

Strategic Objective 6.1—Develop Human Capital

Build a capable, diverse, and collaborative workforce of highly skilled, innovative, and motivated employees by making DOT a workplace of choice through employee empowerment and engagement, learning and development, succession planning, workplace flexibilities, and a healthy and safe workforce.

PERFORMANCE OVERVIEW

DOT's ability to provide transportation programs and services that meet the Nation's needs depends on excellent management of our organization and resources. The Department must build a workforce that can meet the challenges of this decade, especially in light of the pending retirement of many of its eligible employees. Retirement eligibility among our employees will continue to increase over the next several years given current workforce demographics. Mastering key competencies and skill sets needed in the future is key to effectively perform our jobs. Succession planning and employee engagement will be critical for retaining or replacing retiring employees. In addition, hiring and training will become increasingly important. DOT will implement workforce planning, competency-based hiring, and competency-based training to ensure the Department has a diverse and capable workforce; promote selfless leadership that focuses on performance and thrives on collaboration, while leveraging employee inclusion and engagement; and foster a culture of continuous learning and improvement among its employees.

DOT Operating Administrations: All Operating Administrations.