



Arizona Department of Transportation (ADOT)

2025 - 2029 Strategic Plan

Current Annual Focus

#	Agency Five-Year Outcomes	Start Year	Statewide Strategic/ Operational Priority	Status / Progress
1	Reduce Fatalities and Serious Injuries 20% by June 2029	FY 2025	Infrastructure	On Track: Achieved FY 2025 objectives to update the Strategic Highway Safety Plan and increase tribal crash 10%, critical steps to improving safety outcomes on our roadways.
2	Partner with the private sector to deploy \$76M in electric charging stations by June 2029	FY 2025	Infrastructure	On Track: Successfully deployed the first 18 charging stations. Preparing Phase 2 installation of the next 35 stations.
3	Expand multimodal infrastructure 150 miles by June 2029	FY 2025	Infrastructure	On Track Exceeded FY 2025 target by initiating design on over 30% of transportation alternative projects, accelerating progress towards improved connectivity and choice.
4	Initiate planning and construction of 200 miles of non-interstate broadband conduit by June 2029	FY 2025	Infrastructure	On Track Achieved FY 2025 objectives to install 200 miles of interstate conduit and advance plans for non-interstate routes; critical steps to expanding statewide connectivity.
5	Reduce regrettable attrition from 15% to 10% by June 2029	FY 2025		On Track: Employee satisfaction increased 2% in the 2025 engagement survey, reflecting positive progress toward reducing attrition.
6	Partner with agencies and stakeholders to create 20,000 construction jobs by June 2029	FY 2026	Infrastructure	New: Progress will be measured through On the Job Training Program participation goals.



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Outcome #	FY26 Annual Objectives	Objective Metrics	Annual Initiatives
1	1.1 Increase tribal crash reporting 10% by June 2026 (Breakthrough)	1.1 Number of tribal jurisdictions reporting crashes	1.1 Collaborate with tribal jurisdictions to identify and remove barriers to reporting crashes in the Traffic and Criminal Reporting Software
	1.2 Increase Roadway Safety Assessments (RSA) Implementation 10% by June 2026	1.2 Number of RSA implemented	1.2 Implement RSA action plan
2	2.1 Ensure remaining 40% of planned Alternative Fuel Corridor (AFC) contracts are awarded by June 2026	2.1 Percent of AFC contracts awarded	2.1 Implement the National Electric Vehicle Infrastructure (NEVI) plan. Objective is dependent on the release of remaining grant funds. Awaiting status and instructions as of June 2025.
3	3.1 Compete an additional 25% of multimodal infrastructure projects in the Transportation Alternatives Program (TAP) by June 2026	3.1 Number of TAP projects starting design	3.1 Collaborate with local public agencies to prioritize projects and establish timelines and milestones. (All miles count towards target)
	3.2 Increase percentage of airport pavements rated in good condition 2% by June 2026	3.2 Percent of airport pavement in good condition	3.2 Implement statewide airport asset management plan
4	4.1 Complete preliminary planning for the first 50 miles of non-interstate conduit by June 2026.	4.1 Percent plan complete	4.1 Progress on implementation of non-interstate broadband conduit
5	5.1 Increase employee engagement 2% by June 2026	5.1 Employee engagement survey score	5.1 Maintain a positive, inclusive workplace culture focused on the care and wellbeing of our employees



Outcome #	FY26 Annual Objectives	Objective Metrics	Annual Initiatives
6	6.1 Increase “on the job trainees” (OJT) for highway construction by 2% by June 2026.	6.1 Percent OJT Program participation	6.1 Administer ADOT’s OJT Program in accordance with federal guidelines and signed assurances The OJT Program trains underrepresented groups in highway construction, providing pathways to jobs in the industry. Construction careers offer competitive wages and stability, contributing to economic growth and the well-being of Arizonans.

Stakeholder Engagement Plan Summary:

Internal: To keep our employees well-informed about ADOT’s strategic plan, we leverage a range of dedicated communication platforms, including ADOTNet, newsletters, and performance reports. We also organize engaging events, such as lunch and learns and monthly meetings with leadership, fostering spaces for discussion and updates on our progress. These initiatives promote transparency and encourage collaboration within our team.

External: ADOT actively collaborates with a diverse group of stakeholders to advance Arizona's transportation goals. Our planning process prioritizes active engagement and public participation through newsletters, community meetings, and digital platforms. This proactive approach not only ensures transparency but also helps shape future funding priorities and resource distribution.

Stakeholder Communication Plan Summary:

Internal: We ensure our employees are well-informed about ADOT's strategic plan through a variety of channels, including ADOTNet, interactive events, lunch and learns, newsletters, performance reports, and monthly leadership meetings. These avenues deliver vital information while encouraging dialogue and collaboration, thereby strengthening our organizational culture.

External: We keep our external partners and stakeholders informed about ADOT's strategic plan through various platforms, including azdot.gov, publications, press releases, and discussions in meetings and public forums. These channels provide opportunities for questions and feedback, fostering engagement, collaboration, and strong relationships.