

OCT 2023

MONTHLY NEWS



Proficiency Program — ProPath



We are *paving real opportunities* for employees through ProPath, a TDOT proficiency program that promotes skill enhancement and career advancement for our employees. It encourages the development of our employees by defining a career path based on knowledge, skills and abilities in a specific transportation-related discipline. We are excited to share the first proficiency program under ProPath has been launched for Transportation Workers in maintenance. This program was developed for maintenance personnel to align the skills needed at each Transportation Worker level (TW1, TW2 and TW3) with the tools to evaluate individual abilities. This program has core and elective modules within each TW level that employees will need to proficiently perform to advance to the next level. It is designed to develop diversified skills in maintenance operations. Work is ongoing for additional proficiency programs in other transportation areas.

Earlier this month, district maintenance supervisors and managers attended ProAcademy to gain an understanding of the Transportation Worker Proficiency Program and were provided tools to take back to their respective regions to instruct Transportation Workers and help them to be successful in the program.

The ProPath curriculum is designed to improve proficiency, promote safety awareness, protect TDOT's assets and propel employees into new opportunities. We look forward to empowering our employees to reach their professional goals, grow their skillset and forge a brighter, safer and more efficient transportation system in Tennessee! For more information, check out [this video](#).

EPIC Careers and new job classifications!

During the month of October, we have posted over 30 positions for Team Leads, Project Manager 3s, and Statewide Project Managers within the divisions of Project Management, Traffic Design, Materials & Tests, Environment, Professional Services and Utilities. Visit our [TDOT Careers](#) page for current and future opportunities.

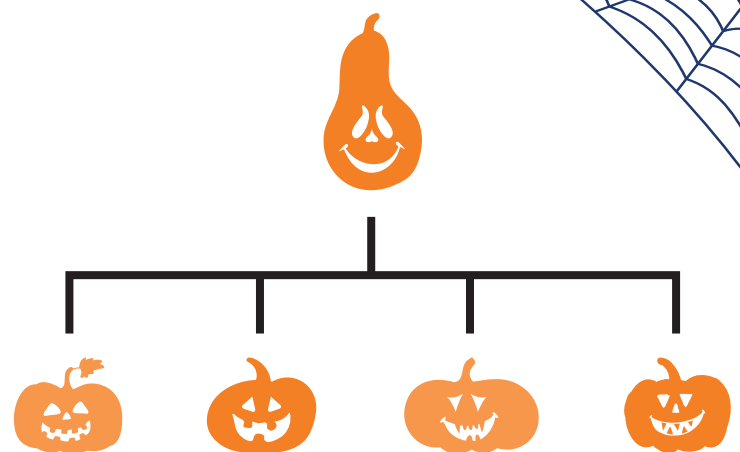
We also have new job classifications for the Technical Specialist series that have been approved by DOHR! Click on the official titles below to explore the new classifications.

[TDOT Technical Specialist 1, 2 & 3](#)

[TDOT Senior Technical Specialist](#)

[TDOT Region Technical Specialist](#)

[TDOT Statewide Technical Specialist](#)

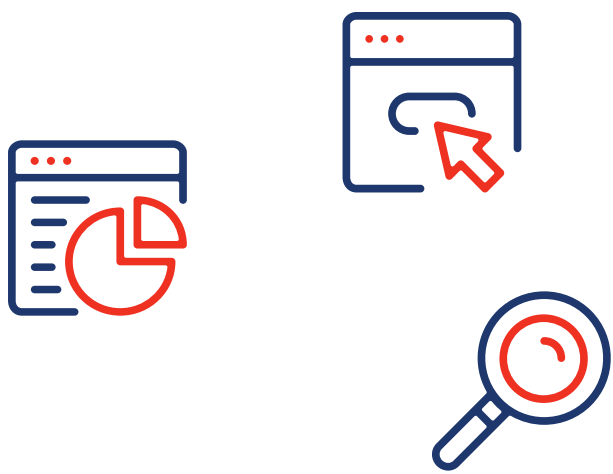


TDOT 360 and Project Delivery Network (PDN)

Many of you may have noticed the new TDOT 360 icon on your work computers, and you may have begun to explore the host of tools within TDOT 360. One of the tools we introduced in our last newsletter was Project Online (POL). Currently, there are over 185 projects loaded into this tool and all legislative projects have been assigned a project manager, or PM. PMs and their teams assigned to projects within POL are continuing to test the systems functionality to ensure project teams have all the resources necessary to effectively track a project's scope, schedule and budget. As more project teams are formalized and assigned to projects loaded into POL, more TDOT employees will gain access to the system. At this time, we ask that employees do not request access to POL unless they are assigned a resource within the system.

As of October 2, 2023, all new start projects and active projects that have not made it to the right-of-way phase are following the workflows outline





in the PDN. All other active projects that have completed the right-of-way phase are only tracking key activities within stages three and four of the PDN. Following the PDN workflows have already shown some “wins” for forecasting project lettings. The PDN workflows are proving to be more transparent and reliable for equitable resource planning.

GTE Program — Award-winning recruitment video

TDOT was awarded for Best Video Production, External category for the Graduate Transportation Engineering Program (GTEP) video at the American Association of State Highway Transportation Officials (AASHTO) Committee of Transportation Communications annual meeting.

Each year the committee recognizes outstanding communications and public relations work. The 2023 winners were announced this month during the annual meeting hosted in Portland, Maine. This year’s competition saw over 180 nominations in a variety of categories.

TDOT was also awarded a gold MarCom award for the GTEP video in MarCom’s video/film recruitment category. Gold awards are judged to exceed the high standards of the industry norm. MarCom Awards is an international creative competition that recognizes outstanding achievement by marketing and communication professionals. Since its inception in 2004, MarCom has evolved into one of the largest, most respected creative competitions in the world. Each year about 6,500 print and digital entries are submitted from dozens of countries.

TDOT’s GTEP is a highly competitive program that includes a two-year, professional development sequence to allow entry-level civil engineers and recent graduates to gain hands-on experience in disciplines such as Geodetics, Construction, Roadway Design, and Traffic Operations and Design. **You can watch the award-winning video [here](#).** Please share this video with friends or family who may be interested in joining our program and kickstarting their TDOT careers!



EPIC — Award-winning internal communications campaign

We are thrilled to announce TDOT’s internal communications campaign for EPIC (Empowering People, Influencing Culture) was also awarded a gold MarCom award in MarCom’s internal communications campaign category. As mentioned in the GTEP video section above, gold awards are judged to exceed the high standards of the industry norm. MarCom Awards is an international creative competition that recognizes outstanding achievement by marketing and communication professionals.

EPIC focuses on our employees and TDOT’s goal is to provide employees with more career opportunities and influence a culture of accomplishment. Our EPIC initiative is the backbone that supports our Integrated Program Delivery (IPD) initiative which ensures transparency, accelerates timelines and allows more innovation in the delivery of our programs and projects.