
EDUCATION AND HUMAN RESOURCES DEVELOPMENT COUNCIL REPORT

Overview

The Education and Human Resources Development Council provides a forum for the exchange of information about human resources and education issues affecting transportation organizations in Canada. The Council's work addresses:

- recruitment and retention of transportation professionals
- improving knowledge management within transportation organizations
- encouraging students to enter the profession and monitoring retention initiatives
- improving public awareness of the importance of transportation to Canada's economy and mobility

The Council currently has 20 members including representatives of federal, provincial, territorial and municipal agencies, the academic and private sectors, and other transportation associations with similar interests. With some recent Council departures, efforts are being made to increase academic representation on the Council. The Council's roster is provided in Appendix A.

Focus Topics

New subjects of particular interest to the Council regularly arise from its roundtable discussions and other work. These include "emerging issues" that the Council may or may not have begun to address (and that will be noted during the Council Chair's presentation to the Board), as well as "focus topics" to which the Council is actively responding. The focus topics at the Council's fall 2019 meeting are described in the following paragraphs.

Soft Skills

Council members recognize that developing soft skills is as important for organizations as developing technical skills. It is acknowledged that agencies will increasingly rely on soft skills with the implementation of technological advancements, and there is a need to develop and maintain those skills. The Council will organize a workshop that focuses on developing soft skills at the 2019 conference in Halifax.

Mentoring

Mentoring continues to be a topic of interest at Council meetings. Creating an employee mentoring program within an organization benefits the mentee, mentor and the organization's overall performance. The Council will continue the discussion about mentoring practices at the 2019 fall meeting.

Attracting and Retaining Young Professionals

Council members will organize a panel session that focuses on young professionals at the 2019 conference. The panel will explore what attracts young professionals to certain employers or opportunities; If they consider leaving an organization, why? What incents them to stay, and what are they looking for that would help them grow and develop?

Projects

The Council, at its 2019 spring meeting, approved a pooled-fund project proposal that would examine technology and mobility trends impacting road authorities, focus on understanding the skills gap faced by road authorities, and propose measures to address that gap. The project "[Developing Highly Qualified Personnel for Road Authorities: A Gap and Solutions Analysis in the Era of Connected and Automated Vehicles](#)" is currently seeking funding.

Awards

TAC Educational Achievement Award

In April 2019, the Council approved the recommendation from the review panel that the 2019 Education Achievement Award be conferred upon Urban Systems Ltd. for their Bicycle Facilities Design Course.

Student Paper Awards

All papers accepted for the TAC Conference through the standard submission and review process are eligible for a Student Paper Award if the principal author is registered full-time at a recognized academic institution. A panel comprised of four Council members evaluated 16 papers as part of submissions received for the 2019 conference and selected the top three paper award recipients. The papers were evaluated based on several criteria, including the student's contribution, relevance to the conference session, structure and writing, originality of the idea and contribution to the transportation industry.

Individual Contribution Award

Council approved the recommendation to award the Individual Contribution Award to Adam Hayashi, formerly of the Cement Association of Canada.

The awards will be conferred at the TAC 2019 conference in Halifax.

Conference Activities

Sessions are being organized by the Council at the annual conference in Halifax.

- 2019 TAC Educational Achievement Award Finalists
- Young Professionals Panel
- Women in Engineering
- Impact of Technology in the Workplace, The Good and The Bad
- Communicating Effectively: A Soft Skills Development Workshop

Additionally, the Council continues its efforts to attract post-secondary students by contacting academic institutions that are located within the vicinity of the conference venue and by working closely with professors to encourage students to attend the TAC annual conference in Halifax. The goal is to enhance the benefits for students, who will have the opportunity to learn about the latest innovations in the industry and establish contacts with industry decision-makers, professionals and potential employers.

Collaborative Initiatives

The Council also shares information with the Canadian Institute of Transportation Engineers (CITE), through its representative, about student outreach initiatives and will further explore opportunities for collaboration at its upcoming meeting.

Terms of Reference

The Council's terms of reference are provided in Appendix B

Appendix A – Roster: Education and Human Resources Development Council

EXECUTIVE

- Chair – Darlene Cleven, Allan Widger Consulting Corp.
- Vice-Chair – Jean-François Gysel, SNC-Lavalin Inc.
- Past Chair – Ana Lopez, B.C. Institute of Technology
- Board Liaison – Kelly Cain, New Brunswick Transportation and Infrastructure
- Secretary – Luay Mustafa, TAC

MEMBERS

Provincial/Territorial Governments

- British Columbia Ministry of Transportation and Infrastructure – Brittney Speed
- Manitoba Infrastructure – Harmony Mckinney-Bumstead
- Nova Scotia Transportation and Infrastructure Renewal – Guy Deveau
- Saskatchewan Highways and Infrastructure – Doug Wakabayashi
- Yukon Department of Highways and Public Works – Lisa Wykes

Municipal Governments

- Corporation of the City of Cambridge – Shannon Noonan
- Town of Halton Hills – Maureen Van Ravens

Academia

- University of Manitoba – Jonathan Regehr
- University of Waterloo – Ralph Haas

Other Organizations

- Applied Research Associates Inc.– David K. Hein
- Englobe – Keith S. Foster
- IBI Group – Carl Clayton
- Metrolinx – Helen Ferreira-Walker
- Stantec Consulting Ltd. – Derek Michael Drummond
- ITS Canada – Ilham Benyahia
- Ontario Good Roads Association – Janelle Warren

Appendix B – Terms of Reference: Education and Human Resources Development Council

Overview

The Education and Human Resources Development Council provides a neutral forum for the exchange of information about human resource and education issues in the transportation sector, with particular focus on those affecting transportation organizations in Canada. The Council's work addresses current and emerging issues in the transportation sector, including:

- recruitment and retention of transportation professionals,
- improving knowledge management within transportation organizations,
- encouraging students to enter the profession and monitoring retention initiatives, and
- improving the public awareness of the importance of transportation to Canada's economy and to its mobility.

Roles and Objectives

- To provide fora for discussing transportation sector needs, focusing on:
 - Recruitment and retention of professional and technical staff
 - Skills shortages in the transportation sector
 - Skills development and training
 - Sharing common practices for attracting and integrating foreign-trained transportation professionals to the Canadian transportation industry.
- To share and promote best practices for knowledge management by such means as:
 - Showcasing successful programs and initiatives that profile achievements of TAC members.
- To encourage students to pursue careers in transportation, by undertaking various activities, including, but not limited to:
 - Collecting, analyzing and sharing information about Canadian transportation education programs, identifying gaps and recommending means to address those gaps
 - Monitoring, promoting and participating in transportation mentoring initiatives
 - Coordinating a student paper competition with an annual award
 - Organizing a student poster session at TAC's annual conference
 - Reaching out to students to promote careers in transportation
- To improve the public awareness of the importance of transportation to Canada's economy and to its mobility, through such means as:
 - Organizing conference workshops and other fora to promote the importance of transportation and its impact on Canada's well being
 - Preparing briefings, articles and primers relevant to transportation issues
 - To build linkages and work with other TAC committees and organizations with related interests (e.g. TAC Foundation, Engineers Canada, ITS Canada, CITE)