

State Planning and Research Program Quarterly Report

PROJECT TITLE: *Recruitment and Retention of Highway Maintenance Workers*

OBJECTIVES: To provide state DOTs with information that can be used to more effectively recruit and retain highway maintenance workers. A related goal is to develop objective data about state DOTs' recruitment / retention challenges that can be presented to state legislative committees or upper management in order to influence agency policy.

PERIOD COVERED: July 1, 2020 – September 30, 2020

PARTICIPATING AGENCIES: Minnesota Department of Transportation and the Clear Roads Technical Advisory Committee

PROJECT MANAGER:
Debbie Sinclair / Tom Peters

SP&R PROJECT NO:
MnDOT Contract No.
1003322, WO#5

PROJECT IS:

Planning
 Research & Development

LEAD AGENCY: MnDOT

Federal Project Number:
TPF-5(353)

PRINCIPAL INVESTIGATOR:
Laura Fay, WTI/MSU

ANNUAL BUDGET: \$70,000

PROJECT EXPENDITURES TO DATE: \$18,373

WORK COMPLETED:

- The kick-off meeting was held March 9, 2020. The kick-off meeting presentation (PowerPoint) and meeting notes were submitted to the TAC March 19, 2020. This included a message to the TAC regarding how COVID 19 may impact this project.
- Task 1 – Literature Review
TAC member Scott Lucas asked that we add in an additional subtopic “Finding, keeping, and advancing women in the transportation workforce” which will make every effort to include in all tasks of this project. The Task 1 deliverable was submitted on May 1, 2020, and meeting was held May 19, 2020 to discuss the task deliverable and receive feedback from the TAC. The Revised Task 1 Literature Review and document addressing how the TAC comments were handled was submitted June 9, 2020. The Task deliverable was officially approved July 10, 2020.
- Task 2 – Surveys, Four draft surveys (for Maintenance Workers, Maintenance Managers, Human Resource Managers, and Private Contractors) were submitted to the TAC for review and comment on May 27, 2020. All comments from the TAC were addressed, and the surveys were inserted into the online survey tool and submitted to the TAC for testing on June 29, 2020. The survey was sent out July 2020 and closed September 2020. The draft Survey Results are being developed and will be submitted next quarter.
- Task 3 – Interviews, A list of interviewees is being developed and will be submitted next quarter for review and input, prior to any interviews occurring.
- Task 4 – Case Studies, A preliminary list of Case Studies will be submitted next quarter for review and input, prior to any Case Study development.

SUMMARY OF ACTIVITIES EXPECTED TO BE PERFORMED NEXT QUARTER:

- Task 2 – Survey Results will be submitted for review, comment, and approval.
- Task 3 – List of interviewees will be submitted for review and comment. Interviews will be conducted and summarized.
- Task 4 – Case Studies ideas will be submitted for review and comment.

STATUS AND COMPLETION DATE:

A no-cost time extension was submitted to Greg Waidely on March 19, 2020 for approval. The time extension was officially accepted by all parties on June 2, 2020 and the new project end date is July 31, 2020. The TAC will be notified if changes occur due to COVID 19 that could impact this research effort.