for skilled technical works in the technologically evolving transportation sector;
3. Identify opportunities to expand this workforce's size and quality by tapping a more diverse talent pool;
4. Highlight existing training partnerships among community colleges, 4-year MSIs, other training programs, and the transportation industry that can serve as models for expanding the pipeline for minorities and women to enter the skilled transportation workforce; and
5. Consider the steps needed to bring about and sustain such partnerships such as obtaining funding, addressing employment barriers, connecting employers with training and educational institutions, and apprenticeship opportunities.

#### **The panels and breakout groups will address a series of topics centered around these focus areas, including:**

1. The need to expand the talent pool, including the overarching gaps across the transportation workforce and how developing partnerships and training programs can address this need;
2. The recruitment of diverse populations and addressing common employment barriers that prevent certain communities from entering the transportation workforce;

3. Strategies to develop and build partnerships between employers, trade and community organizations, and education/training institutions, including 2-year community and tribal colleges, 4-year colleges and universities, and transit agency-led training programs;
4. How to build intersectional partnerships that integrate the different stakeholders and create a clear pathway from recruitment to employment;
5. The development of successful pre-apprenticeship and education/training programs at each type of institution;
6. How to measure the quality and efficacy of an education/training program, including factors such as post-graduation employment rates, job retention, and career trajectory;
7. Acquiring the resources and funding necessary to build and maintain education/training programs, as well as provide financial and career support for members of the programs; and
8. Identifying strengths, weaknesses, opportunities, and risks within each of these areas.