

## **Federal Transit Administration Workforce Development National Plan Feedback Session**

**The purpose of this event is to gather input to assist the Federal Transit Administration (FTA) in the development of a National Public Transportation Workforce Development Strategic Plan.**

**Process:** After a brief review of the draft plan goals, breakout sessions begin where each table discusses two goals and provides answers/feedback on the goals with several questions (15 minutes for each goal). After 30 minutes, the breakout sessions end, and we conclude with a final full-group discussion asking whether there any other goals FTA should consider and any other points or thoughts you would like to share.

### **Breakout Session Questions**

**Question 1:** What are the most important actions/activities needed to achieve this goal?

**Question 2:** How should these activities be accomplished?

## **DRAFT FTA NATIONAL WORKFORCE STRATEGIC PLAN GOALS**

**1. Workforce Investment:** Support sustainable investment in public transportation workforce development and planning, especially in areas that advance workforce-related diversity, equity, inclusion and access (DEIA).

**Example:** One activity might be for FTA to encourage transit agencies to develop DEIA recruitment plans working with local high schools. The ‘how’ could be that FTA would issue a competitive notice of funding opportunity for agencies to develop these plans under the FTA’s Technical Assistance and Workforce Development Program.

**2. Recruitment and Retention:** Support the implementation of effective recruitment and retention initiatives to meet industry short-and long-term workforce needs. Develop career awareness and pipeline programs, and establish, strengthen, and expand initiatives that ensure a safe and healthy transit work environment with flexible scheduling, and that advance diversity, equity, and inclusion in public transportation’s workforce.

**Example:** Activities might include ways in which FTA and its technical assistance partners could work on a national level to enhance visibility for transit careers. The “how” could be increasing the visibility of tools such as the national recruitment campaign developed by the Transit Workforce Center.

**3. Skills Development and Career Advancement:** Support programs and initiatives that build and enhance continuous training, education, and advancement opportunities across all occupations and for all workers, including a focus on strengthening and increasing workforce diversity, equity, inclusion, and access. Provide guidance and a range of resources that help to create, support, and strengthen skills development initiatives for new technologies.

**Example:** Consider ways to support successful and promising skills development and advancement initiatives, such as apprenticeship and mentoring. The “how” might involve encouraging training partnerships and provide information on ways to access and use various types of financial and other resources.

**4. Workforce Metrics:** Improve public transportation workforce development data and performance measures for a comprehensive understanding and effective decision-making by agencies and other industry stakeholders. Ensure sufficient and appropriate data is gathered to evaluate activities and outcomes related to diversity, equity, inclusion, and access.

**Example: Please share feedback** on the below performance measures for FTA funded workforce programs. Are they the right measures? Are there others FTA should consider?

- % of workforce shortage reduction over a year
- % change in time to fill vacancies; # of jobs created by the project
- the # of enrolled apprentices
- the # of apprentices completing the program
- # of mentors and mentees
- the % of new employees retained after one year.