



# WTS Central Virginia Chapter Handbook

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## Chapter 1: About WTS

Last Updated 2017

## About WTS International

Founded in 1977, WTS is an international organization dedicated to building the future of transportation through the global advancement of women. Boasting more than 5,000 members--both women and men--WTS is helping women find opportunity and recognition in the transportation industry. Through its professional activities, networking opportunities, and unparalleled access to industry and government leaders, WTS is turning the glass ceiling into a career portal.

WTS stands for Women's Transportation Seminar, which was how it was named when founded in 1977 when women couldn't get subsidized for association memberships unless they were educational. But times have changed, and now joining an association is an opportunity women and men can take advantage of to work together and benefit each other in their careers.

We are what we do, and WTS International does a great deal. To fulfill its mission of advancing both the transportation industry and the professional women who are a growing part of it, WTS gives its members all of the necessary tools:

- **Access.** WTS provides unprecedented access to the highest levels of the transportation industry (in fact, many WTS members *are* top leaders in the industry).
- **Programs.** The backbone of WTS, these monthly programs facilitate member interaction with distinguished, thought-provoking speakers. The programs are an intimate opportunity to engage transportation leaders and other members in discussions about the most vital transportation issues of the day.
- **Networking.** Networking opportunities are a central advantage to WTS members. A key tool to facilitating networking across chapters is the TransPortal, a members-only professional networking site that delivers access to the chapters where members can view events, announcements, participate in a variety of different discussions, collaborate on projects, and engage in dialogue with other members.
- **Mentoring.** WTS offers a successful mentoring program to all members, developed to benefit both the mentor as well as the mentee. Benefits for the mentor include sharing career success stories with future women leaders, building long-term relationships, and giving back to an industry that needs to hear and remember these stories. Mentees gain the knowledge and wisdom of the women pioneers who blazed the path before them. WTS also offers a variety of networking events with other mentor teams.
- **Annual Conference.** Attracting scores of the top names in transportation each year, the annual WTS conference focuses on critical transportation themes. The conference provides a forum for the exploration of technical, policy, financial, and political aspects of emerging transportation issues in virtually every sector while affording members outstanding networking opportunities and insider exposure to the host city's latest transportation megaproject.
- **International Membership Directory.** This directory is a powerful, highly coveted career tool. Giving each member access to other WTS professionals, the directory empowers

members to obtain critical information, solicit career advice and discover emerging opportunities.

- **Annual Awards.** Each year, WTS recognizes members, women, and employers who embody the WTS pursuit of transportation excellence through the achievement and success of women.
- **Career Center.** The WTS Career Center is the premier electronic recruitment resource for the industry. Employers and recruiters can access the most qualified talent pool with relevant work experience to fulfill staffing needs and job seekers can search for positions tailored to the transportation industry.
- **Professional Development.** WTS fosters professional development by offering a diverse mix of contacts within and across transportation sectors. Career development seminars, legislative forums, and roundtable discussions provide comprehensive educational and career-focused guidance and preparation, as well as valuable exposure to critical and timely transportation issues.
- **Leadership Training Program.** This program selects a group of qualified participants each year for personal training and interaction with leading industry professionals. Challenging their analytical and creative skills, program leaders mentor participants in tackling case studies and exercises dealing with complex transportation issues of people, policy, and politics.
- **PB/WTS Eno Foundation Fellowship.** The Eno Fellowship reserves a space each year for one female member of WTS to attend the Eno Transportation Foundation's leadership development conference. The conference, held in Washington, D.C., offers emerging transportation professionals the opportunity to meet the nation's top policymakers and transportation leaders, become familiar with the development and implementation of transportation public policy, and learn how to influence those policies.
- **Scholarships.** Logistical barriers can sometimes stand between worthy candidates and their objectives. WTS grants four scholarships every year to assist young women who aspire to professional career in transportation.

## Mission, Goals and Guiding Principles

It is the mission of WTS International to build the future of transportation through the global advancement of women. To fulfill this mission, WTS operates under a specific vision with core values, goals, and guiding principles behind all of its activities and programs.

### VISION

WTS seeks to **close** the workforce gap in the global transportation industry by promoting lifelong careers in transportation for women. By attracting, retaining, and advancing women in the industry, WTS International will be the industry's most recognized worldwide network of transportation subject matter experts.

## CORE LEADERSHIP VALUES

- **Loyalty:** Leadership and staff exhibit trust, honesty, and loyalty as they work toward fulfilling the WTS mission.
- **Collaborative Environment:** Communication, engagement, diversity, and creativity create the optimal collaborative environment in which to successfully complete organization initiatives.
- **Excellence:** On the path to mission fulfillment, WTS leaders and staff operate as member- and mission-centric professionals with integrity and accountability.
- **Respect:** WTS leaders and staff hold *respect* in the highest regard for members, volunteers, partners, the Board, and members of their work teams.
- **Passion:** It is the passion of WTS leaders and staff for the WTS vision, mission, women's issues, and the roles WTS International's leaders and staff fill that serves to unify our teams and move us forward.

## GOALS

- Achieve organizational excellence and capacity to execute mission.
- Create exceptional experience for members through strong involved chapters as part of a global WTS.
- Expand opportunities for women in the transportation industry through professional development, mentoring, and strategic positioning of women.
- Provide leadership in the global transportation community.

## OUR GUIDING PRINCIPLES

- WTS is an international organization dedicated to building the future of transportation through the global advancement of women.
- Advancing women in transportation is key to building the transportation industry.
- A strong international organization enables members, chapters and communities within WTS to achieve our shared vision.
- WTS can shape future generations of transportation leaders.
- WTS is committed to ethical leadership, integrity and respect for all.
- The WTS spirit of community, inclusiveness, and mutual support is one of our greatest assets.

## Chapters

WTS International seeks to promote lifelong careers in transportation—attracting, retaining, and advancing women in the industry. Its vision is to be recognized worldwide as a network of transportation subject matter experts who are organized in chapters of transportation professionals and university students throughout the United States, Canada, and the United Kingdom, with strategic plans to expand further throughout the globe.

WTS International chapters are geographic-specific groups of volunteer members. Chapters connect members to the overall organization on a local level. By providing professional development, industry education events, mentoring to students and young professionals, and networking opportunities for members locally, WTS membership chapters are extremely important. WTS chapters are open to women and men in every country, in every transportation mode, and at every level in their career. As of January 2017, chapters can be found in the locations as shown on this [map](#).

## BENEFITS

- **Global Networking:** WTS chapters are your connection to a global network of high-ranking industry professionals. Members of WTS Chapters have access to an international membership directory to connect with other transportation professionals around the world.
- **Professional Development:** WTS chapters create monthly programs that facilitate member interaction with distinguished industry speakers. Professional development programs are an opportunity to engage transportation leaders in discussions about the most vital transportation issues of the day.
- **Career Center:** The WTS Career Center is the premier electronic recruitment resource for the industry. If you are looking for a new job, or are ready to take the next step in your career, the WTS online career center can help you find the right opportunities.
- **Chapter Websites:** All WTS chapters are provided with their own website to promote their event programming, networking events, and local industry information.
- **Newsletters and Chapter Leader Communications:** Chapter members stay current on the WTS global network with the monthly newsletter, *TranShorts*, and special chapter leader communications, *Chapter Leader Notes*, which contains information and tools to help grow WTS membership.
- **Social Networks, WTS LinkedIn Group:** Connect, share, and form strategic alliances with transportation professionals around the world on WTS International's LinkedIn and other social media platforms.
- **Worldwide and Regional Opportunities:** WTS chapters are connected to their peers through WTS International. Through WTS chapters you have opportunities for regional collaborations as well as participating in worldwide events and activities.



## NEW CHAPTER FORMATION PROCEDURE

If you are interested in forming a new WTS International chapters for transportation professionals or for students of universities or other post-secondary educational institutions, please click the link below for the WTS Chapter Interest and Formation Guide. It is not necessary to be a WTS International member to submit the interest form.

## Regions

WTS International chapters are the association's most important local delivery channel. By developing and organizing into regions, the bandwidth of WTS chapters is expanded. Geographically based regions connect members from multiple states and across multi-modal industries. Chapter regions provide leadership opportunities for members to influence and lead positive changes through participation in critical and local conversations. Regions place WTS chapters in the forefront of today's important regional issues!

## Membership Benefits

In support of its mission to transform the transportation industry through the advancement of women, WTS helps women find opportunity and recognition in the transportation industry through professional activities, networking opportunities, education and research. Members of WTS International receive the following benefits:

### NETWORKING

WTS provides networking opportunities to the highest levels of the transportation industry through monthly program events, thought-provoking speakers and interaction with WTS members, many of whom are top leaders in the industry. Each member is provided with the highly coveted [membership directory](#), a powerful career tool giving each member access to other WTS professionals. In addition, members have access to the WTS professional networking site called [TransPortal](#), where they can participate in a variety of different discussions, collaborate on projects and engage in dialogue with other members.

### PROFESSIONAL DEVELOPMENT

WTS offers a diverse mix of contacts within and across transportation sectors, educational and career-focused guidance and preparation, and access to the WTS International [Career Center](#), the premier electronic recruitment resource for positions tailored to the transportation industry. In addition, each year WTS selects 14 mid-career members to participant in its prestigious [Leadership Training Program](#). The training offers interaction with leading industry professionals, and challenge their analytical and creative skills. Program leaders mentor participants in tackling case studies and exercises dealing with complex transportation issues of people, policies and politics.

### EDUCATION

WTS offers exceptional opportunities in education including leadership training, [scholarship](#) and fellowship opportunities, distinguished speakers and access to exclusive tools. WTS fosters communication and collaboration to give members valuable exposure to critical and timely transportation issues.

## MENTORING

WTS chapters offer successful mentoring programs to chapter members, developed to benefit both the mentor as well as the mentee. Benefits for the mentor include sharing career success stories with future women leaders, building long-term relationships, and giving back to an industry that needs to hear and remember these stories. Mentees gain the knowledge and wisdom from the women pioneers who blazed the path before them. WTS also offers a variety of networking events with other mentor teams.

## Networking

An important aspect of being a member of WTS International is inclusion in our powerful network of transportation professionals, businesses, and agencies. With the many opportunities for professional networking that exist within each chapter and our international programs, members have the chance to:

- Build relationships with other transportation professionals.
- Grow and develop professionally by learning from others.
- Create professional visibility and build alliances.
- Search for opportunities to work with others toward the achievement of mutual goals.
- Develop contacts and long-term business relationships that lead to career growth.

WTS International offers a tremendous amount of programs and events to further members' network of contacts. From the annual conference to social receptions, from chapter programming to the WTS TransPortal social network and resource center, our members are poised to create professional alliances that will further their career paths.

## ANNUAL CONFERENCE

The Annual Conference is the WTS annual networking event of the year. It attracts more than 500 corporate and governmental industry leaders worldwide. Private corporations, public agencies and government officials invested in every transportation mode will exhibit, present, learn, and network. Eight distinct events, including an opening night reception and a banquet dinner, will showcase the tremendous leaders represented. You don't want to miss attending the one and only multi-modal conference of the year!

For a private sector sample letter requesting resources to attend the conference, [Click here](#)

For a public sector sample letter requesting resources to attend the conference, [Click here](#)

## MEMBERSHIP DIRECTORY

All WTS members have access to a directory of more than 5,000 WTS International members. This is among one of the many wonderful benefits of membership and is in line with our mission to advance women in the transportation industry. Members can also connect via the WTS members-only Transportal, a dynamic social forum for members rich with professional content, access to all members, a full library of business and association tools, and much more.

## WINTER RECEPTION

What is the most talked about event during the Transportation Research Board's Annual Meeting in January? The WTS Winter Reception! This event provides WTS members the opportunity to network with high level industry leaders, and non-members the chance to learn more about WTS. The reception is held each year on Sunday evening of the TRB Annual Meeting.

## EXECUTIVE WOMEN'S ROUNDTABLE

The Executive Women's Roundtable is an annual event that runs concurrently with the WTS Annual Conference, geared to high-level executive women within the transportation industry. **Invitees include executives from the public sector, such as Secretaries of Transportation, Agency or Authority Heads (state or local) and Board of Directors members, as well as private sector executives, such as C-suite execs and corporate board members.**



WTS International host an annual Executive Women's Roundtable at the Annual Conference. The day consists of peer-to-peer sessions on leadership issues that women currently face in their workplace and the skills critical for their success and is attended by approximately thirty (30) executive women in the transportation industry.

## Professional Development

WTS thrives on its singular ability to help established and upcoming professionals alike through a multitude of programs designed to develop their skills and decision-making abilities. We emphasize programs that tap the collective abilities of our most experienced, highly placed members, building the next generation of leaders on the wisdom of their predecessors. WTS offers the following opportunities to its members and to the future leaders in the transportation industry:

- [Scholarships](#), which are awarded annually to highly qualified women who are preparing to enter
- The [Eno Foundation Scholarship](#), an early career leadership development program that selects one WTS female member each year for advanced training. Candidates must have finished graduate school within the past five years to qualify.
- The [Leadership Training Program](#), which is presented in cooperation with the Voorhees Transportation Center at Rutgers University. This exceptional opportunity is awarded yearly to 14 mid-career women who have demonstrated great promise in the transportation industry.

In addition to these International professional development programs, many WTS chapters offer their own professional development programs throughout the year. Consult chapter websites and newsletters for more information. For more information, contact [WTS Programs](#).



## LEADERSHIP TRAINING

WTS International's Leadership Development Program, historically one of the association's most esteemed opportunities for mid-career WTS professionals who have demonstrated interest and potential to enhance their skills and advance within the industry, will hold its next programs in fall 2015. During the coming year, WTS will be rebuilding the Leadership Development Program and expanding it to offer an additional program for executive-level leaders.



Both programs will provide personal interaction with leading industry professionals who challenge the analytical and creative skills of participants as they tackle case studies and exercises dealing with complex issues of people, transportation policy, and politics.

This program began its first slate of dual programs with its first class participating in the fall/winter of 2015. Virginia Epperly and Robyn Hartz have participated in the mid-career program; Brennan Collier participated in the executive leadership program.

WTS members can generally look for [application materials](#) in the spring, with the mid-career program taking place in the fall. The executive level program takes place over two sessions; one in the fall (with some overlap to the mid-career program) and in early December.

For more information, contact [WTS Programs](#).

## Mentoring

WTS offers a successful mentoring program to all members, developed to benefit both the mentor as well as the mentee. Benefits for the mentor include sharing career success stories with future women leaders, building long-term relationships, and giving back to an industry that needs to hear and remember these stories. Mentees gain the knowledge and wisdom of the women pioneers who blazed the path before them. WTS also offers a variety of networking events with other mentor teams.

## ENO LEADERSHIP

For the past 23 years, the [Eno Center for Transportation](#) has sponsored a Leadership Development Conference, whose purpose is to build early professional development and leadership qualities among emerging transportation professionals. WTS selects a member to attend this prestigious program. The WTS participant will meet top policymakers and transportation leaders, learn how advocates influence policy positions and become familiar with the development and implementation of transportation public policy.

WSP Parsons Brinkerhoff sponsors a scholarship for a WTS Member to attend this program annually; applications are generally due prior to early March. Information is made available [here](#); if you have any additional questions, please email WTS Director of Operations, [rchung@wtsinternational.org](mailto:rchung@wtsinternational.org)

## CAREER CENTER

The WTS Career Center is the premier electronic recruitment resource for the industry. Here, employers and recruiters can access the most qualified talent pool with relevant work experience to fulfill staffing needs.

Whether you are looking for a new job, or ready to the next step in your career, we'll help you find the right opportunity that's right for you!

Target your recruiting and reach qualified candidates quickly and easily. Simply complete our online Registration Form and start posting jobs today!

## POLICY SYMPOSIUM

Policy Symposium explores the critical transportation issues in our ever-changing transportation industry being discussed at the highest levels in the public and private sectors. Examining major trends, leading industry experts present their latest thoughts and findings on the future of transportation.

Event is held in Washington, DC and is an exclusive opportunity to learn about the future of transportation; afterwards, there is a post-event, attendees-only reception that brings together VIPs from both the public and private sectors for an evening of high-level networking, hors d'oeuvres, and cocktails.

## WTS Foundation

### SCHOLARSHIPS

The WTS Foundation awards scholarships to women who are pursuing careers in transportation through undergraduate and graduate programs. The scholarships are competitive and based on the applicant's specific transportation goals, academic record and transportation-related activities or job skills. Minority candidates are encouraged to apply. Local Chapters may have additional requirements (such as personal interviews or higher GPA). Please contact your local WTS chapter for more information. **All applications are submitted through a chapter.**

## Transportation YOU

Transportation YOU is a hands-on, interactive, mentoring program that offers young girls ages 13-18 an introduction to a wide variety of transportation careers. Through the program, WTS chapters work to make a difference in the lives of young girls by offering programs and activities that will spark their interest in all modes of transportation and encourage them to take courses in math, science, and technology, which are the stepping stones to exciting careers that can change the face of the transportation industry.

[Visit the Transportation YOU web site](#)



## **TRANSPORTATION YOU DC YOUTH SUMMIT**

In addition to the incredible activities, tours, and mentorships happening at the local WTS chapter level, WTS also offers its flagship Transportation YOU conference--an opportunity for select Transportation YOU participants from across the country and their mentors to gather together to experience once-in-a-lifetime tours, meet-ups with White House administrators, and cool challenges and breakout sessions culminating in a spectacular networking reception. Every annual Transportation YOU DC Summit offers attendees chances to meet college representatives and senior administration officials, including the Secretary of Transportation, explore the White House or US Capitol, local airports, the DC Metro, and other transportation hubs, experience engineering challenges, professional development programs, and networking events, and learn about college opportunities, core transportation development components, such as accessibility and livable communities, and career planning.

### **Corporate Partners**

WTS International could not have achieved all we have achieved thus far without the support of our partners. Chapters shall place WTS International Corporate Partners donating at the highest levels (Trailblazers and Navigators) on their local Corporate Sponsor displays. Logos will be provided by WTS International.