



Tackling Knowledge Continuity To Ensure A Skilled And Productive Roads And Traffic Authority

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Knowledge Continuity...Ensuring a skilled and productive RTA



- › RTA at a glance
- › Plan to achieve a future workforce
- › Traffic Systems, a case study
 - » What are we doing now
 - » Learning's, outcomes and results
 - » Risks of not acting v's taking action
- › Today, tomorrow and into the future....

RTA at a Glance

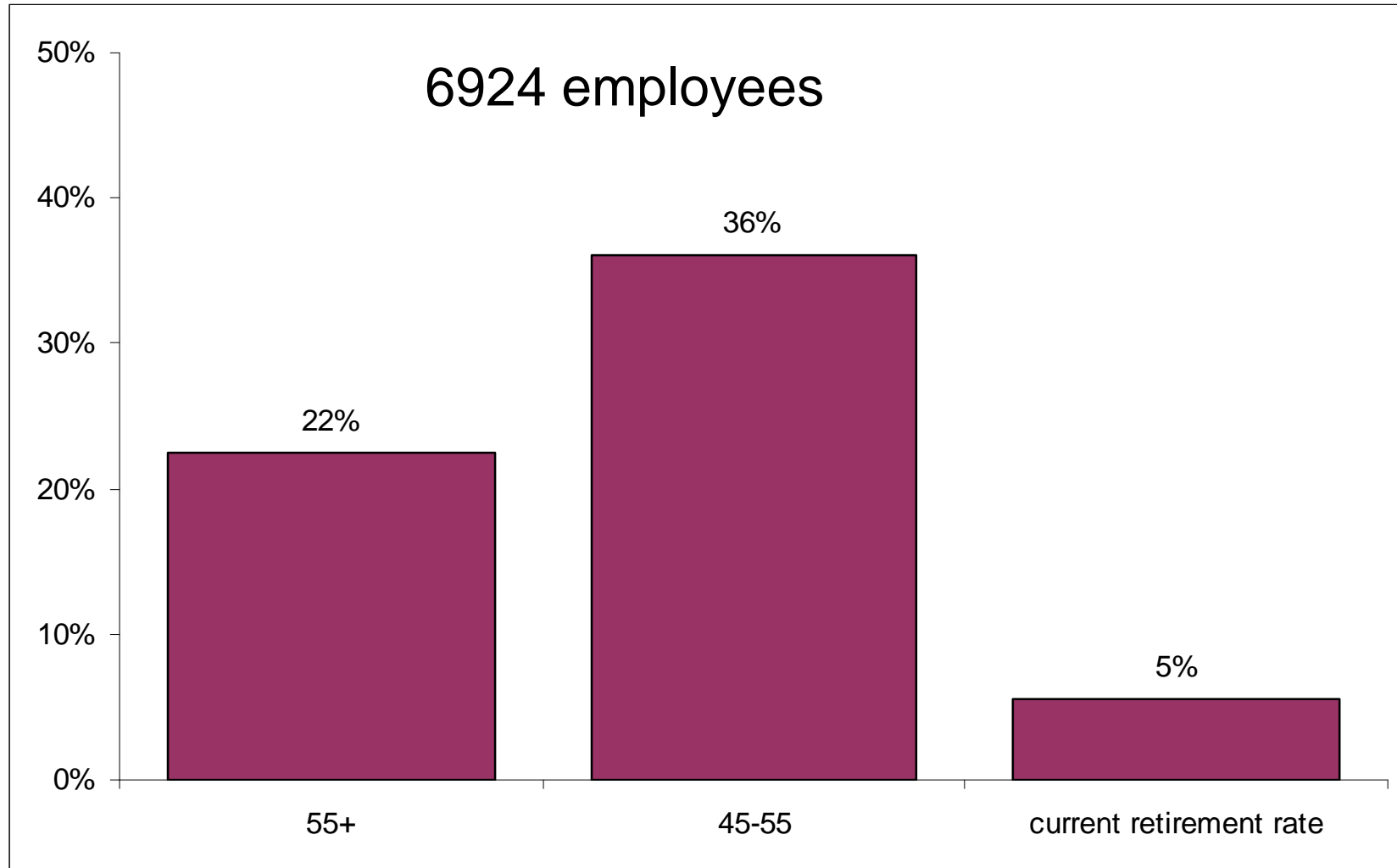


\$69 Billion assets

- › 17,912 km State Roads
- › 2946 km Regional and local roads
- › 4998 bridges
- › 3630 traffic signals
- › 180 offices including 129 registries



RTA at a Glance...our people



Plan to achieve a Sustainable Workforce...



- › Workforce Plan
- › Attraction and Retention
- › Succession Management
- › Knowledge Continuity



Traffic Systems, a case study



Highly technical employees
+
7 key retirements in 6 months
+
Over 300 years experience
+
Little documentation



= BIG RISK

Traffic Systems, a case study...



Knowledge Continuity Workshops

- » Identify critical positions and people
- » Identify what knowledge to 'download'
- » Develop 'knowledge capsules'
- » Communicate knowledge to appropriate audience
- » Support transition into next phase for employee
eg. re-engage mature workers

Traffic Systems – Learnings, Outcomes and Results!



Importance of

- › Identifying critical people and positions
- › Planning and timing
- › Listening to and valuing employees
- › Asking the right questions to get the right information
- › Taking ACTION!



Knowledge Continuity



Risk of not acting now

- › Loss of Corporate knowledge
- › Pressure on existing staff
- › Decreased morale
- › Ill informed decisions on retirement
- › Losing people we want to retain
- › Impact on employment brand ...



Workforce Sustainability – Today, Tomorrow and the Future



This is just the beginning

- › RTA leading the way in implementing a solid workforce plan
- › Building a Workforce to ensure a skilled and productive RTA now and into the future...



Tackling Knowledge Continuity to ensure a skilled and Productive Roads and Traffic Authority



Questions?



Thank you.