

HT MODERNIZATION

Overview of Highway Technician (HT) Series Updates
Summer 2024



Prepared by the
ODOT Offices of
Training & Labor Relations



**Department of
Transportation**

WHY HT MODERNIZATION?

- Helps **Recruitment & Retention**
- **Expedites Advancement**
 - Reduction of required classes **at each level**
 - **Elimination** of duplicate trainings
- Ensures **consistent staffing** for both maintenance and construction
- **Increases** construction inspection staff

IMPORTANT DATES

By July 22, 2024:

- ⇒ Current HT3s eligible for HT4s must sign HT3 Declaration Form.
- ⇒ Current HT3s not wanting to perform construction inspection must sign an HT3 Advancement Waiver.

Effective July 28, 2024:

- ⇒ Current HT1s with all requirements completed—including Class A CDL— will be reclassified to an HT2.
- ⇒ Current HT2s with all training and construction requirements completed will be reclassified to an HT3.
- ⇒ Current HT3s with completed training and construction hours (2080) may be reclassified to an HT4.
- ⇒ All HT3Ms and HT3C/Ms will be reclassified to HT3s.
- ⇒ Current HT4s with all requirements completed will be reclassified to an HT5.
- ⇒ Current HT5s in Test Lab with all requirements completed will be reclassified to an HT6.

After July 28, 2024:

- ⇒ HT5 and HT6 positions will be posted based on district needs and require a structured interview and skills assessment.

By October 15, 2024:

- ⇒ HT3s moving forward submit waivers
- ⇒ HT4s moving forward submit reassignment paperwork

HT1

Reduced required classes from 15 to 6

- No external certifications and no pre-requisites
- Removed Math
- Tests reduced from 30 to 15 questions
- Previous post test failures are reset
- No pre-testing
- Scheduled by each District

HT1 Courses:

- 101 OSHA 10
- 102 Maintenance of Traffic
- 103 Highway Maintenance
- 104 New Hire Equipment
- 105 Drainage
- 106 Highway Roadside

Class A CDL is required to advance to an HT2

Can be promoted to an HT2 while on probation

- Remainder of probation continues as an HT2

No New Waivers

- Existing waiver for HT1s will remain
- No new advancement waivers are permitted

Grandfather timeframe reduced from 5 to 3 years



Advancement from HT1 to HT2

Current HT1 Training Allocations

Previous Completions of ... (old courses)	Counts for... (new courses)
HT102 Personal Safety Awareness	HT101 OSHA 10
HT108 Work Zone Maintenance of Traffic	HT102 Maintenance of Traffic
HT114 Flexible Pavements	HT103 Highway Maintenance
HT104 Truck, Loader and New Hire	HT104 New Hire Equipment
HT112 Drainage	HT105 Drainage
HT115 Highway Roadside	HT106 Highway Roadside

All previous post test failures are reset

HT2

Reduced required classes from 11 to 7

- ACI is no longer required to advance to HT3
- Aggregate Level 1 moved from level 1 to level 2
- No internal certification tests
- Tests reduced from 30 to 15 questions
- Previous post tests failures are reset
- Closed book pre-testing

520 structured construction hours simplified from 7 to 4 categories

Grandfather period reduced from 9 years to 5 years

HT2 Courses:

- 201 Construction Operations Overview
- 202 Basic Highway Plan Reading *
- 203 Surveying *
 - ◆ *Basic Highway Plan Reading*
- 204 Structures *
 - ◆ *Basic Highway Plan Reading*
- 205 Asphalt Level 1 — Introduction to Hot Mix*
- 206 Sediment & Erosion Control*
 - ◆ *Prerequisite Courses*
 - * *Pre-Testing Available*

HT2 External Certification:

- 207 Aggregate Level One

HT2 Construction Experience:

- 80 hours Drainage, Water and Erosion
- 80 hours Traffic and MOT
- 280 hours Pavement and Roadway
- 80 hours Structures and Noise Barriers

Advancement from HT2 to HT3

Current HT2 Training Allocations

Previous Completions of ... (<i>old courses</i>)	Counts for... (<i>new courses</i>)
HT201 Construction Operations Overview	No change (<i>same course</i>)
HT202 Basic Highway Plan Reading	No change (<i>same course</i>)
HT203 Advanced Highway Surveying	HT203 Surveying
HT207 Advanced Structures	HT204 Structures
HT212 Asphalt Level 1	HT 205 Asphalt Level 1
HT116 Sediment and Erosion	HT206 Sediment and Erosion
HT 117 Aggregate Level 1	HT207 Aggregate Level 1

All previous post test failures are reset

HT3

HT3 Courses:

- 301 Technical Math*
- 302 Advanced Maintenance of Traffic*
- 303 Intro to Concrete*
- 304 Rigid Pavement *
- ◆ **Intro to Concrete**
- 305 Traffic Control Devices*
- 306 Earthwork*
- ◆ **Prerequisite Courses**
- * *Pre-Testing Available*

HT3 External Certification:

- 307 ACI Concrete Field Testing Grade 1
- ◆ **Technical Math, Intro to Concrete**

HT3 Construction Experience:

2080 total unstructured hours
(includes HT2 hours)

- ACI required to advance to HT4
- No internal certification tests
- Closed book pre-testing
- 2080 total construction hours required to advance (includes hours obtained as an HT2)
- Test lab trainings are no longer offered at the HT3 Level

Grandfather period is 7 years

- HT3Ms: From July 29, 2024
- HT3C/Ms: From most recent HT3C/M job entry date

HT3s will auto-progress to an HT4 once requirements are met (no posting required).

Waivers can only be signed:

- By July 22, 2024 for current HT3s
- Within 30 days of promotion from an HT2 to an HT3
- By October 15th of the year, with the waiver effective the first pay period in January of the following calendar year.

HT3C/Ms & HT3Ms will be reclassified to HT3s effective July 28, 2024

Advancement from HT3 to HT4

Current HT3 Training Allocations

Previous Completions of ... (old courses)	Counts for... (new courses)
HT106 Basic Technical Mathematics	HT301 Technical Math
HT210 Advanced Earthwork	HT306 Earthwork
All other trainings moved from Level 2 to Level 3 and all current HT3s have credit	

HT4

- HT4s are in county work units but are required to perform construction inspection duties
- HT4 trainings are mandatory – no waivers
- Moving forward, all HT5 positions will be posted based on district needs and will require a structured interview and skills assessment

HT4 Test Lab

- HT4s must **opt-in** to receive test lab training and certifications
- HT4s and HT5s will be scheduled collectively for test lab trainings and certifications based on their test lab opt-in date

HT4 Courses:

- 401** Contract Administration
- 402** Advanced Highway Plan Reading
- 403** Nuclear Safety
- 404** Radiation Transportation Safety Update (Recertification of 403 Nuclear Safety)
- 405** Environmental Policy Overview
- 406** Construction Projects from a Contractor's Perspective/Risk Management
- 407** Project Scheduling
- 408** Inspection & Control of Concrete

HT4 Test Lab Only Courses:

- 409** Quality Control & Quality Assurance

HT4 Test Lab Only Certifications:

- 410** Asphalt Level 2
- 411** Aggregate Level 2



HT5 Test Lab Only External Certifications:

501 Asphalt Level 3

◆ *Asphalt Level 2*

502 Aggregate Level 3

◆ *Aggregate Level 2*

503 Concrete Technician Certification

◆ *Prerequisite Courses*

- Both a field and testing position. No additional training required for field.
 - HT5s who **opt-in** to the test lab will be offered these external certifications
 - HT4s and HT5s will be scheduled collectively for test lab trainings and certifications based on their test lab opt-in date
- Moving forward, all HT6 positions in the Test Lab will be posted based on district needs and will require a structured interview and skills assessment



2024 HT SERIES MODERNIZATION HIGHLIGHTS



Department of
Transportation

HT ACADEMY

- ⇒ **Quicker advancement**
- ⇒ **More targeted training**
- ⇒ **More advancement opportunities**
- ⇒ **Choice in career path**
- ⇒ **Consistency in staffing**
- ⇒ **Increased construction inspection pool**
- ⇒ **Better retention**
- ⇒ **Eliminated mid-season reclassifications**

