



## ***Transportation Education Development Pilot Program (TEDPP)***

### **Executive Report**

In 2008, the U.S. Department of Transportation awarded \$979,829 to the University of Vermont's Transportation Research Center (TRC) as part of a \$1.01 million Transportation Education Development Pilot Program (TEDPP). The following summary gives a brief description of the **four** programs of TEDPP, milestones and future planning. The four programs are: Transportation Systems Institute (TSI), Transportation Systems Academy (TSA), Second Careers in Transportation (SCT), and Community Colleges. A major goal of both the TSA and the SCT projects is to reach non-traditional labor pools (technical and alternative high school students, offenders, veterans and the disabled.) The following represents the major *milestones* for each program.

**Transportation Systems Institute (TSI)**: Focuses on maintaining and motivating talent, and transferring knowledge in the DOT workforces in Vermont, New Hampshire, and Maine.

- The TRC partnered with the Technology Extension Division (TED) of Vermont Technical College (VTC) to attract new talent and retain current expertise within the DOTs.
- A needs assessment was conducted in VT, NH & ME Departments of Transportation which revealed a need for several trainings.
- Fifteen transportation employees (five from each state) were selected and successfully completed trainings including:
  - Leadership Styles & Workplace Principles
  - Systems & Organizational Change
  - Coaching & Feedback
  - Conflict Management & Problem-Solving
  - Managing & Optimizing Group Process
  - You Can't Do it Alone
  - Adult Learners, Mentoring, Meetings & Train the Trainer
  - Having Difficult Conversations
  - Trends & Topics in Transportation
  - Public & Government Relations
  - Government & Project Finance
  - Critical Thinking
  - Attitude, Motivation & Customer Service Skills
  - Technical Project Management
  - Ageism
- Instructors from the TED of VTC are committed to ongoing engagement with graduates of the program.
- **Positive** feedback was received from participants. Approximately **60%** of participants said that the Institute was **Excellent** and **40%** said it was **Very Good**.

**Transportation Systems Academy (TSA)**: Provided hands-on training for students interested in transportation sector jobs at the Community High School of Vermont.

- The TSA successfully completed the first pilot round in Vermont with plans to conduct a second pilot in New Hampshire.
- Seventeen individuals successfully graduated from the TSA and as of October 2010:
  - Six have found gainful employment with the transportation industry or other occupations;
  - Four are seeking or have completed 40-hour internships with Vermont Agency of Transportation with possible future employment opportunities;
  - Seven are still finishing up educational courses or other requirements.
- All TSA Graduates will receive:
  - Steel-toed boots and an internship and/or job placement;

- *Support from Teachers and High/Tech School Guidance Counselors;*
- *Ongoing support through Vermont Association of Business, Industry and Rehabilitation (VABIR) Employment Specialists\* in VT.*

*\* This service was designed specifically to help those who are disabled or need extra support.*

- The program successfully introduced 10 courses in an educational setting that allowed students to receive academic credit (ranging from one-half to one full credit), certification and/or certificates of completion.
- The program was received well and highly rated by graduates of the program:
  - 100% of the students rated the instructor's delivery and presentation of the TSA **positively**; 97% of them rated them **Excellent** or **Very Good**.
  - 99% of the students rated their overall impression of the TSA courses **positively**; 73% rated them as **Excellent**.
  - Graduates were asked, "Would you seriously consider a career in the field of transportation"? 80% **Strongly Agreed** and 20% **Agreed**.
- The TSA is preparing to launch its second pilot in New Hampshire. A proposal has been written, partnerships are being cultivated with the LTAP-NH, LTAP-VT, the TSI graduates, Associated General Contractors (AGC) and the NH Career in Technical Education (CTE).

**Second Careers in Transportation (SCT):** Focuses on attracting retirees from other industries to bring their skills to the 21st century challenges in transportation.

- The TRC partnered with AARP-VT to focus on attracting retirees to bring their skills from other industries to the 21st century challenges in transportation.
- The SCT program will:
  - Assess the workforce needs of the transportation industry in VT;
  - Provide older workers with transportation career awareness to show them how they can transfer their skills to professional and office support positions in the transportation sector.
- The TRC and the Center for Rural Studies at UVM are developing a needs assessment for the transportation sector.

**Community Colleges:** Working with the American Association of Community Colleges (AACC) information was collected about what community colleges are doing now and could do to prepare the next generation of transportation workers.

- The TRC worked with the American Association of Community Colleges (AACC) to provide for greater community college engagement in transportation workforce development efforts.
- Key Findings, Best Practices and Next Steps were generated.

In conclusion, the Transportation Research Center at UVM and its partners in the Transportation Education Development Pilot Project (TEDPP) are working together to improve and expand each of the **four** programs. Eventually, the programs will be released for use nationally. By doing so, we will provide the tool kit needed to plan for and overcome the critical shortage of transportation workers.

For more information, please visit our website at [www.uvm.edu/trc/workforcedev](http://www.uvm.edu/trc/workforcedev) or contact Donna Aguiar at [donna.aguiar@uvm.edu](mailto:donna.aguiar@uvm.edu), 802-656-0566.