

## Core Development Program

The **Core Development Program** builds the pipeline for the Virginia Department of Transportation by cultivating technical, leadership, and core competencies of diverse top-notch talent. CDP develops entry-level employees with the critical skills required for long-term success and exposes participants to the diverse types of work the Department of Transportation performs.



### Why This Program?

This 24 month long Program builds capable, innovative and experienced individual with verified, highly desirable and proficient skills by combining technical, leadership, and core competencies through on-the-job training, workshops, and individual and group assignments. These methods allow participants to enhance organizational performance. Additionally, the program has a rigorous coaching component that provides participants with techniques and strategies for improving individual performance.

### Curriculum/Individual Development Plan

The Program provides participants a comprehensive curriculum, which serves as a road map for developing the Associate to perform in a designated critical role. In addition, CDP provides an individual development plan that reflects the technical, leadership, and core competencies critical for the unique development of each role.

### 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?

Positions are posted on the VDOT website in the spring.

Cohorts begin in June.

Opportunities are available throughout the state.

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

### CONTACT:

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