

Partners In Education

The Partners In Education program is organized through the Jefferson City Area Chamber of Commerce. Their mission is to promote collaboration between the Jefferson City area business and education communities, provide programs that enable students to achieve academic excellence, enhance economic growth with quality schools and educate students at Thomas Jefferson Middle School about career opportunities in transportation.

Employee Advisory Council

The department recognizes one of the most integral components of our workforce is to respect and appreciate the values, ideas, cultures, and backgrounds of others. The Employee Advisory Council fosters and enhances a positive and supportive work environment among the department's employees by assisting management with cultural diversity, policy review and communication issues.



Missouri Department of Transportation

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Tools for an Inclusive Workplace

A Guide to Equal Opportunity and Diversity Division Programs



Equal Opportunity and Diversity at MoDOT

At MoDOT we value diversity because we believe in the power of our differences. The Equal Opportunity and Diversity Division plays a key role in researching, developing, coordinating and implementing programs and policies that will advance MoDOT as an inclusive work environment where equal and equitable opportunities exist for all employees.

Diversity Plan

In accordance with federal and state requirements, MoDOT promotes equal employment opportunities in all of its employment and business activities. The EODD prepares and implements a Diversity Plan, which is the department's Affirmative Action Plan. This action plan guides the department in its efforts to employ a workforce and do business with companies that reflect the diversity of customers, communities and cultures we serve.

Mentoring Program

MoDOT administers a Mentoring Program to help employees grow professionally because we believe in the value of supporting and developing our employees. This program is based on a nurturing relationship between two employees, where one person invests time, energy and personal knowledge in assisting the growth and development of another person. In return, the mentee gains a better understanding of the department and how his

or her skills fit into MoDOT's goals and objectives. It also helps the department increase productivity, retain highly skilled professionals and develop a natural leadership succession.

Cooperative Education Program

Students majoring in civil engineering, business administration, computer science or criminal justice are invited to explore the opportunities with MoDOT's Cooperative Education Program. Through the program, students gain hands-on experience at MoDOT



while they are working on their degree. Co-op students earn a salary, college credit hours and vacation and insurance benefits. The department offers

flexible work schedules that coordinate with a student's class schedule or a student can alternate between a full-time work or a full-time school phase.

Transportation and Civil Engineering

TRAC is a national program that integrates transportation and civil engineering into science, math and social studies classes. Under the guidance of a teacher and MoDOT volunteers, TRAC connects students to transportation careers by engaging them in solving real-world problems. Volunteers lead tours of MoDOT facilities and use special computer programs and hands-on exercises to teach problem-solving skills. Team-building activities simulate challenges students may face in their future careers.

