

CIA TEAM

**Organizational
Support &
Improvement**

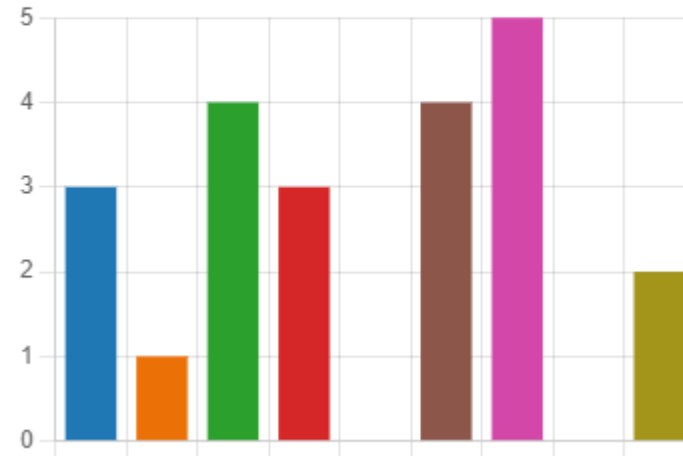
NJDOT – Chrystal Section on
behalf of Zenobia Fields

Group Input – Survey Results for Mentoring

1. How do you believe matches should be made for Mentoring Program? (Select Top Three)

[More Details](#)

● By Discipline (i.e. engineer, plan...	3
● By Unit	1
● Mentee Selection from Mentor ...	4
● Staff - Manager Pairing	3
● Peer Pairing	0
● Compatibility Survey	4
● Speed Mentoring	5
● Supervisor Assignment	0
● Other	2



Disciplines

- Planner
- Engineer
- Accounting
- Auditing
- Technology
- Environmental
- Project Management
- Data Science/Analyst
- Research and Innovation
- Cross-cutting
- Construction management
- Mechanics and Electricians
- Trades – ie. Carpentry, real estate

Mentor Profile Categories

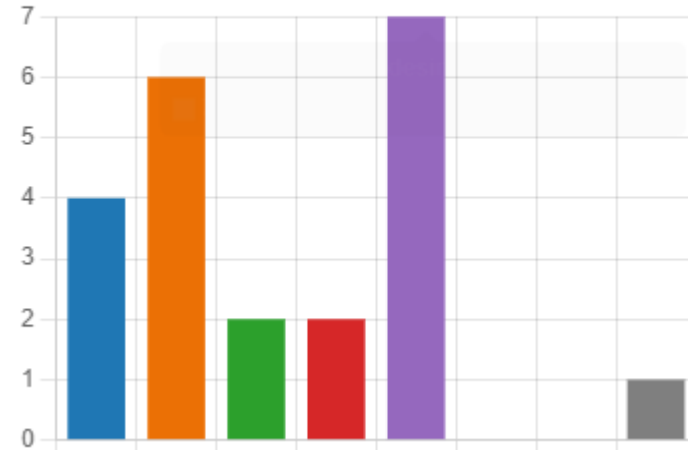
- Mentee needs – 360 match
- Career level skills – strengths, development goals, mid-level and above
- Organization skills and Soft skills
- Organizational Awareness*
- Background – education, work experience (yrs at DOT and prior), supervisory experience
- Gender

Group Input – Survey Results for Skillsets

2. How skillset development needs be identified? (Select Top Three)

More Details

● Align with NJDOT mission	4
● By unit business function needs	6
● By knowledge transfer gaps	2
● By CSC title requirements	2
● Strategic vision of desired in-ho...	7
● Best practice scan	0
● Peer exchange	0
● Other	1



Skillset

- Clean/Green Economy – mechanic/electrical and trades
- Equity Officer - 508 Compliance – information accessible for all abilities
- Software/Hardware Development
- GIS
- Data Integration and Application Development
- Data Analytics and Visualization
- Connected Vehicle and Infrastructure
- Cloud Computing
- Communication/Presentation
- Staff driven?

Unit Needs

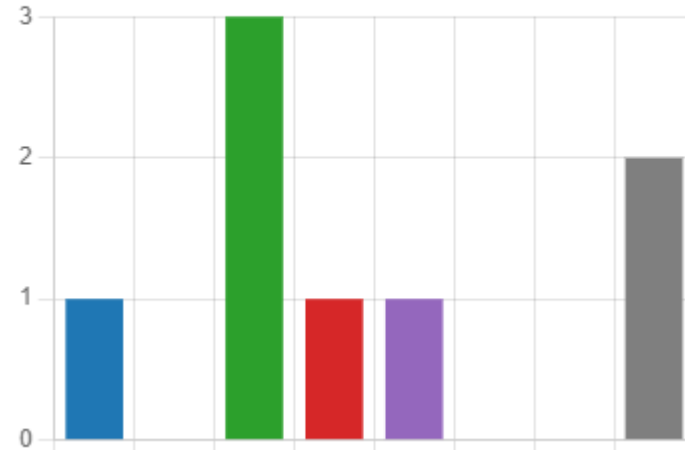
<u>CPM</u>	<u>F&A</u>	<u>TOSS</u>	<u>PMGA</u>
Digital As-Builts/BIM PMRS		Cyber/Data Security Procurement and Accounting – New Activities/Demands	Trades Diesel Mechanics Electrical Mechanics ITS
			Resiliency Electrician Infrastructure

Group Input – Survey Results for Outreach

3. What external partners should we engage first?

[More Details](#)

High Schools	1
Trade/Vocational Schools	0
Colleges/Universities	3
Professional Associations	1
Other State Departments	1
Federal Agencies	0
MPOs	0
Other	2



Colleges/Universities

- County Colleges
- Trade/Vocational Schools
- Promotional Video
- Open House

Others

Speaker Bureau outreach – each unit, Talent Acquisition teams – through personnel coordinators

Trade associations for job postings

Staff mentoring of high school students – formalizing or promoting TRAC & RYDES program

Union partnership

Workforce Development Plans – through Civil Rights (Civil Service Requirement)

Expand “Take you child to work day”



QUESTIONS?