

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

GOAL AREAS

- Inclusion
- Practical Solutions
- Workforce Development



INCLUSION

Strengthen commitment to diversity and engagement in all of WSDOT's business processes, functions and services to ensure every voice is heard.

Internal Workforce

- Inclusive Workforce - ensure every voice is heard and different perspectives are considered
- Diverse Workforce - reflect the communities we serve and value our diverse workforce

External Business Partners

- Diverse Business Spending - create an awareness of, and meet our state and federal diverse business goals
- Create Opportunity - grow our capacity through the Mentor-Protégé program, apprenticeships and pre-apprenticeship participation, and by promoting opportunities

Community Engagement

- Community Engagement - Develop and maintain stakeholder relationships, both traditional and under-represented/under-served. Engage stakeholders before, during and after projects, and in general outreach

PRACTICAL SOLUTIONS

Prioritize innovative, timely and cost-effective decisions, with our partners, to operate, maintain, plan and build our multimodal transportation system.

- Asset Management – establish asset management plans supported by needs and funding strategies; manage assets to appropriate service levels
- Integrate Systems & Modes – integrate transportation modes to complement each other, considering system needs and operations - whether on the federal, state or local system - while managing demand to maximize underutilized capacity
- Practical Decision Making – make agency investment and operating decisions based on balancing transportation, community, economic and land use needs within legal and budgetary constraints
- Aligning Investments – engage partners to plan, operate and deliver complementary system investments
- Budget & Policy Alignment – engage policy makers while aligning capital and operating budgets that are based on prioritized needs

WORKFORCE DEVELOPMENT

Be an employer of choice, creating a modern workforce while attracting and retaining quality workers to deliver our legislative, regulatory and service requirements.

- Employee Engagement – listen and act on employee feedback
- Modern Work Environment – implement initiatives to attract and retain our workforce
- Talent Development – invest in our staff through training and other opportunities
- Talent Pipelines – find the best possible talent for WSDOT
- Workforce Analysis and Growth – evaluate systems to achieve and maintain competitive compensation, employee development and succession

QUESTIONS?

Email

StrategicPlan@wsdot.wa.gov

MORE INFORMATION CAN BE FOUND AT

www.wsdot.wa.gov/about/secretary/strategic-plan

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