

several questions:

- Are there any limits or constraints that impact the practicality or usefulness of the countermeasure?
- Do any proposed countermeasures conflict with any other countermeasure?
- Would one countermeasure proposed for one type of crash create a possible negative impact on another crash type?
- Are there combined effects of the potential countermeasures that may be undesirable?
- What is the expected crash reduction for this countermeasure?

After answering these questions, assess the proposed countermeasures offering the greatest benefit. This may lead to developing short-term and long-term improvements as some countermeasures may be completed quickly. Other countermeasures may require time and money before implementation. Some short-term countermeasures may be implemented as an interim fix until the longer-term

improvements are constructed.

Implement countermeasures

The final step is to implement chosen countermeasures and monitor their effectiveness. It often takes years to obtain meaningful crash data after improvements are made, so expect a long-term monitoring period.

This is a systematic approach to crash studies. Although it is a time-consuming process requiring significant resources, the process should reduce the frequency and severity of traffic crashes.

Source:

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The Truth About the Value of Training



When budgets are tight many agencies consider cutting their training budget. It's not crucial spending, right? Wrong! Training affects employees and the department. Well-trained employees require less supervision, perform better, and develop a can-do attitude--saving additional time and money.

Training improves job satisfaction and increases productivity. It helps to strengthen and cement agency loyalty and job commitment. The chance to develop skills and learn new ones increases employee motivation.

Training reduces turnover. Studies indicate a lack of training is the leading cause of employee turnover. Agencies offering good training programs provide employees with an opportunity to gain necessary skills and improve existing skills--especially important to retain the best employees and attracting new ones.

Training rewards long time employees and aids in recruiting. Employees and potential employees understand that success on the job is related to gaining new skills and developing skills. Training is critical to organizational success.

Source

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