



## Productivity

**April 2021**

Prepared by Transportation Planning  
Missouri Department of Transportation

## BSCE Offer

[BSCE Offer-YouTube](#)

### Description and Benefit

This innovation is a unique way to make a job offer to a BSCE graduate that MoDOT is recruiting and offering a full-time job offer. An entry level BSCE Graduate offer is generally a paygrade 12, and the step depends on two factors – GPA and pre-grad experience. Interns doing related work will have a higher step, and higher GPAs lead to higher steps. Previously BSCE offers were made prior to graduation, at the GPA supplied to MoDOT and based on the experience gained at the time of the offer. This innovation was implemented where the offer letter shows the graduate how their continued experience and or achieving/maintaining GPA better their starting salary step. MoDOT benefits from this innovation directly, because this allows offers to be more competitive, allows MoDOT to potentially make offers to college Sophomore or Juniors and ‘lock them in’ for future interns and full time work and it benefits them as students, encouraging them to obtain a higher GPA.

### For More Information Contact

Kansas City District

Brian Burger at [brian.burger@modot.mo.gov](mailto:brian.burger@modot.mo.gov) or 816-645-3925.