

AASHTO



TECHNICAL TRAINING

SOLUTIONS



2026 Curriculum Committee



Curriculum Management Committee Responsibilities

(Bylaws Appendix A)

Strategic Course Development & Oversight

Identifies and prioritizes new training needs based on available resources; assigns development to technical panels and manages the full lifecycle of course creation.

Standards & Quality Assurance

Establishes the processes and standards used to review training content submitted by State Highway Agencies (SHAs) and partner organizations to ensure national quality.

Competency Alignment & Implementation

Correlates all training to core competency matrices and skill levels, while creating the protocols for agencies to integrate (TC3) TTS content into their local qualification programs.

Stakeholder Engagement

Actively drives participation across member departments to increase the sharing of best practices and collaborative course development.



Competency Matrix Committee Responsibilities

(Bylaws Appendix A)

Technical Working Group Leadership

Manage five specialized teams covering: Construction, Maintenance, Materials, Safety/Work Zones, and Employee Development.

Comprehensive Matrix Maintenance

Catalog the "universe" of transportation courses to refine existing matrices and identify needs for expansion into new technical areas.

Maintain Skill Matrices

Lead working groups to update core competencies across all technical categories.

Perform Gap Analysis

Perform detailed analysis to match available courses to specific skill levels and pinpoint exactly where new training must be developed.

Design Evaluation Methods

Design the formal frameworks used to measure how accurately courses correlate to matrix competencies and national standards.

Cross-Committee Collaboration

Partner with Curriculum Management to ensure the identified gaps are translated into high-quality, relevant training solutions.



Committee Responsibilities

Find SMEs for course development

- Work with Partner Outreach to assist in finding SMEs
- Work with Marketing to advertise for SMEs

Find reviewers for existing ATTS courses

- Search within and outside of your organization for SMEs reviewers
- Work with AASHTO to assist in finding reviewers

Decide if a course is still useful offered in the TTS Store

- Promote courses that have low usage
- Confirm with state sharing partners if a course is required prior to sunset
- Reassess course usage and sunset under utilized; notify states



Committee Responsibilities

Solicit and prioritize courses

- Encourage peers to submit course ideas
- Regularly review website submissions (via E-content)
- Review & prioritize course requests with your organization (prior to the annual meeting)
- Vote on behalf of your state's priorities at the annual meeting

Share information

- Discuss and collaborate on projects with other AASHTO committees



Curriculum Updates

- 85 courses updates (221 modules)
- 19 courses are in the queue for content and functionality updates
- 69 courses are on the plate for SME reviews
- ATTS new template updates is ongoing
- 508 updates due states new compliance (due 4/27)



Matrices Next Steps

Matrices removed from website 2024

- Disciplines removed; everything under sub-categories
- Levels removed; added beginner, intermediate, and advanced into course descriptions

Matrices needed

- We still need to make these available on ATTS Webpage

Contract Administration				
DISCIPLINES	COMPETENCIES BY SKILL LEVELS			
	Level I	Level II	Level III	Level IV
Rights of Way (ROW) Management	Identifies stakes and easement limits		Obtains construction easements and work permits	
Contractor Payments	Computes quantity measurements Documents for application to contractor payments	Develops contractor payment estimates	Verifies contractor payment estimates	Recommends contractor payment estimates Recommends/Approves contractor payment estimates
Supplemental Agreements (change orders)	Explains general change order procedures Documents quantities Corrects quantities	Provides information to write change orders	Prepares change orders	Approves change orders Recommends/Approves change orders Applies negotiation skills within contract limits.
Force accounts	Explains general force account procedures Documents quantities/Production rates Corrects quantities	Prepares force accounts	Directs/Monitors labor, equipment and materials	Prepares plan and guide estimates
Cost Estimating	Computes quantities, Documents production rates	Applies basic principles of cost estimating	Utilizes historical bid prices to obtain prices for new or negotiated items	Develops estimate using labor, equipment, materials and historical item prices
Claims Management	Recognizes work falling outside the scope of the contract	Maintains proper project records	Implements claims management and contract claims specifications	Manages project to minimize claims



Matrices Training Gaps

Topic	Have content?		If no, needed?		Is this a priority?	
Railroads	Yes	26.67%	Yes	54.76%	Yes	27.27%
	No	48.89%	No	19.05%	No	45.45%
	N/a	24.44%	N/a	26.19%	N/a	27.27%
Materials Management and Stockpiling/Hauling Aggregates	Yes	31.82%	Yes	55.0%	Yes	39.53%
	No	47.73%	No	17.5%	No	34.88%
	N/a	20.45%	N/a	27.5%	N/a	25.58%
Ground Improvement Inspection	Yes	17.5%	Yes	56.76%	Yes	33.33%
	No	57.5%	No	18.92%	No	43.59%
	N/a	25.0%	N/a	24.32%	N/a	23.08%
Retaining Walls	Yes	41.46%	Yes	62.16%	Yes	42.5%
	No	36.59%	No	5.41%	No	32.5%
	N/a	21.95%	N/a	32.43%	N/a	25.0%
Asphalt Recycling Production	Yes	40.0%	Yes	56.76%	Yes	46.15%
	No	32.5%	No	8.11%	No	23.08%
	N/a	27.5%	N/a	35.14%	N/a	30.77%
Planning and Scheduling	Yes	36.96%	Yes	53.49%	Yes	43.48%
	No	41.3%	No	13.95%	No	26.09%
	N/a	21.74%	N/a	32.56%	N/a	30.43%



Matrices Training Gaps

Topic	Have content?		If no, needed?		Is this a priority?	
Underground Utilities	Yes	42.5%	Yes	60.0%	Yes	53.66%
	No	35.0%	No	5.0%	No	19.51%
	N/a	22.5%	N/a	35.0%	N/a	26.83%
Maintenance Management and Leadership	Yes	43.18%	Yes	50.0%	Yes	56.82%
	No	36.36%	No	14.29%	No	22.73%
	N/a	20.45%	N/a	35.71%	N/a	20.45%
Shoulder Shaping and Ditching	Yes	23.81%	Yes	65.0%	Yes	40.48%
	No	50.0%	No	10.0%	No	33.33%
	N/a	26.19%	N/a	25.0%	N/a	26.19%
Vegetation Management	Yes	51.22%	Yes	48.65%	Yes	56.1%
	No	31.71%	No	13.51%	No	21.95%
	N/a	17.07%	N/a	37.84%	N/a	21.95%
Fencing	Yes	12.82%	Yes	43.24%	Yes	25.64%
	No	48.72%	No	24.32%	No	41.03%
	N/a	38.46%	N/a	32.43%	N/a	33.33%
Bridge Approaches and Bridge Rail	Yes	33.33%	Yes	64.86%	Yes	48.72%
	No	38.46%	No	5.41%	No	25.64%
	N/a	28.21%	N/a	29.73%	N/a	25.64%



Matrices Training Gaps

Topic	Have content?		If no, needed?		Is this a priority?	
Structural Walls	Yes	34.21%	Yes	65.71%	Yes	41.67%
	No	44.74%	No	8.57%	No	30.56%
	N/a	21.05%	N/a	25.71%	N/a	27.78%
Emergency Management Response/Recovery	Yes	55.56%	Yes	57.14%	Yes	68.89%
	No	31.11%	No	7.14%	No	15.56%
	N/a	13.33%	N/a	35.71%	N/a	15.56%
Traffic Emergency Management System (TIMS)	Yes	51.16%	Yes	47.37%	Yes	61.9%
	No	25.58%	No	7.89%	No	11.9%
	N/a	23.26%	N/a	44.74%	N/a	26.19%
Risk Management	Yes	51.28%	Yes	48.65%	Yes	62.5%
	No	25.64%	No	10.81%	No	17.5%
	N/a	23.08%	N/a	40.54%	N/a	20.0%
Traffic Detection	Yes	32.5%	Yes	52.5%	Yes	48.78%
	No	37.5%	No	5.0%	No	24.39%
	N/a	30.0%	N/a	42.5%	N/a	26.83%



Course Priorities 2025

Basic Bridge Concepts for Maintenance Technicians	4 Hours (7/3/25)
Soil Nail Walls	2.5 Hours (7/15/25)
Basics of Bridge Inventory Data and Inspection Reports	3 Hours (7/23/25)
Fundamentals of Roadway Signs	3.5 Hours (7/31/25)
Landslide Mitigation and Roadway Soil Foundation Reconstruction	3.5 Hours (8/5/25)
Fundamentals of Culvert and Storm Drain System Inspection	3.5 Hours (8/13/25)

Total of 20 instructional hours.



Course Priorities 2025

Helping Plan Land Use and Transportation Together

4 Hours (12/3/25)

**Transportation and Trail Network Connectivity Planning
and Design for Sustainability and Resiliency**

3 Hours (2/16/26)

Designing ADA Ramps and Sidewalks in the Public ROW

4 Hours (WBT Development)

Total of 11 instructional hours.



Course Priorities 2026

Surveying Construction Basics

3.5 Hours (WBT Development)

Improving Projects through Value Engineering

4 Hours (WBT Development)

Introduction to Transportation Asset Management

2 Hours (Storyboards)

Defusing Potentially Dangerous Situations

2.5 Hours (Storyboards)

Ultra High-Performance Concrete for Bridge Deck Overlays*

Searching for SMEs

Pathways to Success: Specialized Workforce Development Courses*

Reconsidered



Course Priorities 2026

Plan Reading Series

Highway Plans

3.5 Hours (Storyboards)

Bridge Plans

4 Hours (Storyboards)

Right-of-Way Plans

1.5 Hours (Storyboards)

Winter Operations Series

Plowing Procedures

1.5 Hours (WBT production)

Truck Operations

1 Hour (WBT production)

Spreader Procedures

1.5 Hours (WBT production)

Safety

1.5 Hours (Storyboards)

Getting Ready for Winter

2 Hours (Storyboards)



Course Selection 2027

Priority	Course	Votes
1	5 Dealing with Employees Mental Health Crisis	22
2	2 Cold Recycling -Pavement Design	21
	25 Utility Coordination Core Skills Series	21
3	18 Optimizing Fleet Performance	19
4	31 Maintenance Mgmt and Leadership Conversion	18
	19 Positive Protection: Selection, Application...	17
5	24 Update Clear Zone Training	11
6	30 Concrete Bridge Deck Silicane Sealer	16
7	29 Working Knowledge of Testing Metrology	13
	34 Vegetation Management	13
	6 Developing and Evaluating Interchange Design	13
	7 Digital Delivery Basics for Transportation Projects	13
8	11 Evaluation of Roadside Hardware	11
	15 Introduction to Weld Inspection and Nondestructive Testing	11
9	14 Introduction to Bridge Engineering	10

**2026 Priorities in
order**

Conversion

Related - to be combined in design
Related - to be combined in design

Conversion

Conversion

2026 Back-ups



Group Discussion

**What are the top priorities
for your state?**

**What courses are needed
to fill an existing gap?**

**Who might benefit most
from these suggested
courses?**

