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# TxLTAP September Newsletter

September 2024  
Volume 2 Issue 9

## USDOT Awards \$19.2 Million in Advanced Vehicle Technology Grants to Texas to Serve as National Model and Help Save Lives on Our Nation's Roadways

The U.S. Department of Transportation awarded Texas a \$19.2 million grant to accelerate the deployment of vehicle-to-everything technology through the Texas TRUST Project. This initiative aims to enhance road safety and efficiency, positioning Texas as a national leader in using connected vehicle technology to reduce roadway fatalities and improve traffic mobility.

[View More](#)



## Work Zone Safety: The Thin Orange Line

In 2019, 135 construction workers lost their lives in work zone incidents, underscoring a critical safety issue that's often ignored. Explore how new safety measures and technology are being implemented to protect both workers and drivers.

[Read More](#)

## OSHA - Heat Hazard Recognition

Prevention of heat-related illnesses is crucial year-round, especially during the summer season. Check out OSHA's Heat Hazard Recognition safety and health topic. This piece includes in-depth tables, stats, and information to keep the workplace safe and to avoid heat-stress risk to workers.

[Read More](#)

## Sustainable Pavements: From Aspirational to Attainable

The Federal Highway Administration (FHWA) emphasizes the need to adopt more reliable practices, by highlighting what is required to develop sustainable pavements.

## NHTSA Reminds Everyone to Drive Safely as Children Head Back to School

The NHTSA urges drivers to stay alert as children return to school, emphasizing safety around school buses and in school zones. With 104 school-related transportation incidents in 2022, NHTSA highlights the need for cautious driving and proper safety practices for students and parents.

[Read More](#)

Check out TxLTAP's



## Social Media!

View, follow, and share our TxLTAP social accounts. Stay up to date with the latest of what TxLTAP has to offer.



## 5-Stage Model to Attract And Retain Public Works Employees

### Better Roads Safer Roads Magazine

Did you know that the direct and indirect costs to replace employees who leave you can reach 3 – 4 times the employee's salary? Additionally, the replacement process can take an average of 8 – 12 weeks or longer. During that time, almost one-half of your 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 three months to become somewhat productive. A new hire can take 1 – 2 years to hit their stride and fully contribute to your team.

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

- 94% of employees said they would stay with their company longer if it invested in learning and development. (LinkedIn Learning Report, 2018)
- Clear onboarding processes improve retention rates by 23%. (Employee Retention Statistics: A 2024 Overview | TeamStage)
- Companies that create a strong onboarding program are 50% more likely to produce productive employees. (Society for Human Resources Management Survey)
- Higher early attrition rates result from 88% of organizations onboarding their employees inefficiently. (Top 100 Hiring Statistics for 2022 (linkedin.com))
- Inadequate employee training accounts for 40% of resignations. (TeamStage Employee Retention Statistics: A 2024 Overview | TeamStage)
- About one-third of employees resign within the first six months. Employee retention statistics in 2024 showed that of 1,000 employees, 31% quit their jobs within six months from their hire date. Employees listed onboarding experience and unclear job expectations as one of the top reasons for their resignation. (TeamStage Employee Retention Statistics: A 2024 Overview | TeamStage)

These are just a few alarming statistics all cities and counties face when hiring and attempting to retain quality employees. More than likely, you are experiencing unprecedented turnover in your county workforce and need help hiring quality replacements. We may have a solution to your problem.

[Continue Reading here...](#)



## Confined Space Tailgate Talk

These "Talks" provide supervisors with packages of materials, targeted towards a broad array of public works equipment and practices, that make it easy for them to carry out important safety talks. They are intended to be short and focused. Over time and together with existing practices and policies, they help build a culture of safety within local agencies.

[Check out more Tailgate Talks Here](#)

[Read](#)



## Where TxLTAP will be!



American Public Works Association  
Public Works Expo (APWA PWX)



Texas Municipal League (TML)  
Annual Conference

## TxLTAP Partners

FHWA

APWA

TxDOT

NACE

NLTAPA



### TxLTAP CDL Training Series

In honor of Truck Driver Appreciation week, TxLTAP will continue to host Entry Level Driving Training (ELDT) CDL training. This open enrollment training will take place September 16 and 17. Featured training will be over our LTP 801 and 802 courses, and will be held in Arlington, Texas. See below for details:

#### **Sept. 16 - LTP801: Train-the-Trainer**

8:00am - 5:00pm | Arlington, Tx

#### **Sept. 17 - LTP802: Theory/Knowledge Assessment**

8:00am - 5:00pm | Arlington, Tx

[Secure a Spot!](#)

This training series is a first come, first serve attendance. Please contact us if you are interested in CDL 801 Train-the-Trainer, or 802 Knowledge and Assessment.



### We Want to Hear From You!

We invite you to share your thoughts and ideas on the topics you'd like to see covered in our future newsletters. Whether it's industry insights, training tips, or specific issues that matter to you and your crew, your input will help us craft content that is both relevant and valuable to your needs. By letting us know what interests you most, you'll help shape the direction of our upcoming newsletters, ensuring we keep you informed on the subjects that matter to you.

[Share your thoughts!](#)

## Instructors Wanted

TxLTAP is currently seeking instructors with extensive **ASPHALT RELATED**

**EXPERIENCE and METAL GUARD RAIL EXPERIENCE** who are capable of traveling to various locations across Texas. Your expertise will play a crucial role in delivering high-quality training to local transportation professionals.

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# INSTRUCTORS WANTED

Are you looking for your next adventure in the great State of Texas?



## TXLTAP IS LOOKING FOR EXPERTS IN:

Email Your Resume and Letter of Interest to:  
**TxLTAP@uta.edu**



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817-272-2581 | txltap@uta.edu | 140 W. Mitchell St. Arlington, TX 76019

- ✓ Work Zone
- ✓ Infrastructure
- ✓ Safety
- ✓ Heavy Equipment
- ✓ Management
- ✓ Flagging
- ✓ Environmental
- ✓ Electrical

Interested Candidates

## More from TxLTAP!

Stay tuned for the exciting next steps from TxLTAP! Be sure not to miss out on upcoming trainings, Informative posts, and important announcements. Currently, TxLTAP is undergoing construction.

As part of our ongoing commitment to providing top-notch education and development, TxLTAP is in the process of developing a brand-new Training Catalog that will offer an expanded selection of courses, designed to meet the evolving needs of public works and transportation professionals.

While we undergo these exciting changes, we invite you to explore our current online catalog for a variety of valuable training opportunities that are still available. The TxLTAP catalog has something for everyone.

Stay connected with us for all the latest developments. Follow our social media, and be sure to stay informed and share our pages.

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TRAINING. TECHNICAL ASSISTANCE. RESOURCES.



BASIC SUPERVISOR & MAINTENANCE

**UNDER CONSTRUCTION**

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CONTROL

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