



Innovative Recruiting Strategies

Utilizing innovative recruiting strategies, highlighting various efforts to attract and retain top talent.

Attraction Efforts



EMPLOYEE REFERRAL PROGRAM

Leveraging the power of current employees to refer qualified candidates within their network



SOCIAL MEDIA CAMPAIGNS

Targeted recruitment efforts on platforms like LinkedIn, Twitter, and Instagram



PARTNERSHIPS WITH LOCAL UNIVERSITIES

Building relationships with career centers and student organizations to identify top talent



INTERNSHIP OPPORTUNITIES

Providing hands-on experience and a pathway to full-time employment



COMMUNITY EVENTS

Utilizing Community events to spread the word about working for the transportation industry



WOMEN AND HOMELESS SHELTERS

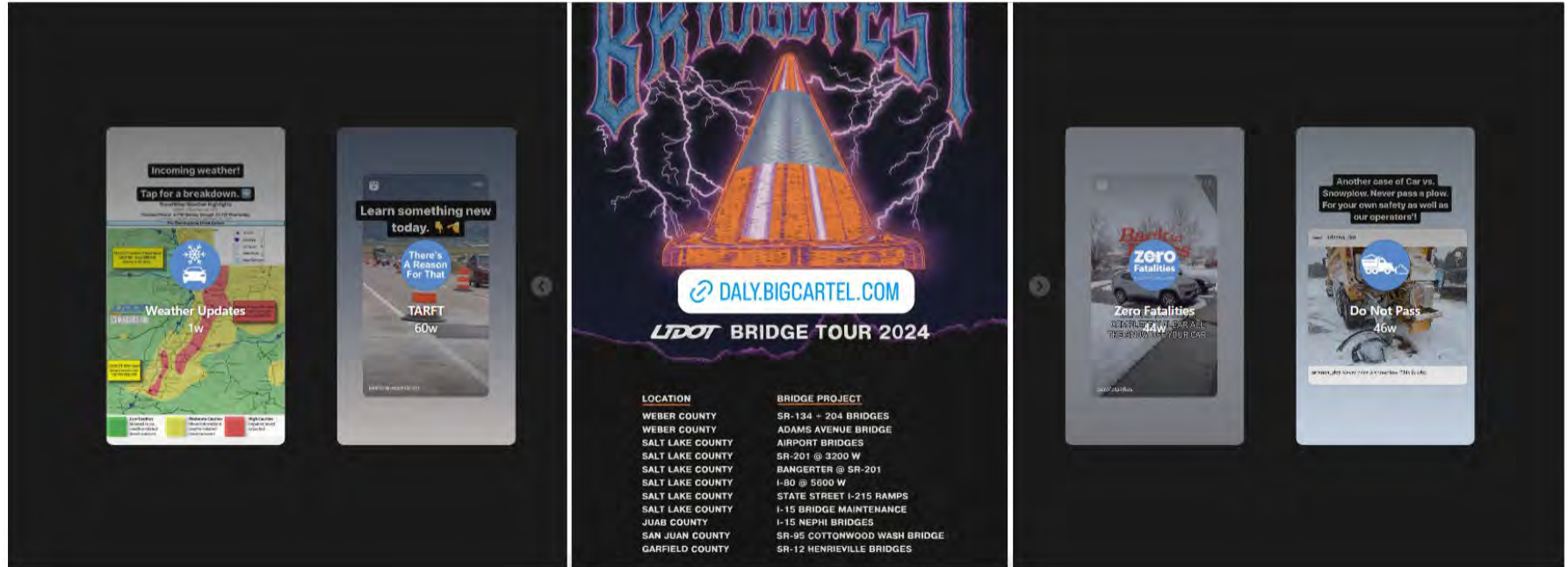
Giving people a hand up when they need it most. Working for a State Agency is a pathway out of poverty for many

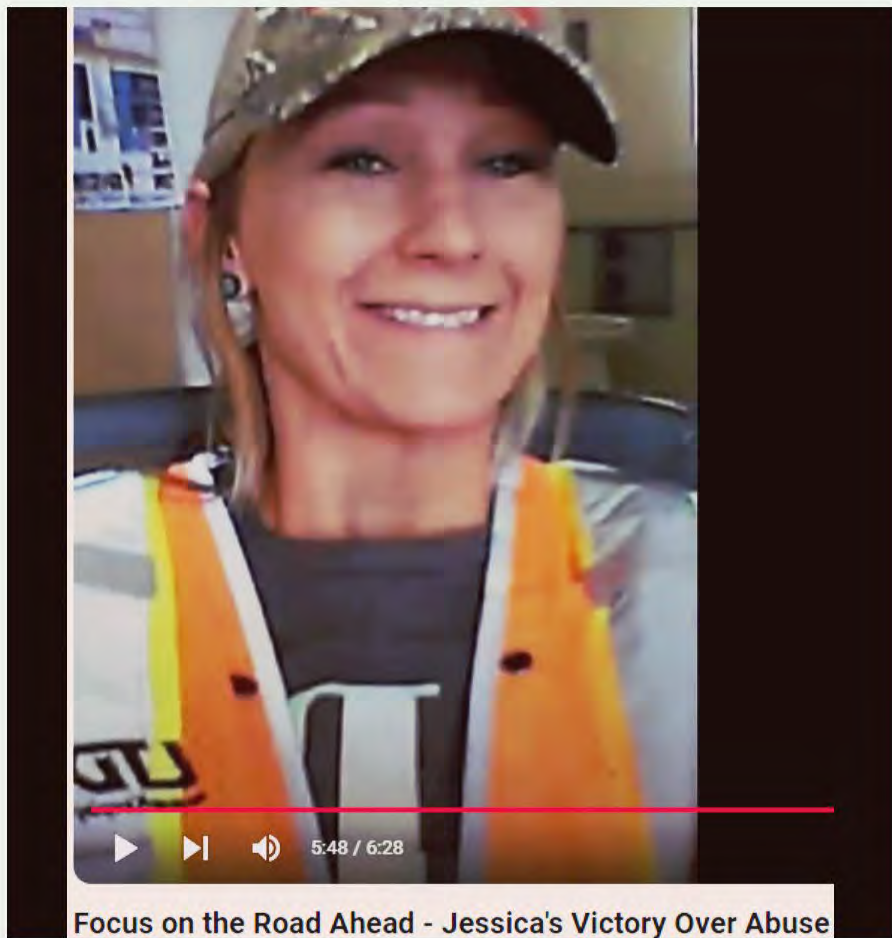
COMPREHENSIVE AND INNOVATIVE RECRUITING CHANNELS ENABLE THE ORGANIZATION TO ATTRACT AND HIRE THE MOST TALENTED INDIVIDUALS, ENSURING A STRONG AND DIVERSE WORKFORCE TO SUPPORT UTAH'S TRANSPORTATION INFRASTRUCTURE.

Embracing Technology in Talent Acquisition

The Utah Department of Transportation (UDOT) is leveraging technology to streamline and enhance its recruitment efforts, leading to a more efficient and effective talent acquisition process.

UDOT's use of cutting-edge tools and platforms has enabled the organization to reach a wider pool of qualified candidates, optimize the application and screening workflows, and provide a seamless experience for job seekers.





The key to
successful talent
acquisition is to
find the right fit,
not just the best
resume.



Trans Tech

UDOT Transportation Technician Education Program Career Path



The Transportation Technician Education Program, or TEP, is a specialized career development program to help technicians improve their knowledge, skills and abilities and to define how they can advance their career at UDOT. TEP is a combination of online courses and instructor-led training and can be completed at the employee's own pace. A pay increase is associated with each completed training phase.

Build your career with training/certification



Transportation Technician I TRAINING

Phase I 0-6 MONTHS

Upon completion of all Phase I requirements, with supervisor and trainer approval



6% PAY INCREASE

Phase II 6-12 MONTHS

Upon completion of all Phase II requirements, with supervisor and trainer approval



6% PAY INCREASE

Phase III 12-18 MONTHS

Series Promotion from Trans Tech I to Trans Tech II

Upon completion of all Phase III requirements, with supervisor, trainer, and Peer Review Board approval



6% PAY INCREASE

Transportation Technician II TRAINING

18-24 MONTHS

Upon completion of all Trans Tech II requirements and supervisor, trainer, and Peer Review Board approval



4% PAY INCREASE

Specialty Tracks

When have completed all Trans Tech II requirements, Training / OJT in one of the following specialty areas

MAINTENANCE

SPECIALTY CREW

INSPECTOR

MATERIALS LAB

PROJECT ADMINISTRATOR

Upon completion of all requirements for one Specialty track, with supervisor and trainer approval



6% PAY INCREASE

Transportation Technician III COMPETITIVE HIRE

When selected for a Trans Tech III position



8% PAY INCREASE

Employee Development and Performance Information on

Grow the Good Website



Employee Resources

Home

Most Clicks

UDOT Systems and Dashboards

Social Media

Documents, Org Charts, Calendar

Learn, Grow, and Advance

UDOT is committed to our employees and our community. We believe the ability to meet the needs our community begins with our employees. By offering career paths specific to their position, we give UDOT employees the opportunity to be dynamic. Through an innovative culture that encourages learning, we can continue to meet the transportation needs of Utah's fast growing population.

For more information on how you can advance, please click the button below.

UDOT Careers website

Looking for a Program?



Transportation Education Program



Rotational Engineer Program



Design Engineer Program



ITS/Signal Tech Training

Become a valued member of a team that believes in you

UDOT is committed to meeting the needs of our people. Our desire is to provide employees with opportunities for growth and advancement.

UDOT's Recruiting Initiatives



UDOT Attraction Efforts

- **COMPREHENSIVE DIVERSITY AND INCLUSION PLAN**

UDOT has implemented a comprehensive diversity and inclusion plan that outlines specific goals, strategies, and initiatives to attract, hire, and retain a diverse workforce.

- **TARGETED OUTREACH AND RECRUITMENT EFFORTS**

UDOT actively engages with diverse communities, organizations, and educational institutions to identify and recruit qualified candidates from underrepresented groups.

- **INCLUSIVE HIRING PRACTICES**

UDOT's hiring process is designed to be equitable and inclusive, with measures in place to mitigate unconscious bias and ensure fair evaluation of all applicants.

- **EMPLOYEE RESOURCE GROUPS**

UDOT supports the establishment of employee resource groups that foster community, provide mentorship, and advocate for the needs of diverse employees.

- **ONGOING TRAINING AND DEVELOPMENT**

UDOT invests in ongoing training and development programs focused on diversity, inclusion, and cultural competency for all employees.

- **LEADERSHIP DEVELOPMENT**

UDOT has a leadership development strategy focused on helping leaders grow and stay with the department.

