



Bridging the Gap

Your Connection to Engineering Services

September 2025

Division Committees Boost Work Culture



Most adults will spend an average of a third of their lives at work. For this amount of time, it's important to not only find a job you enjoy, but one that offers a positive workplace culture. With Caltrans Division of Engineering Services (DES), you can find a fulfilling career with a positive workplace culture that encourages a sense of belonging and professional development.

DES has five main committees that foster collaboration, provide a platform for employee feedback, and drive initiatives that improve employee morale: Diversity, Equity, and Inclusion; Education; Innovation; Leadership; and Technical.

The Diversity, Equity, and Inclusion (DEI) Committee supports and helps advance DES efforts to foster a diverse, equitable, and inclusive work environment for all employees. The DEI Committee wishes to create a sense of belonging for staff, as well as eliminate possible barriers that prevent staff from reaching their full potential.

The Education Committee organizes, develops, and hosts monthly presentations to Caltrans employees to enhance the understanding of and interest in transportation-related projects and topics with the goal of educating DES staff about how the various programs and projects fit together to support Caltrans' mission and strategic goals.

The Innovation Committee creates a culture of innovation within the division by evaluating and supporting the implementation of new ideas and efficiencies based on the suggestions from staff to drive growth, enhance services, and meet the evolving needs of California's travelers.

The Leadership Committee develops, supports, and champions the leadership development and growth of all staff to help them feel inspired and promote upward mobility. Prior topics include Women in Caltrans, Leading Up, Time Management and Work Life Balance, and Creating Psychological Safety.

The Technical Committee provides guidance regarding design and construction policies and standards of Caltrans, innovations for project delivery and communication with outside agencies, industry, other states, the Federal Highway Administration, and research institutions nationwide.

Some of our Technical subcommittees include accelerated bridge construction, bridge preservation, concrete design, earthquake, hydraulics engineering, tunnels, and fiber-reinforced polymer. The Technical Committee ensures that DES can make informed decisions that align with industry standards and best practices to provide a world-class transportation system throughout California.

Working at Caltrans, you can have a positive impact on an organization that improves lives and communities statewide. To learn more about starting your career at DES, visit [Working with the Division of Engineering Services](#).

