

**Briefing on Workforce Development
for
US Department of Commerce Advisory
Committee on Supply Chain
Competitiveness**

26 January 2017

Transportation in the United States

- Six Sectors (Maritime, Rail, Transit, Air, Trucking, Highway)
- Vital to U.S economic growth and stability
- Supports U.S ability to compete in global economy
- Effectively moves people and goods.

Highways...



- 8,420,589 lane miles, 46,630 Interstate highway miles
- 3,014,116 million vehicle miles traveled (VMT)
- 599,766 road bridges

Transit...



- 7,700 public transit agencies
- 53,353 million passenger miles on public transit

Commuter Rail



- 599 million rail miles traveled

Air...



- 5,202 public use airports

Water...

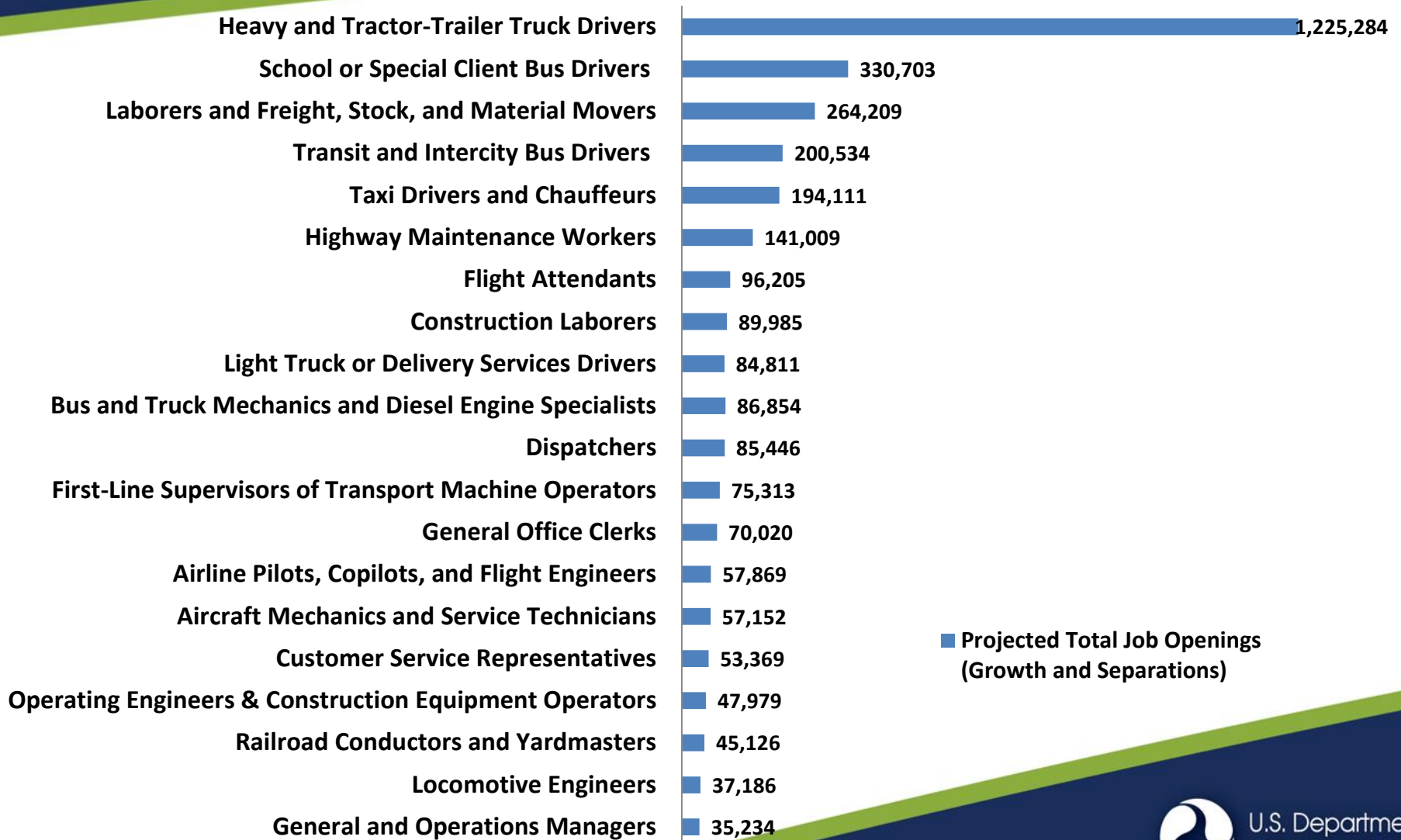


- 360 commercial sea and river ports
- 9,627 miles of inland waterways

Transportation Workforce Getting to 2022

- USDOT provides over \$51 billion annually in surface transportation funding.
 - \$1 billion in infrastructure investment creates 13,000 jobs.
- Transportation sector employers (air, transit, highway, maritime, rail, trucking) will need to hire 4.6 million workers through 2022.
 - Add 417,000 due to industry growth
 - Hire 4.2 million workers to fill vacancies created by separations (retirement, transfer, etc.)
 - **Approximately 2 million of the vacancies are in trucking.**

Top 20 Jobs by Projected Total Openings 2012-2022



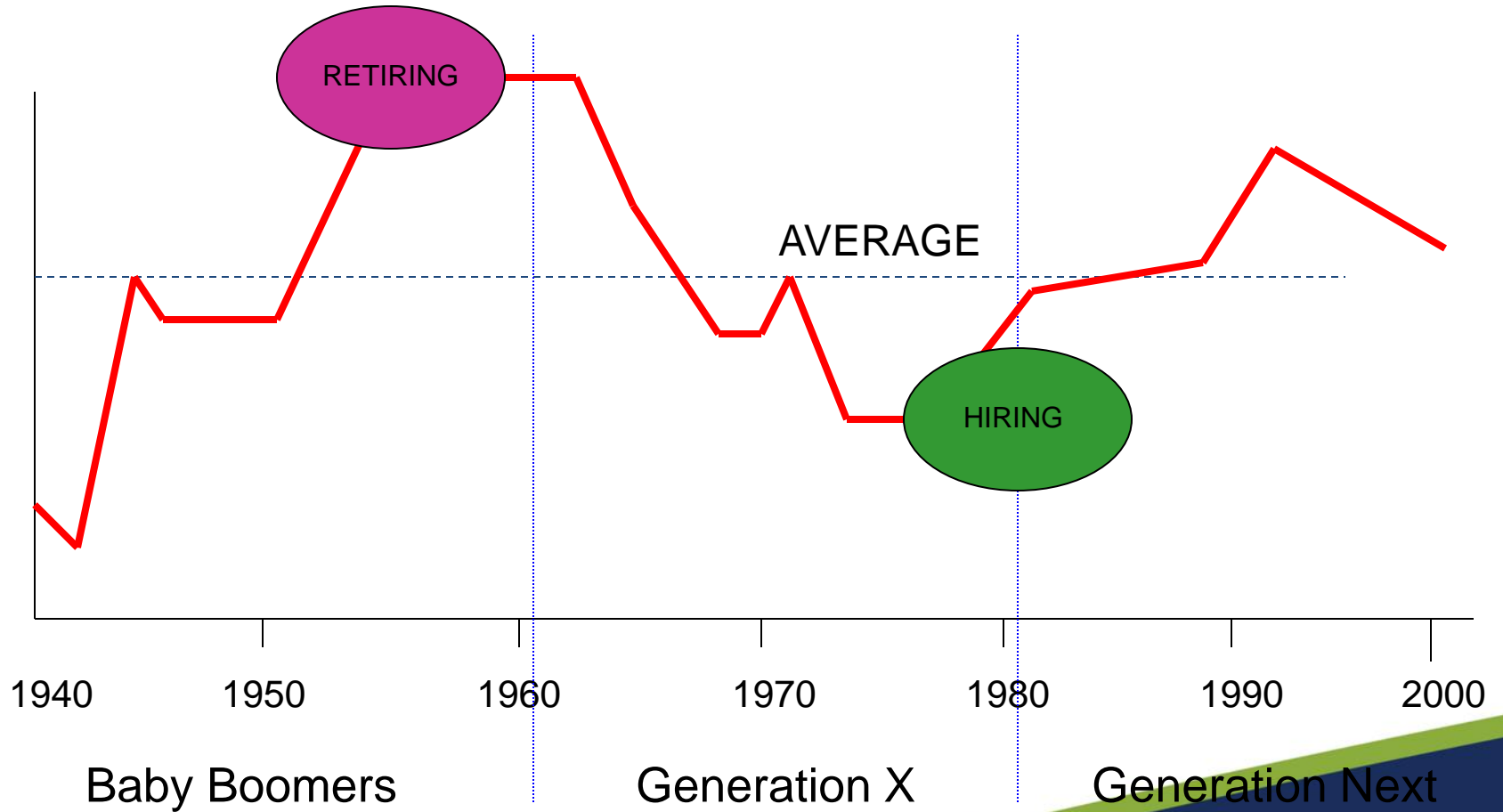


Key Workforce Challenges

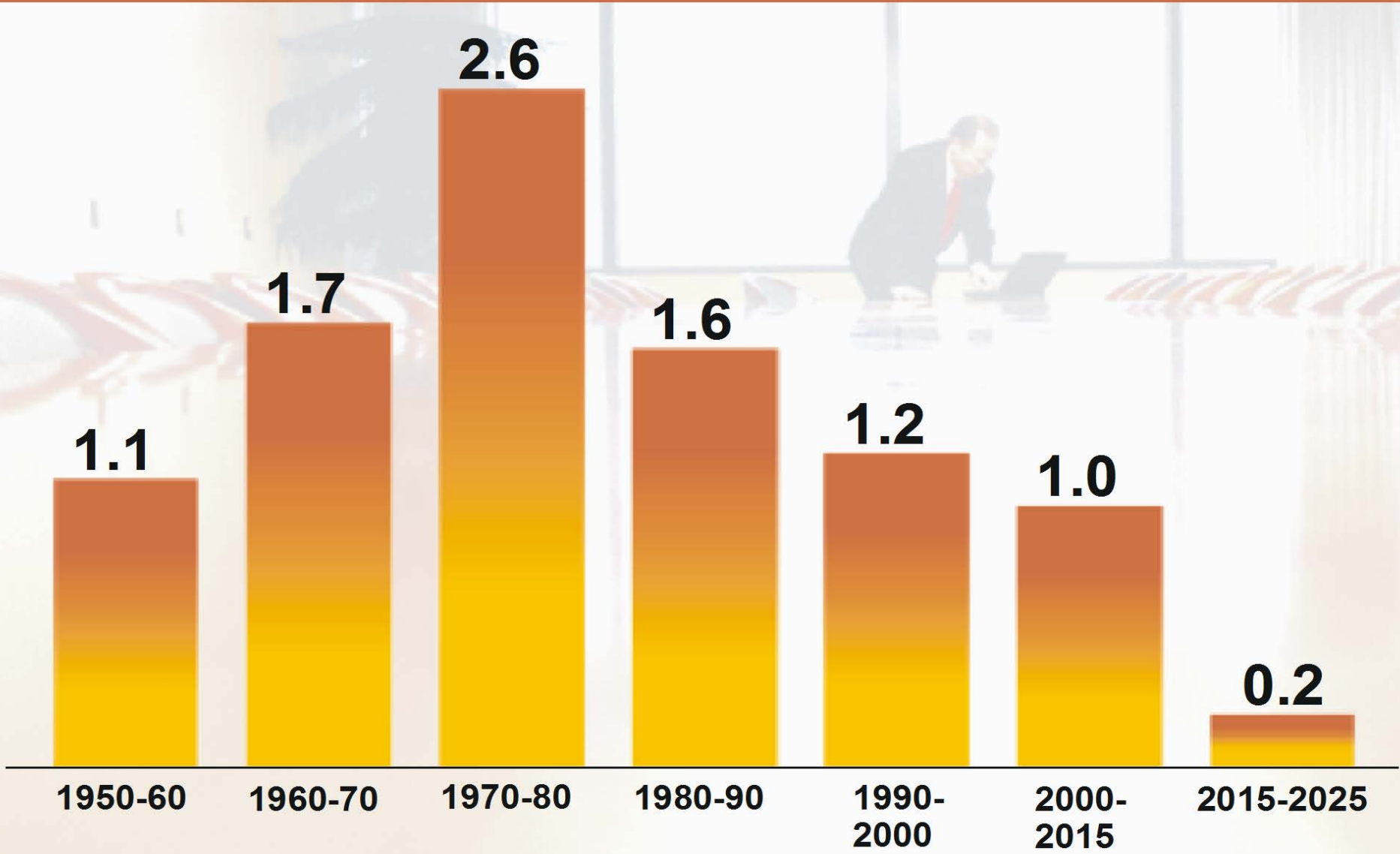
Key Workforce Challenges

- ✓ 40-50% of the transportation workforce will retire in the next 10 years
- ✓ Fewer people are going into key transportation fields
- ✓ Competition for workers from other industries
- ✓ Challenge of reaching women and minorities

U.S. Birth Rates



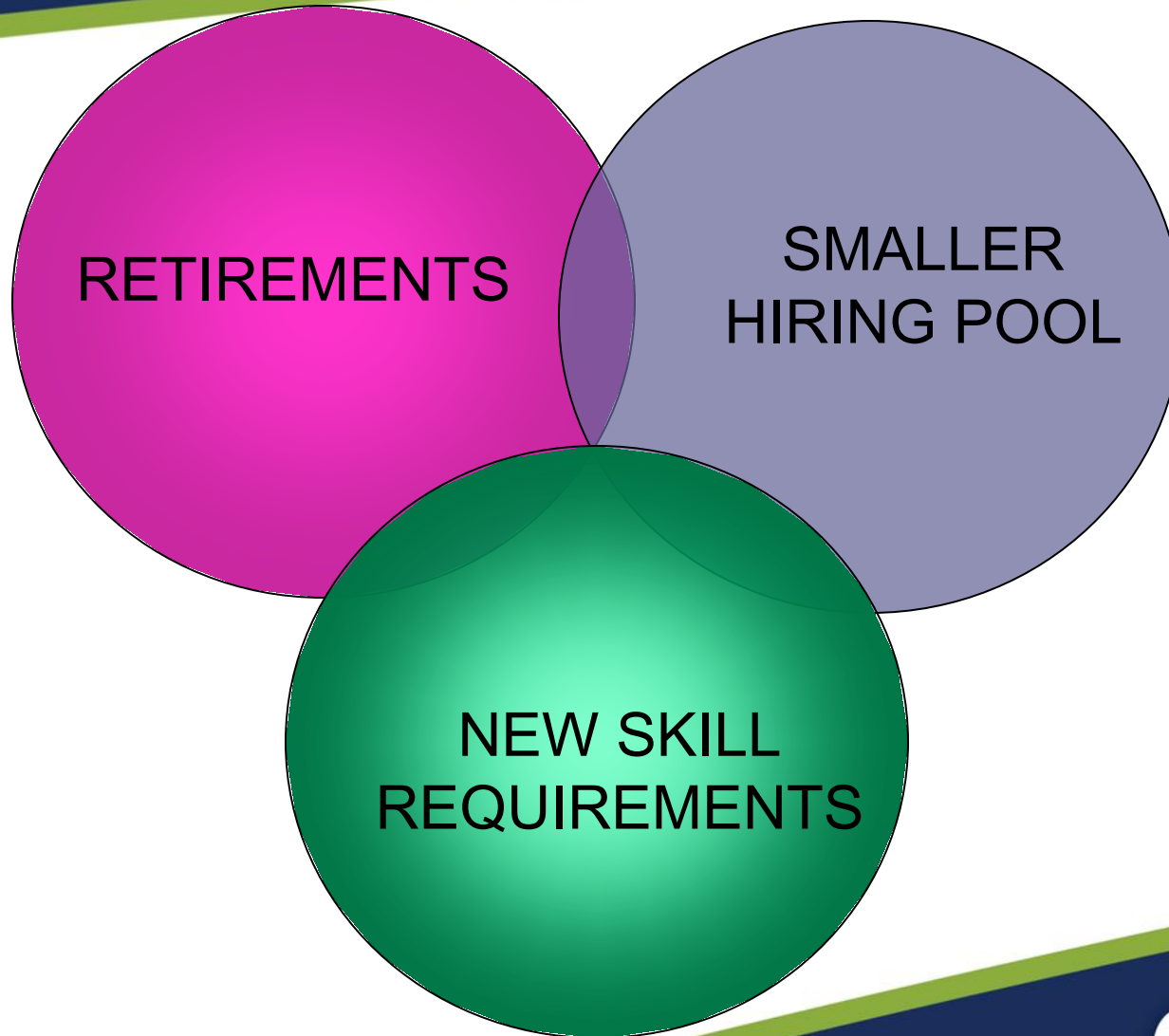
Annual rates of labor force growth, 1950-2025



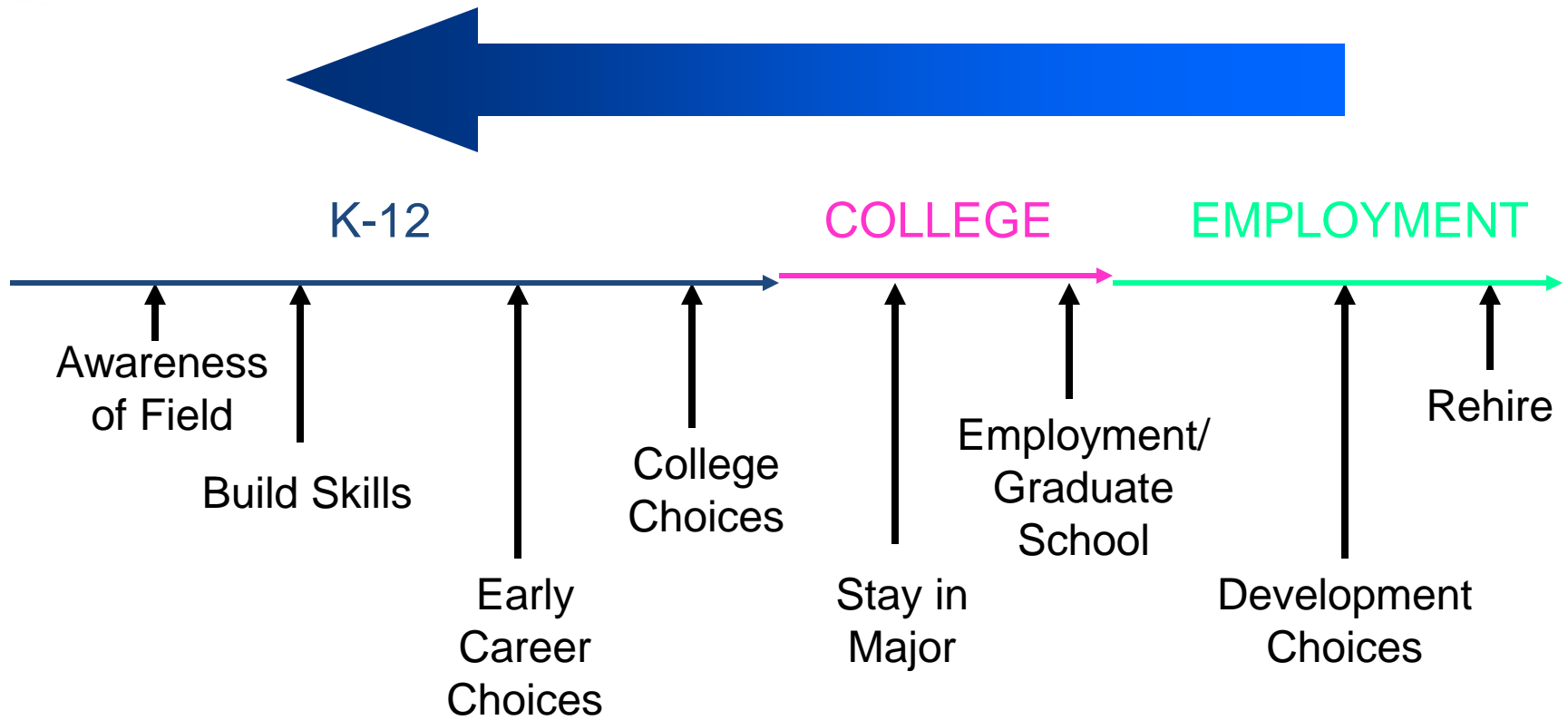
SOURCE: Bureau of Labor Statistics. Rates in percent.

| Projected |

“The Perfect Storm”



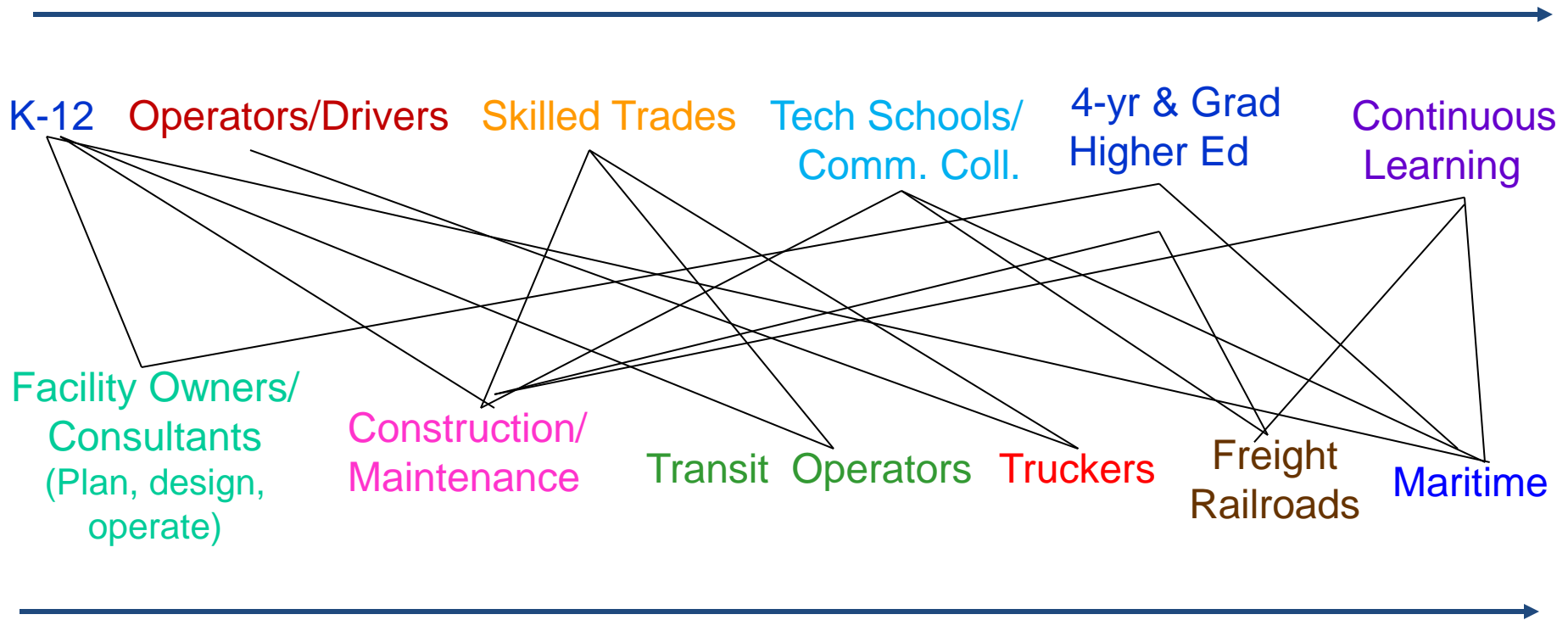
Workforce Development Continuum



Workforce Skill Needs

- ❑ Critical competencies include:
 - ✓ Leadership
 - ✓ Strategic Thinking
 - ✓ Quality management
 - ✓ Process Improvement
 - ✓ Organizational Effectiveness
 - ✓ Technical Knowledge and Expertise
 - ✓ Creative Thinking

National Transportation Workforce Partners



Current Initiatives

- **Highways** - FHWA – On-the-Job Workforce Training
- **K-12** – FHWA- National Summer Transportation Institutes
- **Transit** - FTA – Transit Workforce Development Grants
- **CDL** – FMCSA – Streamline CDL certification process for Veterans
- **Universities** – University Transportation Centers



The Commercial Drivers License Experience

January 26, 2017

Selden Fritschner
Commercial Drivers License Division



Success in Creating Credentialing Programs

Best Practices and Lessons Learned

Presumptions

- **FMCSA's main mission is highway safety.** It's authority is set by Congress;
- The driver's license is, in this case, is not defined as a credential, but a license;
- The Federal government sets minimal regulations on the issuance and maintenance of a CDL; and
- But, States may toughen those regulations.

Congressionally Mandated Study

- § 4135 of SAFETEA-LU directed DOT to convene a task force to study impediments and foreseeable challenges to the CDL program;
- Task Force members included State motor vehicle administrators, government agencies and officials, judicial conference, trucking industry, labor, safety advocates, and other stakeholders;
- Task Force offered FMCSA an opportunity to use its safety partnerships and work cooperatively to improve the CDL program; and
- Task Force recommendations included:
 - #12 - Prepare Department of Defense drivers for CDL.**
The FMCSA should work with the Department of Defense to establish a driver training and testing program for military personnel that includes as a minimum knowledge and skills requirements comparable to those expected of civilian commercial drivers.

Original Goal

- Equate military training and experience to civilian licensing requirement;
- Evaluate military training – on site with AAMVA and FMCSA;
- Educate State Driver Licensing Agencies (SDLAs) of the strength of military training;
- Provide process to transition – Military Skills Test Waiver; and
- Develop waiver process in cooperation with AAMVA and DOD.

Initiatives That Followed

- White House Initiative on Credentialing – Joining Forces
- National Defense Authorization Act (2012)
- US Chamber of Commerce – Hiring our Heroes
- International Brotherhood of Teamsters – Helmets to Hardhats

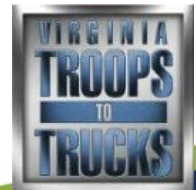
Successes

- Military Skills Test Waiver introduced – May, 2012;
- To date, more than 15,000 military personnel have taken advantage of the waiver reducing wait time for licensing from months to 14 days;
- All 51 SDLAs (States and DC) offer the waiver;
- Waiver promoted by all military branches at time of separation; some service branches more so than others; and
- Success of waiver has led to other workforce development and transition efforts.

Partnerships are the Key



American Association of Motor Vehicle Administrators



Federal Motor Carrier Safety Administration

U.S. Department of Transportation

Next Steps

- ✓ National public awareness and interest in transportation as a career.
- ✓ Data gathering and analysis to understand the impact that technological advancement (autonomous vehicle technology etc.) will have on current projections.

For More Information

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