

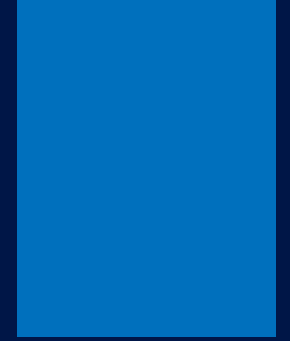
A Presentation to MCSAC on FMCSA's FY 2024-2027 Strategic Plan Goals and Objectives



U.S. Department of Transportation
Federal Motor Carrier Safety Administration

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Office of Strategic Planning and Regulations

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Agenda

Government Strategic Planning Requirements

- FY 2021 – 2023 FMCSA Strategic Plan Accomplishments
- Administrator's Priorities
- FMCSA Strategic Goals Alignment to Current DOT Strategic Goals
- FY 2024 – 2027 FMCSA Strategic Goals and Objectives
- Next Steps
- Contact Information

Government Strategic Planning Requirements

A strategic plan defines an organization's strategy or direction.

- **Government Performance Results Act (GPRA) of 1993**

- Established strategic planning, performance planning and performance reporting as a framework for agencies to communicate progress in achieving their missions.
- Requires every Cabinet level department and agency to produce a new strategic plan.

- **GPRA Modernization Act (GPRAMA) of 2010**

- Amended GPRA to align strategic planning within one year of Presidential inauguration.
- Requires a new department strategic plan by February 2022.
- Recommends a new FMCSA strategic plan by 2024.

- **Foundations for Evidence-Based Policymaking Act of 2018**

- All agencies are now required to develop evidence-based policy and evaluation plans as part of regular business.

FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



- Conducted 2,348 high-risk carrier investigations in FY 2022. Of these, 81.1% were completed within the 90-day goal and the average time to investigate was 68 days compared to 82.6 days in FY 2021.
- Conducted 12,545 Compliance Reviews in FY 2022, an increase of 5.5% over FY 2021, resulting in the issuance of 2,586 acute (serious) violations.
- Increased roadside inspections (2,939,207) in FY 2022 by 2.2% over FY 2021(2,876,502) and 13.8% over FY 2020 (2,582,023) – resulting in 142,196 drivers being placed out of service.

SAFETY

FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



- Focused enforcement on roadway work zones and issued 5,934 work zone-related speeding violations. Work zone fatal crashes involving at least one large truck decreased 18% between FY 2019 and FY 2020.
- Implemented the Drug and Alcohol Clearinghouse to help State Agencies identify commercial driver's license (CDL) holders who have tested positive for a controlled substance and ensure carriers did not inadvertently hire disqualified drivers.
- Conducted 62,047 New Entrant Safety Audits in FY 2022, an increase of 29% from FY 2021 (48,257) and 54% from FY 2020 (40,220).

SAFETY

FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



Collaboration

- Awarded State and local governments \$470 million in formula grant funding and \$130 million in discretionary grant funding to support an increased focus on traffic enforcement inspections.
- FMCSA grants are expected to fund State partners with the resources to hire enough personnel to increase compliance reviews by 50% by 2027.
- Working with NHTSA, FHWA, FRA, U.S. Customs and Border Protection, State and industry to develop uniform standards on interactions between automated CMVs and public safety officials.
- Supporting NHTSA and industry efforts to ensure that the CMV industry is adequately equipped and able to prevent or respond to cyber threats.

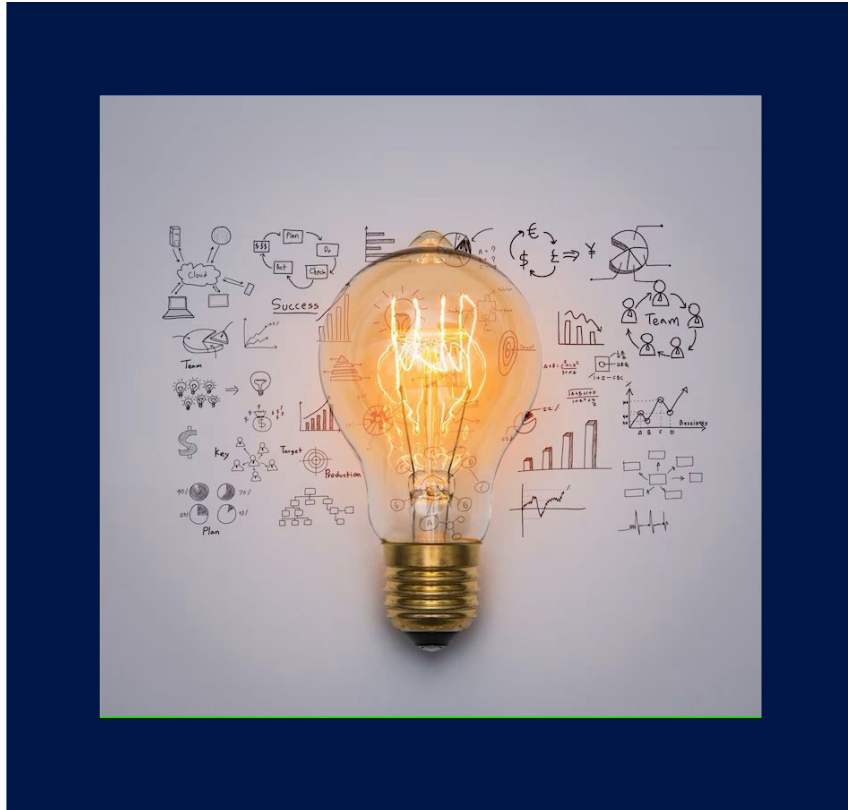
FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



Collaboration

- Launched a CMV seat belt awareness campaign in September 2022. In FY 2020, 43 percent of CMV drivers and their passengers killed in large truck crashes were not wearing seatbelts.
- Secretary Buttigieg chartered the Truck Leasing Task Force (TLTF) and Women of Trucking Advisory Board (WOTAB) in February 2022. Recently appointed, TLTF members will meet in June 2023 and throughout the year. TLTF will report to the Secretary, the Secretary of Labor, and the Congress on its recommendations to eliminate predatory leasing.
- WOTAB has met twice with meetings scheduled throughout the year. WOTAB will report to FMCSA on industry training policies, mentorship, outreach to women in trucking, and identifying barriers that discourage women from trucking careers.

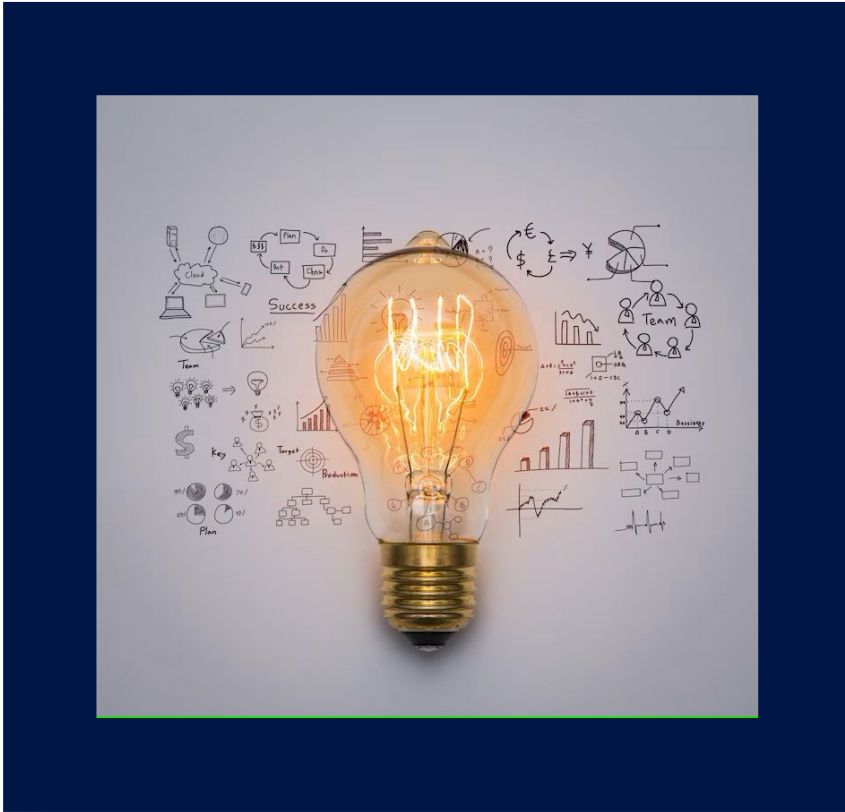
FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



Innovation

- Established the National Registry program through which state-licensed healthcare professionals are trained and tested on FMCSA’s medical standards as a condition to participate.
- Released its automated vetting management tool in FY 2022, which automates every facet of the application process.
 - Prior to this release, FMCSA screened and investigated more than 4,500 applications manually.
 - Ninety-seven percent of applications were adjudicated within two weeks, which is two weeks faster than expected.

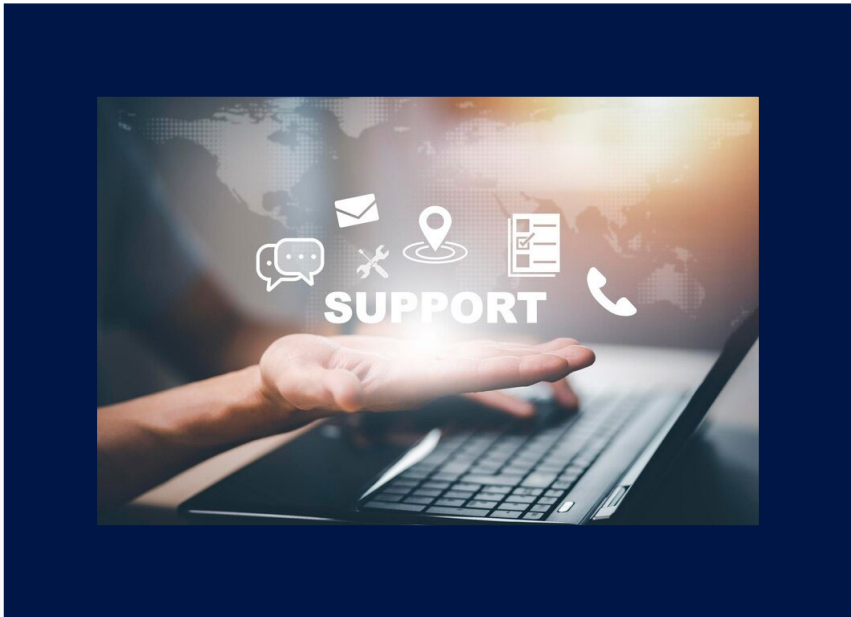
FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



Innovation

- Embarked on a multi-year IT modernization plan to consolidate legacy systems; maturing the IT governance process; maintaining a strategy to mitigate cybersecurity threats; and assuring data is complete, accurate, timely, and shared between FMCSA and State Partners.
- Conducting automated CMV research on human factors such as fleet management, truck driver readiness, the human-machine interface, adaptation to advanced technologies, automated CMV fleet maintenance, and communication with others outside of the automated CMV.
- Developing the Large Truck Crash Causal Factors Study (LTCCFS) plan. This study seeks to change human behaviors that negatively affect safety and guide decisions through safety data compilation and analysis by improving our understanding of driver, vehicle, and roadway factors that contribute to crashes.

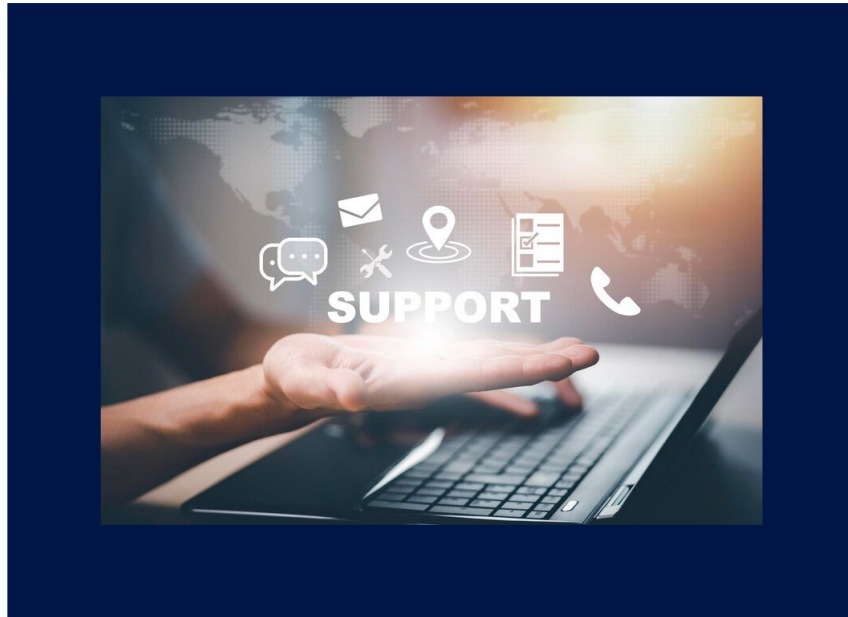
FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



Mission Support

- The Human Resources (HR) Division serviced over 1,200 FMCSA employees, processing over 3,000 personnel actions with a servicing ratio of 1:150 HR specialists to employees compared to the recommended ratio of 1:125.
- Established a Recruitment Technical Advisory Group (R-TAG) to implement activities to recruit talented people for our agency. HR will increase focus on FMCSA workforce needs, leading recruitment efforts, and partnering with Diversity and Outreach activities.
- The Emergency Preparedness and Security Services team responded to approximately 450 personnel security reviews and 25 Emergency Declarations.

FY 2021 – 2023 FMCSA Strategic Plan Accomplishments



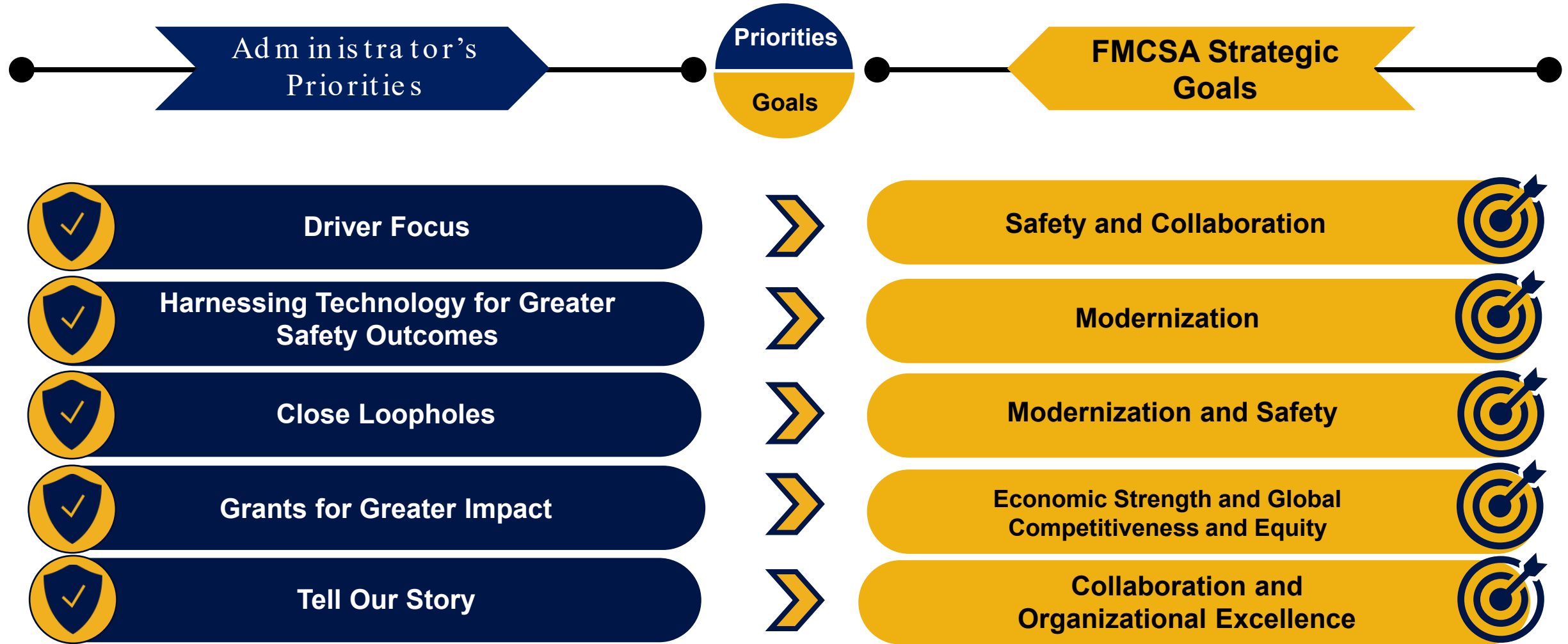
Mission Support

- The acquisition office deployed a category management approach that streamlined operations by organizing products and services into groupings to buy more like a single program activity – reducing costs by eliminating duplicative contracts and streamlining workflow.
- The Acquisition Office increased its direct procurements and contract dollars to small, disadvantaged businesses (SDB) in line to meet/exceed DOT’s SDB goal of 20% by FY 2025.
- Adopted automated solutions for analyzing workforce trends and forecasting.

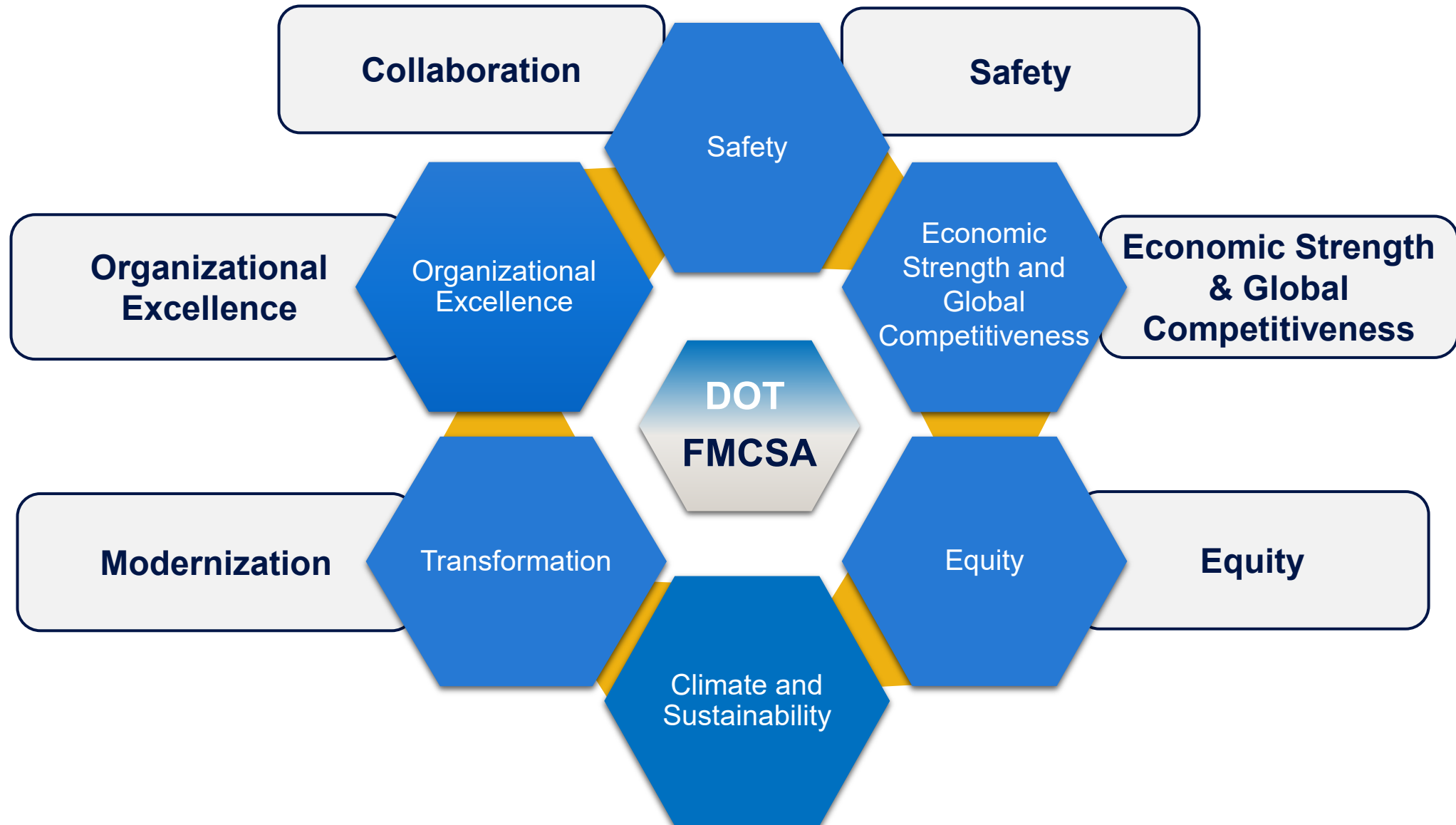
FY2024-2027 Proposed Goals and Objectives



Administrator's Priorities aligned to FMCSA Strategic Goals




FMCSA Goals as Aligned to DOT Goals




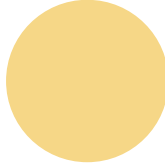


Safety

GOAL




Reduce Commercial Motor Vehicle (CMV) related fatalities and injuries.

OBJECTIVES

-  Promote a National CMV safety culture through upstream-focused activities.
-  Advance the delivery of safety programs in underserved and underrepresented communities.
-  Ensure increased levels of compliance with Federal safety regulations.
-  Collaborate with State and industry partners on new safety strategies.


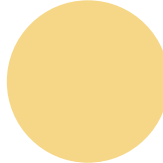

Collaboration

GOAL




Foster constructive relationships across our stakeholder communities.

OBJECTIVES

-  Enhance communication channels between the Agency, industry, safety advocates, and other stakeholders to support inclusive community engagement and promote safety culture.
-  Develop partnerships across Federal agencies to promote safety for motor carriers, CMVs and drivers.
-  Optimize grant programs' return on investment.



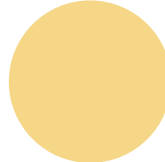

Economic Strength and Global Competitiveness

GOAL




Strengthen America's economy by increasing wealth creation opportunities and optimizing transportation systems.

OBJECTIVES

-  Determine the safety impacts of allowing drivers under the age of 21 to operate a commercial motor vehicle in interstate commerce by collecting and analyzing data from specialized training programs.
-  Address underlying factors that create barriers to recruiting and retaining qualified CMV drivers.
-  Remove unsafe drivers from our Nation's roads by improving electronic data exchange between States and ensuring the accuracy of Commercial Driver's License (CDL) driver records.
-  Improve the consumer complaint process by acting against Bad Actor moving companies and brokers to protect consumers.

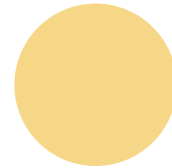
Equity

GOAL

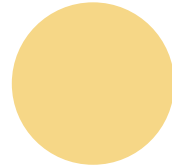


Promote a culture of diversity, fairness, and inclusion to reduce inequities across programs and affected communities.

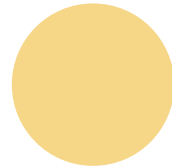
OBJECTIVES



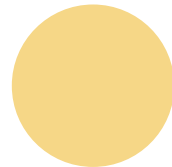
Ensure outreach practices consistently provide equal opportunities and strive to close representation gaps at all levels.



Collaborate with partner agencies to centralize equity and inclusion in funding decisions.




Reduce inequities across programs through data-driven research.



Employ strategies to reduce crash rates and injuries in underserved communities.

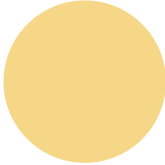
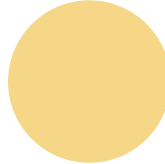
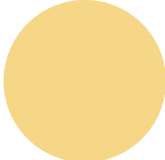
Modernization

GOAL



Promote the advancement and deployment of new safety technologies and practices.

OBJECTIVES

-  Continue to develop evidence-based proposals for safety policies and programs to optimize safety outcomes.
-  Promote improved data-sharing practices between Federal, State, local, and industry partners.
-  Modernize IT infrastructure and communications.

Organizational Excellence

GOAL

Nurture a “best-in-class” organization that provides high-quality, responsive, and innovative services, encourages process improvement, and attracts, develops, and retains a diverse, talented, and agile workforce

OBJECTIVES

- Support career progression through professional and leadership development.
- Promote retention by inspiring a values-based culture through an innovative performance-driven workforce.
- Develop and implement strategies to advance equity in recruitment, hiring, and promotions.
- Recruit and retain a diverse workforce by promoting a workplace culture that fosters inclusion and excellence.
- Ensure transparency, efficiency, and accountability in program delivery.
- Increase internal collaboration between OAs to improve program delivery for the Agency.

Next Steps



June – September 2023

Draft Plan

**Administrator
Review**

**Final Plan
Publication**

June – August

August

September

Questions



Contact Us

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or

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