



Alaska Department of Transportation & Public Facilities

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Mission

The mission of the State of Alaska Department of Transportation and Public Facilities is to ***Get Alaska Moving*** by providing for the safe movement of people and goods and through the delivery of state services.



What We Do

Statewide State of Alaska Department of Transportation and Public Facilities oversees:

- 254 airports,
- 11 ferries serving 33 communities,
- 5,700 miles of highway (14,800 lane miles), and
- 660 public facilities throughout the State of Alaska.



Core Values

Integrity: Ensure honesty, dependability, loyalty, and a high ethical standard

Excellence: Personal and department commitment to continually improve individual, team, and organizational knowledge, performance, and methods to provide superior service and products

Respect: Positive regard for colleagues and customers



Who We Are - Statewide

Workforce Statewide ~3000

- Administrative Services (WFD)
- Equipment Fleet
- Design & Engineering Services –(Technical Services)
- Marine Highways
- Statewide Aviation & International Airports
- Facilities
- Measurement Standards & Commercial Vehicle Enforcement
- Regions – Transportation (H. & A.)

Source: *Alaska Department of Transportation and Public Facilities*, 2010 Department Overview,
http://www.dot.state.ak.us/comm/documents/DOT_ANNUAL_REPORT_2010.pdf



Who We Are - Region

Regions – Southeast, Central, Northern
Work Force Central Region ~700

- Design & Construction
- Maintenance & Operations
- Project Control
- IT
- Planning



Who We Are – C.R. D.&C.

Work Force Central Region ~ 400

- Construction
- Contracts/ Procurement
 - Construction
 - Professional Services – (~60% Work Contracted out)
- Preconstruction
 - Highway Design
 - Aviation Design
 - Preliminary Design & Environmental
 - Right of Way
 - Traffic, Safety & Utilities
 - Materials



RESOURCES - Funding Transportation Segment

- Transportation-related construction in Alaska has been largely dependent upon Federal program spending
- Historically, approximately 90% of Alaska's surface transportation spending comes from Federal programs
- Reductions to Federal Highway spending could profoundly affect spending in Alaska



RESOURCES - Funding 2012 Overview – Transportation Segment

- Highways spending up 10%
- Airports, Ports and Harbors spending up 21%
- Continuing resolutions produce same level of federal funding as previous years
- Spending uptick primarily a result of increased state capital fund contributions



What We Do - Funding

2012 Statewide Construction Contract Activity - Aviation and Highways Spending

- Aviation
 - Carryover Projects from 2011 \$50,418,000
 - New 2012 Projects Advertising by July 1 \$120,340,000
 - \$170,758,000**
- Highways
 - Carryover Projects from 2011 \$383,179,000
 - New 2012 Projects Advertising by July 1 \$165,299,000
 - \$548,478,000**

**Total Projected Statewide Construction Contract Activity
\$719,236,000 - (~60% Central Region)**



What Does the Future Hold?

Uncertainty/ Challenges

Projecting Funding

- Potential Federal Program spending cuts
 - 2012 Construction should be unaffected
 - 2013 Season could be significantly impacted
- State Funding Variable but on a whole increasing

Projecting Expectations

- Infrastructure Priorities
- Leadership Fluctuations
- Regulatory Challenges

Projecting Work Force



What Does the Future Hold?

Work Force Challenges/Planning

- Predominately STEM Workforce – Greater Competition
 - **Science** – Geologists, Hydrologists, Life Scientists, Social Scientists, Planners
 - **Technology** – Computer Prog. & Support, Equipment Maintenance & Operations, Signal Operations, Intelligent Transportation, Masters
 - **Engineering** – Civil, Structural, Mechanical, Technicians
 - **Mathematics** – Statisticians, Budget Analysts, Appraisers,
- Aging Workforce –
 - ~30% (940) of DOT can retire in 5 year
 - Majority of Employees have more than 20 or less than 5 years of Service
 - Knowledge & Skill Gaps – Trend for 15 year
- Supply & Demand, Knowledge Gaps, Career Paths



Opportunities

Workforce Planning Program

- Administrative Services – Strategic Workforce Planning Program
 - Amanda Holland, Project Manager (amanda.holland@alaska.gov)
- Four Strategies – Training & Development, Recruitment, Retention and Outreach
- Team Based – Entire State
- Strategic - Best Practices, Efficient & “Missional”
- Promote Career Growth & Safety



PERSPECTIVES (An Old Timers Ramblings)

- Greater Technology – STEM in all Facets leads to diverse Career Opportunities
- Down turn in the Economy Gave DOT a reprieve
- “University of DOT” – Benefits, Pay, Cultural Changes
- Finding Gaps in Work Force Availability TODAY
- Hiring Practices – Not Streamlined (More Scrutiny More Accountability)





Summation

- Alaska is Unique
 - Still working to expand and modernize basic transportation infrastructure
 - Basic Services Lacking – No interstate,
- Department seeks sustained or increased funding levels to meet program needs- But Overall, the Outlook for Alaska's 2012 Construction Season is "Business As Usual"
- Work Force Development - Challenges and Opportunities
- Working at DOT & Serving the Public is a exciting, fun and challenging!



Questions?

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