

5.2 RECRUITMENT AND RETENTION

In 2013, at the request of the Transportation Secretary, an FDOT team was tasked with reviewing the P.E. Training Program and making recommendations on the need, objectives, structure, salary adjustments, number of positions, and duration of the program (see **Appendix L** for full study report). The study concluded that the P.E. Training Program’s retention has been positive over the previous 10 years, with an average retention rate of 72 percent, as shown in **Exhibit 5-10**.

EXHIBIT 5-10: P.E. TRAINING PROGRAM HIRING AND RETENTION, 2012-2003

	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	10-YEAR TOTAL	PERCENT
D-1	2	0	3	4	1	2	3	3	1	4	23	11.9%
D-2	2	0	2	4	4	2	4	6	3	5	32	16.5%
D-3	0	0	2	2	4	1	3	2	5	3	22	11.3%
D-4	3	4	4	4	7	3	8	3	6	6	48	24.7%
D-5	1	2	0	1	5	1	5	2	3	4	24	12.4%
D-6	0	4	0	2	3	3	2	2	2	6	24	12.4%
D-7	3	0	1	0	2	0	1	1	3	2	13	6.7%
CO/SMO	1	1	1	0	0	1	0	0	0	4	8	4.1%
TOTAL:	12	11	13	17	26	13	26	19	23	34	194	100.0%
STILL EMPLOYED:	12	10	12	15	22	11	20	12	12	13	139	
RETENTION:	100.0%	91.0%	92.0%	88.0%	85.0%	85.0%	77.0%	63.0%	52.0%	38.0%	72.0%	

Source: Professional Engineer Training Program Review, April 3, 2013, Florida Department of Transportation. Note: D1-D-7 represent the seven FDOT Districts. CO represents the Central Office.

The study also found that approximately 43 percent of supervisory positions and 40 percent of leadership and management positions at FDOT are held by former P.E. Trainees, as displayed in **Exhibit 5-11**. The team’s conclusions were that the P.E. Training Program was effective as a way to recruit, retain, and advance engineers at FDOT and to facilitate succession planning.

EXHIBIT 5-11: FORMER P.E. TRAINING PROGRAM PARTICIPANTS IN P.E./LEADERSHIP POSITIONS

	2012 PE POSITIONS	PE POSITIONS FILLED BY FORMER PET	PERCENT OF PE POSITIONS FILLED BY FORMER PETS	LEADERSHIP POSITIONS	LEADERSHIP POSITIONS FILLED BY FORMER PETS	PERCENT OF LEADERSHIP POSITIONS FILLED BY FORMER PETS	2012 PE SUPERVISOR POSITIONS CLASS CODES 4669 4672 4673	SUPERVISOR POSITIONS FILLED BY FORMER PETS	PERCENT OF SUPERVISOR POSITIONS FILLED BY FORMER PETS
D-1	52	17	32.7%	24	13	54.2%	17	6	35.3%
D-2	101	46	45.5%	30	14	46.7%	32	19	59.4%
D-3	61	36	59.0%	29	17	58.6%	22	13	59.1%
D-4	119	36	30.3%	31	10	32.3%	36	14	38.9%
D-5	84	23	27.4%	36	14	38.9%	27	9	33.3%
D-6	73	27	37.0%	23	11	47.8%	18	6	33.3%
D-7	48	9	18.8%	34	9	26.5%	13	3	23.1%
CO/SMO	116	30	25.9%	40	14	35.0%	10	6	60.0%
TOTAL:	654	224	34.3%	247	102	41.3%	175	76	43.4%

Source: Professional Engineer Training Program Review, April 3, 2013, Florida Department of Transportation. Note: 12/2012 data. Note: D1-D-7 represent the seven FDOT Districts. CO represents the Central Office.

Relative to the issue of Trainee compensation, the review concluded that the pay incentives, as outlined in **Exhibit 5.1**, should be continued, as it was believed that these pay increases were helpful in retaining trainees.