

Status Report for STIC Incentive Projects

July 18, 2023

State: NC

STIC Incentive Projects

Project Name	State Champion	Federal Fiscal Year	Federal Funds - Amount Allocated	Federal Funds - Amount Obligated	Federal Funds - Amount Expended
Ladders of Opportunity	Nastasha Earle-Young	FY22	\$50,000	\$50,000	\$0

STIC Project #1: Creating Ladders of Opportunity to Advance NCDOT's Diverse Engineering Workforce

Progress Report #:1

Description of Proposed Work: (Overview of Project Proposal and Anticipated Outcome)

In this project, Deliverable 1 will assess and document the current state and challenges of female engineers, including data analyses and staff interviews. Deliverable 2 will recommend changes to the agency's organizational charts, position classifications, and promotional opportunities.

This project is critical to North Carolina to ensure that our workforce is representative of the state which we serve. Additionally, diversity at all levels ensures unique viewpoints are represented during the development of transportation projects.

Status: (Current progress that has been made on STIC Incentive project/activity including any benefits that have been realized)

The notice to proceed was issued to VHB on Friday, July 14, 2023. We will be having a kickoff meeting on August 15. NCDOT has developed a Women's Employee Resource Group called Women Connect. We have introduced the concept to Women Connect and members have agreed to participate in interviews/focus groups to help with the project during its development.