

Workforce Development

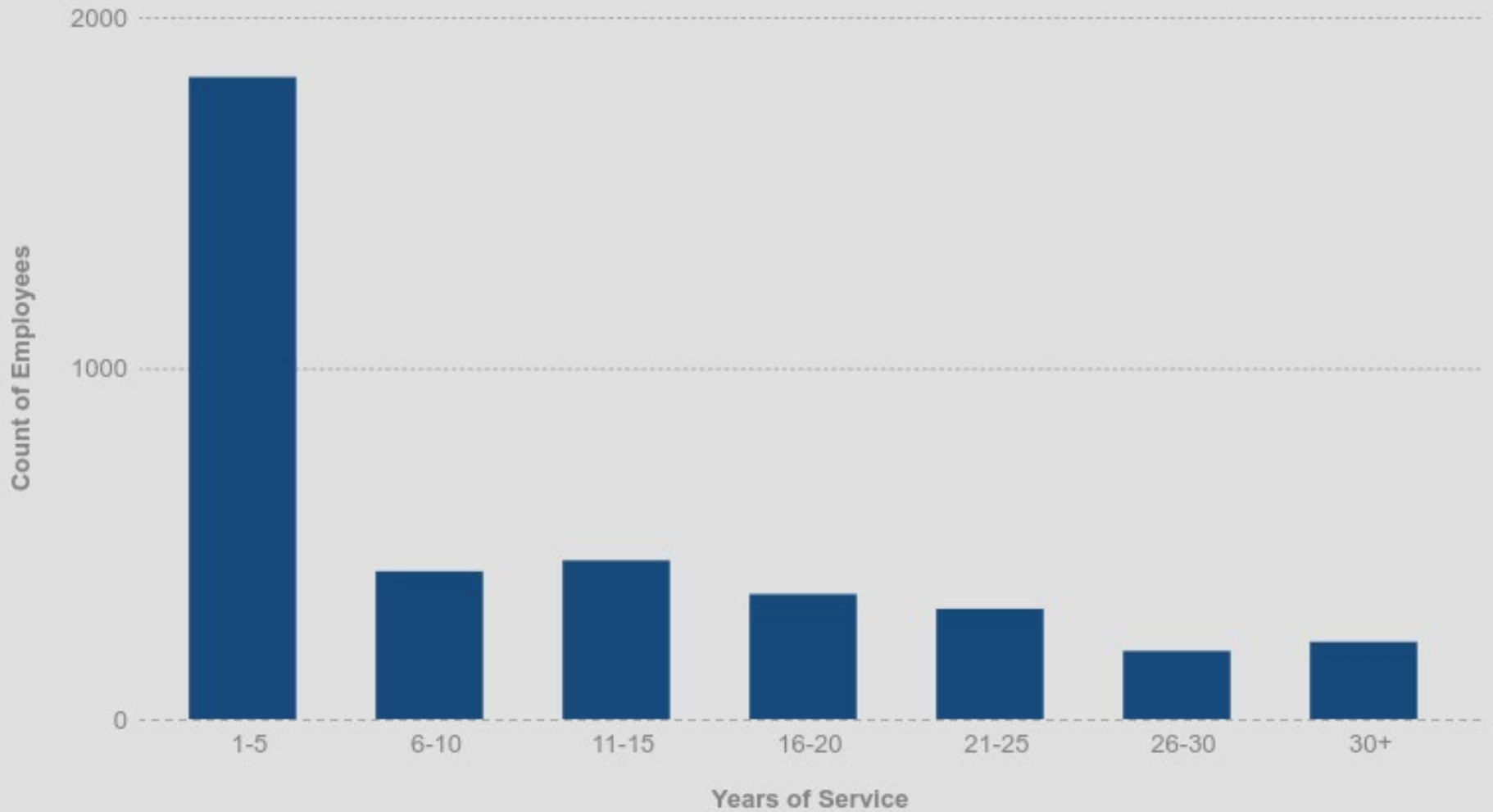
Adapt - Evolve - Survive

Presented by: Delaine Linville, Assistant Chief Bureau of Administration, TDOT



Anole Lizard (*Anolis scriptus*)

TDOT Employee Years of Service



A Change in Workforce Dynamics



Generation eaZy on the Rise



Emerging Leaders Need Guidance



Our Focus

01

Strategic
Organizational
Planning

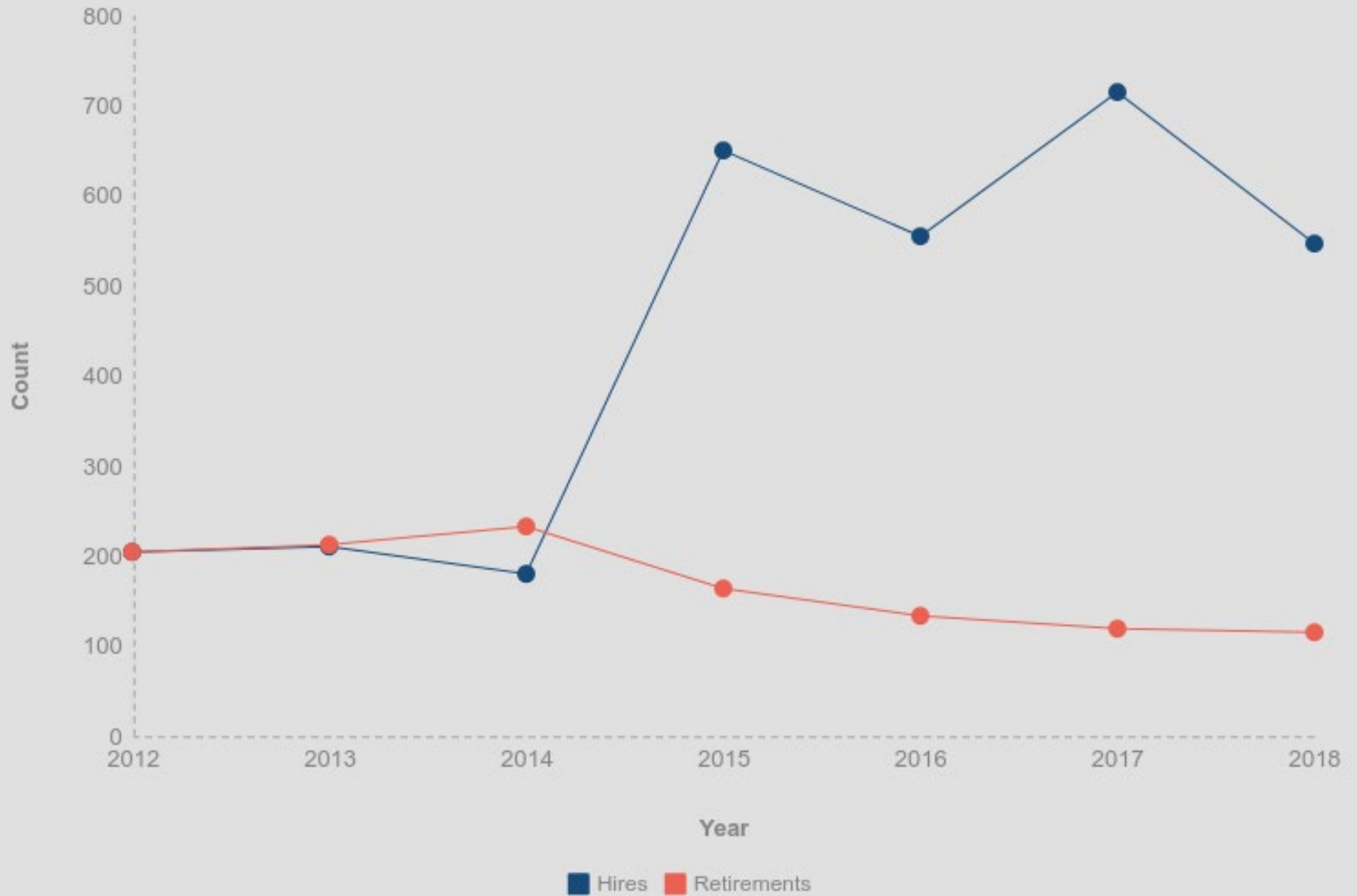
02

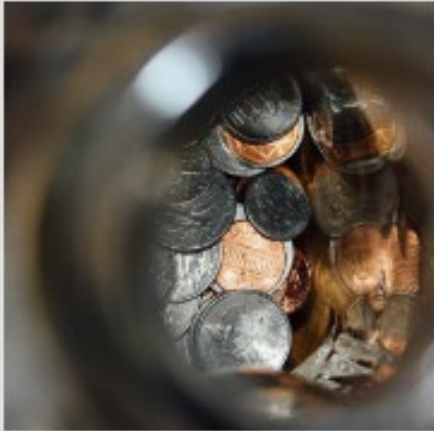
Talent
Development

03

Employee
Experience
Management

TDOT Hires and Retirements Since 2012





\$\$ Millions in
Consulting
Fees Saved



12 New Job
Series
Created

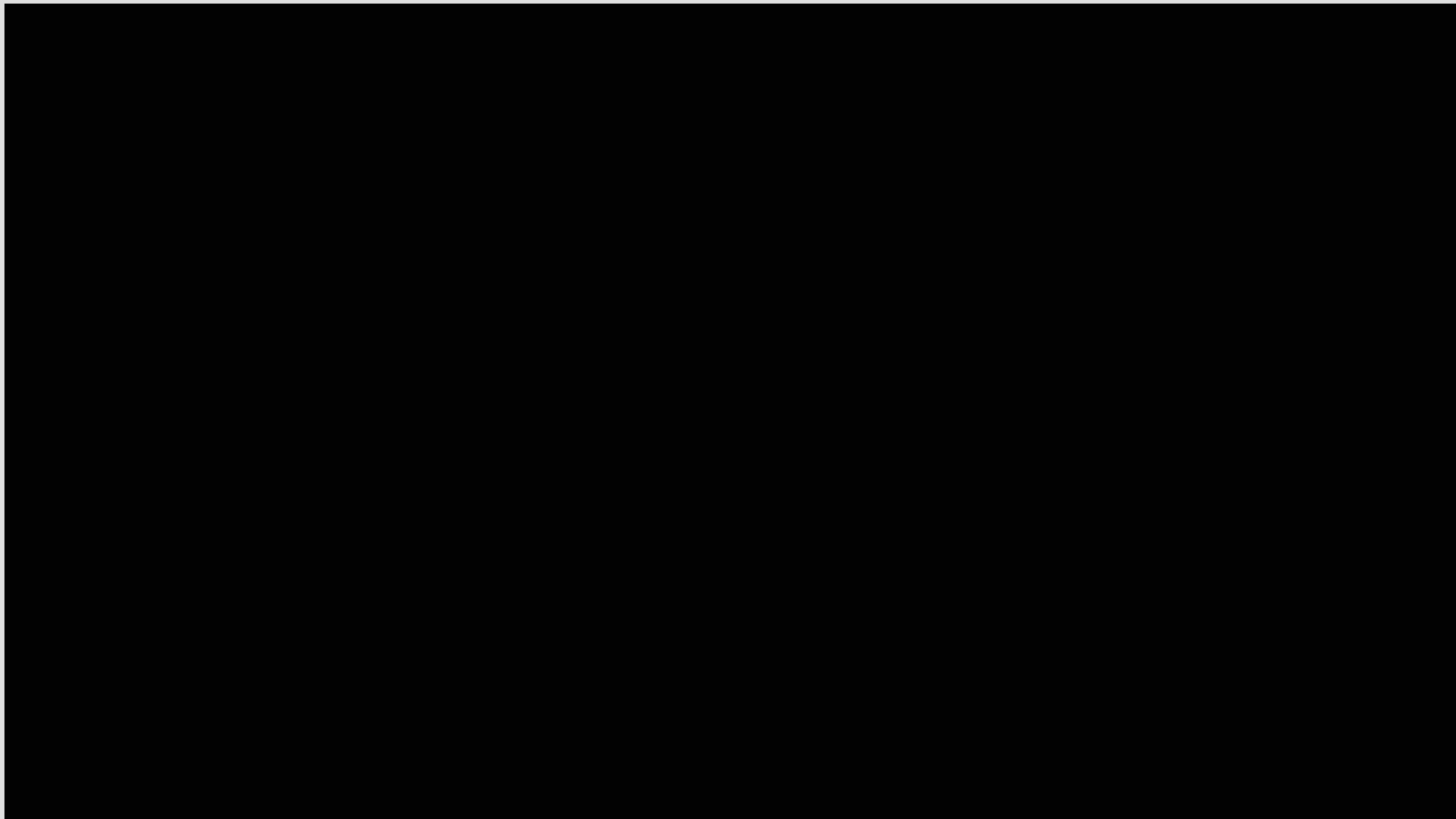
1000+ New
Employees



Shared
Services
Model



Strategic Organizational Planning



Talent Development



512
Active
Courses



4,136
Users

15
Unique
Channels



10,712
Courses
Completed



TDOT Learning Network



240
Student
Interns



43
Converted
to Full Time

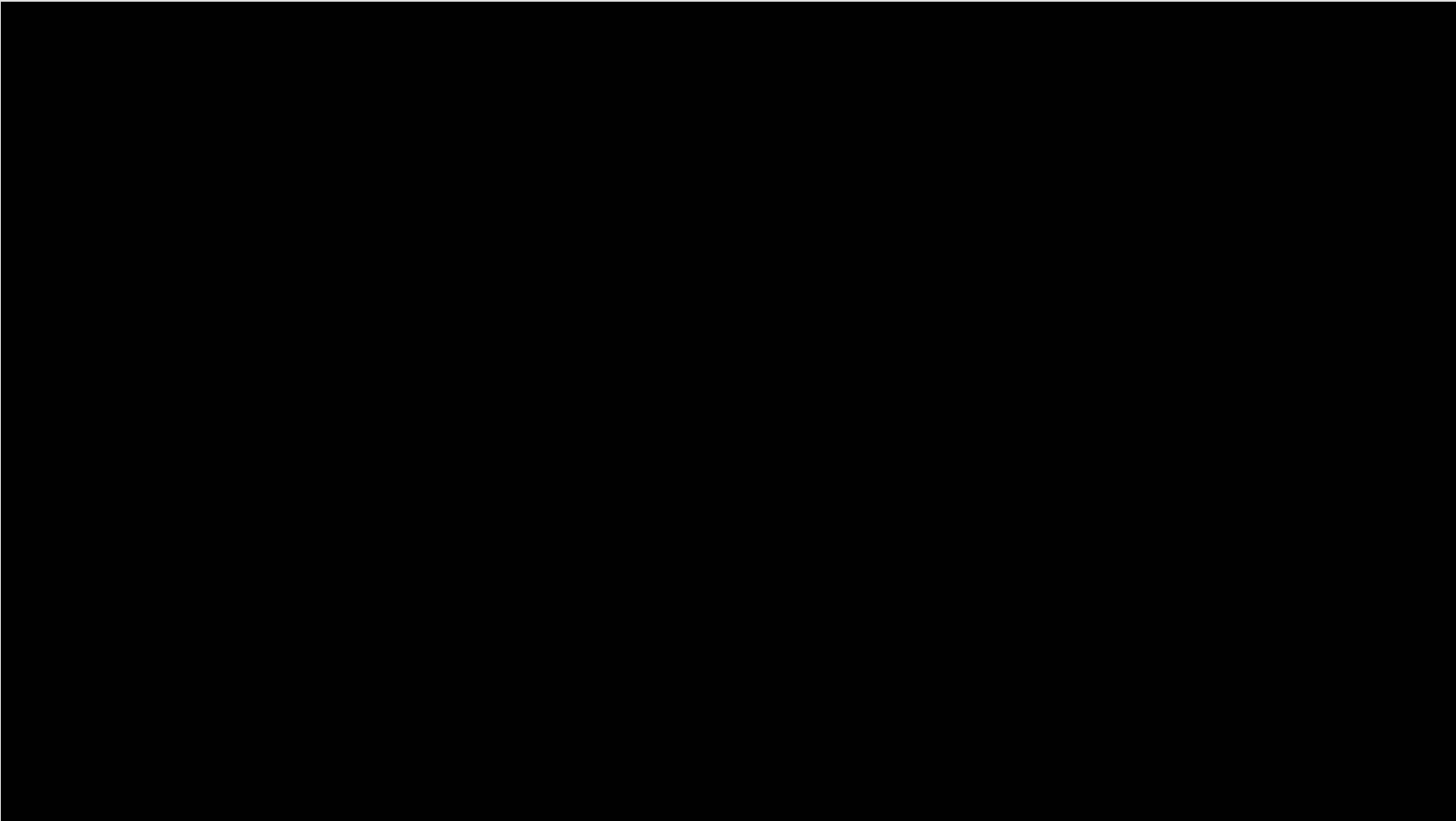
315 Entry
Level
Engineers



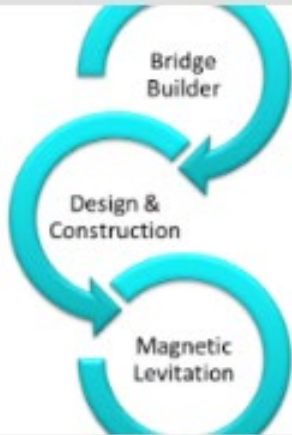
100+
CE Masters
Program
Graduates



Intern & GTA Program



TDOT Reconnect



3
Modules



25 TDOT
Volunteers

187
Teachers
Trained



100+
Schools
Impacted



TDOT TRAC



TDOT Operations Symposium &
ROADEO



IT Workspace Before



IT Workspace Now



Alternative
Work
spaces



70% Capable
of Working
Remotely

Agile Project
Management



Cross
Functional
Teams



Employee Experience



The Path Ahead

Thank you

Adapt - Evolve - Survive