Domestic Scan Proposal Form

AASHTO is now soliciting proposals for the **US Domestic Scan Program** (NCHRP Panel 20-68A).

Selected scan topics will be investigated by one of three ways: (type 1) site visits to three to six locations for approximately a two week period or less, by webinar; (type 2) peer exchange; or (type 3) conducted by a group of eight to 12 transportation professionals with expertise in the selected topic area. Proposed topics should meet the following criteria:

* Address an important and timely need for information by transportation agencies;
* Are of interest to a broad national spectrum of people and agencies;
* Are complex and also “hands-on,” meaning they lend themselves particularly well to exploration through on-site visits; and
* Are sufficiently focused that the tour participants are able to investigate and understand key issues in the limited time available on the tour.

Before submitting your proposal it is highly recommended that you read **What Makes a Good Scan Topic Proposal** [**http://www.domesticscan.org/what-makes-a-good-scan-topic-proposal**](http://www.domesticscan.org/what-makes-a-good-scan-topic-proposal)

This form is designed to collect the full length of your proposal. Sections requiring essays have unlimited space for you to use. Contact information has some limited text. ***Click on the highlighted boxes to advance to the area where you need to complete information.***

# Proposals should be returned no later than date list on NCHRP website.

**IMPORTANT NOTE on How to save your document**: ***LastNameFirst Initial, underscore\_Organization Acronym \_CY2021 Saved Document Name Example: NgetheP\_AASHTO\_CY2021***

***If you have more than one, add a number after first initial: NgetheP1\_AASHTO\_CY2021***

# Domestic Scan Proposal Contact Information

**Name** Bryan Cawley **Address** 2617 East Lincolnway, Suite D, Cheyenne WY 82001

**Title** Division Administrator **E-mail** bryan.cawley@dot.gov

**Agency/Member Department**

FHWA

**AASHTOCommittee**

**Telephone number** 307-771-2940

**Date of submission**

 10/29/2021

[ ] Please **check** this box if your proposal has been endorsed or is being requested through an AASHTO Committee. List the AASHTO Committee(s) that endorsed this proposal: Click or tap here to enter text.

# Title of Proposed Scan: Highway Workforce STEM & Technical Trades: Recruitment, Development, and Retention

**Problem Statement** (What topic is to be examined? What drives the need for the scan? Why now?)

The Highway Workforce has been dynamically changing over the past decade. The change started with less and less individuals choosing a career in the technical trades and Science, Technology Engineering, and Math (STEM), causing a shortage in workers. This was then further complicated with a change in how we conduct business with a greater need for trades that are computer literate to work with digital plans, operate automated machine guidance equipment, and work with digital construction management systems. We are currently experiencing a shortage of qualified employees with STEM knowledge to meet our current needs in the Highway industry and do not see relief in the foreseeable future.

**Scan Scope** (What specific subject areas are to be examined? Which cities and states might be visited? Which agencies/organizations (including specific departments or types of staff if applicable)?

This scope of this domestic scan will be to identify best practices being used by the Highway Industry to recruit, develop, and retain employees with STEM knowledge in the technical trades. The domestic scan 19-02 Leading Practices in Strategic Workforce Management, nearing completion, focused on State Highway Agencies. This domestic scan will be complimentary and focus upon the highway construction industry. The domestic scan will start with a survey directed to highway industry partners (i.e. ARTBA, AGC, ACPA, NAPA, etc.) to identify best practices. Based upon the survey, the domestic scan will then identify items of interest for further discovery where best practices for workforce recruitment, development, and retention may be documents and shared for other to learn and grow from.

**Anticipated Scan Results** (What key information is to be gained? What information is to be shared after the scan? Who would the audience be for this information?)

The outcome of this domestic scan will be documented best practices about how the Highway Industry recruits, develops, and retains employees with STEM knowledge in the technical trades. A presentation shall also be developed and presented at national and regional meetings to communicate and accelerate deployment of these best practices. These documents shall compliment the findings and documents developed by 19-02 Leading Practices in Strategic Workforce Management domestic scan.

**Benefits Expected** (Including potential impacts on current technology or procedures) The benefits of this domestic scan will be the identification and accelerated deployment of proven practices to recruit, develop, and retain employees with STEM knowledge in the technical trades for highway industry. As these best practices are deployed nationally, they will assist in having an equitable workforce to deliver a safe, timely, and quality highway transportation system.