



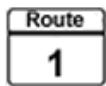
U.S. Department  
of Transportation  
Federal Highway  
Administration



A monthly feature for FHWA employees

DECEMBER 2010

## Upcoming Learning Activities



### Corporate Competencies

#### Important TMS Updates — Due Noon December 10, 2010

On October 1st, the Department of Transportation upgraded the electronic Learning Management System (eLMS) to the new Talent Management System (TMS). TMS is now the official repository for all FHWA's training.

OST has advised us that the eLMS approved Individual Development Plans (IDPs) will not be transferred to TMS. Instead, the Talent Development Division (TDD) will submit a roster of employees who would like a copy of their IDP from eLMS.

Immediately contact Suzy Tyson at [suzy.tyson@dot.gov](mailto:suzy.tyson@dot.gov) to submit your name to receive your eLMS IDP. The deadline to add your name to the roster is noon, (est) December 10, 2010. After this time, employees will no longer have an opportunity to obtain a copy of IDPs that were saved in eLMS.

#### Career Advancement Series

The *Career Advancement Series* is a webinar series for all Federal Highway Administration (FHWA) employees. It is intended to provide information and guidance for success in the FHWA.

Please register in the TMS under the Scheduled Offering and Item ID list below. If you have any questions please contact Suzy Tyson at [suzy.tyson@dot.gov](mailto:suzy.tyson@dot.gov).

**Topic:** How to Get Ahead at FHWA

**When:** Tuesday, January 11 from 2:00 to 4:00 (Eastern)

**Item ID:** DOT\_FHWA-T-04903

**Scheduled Offering:** 12481

**Web and phone information to join the session will be distributed once received.**

## Individual Development Plan (IDP) Workshops: A Road Map for Your Career

The monthly IDP workshops serve as a great resource for employees who want to create or update their IDPs. Participants will learn the significance of developing an IDP and how it benefits employees, supervisors, and the FHWA. The sessions will also provide guidance about using the Learning Highway, competency frameworks, and the Talent Management System (TMS) to develop IDP content.

Please register in TMS under the Scheduled Offering and Item ID list below. If you have any questions please contact Suzy Tyson at [suzy.tyson@dot.gov](mailto:suzy.tyson@dot.gov).

**When:** Tuesday, December 14 from 2:00 to 4:00 (Eastern)

**Item ID:** DOT\_FHWA-T-04903

**Scheduled Offering:** 12569

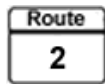
**Web and phone information to join the session will be distributed once received.**

**When:** Thursday, January 13 from 2:00 to 4:00 (Eastern)

**Item ID:** DOT\_FHWA-T-421003

**Scheduled Offering:** 12628

**Web and phone information to join the session will be distributed once received.**



### Leadership Competencies

## Manager's Monthly Meetings

The Monthly Managers Web Conference is part of our ongoing effort to provide FHWA managers, supervisors, and team leaders with learning and development opportunities; however, all employees are welcome to attend.

Please register in TMS under the Scheduled Offering and Item ID list below. If you have any questions or concerns, please contact Suzy Tyson at [suzy.tyson@dot.gov](mailto:suzy.tyson@dot.gov).

**When:** Thursday, December 16 from 2:00 to 4:00 (Eastern)

**Topic:** Addressing Employee Misconduct through Progressive Discipline

**Item ID:** DOT\_FHWA-T-340031

**Scheduled Offering:** 12595

**Web and phone information to join the session will be distributed once received.**

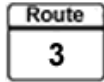
**When:** Wednesday, January 26 from 2:00 to 4:00 (Eastern)

**Topic:** Workplace Flexibilities: Alternative Work Schedules and Telework

**Item ID:** DOT\_FHWA-T-340031

**Scheduled Offering:** 12596

**Web and phone information to join the session will be distributed once received.**



## Professional Competencies

### New Instructor-led Training - 130078 Fracture Critical Inspection Techniques for Steel Bridges

The course curriculum for this training reflects current practices, while addressing new and emerging technologies available to bridge inspectors. Additionally, the course features exemplary training; hands-on workshops for popular types of nondestructive evaluation (NDE) equipment; and a case study of an inspection plan for a fracture critical bridge.

The first day of the training focuses on the concept of fracture critical members (FCMs), FCM identification, failure mechanics, fatigue in metal, and an overview of NDE methods. Day two includes demonstration sessions and hands-on applications of NDE techniques for dye penetrant, magnetic particle testing, Eddy current testing, and ultrasonic testing. Days three and four emphasize inspection procedures and reporting for common FCMs, including problematic details, I-girders, floor beams, trusses, box girders, pin and hanger assemblies, arch ties, eyebars, and cross girders/pier caps. The course will conclude with a case study detailing the preparation of an inspection plan of a fracture critical bridge. Additionally, the course instructors will tailor discussions of topics based on State needs and requirements.

“This training will help inspectors evaluate bridges more thoroughly and will provide them with additional knowledge in how structures work and what can take place when they don’t work,” states Bill Drosehn, district bridge inspection engineer for the Massachusetts DOT.

**Outcomes:** Upon completion of the training, participants will be able to:

- Identify fracture critical members (FCMs)
- Identify problematic details
- Identify areas most susceptible to fatigue and fracture
- Record defects
- Evaluate defects
- Assess nondestructive evaluation (NDE) methods
- Evaluate retrofit details

**Audience:** Public and private sector bridge inspectors, supervisors, project engineers, and others responsible for field inspection of fracture critical steel bridge members. Prior to taking this course, participants should have completed NHI course 130055, Safety Inspection of In-Service Bridges, or possess equivalent field experience relative to bridges.

**When:** All confirmed sessions are listed on the NHI Web site by date and course number. See the Web site link below.

**Length:** 3.5 days

**Contact:** For more information about this course and to view the upcoming training sessions, please visit the NHI Web site at [www.nhi.fhwa.dot.gov](http://www.nhi.fhwa.dot.gov).

# Items of Interest

## Free Online Courses at Colleges and Universities

Several colleges and universities are offering free online courses on subjects such as engineering, economics, visual communication design, technology, management, architecture and planning, and many more.

Some institutions offering the free courses include:

- African Virtual University
- Carnegie Mellon University
- Johns Hopkins Bloomberg School of Public Health
- Massachusetts Institute of Technology
- Open Courseware Consortium
- Tufts University
- University of Michigan

Free classroom and online courses are also available through the Federal Acquisition Institute and the Defense Acquisition University to meet your acquisition training needs.

For more information about courses offered by these institutions, as well as free acquisition training offerings, please visit the Freeways section on the [Learning Highway](#).

## Telework 101 Training Course

With the movement towards more flexible work schedules, telework or telecommuting has become more widely used throughout the Federal Government.

By definition, telework or telecommuting is when an employee uses an alternative work site for their scheduled work hours in lieu of reporting to their assigned duty location. Examples of alternative work sites include the employee's home or a telework center. To find out more about teleworking in the government, visit [telework.gov](http://telework.gov).

In support of the growing use of telework flexibilities, employees and managers have telework courses available in TMS.

For more information about the courses, or to complete the training, please use the information listed below to find the course information in TMS.

- Telework 101 for Employees (telecommuting)
  - COURSE DOT\_OPM-LEARNER-00001
- Telework 101 for Managers (teleworking)
  - COURSE DOT\_OPM-LEARNER-00002

# Highlights of Recent Learning Activities

## Basic Sign Language Class in Baltimore, Maryland

The Talent Development Division offered a Basic Sign Language class to FHWA employees working in the Baltimore Resource Center from June 22 through October 12. The Gallaudet University American Sign Language (ASL) instructor, who is herself deaf, led an engaging series that was successfully completed by eight participants.

Over the span of 16-weeks, participants were introduced to the basics of ASL, including the ASL finger spelling alphabet, vocabulary words, visual-gestural communication techniques, and basic conversational skills. Additionally, participants learned information about the Deaf Community and its culture.

Below are comments from three ASL students about the class.

*"I really enjoyed this class and practicing with everybody. Definitely, it was an exceptional class and at the same time fun."* -- Keilyn Perez

*"This class was a great experience! The instructor's methods of teaching made it very easy to understand and her dedication to each and every student, made it extremely fun! I would highly recommend it to anyone and look forward to more classes with her."* -- Joey Loeffler

*"Thank you for the opportunity...it was a great learning experience."* -- Jorismar Torres

## Contact Information

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