“Transferring knowledge about the TSMO practice around the country”

TSMO Workforce Webinar Series
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- 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

- Webinar #4 – The next phase of the TSMO Workforce: Paraprofessionals and NOCoE efforts
  - June 2, 2020 – Registration link
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. Position Descriptions and Evolution of Existing Positions
2. KSAs
3. Other HR Resources
4. Culture
What’s Next?

- TSMO Paraprofessional workforce development activities
- Workforce webpages version 2 update
- Strategic focus for NOCoE to continue sharing resources
- NOCoE Fellowship for entry to mid-level
  - Open to all divisions, not just TSMO
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