

**NEW ENGLAND TRANSPORTATION CONSORTIUM
QUARTERLY PROJECT PROGRESS REPORT**

A. PROJECT NUMBER AND TITLE:

NETC 14-1

Measuring the Effectiveness of Competency Models for Job Specific Professional Development of Engineers & Engineering Technicians

B. PRINCIPAL INVESTIGATOR(s) & UNIVERSITY(s):

Chris Ahmadjian
UMass Amherst

C. WEB SITE ADDRESS (If one exists):

<http://www.umasstransportationcenter.org>

D. START DATE (Per NETC Agreement):

3/1/2015

E. END DATE (Per NETC Agreement):

12/31/2017

F. ANTICIPATED COMPLETION DATE:

7/31/2018

G. PROJECT OBJECTIVES:

The objectives of this project are:

1. To identify and review existing Competency Models (CM) and matrices that can help in the development of a DOT specific competency model
2. To perform a gap analysis on the existing CM's and matrices to create a DOT specific employee competency matrix
3. To create a CM framework for each of the NETC member states
4. To run a pilot program in one of the NETC member states
5. To determine the financial benefits (return on investment) of having a CM in place
6. To create an implementation plan and technology transfer strategy for the research results
7. To deliver a final report

H. REPORT PERIOD:

January 1, 2018 to March 31, 2018

I. ACCOMPLISHMENTS THIS PERIOD:

Current job postings were collected

Jobs descriptions/postings were compared to CM

Civil Engineer 1 job postings were compared across DOTs

Next steps:

- Review and update model framework
- Summarize and discuss results
- Complete draft final report

J. PROBLEMS ENCOUNTERED (If any):

K. TECHNOLOGY TRANSFER ACTIVITIES: *List any reports, papers, presentations published/presented during the report period or anticipated for the next quarter.*

L. STATUS BY TASK:

Task 1: Research Existing CM's and Matrices – 100% complete

Task 2: Determine Gaps in Existing CM's – 100% complete

Task 3: Develop a Transportation CM Framework for Each NETC Member State – 80% complete

Task 4: Run a Pilot Program in at Least One State – 0% complete

Task 5: Delivery of a Final Report – 40% complete

M. PERCENT COMPLETION OF TOTAL PROJECT: 70%

Project funding has expired. Work on the project continues toward completion of draft final report.

N. ACTIVITIES PLANNED FOR NEXT QUARTER:

Complete Final Report

O. FINANCIAL STATUS:

As of: *March 30, 2018*

Total Project Budget: \$ 100,000

Total Expenditures: \$ 85,615

Note: This report should not require more than 2-3 pages & should be e-mailed to the NETC Coordinator so as to arrive no later than three (3) working days after the end of each calendar quarter.