

AASHTO Committee on HR – Roundtable on HR Challenges
AASHTO Spring Meeting
May 23, 2018

Themes (**bolded** are consistent with Committee on HR's proposed strategic plan):

- **Data Analytics**
 - How to use and leverage available data to benefit DOTs?
 - Organizational psychology/org development specialists/scientists being hired
 - Issues with pay in regards to attracting IT talent to support these data systems/efforts
- **Recruiting**
 - Hiring for “moral compass” versus skills
 - Hiring for maintenance, less “accommodating” work environment and CDL makes them more marketable
- **Succession Planning and Knowledge Transfer**
 - Future of Workforce – skills and traits needed
 - Autonomous vehicles, changes in trends and infrastructure/organizational needs, etc.
 - Future of customers/societal needs
- **Retention**
 - Pay is an issue across DOTs, so what *can* we provide? Lots of non-monetary benefits.
 - Examples:
 - Infants at work
 - Telework/flexible schedules
 - Employee development programs and efforts
 - How to market and leverage these efforts?
 - Works well in office environments, harder to give flexibility in field
 - Allow for movement, rotations, etc.
 - Building an appealing culture and leverage that
 - Performance Management
- Absenteeism/Presenteeism
 - Using wellness programs to proactively combat these issues
 - Boosts health and safety
 - Focus on holistic wellness (financial, mental, physical, etc.)
 - Liability concerns for hosting fitness classes on site, etc. – how to mitigate?
- **Technical Training**
 - Encourage use of TC3 – great resource
 - Horizontal career paths/more frequent promotions
 - Complication of technology in trucks/equipment now
 - Like video games!
 - How can we leverage this to attract talent?
 - Safety – learned on the job; certification programs, etc., to assist?
- Legalization in some states and CDL concerns
- **Business Meeting**
 - The strategic plan was discussed
 - Conference call with the regional reps will be held this summer to complete the plan

Consistent theme across all: inconsistency of funding/political influence. Solutions need to be non-funding reliant where possible.

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- The plan is due August 1
- The goals include:
 - Develop recommendations for talent management strategies
 - Collaborate with AASHTO Committees to Develop a Coordinated Workforce Development Strategy
 - Develop Research Projects for Best Practices in Workforce and Succession Planning
 - Determine Key Human Resources Metrics and collect Annual Data from Member States
- Webinars will be held this fiscal year and schedule set this summer
 - **Workforce Development:**
WA DOT's Strategic Plan and 5 goals
Jeff Pelton, Director, Office of Human Resources & Safety, Washington State Department of Transportation
 - **A look at mentoring and internship initiatives at Other DOT's:** Missouri, DC, Minnesota, Iowa, California
Led by Tia Plunkett-McQueen, Associate Director, Administrative Services Division, District Department of Transportation
and Michelle Tucker, Division Chief of Human Resources Caltrans
 - **Dynamic Duo: Workforce Development and Knowledge Management**
Amanda Holland, Acting Deputy Commissioner, Alaska Department of Transportation & Public Facilities
- In addition to the salary survey, the committee will be collecting some basic workforce data
 - Alaska DOT has agreed to collect this data from member states
 - The data will include:
 - Number of full-time, part-time, temporary, seasonal employees
 - Number of employees eligible to retire in 1, 3, and 5 years
 - Age breakdown of employees
 - Age breakdown of new employees
 - Number of employees with 5 years or less experience
- A discussion was held regarding the role of the Regional Reps. It was agreed they would participate in the monthly leadership calls.
- A discussion was held regarding the establishment of liaisons to other committees.
 - Initially three were discussed – Knowledge Management, TC3, and Civil Rights

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