An Up-to-Date Analysis of Future Workforce Needs in Transit

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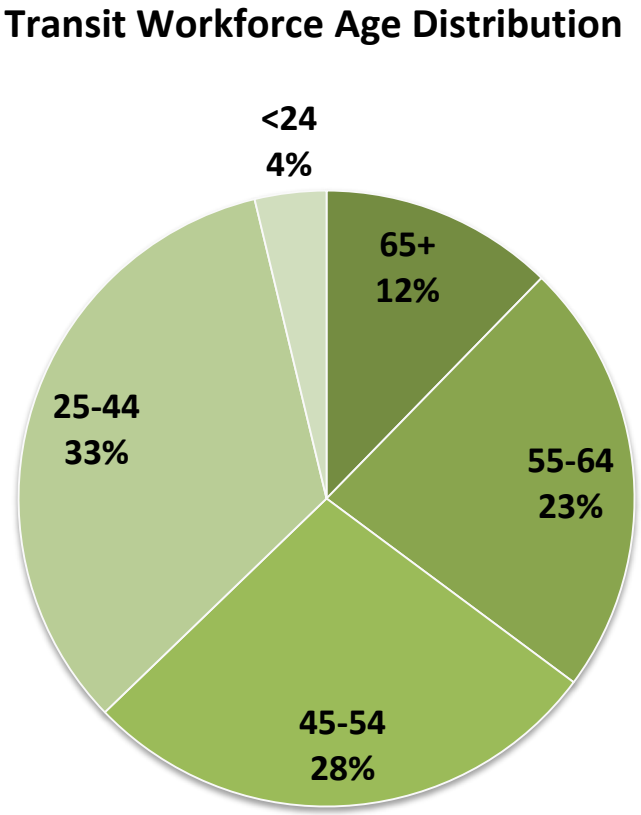
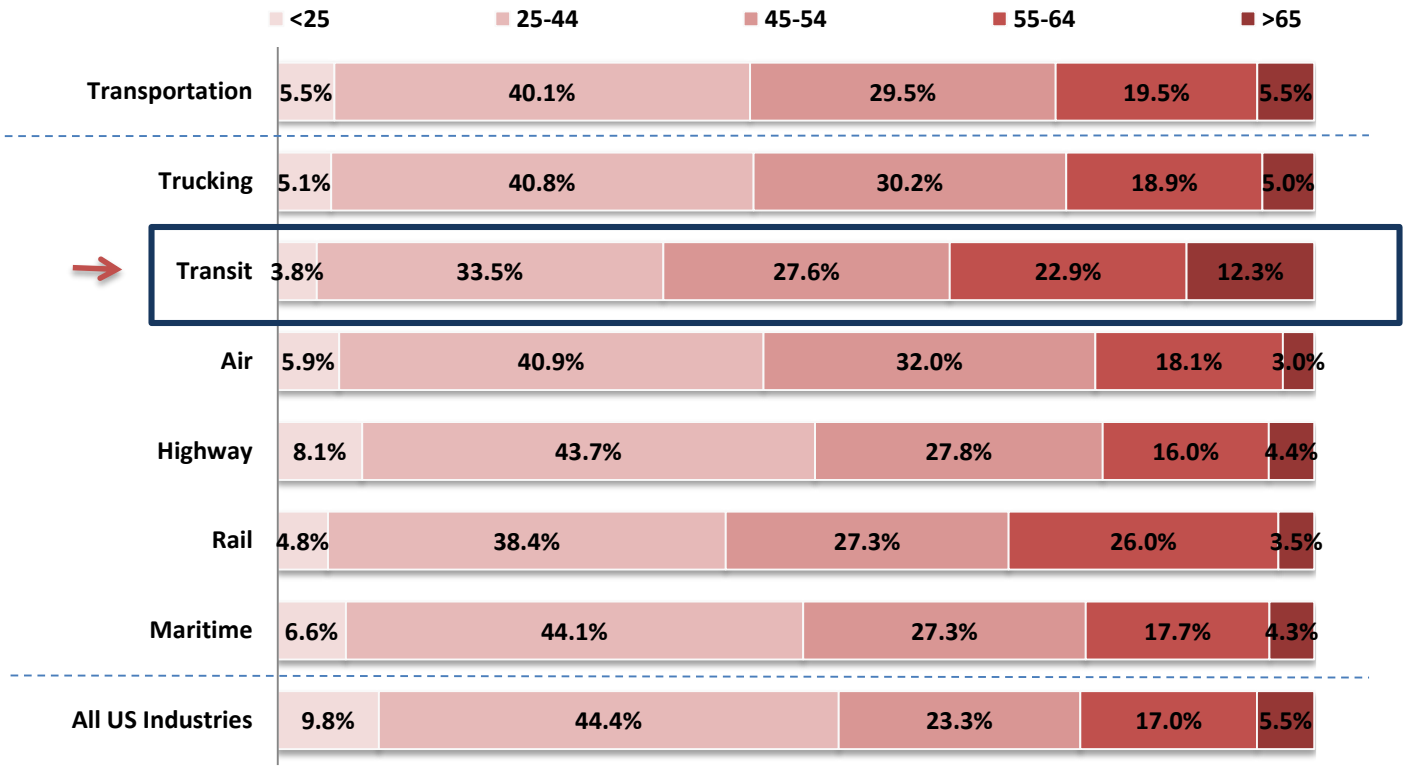
With 63 percent of workforce above age 45, retirements will loom large in transit.



Source: TLC & JFF analysis based on BLS & Census 2014 industry and occupational employment. Data retrieved from EMSI in June 2014.

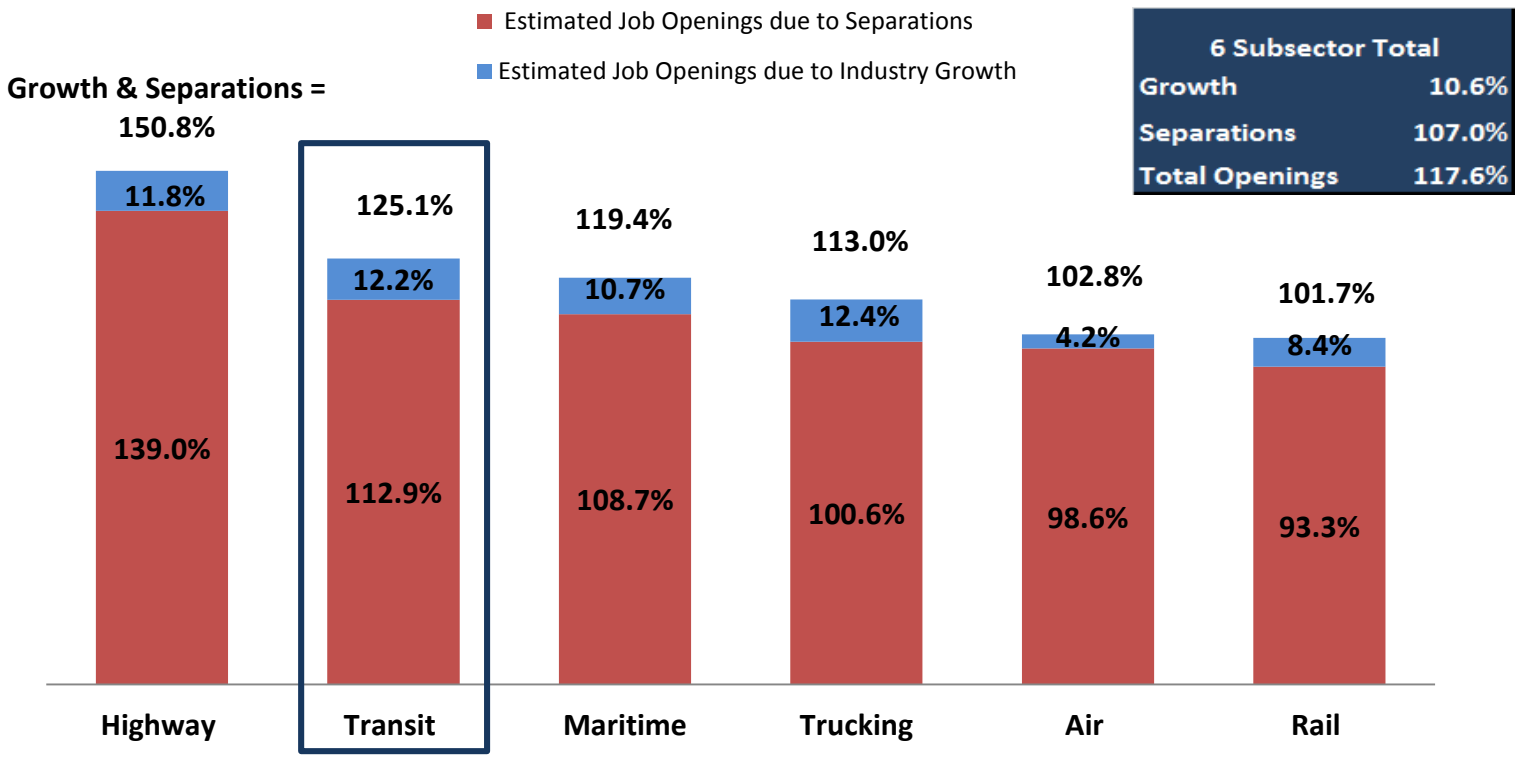
Transit has the highest percentage of older workers among all transportation sectors

2014 Workforce Age Distribution:
Transportation Subsectors vs. All Industries

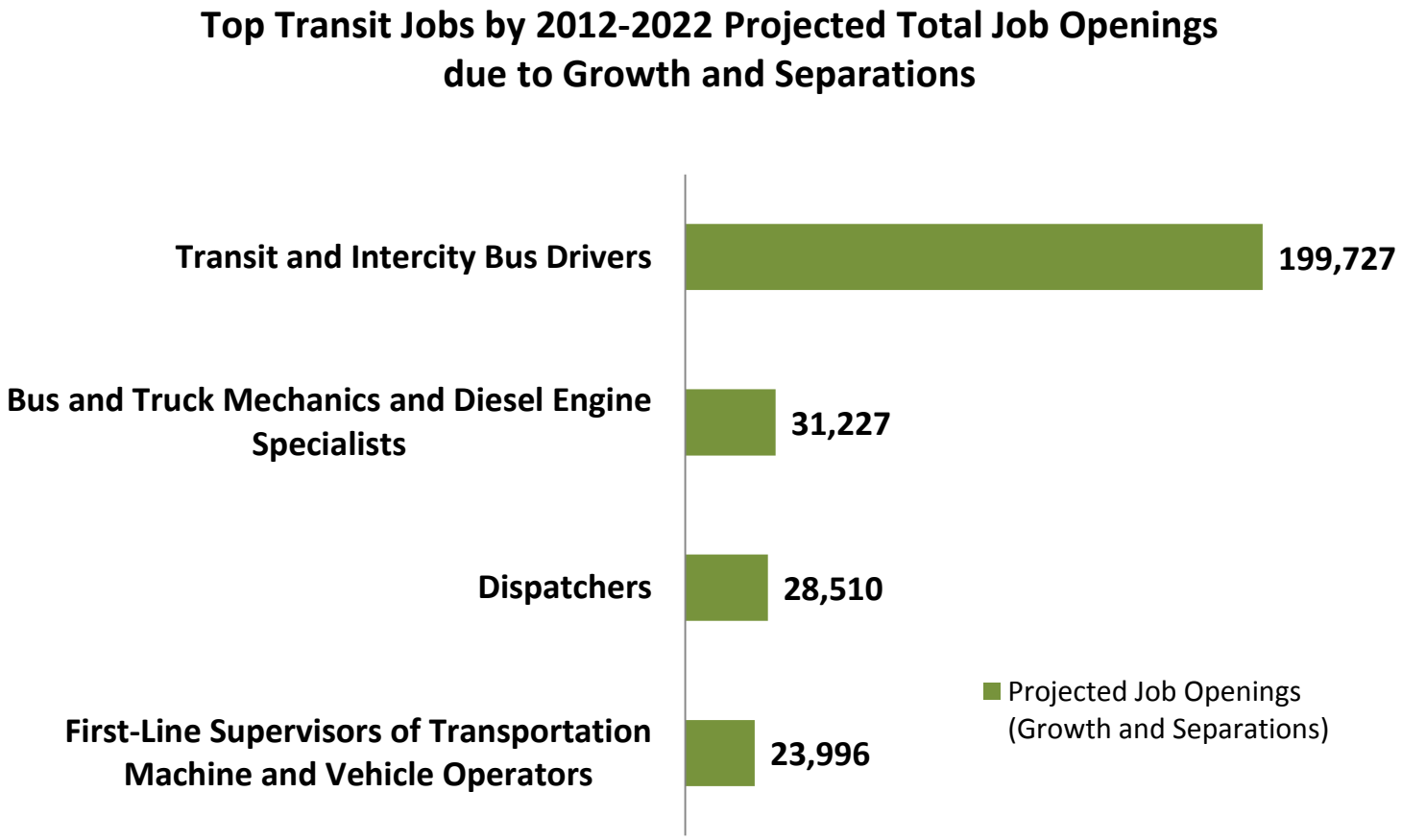


Transit job openings in 10 years are estimated at 1.25 times its current employment

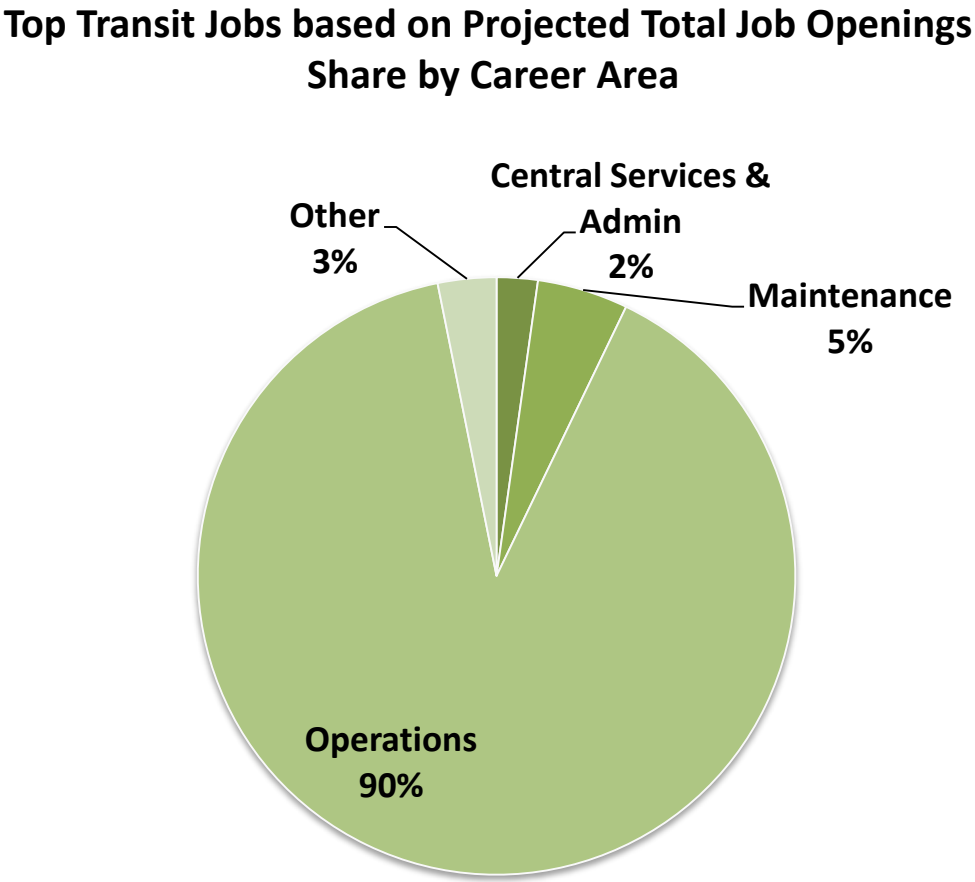
Estimated Percentage of Total Job Openings due to Growth and Separations 2012-2022 (Ranked)



Bus drivers, mechanics, dispatchers, and first-line supervisors has the highest long-term job demand in transit

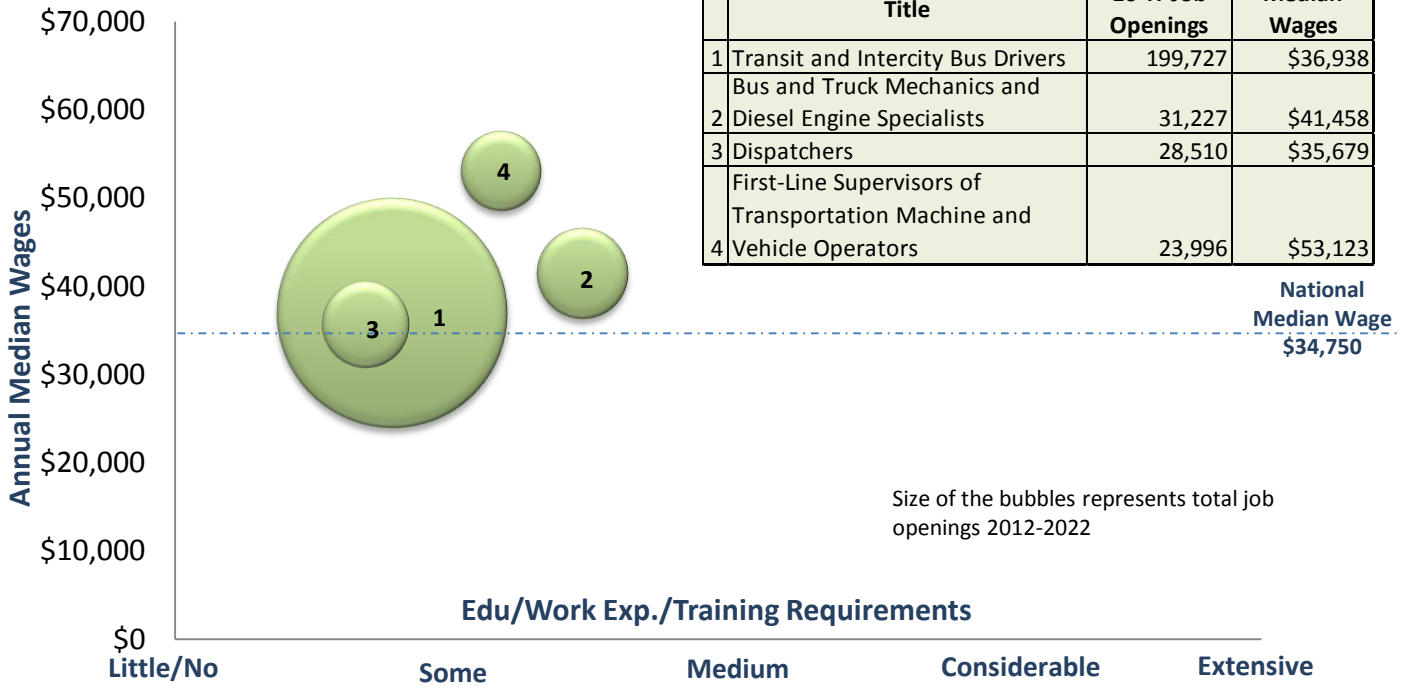


Operations and maintenance jobs account for 95% of the projected transit job openings



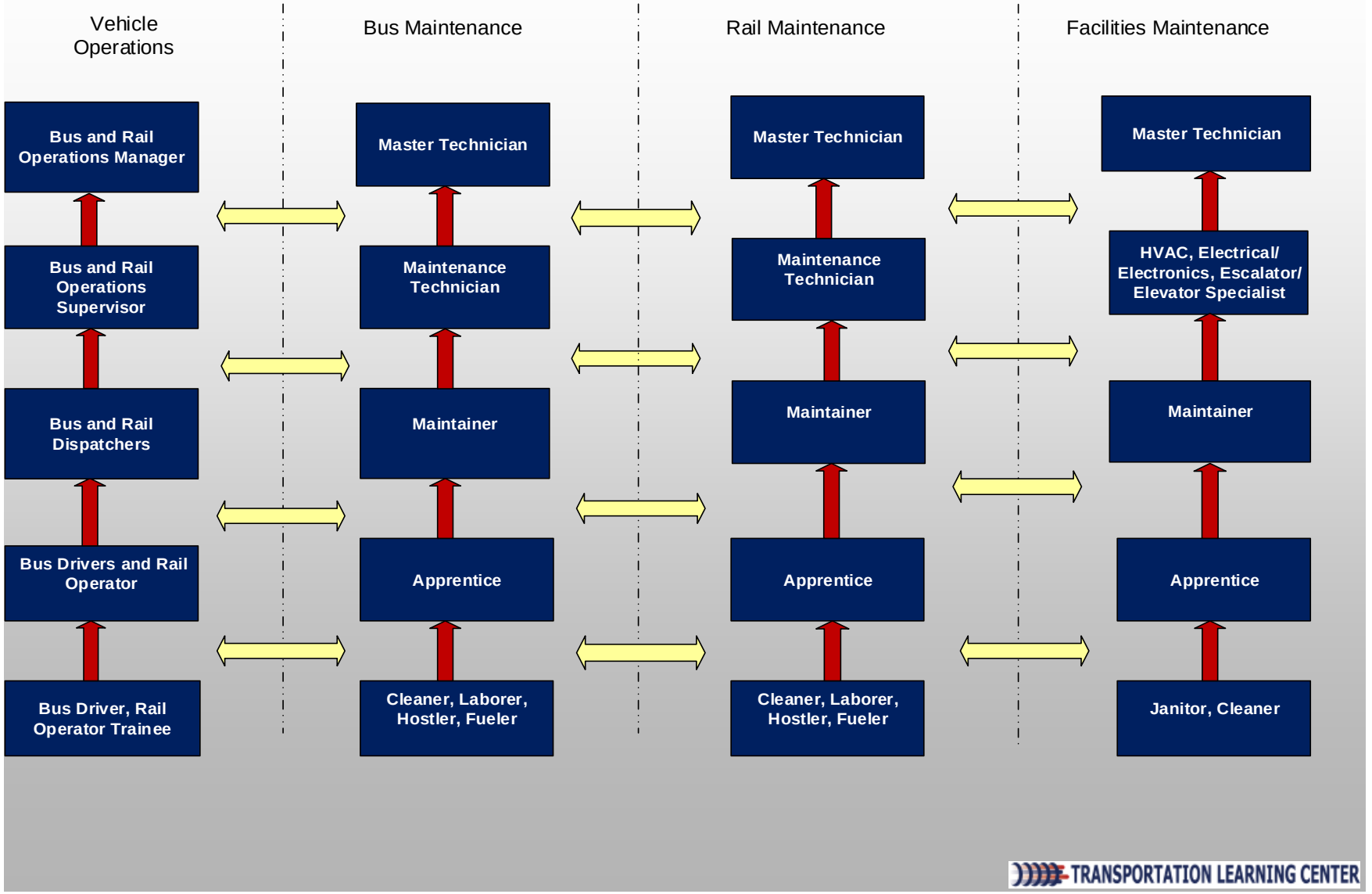
Transit jobs in high demand pay above national median wages, provide good benefits and career pathways/ladders opportunities

Top Transit Jobs by Projected Total Job Openings:
Median Wages vs. Edu/Work Exp./Training Requirements



	Title	10 Yr Job Openings	Median Wages
1	Transit and Intercity Bus Drivers	199,727	$36,938
2	Bus and Truck Mechanics and Diesel Engine Specialists	31,227	$41,458
3	Dispatchers	28,510	$35,679
4	First-Line Supervisors of Transportation Machine and Vehicle Operators	23,996	$53,123

Transit Operations & Maintenance Career Pathways and Ladders



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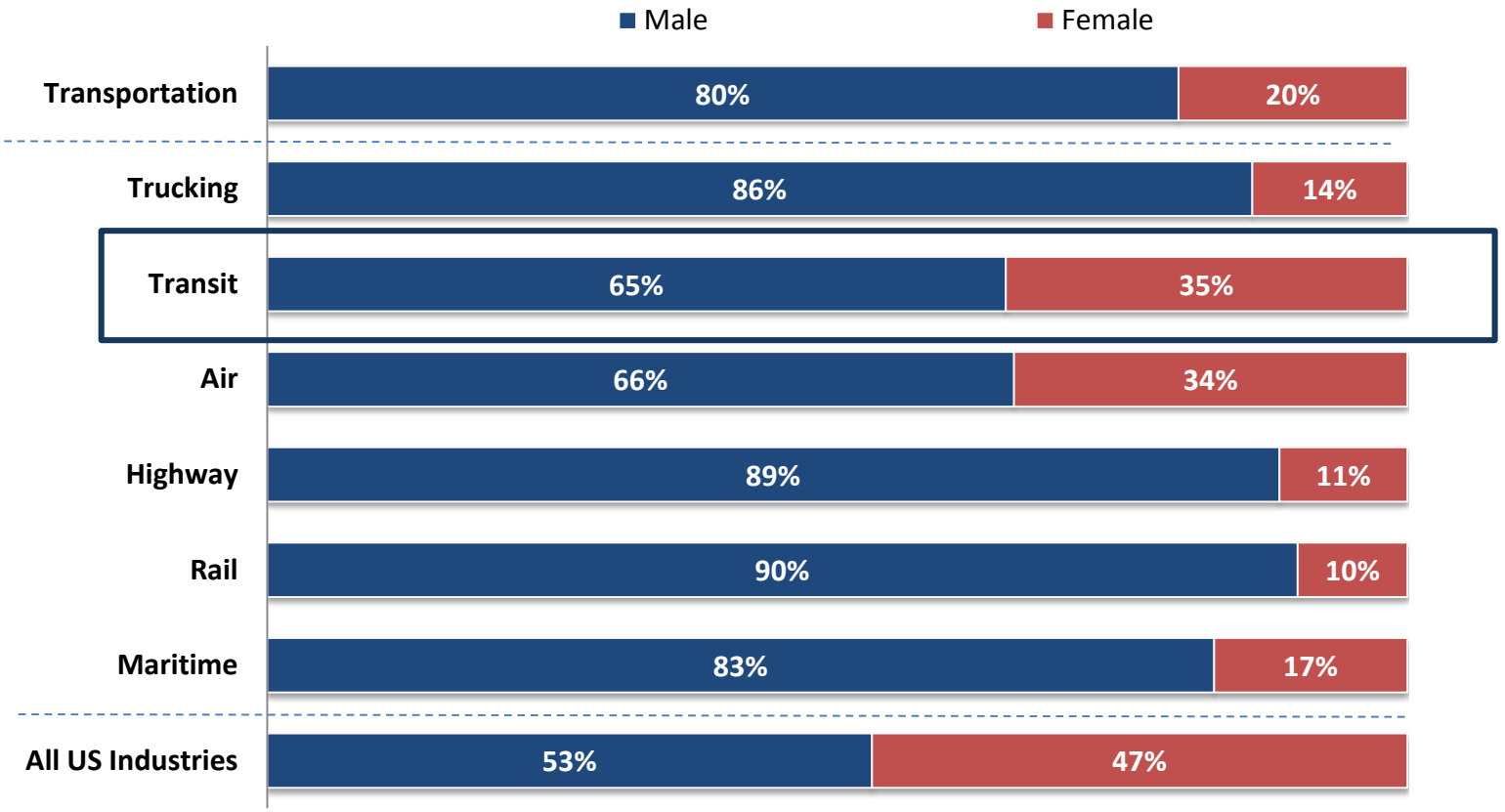
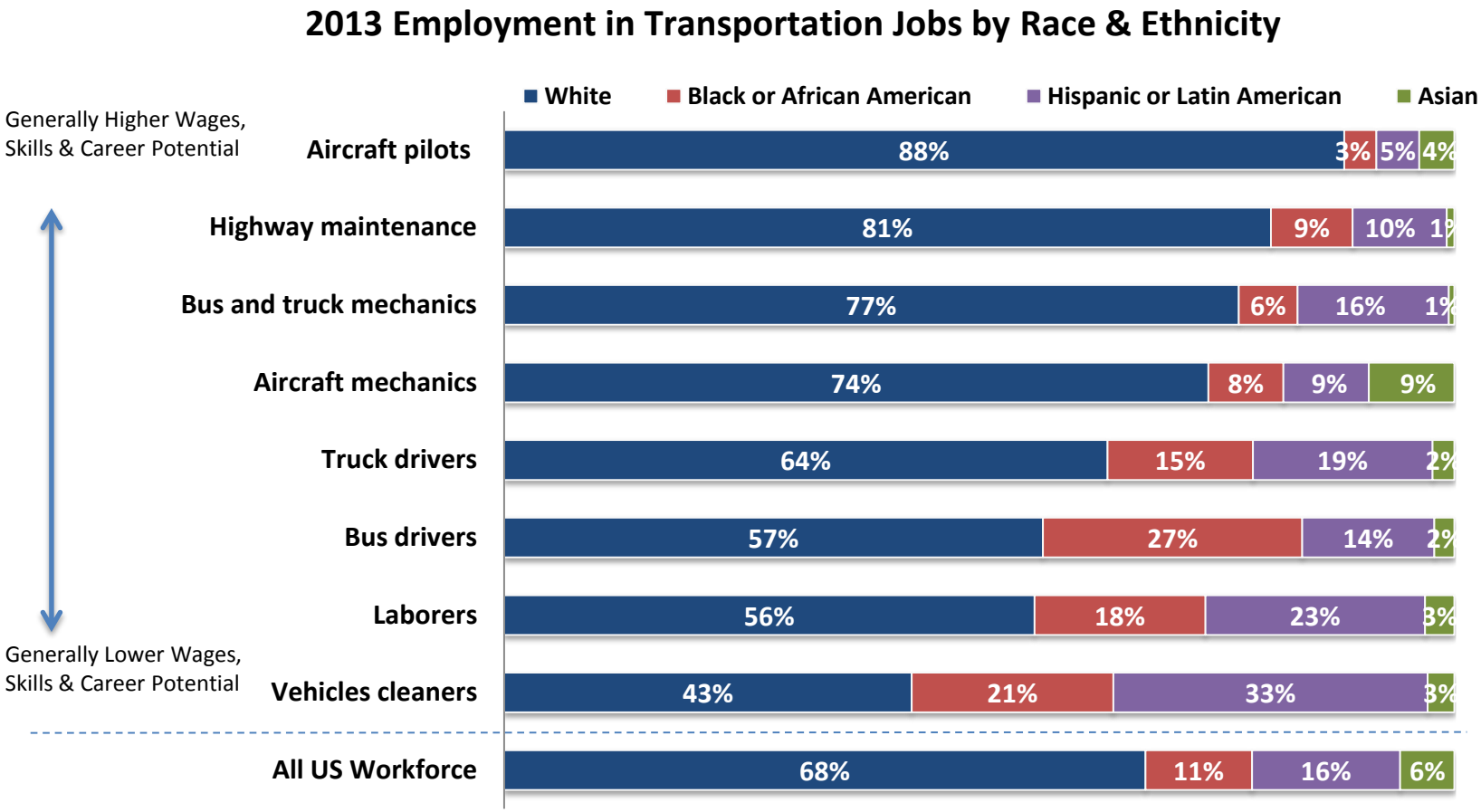
Women continue to be underrepresented in transit, especially in technical positions e.g. mechanics

Workforce Gender Distribution:
Transportation Industry and Subsectors vs. All Industries

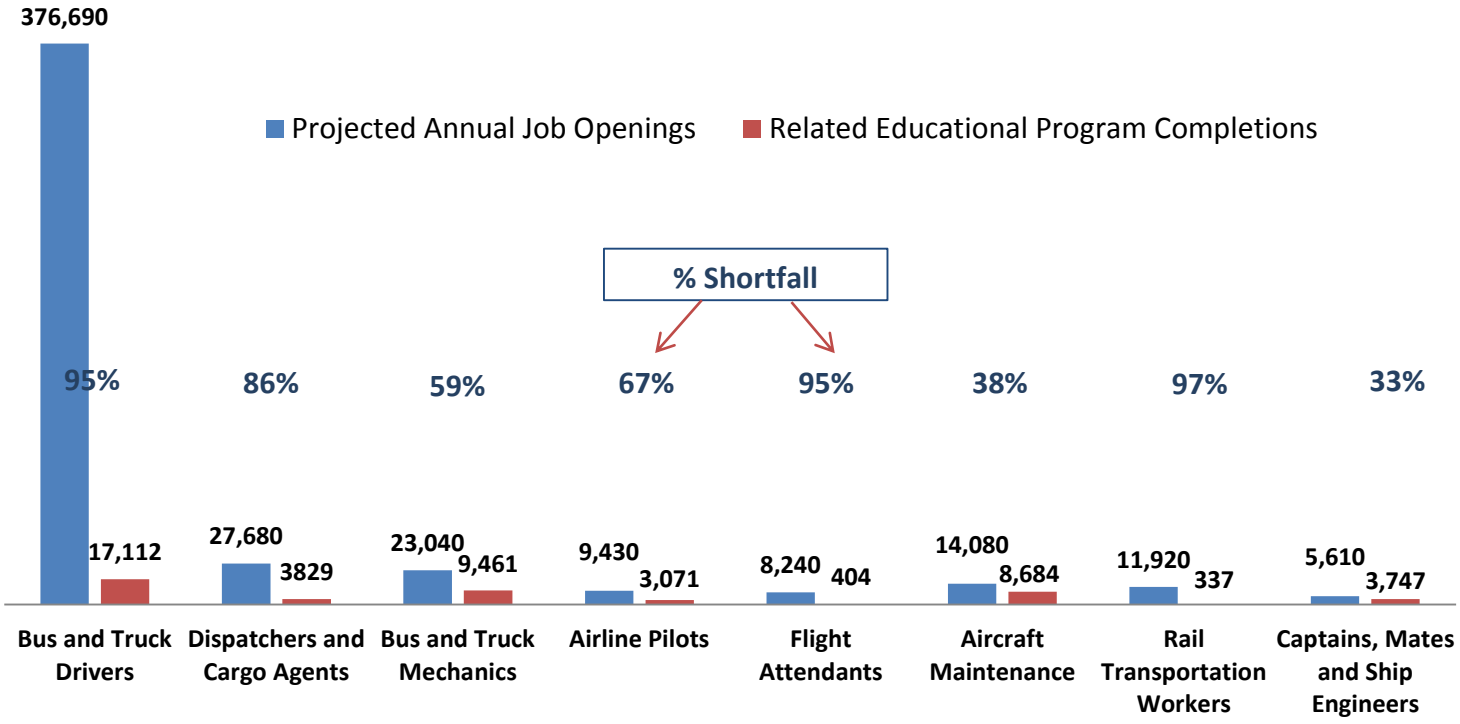
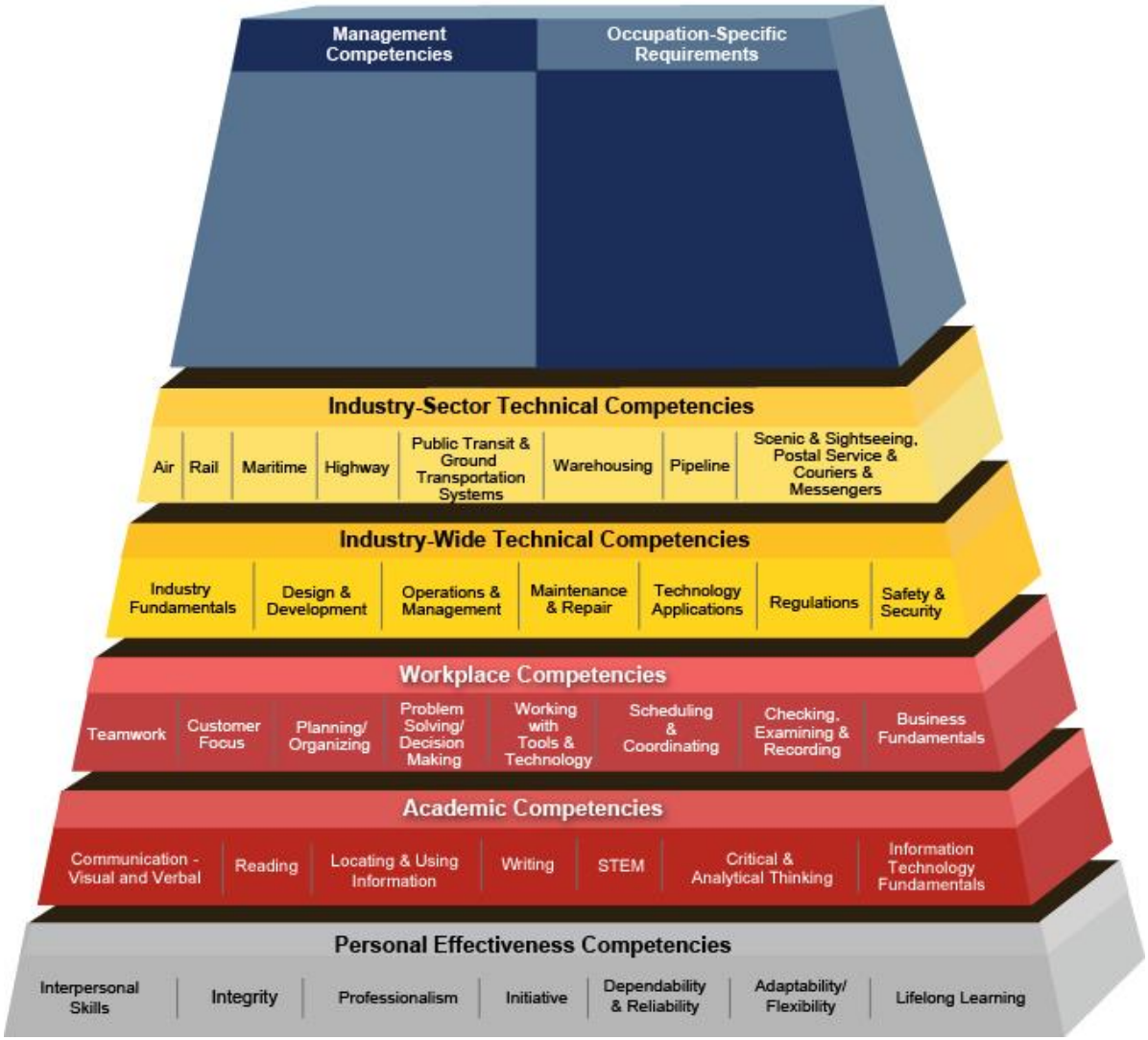


African-Americans and Hispanics are underrepresented in higher paid and skilled transportation jobs



Projected annual job openings are 90% larger than related educational program completions across key transportation occupational groups

Projected Annual Jobs Openings for Key Transportation Job Groups (based on BLS Experimental Data - 2012-2022) vs. Annual Completions of Related Educational Programs (2012)



DOL Competency Model on Transportation, Logistics & Warehousing