ARDOT TRC TRANSPORTATION RESEARCH COMMITTEE

PROBLEM STATEMENT No. 44

RESEARCH PROBLEM STATEMENT

DATE: 09/19/2019	**PROJECT AREA:** Special Projects

TITLE: Improving Employee Recruitment and Retention at ARDOT

PROBLEM STATEMENT:

Recruiting and retaining talent is essential for ARDOT to fulfill its purpose and serve the citizens of Arkansas. Several Districts are experiencing difficulty recruiting engineers to fill entry, advanced, and senior levels for construction positions in their less densely populated, isolated, and/or rural areas. Some of these positions are remaining vacant for extended periods of time. Existing engineers experience workload stress from this and level of service is likely being impacted as well. Programs and efforts have been made by the Department towards meeting these needs, but it is still being reported as a major problem in many Districts. The Department will improve if Districts can recruit engineers that are willing to see the potential that can be found in all areas of Arkansas, coupled with making an effort to assist these engineers in fulfilling their professional goals.

OBJECTIVES:

• Collect data regarding ARDOT recruitment and retentions efforts, including the performance of past programs. Collect data regarding retention within the department, determining duration of careers for engineers, and factors contributing to departures if possible.
• Examine what positive and negative aspects are affecting employee motivation and retention based on survey results of current and past engineers.
• Identify recruitment and retention initiatives the Department should consider based on survey results, reviews of initiatives from other states, and local entities.

FORM OF RESEARCH IMPLEMENTATION AND RETURN ON INVESTMENT:

Create a recruitment program to assist the Department in attracting more talent state-wide.
Create a retention program so that the needs of new and existing employees are being met in a way that will encourage them to build their career at ARDOT. Determine what kind of initiatives could be utilized.

ROI: Recruiting and training new employees is more expensive and time consuming than retaining existing employees. High-turnover and extended vacancies impede the work of the Department, causing costly delays. Identifying where these issues exist and determining a plan to combat them will provide positive outcomes across the state.

Estimated Project Duration: 12 **Months**

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REVIEWER:

Standing Subcommittee Ranking	Advisory Council Ranking	Statement Combined with Statement Number(s)
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