

Workforce Development

Outreach and Recruitment

MassDOT recruitment and outreach efforts have come along way over the past several years:

- Growing engagement rates and followership across four key social media platforms
- Improved candidate pool attraction and candidate experience
- Greater focus on sustaining hiring pipelines
- Faster hiring processes that captures candidates when they are in the market
- Regionalized events for high value hiring
- Lower early career attrition rates due to improved “fit testing” and promotion availability.

SPRING 2025 CO-OPS

RECENT GRADS!



Emily Ochlis
Dickinson College



Mark Shikutwa
University of Debrecen

THANK YOU FOR ALL THAT YOU DO!



Riya Su
Harvard Graduate School



Lakshmi Thangaraj
Penn State University

MASSDOT



MASSDOT
Engineering Intern (Construction)

MAY 2022

CATLYNN CROCHIERE

JUNE 2024
Civil Engineer I

ALWAYS MOVING FORWARD

ATTENTION! All Licensed Social Workers!

LSW	License Social Worker
LICSW	License Independent Clinical Social Worker
LISW	License Independent Social Worker
LDAC	Licensed Drug & Alcohol Counselors
LCPC	Licensed Clinical Professional Counselors

Your dream job is just a click away!

HIRING NOW!

Statewide Employee Assistance Program Representative
(Administrator III)

Job ID: 24000AB6

MASSDOT

JOB ID: 250002LM

MASSDOT HIGHWAY

GENERAL CONSTRUCTION INSPECTOR I

RESEARCH & MATERIAL

Partnerships with Educational Institutions

- **Building Understanding of MassDOT**
 - Quality Employer
 - Policy Maker
 - Careers In ***and*** Beyond Transportation and Construction
- **120-150 Civil Engineering Summer Internships**
- **Co-op Program**
- **State-wide recruitment**
- **Partnership on campus, inside the classroom, and in the field**
- **A growing number of High School Partnerships**
- **Introduce students to:**
 - Entry-level opportunities
 - (Engineering Aide, Intern/Co-op)
 - Career Value Proposition and Commonwealth benefits

Skills Based Hiring Approach

Breaking Barriers and Elevating Talent

- Widens our talent pool by attracting candidates who might not otherwise consider public service.
- Opens the door for top talent from non-traditional backgrounds.

Enhancing Retention & Development

- Highlights practical expertise acquired on-the-job.
- Encourages ongoing growth for existing employees.

Ensuring Equity

- Mitigates unconscious bias so that all qualified candidates of all backgrounds can compete on a level playing field.

Redefining Existing Job Specifications

- Modernizing civil engineering requirements to focus on critical real-world competencies—leadership, management, technical expertise, and more.
- Reflects the skills truly needed to succeed in complex public service roles.

Skill Matching Initiative

- Aligns specialized industry experience with pressing government projects and needs (i.e. Bridge Inspection).

Career Development Programs

MassDOT - UMass Exchange Program

- Help staff learn about cutting edge practices on UMass campuses and to allow students to learn from subject matter experts in state government.
- Expand knowledge by participating in research projects
- Each participant can consider classes at either the undergraduate or graduate levels and/or active research projects

Career Support Initiatives

- Mentorship program - Resume reviews, career coaching events and internal networking opportunities
- CollabXchange - created with the intention of bringing leadership together to share topics that are most impactful for their work.
 - Topics include peer-to-peer discussions on: Giving Constructive Feedback, Building High Performing Teams, and Effective Leadership Practices

Areas of Opportunity

- **Joint Training Programs**

- Collaborate to offer certification programs for new skills and technologies relevant to highway construction
- Work together to update educational curricula to include emerging skillsets

- **Research and Development Collaborations**

- Partner on shared research initiatives that explore innovative solutions to current challenges in civil engineering

- **Mentorship Programs**

- Enhance current MassDOT Mentorship Program
- Establish mentorship pairings between experienced professionals in industry and state government
- Facilitate networking between students, professionals, and industry, encouraging collaboration and knowledge sharing

MassDOT Human Resources Contacts

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Thank You

