UDOT’s Transportation Technician Program

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What

- Combination of Maintenance and Construction.
- Optimization of Resources
- Cost saving to UDOT
- Develop well educated workforce - Hire different type of people
- Employee career development opportunities
Why

- Optimization of resources
- Break down barriers
  - Us vs. Them (Maintenance vs. Construction)
- Develop better education programs.
  - Transportation Education Program (TEP).
- Better project quality (Maintenance perspective).
- Responded to a political necessity (Smaller Govt.)
- All Maintenance and Construction employees except core groups are Trans Techs
- Statewide implementation
- Transportation Technician pool used for both Construction and Maintenance activities
- Specific Education Program
Lessons Learned

- This is a long journey, stay the course.
- Support from Senior leaders and upper management.
- Middle Management buy in is key to success.
- Celebrate and talk about successes.
Questions ????