

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	\$50,000

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

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: The project has been completed.

A women in engineering task force and Women in Engineering Leadership initiative will be developed to help with the impleation of the findings and goals. The plan identified 6 key actions that are needed to support meets the goals that were established. The goals of the plan are below.

6 Key Actions

- Strengthening University Connections
- Implement a Trageted advertising and recruitment strategy
- Increase female representation at recruiting events
- Develop targeted outreach
- Create a high vsbility capagin (WE@NCDOT)
- Establish measureable goals and metrics

1. Increasing the percentage of women engineers hired for the TEA program to at least 20% in December 2025/January 2026.
2. By December 2025, ensure all female engineers have individualized career plans.
3. Increase access to opportunities, provide clear career pathways.