



2017 NTTD Conference Agenda

Clear Point, Alabama

Due to the unfortunate timing and track of Hurricane Nate, the NTTD Executive Board was tasked with the difficult decision to cancel the 2017 conference scheduled during October in Point Clear, Alabama. All registration fees have been refunded and we would like to apologize for any inconvenience this unforeseen cancellation has caused anyone. We thank our partners at the Alabama Department of Transportation who spent many hours in preparation, and the many members who had prepared workshops and presentations. You will still see much of that work, either at the 2018 conference or in webinar and virtual programs leading up to it.

Sunday, October 8th

Hotel Check-in	<i>Hotel Lobby</i>
3:00 pm – 5:00 pm	<i>Conference Exhibitor Set Up</i>
5:00 pm – 6:00 pm	<i>Conference Registration</i> NTTD Executive Board
6:00 pm – 8:00 pm	<i>Opening Reception</i> For conference participants and paid guests.

Monday, October 9th

7:30 am – 5:00 pm	<i>Exhibit Area Open</i>
7:30 am – 8:45 am	<i>Breakfast</i>
9:00 am – 9:15 am	<i>Conference Welcome</i> Welcome and Introductions

9:15 am – 9:30 am	Opening Remarks
9:30 am – 9:45am	<p>GooseChase, Introduction to a <u>Conference wide</u> scavenger hunt, and training tool demonstration (really) – Garrett Wheat</p> <p>Please download the GooseChase app on your mobile phone. If you do not have an iPhone or Android device, or if you choose not to install GooseChase, don't worry! We will be placed in teams and will make sure at least one person on the team has access to the application. This is a free <u>application</u>, but will use cellular data if not connected to Wi-Fi (which will be available for the duration of the Conference).</p>
9:45 am – 10:30 am	<p>State Sharing I (5x5 format)</p> <p>State Representatives to NTTD</p> <p><i>State Directors and programs share their highlights, challenges and insights. This year's theme in state sharing: In today's world, organizations that fail to adjust their learning management practices and solutions often struggle with organizational growth or productivity. Thus, leading organizations are abandoning traditional methods of learning in favor of more effective solutions— involving technology innovation— engaging talent and improving performance.</i></p>
10:30 am – 10:45 am	Break
10:45 am – 11:30 am	<p>State Sharing (continued)</p> <p>State Representatives to NTTD</p>
11:30 am – 12:00 pm	Programs of note: <i>A quick look at some notable programs from NTTD members</i>
	<p>The Tennessee Department of Transportation's (TDOT) TRAC Program is an educational outreach program for use in grades 6 – 12. TRAC, a program through AASHTO, includes hands-on activities that introduce students to the working world of transportation and civil engineering and inspire them to consider careers in these fields. In the fall of 2016, TDOT piloted the program using the Bridge Builder, Design and Construction, and Magnetic Levitation modules in various schools, and TDOT personnel served as volunteers in participating schools by leading and guiding hands-on activities within classrooms, as well as speaking to students on the importance of transportation and civil engineering in the growth and evolvement of STEM careers.</p> <p>Paige Harris - TDOT Transportation Project Specialist – Senior; Paige oversees the program, facilitates teacher training workshops, and volunteers in participating classrooms.</p> <p>How states are using TC3 – Chris Padilla from North Dakota State University and Christine Hetzel from Vermont AOT will provide an overview of how a few states, including ND and VT, are using the State Sharing part of TC3 and the AASHTO LMS to meet their training needs.</p> <p><i>Other programs TBA</i></p>
12:00 pm – 1:30 pm	Networking Luncheon with Exhibitor Introduction (10 min)

1:30 pm – 2:00 pm	<p>Introducing our Conference Sponsors Sponsor Representatives</p>
2:00 pm – 2:30 pm	<p>Taking Compliance Training from Blah to Tada! <i>Compliance training is a necessity, but it doesn't have to be painful experience. It can be a challenge to make compliance training engaging, but if you use it as an opportunity to change the perception of training then people will want to consume it. By making compliance training attractive it can help (not hurt) your learning programs. Join us as we explore how creating a learning culture at your organization can help you meet compliance, drive employee engagement and retention, and ultimately influence agency success.</i></p> <p>Dr. Tom Tonkin, Thought Leadership & Advisory Services at Cornerstone OnDemand Ike McFarland, Training and Development Director, South Carolina DOT</p>
2:30 pm - 2:45 pm	<p>Break</p>
2:45 pm – 4:15 pm	<p>Panel Presentation: TDOT Reconnect Program <i>The Tennessee Department of Transportation's (TDOT) Reconnect Program is an 18-month program designed for TDOT employees with no post-secondary education experience. Launched in May of 2016, there are currently one hundred TDOT employees participating. The purpose of the program is to give employees a comprehensive overview of Department-related skills such as welding, traffic operations, and transportation skills while also including mathematical concepts, business writing, and computer skills. In partnership with Tennessee College of Applied Technology (TCAT), employees who complete TDOT Reconnect obtain a certificate that transfers to community colleges across the state and a potential five (5) percent raise within the organization. Through TDOT Reconnect, the Department created comprehensive curriculum for the program to streamline the effectiveness of the program, organized subject matter experts within TDOT to instruct the classes, and collaborated with TCAT to create transcripts and transferable certificates to easily allow employees to continue their education. Panelists will provide an overview of the program and address:</i></p> <ul style="list-style-type: none"> • The importance of identifying subject-matter experts within your agency not only to create various instructors for TDOT Reconnect, but also to increase morale and ownership of TDOT Reconnect and TDOT as a whole. • The importance of collaboration within TDOT to create a comprehensive curriculum for not only TDOT Reconnect, but also other in-house training initiatives as well. Also, how TDOT approached curriculum design and resource communication. • How TDOT partnered with other state agencies in the deployment of TDOT Reconnect to gain credibility with the Reconnect Certificate, which helped to create a pathway from the program to other post-secondary institutions within Tennessee. <p>Ryan Simpson, TDOT Human Resources Assistant Director; Ryan was responsible for creating TDOT Reconnect. Clay Culwell- TDOT Training Officer, He facilitated the Nashville campus of TDOT Reconnect through organization of curriculum and instructors to teach the classes. Karen Sliger- TDOT Training Officer; Karen has a background in Education, and she helped facilitate the Jackson class of TDOT Reconnect. She organized instructors and resources for the class and led collaboration across the regional classes. Joyce Johnson TDOT Elaine Cisney TDOT</p>

4:15 pm – 5:00 pm	What is new with our key partners?
	<p>National Highway Institute (NHI)</p> <ul style="list-style-type: none"> ○ Heather Shelsta, NHI <p>- Transportation Curriculum Coordinating Council (TC3)</p> <ul style="list-style-type: none"> ○ Mark Chaput, Michigan DOT <p>- National Local Technical Assistance Program Association (NLTAPA)</p> <ul style="list-style-type: none"> ○ Donna Shea, CT Technology Transfer Program <p>- National Network for the Transportation Workforce (NNTW)</p> <ul style="list-style-type: none"> ○ Stephanie Ivey, SETWC, Memphis University

Tuesday, October 10th

7:30 am – 8:45 am	Breakfast
7:30 am – 5:00 pm	Exhibit Area Open
8:45 am – 9:00 am	Day I recap and GooseChase Update – Garrett Wheat

9:00 am – 10:30 am	<p>Presentation: The Emerging Workforce</p> <p><i>Since 1997, Spherion has been tracking the state of the American workforce through our pioneering Emerging Workforce® Study. The latest edition leverages two decades of groundbreaking research to track the changing attitudes and expectations of today’s workers. It uncovers strategies to help companies attract and recruit top talent, engage and retain their best performers, and plan for future talent needs by building leadership bench strength. With 20 years of robust data from almost a quarter of a million workers and thousands of companies, Spherion has uniquely deep insights into what is happening within the U.S. workforce and the impact on employers. Through this continuous, in-depth study of America at work, Spherion provides organizations with valuable intelligence that can contribute to building a high-performance workforce. In this presentation Kathy will showcase how the study and a broader understanding of workforce trends can assist in:</i></p> <ul style="list-style-type: none"> ● <i>Building a diverse and inclusive workforce and its impact on employer reputation</i> ● <i>Finding and retaining skilled talent—the top two challenges of HR leaders today</i> ● <i>Making the case for why employee training, leadership development and succession planning must be a priority</i> ● <i>Understanding emergent practices that keep employers positioned to attract and retain top-tier talent</i> ● <i>Appealing to both Millennials and Gen Z as Boomers exit the workforce</i> ● <i>Identify the disconnects that derail employer efforts to engage and retain employees</i> ● <i>Developing strategies for combatting high levels of turnover expected</i> <p>Kathy George is a Senior VP of franchise and license operations for Spherion Staffing Services, a national leader in the recruiting and staffing industry with a distinct local focus. Kathy plays a vital role in Spherion’s franchise operations, supporting owners in more than 40 offices in the United States by providing guidance and critical support in a number of areas including sales strategy and market development. She oversees a regional network that employs thousands of flexible administrative, light industrial and professional workers every year. A seasoned business leader with over 20 years of staffing industry experience, Kathy has held several roles within the Spherion organization, and is the recipient of numerous performance awards.</p>
--------------------	---

10:30 am – 10:45 am	Break
10:45 am – 12:00 pm	<p>Panel Discussion: Cooperation Pays: LTAP & DOT Training Program models for cooperation and coordination - key attributes of what makes a cooperative relationship work well.</p> <p>Donna Shea, CT - Martha Horseman, KY - Chris Padilla, ND - Terri Nihil, NE - Marie Walsh, LA</p>
12:00 pm – 1:30 pm	Networking Luncheon with Exhibitors
1:30 pm – 3:00 pm	<p>Workshop: From Presenter to Trainer: Building Training Capacity within Your Organization <i>This interactive session focuses on the distinctions between a presentation and training, and explores why those distinctions are critical in preparing and supporting a qualified and competent workforce. A key element of effective training is an effective trainer (facilitator) who helps adult learners tap into their current body of knowledge and build strong connections that support problem-solving, analysis, and effective transfer of learning. A trainer carries the responsibility of ensuring that the delivery of relevant content meets both the requirements of the learning outcomes and the expectations of the learners. Attendees at this workshop will learn more about NHI’s Instructor Development Course, which uses a variety of tools to transform subject matter experts into excellent trainers and helps transportation training directors build a pool of qualified trainers for their agencies.</i></p> <p><i>The workshop will:</i></p> <ul style="list-style-type: none"> • <i>Identify the key factors that distinguish presenting from training.</i> • <i>State critical competencies for effective trainers.</i> • <i>Explore a variety of tools that can be used to build a pool of competent trainers across an organization.</i> <p>Carolyn Eberhard has 30 years of experience across all aspects of developing and delivering training. She manages NHI’s Instructor Development and Master Trainer Programs, coaching subject matter experts who wish to become NHI-certified instructors. She has delivered a variety of seminars and training programs to Federal, State and private organizations.</p> <p>Vanessa Almony, M.Ed. in Training and Development. For the past 15 years, she has focused on producing creative, instructionally sound classroom and distance learning solutions to support federal, state, and local transportation agencies. She is a Commissioner of the International Association of Continuing Education and Training (IACET).</p>
3:00 pm – 3:15 pm	Break
3:15 pm – 4:30 pm	<p>Workshop: Implementing Technology in the classroom to increase learner engagement: <i>Learn how to implement technology in a classroom (or work environment) that gets involvement and participation from students (or employees). This workshop will provide a brief overview of multiple free and/or paid services to elicit interaction and responses from participants, as well as complete formal and informal assessments in real time or after class (or meeting) ends. Bring your smart phone, tablet, or laptop to participate and follow along. Knowledge of available hardware and software technologies available to instructors or managers including: Turning Technologies, Poll Everywhere, Poll With Straw, NearPod, Word Clouds, Outlook Polls, Doodle Scheduling, Survey Monkey, and more. Participants will understand how these tools can help in their jobs, or classrooms, while garnering higher participation, more honest answers, all in a quicker method that’s easy to use and understand.</i></p> <p>Garrett Wheat is the Leadership Development Program Manager for the Louisiana Transportation Research Center, where he teaches and develops courses for the Louisiana DOTD. He holds a master’s in Educational Leadership and is currently pursuing his PhD in Human Resource Development.</p>

<p>4:30 pm – 5:00 pm</p>	<p>Presentation: Video Content Management for Training Support <i>In 2017, TDOT implemented a Video content management system called ‘The TDOT learning Network’. This corporate ‘Youtube/ Netflix’ system has allowed the department to connect employees with technical/ soft-skill/ policy/ and onboarding types of training efforts. TDOT’s implementation of this system has followed a strategic path of leveraging 3rd party products such as TC3 products from AASHTO, and creating in-house content through both eLearning and multimedia. Examples of internal products include:</i> <i>Channel: https://www.youtube.com/channel/UCNXrg_GZZAgi3-H94THUiHg</i> <i>Welcome to the TDOT Learning Network: https://www.youtube.com/watch?v=IC1Uaw8CQ-A</i> <i>Onboarding for New Employees: https://www.youtube.com/watch?v=oDKguL_8UIM</i> <i>TDOT Specific Technical Training (snowplow hookup):</i> <i>https://www.youtube.com/watch?v=H4mOpyemwe0&list=PLfII2wp1h9r4KfyuhHIJvqL0i2TmbrXN6</i> <i>Participants will learn how a multi-modal approach to training delivery can capture the attention of multiple generations in the workforce. Participants will explore how leveraging devices across the workforce can be a value add in both access and time utilization. Building a consistent culture across large organizations can be difficult, and this implementation has allowed the department to have many lessons learned and drive toward best practice in internal communication delivery and compliance management.</i></p> <p>Avery Poor – Manager, Tennessee DOT Learning & Development. 12 years in Government Communication, with a Masters in Corporate Communication. Avery works with Jeff Davidson, a 5 time Emmy Award Winning multimedia producer, who Serves as the multimedia specialist for the Tennessee Department of Transportation</p>
--------------------------	--

<p>5:00 pm – 7:00 pm</p>	<p>Networking Reception <i>For conference participants and paid guests</i></p>
--------------------------	--

Wednesday, October 11th

<p>7:30 am – 8:45 am</p>	<p>Breakfast</p>
--------------------------	-------------------------

<p>7:30 am – 12:00 pm</p>	<p>Exhibit Area Open</p>
---------------------------	---------------------------------

<p>8:45 am – 9:00 am</p>	<p>Day II Recap and GooseChase Update – Garrett Wheat</p>
--------------------------	--

<p>9:00 am – 11:30 am (including mid-morning break)</p>	<p>Presentation: Planning and Training for a Successful Future <i>We can create our agency’s future based on needs or we can let the future control our agency. By implementing development programs for employees, supervisors, managers, and leaders, DOTs can potentially establish their own futures. ALDOT will discuss two programs: Employee Development Program and Leadership Academy. These approaches have significantly impacted the workforce, current accomplishments and will determine future success. Summary/Objectives:</i></p> <ul style="list-style-type: none"> • <i>Recognize the importance of planning the future of DOTs</i> • <i>Demonstrate programs of succession planning by ALDOT</i> • <i>Understand the planning, management and impact of the Employee Development Program and Leadership Academy</i> • <i>Realize the advantage of the Leadership Academy</i> <p>Links: http://www.dot.state.al.us/</p>
--	--

	<p>Maxine Wheeler is the Training Bureau Chief for the Alabama Department of Transportations. With over 35 years in the training and development field, she understands the needs of today's workforce. Her 20 years of military service adds to her strengths in the coordination and development of programs.</p> <p>Willie Bradley – As the Alabama Department of Transportation Deputy Director of Fleet Management, Willie understands what it takes to create the needed future of ALDOT. Willie is a retired active duty United States Army Lieutenant Colonel. His past career of 21 years in the military adds to his outlook in maintaining strong organizations and establishing effective leadership within.</p>
11:30 am – 8:00 pm	NTTD Technical field session organized by Alabama DOT (Lunch on your own) & Evening Program

Thursday, October 12th

7:30 am – 8:45 am	Breakfast
8:45 am – 9:15 am	Day III Recap and GooseChase Update – Garrett Wheat
9:15 am – 10:30 am	<p>Workshop: Supporting Emerging Leaders: Refresh your approach to organizational leadership training</p> <p><i>This presentation will explore the process of researching, developing, and growing leadership development programs for emerging leaders. Two complimentary programs will be showcased, Vermont AOT's newly launched leadership program, initiated in July after a year of study, and the WASHTO Emerging Leaders Program, a regional DOT leadership development effort, administered by Idaho DOT. Through the stories of these two programs we will examine</i></p> <ul style="list-style-type: none"> • <i>A framework for steps in exploring how to establish a leadership program</i> • <i>Guidance on continuous evaluation and program growth and change</i> • <i>Engagement of Organizational Leadership to recognize value</i> <p><i>The presentations will allow time for questions and lead to an interactive exercise to challenge participants to think through actions that address their own need to start, refresh or expand programs at their organizations and to interact with colleagues in a collective learning and resource sharing exercise.</i></p> <p>Christine Hetzel is the Program Manager at VTrans Training Center, Vermont Agency of Transportation (VTrans)</p> <p>Tony Loomer is the Training and Development Manager at the Idaho Transportation Department, where he leads a team of experts who develop the employees of the ID DOT through coaching & mentoring, Leadership assessment, management expertise, technical skills training.</p> <p>Glenn McRae (facilitator) is the Director of the Northeast Transportation Workforce Center at the University of Vermont.</p>
10:30 am – 12:00 pm	Conference wrap-up; evaluation and networking Setting the Agenda for NTTD 2017-2018
12:00pm – 1:00 pm	Grab-n-Go Lunch