



Projects First-Round Winner
Innovations Challenge

April 2018

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Missouri Department of Transportation

Professional Development Institute



Description

The Professional Development Institute began because MoDOT did not offer a formal development program for entry, intermediate and senior professional level employees. In 2014, employee surveys revealed that professional level employees in career ladder positions desired expanded opportunities for professional development. PDI is a self-paced development program designed to help professional-level career ladder employees (typically SG 11-16, though some flexibility is allowed) to be well-rounded and have greater organizational awareness. PDI functions much like a college curriculum with a course catalog outlining specific courses by career area. There are four program levels which coincide with employees' career level; entry-level employees will enroll in level 100, intermediate-level employees will enroll in Level 200 and senior-level employees will be Level 300, Level 400 generally be reserved for seniors who have been in their position for more than two years.

Benefit

PDI delivers a competitive advantage by teaching people business skills needed to excel, like managing constant change, effectively collaborating, responding productively to difficult people, navigating workplace culture, political savvy and getting their best work done in an environment of limited resources. Furthermore, PDI saves money by utilizing existing MoDOT U courses and content in a new and innovative way. PDI offers support in that it provides personalized career coaching and advising to assist each participant with their career development plan and selecting electives. The ultimate goal of PDI is to enhance participants' business, interpersonal and professional skills through high-quality curriculum, live webinar, networking and group discussions.

Materials and Labor

There is no material costs associated with the program and work was completed by MoDOT staff.

For More Information Contact:

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Additional information, photos or videos can be seen by accessing the Innovations Challenge SharePoint page at:

<http://sharepoint/systemdelivery/TP/Documents/InnovationsChallenge.aspx>