

# NDSU UPPER GREAT PLAINS TRANSPORTATION INSTITUTE



# Tribal Transportation Workforce Peer Exchange

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# Background on the Tribal Transportation Peer Exchange

- AME30 Standing Committee on Native American Transportation Issues
- Esri Headquarters, Redlands CA
- Tyler Reeb, Cal State Long Beach
- Terry Bills, Esri Global Transportation Industry Director
- Cameron Ishak, Faster Horse LLC
- Ron Hall, NDSU UGPTI







# Tribal Peer Exchange Participants

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- Red Lake Tribe
- Pueblo of Jemez
- Ak-Chin Indian Community
- Pawnee Nation
- Mescalero Apache Tribe
- Navajo Nation
- Chickasaw Nation
- Crow Tribe
- Standing Rock Sioux Tribe
- Pyramid Lake Paiute Tribe
- Sitka Tribe of Alaska
- Mille Lacs Band of Ojibwe
- Fort Peck Assiniboine & Sioux Tribes
- Ponca Tribe of Nebraska
- Hoopa Valley Tribe
- Coushatta Tribe of Louisiana

# National Tribal Transportation Workforce Needs Survey

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# Why are we here?

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- Are you winning, holding even, or falling behind?
- Are your constituents being served?
  - Safe access for all
- Who has your back?
- Do your employees have the tools and training to do the job you need them to do?
- Does the current system work for you?
  - Federal system
  - Tribal system
  - State and local system

# Themes

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- Lack of data (ROW, crash, inventory)
- ROW
- Workforce Issues (compensation, recruitment, retention)
- Coordination with Leadership and other Tribal Departments
- Coordination with Non-Tribal agencies
- Equipment and Facilities
- Financial Resources
- Complex bureaucracy

# Using the best resources to solve problems

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- Transportation Research Board
  - Called on by Congress, USDOT, State DOT's (AASHTO), MPOs, Transit organizations, Airports, Maritime, to solve problems
    - Policy
    - Technical
    - Legal
- University Transportation Centers
- TTAP and LTAP
- Reputation for objectivity, ethics, and high standards.
- Create separate Tribal Transportation Research Program
- Create Tribal AASHTO organization

# Workforce

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- Do you have the right people in the right positions?
- Do you rely on contractors to do things you could better do in-house?
- Biggest workforce challenge:
  - Finding good workers/employees: define “good worker”
  - How much training does someone need to perform functions? Do you have a personal training plan incorporated into your annual review/evaluation process?
  - Do your employees have the tools they need to do their jobs?
  - What are the biggest factors that impact employee morale?

# National Trends: Local impacts

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- Drug reform: marijuana legalization
- Automation
- Artificial Intelligence
- Data Data Data
- Reintegration of incarcerated people
- Deaths by overdose and suicide
- Inflation
- Climate Change

## Building a Research Roadmap Designed by and for the benefit of Tribes

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- Start with the end in mind
- Implement participatory research models
- Scale of research
  - Internal for a single Tribe
  - Regional
  - Peer to Peer
  - National scope

Our Goal: Self-  
determination and  
Capacity Building  
through Research

2025 TRB Call for Papers

2025 TRB National Transportation  
Workforce Summit – June 2-4

University Transportation Center  
sponsored research

Propose National Cooperative Tribal  
Transportation Research Program

# Thank you



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