

WVDOT Newsletter

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WEST VIRGINIA
Department of Transportation



SUPPORTIVE SERVICES

- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
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- Plan Reading



West Virginia Electric Vehicle Charging Station Plan Revealed

Last Thursday, the West Virginia Department of Transportation (WVDOT) submitted its preliminary plan of proposed locations of electric vehicle (EV) charging stations to the federal government.

All 50 states will work under the National Electric Vehicle Infrastructure (NEVI) funding and deployment plan. West Virginia will receive \$47.5 million over five years to complete two phases to build out charging stations and help set up related businesses and jobs.

Phase 1 establishes federally required charging stations on what are being dubbed the nation's Alternative Fuel Corridors (AFCs). Those include West Virginia Interstates 64, 77, 79, 70, 68 and 81. The plan is to build EV charging stations every 50 miles along the AFCs. Construction is expected to begin in spring of 2023 and be completed in two years. Phase one is designed to assist electric vehicle owners in interstate and regional travel. As of June of 2022, West Virginia had 14 stations and 28 individual EV ports publicly accessible; these numbers exclude Tesla EV ports because the Tesla network is currently available only to Tesla owners. Overall, the average number of EV ports per station in the state is two. The minimum number of NEVI-program required ports per station along the AFCs is four. To meet the station spacing requirements of NEVI, stations must have at least four 150KW chargers. Additionally, the stations need to be within one mile of an electric AFC and stations must be spaced no more than 50 miles. Based on these requirements, it is estimated that West Virginia will need at least 12 NEVI-compliant stations.

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Leadership Styles & Outcomes

Understanding employee engagement & how to reduce turnover

For more than a generation, countless studies conclusively link leadership behavior to engagement, and engagement to business outcomes. It stands to reason then that the greatest effect a leader can have on a team is through the leader's behavioral agility. Even while the notion of leadership styles goes in and out of favor in business circles, one concept has remained constant — leadership style is highly situational.

For the sake of this article, we will focus on two areas.

First, "style" will be used as a descriptor of those situational moments, not a leader's comfort zone. Every leader works in a dynamic, fluid environment. On top of that, leaders lead people, and anything can happen with people. A truly successful leader continually experiments, learns, changes and improves their craft and behaviors. Second, we will discuss leadership "behavior," not vision and strategy. While these are important aspects of leadership, research strongly suggests that leadership behaviors are far more influential on engagement, retention and productivity.

How do you effectively apply the idea of agility to leadership behavior and outcomes, and what can you do about it?

Start With Data

The best place to start is to assess the environment, and you should do it through the eyes of your team members since they are the recipients of leadership practices.

The following six key indicators are based on large-scale research and market validation conducted by Vivo Team Development. Assessing these indicators will reflect how the team is operating, and what the barriers and strengths are relative to productivity. Within these six key indicators are measures of competence, motivation and collaboration.

1. Communication — Clear and open communication reduces misunderstanding, minimizes work delays and enhances overall productivity.
2. Interactive feedback — Ongoing interactive feedback between team members is a basic essential requirement for improving team effectiveness and performance.

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About The WVDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on WVDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



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