

TSMO Workforce Implementation Plan

Major action items from the Baltimore Summit

- Develop a repository of Position Descriptions, KSA and Best Practices for TSMO workforce recruitment, retention and career development
- Pre-employment education aimed at producing both TSMO generalists and specialists with key support capabilities
- Post-hiring education aimed at producing TSMO professionals with key support capabilities
- Develop a strategy to elevate TSMO as a core transportation function (Institutionalization of TSMO)

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NCHRP 20-7 Project 408-Transportation System Management and Operations (TSMO) Workforce: Skills, Positions, Recruitment, Retention, and Career Development

- Panel selected consultant in July, work scheduled to start soon
- 15 month project, completion fall 2018
- Project Scope
 - Kick off web conference with panel
 - Existing education programs and best practices for recruiting & retention
 - Position descriptions
 - KSA development
 - Strategic Management Framework for recruitment & retention
 - TSMO Workforce Guidebook
 - KSA Framework
 - Sample Position Descriptions
 - Recruiting a TSMO Workforce
 - Retaining TSMO Staff through Professional Development

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Pre-employment education aimed at producing both TSMO generalists and specialists with key support capabilities

- Convene a forum of transportation agencies, private sector and educators
 - What are the key constraints facing educators in offering TSMO related material and successes in overcoming
 - What has been the experience of university-based entities providing technical support to DOTs?
 - Identify key opportunities for community college, undergraduate and graduate professional education to support content both for TSMO generalists (interdisciplinary) and TSM&O-related specialist disciplines
 - Identify pilot efforts that NOCoE engage in to support and promote examples of effective per-employment/hiring TSMO education and training
- November time frame with VTTI, Cal Berkley/PATH, Florida International, University of Maryland, South Florida, Washtenaw Community College, University of Memphis & Oregon State as participants

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- Post-hiring education for producing TSMO Professionals
 - Review current practices for TSMO training
 - Define an appropriate training “program” and identify elements for all KSAs for both hard and soft skills
 - Inventory and create a repository in the NOCOE EKTS for all existing training materials by topic and identify key gaps in available training for function/position function KSAs
 - Develop a modular model training program that addresses any gaps
- Develop project approach that coordinates and avoids duplication
 - ITS JPO, FHWA, 20-7 (408)