

# Job Needs and Priorities Report, Phase 2

## Southwest Region

### I. Introduction

Housed at the Center for International Trade & Transportation (CITT) at California State University, Long Beach (CSULB), the Southwest Transportation Workforce Center (SWTWC) serves a region with public and private passenger and freight transportation networks that are among the most extensive in the world. SWTWC's eight member states—California, Nevada, Arizona, New Mexico, Colorado, Utah, Texas, and Oklahoma—represent a vast geographic expanse that includes very different urban, suburban, and agricultural workforce settings as well as several globally significant ports, numerous international and domestic airports, and the international border with Mexico. The region also includes the nation's two most populous states, 12 of the nation's 25 most populous cities, and growth rates that exceed national figures, which implies a growing and changing workforce (U.S. Census 2015). The Southwest region provides a unique laboratory to study workforce needs tied to both urban and rural transportation services, transportation in and through Border States, trade gateways and corridors, and states with sizable Native American and Hispanic populations among others.

SWTWC and its technical partners, the University of Southern California (USC), Texas A&M University Transportation Institute, the National Occupational Competency Testing Institute, and ICF International, are dedicated to assessing and developing the transportation workforce across the region and four focal areas: intelligent transportation systems, corridor management, borders and gateways, as well as diversity in the transportation workforce.

### II. Report Overview

As the nation moves forward in the 21st century, many challenges face the transportation industry; changing skill sets for current employees, large numbers of workers heading towards retirement, and the technological innovations that are changing the face of transportation itself will invariably cause gaps in the workforce pipeline. In January 2015, SWTWC started a two-phased Transportation Job Needs and Priorities Research effort, which was designed to assess these challenges and address the transportation workforce needs in the region.

'Phase 1' of the Job Needs and Priorities assessment allowed SWTWC to identify priority jobs and set the stage for meaningful regional workforce discussions and initiatives. In the findings, a broad summary of the region's transportation workforce and industry is presented along with an analysis of Southwest labor market data. Combining stakeholder input with historic, current, and future occupational estimates for transportation occupations, Phase I also identified 13 regional priority occupations as target areas for future center workforce development efforts (see Exhibit 1).

<b>Exhibit 1: Southwest Priority Occupations as Identified through Phase 1</b>			
<b>SOC Code</b>	<b>SOC Occupation Title</b>	<b>Southwest Percent Change 2012-2022</b>	<b>National Percent Change 2012-2022</b>
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	16.8%	8.7%
53-3021	Bus Drivers, Transit and Intercity	14.7%	9.8%
11-3021	Computer and Information Systems Managers	22.4%	15.3%
17-2051	Civil Engineers	23.9%	19.7%
53-3032	Heavy and Tractor-Trailer Drivers	19.5%	11.3%
13-1081	Logisticians	33.7%	22.0%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	18.5%	11.0%
47-2073	Operating Engineers and Other Construction Equipment Operators	22.6%	18.9%
17-1022	Surveyors	14.1%	10.4%
17-3031	Surveying and Mapping Technicians	21.0%	13.5%
53-6041	Traffic Technicians	11.3%	10.6%
11-3071	Transportation, Storage, and Distribution Managers	15.5%	4.8%
19-3051	Urban and Regional Planners	16.8%	10.3%

The purpose of this Phase 2 report is to describe the subsequent research and results, which involved assessing potential workforce programs and partnerships to address the workforce gaps identified in Phase 1, while also presenting strategic ‘action plans’ that will serve as the impetus to move related workforce development initiatives forward. SWTWC’s four strategic action plans reflect the programs and impacts that the Center wishes to make on the transportation workforce and the various systems that support this community. These strategic plans include:

- Action Plan 1: Promoting Apprenticeship Programs for the 21st Century
- Action Plan 2: GIS Tribal Training Initiative
- Action Plan 3: Promoting Awareness of Trucking Occupation
- Action Plan 4: Attracting Non-traditional Candidates to the Supply Chain Industry

As indicated, the actions align with SWTWC’s mission, values, focus areas, as well as the 13 priority occupations identified in Phase I.

The research and full strategies supporting these action plans are described in the remainder of this report. Once implemented, the four strategies will serve as the foundation by which the Center will assist stakeholders across the region in meeting their workforce development needs.

### **III. Phase 2 Methodology**

The methodology for conducting this research includes several key steps, as described below.