Date: 10/15/2021  Project Area: Special Projects

**Title:** ARDOT Workforce Performance Skill Metrics Tool

**Problem Statement:**

The new industrial revolution is underway, data connectivity and digitalization-based communication have led to tremendous advancement in transportation in the past few years.

Since the role of transportation engineers/workforce ranges widely from technical support to customer interaction, system design to management, there is a demand to develop a cadre of effective transportation workforce. However, it is necessary to explore:

1. What are the fundamental system skills that would influence the performance of ARDOT (labor, managerial, executive, & etc) workforce?

2. What are the corresponding leading indicators for appraising the performance of an individual engineer/staff?

**Potential Solution to Problem:**

The proposed system skill tool for KPIs can be applied at multiple levels: individuals, organizations, teams, and others. The outcome of the proposed instrument will provide a "performance profile" that presents the systems skill held by an individual workforce. Each profile consists of six letters that entail the state of skill for each workforce, and thus determine their level of performance to deal with problems emanating from complex systems domain.

This tool will guide every individual workforce to identify their strength and weakness on system skills knowledge and assess their potential capacity to successfully engage in AR transportation related job market.

Estimate of Problem Funding & Research Period: $90,000; 18 Months

**Estimated Project Duration:** 18 Months

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