

Virginia DOT – Duane Sayre

Last December VDOT completed a year and half long work force reduction/reorganization that saw us go from an organization of 8300 employees to 6900 employees. Part of the reorganization was to consolidate all training functions under one group, the Center for Learning Services (CLS). This meant that the Materials Certification Schools (MCS) were taken out of the Materials Division and put in the CLS. This created quite a stir with our industry partners and resulted in the formation of the MCS Advisory Board comprised of VDOT and industry representatives to address the industry concerns. The Board has initiated a program assessment to identify modifications or enhancements to the program. Some of industry's expressed concerns are: the use of online training (too easy to cheat, no computer access, loss of face to face time), courses are too hard, courses are too easy.... well you get the idea. The assessment is to be completed in early 2011. In the midst of this the MCS program has lost the support of most District Materials staff who administered written exams and hands on proficiencies for us. The workforce reduction heavily impacted the District Materials offices with an average loss of 40% of staff. This is coupled with a 25% reduction in my immediate staff. Needless to say it is a challenging time for us here at VDOT, but we are pushing forward.

As I heard Brian and Will comment yesterday, VDOT is becoming a maintenance focused organization not a construction organization. We will need to rethink many of our business practices as we move ahead. I believe that the role of inspectors/technicians will change dramatically as we move most QC functions to the contractors/producers and take a QA/IA role in projects.