



State Transportation Commission
Director's Report | November 10, 2022



Director Paul C. Ajegba, P.E.

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Today's Topics

- Vocational Village
- Maintenance Challenges

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MDOC's Vocational Village

- Skilled trades program within three Michigan Correctional Facilities
 - Richard A. Handlon CF, Ionia MI
 - Parnall CF, Jackson MI
 - Women's Huron Valley CF, Ypsilanti MI
- MDOT has built relationship with the program over the last two years to help feed our maintenance pipeline through their CDL classes

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Vocational Village

- MDOT has supplied schools with plow simulator add-on to prepare students
- Currently over 70 candidates in CDL pipeline
- MDOT has made first hire from the program through competitive selection process. Candidate began with the department October 31st
- MDOT and MDOC are working collaboratively through the process to ensure candidate success



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Winter Operations

- Winter Maintenance - Collaboration between MDOT, County and Municipal Forces
- MDOT has 351 Permanent Transportation Maintenance Workers (TMW's) Dedicated to Snow Routes
- MDOT Supplements Winter Staffing Needs with Temporary Limited Term Employee Positions (LTE's)
- LTE's are Temporary Staff from November to March/April



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Temporary Winter Staffing Needs

MDOT Region	Supplemental Temporary Winter Staffing Needs (2022-2023)
Bay	6
Grand	10
Metro	3
North	0
Southwest	42
Superior	16
University	34
Total	111 LTE's

LTE: Limited Term Employee

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Maintenance Staffing

Challenges:

- Uncompetitive Wages and Benefits
- National CDL Driver Shortage
- Possessing the Required CDL License Endorsements
- Flexibility with CDL Requirements
- Ability to Pass Drug Test
- Varies on Geographic Location
- Challenges Apply to Hiring Permanent and Temporary Staff

Efforts:

- MDOT has hired a CDL Trainer for "In House" Training
- MDOT is Working with Civil Service to Revise Job Specification for Non-CDL Hires
- Continuing Recruiting Efforts



Photo: Magnet on MDOT Vehicles

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