TC3 Annual Meeting

April 2016
Organization Update

Outline

- TC3 Origins
- Mission and Vision
- TC3 Organization Structure
- AASHTO Member Benefits
- Major Accomplishments
- Organizational Goals
- State Champion Role
What is TC3?

AASHTO’s Training TSP

Transportation Curriculum Coordination Council

(Established in 2000)

- Technical Workforce Development
- National Coordinated Approach
- Leveraged Resources
- Cost-Effective Course Development
- AASHTO Technical Service Program (TSP) in 2013
**TC3 MISSION**

Develop, maintain, and provide effective access for a quality training curriculum to enhance the competency of the nation’s transportation technical workforce, with the focus on construction, maintenance, and materials.

**TC3 VISION**

Be the resource that the transportation industry relies on for job-related competency training, focusing on the construction, maintenance, and materials technical workforce.
TC3 Sponsor Agency

Transition to AASHTO

• 12 years working with FHWA

• Why AASHTO?
  – Both are state-run organizations with state-serving interests
  – Goals and mission are aligned
  – Broader and more influential reach with AASHTO’s support and backing
  – No federal restrictions on contracting
  – Ability to move toward a self-sustaining program

• Became an AASHTO Technical Service Program in 2013
Organization Overview

- TC3 Executive Board
- Council Members
- Six Working Committees
- Contract Services
## TC3 Leadership

### TC3 Executive Board

<table>
<thead>
<tr>
<th>MEMBER</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tom Byron</td>
<td>TC3 Chair</td>
</tr>
<tr>
<td>Mark Chaput</td>
<td>TC3 Vice-Chair</td>
</tr>
<tr>
<td>Howe Crockett</td>
<td>FHWA Representative</td>
</tr>
<tr>
<td>Chris Anderson</td>
<td>M-TRAC</td>
</tr>
<tr>
<td>Ron Stanevich</td>
<td>Mid-Atlantic QAW</td>
</tr>
<tr>
<td>John Grieco</td>
<td>NETTCP</td>
</tr>
<tr>
<td>Jeff Saddler</td>
<td>WAQTC</td>
</tr>
<tr>
<td>Keith Platte</td>
<td>AASHTO Staff Liaison</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>MEMBER</th>
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<tbody>
<tr>
<td>Nicole Majeski</td>
<td>AASHTO Region 1</td>
</tr>
<tr>
<td>Emily Elliot</td>
<td>AASHTO Region 2</td>
</tr>
<tr>
<td>Bill Stone</td>
<td>AASHTO Region 3</td>
</tr>
<tr>
<td>Vacant</td>
<td>AASHTO Region 4</td>
</tr>
<tr>
<td>Jim Feda</td>
<td>Subcommittee on Maintenance</td>
</tr>
<tr>
<td>Darby Clayton</td>
<td>Subcommittee on Construction</td>
</tr>
<tr>
<td>Chris Peoples</td>
<td>Subcommittee on Materials</td>
</tr>
<tr>
<td>Victoria Beale</td>
<td>At Large Seat</td>
</tr>
</tbody>
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TC3 Council Members
Volunteer Structure

TC3 Council Members
- State DOTs
- FHWA
- AASHTO Staff
- Associate Industry Members
## TC3 Committee Structure

<table>
<thead>
<tr>
<th>COMMITTEE</th>
<th>CHAIR</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Curriculum Management Committee</strong></td>
<td>Chris Anderson</td>
</tr>
<tr>
<td>Manages the curriculum, oversees new course development, and coordinates SME involvement</td>
<td>Iowa DOT</td>
</tr>
<tr>
<td><strong>Competency Matrix Committee</strong></td>
<td>Jim Feda</td>
</tr>
<tr>
<td>Maintains and revises the competency matrices as needed; oversees new matrix development</td>
<td>South Carolina DOT</td>
</tr>
<tr>
<td><strong>Communications and Marketing Committee</strong></td>
<td>Jeff Saddler</td>
</tr>
<tr>
<td>Boosts awareness of the TC3 and encourages engagement and participation through promotional materials</td>
<td>Utah DOT</td>
</tr>
<tr>
<td><strong>Performance Measurements Committee</strong></td>
<td>Victoria Beale</td>
</tr>
<tr>
<td>Obtains data to measure TC3’s performance, provide reports, and implements systems for improvement</td>
<td>Ohio DOT</td>
</tr>
<tr>
<td><strong>Technology Initiatives Committee</strong></td>
<td>Chris Peoples</td>
</tr>
<tr>
<td>Works to establish requirements for a TC3 learning management system (LMS) and compatibility, mobile solutions, and training delivery methods</td>
<td>North Carolina DOT</td>
</tr>
<tr>
<td><strong>Partner Outreach Committee</strong></td>
<td>Mark Chaput</td>
</tr>
<tr>
<td>Cultivates new and strengthens existing partnerships</td>
<td>Michigan DOT</td>
</tr>
</tbody>
</table>
TC3 Products and Services
Developed Through Collaboration

TC3 Products Available

• Employee Competency Matrices
• Comprehensive Web-Based Curriculum
• State Sharing Program
• Learning Management System (Bookstore)
• Interactive Website and Mobile App
As of April 2016, TC3 has trained more than 120,000 users through web-based training!
TC3 BENEFITS
Benefits to the States

DOT Benefits of Contributing

- Free Access to All TC3 Curriculum
- Participation in the State Sharing Program
- State Representation on TC3 Council
- Influence in Curriculum Expansion
- Free Travel Sponsorship to TC3 Annual Meeting
Benefits of TC3

Cost Savings

TC3 allows states to cost-effectively train staff with quality, relevant course material, saving them from the increasing training costs that continuously challenge DOT executives.

- TC3 annually develops up to 25 hours of web-based training (WBT), a level that could cost up to $325,000 if developed by individual states.
- Additional savings could exceed $150 per person/per training event.

Benefits of Fund Pooling:

- $20,000 state contribution
- $325,000 leveraged course development
- 1525% return on investment

TC3
Transportation Curriculum Coordination Council
Benefits of TC3

Innovation

TC3 courses are created using a rapid course development process through a collaboration of national subject matter experts while leveraging best practices.

- TC3 provides an evolving, quality curriculum to meet industry challenges.
- TC3’s new LMS offers improved user-friendly functionality.
- TC3 evaluates and updates courses on a 24-month basis.
Benefits of TC3

Skilled Workforce

As the current workforce retires, TC3 is dedicated to help protect against the loss of knowledge for the new workforce through quality training.

- More than 120,000 individuals have now trained through the TC3.
- 100% of AASHTO member states engage in TC3 training to develop the skills of their construction, maintenance, and materials workforce.
Major Accomplishments
TC3 First Three Years

Time of Transition

TC3 Has Matured As a TSP

• Updated Competency Matrices
• Updated existing Curriculum of 100 Courses
• Launched new learning management system (LMS) in August 2015
• Launched new TC3 Website August 2015
Curriculum Update

120,000 Trained and Counting!

- The new LMS platform is user-friendly and will house updated course material to further increase our user base.
- TC3 offers more than 110 online courses, available 24/7.
- 30+ hours of new courses are currently in development.
- The platform provides flexibility for promotions and subscriptions.
New LMS

TC3 Courses Have Moved to AASHTO Platform

• New LMS launched in August 2015
• Benefits
  – User-friendly interface and upgraded functionality
  – Constantly developing new and updated courses
  – Better control over updating tools
  – Ability to promote to and interact with users directly
  – Delivery of the most recent course content available
Communications Tools

Raising TC3 Awareness and Participation

• TC3 Mobile App launched in 2014
  – Available for Apple and Android devices
  – Regularly used for updates, announcements, promotions

• Direct communications
  – E-Newsletters and promotions sent to targeted list of more than 800 subscribers
  – Content updates to the website, app

• External communications
  – AASHTO Website
  – AASHTO Bookstore
  – Roads & Bridges

• New website and new LMS launched August 2015
TC3 First Three Years

Time of Transition

TC3 Has Matured As a TSP

• Updated Strategic Plan in 2015 based on new goals and vision
• Expanding curriculum to more than 110 courses
• Expanding Council Resources
• Working toward becoming self-sustaining
Goals Moving Forward
1) Grow the TC3 Organization
2) Strengthen and Expand
3) Manage and Expand the Resource
4) Implement Comprehensive Marketing Efforts
5) Effectively Manage Training Development
6) Manage Curriculum Inventory
Objectives:

- Continually evaluate Executive Board membership.
- Grow TC3 State DOT lead representatives.
- Enhance organization performance measures.
- Actively recruit volunteer Committee membership.
- Identify and engage new partners with common interests and ability to provide resource support.
Objectives:

- Strengthen relationships with existing partners.
- Explore expansion and support of additional AASHTO committees and technical service programs.
- Continue to look for opportunities to expand revenue.
- Continue to improve value and reach of the curriculum.
Objectives:

- Seek to expand the number of AASHTO contributing states.
- Recruit additional subject matter experts from the organizations and partners, and establish a comprehensive resource list.
- Seek to expand the number of people participating in the TC3 from contributing states.
- Retain membership and participation.
Objectives:

- Annually review and update the TC3 marketing plan.
- Implement marketing plan and activities.
- Continually update TC3 marketing materials.
- Share lessons learned regarding the use of the curriculum.
- Build awareness of TC3 training resources among the transportation community.
- Continue to develop marketing strategies to address the gaps in member uses of the TC3 products.
TC3 Goals
Effectively Manage Curriculum Development

Objectives:

• Solicit new course ideas from partners.
• Review and prioritize future training needs.
• Manage the training development each calendar year.
• Pilot new training methods.
• Manage a technical panel and SME resource list.
• Acquire web-based training (WBTs) from others to convert to the TC3 template when possible.
TC3 Goals

Manage Curriculum Inventory

Objectives:

• Manage TC3 Competency Matrices.
• Map new courses to the TC3 Competency Matrices.
• Update existing TC3 inventory every 24- to 36-months.
• Consider opportunities for course series.
• Refresh and manage transportation curriculum.
• Evaluate new course discipline areas.
GET INVOLVED
Get Involved!

Have a Stake in the Training

There are many ways to get involved with TC3:

• Support financially with a $20,000 state contribution.
• Become a state champion.
• Become a committee volunteer or subject matter expert.
• Contribute course materials to be used in development of new courses.

Contact a committee chair to find out more.
Get Involved!

Support Financially with a $20,000 Contribution

2015-2016 CONTRIBUTING STATES

= Contributing States
Lead in Your State!
Become a State Champion

Help get the message out:

• Promote TC3 curriculum internally, to your peers and management.
• Encourage your agency to contribute financially.
• Solicit new course ideas from your organization.
• Recruit SMEs from your organization.
Lead in Your State!

Have a Stake in the Training

Contribute your time and knowledge:

- Submit course materials to be used in new course development.
- Serve as a subject matter expert for new course development.
- Serve on 1 or more TC3 committees.
- Each new course developed provides value and benefit to all TC3 members.
Thank You!