

AUGUST 2023

MONTHLY NEWS



Graduate Transportation Engineering Program (GTE) Spotlight

One of our EPIC, or Empowering People, Influencing Culture, priorities include providing our employees more opportunities to chart their career path, and our GTE Program is one example of how EPIC is doing just that! In 2022, we revamped our Graduate Transportation Associate (GTA) Program with the launch of our GTE Program. Now, entry-level civil engineers starting their careers at TDOT gain hands-on experience in the areas of Geodetics, Construction, Roadway Design, and Traffic in their first year! In year two, they advance to a Transportation Engineering Specialist 2 and can gain working level knowledge in the discipline of their choice, such as Maintenance, Materials & Tests, Structures, Aeronautics, Environment or Right-of-Way. Next month, the 2022 GTE class will continue with their discipline rotation and explore future career path opportunities with one-on-one career guidance. Check out [this](#) video to hear from some of our current GTEs and their experience in the GTE Program!



Roadway Design, Region 4 Spotlight

Tennessee has nearly 100,000 highway miles within TDOT's highway system. Now that's a lot of roads! Everyone at TDOT has an important role in building and maintaining our highway system, but one group of employees help create the vision of what our roadways will look like in West Tennessee. In this [TDOT Spotlight](#), we are highlighting the great work of our Region 4 Roadway Design team.



EPIC Business Meeting – Operations

"Invest in the right culture, and you won't be disappointed in the results." – Kay Koplovitz

Another important aspect of our EPIC initiative is ensuring all of our employees have a sense of accomplishment, have the right tools for the right jobs and feel empowered to perform their jobs well every day so that we can deliver a safe, reliable transportation system to the state of Tennessee! We have been working hard to develop a Transportation Worker Proficiency Program to enhance the skills of our employees to do just that. Earlier this month, we hosted our EPIC Business Meeting to introduce and discuss the implementation of this program. Attendees included district supervisors and managers from each region, regional leadership, and division directors. This program is designed to improve proficiency, promote safety awareness, protect TDOT's assets and propel you into new opportunities. We look forward to sharing more information soon and continuing to invest in your future at TDOT!

EPIC Careers *updates*

New pages and organization charts are available on **EPIC Careers**. You can now view our Alternative Delivery, Professional Services and Engineering Division pages, hear from Assistant Chief Engineer of Alternative Delivery Bryan Ledford, Professional Services Director Chad Schulhauser and Engineering Director Shane Hester about the new opportunities in their divisions, or visit our Region 1, 2 and 3 pages to view the regional operation organization charts. We’ve also included a new document listing all our EPIC Career appointments.

Visit EPIC Careers or TeamTN to see upcoming hiring timelines! As more organization charts and position descriptions are finalized, we will continue to update EPIC Careers.



IPD – PDN Training

This month we launched our regional discipline training for the PDN, or Project Delivery Network – a scalable guide for those involved with the delivery and management of projects. The PDN was developed to provide consistency and transparency throughout the project delivery process, enabling project teams to improve reliability and efficiency. The PDN outlines the stages, activities, tasks, deliverables and (links to) references to accomplish these ends.

The PDN trainings were customized for each discipline (right-of-way, environmental, utilities, geodetics, geotech and roadway). The trainings focused on each disciplines’ role associated with the four stages of the PDN (context/ scoping – stage 1, footprint established – stage 2, plan-in-hand – stage 3 and PS&E stage 4). During the month of September, the PDN trainings will continue for our HQ disciplines. By October 2, 2023, every project will begin following the workflows outlined in the PDN. You can access the PDN [here](#).



Want to get involved or have feedback? Click here!