

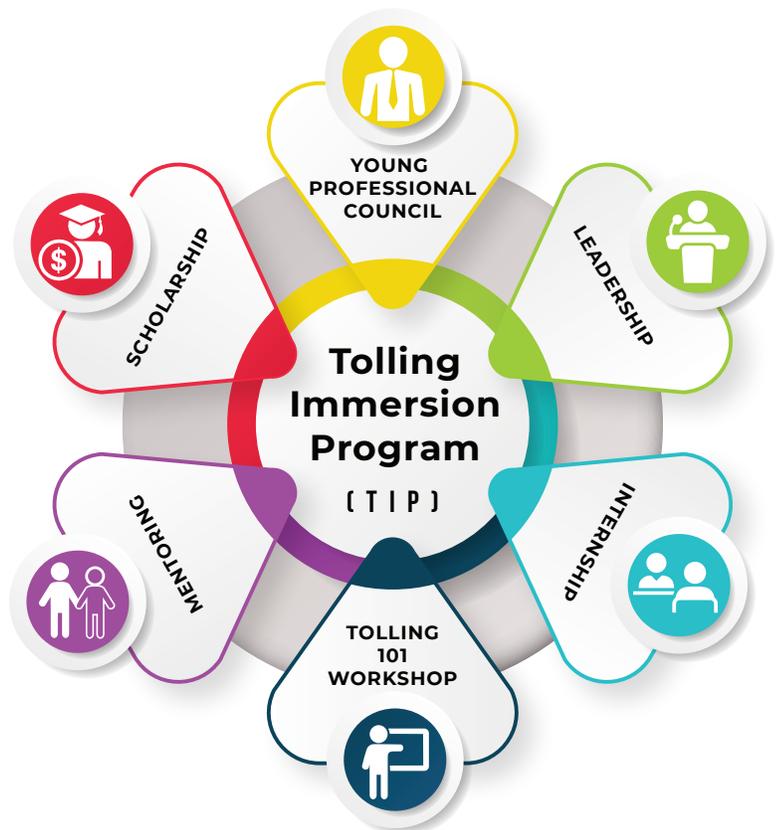


# IBTTA 2020 Presidential Initiative Tolling Immersion Program – Internship and Mentoring

## Overview

Strategic visioning to support the tolling industry and our members is a key function of IBTTA. Recent discussions with agency executive directors have resulted in the identification of the need for improved succession planning within the industry, and improved recruitment of the perspectives, ideas and talent needed for the accelerated evolution of transportation. Through the efforts of the IBTTA Foundation and the Council of Platinum Sponsors (COPS), IBTTA has made strides in supporting future members and industry leaders through our Leadership Academy, Scholarship Program, the recently launched Young Professionals Council (YPC) and the addition of the Tolling 101 workshop.

Leveraging these efforts to create a support platform for recruitment, retention and development is a key opportunity for IBTTA. Under the banner of a **“Tolling Immersion Program”** IBTTA is proposing to pilot two new components... an Internship Program and a Mentoring Program... to identify a suite of programs to foster future industry leaders. Each distinct in its function but synergistic in the desired outcome.



# Internship Program

IBTTA's internship program would be distinct but complement our other efforts to **attract, retain and foster the development of future industry leaders**. The program would be somewhat unique in that it would be a two-part internship where selected candidates would spend part of a summer working for one of the Platinum Sponsors and part working for an Agency. It would also be possible to have a combination where they worked with a system or service provider and then a firm from the consultant/ engineering sector. The program would be flexible as its intent is to provide a purposeful, broad set of experiences within the Agency and private partner's organizations and could be somewhat tailored to the participant.

Although short-term (9 to 12-weeks), the experience gained in working in the multiple aspects in our industry **will provide the participants with career perspectives and increase their value in pursuing employment**. Participants may include IBTTA's scholarship awardees, the Agency and Platinum Sponsor(s) receive value in having a high-caliber intern with a broad perspective of the industry and the fostering future leaders for the industry.

## Draft Concept Elements to be refined based on feedback from COPS, Foundation and Past Presidents (PPs)

- ▶ Work with the Foundation to **contact 2019 scholarship awardees or applicants** to make them aware of the internship opportunity and identify interested participants.
- ▶ Platinum Sponsors will identify participating firms to **provide paid internships** and assign them to identify partnering agencies who would also be willing to provide paid internships.
- ▶ Participating agencies will identify a program leader and **develop a work and/or a shadowing program**. The paired agencies would need to develop schedules and any rules associated to their particular programs.
- ▶ Develop a **feedback mechanism** for program evaluation and continuation.
- ▶ COPS, Past Presidents and Foundation will **identify what professional development opportunities should be included** and when. Key opportunities may include attending a summer IBTTA workshop, attending a YPC meeting/event, participating in Tolling 101 and being recognized officially by IBTTA. Connect the intern to a **YPC liaison** and **Leadership Academy Alumni**.
- ▶ Work with the Foundation to **include an option on the 2020 application for scholarship applicants to also apply for an internship**. We propose that applicants who volunteer/commit to participate in the internship program would receive bonus points towards the scholarship award evaluation.

# Mentoring Program

The second component would be to identify volunteers from the Past President's Advisory Council, as well as alumni from the Leadership Academy, to develop mentorship programs and serve as mentors to the interns and YPC members.

While it would be beneficial to the Internship Mentees to have several status calls throughout the duration of their internships, this mentorship program would consist of mentors and mentees committing to a minimum of three contacts. These can comprise telephone calls, WebEx or Skype sessions, and even in person meetings when possible. The idea would be to communicate at each of the following:

- ▶ **Beginning of the internship**
- ▶ **During the transition from one agency/ company to the other**
- ▶ **Conclusion of the internship**

Depending on the number of Mentor volunteers, notably Leadership Academy alumni, and ratio to mentees, the YPC Mentoring program would be scaled. The mentor volunteers in collaboration with the YPC participants would develop the program.