

## Research Project Description Form

Project Number: RTI TRP 08-04  
Project Title: WVDOT Workforce Study

### Primary Investigator Contact Information:

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**Project Objective:** The purpose of the West Virginia Department of Transportation Workforce Study is to collect and analyze data concerning the current and projected demographics of the workforce and to recommend strategies which will: address any critical shortage of workers; reduce turnover; attract the skilled personnel needed by the departments and to develop a cooperative infrastructure of education and training providers.

### Abstract:

The purpose of the WV Workforce Study is to collect and analyze data concerning the current and projected demographics of the workforce and to recommend strategies which will: address critical shortage of workers; reduce turnover; attract the skilled personnel needed and to develop a cooperative infrastructure of education and training providers. A web based survey was developed based upon a review of literature and a steering committee made up of WVDOT department heads. Recommendations were made based upon the survey results, an analysis of the WVDOT demographic database and telephone interviews of South Eastern states. Major findings: 55% of the workforce responded to the survey. Workers currently eligible to retire will stay over the next five years unless benefits are threatened. Workers whose retirements are between 2008-2011 are likely to retire and workers younger expressed higher dissatisfaction and indicate they are likely to leave. Salary, benefits and location were the major factors. Recommendations are made concerning salary levels and education and training policies and procedures

### Task Descriptions:

1. Conduct a review of the current literature.
2. Survey workers to determine retirement intent, retention and recruitment issues.
3. Conduct interviews with southeastern states DOT personnel to get data for salary comparisons and other unique practices.
4. Analyze WVDOT demographic database.

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Milestones, Dates, Schedule:

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|-------------------------|--|
| February 2006           | Scope of Project Identified                                  |
| March – June 2006       | Review of Literature   |
| August-November 2006    | Steering Committee Meetings. Development of survey questions |
| Sept-October 2006       | Telephone Interviews   |
| December 2006           | Web based Survey live.                                       |
| January –February, 2007 | Data analysis  |
| February, 2007          | Presentation of findings to steering committee.              |

Yearly and Total Budget: Total: \$ 65,318.40

Student Involvement: None

Relationship to Other Research Projects:

Technology Transfer Activities:

Presentation August 2007 Southeastern Association of State Highway Transportation Officials, Huntsville, Alabama

Presentation October 2007, Norman Minneta National Policy summit: Crisis in Transportation Workforce Development, Charlotte, NC

Presentation August 2008 North American Travel Monitoring Association, Washington, DC

Potential Benefits of this Project: Best Practices and recommendations for recruiting and retention of state transportation workers.

TRB Keywords:

Workforce

Recruitment

Retention

Training and Development.