

“Transferring knowledge about the TSMO practice around the country”

TSMO Workforce Webinar Series



TSMO Workforce Webinar Series

- Webinar #1 - TSMO Workforce Webinar Series: Background, Guidebook, and Resources
 - March 17, 2020 – [Recording and Slides Link](#)
- Webinar # 2 – Workforce Training, Career Pathways, Industry Assessments
 - April 09, 2020 – [Recording and Slides Link](#)
- Webinar #3 – HR Resources, Position Descriptions and KSAs
 - May 7, 2020 – [Recording and Slides Link](#)
- **Webinar #4 – The next phase of the TSMO Workforce: Paraprofessionals and NOCoE efforts**
 - **June 2, 2020**

The TSMO Workforce Development Guidebook

(What it is and what it is not)



GOAL

*Assist you in creating
meaningful TSMO-related
positions that will help
advance your organization's
maturity*

Who is this for?



- People at transportation agencies looking to begin or advance a TSMO program **GET GUIDANCE**
- People involved in recruiting, hiring, or training in the transportation operations field **GET ADVICE**
- Consultants working with TSMO programs **UNDERSTAND CHANGING ROLES**
- Educators at the undergraduate and graduate levels **KNOW HOW TO PREPARE TOMORROW'S WORKFORCE**

Focus on you, your needs

01



**Workforce
development
must be
flexible**

02



**Process
depends on
adaptability**

03



**Guidebook is a
set of tools and
examples**

04



**Modify to fit
your
organization**

05



**Please share
information**

Special Thanks

PROJECT PANEL

- Joey Segal, Maryland DOT (Chair)
- Tony Kratofil, Michigan DOT
- Dean Gustafson, Lochner
- Monica Harwood, WSDOT
- Pat McGowan, WSP
- Susan Rafferty, Colorado DOT
- Jennifer Toth, Maricopa County DOT
- Tracy Scriba, FHWA
- Patrick Son, NOCoE
- Adam Hopps, NOCoE
- John Conrad, NOCoE

TRB PROGRAM OFFICER

- Dr. Andy Lemer

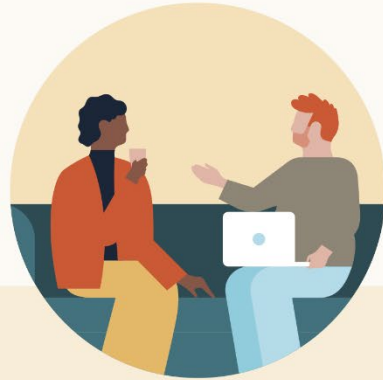
RESEARCH TEAM

- Gannett Fleming
- University of Memphis
- Pat Noyes & Associates
- toXcel

Presentation Outline

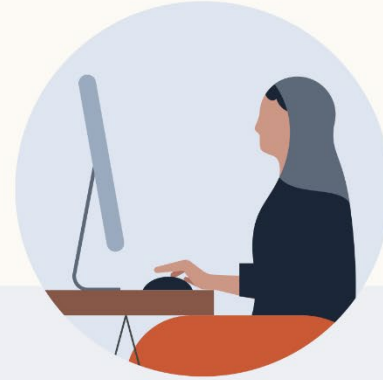
1. Career Pathways
 - Intro, framing and University educated pathways
2. Paraprofessional Workforce
 - White paper and career pathways
3. Apprenticeships
4. Career Pathways - Early Education
5. NOCoE Future Activities for TSMO Workforce development

The Skills Companies Need Most in 2020



Top 5 Soft Skills

- 1 Creativity -
- 2 Persuasion -
- 3 Collaboration -
- 4 Adaptability -
- 5 Emotional intelligence new



Top 10 Hard Skills

- 1 Blockchain new
- 2 Cloud computing -1
- 3 Analytical reasoning -
- 4 Artificial intelligence -2
- 5 UX design -
- 6 Business analysis +10
- 7 Affiliate marketing new
- 8 Sales -
- 9 Scientific computing +3



Values

- What are your values?
- How are you practicing and living your values in your professional life?

What's Next?

- Job Posting Examples to share that integrate and hire for TSMO
- Paraprofessional workforce activities and resources

NOCoE Fellowship – Inaugural Cohort

- In alphabetical order, they are:
 1. Murad AlQurishee - Tennessee DOT
 2. Joshua Byrd - Virginia DOT
 3. Chester Osborne - Massachusetts DOT
 4. Drew Sorenson - Indiana DOT
 5. Jacob Whitfield - Washington State DOT
 6. Austin Yates - Iowa DOT



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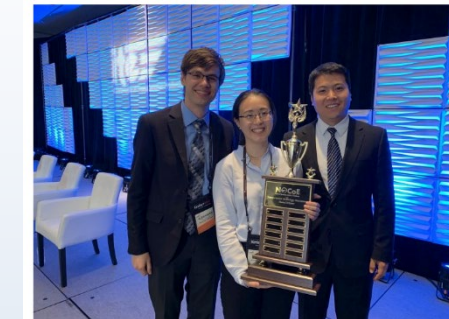
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Perid Dubey on July 25, 2019 - In News, People

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