

Workspace Innovations Washington State Department of Transportation

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VALUES

Safety • Engagement • Innovation • Integrity • Leadership • Sustainability

INCLUSION

Strengthen our commitment to diversity and engagement in all WSDOT 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

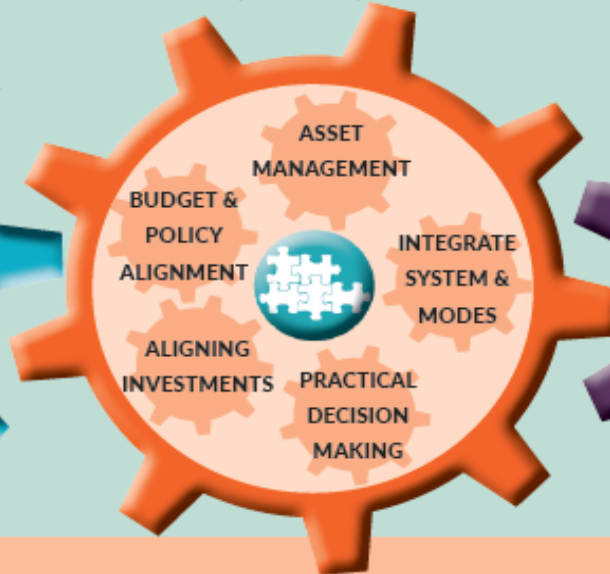
- DBE Goals - create an awareness of, and meet our state and federal Disadvantaged Business Enterprise goals
- Create Opportunity - grow our capacity through the mentor-protégé program, apprenticeships, vendors, small works and WEBS

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 - through training and other opportunities, invest in our staff
- Talent Pipelines - find the best possible talent for WSDOT
- Workforce Analysis and Growth - evaluate systems to achieve and maintain competitive compensation

VISION

Washington travelers have a safe, sustainable and integrated multimodal transportation system.

VALUES

Safety • Engagement • Innovation • Integrity • Leadership • Sustainability

MISSION

We provide safe, reliable and cost-effective transportation options to improve communities and economic vitality for people and businesses.

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.



Workforce Development Strategies

Employee Engagement

- Listen and act on employee feedback

Modern Work Environment

- Implement initiatives to attract and retain our workforce

Talent Development

- Through training and other opportunities, invest in our staff

Talent Pipelines

- Find the best possible talent for WSDOT

Workforce Analysis and Growth

- Evaluate systems to achieve and maintain competitive compensation

Workforce Development is one of three agency strategic plan goals; the others are Inclusion and Practical Solutions.

Version JP0418

Infants at Work

The idea of bringing babies into the workplace has been explored by local jurisdictions and by the private and non-profit sectors, but it's relatively new to Washington's state agencies.

The Department of Health was the first agency to embrace this concept; they officially implemented their Infants at Work (IAW) policy on July 1st, 2015.

There are several state agencies participating in this program with WSDOT kicking our pilot off in early 2017.

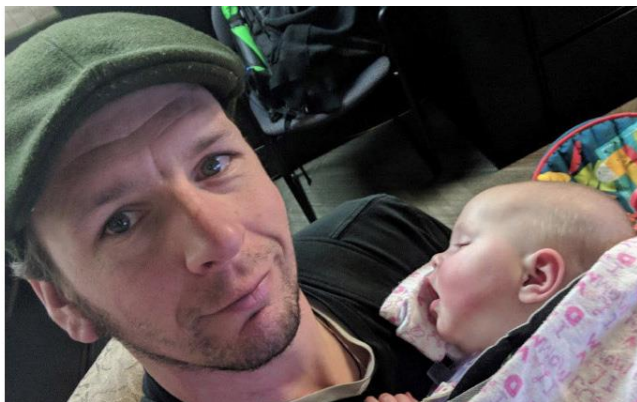


Infants at Work

The main components of the program are pretty standard across agencies:

- Babies of approved participants can come in from the age of six weeks to six months, or until they are crawling.
- There must be at least two approved back-up caregivers.
- A safety checklist and risk assessment of the parent's workspace must be done.
- Parents can bring only one infant into the workplace at a time.
- Parents and caregivers still need to be able to get work done.
- Sick infants or infants that are fussy/disruptive for a prolonged period are taken home.
- Employee's position must be conducive to IAW

KOMO News



Benefits

Increases employee retention

Employees interested in returning from leave sooner, increasing dedication to the employer, and greater employee satisfaction and long term productivity.

Offers health benefits

Supporting critical bonding, infant brain development and prolonged breastfeeding

Saves money in daycare costs

Fathers can participate too, letting them be more involved in baby bonding.

Stats

From March 2017 to March 2018, 14 eligible employees participated in a pilot program that allowed them to bring their infants to work.

- 94 percent would recommend other workgroups to participate
- 67 percent would more likely recommend WSDOT as a place to work.
- Overall satisfaction of program is a 4.2 out of 5 (5 being “very satisfied”).
- Impact to productivity is reported at 3.7 out of 5 (with 1 being “extremely negative impact” and 5 being “most positive impact”).
- Influence of program on employee morale is rated at 4.3 out of 5 (5 being “most positive impact”).

IAW Program has become WSDOT policy; 18 new parents were enrolled as of April 2018.

Results

