

COLORADO
Department of Transportation

Staffing of the Future

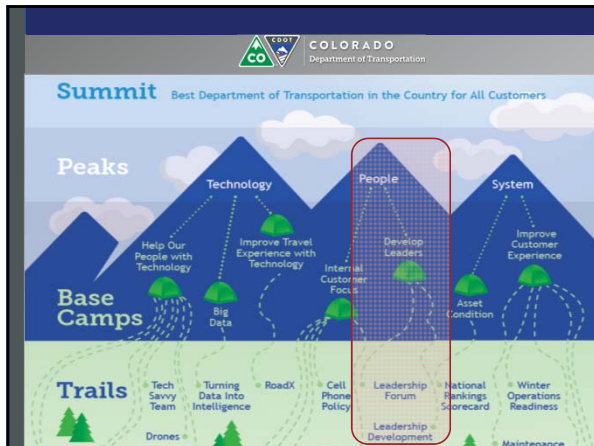
RMACES
February 23, 2016
Dave Eller, CDOT Region 3 Director





COLORADO
Department of Transportation





CDOT Project Manager Goals

- ❖ Promote a Project Management culture at CDOT
- ❖ Provide skills and tools to Project Managers
- ❖ Give Project Managers a path to challenging and attainable Project Management opportunities
- ❖ Greater consistency in project delivery
- ❖ Include a broad spectrum of CDOT employees involved in project delivery


Project Delivery

➤ CDOT is a Very Good Project Delivery organization.

➤ CDOT is working to become a Great Project Delivery Organization and the #1 DOT in the nation

CDOT's Tenure Ranks
(Project Management Employee Development)


- The **Apprentice Project Manager** is expected to achieve a Comprehension and Basic Application (individual task) level of PM proficiency.
- The **PM I Project Manager** shall be expected to achieve an Application (doing) level of PM proficiency managing Low Complexity projects
- The **PM II Project Manager** shall be expected to achieve a (leading) level of PM proficiency managing Medium Complexity projects and groups of projects
- The **PM III Project Manager** shall be expected to achieve a Mastering level of PM proficiency managing High Complexity projects, and groups of projects.



Technology in CDOT Construction Management

CDOT will require employees with a willingness to adapt and utilize Emerging Technology:

- GIS/GPS Construction: CDOT and Colorado Contractors have utilized various levels of GPS grade control, but it is time to bring standards into everyday acceptance.
- E-Construction: CDOT is pushing towards full implementation of electronic inspection and testing reports for Construction Management. This will change fundamental practice, expedite acceptance, and bring efficiency in construction acceptance.
- Lab Information Management System - CDOT has moved from Pilot to Implementation of the LIMS program.




Smart Vehicle Technology

With progress in Vehicle Technology CDOT will see fundamental changes:

- Roadway elements such as stripping and guardrail will see additional demand and new utilization by smart vehicles.
- Vehicle to Infrastructure and Infrastructure to Vehicle Communication will require changes in standard roadway sections.
- Technology is rapidly changing in Construction Equipment as Smart Technology is being adapted.


These fundamental changes will change the employee of choice for CDOT:

- Civil Engineers with ITS and Operations Experience will be highly valued.
- Electricians and Electronics background will be even more important in transportation.
- Data Management and computer technology will be helpful skillsets in transportation.



Questions/Feedback

➤ CDOT realizes that our people are crucial in our progress toward being the Best DOT in the Country



COLORADO
Department of Transportation
