



FEDERAL HIGHWAY ADMINISTRATION
U.S. DEPARTMENT OF TRANSPORTATION



CAREERS THAT MAKE
A DIFFERENCE

**PROFESSIONAL
DEVELOPMENT
PROGRAM**

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<http://www.fhwa.dot.gov> and
<http://www.usajobs.opm.gov/a9fhwa.htm>

CHALLENGING, RESPONSIBLE ASSIGNMENTS:

- *Decisions Made by Front-line* - All approval actions have been delegated to the field offices with many offices further delegating that authority to the employees doing the work.
- *Ultimate Decision Maker* - As the Federal funding agency, the eligibility rests with our agency. We strive to facilitate resolution so all parties buy into the decision. However, we are usually the ultimate decision maker.
- *Wide Area of Responsibility* - We get to see a project go through all stages. In addition, we can have various collateral responsibilities which cover a range of program activities. Therefore, we are intricately involved in making program enhancements which have a wide effect on the development of projects.
- *Public Policy Development & Management* - As a Federal agency, directly involved in the development of national legislation, in the development of the respective regulation, and in the actual implementation of the work.
- *Marketing Latest Technology* - We are responsible for encouraging our state partners to continually enhance the tools they use to deliver transportation programs and challenge them to implement state-of-the-art technologies.

PERSONAL VALUES:

- *Community Outreach Programs* - Our agency fully supports our involvement in community affairs which support the transportation community, including working with elementary, middle and high schools to promote interest in transportation careers. This includes administrative time-off to participate in these activities.
- *Caring Internal Environment* - The FHWA, by government standards, it is relatively small. Within FHWA, we often hear the term "FHWA family." Because of FHWA's size and its traditionally stable workforce - it's easy to get to know a large portion of the workforce and become part of the "family." It's a very cordial and comfortable place to work.

PROFESSIONAL GROWTH:

- *Intern Training Program* - The Professional Development Program is a great way to start a career. It provides hands on experience in a variety of fields and locations, allowing new employees to explore their interests and develop a career path.
- *Continuing Education/Training Program* - FHWA offers a great selection of training courses and the potential for outside education opportunities. In addition, long-term training is provided through the Academic Study & Executive Potential programs as well as in-depth management & technical training sessions.
- *Variety of Career Options* - Perhaps the best thing about FHWA is the ability to enhance and expand our job. FHWA employees are encouraged to expand their horizons and make contributions to the broader transportation community. Initiative and imagination are encouraged. We can move in a variety of directions as well as into management while staying within one organization - having many different careers while not changing employer. In effect, we can achieve our dreams.

- *Numerous Office Locations* - FHWA encourages mobility and as such, people wishing to explore the country have opportunity to live and work in a variety of locations. We can see the country & experience different regions through relocations, or we can remain in the same location throughout all or most of our careers.
- *National Perspective* - FHWA is a transportation organization with a national perspective with offices throughout the country and a large variety of positions ranging from the traditional highway engineer to attorney to marketing specialist to staff assistant. It has a rich tradition having been involved in transportation for more than 100 years.
- *Health Benefits* - The benefits are comparable or exceed those of many private organizations. In addition, health benefits can be carried into retirement.

EARN A LIVING:

- *Job Security* - The Federal government is one of the largest employers in the Nation and provides employees with employment rights, opportunities, and entitlements unheard of in the private sector.
- *Good Wages* - Salaries are competitive with other federal, state, and local governments with consistent raises based on length of service and cost of living increases.
- *Retirement* - Federal employees are covered by an excellent retirement system which provides a guaranteed annuity plus the Thrift Savings Plan which is a tax deferred savings plan allowing employees to contribute up to 10% of salary with government matching of up to 5%. Employees are also covered by social security.

WORK LIFE BALANCE:

- *Flexible Work Schedules* - Our work schedule is a great marketing point. Being able to have a three-day weekend every other weekend is perfect to get work done at home or spend valuable time with family and friends. It also allows employees to save their annual leave for actual vacations.
- *Family Friendly Leave Flexibilities* - The Federal Government has an impressive array of FFLF, including annual leave, sick leave for personal medical needs and family medical care, the leave sharing program, and paid leave for bone marrow and organ donation
- *Limited/Seasonal Overtime* - Employees are expected to work 80 hours every two weeks, allowing them to pursue other interests and commitments in the evenings and weekends.
- *On-Site Child Care Centers* - Facilities are available in many FHWA locations including the Headquarters office location in Washington, D.C. Child care and elder care referral services are also provided.
- *Health and Wellness Program* - These programs are available to FHWA employees to assist them in achieving and maintaining healthy lifestyles, including fitness facilities in many of our work locations.