



Georgia®



Human Resources Update

September 20, 2017

State Transportation Board Committee meeting

Monica Ivey – HR Director

Kyle Mote – Recruitment Manager



GDOT Workforce

- **Our Employees are our greatest asset**
- 3800+ employees, our goal in HR is to ensure that we have an adequate and talented workforce
- Our focus is to Recruit, Train and Retain a quality, skilled and innovative workforce
- ___% of our total staffing retiring in ___ senior-level mgmt and ___ mid-level mgmt



Background

- Workforce Planning initiative in 2011
 - Right-size staff
 - Identify and address the gaps
- New Trends



Future Workforce Trends

- The millennial generation becomes the majority of the workforce
- By 2020 millennials will form 50 percent of the global workforce
- Attracting new talent to your organization is a challenge that must be met head-on



HR Initiatives

- HR strategic initiatives geared towards addressing the needs of the Department
 - Streamlined hiring process, target 45 days
 - Expanded team of recruiters
 - Opened New Customer Service Center
 - More Competitive Salaries and Career Progression
 - Enhanced Training Programs
 - Improved Performance Management Process focused on metrics/strategic goals

Recruitment Section

- Brand awareness
- Types of Recruitment
 - Civil Engineer/Construction Manager
 - Specialized
 - HERO
 - Maintenance Labor Temporary
- Internship/Cooperative Education Program



Georgia®

EXPERIENCE



INNOVATION AT WORK



Meaning of “Experience GDOT”

- Innovation at work
- Experience making a difference in your community by engaging in meaningful and challenging work
- Experience planning, designing, redesigning, constructing, reconstructing, imagining and reimagining our future
- Experience creative minds at work introducing new ideas and making existing ones better
- Experience where ideas are implemented and transformed into reality
- Experience team work and pride to be part of a workplace-family

Civil Engineering/Construction Management Fall Career Fair Schedule

- 9/6 – Georgia Southern
- 9/14 – Georgia Tech
- 9/19 – Auburn
- 9/20 – Kennesaw State University
- 9/21 – UGA
- 9/25 – University of Tennessee
- 9/26 – Clemson
- 9/27 – University of South Carolina
- 9/27 – University of Alabama at Birmingham
- 9/28 – Tennessee Tech
- 10/5 – Alabama A & M
- 10/18 – Savannah State
- 10/24 – The Citadel
- 10/25 – Tennessee State

*Recruitment also has job advertisements for CE's posted at Universities through online recruitment

** Schools are required to be ABET accredited for CE and by American Council of Construction Education for a CME

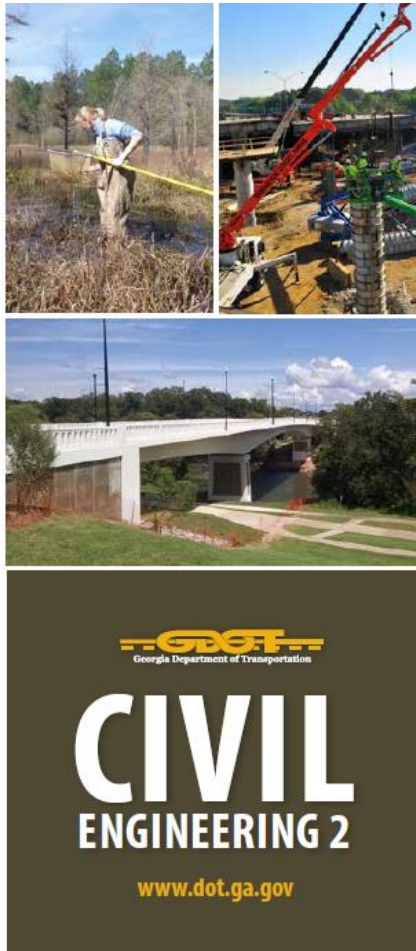


CE/CME Outreach

- Meet with faculty at universities
- Subject Matter Experts
 - Assistance from Districts and GO Offices
- Presentations
 - American Society of Civil Engineers
 - Society of Women Engineers
- Attend special events and expos



New Brochures and Marketing Material





Professional Engineer Development Program (PEDP)

- Formal training program for entry level civil engineers
- CORE PEDP Class
 - Three week time frame
- Electives
 - Voluntary basis
 - CORE must be complete and a review must be held with direct manager.



CE Salary Comparison



*as of February/March 2017



Total Rewards/Compensation Strategy

Total Compensation

- Base Pay
 - Wages/Salary
- Variable Pay
 - Incentives
 - Conditional pay

Benefits

- Health/Medical Ins.
- Life/Disability Insurance
- Paid Time off
(Annually – 12 Holidays, 15 days of Annual and Sick Leave)
- Retirement/401Plan
- Flexibility -Work-life balance

Performance & Talent Management

- Performance Mgmt
 - Perf Reviews
 - IDP/Goal Setting
- Talent Management
 - Training
 - Mgmt and Leadership Training
 - Mentoring/Coaching
 - Job Enrichment
 - Career Development
 - Year Round Internship Program

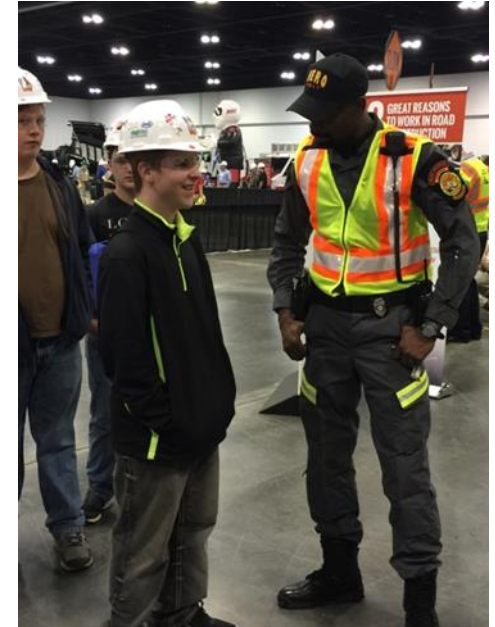


CE Hiring

- Since 1/1/2017
 - Over 70 CE2 total hired
 - Currently have on the spot/contingent offers out
 - 154 total CE2s within the Department

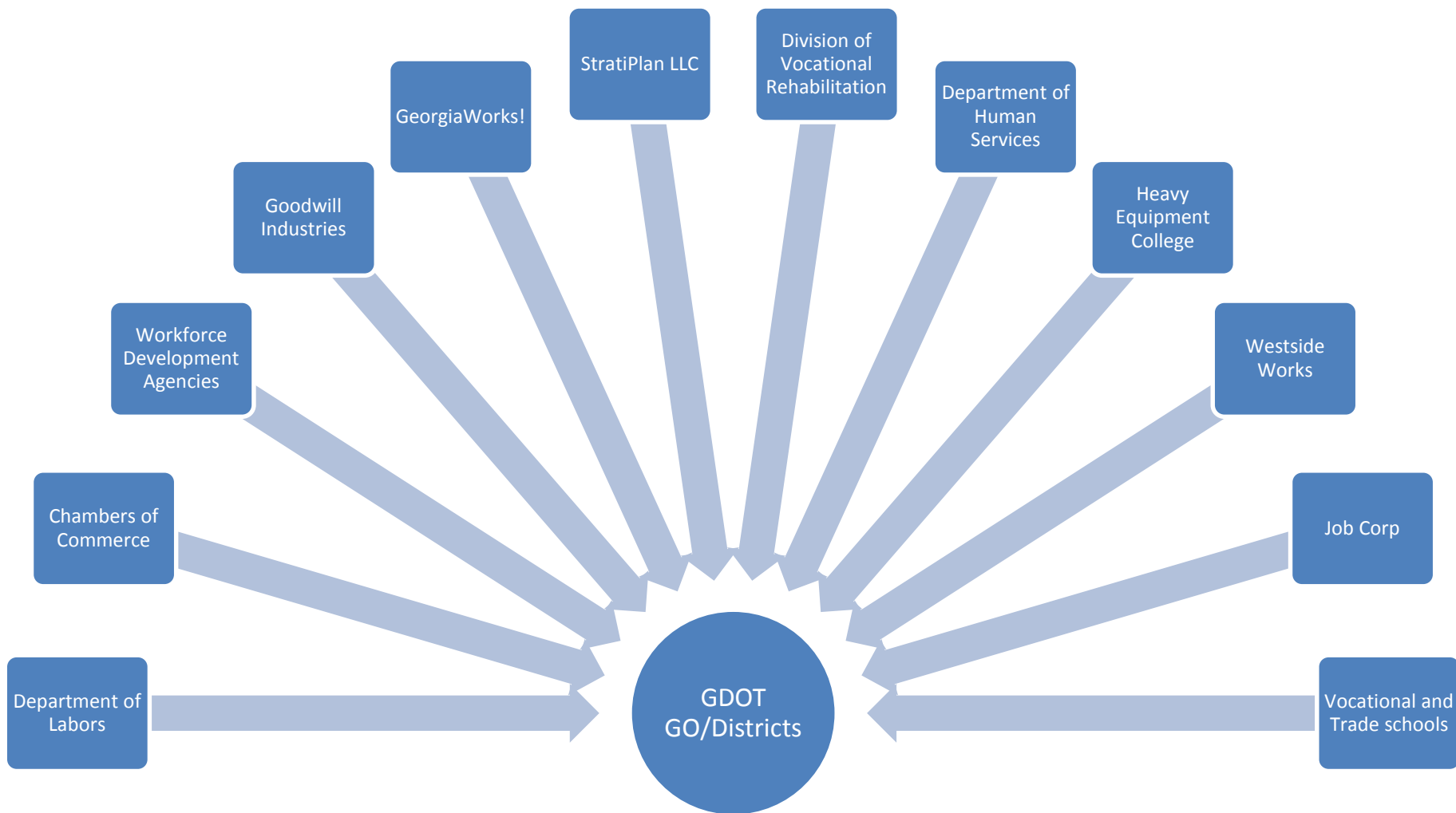
Specialized Recruitment

- Boots on the ground
 - HERO Unit
 - Hired Trainees
 - Recruit Military Career Fair
 - Solider for Life/Military bases
 - Latin American Association Career Fair
 - Westside Works
 - Hired Master Operators and Supervisors
 - Maintenance Labor Temporary (MLT)
 - Regional Recruiter
 - Partner in hiring Maintenance staff (MLT, EO1, etc), and other positions as they become available within each District, via the full cycle recruitment process.





Recruitment Connections





GDOT District 1

- Goodwill Careers, Athens Dept. of Family Services

GDOT District 2

- DOL-Milledgeville, DOL-Newton/Madison, DOL- Augusta, DOL-Sandersville, DOL-Dublin, Chamber of Commerce-Madison, Chamber of Commerce- Covington/Newton, Chambers of Commerce-Sandersville/Washington County, Oconee Falls Technical College, Newton County Community Partnership, One Heart Ministries, Developmental Authority of Washington County, Washington High School-Sandersville

GDOT District 3

- Griffin DOL, West Georgia Tech college, Lagrange DOL, Columbus DOL, Warner Robins job fair, Job Fair DOL Lagrange, Fort Benning Recruitment Event, Columbus State University Job fair

GDOT District 4

- DOL-Tifton, DOL-Moultrie, DOL- Albany, Chambers of Commerce- Albany, Turner Job Corps-Albany, Department of Family and Child Services TANF Program, Fatherhood Program

GDOT District 5

- DOL-Savannah, Turner Job Corps, Waycross Vocational Rehabilitation Center, Reidsville Vocational Rehabilitation Center, Goodwill Employment Services-Jesup

GDOT District 6

- Cartersville DOL, Carrollton DOL, Job Fair at DOT Carterville

GDOT District 7

- Atlanta Work Source of Atlanta, Georgia Works, Job Corps, Fortis College, Recruit Military, Job Fair @ DOT Chamblee, Work Source ATL, DOL Cobb job Fair, Workforce Fulton Job Fair



The Construction Education Foundation of Georgia

The Career Expo links students directly to professionals in the areas of construction, utility contracting, highway contracting, electrical contracting, mechanical contracting, energy, mining and more. The Career Expo consists of hands on displays that allow students to engage with industry leaders, equipment and materials in order to tap into their unique skills and interests.



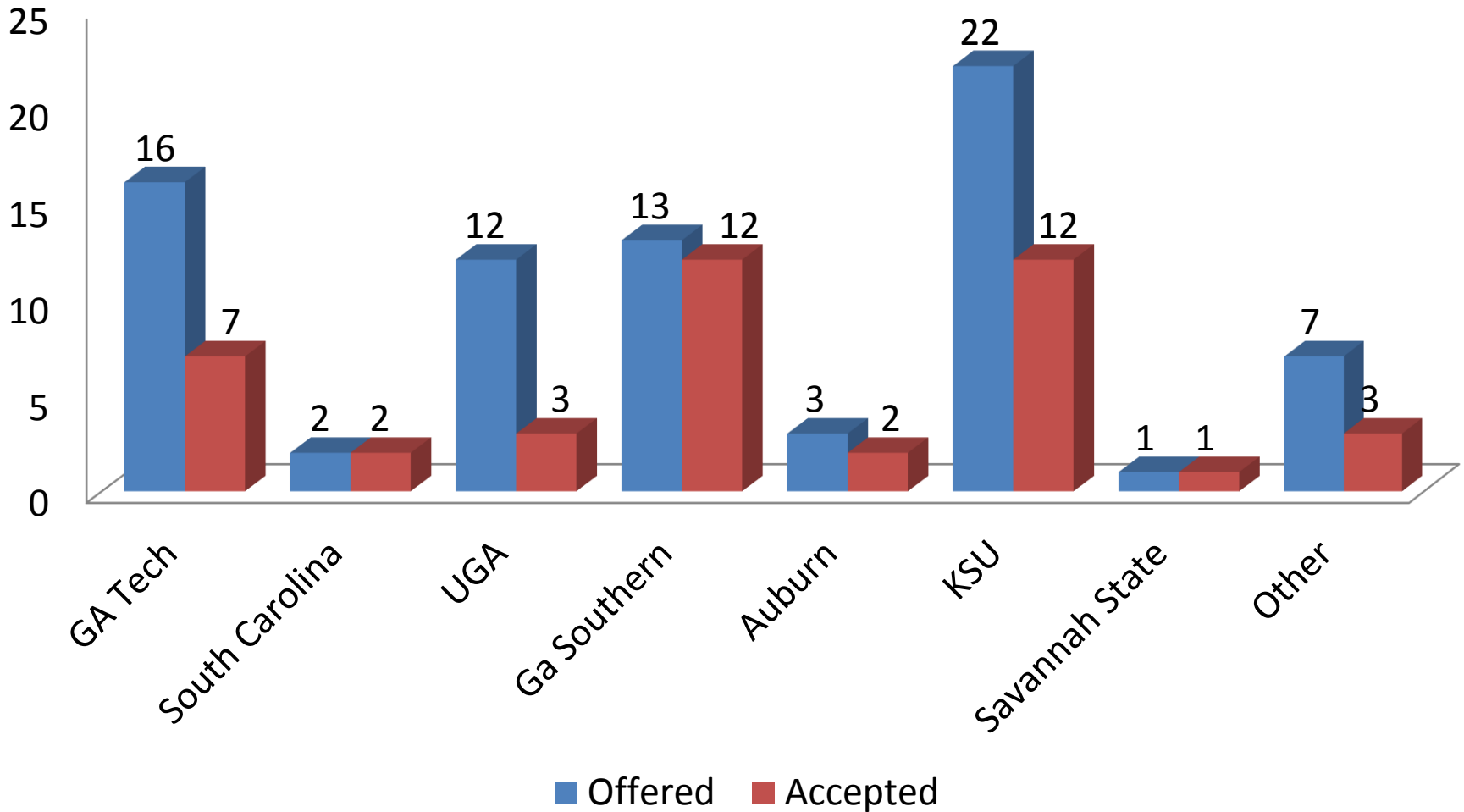


Internships and Cooperative Education Program

- Internship program
 - Summer interns
 - Open to all majors
 - \$13-\$16 per hour
 - Year round interns
 - Four semesters
 - Traffic Operations Pilot
- Cooperative Education Program (Co-op)
 - New initiative starts January 2018
 - Two Semesters working for GDOT
 - Over 30 requests (from Districts and GO)
- Great relationship building with students and universities



CE Internships





2017 Summer Internships Highlights

- 57 interns
 - 42 CE's/CET's
 - 15 Other (accounting, business, etc)

Internship *Spotlight*

EXPERIENCE  MATTERS



"My favorite part is performing a traffic study in the field and then being able to determine what the issue is & how to solve the problem."

Intern Responsibilities:

- Develop ways to make the flow

Luke Graham
Senior | Civil Engineering



**Georgia Department
of Transportation**

GDOT District 5 Office

Department of Traffic Operations
Jesup, Georgia