

Blue Ribbon Commission to the IDOT Blueprint

**IDOT Fall Planning Conference
September 4, 2026**

BLUE RIBBON COMMISSION ON TRANSPORTATION INFRASTRUCTURE

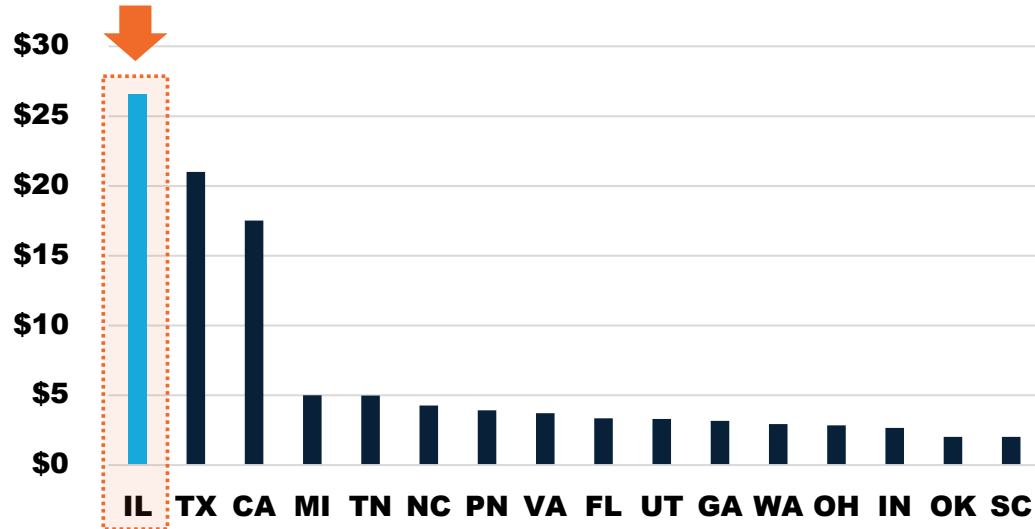
Overview

With funding increases from Rebuild Illinois and IJA, IDOT is looking to delivery its largest program in history

Capital Budgets by State DOT (sample)

FY25 (\$ billions)

One of the
largest
in the US

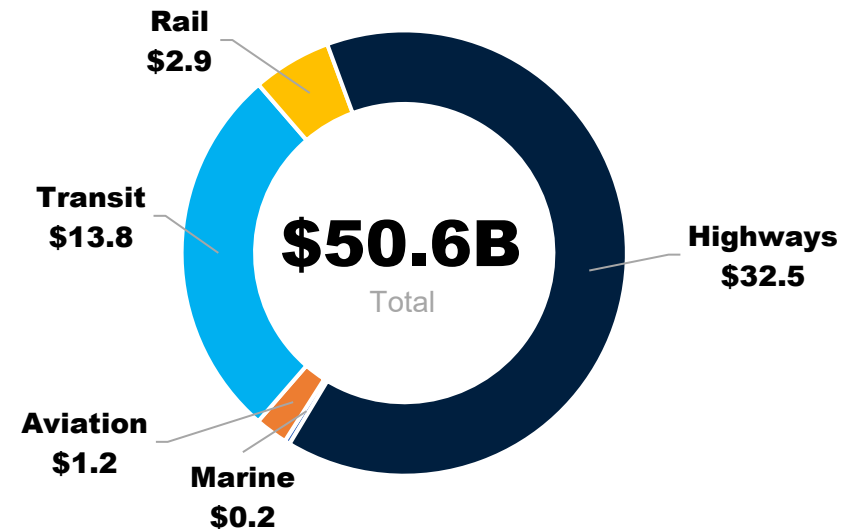


Sources: Budget amounts sourced from each state's FY25 budget

Total Programmed by Mode

2026-2031 (\$ billions)

Largest in
state history

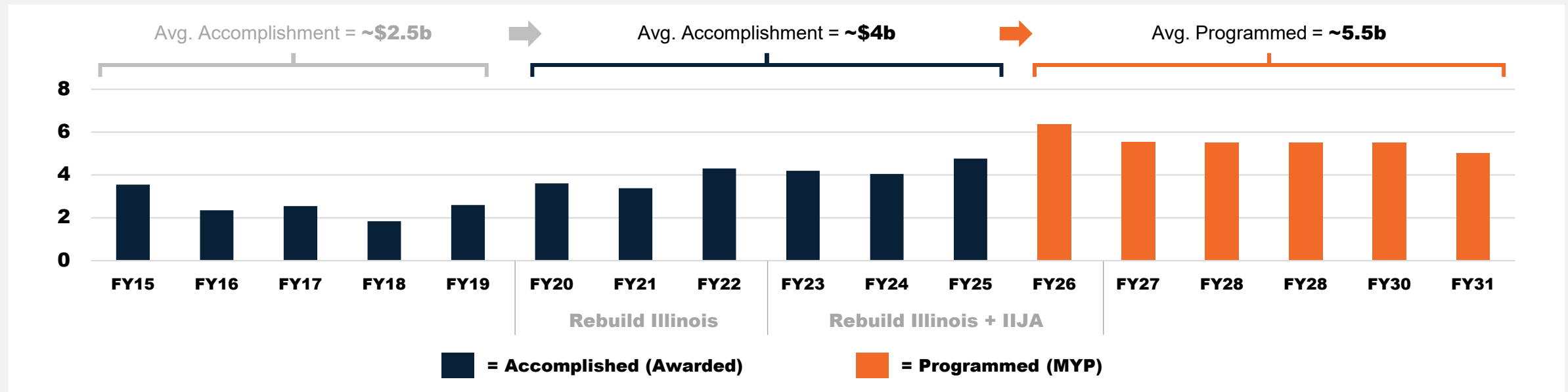


Source: IDOT FY2026-2031 MYP

To deliver the \$51b MYP over the next six years, IDOT needs to rapidly increase its capacity

IDOT Annual Program & Accomplishments

FY15 – FY31 (\$ billions)



Source: IDOT

In 2022, the ILGA passed SB0849 to establish the BRC with 11 duties aimed at enhancing transportation delivery

- 1 Evaluate current transportation funding** in Illinois, taking into account the viability of existing revenue sources and funding distributions
- 2 Consider new and innovative funding options**
- 3 Evaluate the existing governance of Illinois' transportation system**, including roles and responsibilities for the state and county, township, and municipal governments
- 4 Evaluate current and future workforce needs** to design, construct, and manage the state's transportation system within the Illinois Department of Transportation and within the State as a whole.
- 5 Evaluate current and future data needs** of the Illinois Department of Transportation.
- 6 Consider and recommend steps to expedite project approval and completion**
- 7 Consider future trends** that will impact the transportation system, including safety needs, racial equity, electric vehicles, and climate change
- 8 Consider ways to improve transportation investment impacts** on goals such as improving racial equity, addressing climate change, and increasing economic growth
- 9 Consider improvements to the performance-based programming system**
- 10 Consider multimodal system needs**, including public transportation, bicycle facilities, railways, waterways, and airports
- 11 Consider alternative solutions employed by other states**

BRC MEMBERS

(IDOT Secretary, Legislators, Advocates, & Experts)



Secretary
Gia Biagi (Chair)



Commissioner
Romyne Brown



Commissioner
Laura Calderon



Commissioner
Eileen Chin



Representative
C.D. Davidsmeyer



Senator
Don DeWitte



Representative
Marcus Evans, Jr.



Senator
Dale Fowler



Commissioner
Jacquelyne Grimshaw



Representative
Michael Kelly



Commissioner
Thomas Kotarac



Commissioner
Duana Love



Senator
Laura Murphy



Commissioner
Marc Poulos

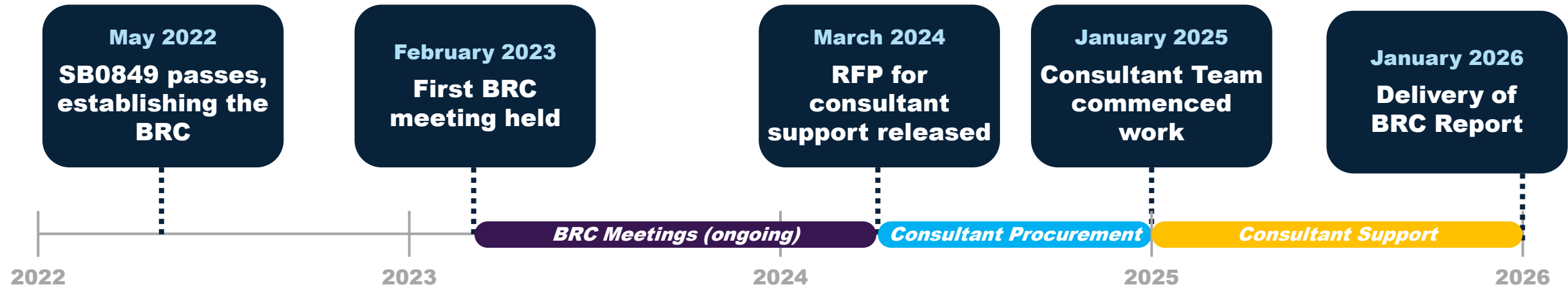


Representative
Ryan Spain



Senator
Ram Villivalam

The BRC began meeting in 2023; a consultant team was onboarded in 2025 to provide staff support to the BRC



Report



<https://www.cityclub-chicago.org/video/5741/gia-biagi-secretary-illinois-department-of-transportation>

The BRC recommendations reflect perspectives from a range of stakeholders on IDOT's needs and opportunities

IDOT Leadership: 70+

Leadership

- Secretary
- Assistant Secretary
- Chief of Staff
- Chief Operating Officer
- Deputy Secretaries

Offices

- Highways Project Implementation
(including representation from all 9 districts)
- Intermodal Project Implementation
- Planning and Programming
- Communications
- Legislative Affairs
- Finance and Administration
- Business and Workforce Diversity
- Chief Counsel
- Internal Audit

External Organizations: 40+

Associations

- Active Transportation Alliance
- A Just Harvest
- American Council of Engineering Companies of Illinois
- Associated General Contractors of America
- Association of County Engineers
- Better Streets Chicago
- Faith in Place
- Federation of Women Contractors
- Hispanic American Construction Industry
- Illinois Asphalt Pavement Association
- Illinois Clinicians for Climate Action
- Illinois Municipal League
- Illinois Railroad Association
- Illinois Road and Transportation Builders Association

- Metropolitan Planning Council
- Natural Resource Defense Council
- Region 1 Planning Council
- Rocky Mountain Institute

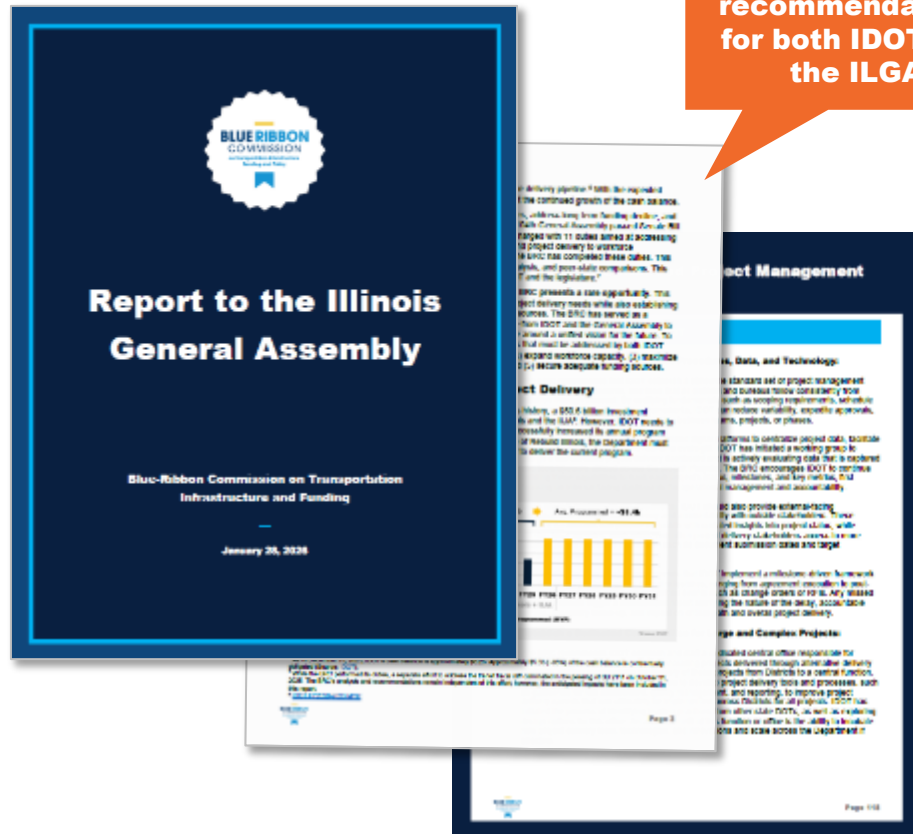
Government Agencies

- Governor's Office
- Department of IT (DoIT)
- 6 Cities/Municipalities (Bloomington, Champaign, Chicago, Normal, Peoria, Springfield)
- 10 Counties (Champaign, Cook, DuPage, Kane, Lake, McHenry, McLean, Sangamon, Whiteside, Will)
- 8 MPOs/RPCs (Bi-State RPC, Champaign Co RPC, CMAP, East-West Gateway COG, Region 1 Planning Council, Springfield-Sangamon RPC, Southwestern IL Metro RPC, Tri-County RPC)

Stakeholder Engagement Stats:

- **150+ Stakeholders Interviewed** (including over 70+ IDOT leadership and 40+ external organizations)
- **20 BRC Working Group Meetings Held**
- **5 Public BRC Meetings Conducted**
- **4 External Project Delivery Working Group Meetings**
- **5 Internal Project Delivery Working Group Meetings**
- **Ongoing engagement with IDOT Working Group Leads**

On January 28th, the BRC report was finalized and submitted to the ILGA



The report contains recommendations for both IDOT and the ILGA

SCAN HERE FOR FULL REPORT



The BRC report includes 27 recommendations across 5 overarching objectives

OBJECTIVE #1

Accelerate Project Delivery

- 1) Implement Enhanced Project Management Practices
- 2) Improve Third-Party Coordination
- 3) Enhance Transparency and Partnership with Industry
- 4) Implement Active Program Management Practices
- 5) Improve the Efficiency of the Programming Process
- 6) Increase Delegation of Authority from IDOT to Local Agencies
- 7) Streamline IDOT Oversight and Improve Visibility for Local Agencies

OBJECTIVE #2

Expand Workforce Capacity

- 8) Expand IDOT's Headcount in Targeted Areas
- 9) Reduce Time-to-Hire
- 10) Improve IDOT Employer Competitiveness
- 11) Augment Internal Resources with Alternative Staffing, Automation, and External Partnerships
- 12) Provide Operational Information Technology Authority to IDOT
- 13) Launch Workforce Development Programs
- 14) Enhance Human Resource Support Services
- 15) Expand IDOT's Supportive Services for Small Businesses
- 16) Expand Race- and Gender-Neutral Small Business Development Programs

OBJECTIVE #3

Maximize the Value of Investments

- 17) Strengthen Metrics-Based Investment Goals
- 18) Expand the Flexibility of Funding Uses
- 19) Increase Flexibility of Funding for Locals
- 20) Prioritize Funding Improvements to Existing Assets

OBJECTIVE #4

Drive Sustainable Outcomes

- 21) Implement Foundational Components for a Sustainable Program
- 22) Implement Climate Mitigation Measures to Reduce GHG Emissions
- 23) Implement Climate Adaptation Measures to Manage Risks
- 24) Expand Community Resilience Support

OBJECTIVE #5

Accelerate Project Delivery

- 25) Support Investment with New Revenue Sources
- 26) Advance the Next Capital Bill
- 27) Ensure Adequate Budget for Implementing BRC Recommendations

OBJECTIVE #1: ACCELERATE PROJECT DELIVERY

BRC Recommendations

- 1 Implement Enhanced Project Management Practices:** Standardize core project management procedures, data, and tools across districts, create a central office for complex projects, and pilot end-to-end project managers
- 2 Improve Third-Party Coordination:** Improve coordination / processes with external agencies involved in utilities, railroads land acquisition, environmental reviews, etc.
- 3 Enhance Transparency and Partnership with Industry:** Improve industry partnerships through semi-annual project lookaheads, early contractor engagement, and streamlined administrative processes
- 4 Implement Active Program Management Practices:** Actively manage the capital program by prioritizing "shovel-ready" projects and reallocating funds from delayed ones to reduce the cash balance
- 5 Improve the Efficiency of the Programming Process:** Increase programming efficiency by extending the planning horizon to ten years and using standardized assumptions across all districts
- 6 Increase Delegation of Authority from IDOT to Local Agencies:** Delegate more authority to qualified local agencies for design, project reviews, and construction letting, while expanding technical support
- 7 Streamline IDOT Oversight and Improve Visibility for Local Agencies:** Simplify oversight for local agencies by creating a consolidated grants guide, streamlining agreements, and providing transparent project-tracking dashboards

IDOT Accomplishments (January 2025 – May 2026)

- ▶ Issued largest PTB in history
- ▶ Negotiated first Fixed Rate / Lump Sum contract
- ▶ Issued a PTB with 65 items, including NEPA assignment and Program Management for Bridge and Culvert Bundling Program
- ▶ Kennedy project completed on schedule
- ▶ Issued CM/GC RFP for I-290
- ▶ Issued SOQ for ADA ramp projects

OBJECTIVE #2: EXPAND WORKFORCE CAPACITY

BRC Recommendations

- 8 **Expand IDOT's Headcount in Targeted Areas:** Increase headcount by 1,200-1,700 staff over 3-5 years through enhanced recruitment and retention strategies
- 9 **Reduce Time-to-Hire:** Decrease hiring timelines by updating the hiring framework, using accelerated hiring plans, and keeping requisitions for key roles continuously open
- 10 **Improve IDOT Employer Competitiveness:** Act on employee feedback to improve the workplace, ensure competitive compensation, and strengthen the IDOT employer brand
- 11 **Augment Internal Resources with Alternative Staffing, Automation, and External Partnerships:** Use temporary contracts for specialized work and automate routine administrative processes to augment internal capacity
- 12 **Provide Operational Information Technology Authority to IDOT:** Gain more direct authority over day-to-day operational IT and specialized software by updating the collaboration model with DoIT
- 13 **Launch Workforce Development Programs:** Launch workforce development initiatives based on a comprehensive needs assessment, including new training partnerships and a rotational fellowship for non-engineers
- 14 **Enhance Human Resource Support Services:** Elevate the HR function to a strategic role by building capabilities in data analytics, workforce planning, and strategic partnerships
- 15 **Expand IDOT's Supportive Services for Small Businesses:** Create a statewide Small Business Enterprise (SBE) certification and establish Economically Disadvantaged Area (EDA) designations to better target support
- 16 **Expand Race- and Gender-Neutral Small Business Development Programs:** Enhance the Mentor-Protégé program and improve small business access to capital and bonding assistance

IDOT Accomplishments (January 2025 – May 2026)

- ▶ Reduced the number of steps in the hiring process from 100+ to 15
- ▶ Launched a hiring dashboard to monitor statuses
- ▶ Enhanced recruitment strategies with a performance-based approach
- ▶ Implemented a standardized hiring plan to expedite hiring and improve applicant diversity
- ▶ Re-launched CO-OP program
- ▶ Launched Student Loan Repayment Program for new Civil Engineers at \$15,000 annually for up to four years

OBJECTIVE #3: MAXIMIZE THE VALUE OF INVESTMENTS

BRC Recommendations

- 17 Strengthen Metrics-Based Investment Goals:** Strengthen investment goals by conducting a comprehensive, statewide needs assessment and updating performance metrics to include factors like equity, safety, and climate
- 18 Expand the Flexibility of Funding Uses:** Expand funding flexibility by piloting cross-modal funding pools, increasing the statewide assessment of projects, and making more funds eligible for allocation to local governments
- 19 Increase Flexibility of Funding for Locals:** Increase funding flexibility for local agencies by allowing their spending on early project phases to count towards federal match requirements and establishing a federal/state fund swap program
- 20 Prioritize Funding Improvements to Existing Assets:** Prioritize funding for the maintenance and preservation of existing assets, and optimize current infrastructure through policy and technology before considering expansion

IDOT Accomplishments *(January 2025 – May 2026)*

- ▶ Released \$400 million for local transportation projects without requiring a local funds match
- ▶ Prioritized infrastructure projects that benefit underserved communities in the FY 2025-2030 Multi-Year Program (MYP)

OBJECTIVE #4: DRIVE SUSTAINABLE OUTCOMES

BRC Recommendations

- 21 Implement Foundational Components for a Sustainable Program:** Establish a formal sustainability program by creating a dedicated team, adopting principles that integrate mitigation and resilience, and developing a dedicated funding plan
- 22 Implement Climate Mitigation Measures to Reduce GHG Emissions:** Implement climate mitigation measures by updating design specifications for low-carbon materials, expanding EV charging infrastructure, implementing the Active Transportation Plan, and redeveloping IDOT land to support GHG goals
- 23 Implement Climate Adaptation Measures to Manage Risks:** Implement climate adaptation measures by conducting recurring statewide climate risk assessments, developing a Resilient Infrastructure Guide for all projects, and expanding the use of nature-based solutions
- 24 Expand Community Resilience Support:** Expand community resilience by implementing strategies to reduce environmental hazards in underserved communities and providing transition support and relocation assistance for impacted residents

IDOT Accomplishments (January 2025 – May 2026)

- ▶ Activated an internal sustainability working group to coordinate environmental initiatives
- ▶ Started construction on a new solar energy site that will supply power to an IDOT storage facility along I-64
- ▶ Completed a new bridge on the Lincoln Prairie Trail, supporting active transportation

OBJECTIVE #5: SECURE ADEQUATE FUNDING SOURCES

BRC Recommendations

- 25 Support Investment with New Revenue Sources:** Support new revenue sources by pursuing tolling authorization for major corridors, leading a pilot for Road Usage Charging (RUC), and studying the impacts of heavy vehicle fees and carbon pricing
- 26 Advance the Next Capital Bill:** Advance the next capital bill by demonstrating responsible stewardship through spending down the current cash balance and using a comprehensive needs assessment to justify future funding requests
- 27 Ensure Adequate Budget for Implementing BRC Recommendations:** Ensure an adequate budget by incorporating the resource needs for implementing all BRC recommendations into future operating budget requests to the General Assembly

IDOT Accomplishments *(January 2025 – May 2026)*

- ▶ Cleared a backlog of approximately 5,000 invoices, covering \$50 million in payments to partners
- ▶ Developed a public dashboard to provide insights into the department's cash balances, revenues, and expenditures
- ▶ Secured \$209 million in new federal funding for the CREATE Program, which is designed to improve the efficiency of the region's rail network

EMPLOYEE SURVEY RESULTS

Internal Assessment

IDOT All Employee Survey

Background & Objectives

Background:

- One of the BRC recommendations was for IDOT to obtain a better understanding of challenges and needs of its employees through an all-staff survey
- Accordingly, an anonymous IDOT Employee Experience Survey was sent out to all IDOT staff from August 18 - November 3, 2025
- The survey had a large response rate with roughly 1/3 of IDOT's current workforce submitting responses
- The results will of the survey will be used as (a) a guide to identify actions that will improve the employee experience and (b) serve as a baseline to measure the success of those actions

Today's Overview:

- High-level key survey findings

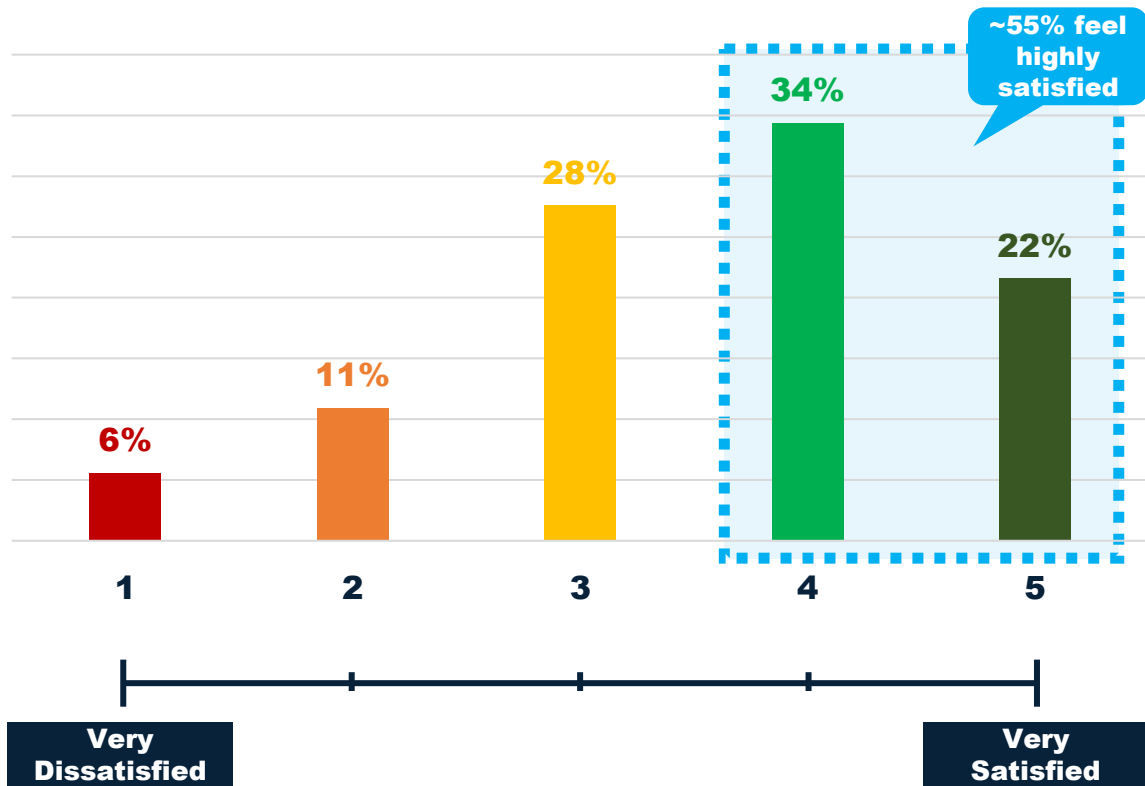
Total Number of Survey Responses

1,636

EMPLOYEE SATISFACTION

Overall, How Satisfied Are You With Working at IDOT?

Avg.
3.6



Free Response Themes:

Positive Sentiments

- **Meaningful Public Service:** Many employees feel proud that their work directly supports safer roads and transportation, providing a sense of purpose
- **Supportive Team Atmosphere:** Several comments highlight strong camaraderie, collaborative problem-solving, and reliable direct supervisors who value employee input
- **Flexible or Hybrid Work Schedules:** The availability of remote or partially remote options helps many employees manage their personal lives more effectively and contributes to overall job satisfaction

Negative Sentiments

- **Chronic Understaffing and Slow Hiring:** Numerous remarks point to vacancies taking months or even years to fill, causing higher workloads, burnout, and frustration among remaining staff
- **Pay, Benefits, and Tier 2 Retirement Concerns:** Employees frequently cite pay brackets that lag behind other agencies and private industry, along with the Tier 2 retirement system as major reasons for low morale and high turnover
- **Leadership and Communication Gaps:** Many feel disconnected from upper management due to poor communication, inconsistent directives, and a perceived lack of accountability or strategic planning

STAFF IDENTIFIED OPPORTUNITIES FOR IMPROVEMENT

1

WORKLOAD

While most staff are satisfied with their schedule flexibility, workload is a challenge for many—*about 50% of staff feel overwhelmed*

2

COLLABORATION

Collaboration, especially across departments, is seen as a challenge by employees—*only about 25% of staff find collaboration across bureaus / districts effective*

3

RECOGNITION

Many staff feel they are not being recognized for their contributions—*only about 1/3 of staff feel they are recognized*

4

COMMUNICATION

Communication is considered ineffective by most staff—*only 25% find it effective*

5

TRAINING & DEVELOPMENT

Growth, training, and development were also identified as potential improvement areas—*only about 1/3 of staff are satisfied with the development opportunities available*

6

TECHNOLOGY & AI

Nearly half (40%) of staff see opportunities for new technology; however, only 1/3 of staff see an opportunity to adopt AI

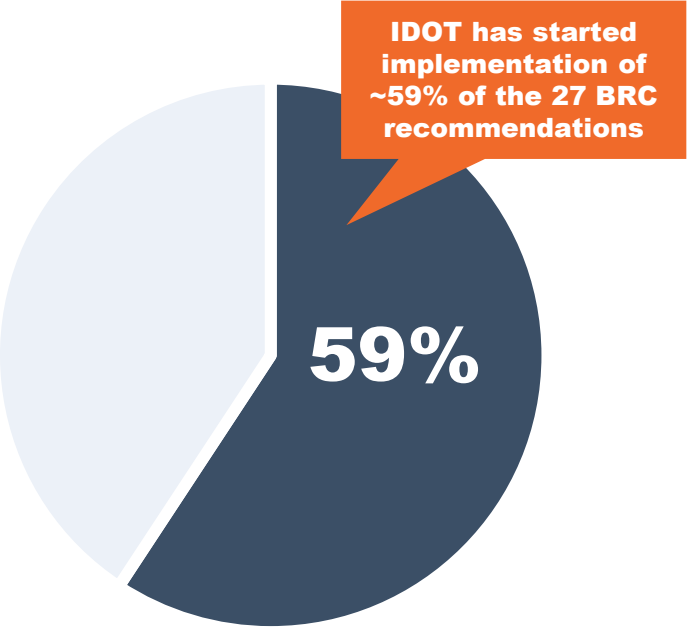


THE BLUEPRINT

From Recommendations to Results

IDOT IS ALREADY ACTIVELY WORKING ON IMPLMENTING MANY BRC RECOMMENDATIONS

% of Recommendations Started



IDOT has started implementation of ~59% of the 27 BRC recommendations

BRC Recommendation Status

Objective #1 Accelerate Project Delivery	Objective #2 Expand Workforce Capacity	Objective #3 Maximize the Value of Investments	Objective #4 Drive Sustainable Outcomes	Objective #5 Secure Adequate Funding Sources
Implement Enhanced Project Mgmt. Practices	Expand IDOT's Headcount	Strengthen Metrics-Based Investment Goals	Implement Foundations for a Sustainability Program	Support Investment with New Revenue Sources
Improve Third-Party Coordination	Reduce Time-to-Hire	Expand the Flexibility of Funding Uses	Implement Climate Mitigation Measures	Advance the Next Capital Bill
Enhance Transparency & Partnership with Industry	Improve IDOT Employer Competitiveness	Increase Flexibility of Funding for Locals	Implement Climate Adaptation Measures	Ensure Adequate Budget for Implementing Recommend.
Implement Active Program Mgmt. Practices	Augment Internal Resources	Prioritize Funding Invest. to Existing Assets	Expand Community Resilience Support	
Improve the Efficiency of the Program. Process	Provide Operational IT Authority to IDOT			
Increase Delegation from IDOT to Locals	Launch Workforce Development Programs			
Streamline IDOT Oversight / Visibility for Locals	Expand HR Support Services			
	Expand IDOT's Supportive Services for Small Bus.			
	Expand Race- and Gender-Neutral Programs			

 = Started

IDOT is already actively working to implement many of the BRC’s recommendations

% of Recommendations Started



BRC Recommendation Status

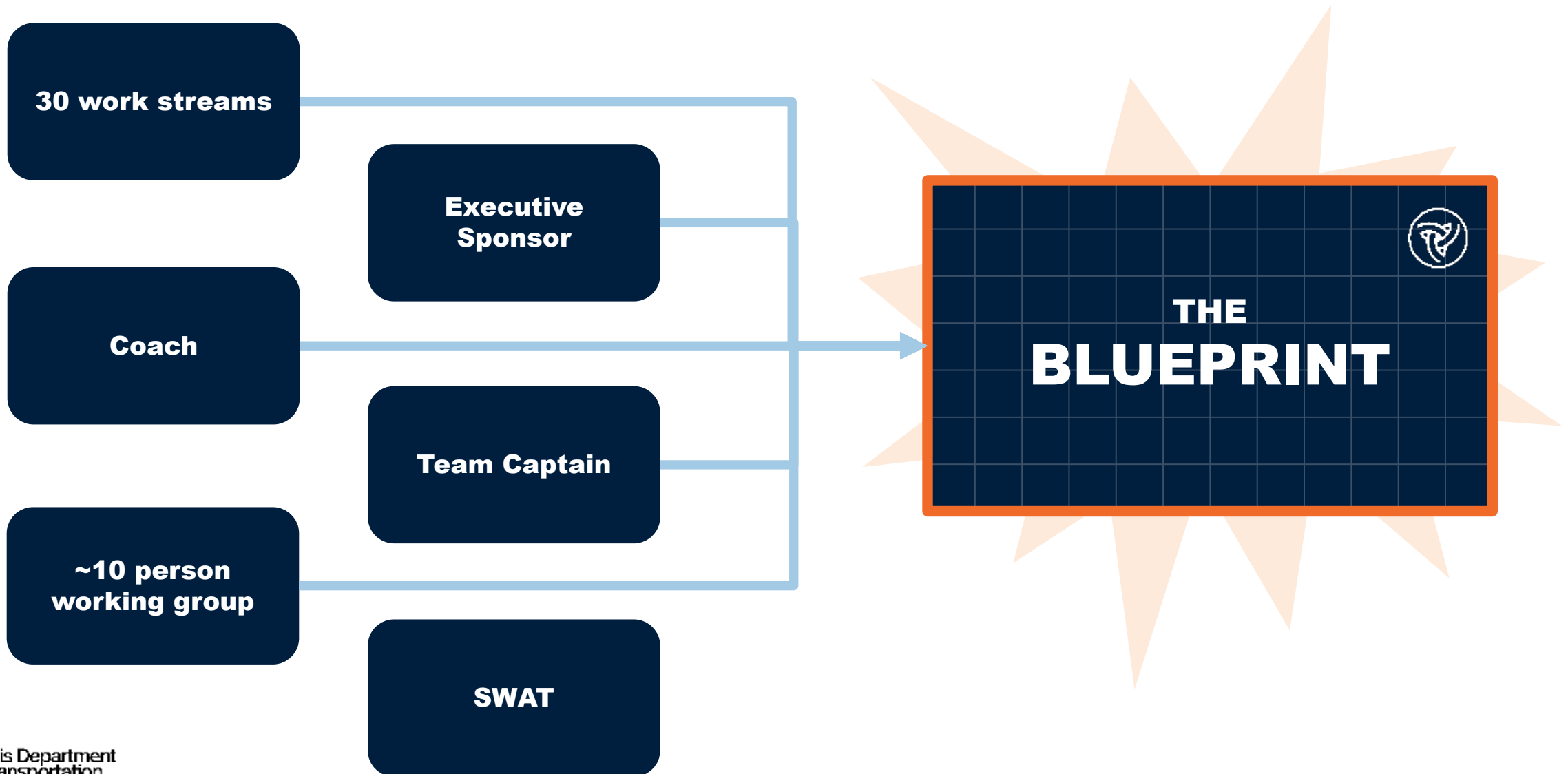
Objective #1 Accelerate Project Delivery	Objective #2 Expand Workforce Capacity	Objective #3 Maximize the Value of Investments	Objective #4 Drive Sustainable Outcomes	Objective #5 Secure Adequate Funding Sources
Implement Enhanced Project Mgmt. Practices	Expand IDOT’s Headcount	Strengthen Metrics-Based Investment Goals	Implement Foundations for a Sustainability Program	Support Investment with New Revenue Sources
Improve Third-Party Coordination	Reduce Time-to-Hire	Expand the Flexibility of Funding Uses	Implement Climate Mitigation Measures	Advance the Next Capital Bill
Enhance Transparency & Partnership with Industry	Improve IDOT Employer Competitiveness	Increase Flexibility of Funding for Locals	Implement Climate Adaptation Measures	Ensure Adequate Budget for Implementing Recommend.
Implement Active Program Mgmt. Practices	Augment Internal Resources	Prioritize Funding Invest. to Existing Assets	Expand Community Resilience Support	
Improve the Efficiency of the Program. Process	Provide Operational IT Authority to IDOT			
Increase Delegation from IDOT to Locals	Launch Workforce Development Programs			
Streamline IDOT Oversight / Visibility for Locals	Expand HR Support Services			
	Expand IDOT’s Supportive Services for Small Bus.			
	Expand Race- and Gender-Neutral Programs			

 = Started

BLUEPRINT WORKSTREAMS

1. Accelerate Project Delivery	2. Expand Workforce Capacity	3. Maximize the Value of Investments
Project Delivery Modernization	Headcount Target & Phasing	Investment Metrics & Prioritization Framework
Large & Complex Projects Office	Hiring Pipeline Overhaul	Context Sensitive Systems
Eng. & Construction Contracting	Hiring Analytics & Accountability	4. Advance Climate Sustainability
Land Acquisition	Employee Experience & Workplace Improvements	Sustainability Office Stand-Up
Utility / Railroad Coordination	Staff Augmentation	Climate Mitigation Program
Environmental Review Streamlining	Improve IDOT and DoIT Collaboration	Risk Assessment & Emergency Preparedness
Industry Communications & Collaboration	Workforce Development Programs	5. Secure Adequate Funding Sources
Active Program Management	Strategic HR Capability Build	Funding Flexibility & Local Formula Reform
Programming Process Improvements	SBE Certification & SBI Program	Revenue Options Development
Local Agency Delegation Framework	Small Business Development & Support	Operating Budget Request to GOMB
Local Agency Support & Visibility		
Local Agency Process Simplification		

IDOT has combined the recommendations into core work streams



IDOT has kicked off the BLUEPRINT Development

**Kickoff
Workshop**
May 4-5 2026



Be the Change

**Help Grow Next
Generation of
Leaders**

**300+ IDOT
Employees**

**Flatten the
Hierarchy**

**Proven Think
Outside the
Boxers**

**Empower Leaders
at Every Level**

Risk Management

**Standardized
Reporting**

HOW DOES IT PROGRESS

MONTHLY

Team Captains prepare · Coaches submit → Executive Sponsors

Progress & Update Workstream Action Plan · Flag risks and support needs · Submit by first Friday each month

QUARTERLY

Executive Sponsors → Secretary's Office

Cross-workstream progress review · Resource decisions · Escalated issues resolved · Milestone confirmation

ANNUALLY

IDOT → Public

Annual public progress report · Public accountability · Year-over-year results

ONGOING

Existing IDOT Meetings & Conferences

Advance workstream progress · Share updates broadly · Draw in new voices · Utilize existing meetups

ACTION PLANS AND THE BLUEPRINT REPORT

ACTION PLANS (DETAILED IMPLEMENTATION PLANS)

Deliverables & Interim Milestones						
(1) Confirm the deliverables for each sub-recommendation (add any as necessary) (2) Identify the interim milestones and any critical path dependencies needed to achieve that deliverable (add any as necessary) (3) On a monthly basis, update the proposed completion date (Column 4) and the completion date (Column 5) to reflect the current status of milestones and deliverables.						
Sub-Recommendation 7b: Update Local Agency Agreements Process						
Category	Description	Dependency Category (If applicable)	Workstream Owner	Original Target Completion Date	Proposed Completion Date	Status
Interim Milestone	May current LRS agreement review process and identify duplicative steps, signatures, and handoffs.			3/18/2025	3/18/2025	25% - In Progress
Interim Milestone	Evaluate where streamlining is possible to review process.			10/30/2025	10/30/2025	0% - Not Yet Started
Deliverable	Updated LRS Agreement Review Process	DOT (non-Blueprint)	Teresa Cline	4/30/2025	8/1/2025	50% - In Progress
Interim Milestone	Redesign agreement templates to remove duplicative signature requirements and streamline approvals.			11/20/2025	11/20/2025	25% - In Progress
Interim Milestone	Define process to allow parallel approvals where multiple reviews are required.			12/11/2025	12/11/2025	0% - Not Yet Started
Interim Milestone	Establish standardized agreement templates for common project types and funding structures.	DOT (non-Blueprint)		1/20/2027	1/20/2027	0% - Not Yet Started
Interim Milestone	Define criteria for standard vs. non-standard agreements to enable differentiated review approach.	DOT (non-Blueprint)		2/26/2027	2/26/2027	0% - Not Yet Started
Interim Milestone	Develop training modules for LPA staff.			6/1/2027	6/1/2027	25% - In Progress
Interim Milestone	Develop training modules for DOT staff.			8/1/2027	8/1/2027	25% - In Progress
Deliverable	Streamlined Local Agency Agreement Process and Templates Implemented			3/1/2027	3/1/2027	1% - Not Yet Started
Interim Milestone	Establish expedited review process for standard agreements using pre-approved templates.			3/19/2027	3/19/2027	0% - Not Yet Started
Interim Milestone	Define target timelines for agreement review by agreement type and complexity.			4/9/2027	4/9/2027	0% - Not Yet Started
Interim Milestone	Implement tracking of review timelines and identify agreements exceeding targets.			5/7/2027	5/7/2027	0% - Not Yet Started
Interim Milestone	Establish process to authorize limited support funding for low-risk activities during agreement processing.			6/16/2027	6/16/2027	0% - Not Yet Started
Interim Milestone	Implement escalation process for delayed or at-risk agreements.			7/30/2027	7/30/2027	0% - Not Yet Started
Interim Milestone	Monitor processing times, approval cycles, and outcomes and refine process based on performance.			9/3/2027	9/3/2027	0% - Not Yet Started
Interim Milestone	Implement Decoupled for LPAs			12/1/2025	12/1/2025	25% - In Progress
Deliverable	Fast Review Process and Accelerated Agreement Execution Established			9/3/2027	9/3/2027	4% - Not Yet Started

Action Plans show the detailed plan to implement the initiatives in The Blueprint

“THE BLUEPRINT” (HIGH-LEVEL STRATEGIC PLAN)



- Internal facing only
- Details the steps needed to implement initiatives, including owners and timing
- Intended to support ongoing implementation management / progress tracking

- Internal and external facing
- High-level summary of the objectives, initiatives, and key milestones
- Intended to detail IDOT's plan / strategy while also demonstrating completion of BRC objectives

RECENT ACCOMPLISHMENT HIGHLIGHTS

*#1 – Project Delivery Modernization &
#7 – Industry Coordination & Comms*

**Searchable plans /
PDFs set to be
launched at
September letting**

#6 – Environmental Review Streamlining

**Access to Cultural
Resources Unit (CRU)
interim database
provided to all
Districts and Local
Roads staff**

#6 – Environmental Review Streamlining

**Hired an architectural
historian consultant
that will be embedded
within the D2's BDE
unit to support
project backlogs**

#6 – Environmental Review Streamlining

**Established CRU
liaisons for each
District to improve
communications and
tracking of Section
106 activities**

#27 – Risk & Emergency Prep

**Resilience
Improvement Plan
(RIP) submitted to
FHWA for approval**

#13 – Headcount Targeting

**Developed
recommendations to
improve applicant
interfaces on the IDOT
and CMS website**

#21 – SBE & SBI

**Issued a survey to
800+ subcontractors
to inform the future of
the SBE / SBI program**

#25 – Sustainability Office

**Low Carbon
Transportation
Materials web page
made live on the
IDOT website**

#26 – Climate Mitigation

**Launched WEX
charging cards for
plug-in hybrids for
IDOT Chicago office**

#30 – Blueprint Operating Budget

**Comprehensive Budget
Needs Request Survey
sent to other 29
Blueprint Workstreams**

EXPECTATIONS

Tangible Results

- One of the primary goals of the Blueprint is to improve IDOT employee's daily lives by addressing people, process, and resource needs
- The Blueprint is a priority for the agency—we have set ambitious targets and are already implementing many of the Blueprint's initiatives

Active Participation in Implementation

- Supervisors are expected to actively manage workloads to promote and encourage Blueprint participation
- SMEs are always needed but mining great ideas from all corners of the Department
- Regardless if staff are directly participating in implementation of an initiative, they will play a critical role in adopting new and improved ways of working

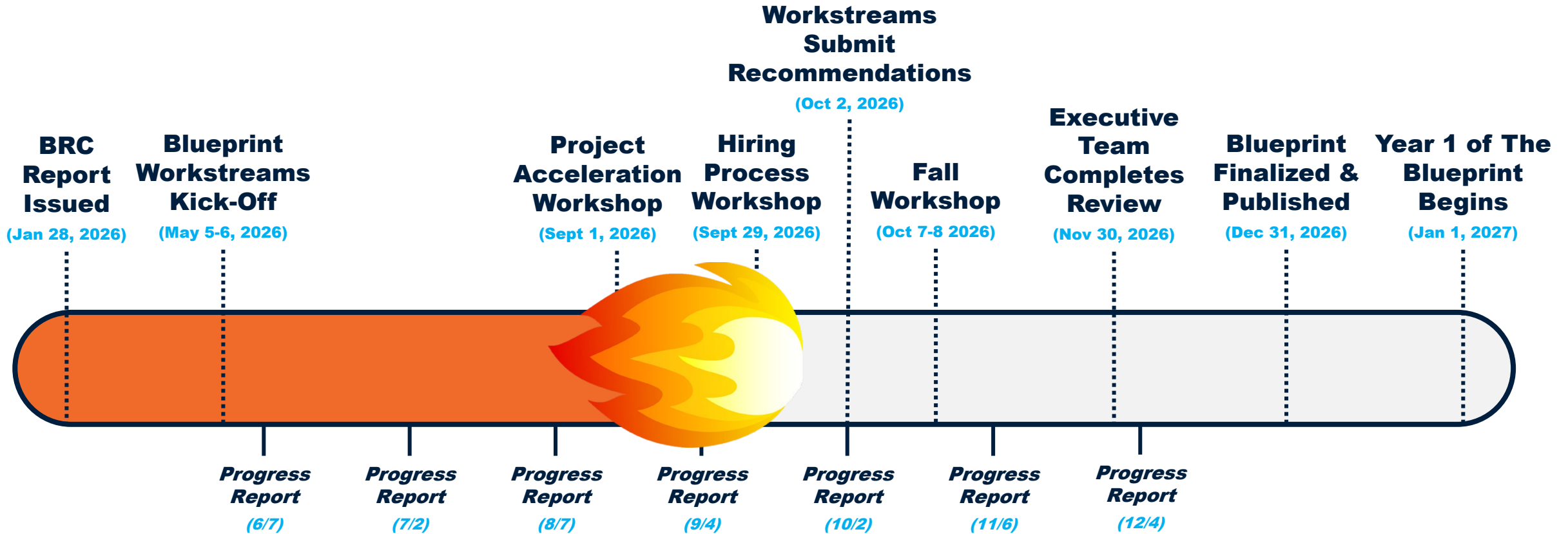
Frequent and Transparent Communications

- SharePoint, MS Teams, Blueprint Teams, Blueprint App
- Frequent communications to all staff on the progress of Blueprint implementation

Requests for Staff Input

- Continuously solicit feedback, will be having more frequent staff surveys
- Leaders will also be asking for your direct feedback on the results of Blueprint initiatives (e.g., successes, challenges)
- Adjustments will be made

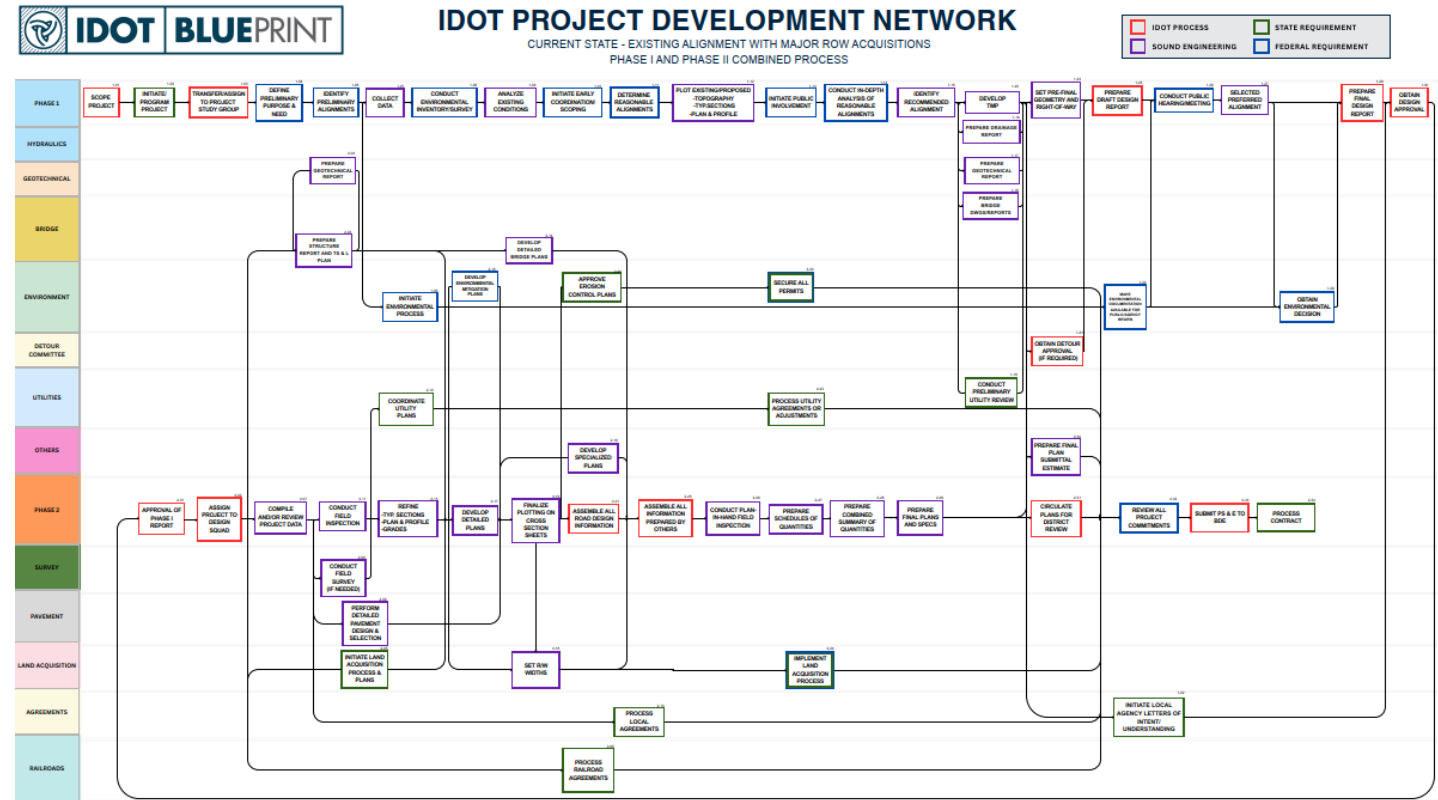
KEY MILESTONES



PROJECT DELIVERY WORKSHOP

OVERVIEW

- On September 1, we brought together the Captains and Coaches from the Project Delivery Workstreams (1-12, 24) for an in-person workshop in Springfield
- The focus on the workshop was on reviewing the Phase 0-2 project delivery process to identify opportunities to accelerate project delivery
- The desired outcome of the workshop was for each Workstream to walk away with additional deliverables to add to their Action Plan or further investigate



BLUE RIBBON COMMISSION TO THE IDOT BLUEPRINT

John Donovan
Chief Operating Officer
Illinois Department of Transportation
john.donovan@illinois.gov