

TRANSPORTATION WORKFORCE SUBJECT BRIEF



FLORIDA DEPARTMENT
OF TRANSPORTATION

What is Florida's Transportation Workforce?

Florida's transportation workforce includes the 565,000 Floridians who are employed in transportation-related industries, including freight transportation and warehousing; passenger transportation services; and transportation system planning, construction, maintenance, and operations. Most of these jobs are in the private sector.

Why is Florida's Transportation Workforce Important?

The Florida Transportation Plan identifies Florida's transportation workforce as one of the state's greatest assets for accomplishing the state's transportation vision. The transportation workforce makes up about 5 percent of all jobs in Florida, significantly contributing to our economy and quality of life.

The transportation workforce plans, designs, builds, and maintains Florida's roads, bridges, railways, airports, seaports, spaceports, transit facilities, bicycle lanes, sidewalks, and shared use paths. Transportation workers move freight via truck, ship, rail, and plane. They also operate transit, taxis, shuttles, and shared mobility services. Transportation workers provide and support our mobility and access to jobs, goods, services, and recreation.

How is Florida's Transportation Workforce Changing?

Demand for transportation workers is growing, particularly for skilled workers in freight and logistics. At the same time, many existing transportation workers are aging and retiring. With the growth in use of new technologies and data, many transportation jobs are becoming more specialized and require more training and education.



94,400
**NEW TRANSPORTATION
WORKFORCE JOBS**

IN FLORIDA BETWEEN 2020 AND 2028

Source: Florida Department of Commerce

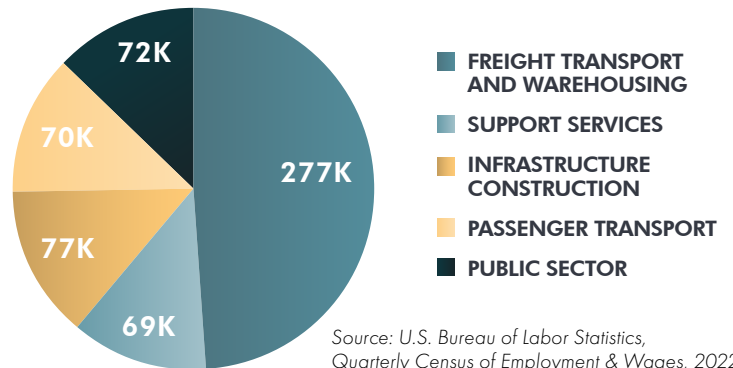
MORE THAN

45% OF TRANSPORTATION
WORKERS NATIONALLY
ARE **45 AND OVER**

ONE IN FOUR ARE LIKELY TO **RETIRE BY 2030**

Source: Florida Department of Commerce, 2022

TRANSPORTATION-RELATED JOBS IN FLORIDA



BY 2028

61% OF ALL
**TRANSPORTATION
JOB OPENINGS**

IN FLORIDA WILL REQUIRE SOME FORM OF A



**TWO-YEAR
COLLEGE DEGREE
OR HIGHER**

Source: Florida Department of Commerce



What is FDOT's Role in Transportation Workforce?

FDOT's programs and investments are a significant driver of transportation workforce demand. With its \$13.6 billion, five-year Work Program that funds transportation projects, FDOT generates jobs for every phase of transportation – from planning to operations – and for every mode of transportation.

As an employer, FDOT seeks to employ a team of diverse and talented individuals and to be an agency where people can build their careers. FDOT is committed to continuing to recruit the best and brightest transportation professionals, as well as providing opportunities for training and professional growth. Examples include:



- Internship opportunities.
- Support for professional certifications, such as providing training opportunities for professional engineers, certified planners, and project management professionals.
- Support for professional development activities to help build capacity for FDOT and partners.

As an owner and operator of the State Highway System, FDOT seeks to support a high-quality workforce to build, maintain, and operate the system. FDOT's Statewide Workforce Development Program trains and recruits road and bridge construction workers. This program is intended to:



- Provide employment for entry-level and experienced workers.
- Provide direct economic benefit to communities where projects are located.
- Address the shortage in labor for construction programs statewide.

Similar initiatives may be needed to support workforce needs for other modes or in other phases of the transportation project lifecycle.

As a partner supporting Florida's economy and communities, FDOT remains committed to working with CareerSource Florida, Florida Department of Commerce, Florida Department of Education, and regional workforce development boards to:



- Identify gaps in transportation workforce skills and availability.
- Advance effective approaches for developing, attracting, and retaining future workers in construction, maintenance, and operations; logistics and distribution; and related occupations.
- Position Florida as a global talent leader in transportation innovations such as automated and connected vehicles, advanced air mobility, commercial space transportation, and the future of logistics.

Examples include participating in regional workforce needs assessments, providing subject matter experts for training programs and career academies, and facilitating student participation in transportation related conferences.

More on the Changing Transportation Workforce:

Florida Jobs

<https://www.floridajobs.org>

CareerSource Florida

<https://careersourceflorida.com>

Current Population Survey

<https://www.census.gov/programs-surveys/cps.html>

Annual Survey of Public Employment & Payroll

<https://www.census.gov/programs-surveys/apes.html>

Employment Projections

<https://www.bls.gov/emp/>

Quarterly Census of Employment and Wages

<https://www.bls.gov/cew>

Occupational Employment Statistics

<https://www.bls.gov/oes/>

NCHRP Synthesis 543: Transportation Workforce Planning and Development Strategies

<http://www.trb.org/Publications/Blurbs/179878.aspx>

Office of Policy Planning

planning@dot.state.fl.us

850.414.4800

