

# NOCoE TSMO Summit

20 - 26 Sep 2021

Poll results

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- In 3 words or less, what would you like to get out of the summit?
- What internal or external challenges do you have related to the ability to bring new professional staff into the TSMO Workforce?
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- Which aspect of the first Summit has been or is anticipated to be useful to you?



**In 3 words or less, what would you like to get out of the summit?**

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**What internal or external challenges do you have related to the ability to bring new professional staff into the TSMO Workforce?**  
(1/2)

0 2 7

Not allowed to fill vacant positions



Limited recruiting opportunities



Difficult to change position descriptions



Difficult to create new positions



“Turf” wars





**What internal or external challenges do you have related to the ability to bring new professional staff into the TSMO Workforce?**  
(2/2)

0 2 7

Not having the “right” people performing recruiting activities



Finding the talent



Compensation you can offer is limited



Competition across other industries



Career path undefined for special positions





## How have you used or how do you anticipate using the guidebook?

0 2 6

(1/2)

TSMO training resources



Recruiting ideas



Retention ideas



Model position descriptions



Understanding workforce of the future





**How have you used or how do you anticipate using the guidebook?**

(2/2)

0 2 6

Understanding "triggers" for new positions





## What types of positions are missing (thinking about professional positions)?

(1/2)

- Micromobility
- Project/Contract Managers with TSMO expertise
- Behavioral science - how people make transportation choices
- Cyber Security Analysts/Engineers
- Data Analyst
- Industrial engineering-whole system approach
- Energy specialists (ties to Smart Cities / Communications)
- Non-motorized transportation experts
- Data scientists
- Systems Engineers
- Business Intelligence Specialists
- non-highway focused positions
- Intermodal specialists
- Wireless Technicians
- Fiber Optics
- TSMO solutions specialist
- Communication data Analyst position
- Iot
- Communications
- BCA-economic analysis
- Systems Integrator
- Systems engineers





**What types of positions are missing (thinking about professional positions)?**  
(2/2)

0 1 8

- Electrification specialists
- Transportation Planners
- TSMO Marketing & Communications?
- Junior Engineers  
Telecommunications Engineers
- Automotive/mechanical engineers
- Systems integrators
- Communications engineer



**Which aspect of the first Summit has been or is anticipated to be useful to you?**

0 3 3

(1/2)

Repository of existing TSMO courses



Analysis of KSA needs vs training gaps



Repository of existing TSMO position descriptions



Model TSMO training program frameworks



Strategies to elevate TSMO visibility





**Which aspect of the first Summit has been or is anticipated to be useful to you?**

0 3 3

(2/2)

Recruitment best practices



Retention best practices

