Graduate Engineer Training Program (GETP)

Each new graduate engineer at SHA has a remarkable opportunity to put his or her skills to use through the Graduate Engineering Training Program ("GETP"). This program allows the participant to gain experience in different parts of SHA while exposing you to our organizational culture, people and day-to-day operations. It is divided into four emphases of study: Project Development, Specialty Areas, Project Meetings, and Rotational Assignments. Each facet has multiple learning sessions and is designed to enhance the participant’s practical engineering skills and provide an invaluable experience.

Since GETP began in 1983, more than 500 participants have completed the program. The program is designed to support newly hired engineers at SHA with continuous professional development over a four-year period. The program requirements are as such: 20 mandatory core credits plus 5 (or more) elective courses.

**Project Development Process**
The project development process is one of the first aspects of SHA to which you will be introduced, such as SHA's Thinking Beyond the Pavement Initiative, a context-sensitive approach to integrating the surrounding communities and environment in Maryland transportation projects. Sessions are held where the engineer, will examine the State's transportation project planning process and conduct a case study. Participants will have an opportunity to review the state funding process for SHA-related projects and studies and learn more about project management. Procedural discussions in concept development, preliminary engineering, project design, and detailed engineering, real estate acquisition and construction will give you a hands-on experience in managing a project from initiation to completion.

**Specialty Areas**
There are various divisions related to engineering within SHA, and the Specialty Areas Overview provides you with a briefing of each. Senior engineers lead discussion with you and other participants and highlight their areas of expertise. For example, bridge engineers teach principles related to bridge design; SHA’s Coordinated Highways Action Response Team (CHART) demonstrates how SHAQ monitors and responds to traffic incidents, etc. Other areas highlighted are the Office of Materials and Technology, Highway Operations, and Traffic and Safety.

**Project Meetings**
Meetings with fellow engineers and the public are important in obtaining feedback, making successful decisions and advancing the progress of transportation projects. As a GETP participant, you are able to attend several meetings as an observer and participant. You will
gain an understanding of the discussion and decision process and how to design an effective, visual and oral presentation.

**Rotational Assignments**
Participants are required to complete a rotational assignment in construction, where a portion of your time is spent in the field, observing construction activities. Other optional assignments are available once the mandatory construction rotation is completed and is chosen by you and your manager. Each rotation last up to six months and is your opportunity, as a new engineer, to continue building a personal career development experience.

SHA’s Graduate Engineering Training Program allows the participant to receive an education that stretches beyond the classroom. You are able to work with SHA engineers, form bonds with other participants and have the satisfaction of seeing a project completed from start to finish. Engineers that have completed this program report that they are not only more astute as civil engineers, but feel a connection to the organization and value the bonds that they developed with their graduating peers.

**Core Modules**
- Senior Manager Forum
- Project Development Process (4 phases, includes actual project)
- DAFITA (including: OFIT, Consultant Services, Legal, Career Planning, Mentoring, Recruitment & Exam)
- Environmental Stewardship
- Project Planning - NEPA
- Project Management
- Highway Capacity
- Media Relations
- Geometric Design

**Elective Modules**
- District Operations
- Traffic Design & Operations
- Partnering/Construction Planning & Design Administration
- Bridge & Highway Hydraulics
- Bridge Inspection/Remedial/Design
- Highway Development
- Highway Operations - CHART, SOC
- Highway Maintenance
- Acquisitions (Real Estate)
- Materials & Technology (Geotechnical Engineering & Engineering Geology; Pavement Design & Asset Management; Material Quality Assurance)

*For more information, please contact the Program Coordinator at 410-545-0332.*