
VTRANS TRAINING CENTER

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The “Greats Are Not So Great!”

2020 – The Great Resignation

2021 – The Great Reshuffle

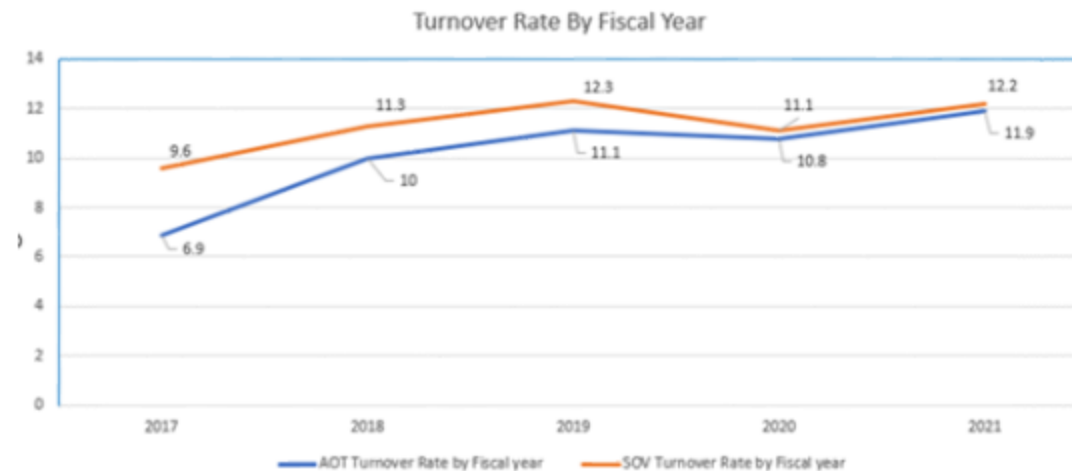
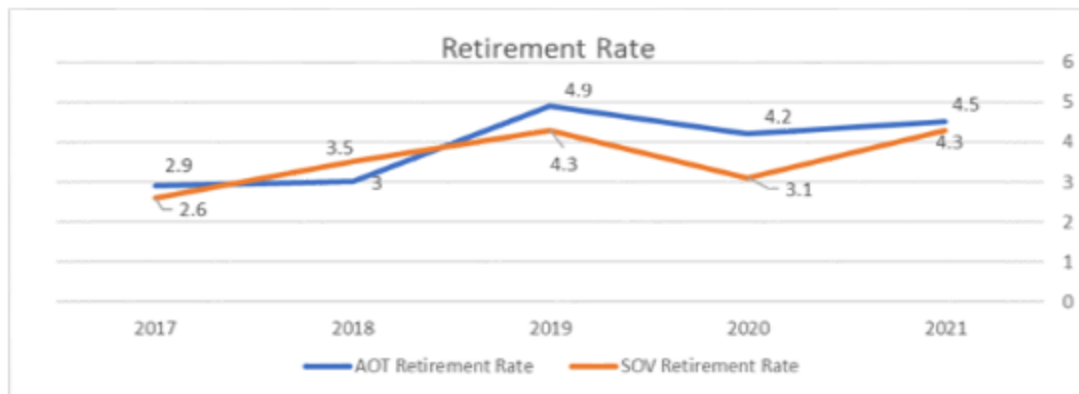
2022 – The Great Consideration

Massive employee gap:

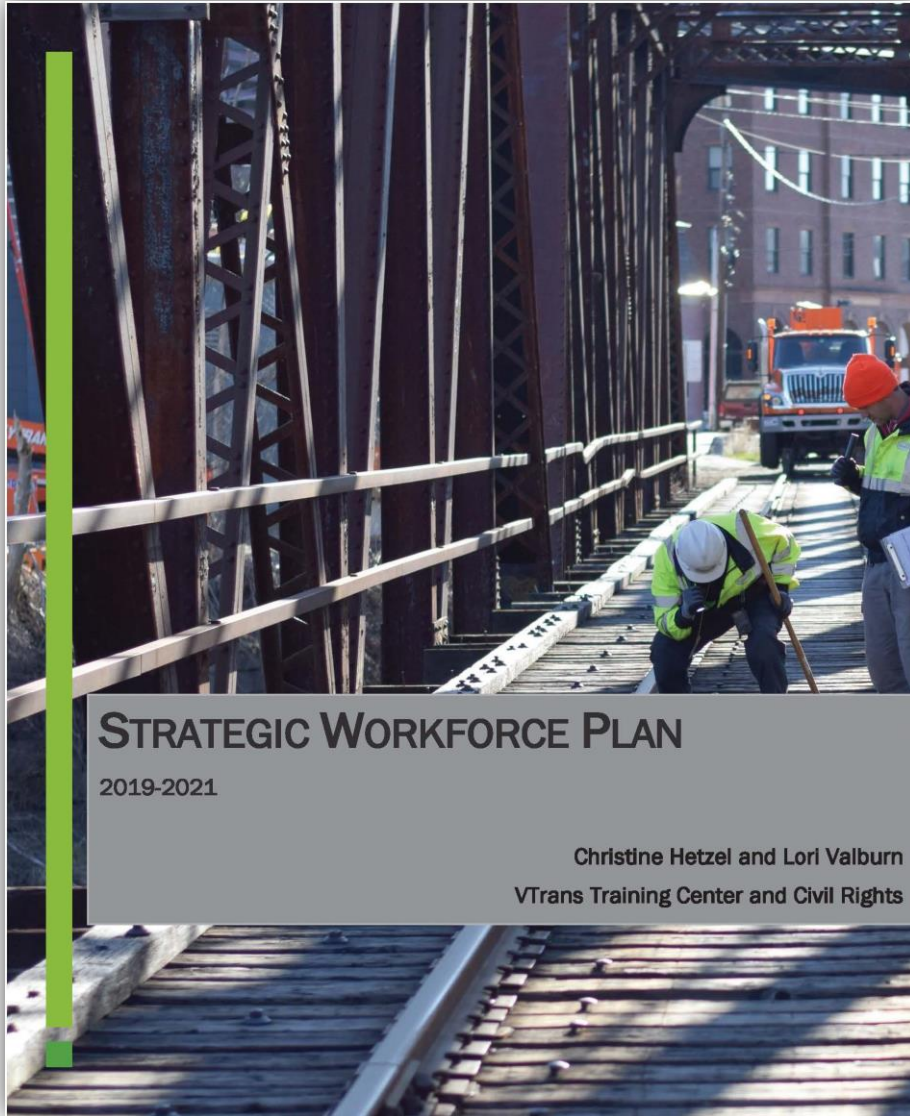
- 3.4 million fewer Americans working compared to Feb 2020
- 62.3% labor participation rate (lowest in 50 years)
- Lack of access to childcare
- Earlier retirements
- Lower birth rates cause less workers
- COVID impacts

US UNEMPLOYMENT RATE
(NOVEMBER 2022) IS 3.7%
IN THE 3% RANGE SINCE FEBRUARY 2022

VT UNEMPLOYMENT RATE
(NOVEMBER 2022) IS 2.2%
IN THE 2% RANGE SINCE FEBRUARY 2022



AOT Workforce Analytics



Having a Plan is Crucial

Strategic Workforce Plan Approved & Implemented in Early 2019 by VTTC and Civil Rights

In conjunction with AASHTO Workforce Planning Committee, the development of a new 3-year plan is underway.

Strategic Workforce (SWF) Committees began in Summer 2019

Third iteration of SWF Committees began September 2022

- Employee Engagement and Retention
- Learning and Development
- Managers and Supervisors
- Talent Acquisition & Onboarding

Modern Workforce Initiatives

Hybrid work model

Civility Commitment and mandated preventing sexual harassment and unconscious bias training

Annual employee engagement survey

Expansion of training modalities and career coaching

Decentralized reallocation

Workforce Data Management



Key Technical Training and Development Programs

REPEATABLE TRAINING

CDL Theory, Behind the Wheel and Range Training, saving \$196,000 YTD

Transportation Leadership Institute

Pathway to Supervision

Biz Library/TC3/KnowledgeWave – online learning

Strengths Team Retreats

IDPs (Individual Development Plans)

Mentoring and Job Shadow Program

Rotational Engineering Program

Succession Planning thru Knowledge Management

Career Coaching/Interview Prep

CUSTOMIZED TRAINING

DMV Documents for Non-citizens

Asphalt Pavement, Quality Assurance for Highway Construction

Bridge Maintenance

Defensive Driving for Snowplow Operators

GIS with UVM Spatial Analysis Lab

AOT Lunch & Learn Series/Inside AOT Series

VTRANS TRAINING CENTER

Safety First

Behavioral Based Safety (BBS) is built on employee & management commitment, accountability, and involvement.

Identification and correction of deficiencies:




- Partnered with the Performance Section to update and develop an electronic version of the Facility Discrepancy Report, which serves as a monthly evaluation of conditions within facilities

Ensuring employees have the knowledge and tools necessary to identify, communicate, and control hazards:

- In Person and eLearning Safety training
- Safety Portal for access and storage of approved safety documents
- 45+ Program Safety Advisors
- Bi-weekly one-page, concise “Tailgate Talks”

Instituted District Safety Task Forces in all Highway Maintenance districts to support behavior-based safety and improve safety outcomes.

Conducted site visits to 88 construction projects, and performed annual inspections of 100% of AOT Aviation, Lab, and Garage facilities

 SAFETY "AWARENESS" TAILGATE TALK Subject: <u>PPE: High Visibility Apparel</u> Issue Date: _____ Version 0																																									
Location (page 00 of 02) Instructions: Safety Coordinators & Supervisors should use this "Safety Tailgate Talk" as a guide for discussion during their safety meetings. The primary purpose of the safety meetings is to give crews the opportunity to discuss any safety related concerns they may have. Once the meeting has concluded, the Safety Coordinator &/or Supervisor should have each employee sign this form, and include their Employee ID #, in the spaces below (if more spaces are needed, continue on the back) & insert into your "SAFETY TAILGATE TALK" binder.	Employee General Requirements • Identified employees shall be prepared with the Hi-Vis and reflective apparel for their daily work duties • Employees are to maintain and inspect reflectivity and condition of PPE before use • High visibility PPE found to be deficient or damaged shall be replaced. • Average life span of coloration and reflective properties are 25-40 washes, depending on care process and detergents. Consult manufacturer recommendations for care. • All equipment is to meet the minimum requirements as listed in the PPE Program Guide. • No employee is to perform any work without use of appropriate Hi-Vis PPE.																																								
TGT Presenter: _____ Date: _____ <table border="1"> <thead> <tr> <th>Name:</th> <th>Employee ID#:</th> </tr> </thead> <tbody> <tr><td>1</td><td></td></tr> <tr><td>2</td><td></td></tr> <tr><td>3</td><td></td></tr> <tr><td>4</td><td></td></tr> <tr><td>5</td><td></td></tr> <tr><td>6</td><td></td></tr> <tr><td>7</td><td></td></tr> <tr><td>8</td><td></td></tr> <tr><td>9</td><td></td></tr> <tr><td>10</td><td></td></tr> <tr><td>11</td><td></td></tr> <tr><td>12</td><td></td></tr> <tr><td>13</td><td></td></tr> <tr><td>14</td><td></td></tr> <tr><td>15</td><td></td></tr> <tr><td>16</td><td></td></tr> <tr><td>17</td><td></td></tr> <tr><td>18</td><td></td></tr> <tr><td>19</td><td></td></tr> </tbody> </table>	Name:	Employee ID#:	1		2		3		4		5		6		7		8		9		10		11		12		13		14		15		16		17		18		19		HIGHLY VISIBLE APPAREL IS BROKEN DOWN BY TYPE AND CLASS. • Type O – Off Road (this Type shall not be used by Agency personnel) • Type R – Roadway • Type P – Public Safety Note: ANSI Class 2 vests are not permitted for all tasks performed by AOT. Therefore, in accordance with the MUTCD and based on the work/tasks performed throughout AOT only Class 3 vest should be provided moving forward. A Class 3 breakaway vest may be necessary for some tasks.
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	For additional information see the "PPE-Hi-Vis Apparel" Program Advisor that has been created by the Safety Department.																																								

If you have any questions or comments regarding this Safety Tailgate Talk or any safety-related concerns, please contact the VT Trans Safety Team.

20240907

Vermont Local Roads; Municipal Support

Purpose:

Vermont Local Roads (VLR) is Vermont's Local Technical Assistance Program (LTAP) sponsored by the Federal Highway Administration (FHWA) and the Vermont Agency of Transportation (AOT).

Mission:

To foster a safe, efficient, and environmentally sound surface transportation system by improving skills and increasing knowledge of the transportation workforce and decision makers.

Listserv:

A Listserv is a method of communicating with a group of people via email. You send one email message to the "reflector" email address, and the software sends the email to all the group's subscribers.

Learning Management System:

A learning management system, (LMS) is a software that is designed specifically to create, distribute, and manage the delivery of educational content.

Roads Scholar Program:

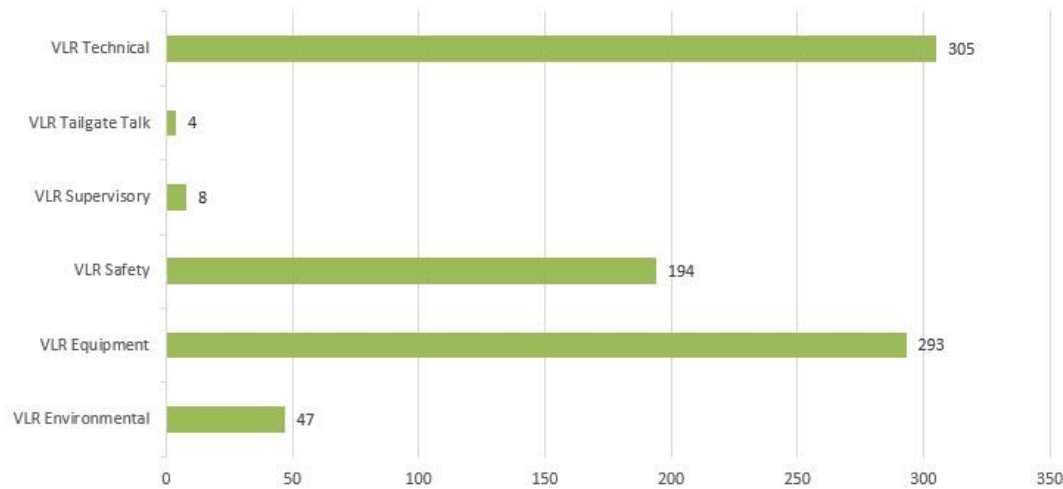
Certificate program focusing on training in 5 specific areas
Environmental, Equipment, Safety, Supervisory & Technical

TC3 online classes:

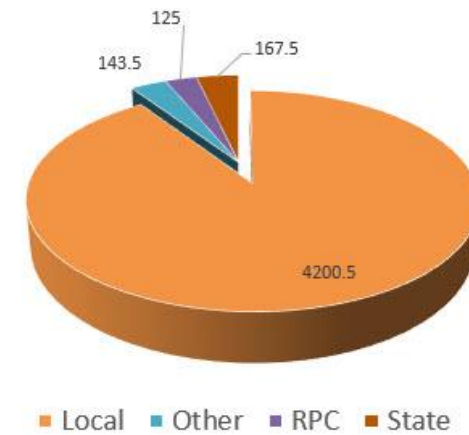
LTAPA signed agreement with AASHTO to prepay online class usage for all LTAP Centers.

VLR Training Provided in CY 2022

Count of Participants by Training Category



Total Training Hours per Student Type



- 89 days of in-person training were held throughout the year with 579 participants
- 19 virtual sessions were held January to December with 226 participants
- 44 Workzone Flagger certifications (eLearning) completed through the LMS

Virtual Onboarding Program Development Utilizing STIC (State Transportation Innovation Council) Funds

Formed a steering committee and solicited customer input to develop an outline:

Workzone Flagger	Fire Safety
Silica	Fire Extinguisher
Respirator	Chainsaw/Chipper
JSA	Awareness
HazCom	Bloodborne Pathogen
Field Safety	First Aid
Shop/ Equipment Safety	Slips, Trips, and Falls
MSHA	PPE
Hand/Power Tools	Hearing
LOTO	Eye Wash
Ladders	Ergonomics
	Confined Space



Through this program VLR is adding a new training topic, MSHA Miner Safety Training.

Entry Level Driver Training (ELDT) for New CDL Drivers

VLR offers the theory portion of the ELDT training, at no cost, to municipal participants.

We give assistance registering the municipality as a private training facility so the municipality can complete the behind-the-wheel training in house, on their roads, with their equipment, and on their snowplow routes.

VLR reports the completion of the theory training and provides further assistance to towns who are submitting completion reports for behind-the-wheel training.

