



# 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



Oregon Department of Transportation  
5,235 followers  
5d



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/PC0V30mmj5>



Oregon Department of Transportation  
September 21 · 🌐



Just busting out your fall flannels? Well, we're already in #winteriscoming mode. If ❄️ makes you 🍷, 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/UsPn30ISpa](http://ow.ly/UsPn30ISpa)



- 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

