

Department of Transportation and Public Facilities

Workforce Development¹

AK DOT&PF Workforce Profile

- ◆ Average age of new hire = 38
- ◆ Aviation employees: 30% retire in 5
- ◆ Highway employees: 31% retire in 5
- ◆ Marine employees: 41% retire in 5
- ◆ 34% of department employees can retire in the next five years

Unique
Challenges within
the Department



Current Recruitment and Retention

Based on factors such as retirement projections, unsuccessful recruitments and vacancy rates, the following job classes have been identified as those with the most critical staffing need in DOT&PF...

- Airport Leasing Officers class series
- Transportation Planner
- Planner Series
- Right-of-way Agents
- Engineering Assistant class series
- Engineer Architect I
- Equipment Operator Journey II
- Engineer Geologist series
- Senior Vessel staff such as Chief Purser, Chief Steward, Master and Pilot.
- Land Surveyors
- Information Technology series

These are the job classes with the **most severe** recruitment and retention problems. Most DOT&PF job classes have difficulty recruiting and retaining staff.

Current Challenges

- ◆ Advertising online- the state system does not allow applicants to post resumes.
- ◆ Attracting out of state applicants for hard to fill positions.
- ◆ The costs of training new state employees.
- ◆ The changes that restrain the growth of government, and allow the state to more effectively accomplish necessary services for its citizens.



What we
are doing
today



Classified Positions

- We recruit classified positions (except LTC) through Workplace Alaska.
- Short-term, Non-perm and ranges 7 and below are filled through the Alaska Employment Center.

Labor Trades and Crafts

- These positions are filled through promotional opportunities at the duty station.
- Referral from the Union
- Workplace Alaska
- Newspaper Advertising
- Word of Mouth
- Advertising at local stores

Alaska Marine Highway System

- Steward positions are posted statewide on Workplace Alaska (usually for 60 days in December and January)
- Oiler, Jr. Engineer and Able Bodied Seaman positions are filled through hard copy Marine Applications submitted to the AMHS Ketchikan office.
- Third Mate Engineer positions advertise through maritime academies and generally has an adequate applicant pool.
- Second Mate, Chief Mate, Pilot and Master positions are filled through internal promotions.
- First, Second and Third Assistant Engineer positions are posted to the fleet, if no one is interested then AMHS can ask for dispatches through the MEBA Hall.

Ted Stevens Anchorage International Airport

- Recruitment is through Workplace Alaska and is generally open for a sixty day period.
- Participate in Job Fairs
- Encourage applicants to come to the department for a tour and talk to veteran officers.

Fairbanks International Airport

- Advertising in the Fairbanks Daily News-Miner, Websites and Career Guides
- Career Fairs
- Public Events
- Special Displays
- Workplace Alaska

Where we want
to be



Future Workforce

- Apprenticeship Program (AVTEC)
- Construction Career Days
- EIT Program (Engineer-in-Training)
- Partnership with professional organizations
- Partnership with other state agencies and local governments

Future Workforce Development

- Mentorship with seasoned employees
- Supervisor training