

**THE CORE DEVELOPMENT PROGRAM** focuses on developing the technical and leadership competencies that will sustain VDOT now and into the future. The Core Development Program is designed to expose entry-level employees to the diverse types of work the Department of Transportation performs and prepares them for a career with VDOT.

## Why This Program?

The 24 month long CDP program builds capable, innovative and experienced individuals with verified, highly desirable and proficient skills.

*Experience = Career Strength*

## Individual Development Plan

The Individual Development Plan (IDP) is a written document that reflects the Technical, Leadership, and Core Competencies that are critical for the unique development, performance and career path of each CDP participant.

The IDP identifies strengths and areas needing improvement and provides developmental activities aimed at enhancing performance.

## Meaningful On-the-Job Training

The Core Development Program offers its participant's On-the-Job training by providing hands on assignments.

## Varied Work Assignments

Program participants can experience unique projects and activities and programs.

## Curriculum

One of the tools provided to the Associate is a comprehensive curriculum which serves as a road map for developing the Associate to perform in a designated critical role.

A core **competency** is fundamental knowledge, ability, or expertise in a specific subject area or skill set.

VDOT's CDP curriculum provides developmental activities which help all Associates develop multiple competencies.

## Are You A Match?

VDOT is looking for motivated, customer-focused and action-oriented individuals with the ability to solve problems, learn quickly and collaborate with team mates.

All positions require a bachelor's degree. We are particularly interested if you have your degree in:

- *Environmental Science*
- *Accounting*
- *Business Administration*
- *Engineering*
- *Finance*
- *Real Estate*

## Ready to Apply?

Cohort groups begin in January and June. Positions are posted on the VDOT website in the fall for the January group and in spring for the June group.

Visit us to download a state application and to view and apply for available positions.

Opportunities are available throughout the state.

Each position is full-time employment which includes a competitive benefits package.

## CONTACT:

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<http://www.virginiadot.org/jobs/CoreDevProgram.asp>

## EMPLOYER OF CHOICE

VDOT cultivates best practices within all districts and divisions through various methods, including mentoring, team development and employee development. VDOT has multiple programs to develop all staff from entry level through executive.

## VDOT LEADS THE WAY

Here are some of our progressive achievements that you can be a part of:

- *Nationally recognized on-line Dashboard so the public can monitor our progress*
- *One of the first Knowledge Management and Innovative Project Delivery offices for any DOT*
- *Five Smart Traffic Centers that provide live traffic views for drivers*
- *VDOT's GIS Program was recognized as one of the 150 most outstanding among more than 100,000 ESRI user sites worldwide*

## VDOT FACTS

The Virginia Department of Transportation operates the third-largest state-maintained highway system in the country, just behind North Carolina and Texas.

Virginia's transportation system is a vital element in the state's economy, providing the safe and efficient movement of people and products throughout the Old Dominion.

VDOT is responsible for building, maintaining and operating the state's roads, bridges and tunnels.

- *Roads*
- *Bridges*
- *Underwater crossings*
- *Mountain tunnels*
- *Toll roads*
- *Toll bridge*
- *Ferry services*
- *Rest areas*
- *Commuter parking lots*

## Transportation Districts & Divisions

VDOT is divided into nine regional districts. The districts are divided into 42 residencies and two district satellite offices.

The Central Office, located in Richmond, Virginia, has 33 divisions, each with a specific focus such as Environment, Engineering, Operations and Organizational Development.