

## **Transportation Workforce Development in Vermont & Northern New England (poster)**

Transportation is a multi-disciplinary sector that depends on a wide array of professionals to design, build, operate and maintain systems at the local, state and national levels. The transportation workforce faces many obstacles, most notably that roughly 40-50% of the transportation workforce is slated to retire in the next 5-10 years. There are opportunities to retain and retrain this mature workforce, as well as attract workers from other fields that have been displaced but have cross-over skills. Challenges to be overcome include the rapid change in technology and skills required to remain relevant. At the opposite end of the workforce spectrum students and young persons are not replenishing the ranks of those who are leaving and are aggressively competed for by other industries. Through a series of outreach educational initiatives, the UVM Transportation Research Center, through a FHWA funded Transportation Education Development Pilot Program, has explored four strategic interventions to help attract, retain, and retrain the transportation workforce in Vermont and northern New England. These initiatives include the Transportation Systems Academy (TSA) for graduating high school seniors and targeted transitional populations (e.g., Veterans), the Transportation Systems Institute (TSI) for incumbent transportation department workers, Second Careers in Transportation Program for mature workers, and an assessment of the role of community colleges with the American Association of Community Colleges (AACC) and support of a new associate's degree program in business operations in transportation at the Community College of Vermont. The expected results from the implementation of these programs include slowing of the projected retirement rate, the attraction of professionals from other fields into second careers in transportation, and the funneling of youths and adults through career & technical centers and into entry-level positions at transportation employers.