Consistent theme across all: inconsistency of funding/political influence. Solutions need to be non-funding reliant where possible.
AASHTO Committee on HR – Roundtable on HR Challenges
AASHTO Spring Meeting
May 23, 2018

- 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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