



# Future Tribal Transportation Workforce Needs and Gap Analysis and Research Roadmap

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# Equity in Transportation

- Transportation User Perspective:
  - **Accessible, affordable and safe transportation for everyone in the community** resulting in fair distribution of transportation resources, benefits, costs, programs and services based upon differences in income, ability and other factors affecting transportation choice and impact.
- Transportation Provider Perspective:
  - Fair distribution of service levels and investments required to maintain parity

# 23 USC Section 201 – Federal and Tribal Lands Transportation Programs

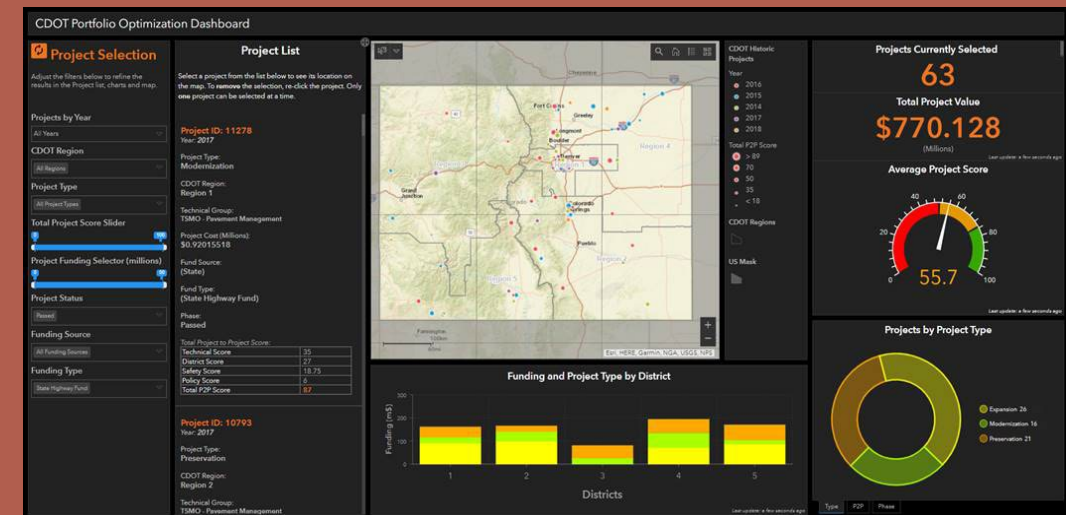
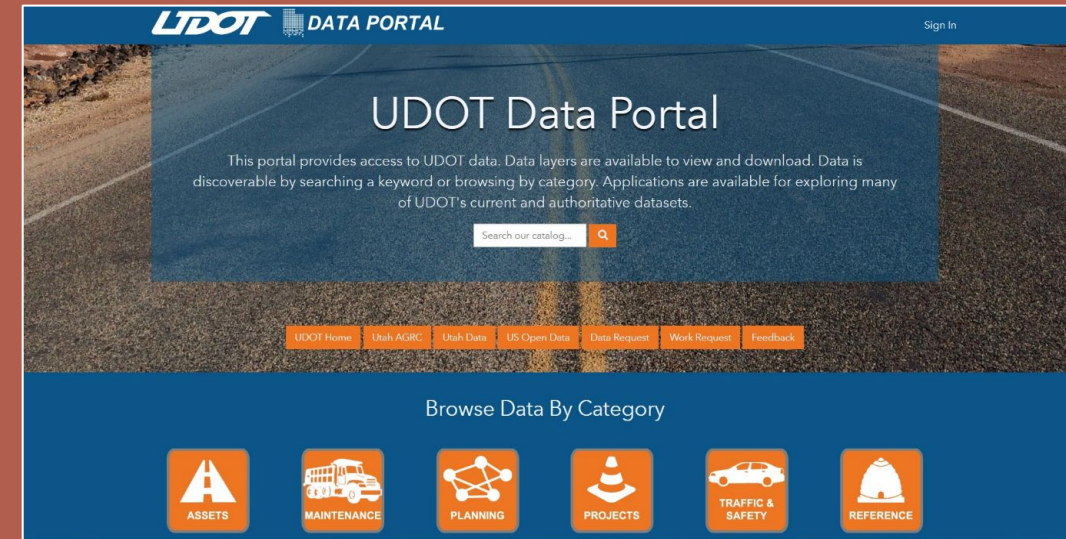
- **(a) PURPOSE.**—Recognizing the need for all public Federal and tribal transportation facilities to be treated under uniform policies similar to the policies that apply to Federal-aid highways and other public transportation facilities,
- the Secretary of Transportation, in collaboration with the Secretaries of the appropriate Federal land management agencies, shall coordinate a uniform policy for all public Federal and tribal transportation facilities that shall apply to Federal lands transportation facilities, tribal transportation facilities, and Federal lands access transportation facilities.

# Two Stage Approach

- Form a Tribal Transportation Workforce Peer Review Panel
- Identify Scope of Research Needs and Research Agenda
- Pursue Funding for Research Needs Statements

# Domain & Technical Competencies

- Key Transportation Skills: Project Planning, Asset Management / Maintenance, Safety
- Key Technology Skills: Data Collection, Data Management, Data Analysis,



## Equity through self-determination and collaboration

1928 Indian Reservation Road Program created and administered by BIA

Tribal Self-Determination Policy in Federal Transportation Policy and Law

- Shift from Termination Policy

Indian Self Determination and Education Assistance Act of 1975

Intermodal Surface Transportation Efficiency Act of 1991

- Self-Determination Policy applies to transportation program and funds in BIA

FAST Act 2015 applied Self-Determination and Self-Governance to DOT

# Tribes Manage Transportation Infrastructure

- 1991 ISTEA
- Tribes inherited a system that was planned and designed by others

# Existing Road and Bridge System

- 930 BIA -owned bridges
- 164,000 miles of road National Tribal Transportation Field Inventory (NTTFI)

Ownership	2017 Mileage
Bureau of Indian Affairs	31,394
Tribal	27,971
State	23,865
Local Government (County, City, Township)	70,930
Other	9,896



# Tribal Management with Federal Standards and Requirements

- Contract/Grant Management/Procurement
- Planning and Design
- Construction
- Maintenance
- Transit
- Airports
- Maritime
- Alternative Transportation

# Alignment of Policies

- Tribal Self-Determination and Self-Governance
- Federal-Aid Policies
- Tribal Transportation Program Policies
  - FHWA
  - FTA
  - BIA

# Research Objective

- a) develop and deliver a needs and skills gap assessment of the transportation workforce of Tribal governments across the United States, and
- b) offer options to help decision makers better understand and implement a suite of workforce development programs, resources, and materials that can help Tribal governments train and maintain their workforce.
- c) Develop a Tribal Transportation Research Roadmap
- d) Recommendations to develop targeted training and technical assistance initiatives that respond to various Tribal needs with regard to technology, infrastructure, mobility, administration, and demographics.

# The process and intended outputs for this research are:

- Establish a Peer Review Panel to guide the project
- Design survey, outreach plan, and needs skills gap assessment based on tribal needs and objectives
- Conduct assessments of current and emerging core competencies required of Tribal programs to effectively identify, manage, and address their transportation needs to include representation from tribes from varying circumstances including land base, land ownership, demographics, government structure, funding instruments (FHWA G to G, BIA G to G, BIA PL-638, BIA Direct Service), urban/rural, and other factors that relate to transportation needs and resources
- Collaborate with Tribal governments and communities to determine and document systemic approaches to the provision of Tribal-specific, culturally relevant and mission-critical training and technical assistance services



# Questions

