

MISSOURI LTAP

MISSOURI LOCAL TECHNICAL ASSISTANCE PROGRAM
LOCATED AT MISSOURI S&T

SUMMER 2023

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MAKING WORKFORCE DEVELOPMENT A
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Photo by: Sam O'Keefe

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The Fine Print

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FROM THE DIRECTOR



Hello

It has been a busy spring and start to the summer season! I mentioned in the previous newsletter Missouri LTAP was hosting the Missouri Concrete Conference on the Missouri S&T campus for the second time. This conference has been ongoing for over 60 years! We are excited to now be a part of the event each spring. We will soon start planning the Asphalt Conference, which will be held in late November or early December. Watch for upcoming information and a save-the-date notice. Hosting these conferences has provided MO-LTAP with increased opportunities to reach local agencies as well as consultants and contractors involved in the transportation and infrastructure maintenance professions.

I recently attended two National LTAP/TTAP Association (NLTAPA) region meetings. Missouri is part of the North Central region, which gathered in Lakewood, CO on May 16-18. A tour of the Eisenhower Tunnel on I-70 was certainly a highlight. Our group got an up-close look at how the tunnel operates. See the photos below. I also had the opportunity to attend the South-Central region meeting on June 7-8 in Oklahoma City where I represented NLTAPA as the vice president. I'm excited to start planning the 2024 NLTAPA Conference, which will be hosted by the South-Central region and held in Albuquerque. Co-chairing the conference committee will be one of my main duties as the NLTAPA president-elect next year.

I introduced everyone in the spring newsletter to two new members of our LTAP team, Dr. Nicole Annis, Assistant Director, and Ms. Lauren Gehner, Safety Circuit Rider. I am pleased to introduce the newest member of the Missouri LTAP team, Pat Diaku. Pat has taken over for Doreen Harkins who retired on April 29 after 22 years of service on the Missouri S&T campus. Pat holds a bachelor's degree in business management from the University of Sunderland, United Kingdom and is pursuing her master's degree in project management at Missouri State University, Springfield. Pat's time will be split between the LTAP and RTAP programs. She will be responsible for the accounting and payment of the LTAP contract instructors as well as tracking participation in the MO-LTAP Scholars Program. She will also assist in training coordination, collecting class rosters, creating certificates in the LTAP training database, and coordinating other specialized requests for the cities and counties we serve. For the next few months, Pat will focus on reimbursements and other accounting services along with taking over coordination of the Scholars Program. During that time, Kristi Barr and I will coordinate all training requests. Please reach to Kristi Barr at (573) 341-7200 or email kristib@mst.edu or me at (573) 341-7637 or pickerill@mst.edu. Pat can be reached by phone at (573) 341-6155 or email at diakup@mst.edu. I am excited to have Pat as part of the LTAP team.

Best wishes!

Heath A. Pickerill, Ph.D.
Director, Missouri LTAP

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The growing workforce shortage and retention challenge in the transportation industry continues to be significant and widespread.

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The Local Technical Assistance Program (LTAP) and Tribal Technical Assistance Program (TTAP) are composed of a network of 58 Centers — one in every state, Puerto Rico and regional Centers serving tribal governments. The LTAP/TTAP Centers enable local counties, parishes, townships, cities and towns to improve their roads and bridges by supplying them with a variety of training programs, an information clearinghouse, new and existing technology updates, personalized technical assistance and newsletters. Through these core services, Centers provide access to training and information that may not have otherwise been accessible. Centers are able to provide local road departments with workforce development services, resources to enhance safety and security; solutions to environmental, congestion, capacity and other issues; technical publications; and training videos and materials.



SAFETY CIRCUIT RIDER PROGRAM

OPERATED UNDER MISSOURI LTAP

WHAT ARE COMPREHENSIVE SAFETY ACTION PLANS (ACTION PLANS)?

WHAT IS ALL THIS TALK ABOUT COMPREHENSIVE SAFETY ACTION PLANS (ACTION PLANS)?

I'm sure by now you've heard the terms Action Plans or Safe Streets and Roads for All (SS4A). They are both part of the Bipartisan Infrastructure Law (BIL), sometimes called the Infrastructure Investment and Jobs Act (IIJA).

What are they?

Action Plans are roadway safety plans for local or regional agencies that prioritize reducing fatal and serious injury crashes. Forming an Action Plan includes analyzing existing conditions to identify where problems exist to determine a baseline for your community's roadway safety. Also, the plan requires participation from agency leadership and community involvement. Including key stakeholders will help formulate a plan that best supports your community's safety and equity goals.

How can they help you?

Completing an Action Plan now allows you to apply for more funding through SS4A, including supplemental activities supporting the Action Plan and implementation grants. These plans may even help in securing funding in future years or be helpful in supporting funding already prepared.

Additionally, since the Action Plans are created with involvement from all levels of your organization and

input from the community, it will give you a well-supported framework to prioritize projects even through employee and leadership change.

How do you get one?

The federal government is giving \$5 billion directly to local agencies through SS4A over 5 years. The first year has passed, but the second Notice of Funding Opportunity (NOFO) is currently open and due July 10, 2023. It has been promoted that every eligible applicant for Action Plan funding last year was granted an award. This year may be more competitive but still worth applying as \$577 million is available for Action Plans alone. The NOFO can be found at: [transportation.gov/grants/ss4a/fy23-nofo](https://www.transportation.gov/grants/ss4a/fy23-nofo)

I am here to assist with any questions you have regarding SS4A or Action Plans. I can help you access the crash and community data necessary for the applications. Additionally, when you're ready, I am available to help you form and complete your Comprehensive Safety Action Plan whether you use the federal funding or move forward on your own. I look forward to working with you.

Lauren Gehner, PE (*Missouri Safety Circuit Rider*)
Email: Lauren@GehnerDandS.com
Phone: 314.624.0474

Resources: <https://www.transportation.gov/grants/SS4A>

BIDEN-HARRIS ADMINISTRATION ANNOUNCES MORE THAN \$1 BILLION FOR LOCAL COMMUNITIES TO IMPROVE ROADWAY SAFETY

More than 500 communities received funding for planning and projects from first round of grants announced in February; second round of funding encourages applicants to submit proposals that include demonstration projects that can be built quickly from temporary materials

WASHINGTON – The U.S. Department of Transportation (DOT) has opened the process for cities, towns, counties, Tribal governments and Metropolitan Planning Organizations (MPO) to apply directly for a total of \$1.177 billion to fund local projects that improve roadway safety.

The funds are from the competitive grant program, Safe Streets and Roads for All (SS4A), which was created in President Biden's Bipartisan Infrastructure Law to help communities both plan and carry out projects that help reduce the number of deaths and serious injuries on our highways, streets, and roads. Funding can be targeted toward known high-crash areas, which are easier than ever to identify thanks to an interactive tool created by DOT. Locally driven solutions can include everything from improving sidewalks and adding high-visibility crosswalks, to reconfiguring intersections.

“The crisis of traffic deaths on our nation's roadways demands urgent and sustained action by us all,” said U.S. Transportation Secretary Pete Buttigieg.

“With our Safe Streets and Roads for All program, we are helping communities across the country save lives by making their roads safer.”

Launching and administering the SS4A grant program is a major element to DOT's National Roadway Safety Strategy, launched in 2022 to address the high number of traffic deaths happening across the country.

This spring, DOT announced 474 communities received Action Planning grants and 37 communities received Implementation grants from the first round of SS4A funding. With similar funding available this year, the Department encourages all interested communities to apply. The application process for SS4A is designed to be as easy as possible and increase accessibility to this program, particularly for smaller communities, Tribal governments and recipients new to Federal funding. Applicants for this cycle are encouraged to submit proposals that include the use of demonstration activities, sometime also known as “quick build” projects, as part of their Action Plans, as well as undertaking more traditional action planning and implementation activities. DOT anticipates awarding at least \$250 million in demonstration activities this funding round.

Applications may come from individual communities or groups of communities and may include MPOs, counties, cities, towns, other special districts that are subdivisions of a state, certain transit agencies, federally recognized Tribal governments, and multijurisdictional groups of eligible applicants.

The Safe Streets and Roads for All Notice of Funding Opportunity can be found at <https://www.transportation.gov/grants/SS4A>. Applications are due on or before July 10 at 5pm Eastern.

bit.ly/3N4IVF0



STATES TAKE STEPS TO BOOST TRANSPORTATION FUNDING

MULTIPLE STATES ARE TAKING STEPS TO BOOST FUNDING FOR TRANSPORTATION PURPOSES.

Legislation moving through the Minnesota and Missouri statehouses, and recently enacted in Mississippi, total more than \$13 billion for infrastructure work.

MISSISSIPPI

Gov. Tate Reeves has signed into law legislation touted as “historic” for infrastructure improvement projects throughout Mississippi.

HB1642 authorizes more than \$1.4 billion for the Mississippi Department of Transportation. The funding is described as being earmark-free and ensures the agency has the flexibility needed to invest in the most effective transportation and construction projects across the state.

SB3120 is a supplemental appropriation to MDOT, which gives the department additional funding to address major road, bridge, port, rail and airport improvements across the state.

Specifically, the new law commits \$450 million for capacity projects, \$100 million for the state’s emergency road and bridge repair fund. The fund supports local projects. Another \$30 million is allotted for new multimodal projects

that include ports, airports and rail. An additional \$40 million is committed in federal matching funds.

Earlier this year, the governor called for an investment by the legislature into additional capacity projects to jumpstart infrastructure improvements across the state.

“This major investment by the state into our roads, bridges, airports, and other critical infrastructure will help grow Mississippi’s economy and create jobs,” Reeves said in prepared remarks. “We’re doing what it takes to attract more businesses and jobs to Mississippi.”

MINNESOTA

One bill halfway through the Minnesota Legislature would boost transportation funding by \$8.8 billion.

The state has not increased transportation revenue since 2008. The action came months after the Interstate 35W bridge collapse in Minneapolis. The incident claimed 13 lives.

House lawmakers voted 71-59 to advance a bill that would permit the state to move forward with spending for roads, bridges, and transit.

Sources of revenue tabbed in HF2887 include a 0.75% metro area sales tax increase to cover Twin Cities transit improvements.



OST NG

A new 75-cent fee would also be added to all retail deliveries in the state. The fee, which is touted to raise up to \$180 million annually, would be collected on everything from Amazon deliveries to food deliveries.

Additionally, vehicle repair and replacement parts purchases would be routed to the state's road fund. The money now is sent to the general fund.

Most vehicle registration fees, driver's license fees, and new vehicle sales tax would also be increased.

The biggest portion of funds – \$194 million – would be earmarked for passenger rail linking Minneapolis and Duluth. Another \$80 million would be used for “high priority” bridges. The Corridors of Commerce program would be allotted \$50 million.

HF2887 has moved to the Senate for further consideration.

MISSOURI

Multiple pursuits at the Missouri statehouse cover expansion of Interstate 70.

The House has approved a \$45.6 billion operating budget for the coming fiscal year. Funding for the east-west route linking Kansas City and St. Louis is included.

Gov. Mike Parson has requested \$859 million to widen three stretches of the interstate. Both chambers have legislation to make that happen.

House lawmakers have sent to the Senate a budget bill that includes the \$859 million request for I-70. Specifically, funding would be made available to widen to three lanes in each direction the portions from Blue Springs to Odessa, through Boone County near Columbia, and from Warrenton to Wentzville.

A Senate bill also covers funding for the road work. Instead of relying on line items in the budget, Sen. Bill Eigel, R-Weldon Springs, wants to create a new state fund to cover project costs.

Annual deposits from budget surpluses would be tapped. State lawmakers would appropriate the fund.

A separate Senate pursuit would designate \$2.8 billion in the state budget to expand the roadway. The state would cover half the amount and the other half would be borrowed over 15 years.

landline.media/states-take-steps-to-boost-transportation-funding/

The Fight to Reduce Rural Roadway Departures: FoRRRwD's Legacy

Half the traffic fatalities in the United States are because a vehicle leaves its lane. Nearly 11,000 of those deaths happen on rural roads. That's losing 30 people today, and every day.

The FHWA Every Day Counts (EDC) program has worked for years to help State and local agencies reduce these numbers.

The Focus on Reducing Rural Roadway Departures (FoRRRwD) team was formed in 2018 for EDC round 5 (EDC-5). The goal was to provide 2 years of focused outreach, training, and technical assistance to help agencies tackle this problem.

"Lane departures are the most common severe crash type, and the majority of those are on rural roads. Forty percent are off the State roadway system," said Cate Satterfield,

Safety Engineer for FHWA's Office of Safety and co-lead of the FoRRRwD implementation team.

"If we as a country can reduce them on all public roads, we can really make a dent in our traffic fatalities nationwide."

Proven Strategies for a National Problem

A large part of the effort involves helping practitioners implement safety countermeasures that are proven to work. FHWA has compiled 28 proven safety countermeasures, many of which apply to rural roadway departures. Several are relatively low cost.

For instance, simply widening edge lines on rural roads can reduce fatal crashes by up to 37 percent, with a benefit-cost ratio of 25:1. Enhancing delineation on horizontal curves with countermeasures like chevron signs can reduce nighttime crashes by 25 percent. Center line



Photo by: Sam O'Keefe

rumble strips can drop head-on fatal and injury crashes by up to 64 percent on two-lane rural roads. In addition, Local Road Safety Plans provide a framework for prioritizing improvements on local roads.

Systemic Deployment: Making Money Go Further

“Agencies everywhere are dealing with limited budgets, especially those in rural areas,” said Dick Albin, Senior Safety Engineer for FHWA’s Resource Center and FoRRRwD co-lead. “That’s why it’s especially encouraging that these cost-effective countermeasures are proven and available. And they can be deployed systemically, at locations with the highest risk of severe crashes. This targeted installment can make dollars go even further.”

The systemic approach to safety investments has also been a pillar of the FoRRRwD team. This approach starts by analyzing lane departure crash data to identify roadway and traffic features that correlate with severe crash risk, like rural curves with a tight radius. After compiling a

list of risk factors that are associated with higher-than-normal chances of a rural roadway departure, practitioners look for other locations across their roadway system with those same factors. They then implement low-cost countermeasures targeted at those locations.

“The systemic approach is a win-win,” said Jerry Roche, Safety Integration Team Leader for FHWA’s Office of Safety. “It helps stretch investments while putting treatments at the locations with highest risk of a roadway departure.”

Swiss Cheese and a Safe Roadway System

Proven countermeasures and the systemic approach are part of an overall strategy called the Safe System Approach. This holistic approach was first adopted in Sweden in 1997 as Vision Zero and has since spread around the world.

Under the Safe System Approach, engineering efforts like those in FoRRRwD are partnered with behavioral methods like safe driving speeds and buckling up, as well as new technologies to make vehicles safer. This “Swiss Cheese” model of redundant protection for road users assumes that humans make mistakes and these frailties must be accounted for.

“Road users bear responsibility to drive safely,” said Mark Doctor, Team Leader for the FHWA Resource Center’s Safety and Design Team. “But we know people are not perfect. We inevitably make mistakes. But it is unacceptable that those mistakes should be fatal.”

How Does FoRRRwD Move Forward?

EDC-5 (2019–2020) was not the end of the FHWA focus on reducing rural roadway departures. The agency has a full roadway departure program that carries on the work of the FoRRRwD team. Experts from the FHWA Office of Safety and Resource Center offer peer exchanges, webinars, outreach materials, and technical assistance to State and local agencies.

“We will never stop this work,” said Satterfield. “Rural roadway departures are a persistent problem, so we will persist until and after they no longer happen. Our families, friends, and neighbors deserve nothing less. Thirty people will die today in a rural roadway departure. Let’s save the people behind the numbers.”

fhwa.dot.gov/innovation/innovator/issue95/page_03.html

PUBLIC WORKS CONNECTION

BUILDING RELATIONSHIPS THAT ADVANCE INNOVATION

State Transportation Innovation Councils (STICs) across the country use different approaches to select and deploy innovations. Sharing, learning, and borrowing from these different approaches is the heart of the National STIC Network.

During a National STIC Network meeting in January, representatives from Ohio described how they reinvigorated their STIC to increase participation, and Idaho representatives detailed partnerships that have produced a successful workforce development program. Ohio and Idaho were also recognized during the meeting as two of three States, along with New Jersey, to receive a 2022 STIC Excellence Award for their efforts to foster a culture of innovation.

FHWA Executive Director Gloria Shepherd, who was appointed in October 2022, opened the meeting and noted that innovation and technology are among her top priorities. She encouraged participants to continue networking and sharing ideas and innovations in science and technology as well as policy and program implementation.

Ohio Reboots Its STIC

Ohio's efforts to reenergize its STIC began by benchmarking STICs in five other States to gain best practices. The benchmarking categories included membership, meeting structure and frequency, connections with outside groups, leadership, and outreach. Richard Winning, Executive Financial Advisor and Innovation Coordinator for the Ohio Department of Transportation (ODOT), said this effort resulted in strong

working relationships with peers at the STICs in those States and new ideas to borrow and apply in Ohio. It also led to expanding and diversifying the Ohio STIC's membership to bring in members from the State's rural transportation planning organizations (RTPOs) and higher education institutions.

Another result was revising Ohio's STIC Incentive funds application scoring process to increase transparency and objectivity. The STIC's previous process for selecting projects for funding involved an informal small group at ODOT. In revising the process, Ohio borrowed and customized a STIC Incentive application form from Utah, created an objective scoring criteria template, and established an application review subcommittee consisting of FHWA, ODOT, county engineers, RTPOs, and metropolitan planning organizations.

“We had a very successful venture right out of the gate,” Winning said of the new process. “We opened it up to locals and all of ODOT, and we had 11 applications for STIC Incentive funds our first year.”

Ohio's STIC rejuvenation aligned with ODOT's One Red Lion savings initiative, which focused on achieving \$100 million in operational savings over a 4-year period that could then be reinvested into the State's transportation network. Winning said that as of January, ODOT had received more than 2,000 suggestions overall and saved more than \$113 million dollars, and hundreds of ideas are still being evaluated.

ODOT Chief Engineer David Slatzer said one of the things

they have tried to stress in Ohio is that the STIC should not be thought of just as an opportunity to seek funding, but as a forum to foster the innovation necessary to move the organization, and the profession overall, forward. “We’re viewing this as an opportunity to collaborate with academia, local governments, and our industry partners to really tackle issues that are important to all of us,” he said.

ODOT Director Jack Marchbanks added that their current transition from a mindset of being infrastructure stewards and owner-operators to providing mobility as a service to all of Ohio requires innovative thinking across the enterprise.

“We are in the midst of a paradigm shift when it comes to transportation, and it is as monumental as the time, over 120 years ago, when we were going from horse and buggy to combustion vehicles,” said Marchbanks. “So it is absolutely necessary that innovation not only be something that the STIC does, but that it becomes part and parcel to our DNA—that innovation is ingrained into everything we do.”

Idaho Partners for Workforce Solutions

In 2014, the Idaho Transportation Department (ITD) undertook a partnership program to address the challenges of attracting people to work in heavy highway construction. The result is a workforce development program called Idaho Career Opportunities—Next In Construction (ICONIC).

ICONIC ran as a heavy equipment operator training program in 2014, 2017, and 2020. The 2022 program was different in that it was offered at sites in three different parts of the State—a geographic approach that took the training to where the need and participants were located. The 2022 program also expanded training offerings to include concrete cement masonry and welding and ironwork.

The 5-week program includes additional trade skills such as forklift operation and flagging, and it boosts employment

readiness through resume and cover letter writing pointers and mock interviews. In addition, ICONIC offers support services to help break down the barriers students may face when trying to seek training and enter the trades. This has included help with short-term housing and fuel and childcare costs. The program has also purchased personal protective equipment for students such as hard hats, hearing protection, vests, and safety goggles.

The 2022 class saw an increased interest from female students, with 40 percent female participation. Also, after moving the training from fall to spring to coincide with construction season, the program’s employment rate increased. To recruit the spring 2023 class, ITD Workforce Development Program Manager Jessika Phillips took a new approach to reaching potential participants by using an online form accessible with a QR code to help increase the number of applicants.

“This program wouldn’t be possible without the number of partnerships that we have built,” said Phillips. Partners have included the Idaho Workforce Development Council, Idaho Associated General Contractors, colleges, technical and trade schools, and local highway construction contractors. They’ve also partnered with Idaho’s Tribal Nations, who help identify students and fund some of them, and with the International Rescue Committee, an organization that assists refugees in applying their skills to jobs here in the United States.

“Two unique things that I think have made this a great program,” said ITD Chief Engineer Blake Rindlisbacher, “is this is a huge partnership, not just ITD and not just the State of Idaho. This is across our State and has a lot of people engaged. Also, changing the program as the dynamics require has been very good because it needs to be fluid. We intend to keep the program going—it’s a great way for us to continue to attract, interest, and invite people into the highway industry.”

[fhwa.dot.gov/innovation/innovator/issue95/page_04.html](https://www.fhwa.dot.gov/innovation/innovator/issue95/page_04.html)



YOUR TRUSTED “SAFETY SIDEKICK” TO MAKE RURAL ROAD TRAVEL SAFER!

The National Center for Rural Road Safety opened in December 2014. Funded by the Federal Highway Administration, this Center of Excellence is focused on enhancing safety on rural roads by supporting local, state and tribal road owners and their stakeholders. Resources include education, training, tools and technical assistance.

To learn more about the National Center for Rural Road Safety, visit their website ruralsafetycenter.org

ARE YOU GRADUATING YOUR EMPLOYEES?

Author: Linda Webb, edited by Heath Pickerill, Ph.D.

The month of May was graduation season for high schools and higher education institutions across Missouri, making it a time to celebrate students' accomplishments. It was also an opportunity for these individuals to reflect on what brought them to this point in their lives as well as a time to envision their future and plan their best life.

As an agency, are you making plans for your employees to graduate from the status quo of daily tasks to a position of creating a better public agency for their community?

MISSOURI LTAP CAN HELP BY PROVIDING YOUR EMPLOYEES THE OPPORTUNITY THEY DESERVE. ENROLL THEM IN THE MO-LTAP SCHOLARS PROGRAM.

It will be one of the best choices you make to help reduce incident claims, lower insurance premiums, resolve workforce shortages, prevent high turnover, and provide opportunities for their professional growth. Training is a great "return on investment" when it is presented effectively, supported by upper management, and implemented through on-the-job tasks. In the business world, perhaps you have heard the saying, "Get the right people on the right bus in the right seat!" Training will help agencies accomplish this task.

EXPERIENCED AND COMMITTED INSTRUCTORS ARE PIVOTAL IN DELIVERING EFFECTIVE TRAINING AND ENGAGING LOCAL AGENCIES.

MO-LTAP is fortunate to have highly qualified and passionate individuals who travel the state instructing courses on a wide range of topics. Linda Webb, a MO-LTAP instructor for thirteen plus years, gives an example from 2015 when the Lincoln County Commissioners contacted MO-LTAP for gravel road training. The commissioners attended both the classroom and field training. As a result, they decided

to enroll their employees in the Scholars Program. Within a couple years, their culture had improved in both safety procedures and camaraderie among employees. Cole and Camden Counties have been proactively training their employees, and they are seeing the same results. Camden County began to recognize several things that needed to be implemented because of the training. In addition, Cole County and the City of Lee's Summit are utilizing the Scholars Program as part of their progression plans alongside their other agencies' criteria for employees' advancement and promotion.

MEET THE INSTRUCTOR:

Linda Webb owns Training & Beyond, LLC and trains city and county employees to become more efficient and effective in their daily job tasks with safety being a top priority. She knows how important formal training is for the safety of the highway maintenance employee and emphasizes that on-the-job training should reinforce safety awareness. Linda retired from the Missouri Department of Transportation (MoDOT) with 27 years of experience. She spent 14 years as a maintenance worker operating heavy equipment, including dump trucks, front-end loaders, and skid steers. She spent three years in the highway construction field overseeing highway projects around heavy equipment. During her last 10 years, Linda developed and delivered training programs state-wide, which included topics on flagger/work zone safety, dump trucks, rollers, pull pavers, and chip seal operations.



THE POWER OF TRAINING AND DEVELOPMENT: EMPOWERING MUNICIPAL WORKERS IN MISSOURI'S LOCAL PUBLIC AGENCIES

Author: Robin Shepard, D.Sc., edited by Heath Pickerill, Ph.D.

Robin Shepard considers herself lucky to have served as an LTAP instructor since 2007. Since then, she has been a part of several municipalities' journey to provide needed infrastructure and increase public safety within rural and urban communities.

MO-LTAP training can have several impacts on city and county employees in Missouri by providing workers with opportunities to enhance their skills and knowledge. These trainings can yield numerous benefits that not only elevate their performance but also contribute to the overall growth of the municipality while transforming the community.

Employees are hired with a variety of education, experiences, skills, and knowledge. Through training programs, younger workers gain the expertise they need to excel in their roles. Whether it's learning new techniques, improving work zone safety, or enhancing their defensive driving skills, these training initiatives boost their performance and productivity.

When agencies invest in training, it sends a powerful message to workers that they value their professional growth and success as well as value them as individuals. When supervisors provide opportunities for skill-building and learning, they empower the workers to take charge of their careers. As a result, agencies cultivate a loyal and motivated workforce dedicated to serving the community with passion and excellence. This commitment enhances employee morale, job satisfaction, and overall engagement. When employees feel supported and empowered, they are more likely to stay, reducing turnover rates and ensuring the retention of skilled individuals who contribute to the long-term success of the team.

Training and development initiatives are not just about improving skills; they also lead to cost savings and operational efficiency. Equipping workers with the necessary expertise reduces the need for external hiring or outsourcing. With a skilled and competent workforce, tasks are completed more efficiently, resulting in streamlined operations, reduced expenses, and enhanced cost-effectiveness. Investment in training and development creates a sustainable talent pool as workers retire. This investment also saves resources while

meeting the demands within public works.

The heart of a municipality lies in the people committed to improving the infrastructure of that community and the services that make their lives safer. Training programs enable these workers to improve their communication with the community they serve as well as their fellow employees to improve problem-solving. With a focus on continuous improvement, a workforce goes above and beyond to meet the needs of the residents. Development in employees elevates the level of service, increasing customer satisfaction and bolstering a community's trust in local government.

Investing in the training and development of our municipal workers is a strategic decision with far-reaching benefits. It enhances work performance, engages employees, saves money, ensures compliance, fosters innovation, and elevates service. Empowering workers to reach their full potential creates a workforce that is dedicated to serving the communities in which they live.

MEET THE INSTRUCTOR:

Robin Shepard has worked as an LTAP instructor for over 10 years. She teaches a wide variety of courses from worker safety and drug & alcohol awareness in the workplace to preparing for - or - responding to natural disasters. She has worked in higher education, teaching chemical engineering, design, and safety at Washington University and Missouri S&T and coaching engineering students as a Career Consultant at the Career Center. She is the owner of Shepard Safety, a company that specializes in safety education where she conducts OSHA classes and other safety training. Robin enjoys using her engineering skills in the humanitarian field and has served as an engineering consultant for Dignity Period and Engineers Without Borders (EWB), specializing in water and sanitation improvements.



Making Workforce Development a Retention Strategy for Local Agencies

Author: Pat Diaku, edited by Heath Pickerill, Ph.D.

The growing workforce shortage and retention challenge in the transportation industry continues to be significant and widespread. Since the Pandemic, an overwhelming majority of agencies, particularly those serving local and rural communities, have reported difficulties hiring and retaining employees.

However, with the support of the Federal Highway Administration (FHWA) and State Departments of Transportation (DOTs), the LTAP network continues to do its part to grow the local transportation workforce. LTAP centers across the Nation are bringing together stakeholders from local agencies and educational institutions to identify, create, and deliver training curricula. The goal focuses on increasing the capacity and capability of these local agencies' workforces with the belief that retention rates will improve.

According to LinkedIn's 2018 Workplace Learning Report, a whopping 93% of employees would stay at a company longer if it invested in their careers. To combat these statistics, agencies can reduce the rising shortages among public agencies by investing in training, developing their workforces, engaging employees, and creating healthy workplaces. A willingness to implement these improvements indicates how much employers care about their workforces. Therefore, training and development should no longer be reserved for limited positions since they are critical to all employees' retention and advancement. Management needs to be involved in

employee learning by incorporating training into agency activities, such as performance reviews and progression planning. When a workforce is engaged and empowered through training and development, it becomes easier to create good workplaces and retain employees.

Missouri LTAP curriculum can address this increasing workforce issue by offering opportunities for career development and advancement, making it easier to retain employees at all levels within local public agencies. MO-LTAP delivers information on efficient maintenance procedures, essential safety practices, and effective infrastructure management processes to its customers. MO-LTAP curriculum is designed so training programs can be tailored to the needs of local agencies and individuals who wish to pursue a career in the local transportation maintenance industry. Trainings offered by MO-LTAP have been designed as short courses, only a few hours in duration, during the workday to minimize the impact on work productivity and not encroach in participants' personal time. A workplace that has a robust, dedicated training and development strategy improves job satisfaction and morale, increases productivity, nurtures worker dedication, and ultimately advances workforce retention.

MO-LTAP offers a variety of training topics at reasonable rates in the Scholars Program at Level I, Level II, and Level III as well as online webinars presented by industry experts.

Contact our team at (573) 341-6155 who are on hand to walk you through developing a training program for your staff and schedule classes with one of our experienced instructors.

LinkedIn Learning. 2018 Workplace Learning Report. Retrieved June 1, 2023. <https://learning.linkedin.com/resources/workplace-learning-report->

Please visit our website for other training courses:

MOLTAP.ORG

Level I, II and III (Super Scholar)

\$45/person

All classes 4 hours unless noted otherwise

For non-government or for-profit organizations, call 1.866.MORoads for rates

Attendance Policy

The Missouri LTAP staff would like to remind all agencies registering for classes that it is important to sign-up before the registration deadline to allow us time to plan for course materials, refreshments, etc. It is equally important that you let us know at least 48 hours before the class if some of your employees will not be attending. Please note that you will be charged for any no-shows; therefore, it is very important that you let us know at least 48 hours before. This policy was approved by our Missouri LTAP Advisory Board and ensures that we have an accurate count for class attendance. Thank you and we look forward to meeting your training needs.

Need training but don't have the budget to pay for travel expenses?

We can train your employees on location for a minimum of 20 people. You can invite other interested agencies in your area if necessary to meet the minimum. Call and discuss your training needs with our staff.

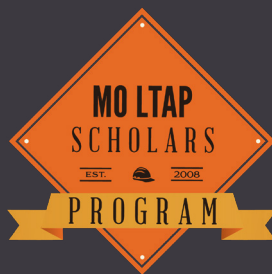
CONTACT US TO FIND OUT MORE!

**T: 866.MO ROADS
(667-6237)**

E: moltap@mst.edu

MO-LTAP SCHOLARS PROGRAM

A Training & Recognition Program



About The Program

The primary purpose of the MO-LTAP Scholars Program is to recognize skilled transportation and public works personnel in local agencies throughout Missouri. The program is intended to enhance the skills of all those involved in the maintenance, delivery, and management of local transportation and infrastructure. Training is aimed at increasing each participant's technical, maintenance, administrative, and supervisory skills depending on the program level. Electives can be selected to meet the individual's area of responsibility. Special emphasis will be given to safety in the workplace as well as in the field and in the development of a local transportation system. The program will allow participants to attain three levels of achievements: Level I, Level II, and Level III Super Scholar. Participants must complete the requirements for Level I before completing Level II.

Getting Started

Registration is available on the Missouri LTAP website (www.moltap.org). There is no registration fee for the program, but there is a fee for each class, which varies for each level. Classes are offered on an ongoing basis at various locations throughout the state. Contact Missouri LTAP for classes in your area or view the online training calendar.

Recognition

Certificates will be awarded by the Missouri LTAP Director to those individuals who successfully complete the requirements of the program during award ceremonies held at various conferences throughout the state and/or at a ceremony held at the graduate's place of employment.

LTAP TRAINING RESOURCES

FHWA Essentials for Local Public Agencies

Federal-aid Essentials for Local Public Agencies is a transportation resource designed to help local agency professionals navigate the Federal-aid Highway Program. Federal-aid Essentials is structured for busy agency staff who want further understanding of Federal-aid policies, procedures, and practices.

fhwa.dot.gov/federal-aidessentials/outreach.cfm

Missouri Local Public Agency Program

The Federal Highway Administration (FHWA) and MoDOT offers a free 4-hour training class designed to meet the recently implemented requirements for a Full Time Sponsor Employee to serve the role as the Person In Responsible Charge in order to receive Federal-aid funding for Locally Administered Projects. Local public agencies and consultants will be required to have taken this basic training course.

modot.org/local-public-agency

APWA – Professional Development

APWA offers online, face-to-face, and on-demand programs, with educational content that fits within your time and travel constraints. The Donald C. Stone Center provides professional development opportunities for the next generation of public works leadership.

apwa.net/learn

NHI – Training Resources

National Highway Institute, NHI, is the training and education arm of the Federal Highway Administration (FHWA) with its rich history of innovation and expertise in delivering transportation training.

nhi.fhwa.dot.gov/home.aspx

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UPCOMING EVENTS

ASPHALT CONFERENCE
SAVE THE DATE!! More information coming soon.

NLTAPA CONFERENCE - JULY 17-20, 2023
Columbus, OH

MML CONFERENCE - SEPT 10-13, 2023
Kansas City, MO

NATIONAL SUMMIT ON RURAL ROAD SAFETY - SEPTEMBER 12-14, 2023
Oklahoma, OK

MINK23 LOCAL ROADS CONFERENCE - SEPTEMBER 13-14, 2023
St. Joseph, MO

MO HIGHWAY SAFETY & TRAFFIC CONFERENCE- SEPTEMBER 25-27, 2023
Columbia, MO

MACCTO 2023 CONFERENCE - OCTOBER 17-18, 2023
Oklahoma, OK

FOLLOW US ON SOCIAL MEDIA!



Missouri LTAP | @LTAPMO



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Photo by: Sam O'Keefe

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For information about the program, visit: oa.mo.gov/purch/surplus.html

Eligibility requirements can be found under "Read about the Program"

REALTY FOR SALE

The Missouri Department of Transportation is responsible for managing realty assets owned by the Missouri Highways and Transportation Commission. Realty assets are periodically reviewed to determine if they are essential to current operations, or are expected to be in the near future. When realty assets are no longer essential to operations, they may be made available for sale to the public.

VISIT:
www6.modot.mo.gov/PropertyForSale



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NO EQUIPMENT FOR SALE AT THIS TIME

