

## NHDOT CE TRAINING PROGRAM

The purpose of the Civil Engineering Training Program is to provide entry-level engineers with diversified training that will enable them to gain a better understanding of the organizational relationships and various engineering functions performed by the Department. Trainees also form key contacts with engineering professionals in bureaus other than their own and build portfolios of projects to enhance future career development. In addition to promoting a highly trained and professional workforce, this training program provides NH DOT engineers with maximum opportunity for career progression. Total program length varies from 12 to 15 months, depending on the need of the trainees.

The Civil Engineering Training Program consists of three long-term assignments—Highway Design, Bridge Design, and Construction, requiring 2.5 to 3 months each. This core training lasts approximately 7 to 10 months, depending on the interest and need of the trainee. Employees enrolled in the training program are assigned to a “home” bureau where they begin their training. The “home” bureau becomes the employee’s assigned place of work upon completion of training.

Training is sequenced to meet the needs of each employee and to ensure that optimal training opportunities exist during the period scheduled in each bureau.

<b>Core Training</b>	
<b>Bureau</b>	<b>Duration</b>
Highway Design	2.5 - 3 months
Bridge Design	2.5 - 3 months
Construction	3 months

Along with the Core training, participants spend an additional 2 to 3 months in a variety of training locations (bureaus/districts), thus providing each participant with additional training opportunities based on individual interests and career goals. Each participant chooses several options from the following list, depending on the length of their program. Length of stay per bureau can range from 1 to 5 weeks.

<b>Short-term Training—Bureaus/Districts</b>	
Traffic	Highway Maintenance
Environment	Rail & Transit
Turnpikes	Transportation Management Center
Aeronautics	Planning
Right of Way	Other bureaus