



STATE TRANSPORTATION BOARD

JANUARY 2023 COMMITTEE MEETINGS

January 18, 2023



STATE TRANSPORTATION BOARD

Statewide Transportation Planning / Strategic Planning Committee

January 18, 2023



Georgia Freight Plan Update

Jannine Miller, Director of Planning

Kelly Gwin, Assistant Office Head, Policy & Freight Planning

January 18, 2023

Georgia Freight Plan Update

- Aligns with the vision, goals, and objectives of the Georgia Statewide Strategic Transportation Plan/Statewide Transportation Plan (SSTP/SWTP)
- Supports the goals and strategic objectives of USDOT's National Freight Strategic Plan: safety, infrastructure, and innovation
- Planning horizon year of 2050
- Previous Federal Freight Plan was approved in 2018, and must be updated every 4 years

Federal freight plan requirements

Per 49 USC 70702 identified under the Infrastructure Investment & Jobs Act (IIJA)

Some highlights of the requirements are:

- Documentation of supply chain cargo flows in Georgia, by mode of transportation
- Inventory of commercial ports in Georgia
- Impacts of e-commerce on freight infrastructure in Georgia
- Consideration of military freight within Georgia
- Strategies & goals to decrease freight impacts to:
 - extreme weather & natural disasters
 - local air pollution
 - flooding and stormwater runoff
 - wildlife habitat loss
- Most recent commercial vehicle parking facilities assessment conducted by GDOT

National Highway Freight Program (NHFP) Funds

A small portion of GDOT's Federal funds are NHFP, specified for freight projects, so additional evaluation of the project pipeline and funding options will be necessary

- \$43 to \$47M in NHFP funds per year were allocated to GDOT in the IIJA (~2% of GDOT's Federal funding)
- Federal Freight Plan must be fiscally-constrained over an 8-year time period

NHFP Funds must be invested on Federally-Designated Freight Corridors

- 1,171 miles of FHWA's Primary Highway Freight System (PHFS) is in Georgia
- GDOT may also designate additional mileage:
 - up to 300 miles of Critical Rural Freight Corridors
 - up to 150 miles of Critical Urban Freight Corridors
- The state's NHFP-eligible mileage would increase by ~38% if Georgia were to designate the full 450 miles
- Focus of this plan update: Validate potential mileage that is eligible to be designated and that is located on corridors that are determined by the State to be vital to improving the efficient movement of freight

What was GDOT's methodology to respond to the federal requirements for the Freight Plan update?

Data Sources in Georgia's Freight Plan

Commercial	Federal	State and Regional
Transearch with Confidential Waybill	Freight Analysis Framework (FAF) / ETC FAF Disaggregation	LRTP and related freight, rail, port, aviation, and business strategic plans
GEOTAB	STB Public Rail Waybill Sample	State, regional, metropolitan resources
DAT Price Benchmarking Data	STB Private Rail Waybill Sample	Multi-State planning studies and resources
ATRI	National Performance Measurement Research Data Set (NPMRDS)	Robust stakeholder and public engagement
REPLICA	FHWA Freight Mobility Trends Tool (NPMRDS/HPMS)	Countywide Freight Intensive Land Use
RITIS (via ETC/GDOT)	FHWA HEPGIS	Georgia State Patrol
PIERS / Datamyne	National Transportation Atlas Database (NTAD)	GDOT GEOPI
Moody's, InfoUSA	FRA Rail Safety Data	GEARS and Numetric
Select Georgia	Office of Pipeline Safety	GDOT Road Characteristics
Truck Parking Applications	BTS Air Cargo data	GDOT TDM
StreetLight	BTS Transtats	GRAD Certified Sites
IMPLAN, REMI	Commodity Flow Survey and Census Trade Database	Nearby State DOT Studies/Data
Georgia Ports Authority	Quarterly Census of Employment and Wages	GA Department of Community Affairs
	County Business Patterns	GDOT Road and Traffic Data
	Energy Information Administration	
	US Department of Agriculture	
	Volpe Freight and Fuel Transportation Optimization Tool	
	US Department of Commerce	
	US Bureau of Labor Statistics	
	US Census Bureau	

Freight Advisory Committee (FAC)

*Last met on
December 12, 2022*



Example of inputs from the Freight Advisory Committee

“What are Georgia’s Strengths for Business?”

- Strong DOT and Ports
- Multi-modal coordination
- Warehouse space
- Efficient & reliable interstate & secondary highway systems
- Georgia gives efficient access to surrounding states on ground including a major airport
- Inland ports
- Location (can reach many markets & bring drivers home without layovers)

“What logistics-related opportunities in Georgia can the state leverage to improve your business?”

- Designated truck only lanes
- Leader on autonomous
- Overpasses
- Infrastructure to bypass or reduce bottlenecks
- Technology
- Grow inland ports to allow different truck origin/destination & allow continued growth of Savannah & Brunswick
- Be first to solve electric charging

And...GDOT’s current program & Department-wide initiatives are supportive of freight movement



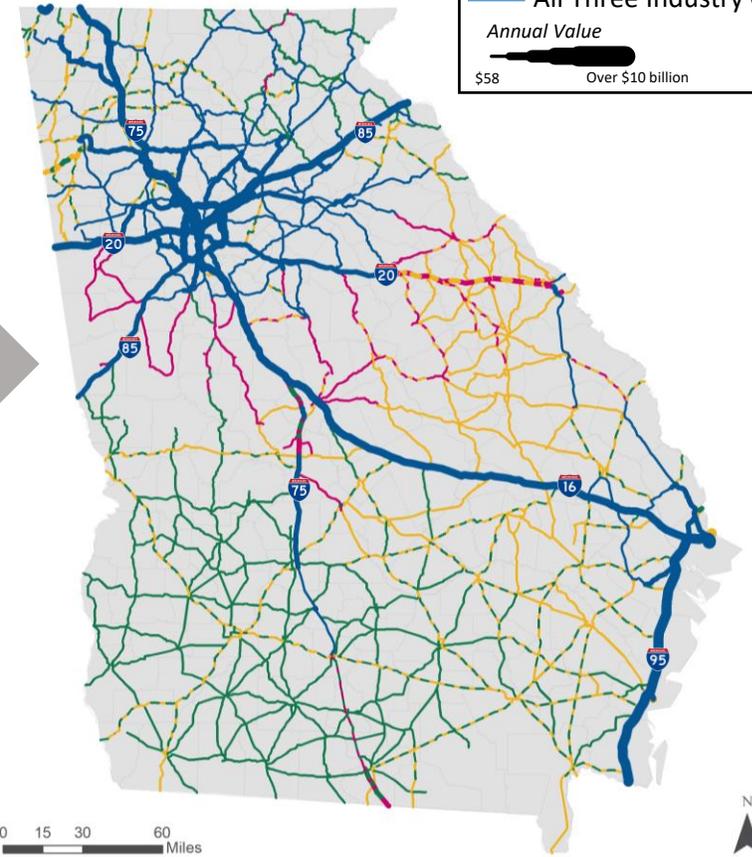
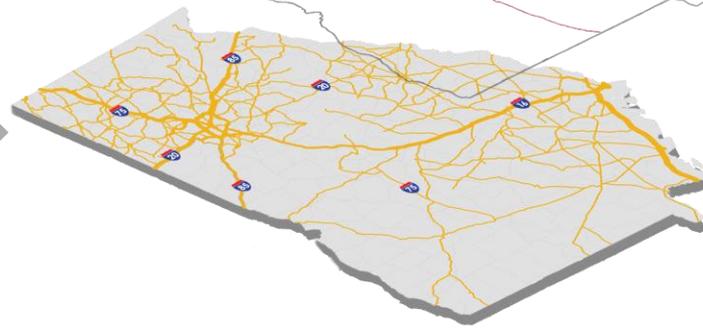
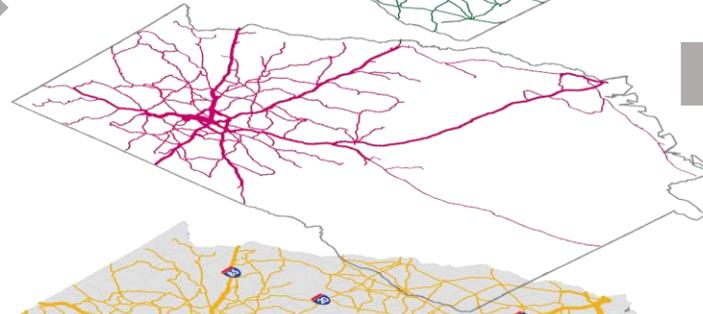
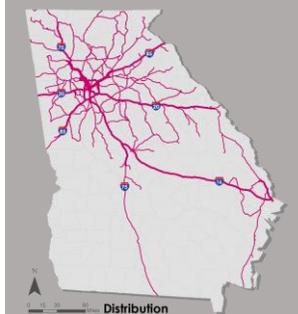
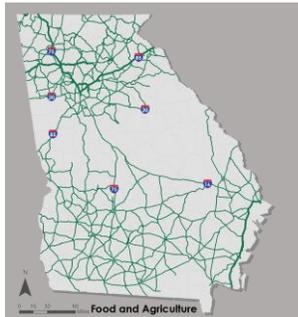
Freight Plan Update Results

By 2050, Georgia's freight tonnage is expected to nearly double to 900 million, & freight value will more than double to \$1.6 trillion

Food & Agriculture

Distribution

Manufacturing



Legend

- Food & Agriculture
- Distribution
- Manufacturing
- All Three Industry Groups

Annual Value

\$58
 Over \$10 billion

Stakeholders identified five key factors as measures of access to suppliers and customers that are important

	KPI	Metric	Why they are important
	Reliability	Difference between 95th percentile travel times and average travel times	Fulfills commitment to external & internal customers; affects productivity & cost
	Speed	Average vehicle speed, mph	Fulfills time to market/ production commitment; affects productivity & cost
	Cost	Total delay cost per vehicle mile traveled	Fundamental to profitability & competitiveness
	Risk	Natural hazard exposure, modal and multimodal redundancy, relevant market share	Affects the integrity of the business and its future (e.g. available workforce)
	Safety	Cost of crashes per vehicle mile traveled	Mitigation of losses from workforce, operations, and brand

Georgia's Freight Investment Plan *(through FY31)*

***Federal requirement is an 8-year investment plan**

FY 23 – NHFP available funds ~\$44.7 million *

- PI#0013915 I-285 @ I-20 East Side Interchange Reconstruction – CST
- PI#0013918 I-285 @ I-20 West Side Interchange Reconstruction – PE
- PI#0014203 I-75 from I-475 to SR 155 Commercial Vehicle Lanes – ROW

FY 24 – FY 31* Project Examples

- I-95 ITS expansion from FL to SC state line - CST
- Public Truck Parking (multiple locations on state-owned right of way) - PE & CST
- I-95 @ SR 21 interchange reconstruction (Chatham) - ROW
- I-75 from I-16 to Pierce Ave – Phase VI widening (Bibb) - CST
- I-75 @ SR 133 – Phase II interchange reconstruction (Lowndes) - ROW & CST

Next Steps

- Submit federally-compliant freight plan to FHWA (late January 2023)

- Work through federal process to designate mileage in the state for Critical Urban Freight Corridors (CUFC), in consultation with MPOs, & Critical Rural Freight Corridors (CRFC)

-  Resources for additional freight investments:
 - Current project pipeline likely has already funded projects
 - Potential redirect of other Federal and State funds
 - Federal grants applications

- Further business analysis of options for Foundational, Catalytic, and Innovative investments that support multiple objectives, including business-driven KPIs



Thank You

Kelly Gwin
kgwin@dot.ga.gov



STATE TRANSPORTATION BOARD

Finance Committee

January 18, 2023



Amended FY 2023 Budget & FY 2024 Budget

Angela Whitworth

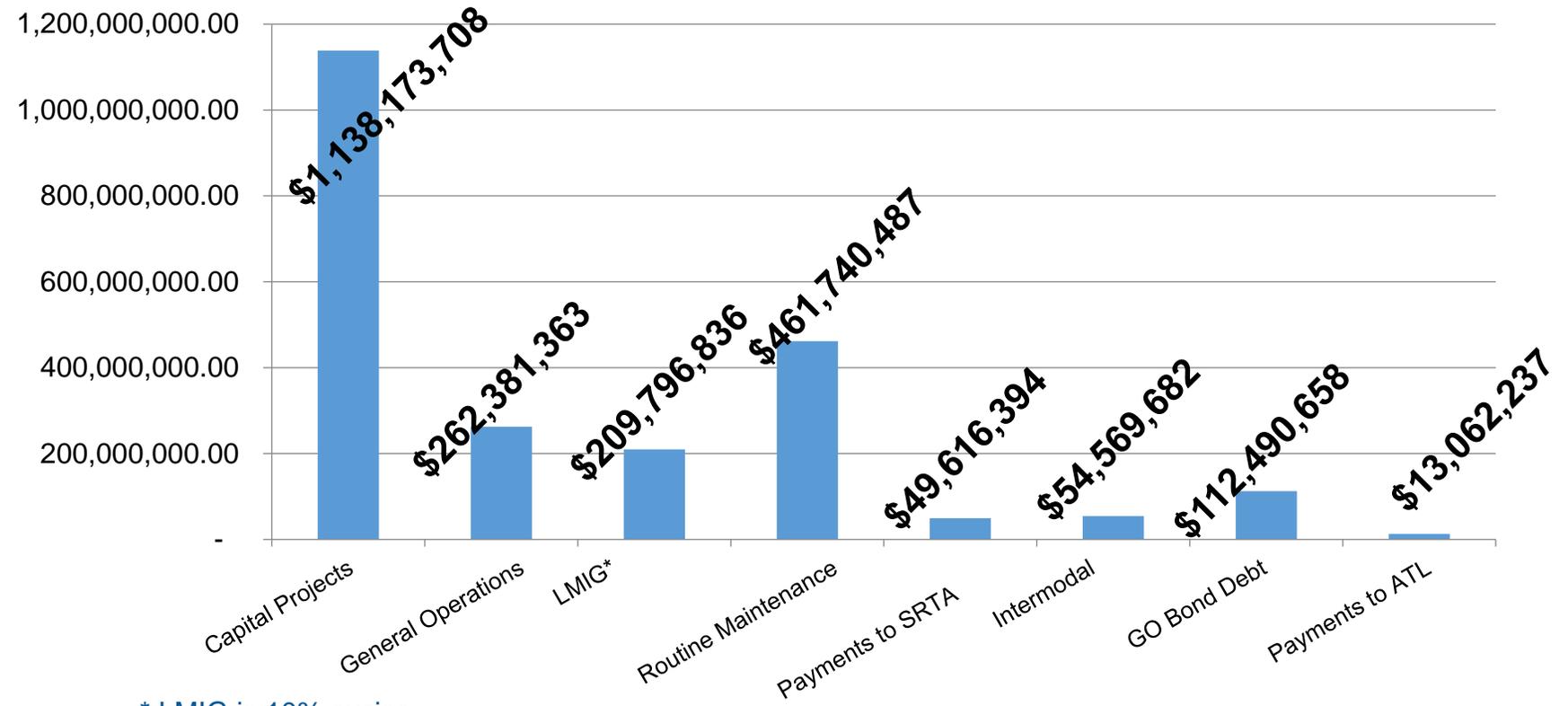
Treasurer

January 17, 2022

Amended FY 2023 Revenue Comparison

	FY 23 Base	Change	AFY 23
Excise:	\$2,008,887,881	\$89,080,472	\$2,097,968,353
Transportation Trust Fund			
Fees:	\$150,977,349	\$-	\$150,977,349
GRTA:	(\$351,479)	\$351,479	\$-
Transit Trust Fund (Ride-Share)			
Fees:	\$15,927,600	\$-	\$15,927,600
State General			
Funds:	\$36,958,063	\$-	\$36,958,063
Total:	\$2,212,399,414	\$89,431,951	\$2,301,831,365

Amended FY 2023 Budget Request



* LMIG is 10% excise

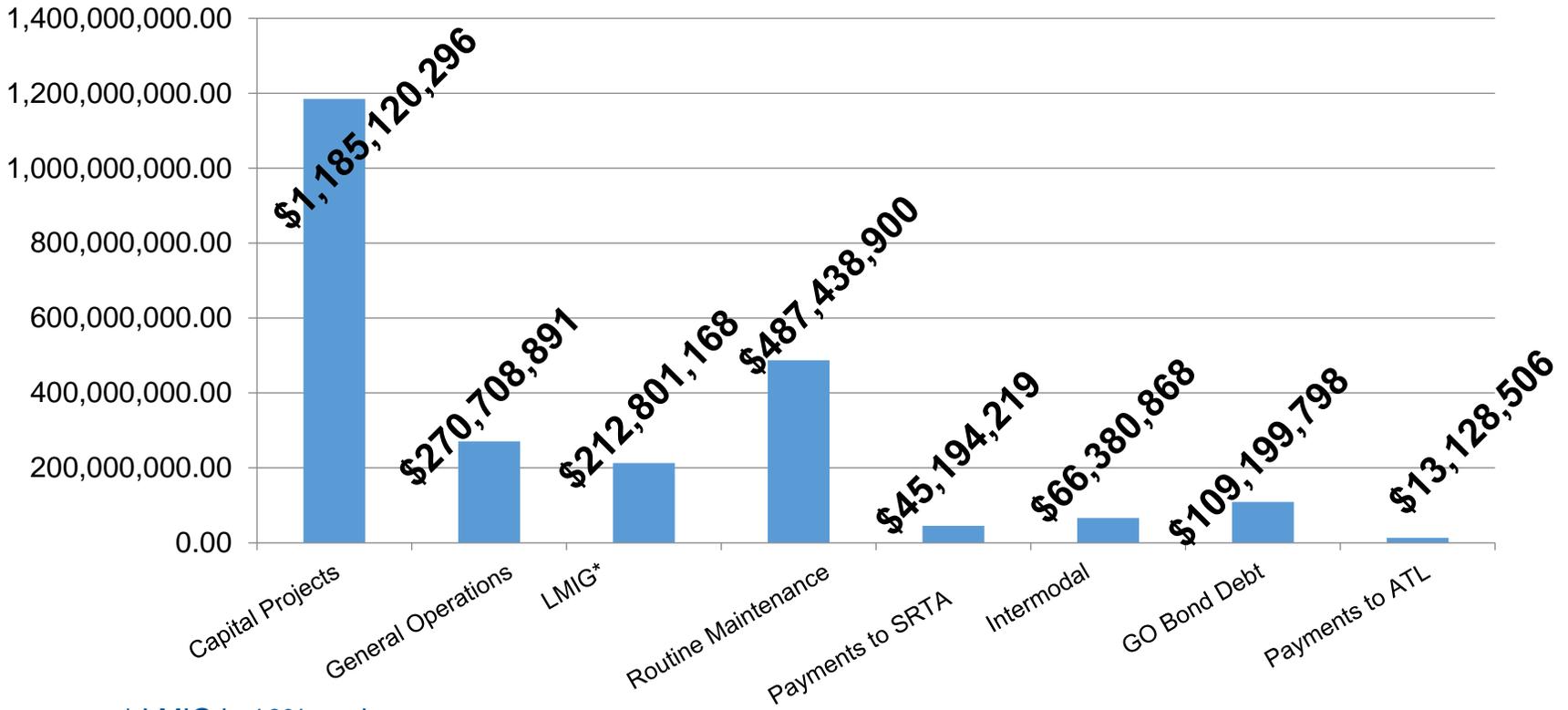
Amended FY 2023 Budget Request

Program (Motor Fuel)	Fund Source	FY 23 BASE	Change	AFY 23
GO Bond Debt	Motor Fuel	\$22,146,832	\$90,343,826	\$112,490,658
	Transportation Trust Fund Fees	\$86,614,699	(\$86,614,699)	\$-
	Total	\$108,761,531	\$3,729,127	\$112,490,658
Capital Construction	Motor Fuel	\$911,795,782	(\$10,171,401)	\$901,624,381
	Transportation Trust Fund Fees	\$-	\$86,614,699	\$86,614,699
	Total	\$911,795,782	\$76,443,298	\$988,239,080
LMIG	Motor Fuel	\$200,888,789	\$8,908,047	\$209,796,836
Payments to SRTA	Transportation Trust Fund Fees	\$49,264,915	\$351,479	\$49,616,394

FY 2024 Revenue Comparison

	FY 23 Base	Change	FY 24
Excise:	\$2,008,887,881	\$119,123,790	\$2,128,011,671
Transportation Trust Fund			
Fees:	\$150,977,349	\$51,347,452	\$202,324,801
Transit Trust Fund (Ride-Share)			
Fees:	\$15,927,600	\$7,669,713	\$23,597,313
State General			
Funds:	\$36,958,063	(\$919,202)	\$36,038,861
<hr/>			
Total:	\$2,212,750,893	\$177,221,753	\$2,389,972,646

FY 2024 Budget Request



* LMIG is 10% excise

FY 2024 Budget Request

Program (Motor Fuel)	Fund Source	FY 23 BASE	Change	FY 24
GO Bond Debt	Motor Fuel	\$22,146,832	\$87,052,966	\$109,199,798
	Transportation Trust Fund Fees	\$86,614,699	(\$86,614,699)	\$-
	Total	\$108,761,531	\$438,267	\$109,199,798
Capital Construction	Motor Fuel	\$911,795,782	(\$13,867,496)	\$897,928,286
	Transportation Trust Fund Fees	\$-	\$128,471,563	\$128,471,563
	Total	\$911,795,782	\$114,604,067	\$1,026,399,849
Capital Maintenance	Motor Fuel	\$145,588,167	\$-	\$145,588,167
	Transportation Trust Fund Fees	\$-	\$8,785,819	\$8,785,819
	Total	\$145,588,167	\$8,785,819	\$154,373,986
Program Delivery	Motor Fuel	\$123,000,299	\$2,700,181	\$125,700,480

FY 2024 Budget Request

Program (Motor Fuel)	Fund Source	FY 23 BASE	Change	FY 24
Data Collections	Motor Fuel	\$3,061,474	\$37,231	\$3,098,705
Departmental Admin	Motor Fuel	\$78,451,687	\$4,920,710	\$83,372,397
LMIG	Motor Fuel	\$200,888,789	\$11,912,379	\$212,801,168
Local Roads	Motor Fuel	\$4,346,461	\$-	\$4,346,461
Planning	Motor Fuel	\$2,646,626	\$29,434	\$2,676,060
Routine Maintenance	Motor Fuel	\$461,740,487	\$25,698,413	\$487,438,900
Traffic Management	Motor Fuel	\$55,221,277	\$639,972	\$55,861,249

FY 2024 Budget Request-Intermodal

Intermodal	Fund Source	FY 23 BASE	Change	FY 24
Airport Aid	State General Funds	\$26,359,425	\$-	\$26,359,425
Ports & Waterways	State General Funds	\$1,379,737	\$7,337	\$1,387,074
Rail	State General Funds	\$9,218,901	(\$8,000,000)	\$1,218,901
	Locomotive Diesel Funds	\$-	\$7,073,461	\$7,073,461
	Rail Total	\$9,218,901	(\$926,539)	\$8,292,362
Transit	Transportation Trust Fund Fees	\$1,684,019	\$5,060,675	\$6,744,694
Transit	Transit Trust Fund	\$15,927,600	\$7,669,713	\$23,597,313

FY 2024 Budget Request – Attached Agencies

Program (Motor Fuel)	Fund Source	FY 23 BASE	Change	FY 24
Payments to SRTA	Transportation Trust Fund Fees	\$49,264,915	(\$4,070,696)	\$45,194,219
Payments to ATL	Transportation Trust Fund Fees	\$13,062,237	\$66,269	\$13,128,506

THANK
YOU


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Georgia



STATE TRANSPORTATION BOARD

Legislative Committee

January 18, 2023



Legislative Update

Joshua L. Waller

Director of Policy & Government Affairs

January 18, 2023

2023 Legislative Session

Session Calendar

2023 Session of the Georgia General Assembly

January						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
			11	12	3	4
			1	2		
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March						
			26	27		
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Session Days **IN RED** | Committee Workdays **IN BLUE** | Crossover Day: **March 6th** | Sine Die: **March 29th**

House Transportation Leadership 2023-2024 Legislative Session

Transportation Committee



Rep. Rick Jasperse
Chairman



Rep. Leesa Hagan
Vice-Chair

Appropriations Committee: Transportation Sub-Committee



Rep. Clay Pirkle
Chairman



Rep. Vance Smith
Vice-Chairman

Senate Transportation Committee

2023-2024 Legislative Sessions



Senator Greg Dolezal
Chairman



Sen. Clint Dixon
Vice-Chairman



Sen. Colton Moore
Secretary



Sen. Jason Anavitarte



Sen. Brandon Beach
Ex-Officio



Sen. Frank Ginn



Sen. Derek Mallow



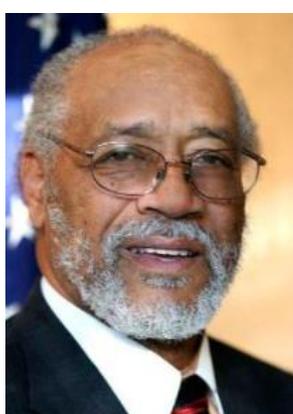
Sen. Steve Gooch



Sen. Valencia Seay



Sen. Josh McLaurin



Sen. David Lucas



Sen. Shawn Still

2023 Legislative Outlook

- GDOT Legislative Items
- Electric Vehicle Legislation
- Freight & Logistics Infrastructure

Federal Update



U.S. House New Committee Assignments

Committees on Transportation & Infrastructure and Appropriations



Congressman Mike Collins (CD-10)
Transportation & Infrastructure



Congressman Andrew Clyde (CD-09)
Appropriations



Questions?



STATE TRANSPORTATION BOARD

Program Delivery Committee

January 18, 2023



Board Approval for CM/GC Delivery of the US 17/SR 404 Spur Bridge Maintenance Project

Andrew Hoenig PE, DBIA

P3 Construction Program Manager

Office of Alternative Delivery

January 18, 2022

Alternative Contracting Methods (ACM) Background

- HB 577 enacted during the FY21 Legislative Session, effective July 1, 2021, amended the Georgia Code to allow Alternative Contracting Methods (ACM)

Title 32, Chapter 2. Department of Transportation
Article 4. Exercise of Power to Contract Generally
Part 2. Public Private Initiatives and Alternative
Contracting Methods

§32-2-80 Public-Private Partnerships (P3)

§32-2-81 Design-Build Contracting

***§32-2-82 Alternative contracting methods**

- **Construction Manager/General Contractor (CM/GC)** is one of the approved ACM approaches

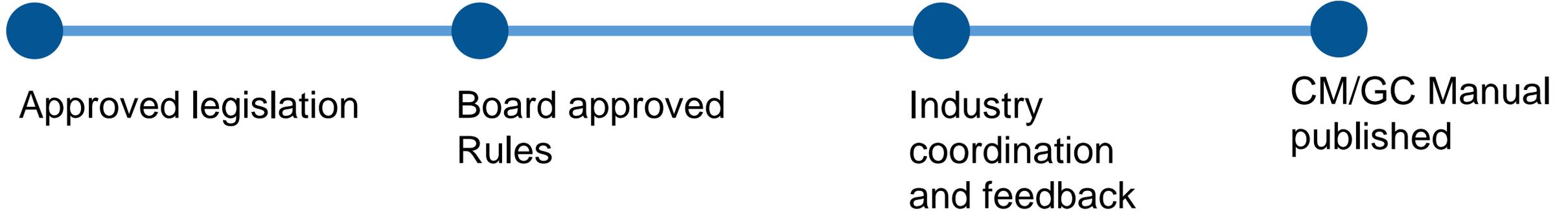
ACM Schedule

July 2021

January 26, 2022

July/Aug 2022

October 2022



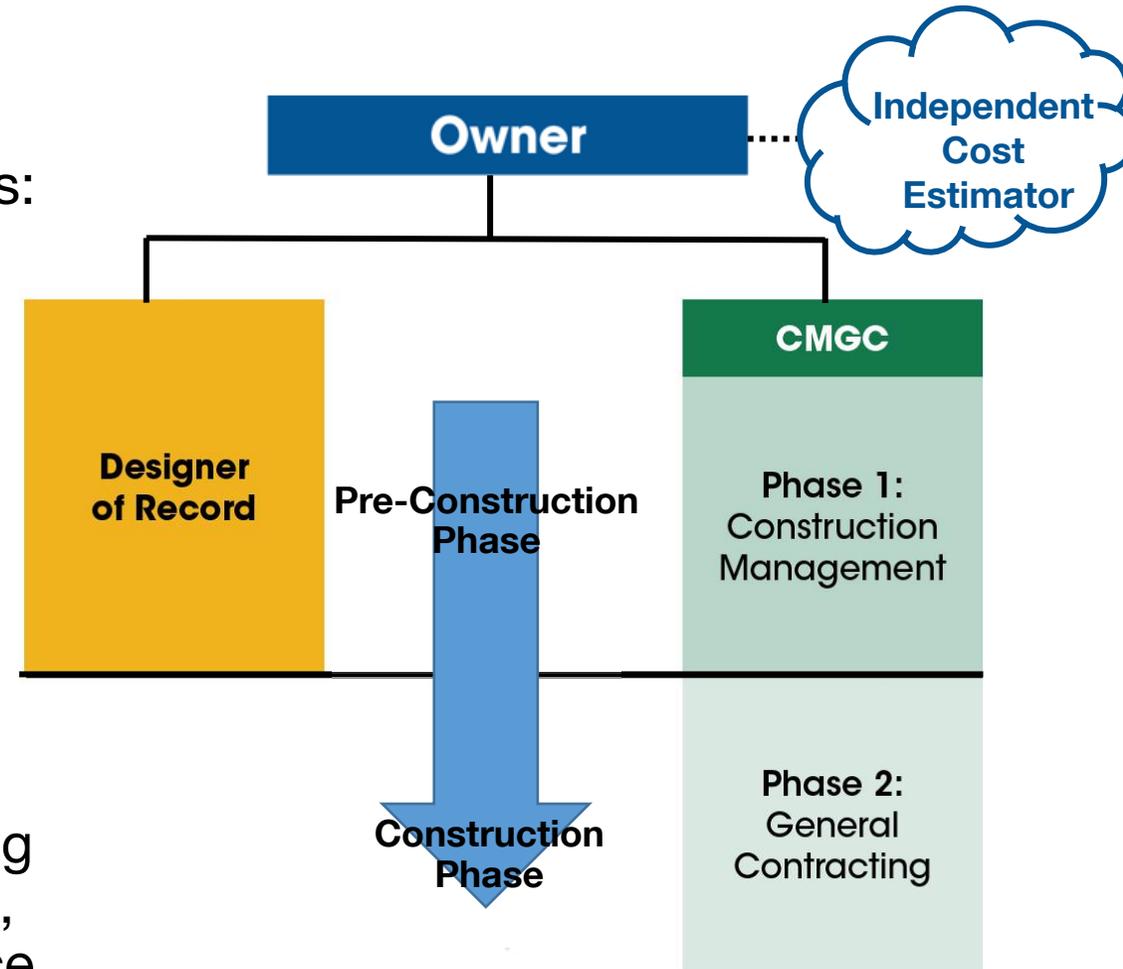
Rule 672-22-.01 Statement of Policy and Purpose of Rules & Regulations requires that:

- Department will consider the use of ACM to deliver a project when it is in the public interest
- GDOT must consider suitability and feasibility of ACM for delivery of a project
- **Board approval is required for use of any ACM method (CM/GC) prior to project solicitations**

What is CM/GC?

A project team consisting of three major components:

1. An **Owner - GDOT**
2. **Owner** contract with a **Designer of Record (DOR)**
 - Procured separately utilizing a typical Professional Services procurement
3. **Owner** contract with a **CM/GC**
 - Procured separately utilizing a Best Value procurement
 - Phase 1: Construction Management consulting contract to provide input on the design, costs, constructability, staging, phasing, maintenance of traffic, risk assessment and risk mitigation
 - Phase 2: General Contracting contract to build the project



*For additional information, see CM/GC Manual
Published on GDOT's Design Build Webpage*

Proposed Delivery Method – Suitability and Feasibility of CM/GC

- GDOT OAD assesses the suitability and feasibility of CM/GC to deliver the project utilizing the following factors:
 - Expected benefits from phased project delivery or issuance of multiple work packages.
 - Projects that present unique needs that would benefit from Contractor involvement early in the design process.
 - Public Interest.
 - Innovation.
 - Risk identification, risk allocation, and risk mitigation.
 - Design complexity.
 - Cost control.
 - Construction schedule optimization.

US 17/SR 404 Spur Bridge Maintenance Project (PI 0019219)

- 30-year-old+ structure in Chatham County
 - Designed in 1980s
 - Opened to traffic in 1991
- The project will replace the existing cables under live traffic
- The project will include maintenance to bridge bearings, joints and barriers as part of the planned maintenance of the cable stayed bridge
- The project will seek to increase the vertical clearance under the bridge within the shipping canal as part of the cable replacement

Proposed Delivery Method – CM/GC

In accordance with Rule 672-22-.04, the CM/GC project will be delivered utilizing:

- Procurement procedures under Section 32-2-81(d)
- Processes set out in Rule 672-22-.04 (CM/GC Procurement Process)

CM/GC Firm Procurement Process (Further detail in CM/GC Manual):

- Two Phase selection process:
 - Request for Qualifications (RFQ)
 - Request for Proposal (RFP)
- Best Value procurement based on:
 - Qualifications
 - Technical Proposal
 - Preconstruction Services Fee

Tentative Procurement Schedule

Activity	Timing
Project Submitted to MPO	07/27/2022
Savannah MPO Approval (Project Programming)	12/14/2022
Board Approval to Deliver by ACM (CM/GC)	01/19/2023
PNA Advertisement	February 2023
Industry Forum & One-on-One Meetings	March 2023
Advertise RFQ	April 2023
SOQ Submission Deadline	June 2023
Advertise RFP	August 2023
Proposal Due Date	November 2023
Notice to Proceed for Preconstruction Services	December 2023

**Subject to change*

Action Requested

Request Approval for the use of CM/GC delivery as the ACM method on the US 17/SR 404 Spur Bridge Maintenance Project (PI 0019219) utilizing the design build procurement process provided for under Section 32-2-81, O.C.G.A.



STATE TRANSPORTATION BOARD

Committee of the Whole

January 18, 2023



HR Updates on GDOT Workforce Efforts

Brian Robinson
Deputy HR Director
January 18, 2023



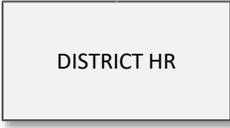
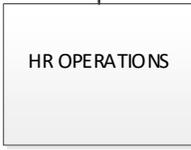
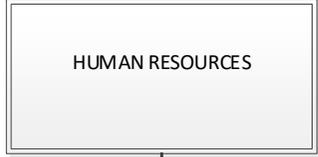
Overview

- Office of Human Resources Overview
- Workforce Trends
- GDOT's Approach to Workforce Planning
- Efforts to Recruit, Train and Maintain Staff
- Impacts of Efforts

Connecting the



Understanding how HR's contributions impact the Department's success



Oversees the following functions:

- Safety and Health
- Incident Investigation (Injury, Collision and Property)
- Employee Relations
- Field Services (District HR)
- Policy Review and Compliance
- Interview and Selection (ISP) Compliance
- Classification & Compensation
- Family Medical Leave Act (FMLA)
- ePerformance
- Drug and Alcohol Testing
- Workforce Planning
- Specialized Recruitment (HERO Trainee, CE2, CME, etc.)
- Internship and Co-op Program
- New Employee Orientation
- Employee Onboarding and Engagement
- HR Metrics
- Telework Program

Oversees the following functions:

- Transactions
- Benefits
- Retirement
- Work Force Time Keeper (WFTK)
- Customer Service
- Criminal Background Checks
- PeopleSoft/HRIS Data
- Employee Personnel File Management
- ERS/Payroll Coordination

Oversees the following functions:

- LTAP
- Training Delivery Department-wide
- Field Services (District Training)
- Supervisor and Leadership Development (MDP, AMDP, Academies, AASHTO, etc.)
- Organizational Development
- Oversees Mandatory Trainings Such as:
 - Sexual Harassment Prevention Training
 - Ethics Training
 - Telework Training
 - Supervisor 101



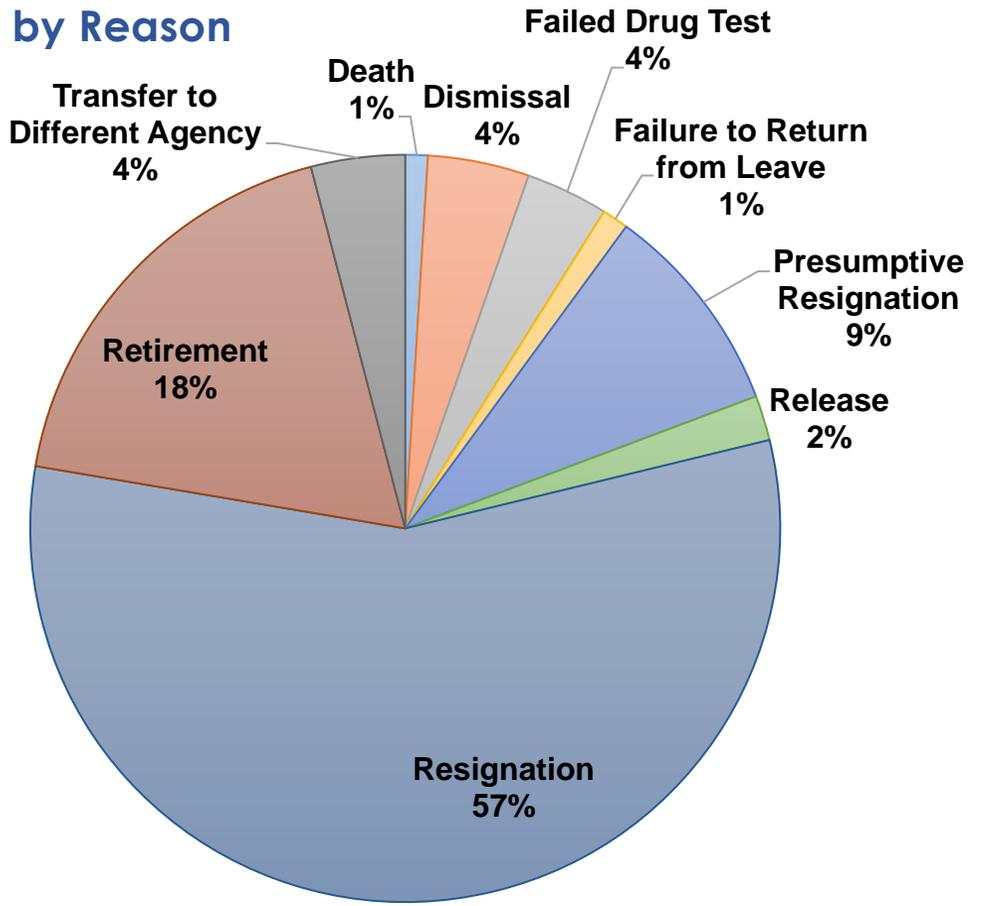
National Workforce Trends

- Changes in employee and applicant expectations
- Average tenure
- Increase in competition for qualified employees
- Remote and/or hybrid work environments
- ASCE article on engineering workforce
 - [Civil Engineers: Declining Numbers and Increasing Need](#)



Impact of Trends on GDOT Workforce

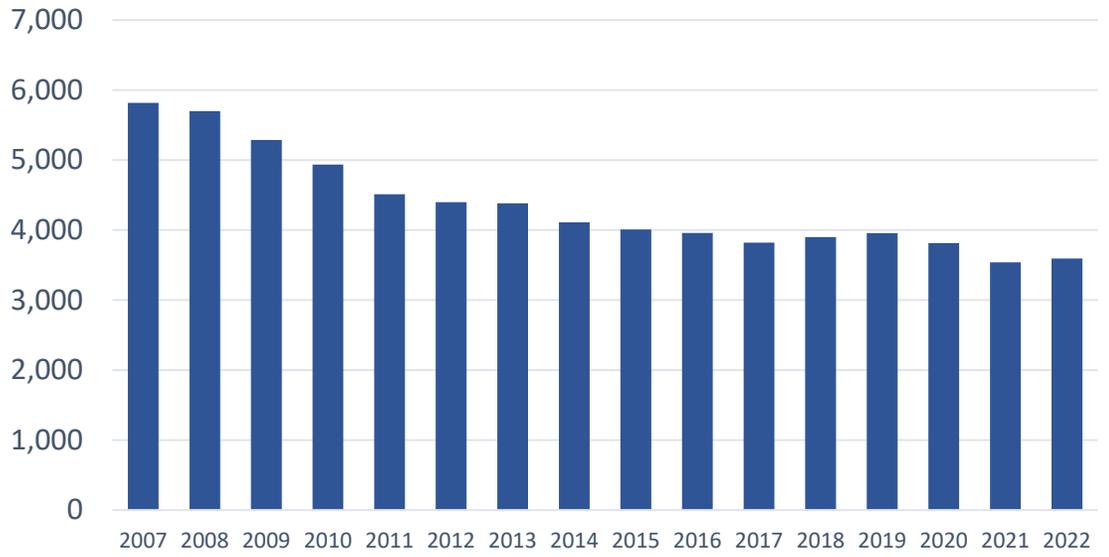
2022 Separations by Reason



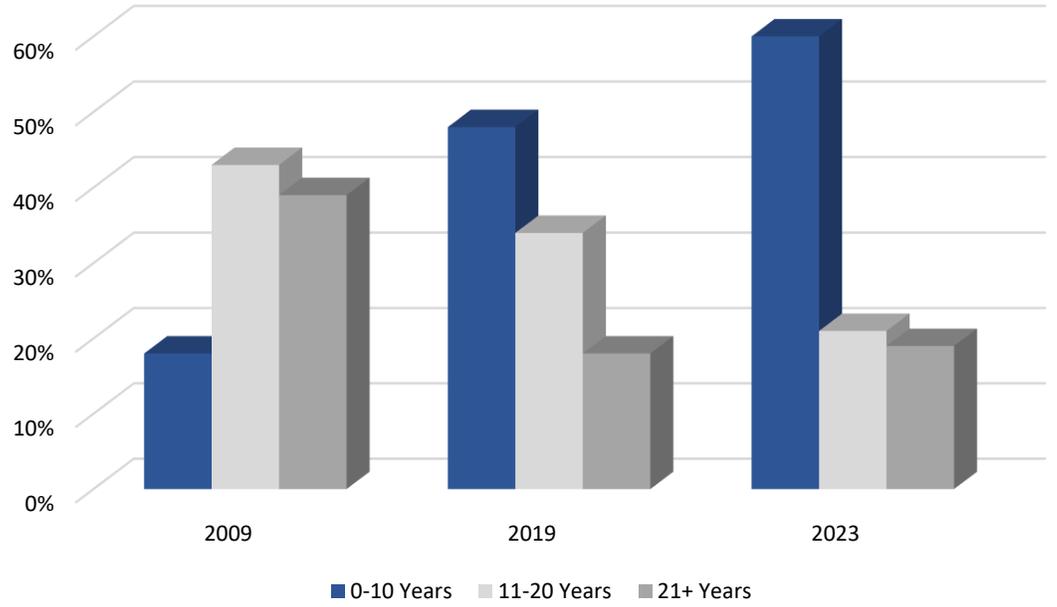
Voluntary separations account for ~88% of turnover

Impact of Trends on GDOT Workforce

GDOT Historical Headcount



Employee Breakdown by Tenure



GDOT's Strategic Approach

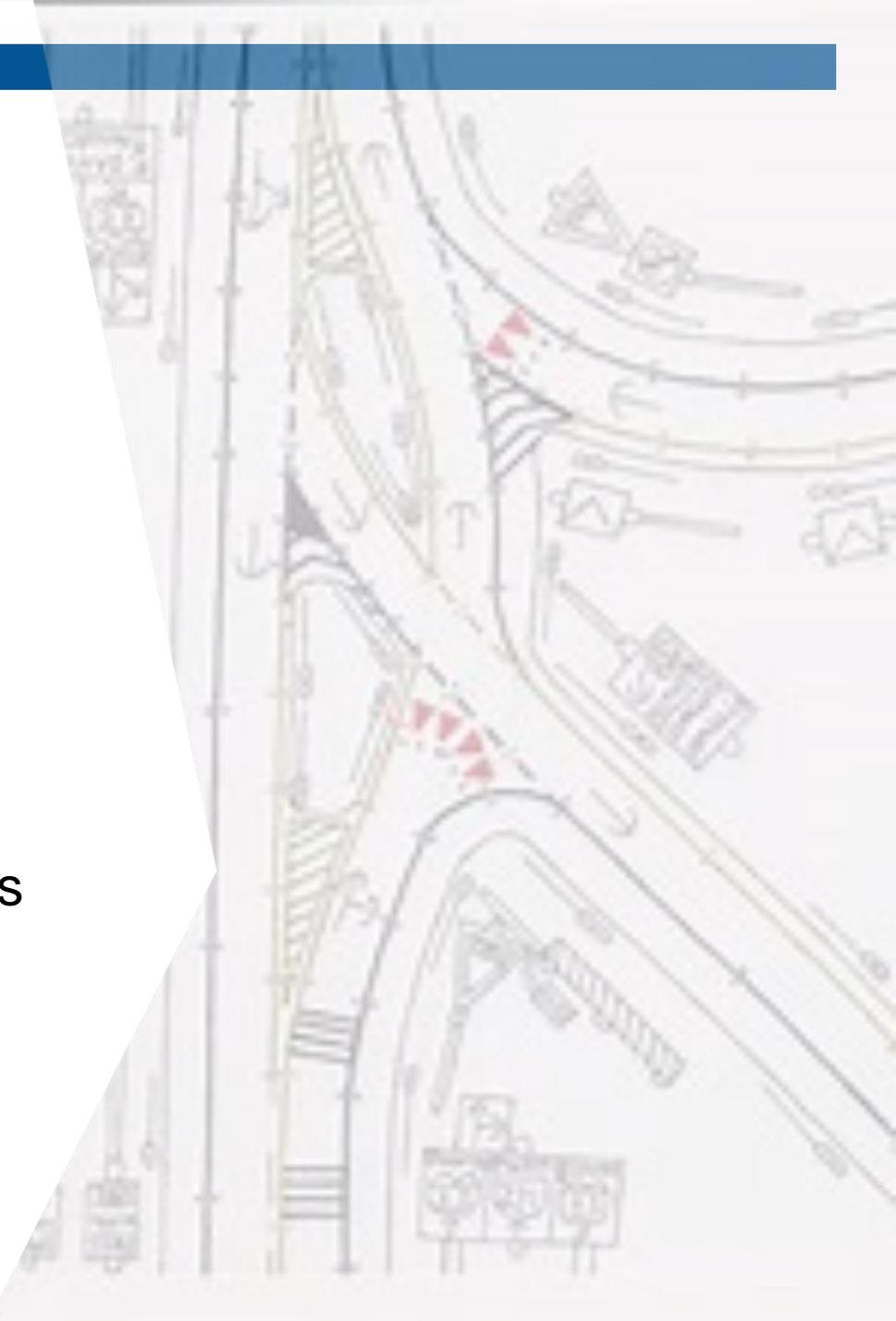
Address workforce challenges by:

- Engaging in strategic workforce planning
- Relying on key partnerships on recruitment and retention efforts
- Implementing innovative enhancements to policies and hiring/onboarding processes
- Focusing on employee engagement and talent development

Strategic Workforce Planning

Why do we do strategic workforce planning?

- Align GDOT's structure with our strategic goals
- Identify strategies to address recruitment and retention challenges
- Account for changing workforce dynamics
- Ensure continuity of operations through staff changes
- Ensure GDOT is ready for the future of work



Policy and Process Enhancements

- Recently streamlined Interview and Selection Process (ISP) to reduce time to fill
 - Streamlined selection panels, along with review and approval process
 - Moved to virtual interviews and virtual hiring events
 - Implemented automatic vacancy notification to managers
- Re-purposed HR vacancies to create 2 new critical roles:
 - Telework Coordinator
 - Onboarding and Engagement Coordinator



Recruitment and Retention Efforts

Highlight efforts in 3 critical areas:

- Equipment Operators
- Civil Engineers
- HERO Operators

Equipment Operators

- Moved to hiring all equipment operators as full-time employees and rebranded position as Highway Maintenance Technician
- Increased starting salaries to make positions more attractive and competitive, also aids in retention of existing employees (from \$12.55/hour to \$15.00/hour)
- Partnering with Strategic Communications to highlight and promote career opportunities
- Utilizing Indeed.com platform for monthly virtual hiring events across the state



HERO Operators

[Maintenance Technician](#)
[Entry-Level Civil Engineer](#)
[Construction Management Engineer](#)
[HERO Trainee](#)
[Mechanics](#)

Construction Management Engineer

[Learn More](#)

Highway Emergency Response Operator (HERO) Trainee

[Learn More](#)

Why Should You Work at GDOT?

We offer training

We offer 40-hour work week

We have jobs in contract administration, engineering, heavy equipment operation, project management, roadway maintenance, and more

We offer two weeks of both vacation and sick leave in the first year, retirement savings, and health insurance

[Testimonials](#)

[Highway Maintenance Technician](#)
[Entry-Level Civil Engineer](#)
[Construction Management Engineer](#)
[HERO Trainee](#)
[Mechanics](#)

Highway Emergency Response Operator (HERO) Trainee

Come Grow With Us!

Multiple positions are available statewide
The annual starting salary for this position is **\$34,155**

[Apply Now](#)

EXPERIENCE
GDOT
INNOVATION AT WORK

Looking for a Career?
Now Hiring HERO Trainees!

Come join the Georgia DOT as a Highway Emergency Response Operator (HERO) Trainee. Georgia DOT's HERO program is critical to enhancing safety in metro Atlanta for the traveling public and emergency responders.

Our mission is to provide a safe, connected, and environmentally sensitive transportation system that enhances Georgia's economic competitiveness by working efficiently and communicating effectively to create strong partnerships.

Indeed.com Virtual Hiring Events



Georgia Department of Transportation (GDOT) Virtual Interviews

Georgia Department of Transportation - Multiple Job Locations

[Highway Maintenance Technician \(HMT\)](#)
\$31,200.00 / year, Full-time

Job location(s)

Interviews will be held virtually, not at the following physical location(s).

- 30 Great Valley Parkway, White, GA 30184 US
- 1475 Jesse Jewell Parkway NE, Gainesville, GA 30501 US
- 115 Transportation Blvd, Thomaston, GA 30286 US
- 643 Highway 15S, Tennille, GA 31089 US
- 5025 New Peachtree Rd, Chamblee, GA 30341 US

Interview dress code
Business casual (dress pants/skirt, button down/blouse, optional tie)

About Georgia Department of Transportation



Interview Details

Interviews on the spot
Tuesday, December 13, 2022
10:00 AM - 5:00 PM US/Eastern

Interviewing via video or phone
You'll receive an email on how to connect

139 sign ups

This event has expired

Civil Engineering Recruitment Efforts

Civil Engineering recruitment activities fall in to 2 categories:

- Activities designed to fill positions immediately
- Activities designed to build/improve pipeline of applicants into the future

Examples include:

- Return to in-person/on-campus events (career fairs, employer of the day, guest speakers, etc.)
- Enhanced utilization of online platforms/social media
- Engaging school-aged children in STEM careers

Fall 2022 Events

- Events Attended: 35+
 - Career Fairs: 20
 - Special Events: ~15
 - The Recruitment team traveled over **6,594** miles during the Fall 2022 season
 - A total of **57** SMEs volunteered for recruiting events
 - **250+** resumes were collected from career fairs
 - * represents HBCU
- Georgia Southern University
 - University of Alabama – Huntsville *
 - Georgia Tech
 - Florida State University
 - Florida A&M University *
 - University of Alabama – Birmingham
 - Clemson University
 - Auburn University
 - The Citadel
 - University of Tennessee – Knoxville
 - University of South Carolina
 - University of North Florida
 - Kennesaw State University
 - Alabama A&M *
 - Savannah State University *
 - South Carolina State University *
 - University of Georgia
 - Georgia College & State University
 - University of Southern Mississippi *
 - Atlanta University Center Consortium (AUCC) *

CE2/CME Special Events

- STEM Nights
 - (GSU, UGA, Auburn)
- ASCE Meetings
 - (KSU, UGA, GSU)
- Employer of the Day
 - (Auburn, GT, UGA, GSU)
- Transportation Summit
- Campus Take Over
 - (Auburn, GT, UGA, GSU)
- Guest Speaker Series
 - (UGA, KSU, GT, GSU, Auburn)
- Round Tables
 - (GT, Auburn, GSU)
- Information Sessions
- Meet and Greet-GDOT Hosted
- Resume Reviews
- Ask A Recruiter/ Phone a Friend
- SASHTO Endowment

Upcoming Campus Takeover @ UGA – 3rd week of January

- GDOT engineers teaching 6 classes as guest lecturers
- Full-week as featured employer on campus



Special Events



Civil Engineering Retention Efforts

Civil Engineering retention efforts include:

- Providing professional career development and advancement opportunities
 - PEDP, GDOT Connect, RAPID, etc...
- Providing opportunities to gain experience in multiple engineering disciplines without having to change employers
- Engaging in focus groups with recently hired engineers
 - Opportunity to hear directly from recent hires on what attracted them to GDOT and what is likely to make them stay/leave

Talent Development

Critical to train and develop employees to quickly become successful in their current roles while also preparing them for future opportunities

- Provide technical training needed to deliver critical functions
- Enhanced focus on front-line supervisor training and resources
- Focus on innovative delivery methods to ensure broader reach and better knowledge retention
 - IE: Online Supervisor 101, virtual/hybrid Management Development Program (MDP), Telehub resources

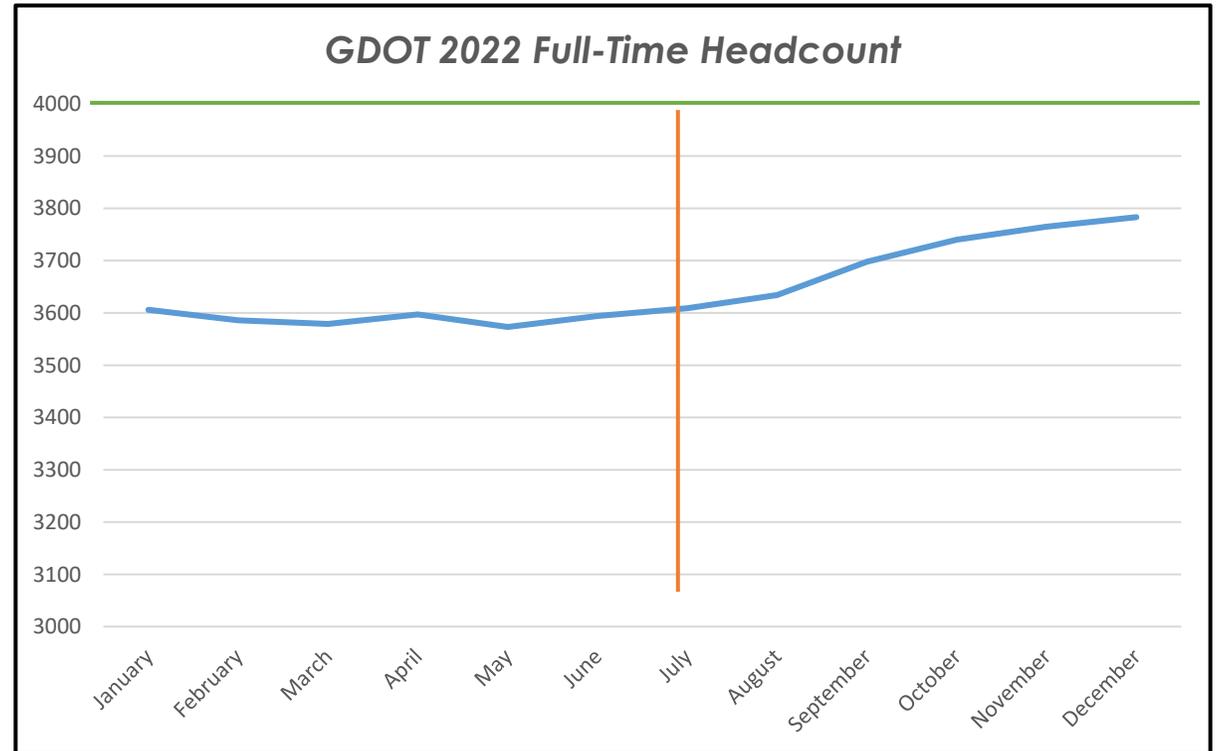


Impact of Recruitment and Retention Efforts on GDOT Headcount

Through the strategic efforts outlined, GDOT's full-time headcount increased by 140 since July 1, 2022.

This has been accomplished by focusing on both recruitment and retention

- Increasing the number of new employees we bring into the organization
- Focusing on efforts to reduce the turnover in key areas
- Strategic goal to continue moving headcount in a positive direction





Questions?



STATE TRANSPORTATION BOARD

COMMITTEE MEETINGS

January 18, 2023