



# Colorado Department of Transportation

Maintenance Professional Development Program

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No Boundaries Fall Meeting - Austin TX October 2018





**How do you develop multifaceted maintenance professionals and their leaders, so they can accomplish complex maintenance operations in a high risk operating environment?**

**Invest in their Professional Development!**



**COLORADO**  
Department of  
Transportation



# CDOT's III phase approach to professionally trained maintenance supervisors.

## Maintenance Training:

1. CDOT Formal Training Courses and on the job training (In house)
2. NHI Maintenance Leadership Academy (Industry Driven Training)
3. College (AAS) Degree Program (Personal/Professional Development)



**Train and develop competent and effective maintenance professionals and maintenance leaders!**



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COMMUNITY COLLEGE







# MAINTENANCE TRAINING ACADEMY:

- ✓ Provides the foundation to our Maintenance Leaders and Operators. (Primary method of educating)
- ✓ Instructors are current maintenance leaders (60 senior supervisors)
- ✓ Regulated by our Division of Highway Maintenance (1M budget with a small dedicated professional staff)
- ✓ Curriculum focused on initial and refresher maintenance training program. (Each year new focus area, TIMS/Safety/etc.)
- ✓ Training ensures our maintenance workers have current, relevant, and skills-based training to perform individual and crew-based maintenance tasks. (Provides universal foundation)

## HIGHWAY MAINTENANCE INCLUDES



PLANNING & TRAINING



ROADSIDE FACILITIES



ROADSIDE APPEARANCE



ROADWAY SURFACE



TRAFFIC SERVICES



SNOW & ICE CONTROL



BRIDGE MAINTENANCE



TUNNEL ACTIVITIES



MATERIAL, EQUIPMENT, & BUILDINGS

Source: Colorado Department of Transportation, 2014



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Wildland and Tunnel Firefighting Training



# CDOT Supplemental (Leadership) Training Programs:

Department of Transportation (NHI):



- Maintenance Leadership Academy (All maintenance leaders/yearly classes)
- Bridge maintenance Course (All Bridge Crews)
- Bridge Inspection Course (All Bridge Crews)

Neuroscience Academy (All leaders)

US Office of Personnel Management (FEDS) (Selected Key Leaders)



- Colorado Leader Foundations Program (6 month program)
- Colorado Leader Development Program (12 month program)



CDOT leadership development program (All CDOT leaders)

- Over 50 different course (HR/Training/Process Imp.)
- M101 Howitzer Crew (Master gunner/Crew Drills)



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# Highway Maintenance Management Degree AAS

- ✓ Classes start August 2019
- ✓ Geared for supervisory positions
- ✓ Combination of online courses (credit for prior learning)
- ✓ Relevant to state, county, and municipal public works (DPWs)
- ✓ Network across the national highway maintenance industry

**JOIN THE NEXT WAVE OF  
HIGHWAY MAINTENANCE  
LEADERS!**

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**Colorado's Front Range Community College (FRCC), in partnership with Colorado Department of Transportation, The first-in-the-nation two-year college degree in Highway Maintenance Management.**





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## Questions?

*If a man empties his  
purse into his head, no  
one can take it from him.  
An investment in  
knowledge always pays  
the highest return.*

– Benjamin Franklin



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