Making the career pathways connection - Transportation career pathways are a tool for aligning workforce training, academic institutions and industry needs to create a pipeline funneling students and current workers into careers. The four TEDPP pilot programs were designed to build that pipeline through bringing together industry, policy makers, and educators. This emerging network convened at a Career Pathways Leadership Workshop hosted at UVM in March 2013.

Next step - Building a New England-wide network to support a regional transportation labor pool

Second Careers in Transportation

- **Purpose** - Bring older workers from other industries into careers in transportation and to attract retirees back into the transportation workforce.
- **Action** - Policy document produced and strategic partnerships formed with VT Dept. of Labor, VT Works for Women, Associates in Training and Development.
- **Future** - Target specific groups who are highly needed and/or highly qualified to enter the industry (women, minorities, veterans).

Community Colleges

- **Purpose** - Assess Community Colleges nationwide as an integral part of the transportation career pathway network, and support Vermont CC initiative.
- **Action** - National survey of Community College programs yielded report on best practices and 8 key recommendations for USDOT. Community College of Vermont initiated Applied Business Practices in Transportation (AAS) as stepping stone program for CTC, TSI and TSA.
- **Future** - Re-survey Community Colleges for possible connection with Framework for Action from National Summit; Connect CCV program to employers to support current and new employees.

Transportation Systems Academy

- **Purpose** - Create Job Readiness program as pathway with specialized credentials for work in transportation operations aligned with VTrans entry qualifications.
- **Action** - TSA programs run at the Community High School of Vermont, Canaan High School, & Riverbend Career and Tech Center. Graduates awarded TSA Certificate (seeking status as VTrans preferred qualification for entry operations jobs).
- **Future** - Create Toolkit to support expansion of TSA to other institutions, modify curriculum based on industry needs, and provide internship options.

Transportation Systems Institute

- **Purpose** - Build leadership, succession planning and knowledge transfer capacity in mid-career workers at state DOTs.
- **Action** - 26 participants in two cohorts from Maine, New Hampshire and Vermont DOTs participated in six month capacity building workshops, based on needs assessment conducted 2008-2009. Developmental evaluation of TSI programs indicates boost in leadership skills and formation of network of agency peers within and between states.
- **Future** - TSI technology documented and prepared for adoption in other states with enriched curriculum.