

TALKING POINTS FOR DELIVERY BY
SECRETARY OF TRANSPORTATION ELIZABETH HANFORD DOLE
AT THE WOMEN'S MANAGEMENT DEVELOPMENT PROGRAM --
UPDATE TRAINING SESSION
DECEMBER 10, 1985
WASHINGTON, D.C.

* DELIGHTED TO WELCOME SOME OF THE "PIONEERS" OF DOT'S WOMEN'S MANAGEMENT DEVELOPMENT PROGRAMS.

* REMINDS ME OF THE STORY OF THE WASHINGTON CAB DRIVER --NATIONAL ARCHIVES BUILDING -- WHAT IS PAST IS PROLOGUE -- YOU AIN'T SEEN NOTHING YET.

* IN MANY WAYS WOMEN'S PROGRAM -- 10-POINT PROGRAM IS AN EXPANSION OF THE PRINCIPLES YOU LEARNED YEARS AGO --INCREASED OPPORTUNITY TO PROVE TO SELF AND EMPLOYER SKILLS ONE HAS.

* HIGHLIGHTS:

-- SINCE OCTOBER 1983, OVER 550 IN UPWARD MOBILITY, GRADUATE CO-OP AND AIR TRAFFIC CONTROLLER JOBS.

-- AIR TRAFFIC CONTROLLERS ASSOC. -- DIFFERENCE IT'S MADE IN MY LIFE.

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- PROFESSIONAL EXCHANGE PROGRAM -- INNOVATIVE; ALMOST 200 EMPLOYEES.
 - 560 WOMEN TRAINED IN SEMINAR FOR PROSPECTIVE WOMEN MANAGERS.
 - 10TH INITIATIVE: FIRST REGIONAL TRAINING PROGRAM NEXT MONTH IN ATLANTA FOR EMPLOYEES IN GRADES 5 THROUGH 10.
 - * SO MUCH UNTAPPED TALENT -- 18.5%, 19%, 22%.
 - * MULTIPLIER EFFECT -- ENTHUSIASM SPREADS.
 - * HAS SPAWNED NUMBER OF CREATIVE FORCES AT MODES -- E.G., NHTSA-- NUMBER OF SENIOR LEVEL WOMEN HAVE ESTABLISHED MENTOR PROGRAM. REMINDS ME OF EWG -- BURNT OATMEAL -- IF HAVEN'T EXPERIENCE YOU WILL -- SUPPORT GROUP IMPORTANT.
 - * COAST GUARD -- TAKEN OFF WITH NEW IDEAS OF THEIR OWN.

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- * DIDN'T EXPECT MY PROGRAM TO BE END ALL -- AND IT HASN'T BEEN.
- * CONTINUES TO GROW -- REGULAR INPUT FROM WOMEN. NEW IDEAS ARE BEING ADDED. THIS 2-DAY INNOVATIVE TRAINING PROGRAM FOR 315 WOMEN WHO RECEIVED TRAINING SEVERAL YEARS AGO -- NEED TO UPDATE SKILLS.
- * NOT JUST TRAINING -- ONLY HELPFUL IF THERE'S SUPPORT AT TOP. MONITOR PROGRAM, TALK WITH MODAL ADMINISTRATORS ABOUT HIRING WOMEN IN SENIOR POSITIONS. JENNA, ET AL.
- * IDENTIFIED 25 NEW POSITIONS FOR GS-10 AND BELOW TO MOVE FROM DEAD-END JOB TO MORE PRODUCTIVE REGIONAL OFFICES -- TRAINING (EXPEDITED) AND REMOVING SOME OF THE BARRIERS TO ENTRY.
- * NOT LIMITED TO PROFESSIONAL RANKS -- OPPORTUNITIES AT EVERY LEVEL.

- * NEED YOUR CREATIVE SKILLS -- FUTURE SUCCESS DEPENDS ON YOU.
- * FOUNDATION -- THEN YOU GO FORWARD WITH SKILLS, ENERGY, DEDICATION, DETERMINATION.
- * NEED YOUR CREATIVITY, INNOVATIVE INPUT.
- * OPPORTUNITY TO MAKE DIFFERENCE FOR PEOPLE -- APPRECIATE YOUR CREATIVE IDEAS ON AGENDA FOR DEPARTMENT.

1) GOOD GOVERNMENT ISSUES:

- A) GET OUT OF RAILROAD BUSINESS;
- B) GET GOVERNMENT OUT OF RUNNING AIRPORTS (8 TRIES);
- C) DEREGULATION -- AIR: SO MANY MORE CAN FLY TODAY; AIRLINE INDUSTRY EARNINGS \$1 BILLION THIS YEAR, JUST SHORT OF THE RECORD \$1.1 BILLION ACHIEVED IN 1978;

TRUCK DEREGULATION: EMPTY BEER CANS, JIFFY AND ORVILLE REDENBACHER.

- D) OIL POLLUTION LIABILITY AND COMPENSATION;
 - E) CHINA;
 - F) MARITIME REGULATORY REFORM (7 YEARS).
- 2) SAFETY:
- A) AIR -- 99.999% WITHOUT INCIDENT; MORE INSPECTORS AND CONTROLLERS; NATI; GENERAL AVIATION; SAFE; SAFETY TASK FORCE; RULES;
 - B) 208 (15 YEARS); AGE 21;
 - C) HIGH MOUNTED LIGHT;
 - D) ROADS AND BRIDGES -- HIGHWAY REAUTHORIZATION; ICE (HELD FIRM);

E) FRA -- ALCOHOL AND DRUGS -- (12 YEARS).
WILLING TO TAKE ON, AND MOVE, TOUGH ISSUES.

* I'M GLAD WE HAD THIS CHANCE TO GET TOGETHER AND COMPARE NOTES.
FREQUENTLY THINK OF A WOMAN -- HELEN KELLER -- "ONE CAN NEVER
CONSENT TO CREEP WHEN ONE HAS AN IMPULSE TO SOAR."

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