

# TXLTAP MONTHLY NEWSLETTER

## 5-Stage Model to Attract and Retain Employees

Did you know that direct and indirect costs to replace employees who leave you can reach 3-4 times the employee's salary? The replacement process can take an average of 8-12 weeks! During that time, almost half of the other employees will experience some form of burnout from picking up additional responsibilities. Five Hidden Costs Of Employee Attrition states that onboarding a new employee can take 3 months and that same employee doesn't usually reach full productivity until between 1 and 2 years of employment. (www.forbes.com)

So why do cities and counties need a plan to attract and retain quality employees? It's simple...

- 94% of employees said they would stay with their company longer if it invested in learning and development. ([LinkedIn Learning Report, 2020](#))
- Clear onboarding processes improve retention rates by 23%.
- Inadequate employee training accounts for 40% of resignations.
- About one-third of employees resign within the first six months. Employees listed onboarding experience and unclear job expectations as one of the top reasons for their resignation. ([Employee Retention Statistics: A 2022 Overview](#) | TeamStage)

These are just a few of the alarming statistics pertaining to employee development and retention. What is the 5-Stage Model to Attract and Retain Employees? Funded by The Federal Highway Administration (FHWA) and Texas State Transportation Innovation Council (STIC) grant, this project is designed to assist cities and counties in the ongoing process of attracting, onboarding, training, engaging, and providing succession planning for their Public Works and Road and Bridge personnel to fill the declining ranks of Public Works Employees.\*

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## 5-Stage Model to Attract and Retain Employees Continued...

The 5-Stage Model to Attract and Retain Employees covers the following subjects in-depth:

- Stage 1: Recruiting and Selection
- Stage 2: Onboarding
- Stage 3: Training and Development
- Stage 4: Employee Engagement
- Stage 5: Succession Planning

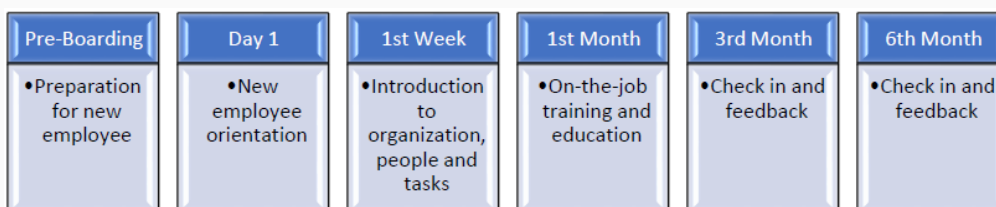
The program will provide you the tools to:

- Level the recruiting playing field through benefits, both paid and unpaid.
- Post, screen, interview, and make the job offer.
- Design onboarding strategies specific to your city/county for higher retention rates.
- Access training resources for new hires regardless of job classification.
- Understand various forms of training and why all are effective when utilized together.
- Tie training, job descriptions, and employee performance plans together for continuous employee engagement.
- Effectively employ engagement tools and strategies to include personal and professional development, coaching, mentoring, and employee recognition.
- Decide which tools may work best for your city or county based on the size and number of employees.
- Successfully employ a succession plan for your city or county making sure that you will have a continuous stream of talent in the pipeline.

The guide also contains three extensive attachments that provide detailed information and direct cities and counties to no-cost training and development activities. The guide was drafted and then reviewed by ten Human Resources Officials, Training and Development Personnel, and others engaged in the hiring/development/retention phases of Public Works employees.

In addition to the training, TxLTAP will conduct an on-site assessment at no cost to your city or county and assist you in developing strategies specific to your city/county's training needs.

\*This program was developed and implemented by TxLTAP Consultant, Ray Belk, who has over 40 years of Human Resources related experience.





## Every Day Counts 7 - Nighttime Visibility for Safety

The Federal Highway Administration's (FHWA) Every Day Counts (EDC) program works to identify and deploy innovations that can save time, money and resources for a nation on the move. Texas' vast rural highways and large state size make nighttime visibility critical in our state.

- FACT: The nighttime fatality rate is **THREE TIMES HIGHER** than the daytime rate.
- FACT: **76%** of all pedestrian fatalities occur at night.
- FACT: Almost **90%** of all traffic fatalities occur at intersections, to pedestrians and bicyclists and at roadway departures.
- FACT: Improving visibility along corridors, at intersections, and at pedestrian crossings can help reduce nighttime crashes and fatalities.
- FACT: Implementing measures to enhance nighttime visibility can save lives and, in some cases, reduce energy costs.

### Intersections

Well-designed lighting can reduce nighttime crashes at rural and urban intersections by 33-38%. This same lighting can also reduce nighttime pedestrian-injury crashes by 42%. Available safety measures include:

- Backplates with retroreflective borders
- Roundabouts
- Reduced left-turn conflict intersections

### Pedestrians and Bicyclists

Crosswalk visibility enhancements for pedestrians can reduce incidents by 25-47%. Available safety measures include:

- Pedestrian Hybrid Beacons
- Bicycle Lanes
- Pedestrian Refuge Islands

### Roadway Departures

Proper pavement markings or enhancements can reduce incidents at roadway departures by 16-38%.

Available safety measures include:

- Rumble strips and stripes
- Median Barriers
- Enhanced delineation for horizontal curves



For more on proven safety countermeasures and products listed under FHWA's Safe Transportation for Every Pedestrian (STEP) and Focus on Reducing Rural Roadway Departures (FoRRRwD) go to [www.fhwa.dot.gov](http://www.fhwa.dot.gov) search "STEP", "FoRRRwD" or "EDC 5".





## Build a Better Mousetrap Reminder

Have you or any member of your team created an innovative design, gadget, or idea to improve your workflow or processes? Innovations can range from tool development, technological advancements, or process streamlining. If so, we want to know!

TxLTAP is currently accepting any existing innovative ideas meeting the criteria listed below. Email ideas to [txltap@uta.edu](mailto:txltap@uta.edu).

Innovative Ideas must fall into one of the four categories:

- Innovative Project
- Bold Steps
- Smart Transformation
- Pioneer

## Instructor Spotlight



**Build a Better  
MOUSETRAP**  
National Recognition Program  
for Transportation Innovation



## Upcoming Conferences and Events

Visit Our Exhibit and/or Meet Our Team:

June 27-29: APWA Texas

July 16-20: NLTAPA, Columbus, Ohio

### RANDY RODRIGUEZ

Randy Rodriguez has over 20 years of experience with heavy equipment, holds a commercial driver's license and is bilingual.

"It was a great day...and Randy, as always, was a great instructor."

"I would like to personally thank Randy Rodriguez for being a great instructor."

Kendall County, Texas