



Reinvigorating Succession Planning and Special Recruitment Programs

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NJDOT Civil Rights

NJDOT SUCCESSION PLANNING (SP)

Overview/History

- Supported by Commissioner and Senior Leadership
- Implemented 2001- Division of Employee Support
- Director, Manager and 3 Staff

NJDOT SUCCESSION PLANNING (SP)

Overview cont.

- Mission Statement Linked to NJDOT's Mission
- Succession Planning Steering Committee
- Core Competencies
- Development of Profiles for SES Positions
- Application Process

NJDOT SUCCESSION PLANNING (SP)

Overview cont.

- Individual Development Plan (IDP)
- Additional Development Tools
 - Training/Formal Education
 - Mentoring Program
 - Taskforce Assignments

Program Discontinued- 2010

NJDOT SUCCESSION PLANNING (SP)

Potential Pilot

- Based on Strategic and Workforce Development Plan
- Diversity in Participants- Race/Gender
- Two Tiered Program
 - Executive Level- Targeted SES Positions
 - Professional Level- Targeted Professional Positions

SP is Transferrable to Local Governments



QUESTIONS/ANSWERS

ROUNDTABLE