
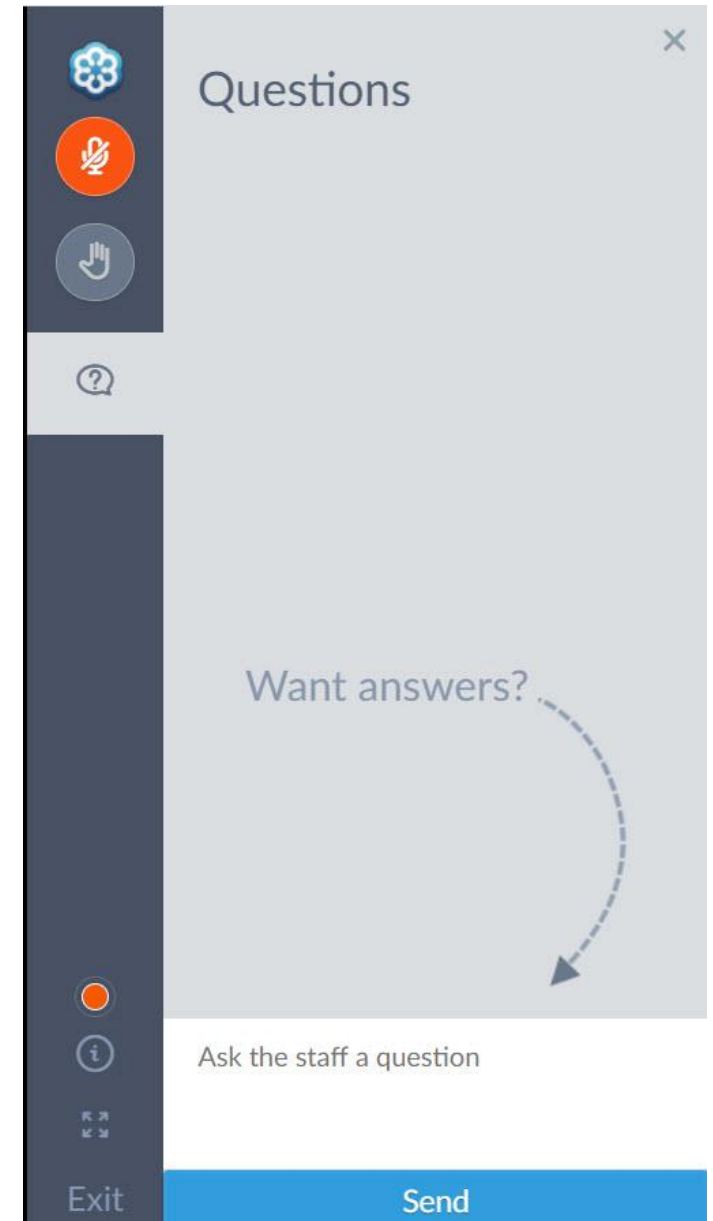




# WELCOME TO TRANSPLEX

# ATTENDEE PARTICIPATION PANEL

- » Attendees are automatically muted throughout the webinar
- » Click the  to open the panel box and submit a question to the panelists
- » Answers to questions will be addressed by the panelists either verbally or in the question box
- » Webinars are being recorded and will be available with other materials on the TransPlex website
- » Please complete the short three question survey at the conclusion of this webinar



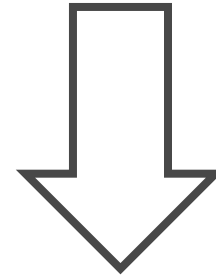
# PROFESSIONAL DEVELOPMENT CREDITS



Professional Development credits are offered for Planners and Engineers that attend the live session.

1.5

You must attend the entire session to be eligible for 1.5 hours of Professional Development credits.



Florida Department of Transportation (FDOT) employees will be able to download their certificates through Learning Curve.



All other attendees will receive certificates via email

# VIRTUAL INNOVATION HALL

- » Please visit our Virtual Innovation Hall to see the innovative projects and tools our partners are using
- » The Virtual Innovation Hall document is available in the handouts section of the webinar as well as on the TransPlex website



April 21, 2020

# Hi Ho - It's Off to Work We Go! Building A Future Transportation Workforce

Jennifer Stults, Florida Department of Transportation (FDOT), Moderator  
Lisa Bacot, Florida Public Transportation Association  
Alix Miller, Florida Trucking Association  
Richard Williams, CareerSource Chipola/Opportunity Florida  
Michael Corbit, CareerSource Palm Beach County



# Moderator

**JENNIFER STULTS, AICP CTP, CPM, FCCM**

**FLORIDA DEPARTMENT OF TRANSPORTATION (FDOT)**

# CURRENT WORK PROGRAM

- **Florida's Work Program is one of the largest in the country**
  - Total Adopted Funding & Budget for 2019/2020 - 2023/2024 = \$52.2B
    - ✓ 46% for Construction
  - 514 Active Construction Contracts
    - ✓ \$12.9B
- **State Highway System = 44,424 Lane miles**
  - 334,216 Daily Vehicle Miles Traveled (DVMT)

# FLORIDA STATUTES 334.044(35)

## Duties of the department

- To provide a road and bridge construction workforce development program, in consultation with affected stakeholders, for construction of projects designated in the department's work program
- To accomplish these activities, the department may administer workforce development contracts with consultants and nonprofit entities, such as local community partners, Florida College System institutions, and technical institutions or centers





## FLORIDA STATUTES 338.2278(8)

### Multi-use Corridors of Regional Economic Significance (M-CORES) Program

- FY 2019-2020, 2020-2021, 2021-2022
- For “Workforce development program, \$2.5 million, to be used as specified in s. 334.044(35)”

# CONSTRUCTION UNEMPLOYMENT PROGRAMS

## FDOT Statewide Workforce Development Training Program:

- **Goal:** To recruit, train and employ individuals who have not been exposed to the road and bridge construction industry
- **Activities:**
  - » Partnership with FDOT contractors and local community partners
  - » Recruitment
  - » Orientation (One day)
  - » Training course (Weeklong)
  - » Possible Employment
  - » Case management (1-year post employment)



# CONSTRUCTION UNEMPLOYMENT PROGRAMS

## ONBOARD4JOBS:

- **Goal:** Help job seekers gain employment on road and bridge construction projects with local contractors and increase the number of minorities, females and veterans on road and bridge construction contracts
- **Activities:**
  - » Hiring Fairs
  - » Online Job Opportunities

# CONSTRUCTION UNEMPLOYMENT PROGRAMS

## Under Development:

- **Prison Inmate Transition Program**
  - » Conceptual Goal: To transition released prison inmates from the correctional system into road and bridge construction jobs

# NON-COLLEGE BOUND STUDENT PROGRAMS

## Construction Career Days (CCD):

- **Goal:** One day event for Florida's 11<sup>th</sup> and 12<sup>th</sup> grade and vocational students to learn about career paths in the road and bridge construction industry through partnerships between FDOT, Contractors and Engineering Consultants



# NON-COLLEGE BOUND STUDENT PROGRAMS

## Under Development:

- **Summer Youth Internship Program**
  - » Conceptual Goal: To provide a 4 to 6-week part-time hands on internship to Florida's 11th and 12th grade and vocational students, with a local contractor, on a FDOT construction project
- **Construction Career Academy**
  - » Conceptual Goal: To provide a one-day academy for Florida's 11th and 12th grade and vocational students to provide a more in-depth exposure to career paths in the road and bridge construction industry

**Thank you.**

**Jennifer Stults, AICP CTP, CPM, FCCM**

**[jennifer.stults@dot.state.fl.us](mailto:jennifer.stults@dot.state.fl.us)**





**LISA BACOT**

**FLORIDA PUBLIC  
TRANSPORTATION ASSOCIATION**





*Florida Public Transportation Association*

# WORKFORCE NEEDS FOR TRANSIT

**LISA M. BACOT**

**EXECUTIVE DIRECTOR**

**FLORIDA PUBLIC TRANSPORTATION ASSOCIATION**

## Mission/Vision



- Our Mission:
  - To continuously support improved public transportation and improve mobility opportunities in Florida through advocacy, education, and partnerships.
- Our Vision:
  - FPTA is the leading force in supporting Florida's public transportation and mobility industry.

# Florida's Transit Systems



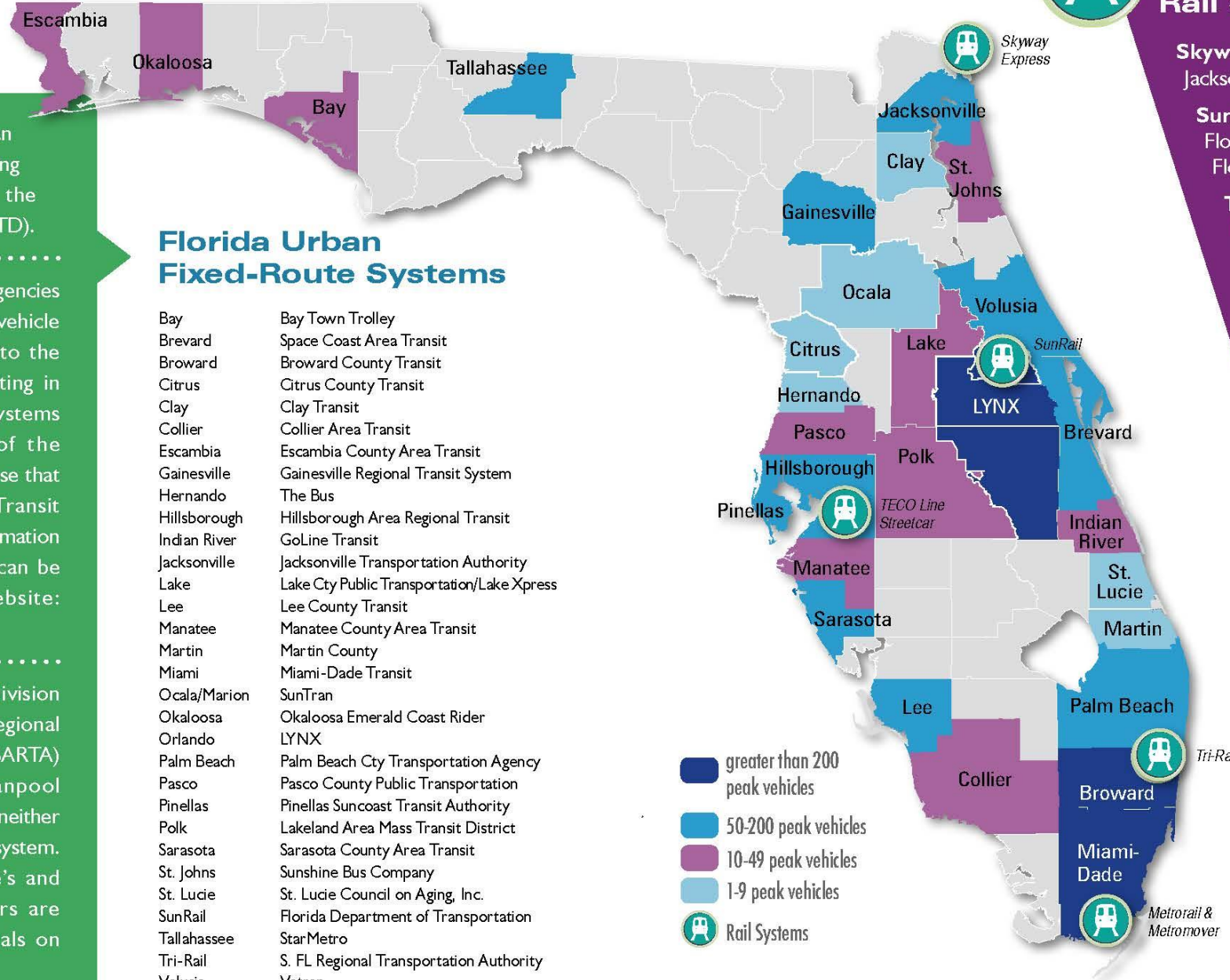
In 2017, there were 31 urban fixed-route systems operating in Florida that reported to the National Transit Database (NTD).

During 2017, Florida's transit agencies ranged in size from the six-vehicle system in Ocala (SunTran) to the 1,102-vehicle system operating in Miami-Dade County. The systems included in this edition of the Handbook represent only those that reported to the National Transit Database in 2017. More information on public transit in Florida can be found at the following website: [www.dot.state.fl.us/transit](http://www.dot.state.fl.us/transit).

Charlotte County Transit Division and the Tampa Bay Area Regional Transportation Authority (TBARTA) are required to report vanpool information to NTD; however, neither agency operates a fixed-route system. Please note that Charlotte's and TBARTA's vanpool numbers are included in the Florida totals on page 5, where applicable.

## Florida Urban Fixed-Route Systems

Bay	Bay Town Trolley
Brevard	Space Coast Area Transit
Broward	Broward County Transit
Citrus	Citrus County Transit
Clay	Clay Transit
Collier	Collier Area Transit
Escambia	Escambia County Area Transit
Gainesville	Gainesville Regional Transit System
Hernando	The Bus
Hillsborough	Hillsborough Area Regional Transit
Indian River	GoLine Transit
Jacksonville	Jacksonville Transportation Authority
Lake	Lake Cty Public Transportation/Lake Xpress
Lee	Lee County Transit
Manatee	Manatee County Area Transit
Martin	Martin County
Miami	Miami-Dade Transit
Ocala/Marion	SunTran
Okaloosa	Okaloosa Emerald Coast Rider
Orlando	LYNX
Palm Beach	Palm Beach Cty Transportation Agency
Pasco	Pasco County Public Transportation
Pinellas	Pinellas Suncoast Transit Authority
Polk	Lakeland Area Mass Transit District
Sarasota	Sarasota County Area Transit
St. Johns	Sunshine Bus Company
St. Lucie	St. Lucie Council on Aging, Inc.
SunRail	Florida Department of Transportation
Tallahassee	StarMetro
Tri-Rail	S. FL Regional Transportation Authority
Volusia	Votran



- greater than 200 peak vehicles
- 50-200 peak vehicles
- 10-49 peak vehicles
- 1-9 peak vehicles
- Rail Systems

## Rail Systems in Florida

**Skyway Express**  
Jacksonville Transportation Authority

**SunRail**  
Florida Commuter Rail Authority  
Florida Dept. of Transportation

**TECO Line Streetcar**  
Hillsborough Area Regional Transit Authority

**Tri-Rail**  
The South Florida Regional Transportation Authority

**Metrorail & Metromover**  
Miami-Dade Transit  
operates a heavy rail system

## What's New This Year?

In July 2018 SunRail's southern expansion opened! The 17.2-mile segment includes 4 new stations, connecting Sand Lake Road in Orange County to Ponciana in Osceola County.



# Workforce Challenges

- Driver Shortages
- Maintenance Technician Shortage
- Changing Technician Skills
- Generation Gap / Poor Succession Planning



# Metro Transit cuts bus service to improve reliability amid driver shortage

Metro Transit says no more regular service cuts are planned, but State Fair service will be altered.

By Tim Harlow and Janet Moore Star Tribune | AUGUST 1, 2018 — 12:02AM



# Driver Shortages Causing Transit Delays Nationwide

St. Louis commuters put up with extensive wait times during rush hour last week — they haven't been the only ones.

By Aaron Short | Aug 27, 2019 | COMMENT HERE



NEWS > COLORADO NEWS • News

# RTD moves forward on cuts to bus, rail service starting in May

A final vote on the service changes, which include elimination of two bus lines, is set for March 24

# Addressing the Challenge

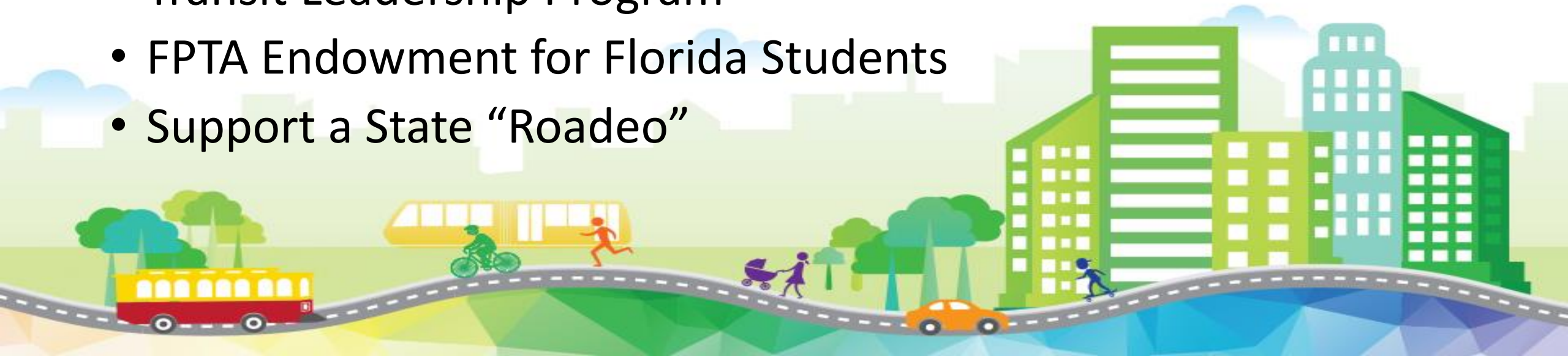
- Training Programs
- Transit Networks
- Education





# Addressing the Challenge

- Transit Manager Certificate Program
- Transit Operator Trainer Training Program
- Transit Maintenance Analysis and Research Center
- Transit Technician Education Program's Certified Transit Technician Program
- Transit Leadership Program
- FPTA Endowment for Florida Students
- Support a State "Rodeo"



# Challenges Ahead



Centers for Disease Control and Prevention  
CDC 24/7: Saving Lives, Protecting People™


Search 

## Coronavirus Disease 2019 (COVID-19)

[CDC](#) > [Coronavirus Disease 2019 \(COVID-19\)](#)

> [Schools, Workplaces & Community Locations](#) > [Businesses](#)



 [Coronavirus Disease  
2019 \(COVID-19\)](#)

[Symptoms & Testing](#) +

[Prevent Getting Sick](#) +

## What Bus Transit Operators Need to Know About COVID-19

[Other Languages](#) ▼



# How Much Does Your Commute Cost?

IF WALKING  
COSTS YOU  
\$1



SOCIETY  
PAYS  
\$0.01



IF BIKING  
COSTS YOU  
\$1



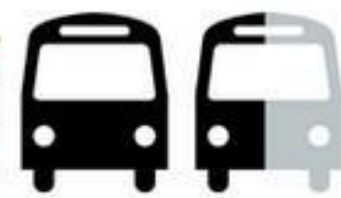
SOCIETY  
PAYS  
\$0.08



IF BUSSING  
COSTS YOU  
\$1



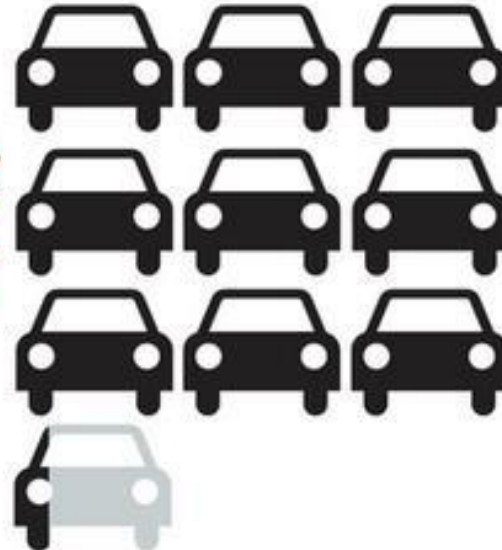
SOCIETY  
PAYS  
\$1.50



IF DRIVING  
COSTS YOU  
\$1



SOCIETY  
PAYS  
\$9.20



*Source: Creative Commons, Produced by  
Discourse Media, data by George Poulos*



# THANK YOU!

**LISA M. BACOT**

EXECUTIVE DIRECTOR

FLORIDA PUBLIC TRANSPORTATION ASSOCIATION

[LISABACOT@FLORIDATRANSIT.ORG](mailto:LISABACOT@FLORIDATRANSIT.ORG)

850.445.8329



**ALIX MILLER**

**FLORIDA TRUCKING  
ASSOCIATION**

# Workforce education in the trucking industry

- PROFESSIONAL TRUCK DRIVER DEFICIT IN 2018: 60,800

AMERICAN TRUCKING ASSOCIATIONS (ATA) ESTIMATES THAT 160,000 DRIVER POSITIONS WILL GO UNFILLED IN A DECADE.



# Is there a driver shortage?

- OTR
- Line Haul
- Day Peddler



# Is there a driver shortage?

- Intrastate vs. Interstate
- DRIVE-Safe Act
  - 400 hours of apprenticeship training
  - Safety technology



# Diesel Technicians

**12%**

Percentage employment growth projected for diesel service technicians and mechanics between 2014 to 2024

**75,000**

New mechanics needed to meet additional demand by 2022

**67,000**

Technicians needed to replace retiring workers

**FLORIDA  
TRUCKING**  
ASSOCIATION



# THE FUTURE OF WORKFORCE EDUCATION IN THE TRUCKING INDUSTRY

70% of vocational students are between 30-60 years old, with the median age being 40.

- Second career for many

Apprenticeships

- Companies in Florida hiring and training in-house

Technical colleges and vocational schools

- Tooele Technical College (Utah) focused on students between 16-18 years and summer camps (technician camps for 7<sup>th</sup>-8<sup>th</sup> graders); considering driving camp for juniors and seniors interested in driving by teaching pre-trip inspections and driving in simulators
- New/updated certifications, programs





# UPHEAVAL. DISRUPTION. TECTONIC SHIFTS. PROFOUND TRANSFORMATION. HIGH-STAKES MAKEOVER.

## Supply Chain Management (SCM)

Harvard Business Review (2018): “in five to 10 years, the current supply chain function may be obsolete.”

Supply chain executives will need to shift their focus from managing people doing mostly repetitive and transactional tasks, to designing and managing information and material flows with a limited set of high specialized workers



# SCM

- “Digital control towers”: virtual decision center that provides real-time, end-to-end visibility into global supply chains.” For many retail companies, the towers are described as the “nerve center” for operations, with a team of data analysts monitoring screens 24/7.
- IoT (Internet of Things): Telematic market to expand in scope; hardware investments dropping dramatically and software costs rising, representing nearly \$8.7 billion of the market.
- “Double-digit annual growth for worldwide IoT spending through 2022...with ample opportunity for connected and sensed ‘things’—that will upend traditional supply chain practices.”

**FLORIDA  
TRUCKING**  
ASSOCIATION



# Automation

- Trucks move more than 70% of U.S. freight—many speculate with automation, will see a loss of jobs (2-3 million)
- Truck drivers do more than drive trucks.
  - checking vehicles
  - securing cargo
  - maintaining logs
  - providing customer service
  - fixing a tire, adjusting freight—solving issues on the road
- Half of all heavy trucks used in relatively short ranges of operation (50 miles or less).



# Automation

- Level 4 automation: a high automation environment that assumes the system controls driving and monitoring in some, but not all, operating conditions
- Automating the long-haul/interstate portion of a truck trip, not short haul or local truck moves
- E-commerce—first mile, last mile— 2-3 touches vs. 8-9



**Alix Miller, Ph.D.**  
Vice President  
Florida Trucking Association  
[alix@fltrucking.org](mailto:alix@fltrucking.org)





**RICHARD WILLIAMS**

**CAREERSOURCE CHIPOLA  
OPPORTUNITY FLORIDA**

# The CareerSource network

- 24 Regional Boards across the state
- A majority of the board members must come from the private sector
- We connect employers and job seekers
  - we are an employment center
- Each board uses funds for various training programs.
- The board decides where funds are spent. You need to make sure your industry has a seat at the table



# Opportunity Florida

- Regional Economic Development Organization
- Serving ten counties designated by the Governor as Rural Areas of Opportunity (RAO)
- Gulf to Bay Highway and Gulf Coast Parkway in Gulf and Bay County
- We realize the ability to transport people and goods in an efficient manner has a direct impact on economic growth and stability





**Richard Williams**  
Executive Director  
CareerSource Chipola  
[Richard.Williams@careersourcechipola.com](mailto:Richard.Williams@careersourcechipola.com)





**MICHAEL CORBIT**

**CAREERSOURCE PALM  
BEACH COUNTY**

# CareerSource Palm Beach County



**Michael Corbit**  
**Assistant Vice President**

# Our Role

Assist local businesses in hiring individuals

Work with job candidates on finding employment

Provide training grants

Various departments including:

- Veterans

- Youth & Young Adults

- Disability & Special Needs

- Reentry

We are not the unemployment office





# Unemployment By Industry

**Q4 2019**

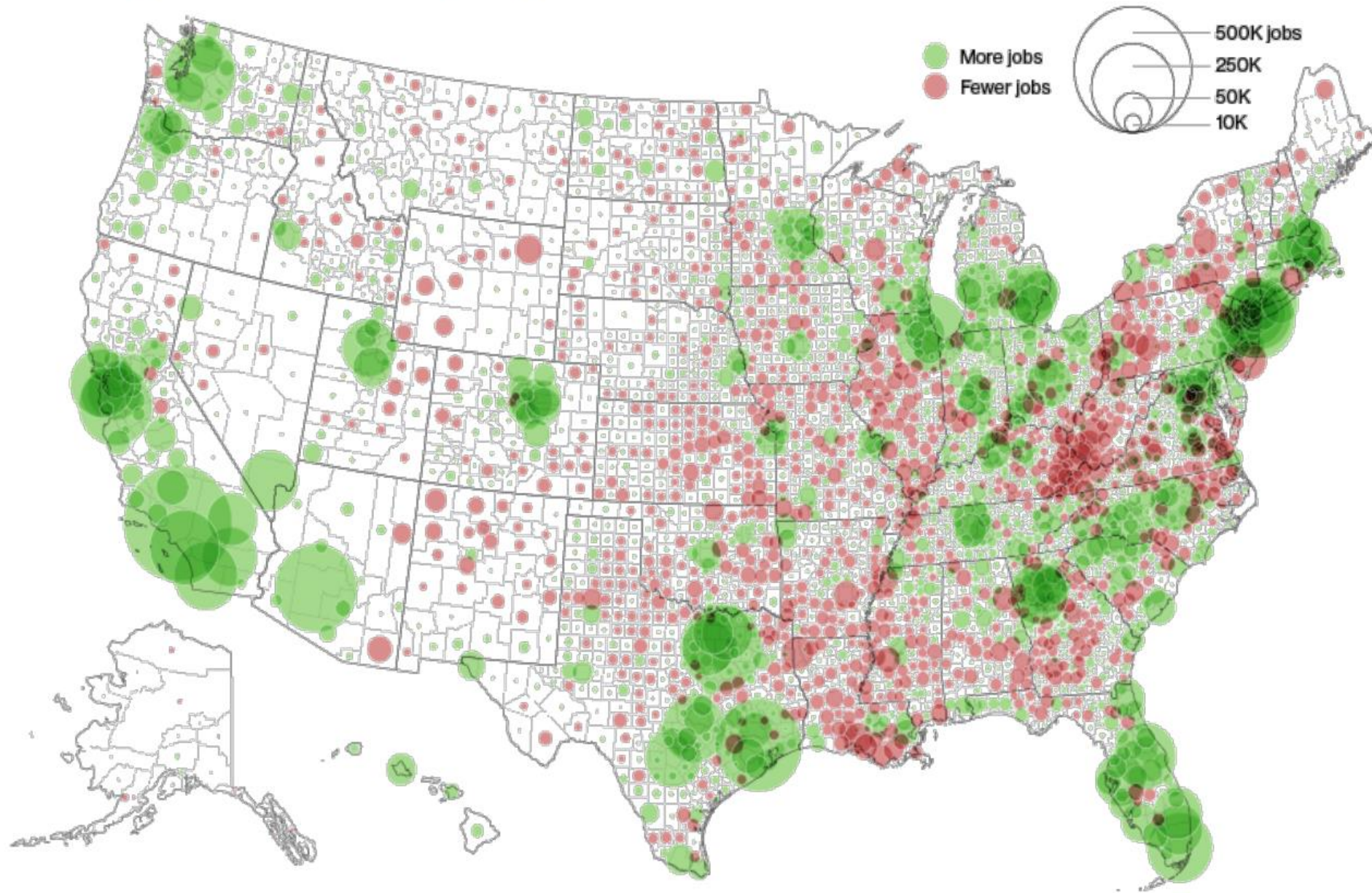
<b>Industry</b>	<b>Unemployed</b>	<b>% of Regional Unemployment</b>	<b>% of National Unemployment</b>
<b>Transportation</b>	<b>285</b>	<b>1%</b>	<b>4%</b>
<b>Construction</b>	<b>1,163</b>	<b>5%</b>	<b>10%</b>
<b>Wholesale Trade</b>	<b>854</b>	<b>4%</b>	<b>4%</b>

# Jobs By Industry

Industry	2019 Jobs	2024 Jobs	% Change	2020-2024 Openings	Avg Hourly \$
Transportation	18,744	20,203	4%	1,459	\$21.09
Construction	22,255	24,185	4%	1,930	\$23.25
Total Industry	60,825	65,607	5%	31,606	\$20.62



# Change in total employment, June 2009 to June 2016



Source: Ingold, David. "A Tale of Two Economies." *Bloomberg*, January 19, 2017. Data from U.S. Bureau of Labor Statistics.

# We Help the Economy Thrive by:

- **Helping business relocation/expansion/retention in Palm Beach County by partnering with key organizations**
  - Business Development Board
  - Economic Development Office
  - State/Local Government
  - Chambers of Commerce
  - Colleges and Universities





# Vision



VISION:

Vibrant Communities

Global Competitiveness

High-wage Jobs

TALENT SUPPLY &  
EDUCATION

INNOVATION &  
ECONOMIC DEVELOPMENT

INFRASTRUCTURE &  
GROWTH LEADERSHIP

BUSINESS CLIMATE &  
COMPETITIVENESS

CIVIC &  
GOVERNANCE SYSTEMS

QUALITY OF LIFE &  
QUALITY PLACES

**Vibrant Communities.**

Created by developing quality

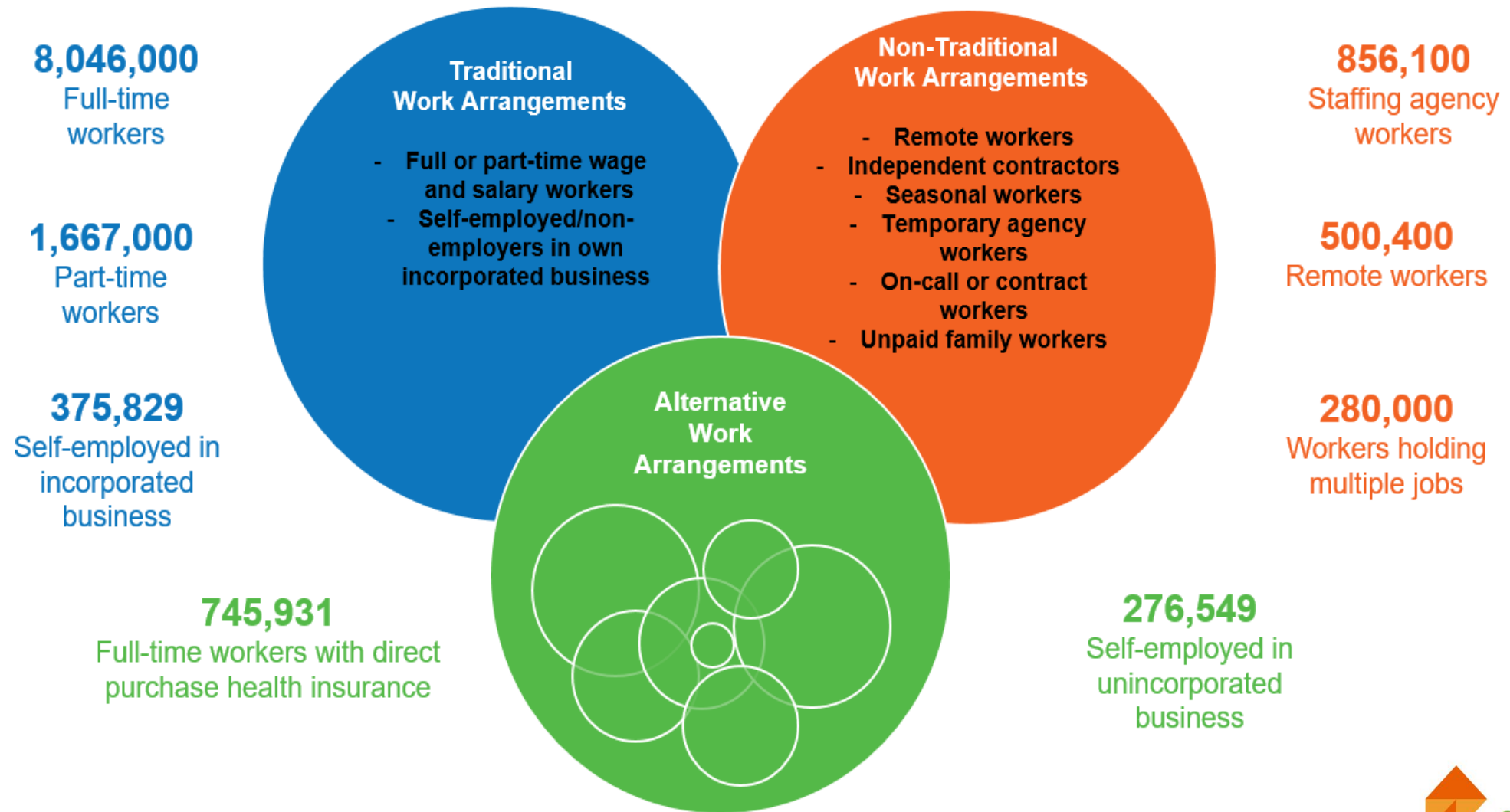
**High-wage Jobs.**

Spurred by creating jobs

**Global Competitiveness.**

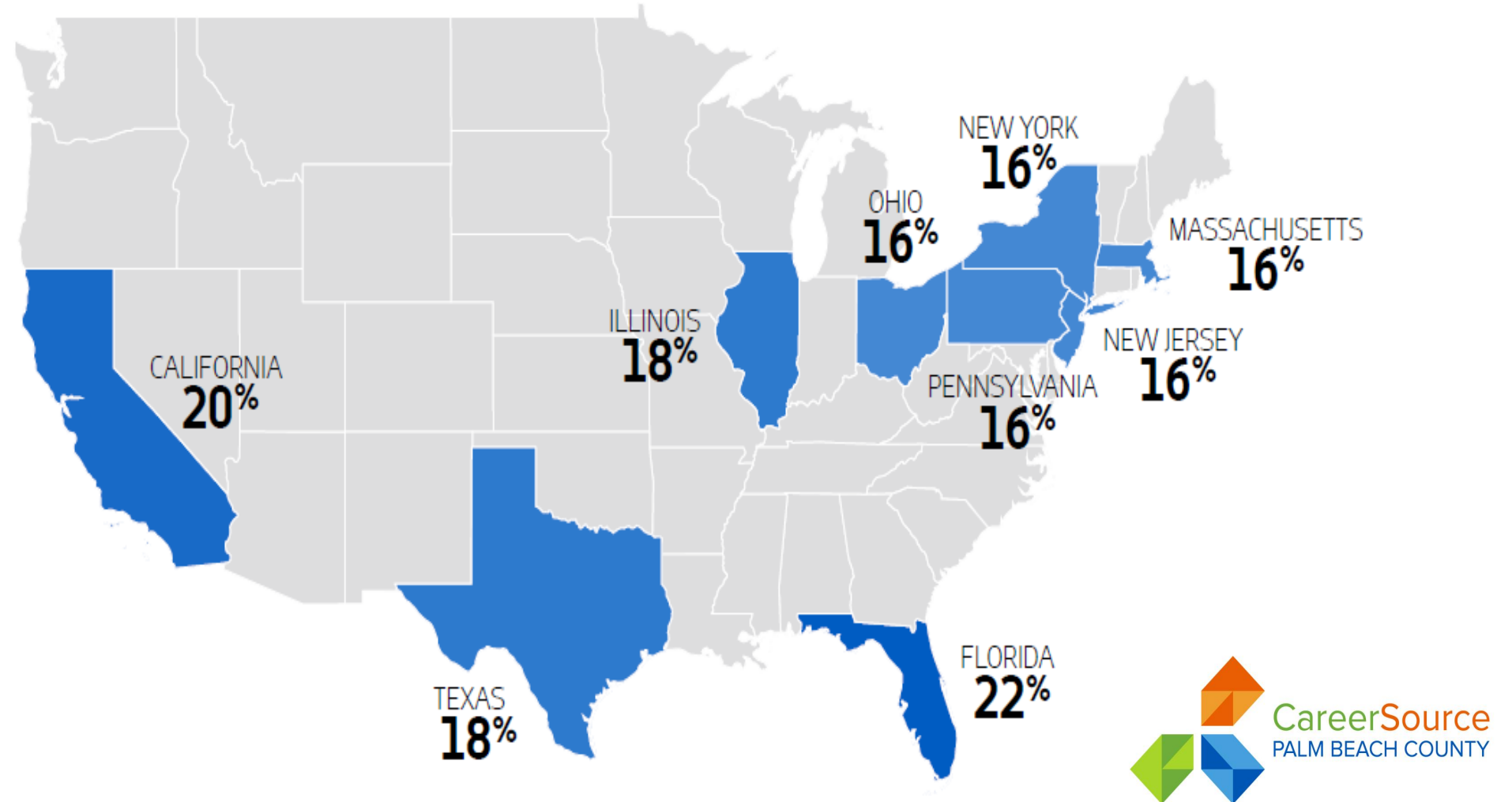
Achieved by expanding Florida's

# Defining the Gig Economy

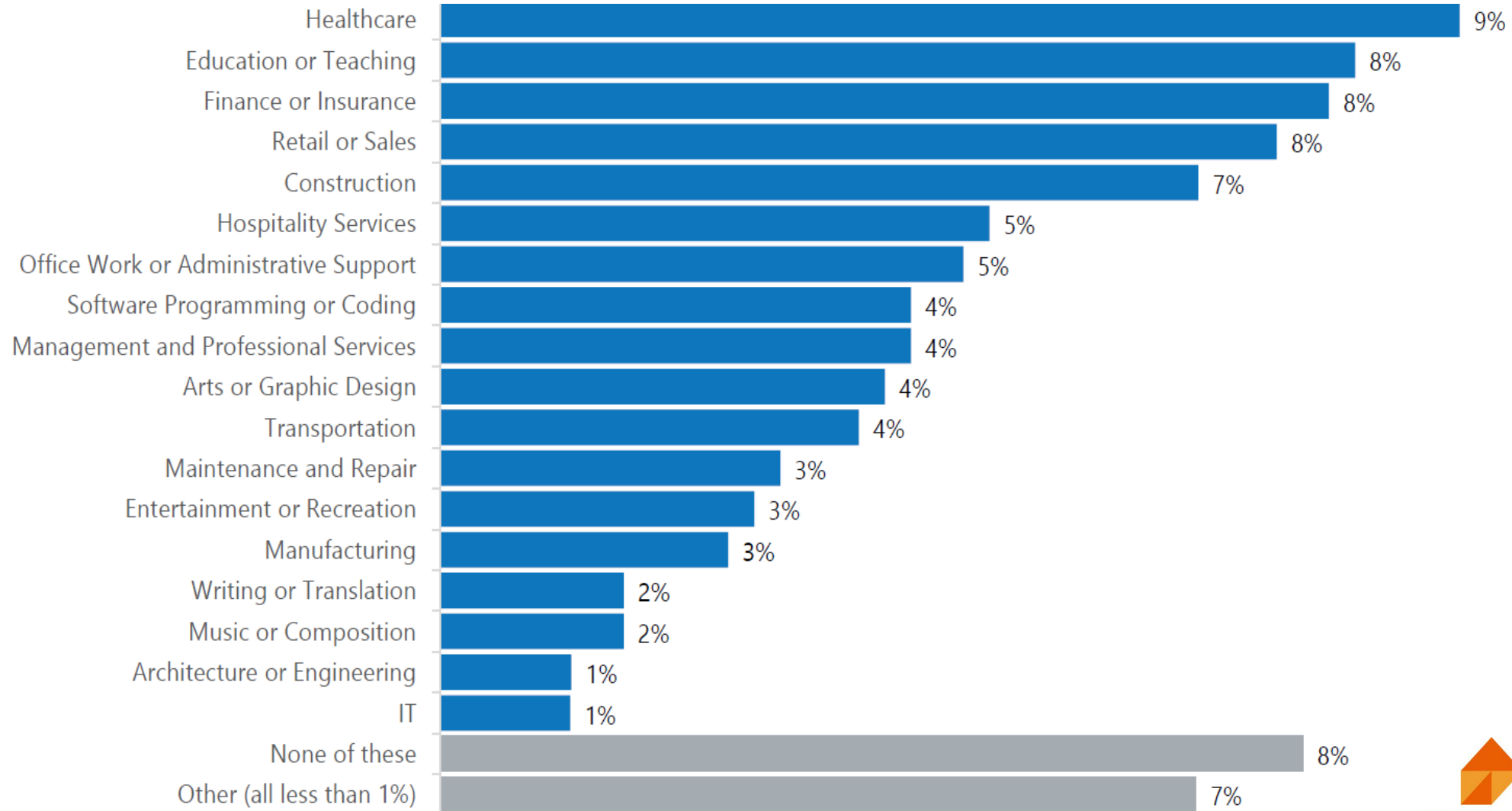


# State Overview

Chart 5 Top States With Highest Total Employment: Proportion of Gig Workers Within the State



# Likely Gig Work







**Thank You**

**[mcorbit@careersourcepbc.com](mailto:mcorbit@careersourcepbc.com)**



# QUESTION & ANSWER SESSION

# THANK YOU FOR ATTENDING

- » TransPlex supports the Florida Transportation Plan (FTP), the state's long-range plan guiding Florida's transportation future.
- » The FTP is a plan for all of Florida - and affects every resident, business, and visitor.
- » We want to hear from you to understand the transportation issues and concerns that are most important to you



Please take a moment to complete the Values and Preferences Survey  
<http://floridatransportationplan.com/getinvolved.htm>