



Transportation Finance Workforce Development

WEBINAR SERIES: INNOVATION IN PRACTICE

December 2, 2020

Webinar Logistics



PowerPoint Presentation available on BATIC Website

www.financingtransportation.org/capacity_building/event_details/webinar_dots_tribal_collaboration_1018.aspx



Submit questions in Q&A box



Webinar will be available on BATIC website

BATIC Institute

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- Peer Exchanges
- Training Seminars
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Quick Turnaround Research

TRANSPORTATION FINANCE

- Bond Financing
- Federal Credit
- Public Private Partnerships
- Other Finance Tools

Visit our website at:

<http://www.financingtransportation.org>

Webinar Overview

Transportation Finance Workforce Development

- Maryland DOT
- Michigan DOT

Facilitated Discussion

- Jack Basso, WSP
- Jaclyn Hartman,
Maryland DOT
- Laura Mester,
Michigan DOT

Questions Submitted by Webinar Participants



Our People • Our Future

MICHIGAN DEPARTMENT OF TRANSPORTATION

MDOT's Workforce and Succession Planning Strategy: *The MDOT House*

WHY?

Workforce Challenges...

What we're up against

Experienced Workforce (32% eligible to retire in the next 5 years) = increasing retirements, loss of wisdom, and leadership gaps

Not enough workers in transportation fields and increased competition for talent

Work environment and organizational culture are important to job seekers and employees

Perception of working in the public sector

Multiple generations in the workplace

Specialty positions are hard to fill

Our work is rapidly changing - Digital age, technology, etc.

Workforce & Succession Planning System

LSE
LEADERSHIP
STANDARDS OF
EXCELLENCE

RAM
ROLE
ASSESSMENT
MODEL

TRP
TALENT
REVIEW
PROCESS

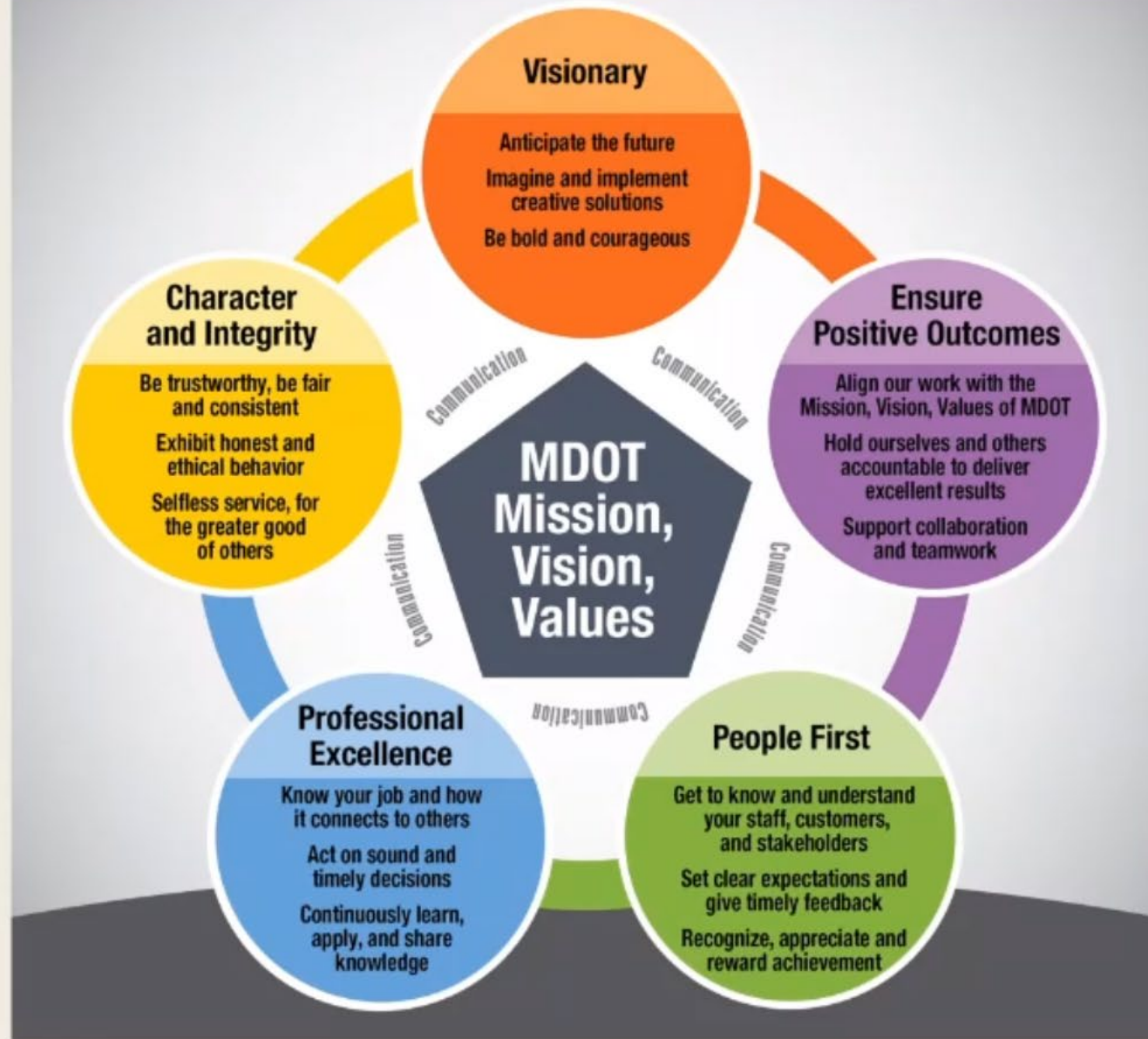
KMS
KNOWLEDGE
MANAGEMENT
STRATEGY

ELC
EMPLOYEE
LIFE
CYCLE

Mission • Vision • Values

Michigan Department of Transportation

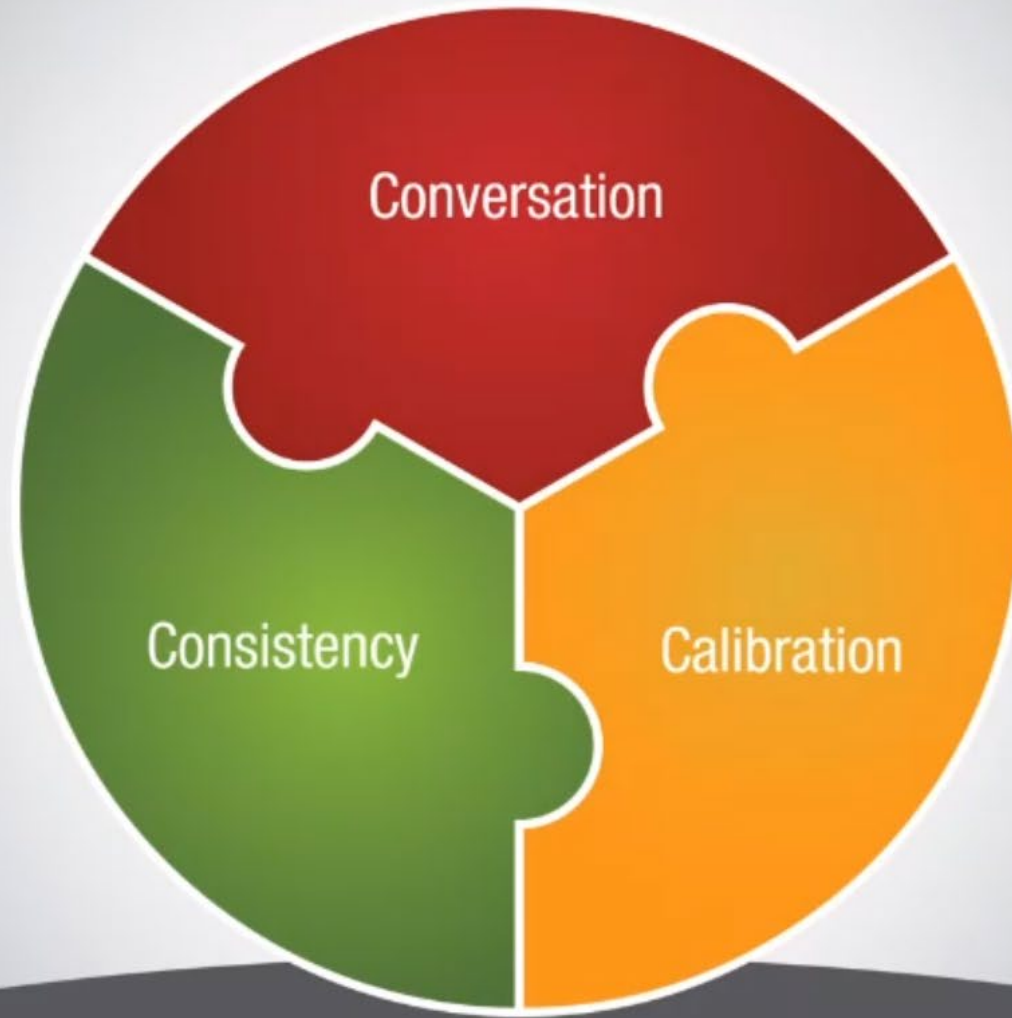
LEADERSHIP STANDARDS OF EXCELLENCE



ROLE ASSESSMENT MODEL

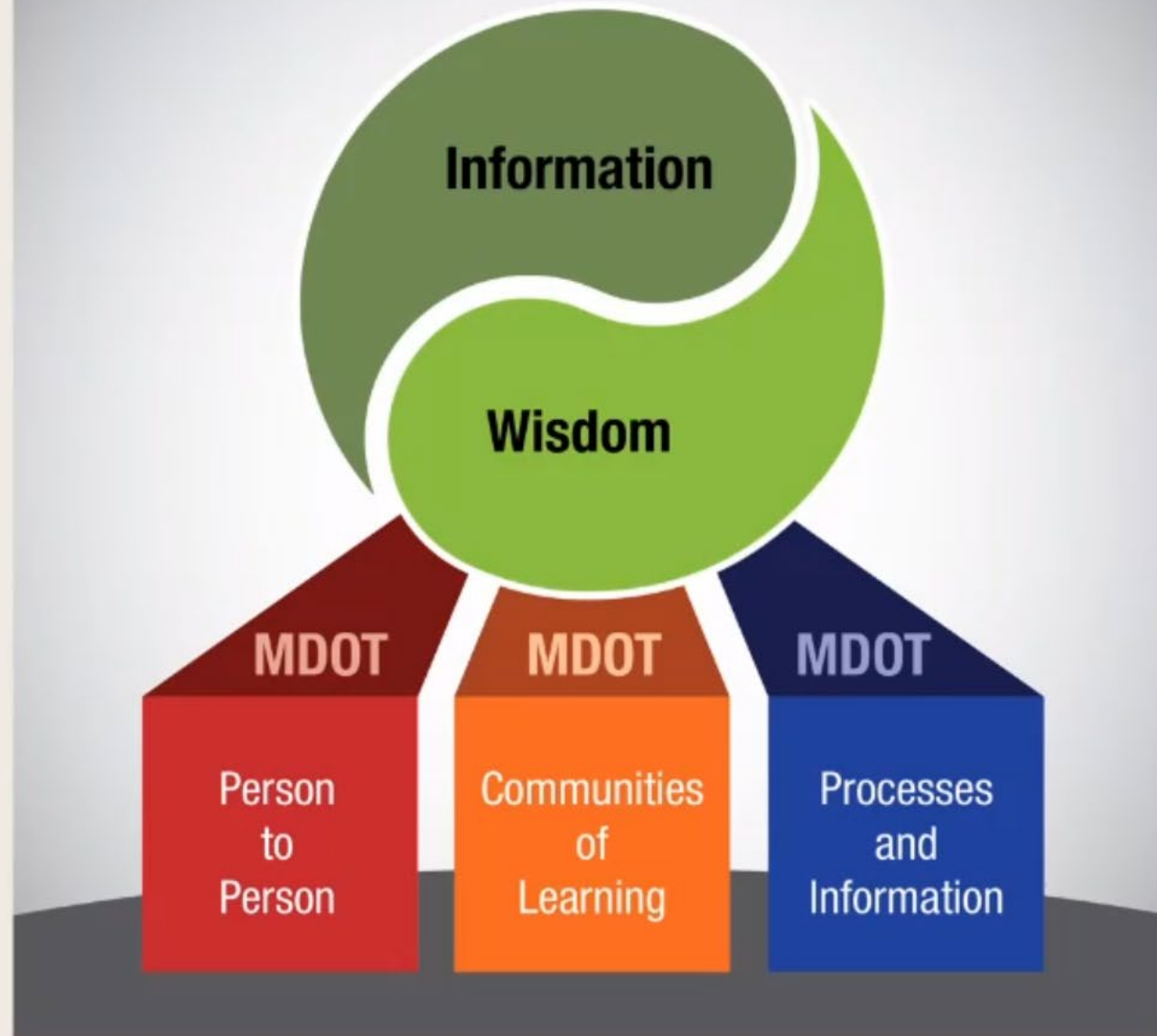


TALENT REVIEW PROCESS



Intentional Culture

KNOWLEDGE MANAGEMENT SYSTEM



EMPLOYEE LIFE CYCLE



Paradigm Shifts

<i>Before</i>	<i>Now</i>
Many career MDOT employees	Flow of employees in and out of positions at MDOT
Post positions and receive hundreds of applicants	Competition for talent
“Post and Pray”	Recruitment strategy
Leadership positions often filled with the most tech. expertise	LSE is the standard for people who lead people
Growth and development is employee driven	TRP creates an intentional culture, employee development at the core
Knowledge retained by career experts	KMS to capture, share and apply info. and wisdom

Workforce & Succession Planning System



Mission • Vision • Values

Michigan Department of Transportation



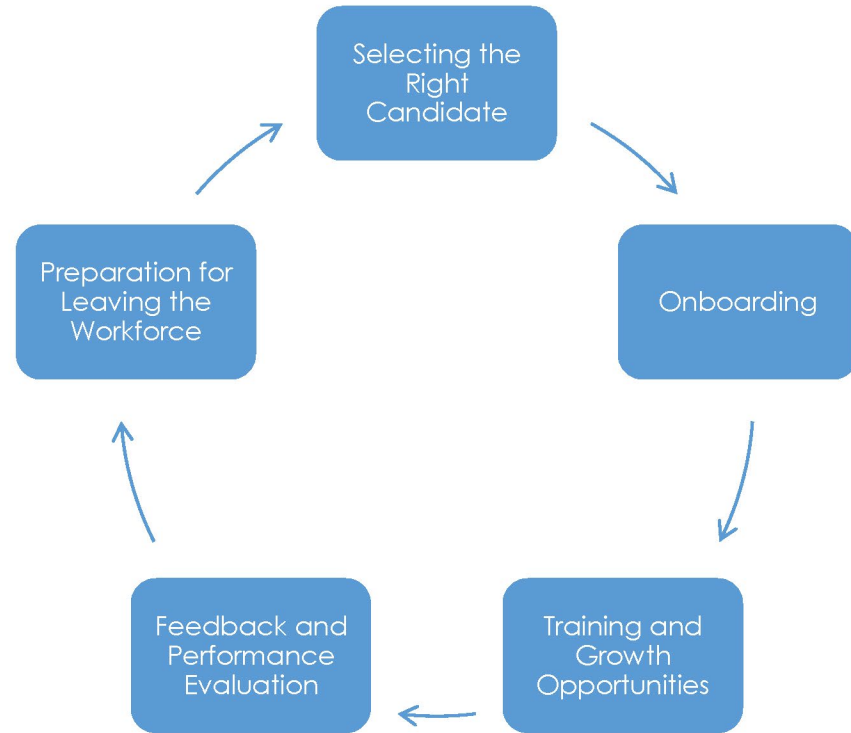
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Workforce Development Lifecycle





Key Points

- Ask the questions to learn the needs
- It is not an event – it is a way of life
- Focus on the people
- It is not all about the work





Selecting the Right Candidate

- What are you really looking for?
- Interview questions that include hard and soft skills
- The candidate's fit within the organization



Onboarding

- Meet your co-workers
- New employee training
- Culture and expectations



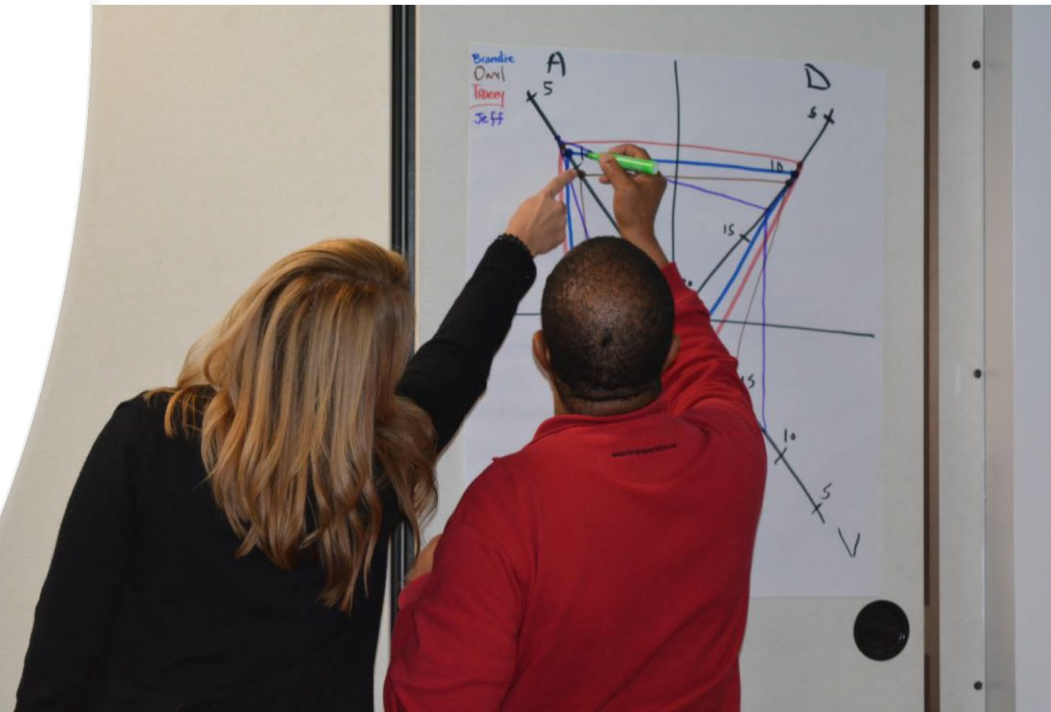


Training and Growth Opportunities

- Finance Development Academy
- Moving Finance Forward
- Understanding the Agency
- Group Training
- Personal Development Library
- Don't guess the outcome

Feedback and Performance Evaluation

- Meaningful feedback, positive and negative
- Goal-setting
- Employee recognition



Preparation for Leaving the Workforce

- Knowledge transfer
- Update position description and procedures
- Exit interview



Thank You!!



Facilitated Discussion

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- Jaclyn Hartman,
Maryland DOT
- Laura Mester,
Michigan DOT

Wrap-Up

Thank you for attending today's webinar

The BATIC Institute will post responses
to all questions received today on its website

The recorded webinar will also be available
on the BATIC Institute website:

www.financingtransportation.org

UPCOMING BATIC INSTITUTE OFFERINGS

Project Closeout Mapping
Webinar

December 7, 2020

2:00 p.m. Eastern