



## ND DEPARTMENT OF TRANSPORTATION WORKFORCE

If capacity is not increased, the NDDOT may be forced to shift, reallocate, or outsource work, potentially reducing services to the public due to limited contractor availability. This may result in uncontrolled costs as contractors are also subject to similar workforce challenges including rising wages and expenses. This shift could require NDDOT to move to an oversight and compliance business model which will require different workforce needs and skillsets including procurement, and contract and program management.

The authorized full-time employee count has not grown with the workload. Temporary employees have been used to supplement but are not a long-term solution.



New technology has and will continue to automate tasks but also has an impact on the skills needed for current employees and applicants.



Ensuring employees are adequately equipped for changes requires additional time to develop skills, as well as time to focus on and learn new skills. This can be difficult for employees who provide a direct service to the public.



### CURRENT AGENCY TEAM MEMBER STATS

982

FULL-TIME POSITIONS

40

VACANT POSITIONS

29

NEW FULL-TIME POSITIONS REQUESTED

### BREAKDOWN OF REQUESTED FULL-TIME EMPLOYEES

4

IFTA/IRP Auditors

3

Financial Staff

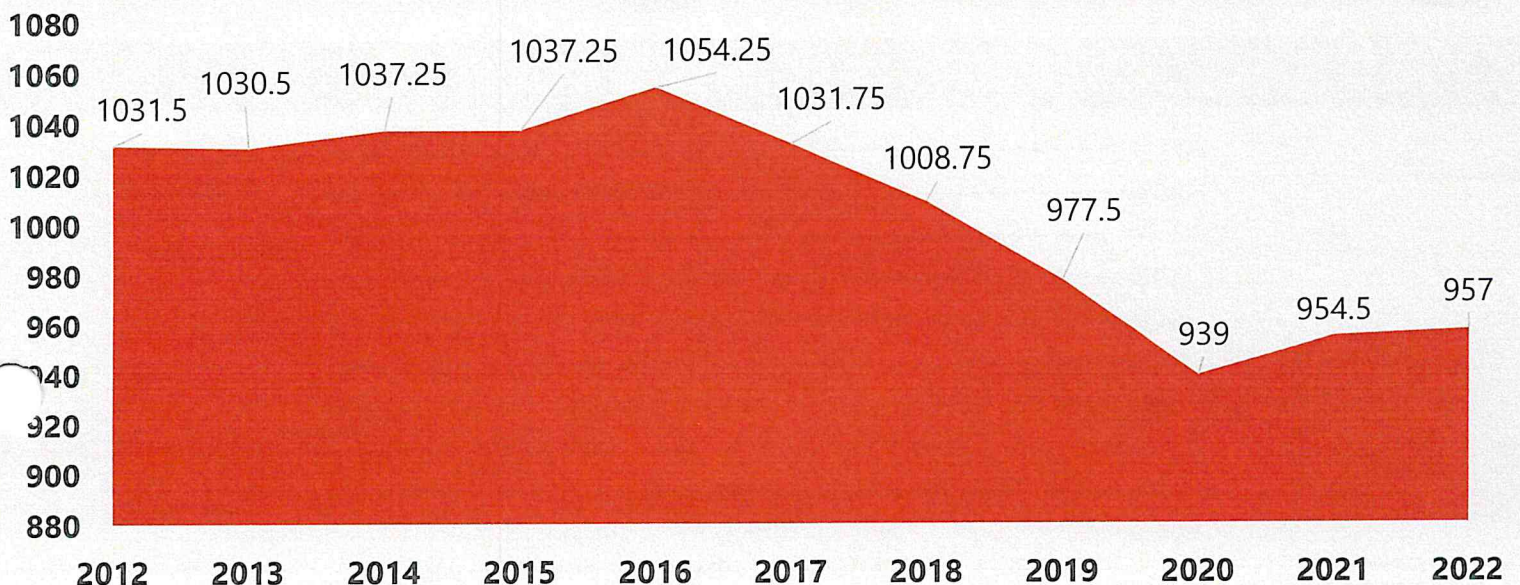
14

Snow & Ice Control

8

Driver License Examiners

### FULL-TIME ACTUAL EMPLOYEE COUNT | 10 YEAR LOOK

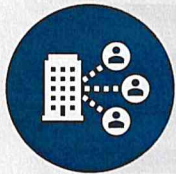


# ND Department of Transportation

## MITIGATING & STABILIZING WORKFORCE ISSUES



## WORKFORCE ISSUES



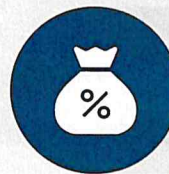
Loss of experienced workers and knowledge due to turnover.



Recruiting for rural locations.



Lack of qualified applicants and shrinking enrollment in programs/certifications needed.



Decreasing buying power or value of benefits currently available.

## TURNOVER | 10 YEAR LOOK

