



# Federal-Aid Local Project Delivery Training

2015 LPLT Work Item #2



# Summary

- Problem Statement
- Purpose & Goals
- Summary of Work
- Results
- Lessons Learned
- Next Steps





# Problem & Opportunities

- ODOT lacks a clear and coordinated training program for Federal-aid local project delivery
- Without a training program, ODOT risks inconsistent application of program requirements and project delivery delays
- Surveys show a need for more training in technical disciplines, federal funding and processes, and project management
- Surveys showed a need for 'soft skills' training, working through existing training sources, and making state and federal processes easier to understand





# Purpose

*Develop coordinated guidance for LPA and ODOT federal-aid local project delivery training*





# Summary of Work

Task or Goal	Status
Define Training Structure	Complete
Define Training Process	<i>In Progress (Review PDLT Initiative)</i>
Prepare Needs Assessment for LPLT Review & Approval	Complete
Develop Core Competencies	Complete
Develop Coordinated Training List	<i>In Progress (Defer and work with T2)</i>
Develop Region Workshop Guidance	<i>In Progress (At LPLT for review)</i>
Submit final closeout report, storyboard, and guidance to LPLT	<i>In Progress (Finalize at May LPLT meeting)</i>





# Results Achieved

- Creation of three-tiered structure for short-, mid-, and long-term training
- Establishment of region and HQ responsibilities for training
- Creation of broad federal-aid local project delivery core competencies
- Creation of region workshop guidance

*(Briefly Review Training and Development Guide)*





# Lessons Learned

The initiative was more complex than other LPLT tasks and followed a different model than other Change Framework initiatives. Challenging areas include:

- Training process
- Team size and structure
- Experience of team lead
- Sponsor, lead, facilitator, and communications roles
- Developing the Coordinated Training List





# Next Steps

Task	Plan
Finalize guide and supporting documents	<ul style="list-style-type: none"><li>• LPLT members review and provide comments</li><li>• LPLT finalize in May; post to website for use</li></ul>
Training process	<ul style="list-style-type: none"><li>• Combine with PDLT Initiative</li></ul>
Training resources	<ul style="list-style-type: none"><li>• Identify options with LPLT</li></ul>
Evaluation mechanisms	<ul style="list-style-type: none"><li>• Review competencies, guidance, and workshop feedback in 2017</li><li>• Revise training guide as necessary</li></ul>
Region workshop scheduling	<ul style="list-style-type: none"><li>• Discuss at April LPLT (today!)</li></ul>
Coordinated Training List	<ul style="list-style-type: none"><li>• Form small group to finish CTL</li><li>• Work with T2 to finalize</li></ul>



Thank You

