

**NEW ENGLAND TRANSPORTATION CONSORTIUM
QUARTERLY PROJECT PROGRESS REPORT**

A. PROJECT NUMBER AND TITLE:

NETC 14-1

Measuring the Effectiveness of Competency Models for Job Specific Professional Development of Engineers & Engineering Technicians

B. PRINCIPAL INVESTIGATOR(S) & UNIVERSITY(S):

Chris Ahmadjian
UMass Amherst

C. WEB SITE ADDRESS (If one exists):

<http://www.umasstransportationcenter.org>

D. START DATE (Per NETC Agreement):

3/1/2015

E. END DATE (Per NETC Agreement):

12/31/2017

F. ANTICIPATED COMPLETION DATE:

12/31/2018

G. PROJECT OBJECTIVES:

The objectives of this project are:

1. To identify and review existing Competency Models (CM) and matrices that can help in the development of a DOT specific competency model
2. To perform a gap analysis on the existing CM's and matrices to create a DOT specific employee competency matrix
3. To create a CM framework for each of the NETC member states
4. To run a pilot program in one of the NETC member states
5. To determine the financial benefits (return on investment) of having a CM in place
6. To create an implementation plan and technology transfer strategy for the research results
7. To deliver a final report

H. REPORT PERIOD:

June 30, 2018 to September 30, 2018

I. ACCOMPLISHMENTS THIS PERIOD:

Final report draft completed, with all technical analysis of competencies from job postings and specifications

Presentation completed for interviews of HR representatives of each state

All state DOT HR representatives contacted; half of interviews scheduled

J. PROBLEMS ENCOUNTERED (If any):

K. TECHNOLOGY TRANSFER ACTIVITIES: *List any reports, papers, presentations published/presented during the report period or anticipated for the next quarter.*

Paper was submitted to TRB this past summer; it was recommended for presentation at the TRB annual meeting and recommended for publication to the Transportation Research Record.

L. STATUS BY TASK:

Task 1: Research Existing CM's and Matrices – 100% complete.

Task 2: Determine Gaps in Existing CM's – 100% complete.

Task 3: Develop a Transportation CM Framework for Each NETC Member State – 90% complete.

Task 4: Run a Pilot Program in at Least One State – 0% complete.

Task 5: Delivery of a Final Report – 90% complete.

M. PERCENT COMPLETION OF TOTAL PROJECT:

Project funding has expired. Work on the project has ceased with the exception of final report preparation.

N. ACTIVITIES PLANNED FOR NEXT QUARTER:

Complete Final Report

O. FINANCIAL STATUS:

As of: *September 30, 2018*

Total Project Budget: \$ 100,000

Total Expenditures: \$ 85,615

Note: This report should not require more than 2-3 pages & should be e-mailed to the NETC Coordinator so as to arrive no later than three (3) working days after the end of each calendar quarter.