

**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:**

7/30/2018

**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:**

April 1, 2018 to June 30, 2018

**I. ACCOMPLISHMENTS THIS PERIOD:**

All jobs postings and specifications were collected for each CEE level across DOTs  
Postings/specifications were compared using two competency models  
Specific competencies gaps were outlined, according to models  
Interview guide was outlined to discuss missing gaps/skills across DOTs  
Working on scheduling plan for interviews with DOT representatives

**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 – 70% complete

**M. PERCENT COMPLETION OF TOTAL PROJECT:**

Project funding has expired. Work on the project has ceased with the exception of final report preparation.

**N. ACTIVITIES PLANNED FOR NEXT QUARTER:**

Complete Final Report

**O. FINANCIAL STATUS:**

As of: *June 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.**