# Employees Help Caltrans Minimize Risk

## New Online Portal Allows Reporting of Perceived Threats to Department

The world around us is in a constant state of change, and often those changes can affect the way Caltrans fulfills its mission. Caltrans has launched an online portal for employees to report observed changes that they perceive as a threat to the organization and its mission, or to suggest ways to adopt an innovative new technology tool or business practice to streamline our operations.

With more than 18,500 employees spread throughout the state, Caltrans managers realized they can enlist a lot of ground-level help to keep an eye out for things that may be amiss.

The new program works like this: Employees who visit the site are asked to describe the potential organizational risk, what drew their attention to the situation, and leave their contact information. Facilitators who monitor the site — there are three — follow up with employees to craft appropriate courses of action.

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By identifying and responding to organizational risks quickly, Caltrans can put controls in place to minimize the likelihood of a new risk disrupting operations, or leverage a new business practice that improves efficiency, saves money and enhances employee engagement. The program aligns with Caltrans' 2015-2020 Strategic Management Plan goal of achieving organizational excellence.

This portal is not intended to report ethics-related issues. Caltrans has a special help line to respond to those inquiries. **M M**