

Alabama

HIGHWAY SAFETY WORKFORCE DEVELOPMENT

presented to

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Agenda

- Purpose
- History and Accomplishments
- The Path Forward
- Discussion



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A BRIEF HISTORY LESSON



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Building Blocks

» 2002 San Antonio Workshop

» TRB Joint Subcommittee

- » Assess and document the current state of road safety training and education opportunities in the United States
- » Raise awareness of the need for education and training opportunities for road safety professionals
- » Develop a set of core competencies
- » Encourage their use in training and education programs, hiring decisions, performance evaluations, and professional development



Accomplishments

» 2005 – Core Competencies

- » The multidisciplinary, multimodal, complex road safety management discipline
- » Road safety history and background
- » The origins and use of data to improve road safety decision-making
- » Contributing crash factors and countermeasures
- » Road safety program development and implementation

» 2006 – National Cooperative Highway Research Program's (NCHRP) Research Results Digest 302



Accomplishments (continued)

- ◉ 2007 – Special Report 289: *Building the Road Safety Profession in the Public Sector*, Washington, D.C.
- ◉ 2010 – NCHRP 17-40: Model Curriculum for Highway Safety Core Competencies
- ◉ AASHTO Standing Committee on Highway Traffic Safety (SCOHTS) Strategic Plan: Goal – *Ensure a knowledgeable and competent safety workforce*
 - » *Chair – Tim Barnett, State Safety and Operations Engineer, Alabama Department of Transportation (ALDOT)*
 - » *ALDOT Study*





BUILDING ON THE ACCOMPLISHMENTS



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The Alabama Story

Task 1



REVIEWED

the Safety Core Competencies versus the Highway Safety Manual

FINDING

Documents are compatible and the competencies are still relevant



Interviews

Task 2



INTERVIEWED

managers in DOT functional areas to identify safety responsibilities, current training opportunities, and training/education needs

FINDING

Safety education is needed in all areas



Training and Education Matrix

Task 3



DEVELOPED a training and education matrix across functional areas aligned with the core competencies to show safety education needs for each functional area



Safety Engineers Training Pathway

Task 4



CREATED a training pathway to educate future safety operations engineers in the safety core competencies



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Current Training Opportunities

Task 5



REVIEWED

currently available safety engineering training and educational opportunities and matched them with the matrix and pathway

FINDING

Most existing training needs to be tailored to address the needs of Alabama and other states



University Offerings

Task 6



SURVEYED

Alabama universities to determine currently available safety engineering courses

FINDING

Few educational components available in the universities



National Transportation Training Directors

Task 7



PRESENTED

workforce development issues and needs to identify conditions in other States

FINDING

Training directors tend to depend on managers to identify training needs



Managing Up!

Task 8



DEVELOPED

a briefing book,
PowerPoint presentation,
and fact sheet to
educate and inform
ALDOT leadership on
the research findings
and recommendations



A Peer Exchange

Task 9



OBTAINED FHWA support and held a peer exchange to get feedback from other States, professors, and consultants with expertise in this area



Joining Forces

Peer Exchange: State DOTs, FHWA, universities, and consultants



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THE PATH FORWARD



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The Path Forward

What needs to be done going forward:

Complete
training
matrices
and build
courseware

Determine
training
effectiveness
measures

Deliver
the pooled
fund study



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DISCUSSION



What do you think?

- ▶ **Comprehensive Training Program**
 - » **Structure**
 - On the job training (OJT)
 - University-based
 - Professional Association
 - » **Content**
 - » **Outcomes**
- ▶ **Certificate Programs**
- ▶ **National Interdisciplinary Association**

