CONSTRUCTION INSPECTOR DEVELOPMENT PROGRAM

Moving TXDOT Forward...
Construction Inspection Development Program

Why do we need it?

- Reduction in Construction Inspection Staff from Years Past
- New Money
  - Prop 1
  - Prop 7
- Legislative Appropriation of New FTEs
- CEI Perspective
**Construction Inspection Development Program**

- **Five Main Aspects of the Program:**
  - Provide a Career Path for Construction Inspector’s within TXDOT
  - Provide an Updated Inspector Development Manual
  - Provide a Boot Camp for focused Construction Inspector Training
  - YouTube Video Training Catalog
  - Current Online Training & Classroom Training
Construction Inspection Development Program

Career Path for Construction Inspector's within TXDOT

• HRD now Offers 6 Levels of Construction Inspection positions in the Job Family (previously 4)

• HRD has cross-walked current employees to the new Construction Inspection Job Family

• HRD has performed an Equity Review of all Construction Inspectors being cross-walked

• Equity Adjustments were made effective October 1st, 2017

• New Job Families can now be advertised and filled beginning September 1st, 2017
Updated Inspector Development Manual

• Construction Division has updated the Inspector Development Manual

• Content is updated to meet current Standard Specifications

• Manual update is now Complete and available to all Districts in hard copy and online versions
Construction Inspector Development Program

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Construction Inspector Development Program

Provide a Boot Camp for Advanced Construction Inspector Training

• Curriculum is currently under development (CST & WFD)
• First “Boot Camp” is scheduled for January 2018
• The pilot will request experienced Inspectors for the Boot Camp to help improve the class moving forward
• Modeled after Maintenance Leadership Academy
• Voluntary attendance at District Engineer’s discretion
• Austin-based to allow for “hands-on” training
• Minimum requirements for attendance
Construction Inspector Development Program

YouTube Video Training Catalog

- Currently the least developed element of the IDP

- YouTube Videos will be produced to give one-on-one, instant refresh or training to Construction Inspectors wherever YouTube is available (iphone, ipad, laptop, tablet)

- Testing procedures, measurement methods, construction ops, etc.

- In-house production as well as third party sourcing will be used.

- Many are already available on TXDOT’s YouTube Channel
Construction Inspector Development Program

Current Online Training & Classroom Training

- Existing CBT Training is available now
- Existing Classroom Training is available now
- Current count is between 80 & 90 classes
- More to come as development allows
- Don’t forget third party offerings to round out your needs
Construction Inspector Development Program

OJT is a one-on-one training located at the job site, where someone who knows how to do a task shows another how to perform it.

The Construction Inspection Development Program is not meant to be a substitute for good old fashioned On The Job Training.

It is a tool to be used by District Engineers, Area Engineers and Third Parties to aide in the development and refreshment of skills, knowledge and best practices that are best learned out on the projects across the Great State of Texas!!!
Construction Inspector Development Program

Construction Inspection Development Toolbox:
  - Career Path
  - Updated Inspector Development Manual
  - CI Bootcamp
  - YouTube Videos
  - OJT
Construction Inspector Development Program

QUESTIONS ???