



RECRUITING AND DEVELOPING TSMO TALENT

Session Speakers



Adam Gleason
ITS/TSMO EIT
HDR



Austin Yates
TSMO Engineer, District 4
Iowa DOT



Ashley Hochberger
TMC & Highway Helper Program
Manager
Iowa DOT



Todd Szymkoski
TSMO Manager
Gannett Fleming

TSMO Recruitment & Development Process



1. Expose

Educate on TSMO & Career Options



- ▶ **TSMO Career Presentations**
 - ▶ Showcase Mindset
- ▶ **Building Cross-Sector Relationships**
 - ▶ Organization Education



2. Hire

Thinking Outside The Box



- ▶ **Emphasis on Qualities, not Technical Experience**
 - ▶ Historically Self-Selection
 - ▶ Soft Skills
- ▶ **Educational/Experience Requirements**
 - ▶ Remove Barriers



3. Develop

Utilizing Resources



- ▶ **TSMO University**
- ▶ **NOCoe Resources**
- ▶ **Webinars**
- ▶ **Partnerships**

Next Steps



- ▶ **Peer Exchange**
- ▶ **Best Practices**
- ▶ **Combine Ideas Into Action Plan**



THANKS!

Contact Info: Adam Gleason

Email: adam.gleason@hdrinc.com

Phone: (712)-326-3717