

# STRATEGIC PLAN



## VISION

Washington travelers have a safe, sustainable and integrated multimodal transportation system.

## MISSION

We provide safe, reliable and cost-effective transportation options to improve communities and economic vitality for people and businesses.

## VALUES

- Safety
- Engagement
- Innovation
- Integrity
- Leadership
- Sustainability

## GOALS

- Inclusion
- Practical Solutions
- Workforce Development



## INCLUSION

Strengthen commitment to diversity and engagement in every aspect of our work.

- Inclusive Workforce - listen to every voice and consider different perspectives
- Diverse Workforce - continue building a workforce that reflects the communities we serve
- Diverse Business Spending - meet our state and federal diverse business goals while increasing awareness of the need for a DBE program
- Create Opportunity - increase industry's capacity by promoting apprenticeship and mentoring programs
- Community Engagement - engage stakeholders during all phases of projects to develop and maintain relationships with WSDOT

## PRACTICAL SOLUTIONS

Prioritize innovative, timely and cost-effective decisions, with stakeholders and partners.

- Asset Management – determine needs and develop investment strategies to manage system assets to appropriate service levels
- Practical Decision-Making – achieve a common understanding of Practical Solutions and how to apply it throughout the agency and with our partners
- Integrate Systems & Modes – ensure multimodal access to community, goods and services by optimizing system performance
- Aligning Investments – engage partners to plan, operate and deliver complementary system investments
- Budget & Policy Alignment – engage the Legislature and Office of Financial Management (OFM) to better align the agency's budget with its prioritized needs & goals

## WORKFORCE DEVELOPMENT

Be an employer of choice by hiring, training and retaining skilled workers to meet Washington's transportation needs.

- Employee Engagement – encourage and act on employee feedback
- Modern Work Environment - continue building a flexible and mobile work environment through technology and innovation
- Talent Development - value our employees through training and other opportunities
- Talent Pipelines - analyze applicant pools and use varied recruiting methods to find exceptional talent
- Workforce Analysis and Growth - understand market trends and work to offer competitive compensation and ensure succession

## DASHBOARD

<https://bit.ly/wsdotdashboard>

## QUESTIONS?

Email [StrategicPlan@wsdot.wa.gov](mailto:StrategicPlan@wsdot.wa.gov)

## FOR MORE INFORMATION

[www.wsdot.wa.gov/about/secretary/strategic-plan](http://www.wsdot.wa.gov/about/secretary/strategic-plan)

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