

HB 2017 Implementation Resourcing Update

Tammy Baney, Chair Oregon Transportation Commission

Joint Committee on Transportation March 13, 2019

Workforce Overview

- Strong progress filling HB 2017 positions
- Agency positioned for HB 2017 project delivery
- Phased-in position requests; 54 positions requested this biennium
- Successfully established:
 - ✓ Strategic Business Plan
 - Continuous Improvement Advisory Committee (CIAC)
 - ✓ Audit oversight
- External factors and market trends may lead to potential challenges in out-years

Looking Beyond HB 2017

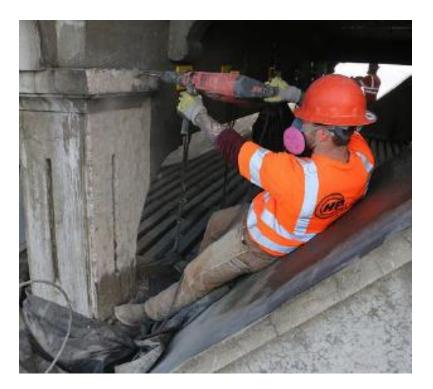
Above-average number of vacancies in:

- Specific position-types (Project Delivery Positions)
- Geographic locations (primarily Regions 1&2)



Looking Beyond HB 2017

- High percentage of senior staff retirement-eligible
- Increased demand for engineers and technical professionals
- Increased competition by local agencies and private sector
- Smaller pool of candidates
- Higher costs of living



Solutions and Strategies

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We're looking for a Roseburg rock hound (okay, a Project #Geologist) to oversee and report on geologic investigations and hazards for projects within the exciting and complex geology of southwestern Oregon, Learn more: http://ow.ly/PC0Y30mmyjS



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Just busting out your fall flannels? Well, we're already in #winteriscoming mode. If the makes you (2), consider joining our team as a seasonal, winter highway maintenance specialist at our #LakeviewOregon station. Together, we'll help Oregonians during the winter months!

Preference may be given to applicants with experience operating a snowplow. Apply by October 9, 2018! ow.ly/UsPn30ISpal



- Resource-sharing across regions to provide efficient delivery options
- Employing creative recruitment and retention strategies
- Recognizing positions are not the same across the board, different skills are required to meet outsourcing demands
- Continuously tracking and revising workforce needs

