

The Indiana Department of Transportation

INDOT's Hiring Innovations

Faced with the need to hire 100,000 transportation professionals in the coming years, the Indiana Department of Transportation (INDOT) took a three-tiered approach to developing a safe, experienced transportation workforce.

BY Roads training

The BY Roads program aims to place students in high-paying highway construction jobs by providing hands-on training and industry-recognized certifications.

During the 10-week course, students receive 80 hours of core training from the National Center for Construction Education and Research (NCCER), 10 hours of Occupational Safety and Health Administration (OSHA) safety training, and certifications in flagging and skid steer operation. Classes are held three days a week, typically in the evenings.

Students learn about highway construction safety throughout the program, using hand and power tools, identifying heavy equipment, operating skid steers, learning construction math, and developing communication skills. They earn four certifications: NCCER Core, OSHA 10, McAllister/CAT Skid Steer Operation, and American Traffic Safety Services Association Flagger.

Representatives from construction companies visit the classes to share job information, and the final day of the course includes a job fair featuring open positions in highway and road construction. The goal is to see every BY Roads graduate receive at least one job offer during the fair.

INDOT's On-the-Job Training program

INDOT designed its On-the-Job Training (OJT) program to give disadvantaged persons opportunities to earn journeymen status in highway construction. The trainees learn skills they need through experience on real projects. The trainees are paid, which means they earn while they learn.

Participating contractors provide instruction and cover the cost of materials and equipment. This helps the contractors meet their Federal-aid project requirements. Overall, INDOT's OJT program presents a win-win situation for both trainees and contractors as they contribute to growing the highway construction industry.

For more resources on building a workforce development program, visit the Strategic Workforce Development Toolkit.

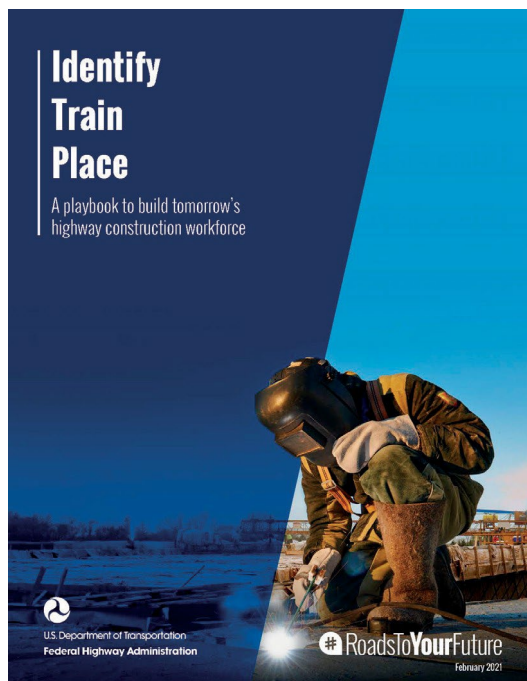


The SPR-4806 research project

INDOT's Joint Highway Research Project (JHRP) initiated the SPR-4806 research project in October 2023 to identify differences between INDOT's current performance and its desired performance, and to highlight areas of improvement.

This research project, officially titled "INDOT Training Gap Analysis, Developing a Training Program for INDOT Workforce Development (New, Front-line and Supervisors), and Smart Tool for Effective Planning for Workforce," aims to find ways to improve INDOT's processes for attracting and retaining executive-level leadership.

The study will result in a five-year strategic plan for attracting, developing, and retaining executive leadership employees.



Source: Federal Highway Administration (FHWA).

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Let's partner to build the highway construction workforce.

Reach out to discover how to build a highway construction force in your State.

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Source: Getty Images.