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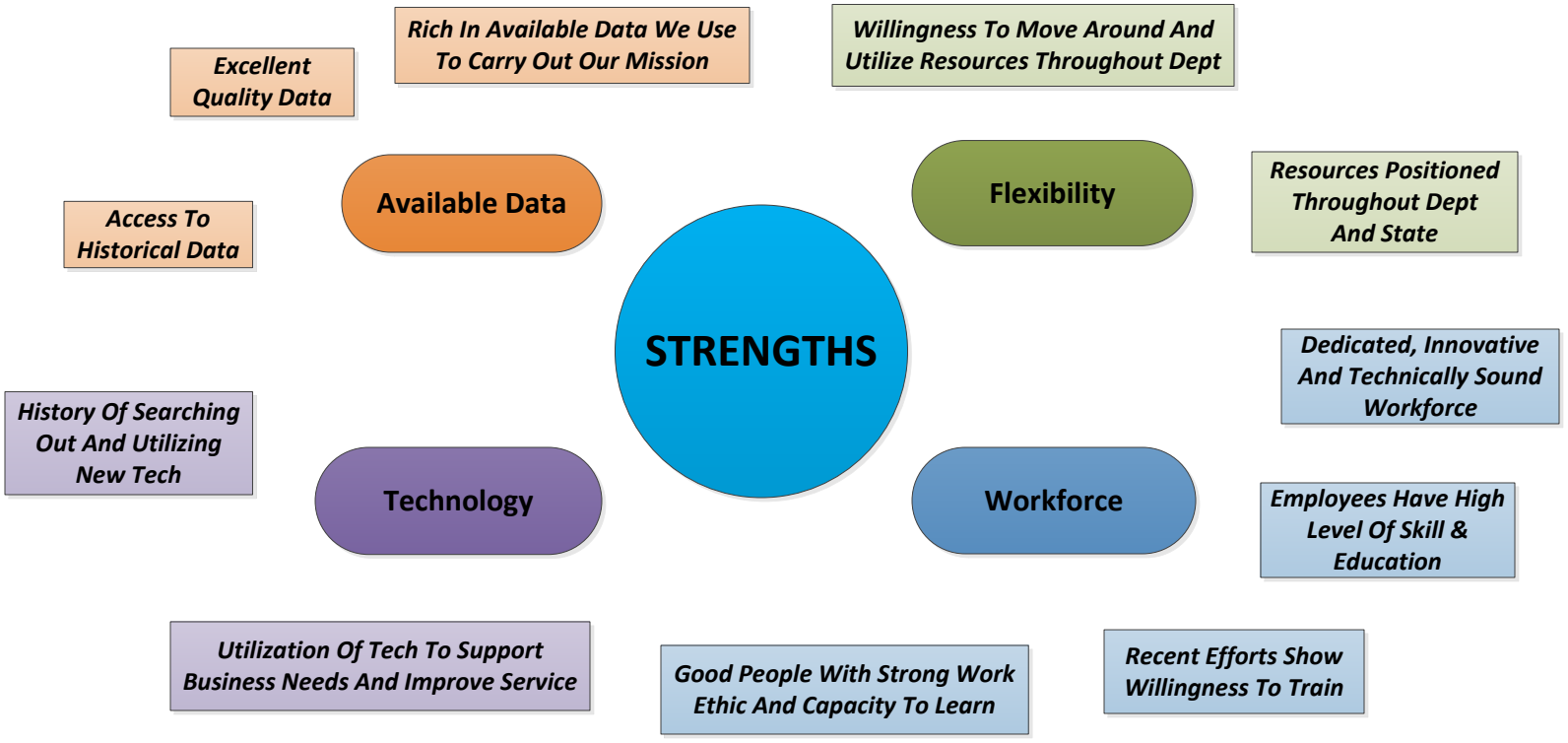
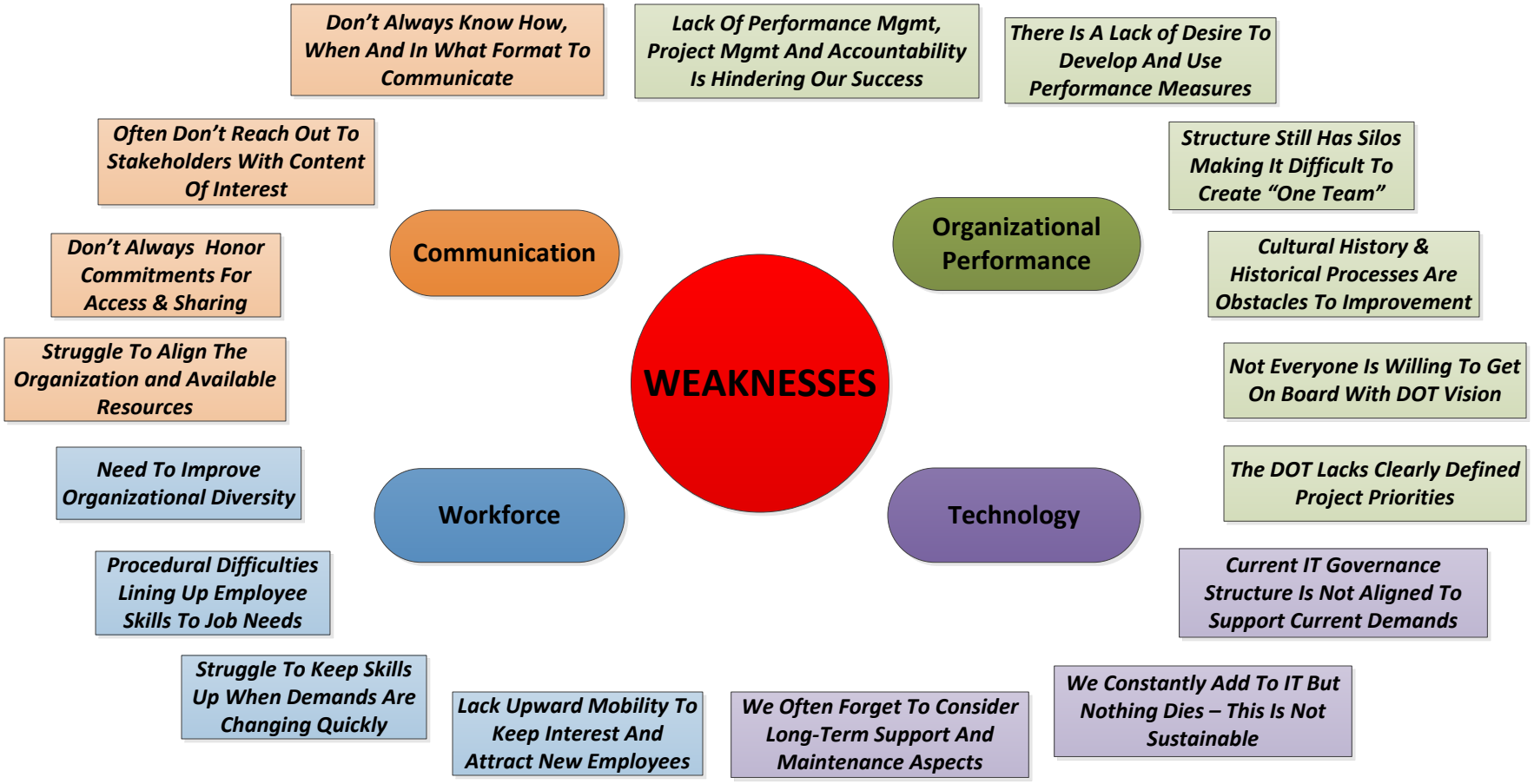

STRENGTHS
Available Data
Excellent Quality Data
Rich In Available Data We Use To Carry Out Our Mission
Access To Historical Data
Flexibility
Willingness To Move Around And Utilize Resources Throughout Dept
Resources Positioned Throughout Dept And State
Technology
History Of Searching Out And Utilizing New Tech
Utilization Of Tech To Support Business Needs And Improve Service
Workforce
Dedicated, Innovative And Technically Sound Workforce
Employees Have High Level Of Skill & Education
Good People With Strong Work Ethic And Capacity To Learn
Recent Efforts Show Willingness To Train


WEAKNESSES
Communication
Don't Always Know How, When And In What Format To Communicate
Often Don't Reach Out To Stakeholders With Content Of Interest
Don't Always Honor Commitments For Access & Sharing
Organizational Performance
Lack Of Performance Mgmt, Project Mgmt And Accountability Is Hindering Our Success
There Is A Lack of Desire To Develop And Use Performance Measures
Structure Still Has Silos Making It Difficult To Create "One Team"
Cultural History & Historical Processes Are Obstacles To Improvement
Workforce
Struggle To Align The Organization and Available Resources
Need To Improve Organizational Diversity
Procedural Difficulties Lining Up Employee Skills To Job Needs
Struggle To Keep Skills Up When Demands Are Changing Quickly
Technology
Not Everyone Is Willing To Get On Board With DOT Vision
The DOT Lacks Clearly Defined Project Priorities
Current IT Governance Structure Is Not Aligned To Support Current Demands
We Constantly Add To IT But Nothing Dies – This Is Not Sustainable
Lack Upward Mobility To Keep Interest And Attract New Employees
We Often Forget To Consider Long-Term Support And Maintenance Aspects

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Iowa Department of Transportation

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OPPORTUNITIES

- Funding
  - Public Discussion Of Funding Alternatives Allows Chance To Make Public Aware Of Role Transportation Plays In Their Lives
  - Increased Funding Flexibility At State and Hopefully Federal Level
  - Recognition Of Need For Increased Funding At Political level
- Asset Management
  - Greater Awareness of Asset Mgt – More Opportunity To Take Advantage of Tools, Training & Providers
  - Utilize Benefits of Internal (Vertical) Asset Mgt
  - "Big Data" and Opportunities To Use Data To Improve Our System Analysis
- Workforce
  - Turnover Of Staff Will Provide Chance To Increase Knowledge & Skills
  - Outsourcing May Provide Opportunity To Up Tech Knowledge & Introduce Fresh Views
- Technology
  - New Technologies Provide Opportunities - Efficiency, Public Interaction, Analysis
  - Technology We Use And Develop May Be Able To Help Other Agencies
  - Increasing Tech Options Could Reduce Demand On Internal Tech Resources
- Organizational Improvement
  - There Are Tools & Processes We Could Incorporate To Focus On Improving Performance
  - We Can Integrate Operations – Expanding Knowledge Of Others' Work While Producing Savings & Improvements
- Changing Services
  - Changes To Services We Provide And Resources We Allocate Will Create Opportunities for New Services and Savings
- Partnerships
  - Partnerships With Outside Agencies, Associations & Businesses
  - Opportunity For Sponsorship Options For Services

THREATS

- Funding
  - Inability to Maintain Salary Funding That Keeps Pace With Salary Demands
  - Infrastructure – Increasing Costs Of Doing Business
  - Uncertainty Surrounding Funding Levels Limits Ability To Be Strategic And Do What Is Needed
  - Being Included In Legislation That Involves State Agencies That Rely On General Fund
- Consolidation
  - Consolidation Will Greatly Reduce Our Ability To Be Flexible In Responding To Needs
  - Tech Consolidation Would Take Away One of the Dept's Strengths
  - Reliance on DAS HR Would Limit Workforce Decisions In The Dept's Best Interest
  - Consolidation Without Collaboration And Planning Will Negatively Impact Delivery of Services
- Workforce
  - Competition For Employees Will Impact Dept's Ability To Attract Employees With Right Skill Sets
  - Continued Threats and Pressures To Reduce Workforce Limits Our Ability To Reach Our Goals
  - Dependency on Enterprise For Critical HR / Collective bargaining Issues
- Data Security
  - Increasing Demand for Data Access, Especially To The Public, Increases Risk of Being Hacked
  - Use of Personal Info And Biometrics Brings Significant Issues and Consequences Tied to Data Security
  - Utilizing Increasing Amounts Of Information To Improve Services Will Make The Data A Huge Target
- Public Perception
  - Public / Political Perception Of Government As Inefficient And Wasteful
- Natural & Emergency Events
  - Environmental Fluctuations - Impact On Infrastructure and Operations
  - Increased Frequency of Weather Extremes
- Federal Regulations
  - Federal Requirements
  - Unfunded Mandates

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