

Status Report for STIC Incentive Projects

May 24, 2024

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	\$48,824.29

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

Progress Report #:2

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. A kickoff meeting was held 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. The consultant met with the WomenConnect Board on October 9 to provide an overview of the project and a summary of data and feedback received from interviews.

Interviews were conducted in September 2023. A summary report was submitted on September 29.

An employee survey was developed by the consultant and distributed by the Department on October 30. The survey closed on November 9. The results were summarized and submitted for review on November 30.

Focus groups were held on January 15 and January 29, 2024.

VHB submitted a Draft Existing Conditions Report on March 19, 2024 and Draft Recommendations on April 1, 2024. Comments were provided by the Leadership Team in meetings held on April 5, April 10 and in emailed correspondence. A revised draft report (combined existing conditions and recommendations) was submitted on May 24, 2024.