RESEARCH PROJECT DESCRIPTION

PROJECT NUMBER
05402

PROJECT TITLE
Enhancement of the Training Program of the Alabama Department of Transportation

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PROJECT OBJECTIVE
This project will assess the level and type of training needed to allow the Alabama Department of Transportation (ALDOT) to meet its current and future missions. This includes evaluating the training needs of its current management and work force, and recommending, as needed, enhancement of the training program, delivery mechanisms, record keeping, and other aspects of training. A model training program will be prepared, including a time frame and budget for implementation.

PROJECT ABSTRACT
ALDOT is a 4000 person agency with central offices in Montgomery. The headquarters office is organized functionally, with 22 bureaus conducting activities such as administration, design, construction, maintenance and training. Geographically, there are nine major divisions scattered across the state, each with its own division office and own training office. Additionally, there are approximately 45 district offices located in these divisions. The agency size and variety of
agency activities require a significant training effort. With the ongoing loss of experienced senior personnel and the continuing press for public agencies to accomplish more with fewer resources, ALDOT would like to enhance its training program to equip its employees for high performance on the job.

PROJECT TASK DESCRIPTIONS
Task 1: Conduct a project initiation meeting between University of Alabama research/training team members and their ALDOT counterparts.
Task 2: Gather and evaluate information pertinent to the project.
Task 3: Analyze training needs, and develop important training program concepts.
Task 4: Develop a preliminary report and brief ALDOT managers.
Task 5: Focus the scope and develop final recommendations.
Task 6: Complete report and brief ALDOT managers.

MILESTONES AND DATES:
Task 1: Jan. - Feb., 2005
Task 2: Feb. - April
Task 3: Feb. - April
Task 4: April
Task 5: April - Jun.
Task 6: Jun 30, 2005

TOTAL BUDGET:
This is a six month project with ALDOT funding of $50,093. It is identified by ALDOT as research project 930-634.

STUDENT INVOLVEMENT:
A civil engineering student will be engaged to help with the project.

RELATIONSHIP TO OTHER PROJECTS:
This project is not related to any other UTCA projects.

TECHNOLOGY TRANSFER ACTIVITIES:
This project is devoted to technology transfer, because the basic subject (training program of ALDOT) is a technology transfer program.

POTENTIAL BENEFITS OF THE PROJECT:
The long term results of this project will be development of a rational training program that can be managed and changed to meet the future training needs of ALDOT. This should provide an increase in productivity and preparation of employees for productive careers.

TRB KEYWORDS:
Training, continuing education, workforce development