

Engineering Development & Growth Experience

The Engineering Development and Growth Experience (EDGE) Program builds the pipeline for the Virginia Department of Transportation by cultivating technical, leadership, and core competencies of diverse top-notch talent. The objective of this program is to identify qualified candidates and place them into critical engineering roles. The EDGE Program develops entry-level employees with the critical skills required for long-term success and exposes participants to the diverse work performed by the Department of Transportation.



Why This Program?

This 24 month long rotational program builds capable, innovative and experienced individuals through on-the-job training, workshops, and group assignments. This method allow participants to enhance organizational performance. Additionally, the program has a mentoring component that provides participants with techniques and strategies for improving individual technical skills.

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. During the first year of the program, Associates rotate through 12 technical areas across the organization. In year two of the program Associates will focus on a specialty area that supports their interests. In addition, the program provides an individual development plan that reflects the technical, leadership, and core competencies critical for the unique development of each Associate.

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 teammates. All positions require a bachelor's degree in civil engineering, civil engineering technology, or related field from an ABET accredited institution.

Ready to Apply?

Job postings are normally available in late August for cohorts starting the following June. Job postings can be found on our

[Recruitment Management Site.](#)

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

CONTACT:

For more information, contact the VDOT EDGE Program at talentacquisitionteam@vdot.Virginia.gov.