



# CAREER DEVELOPMENT AT MBP

**MBP is committed to providing our Team Members with the tools and resources they need to excel in their careers, and has a variety of programs and learning opportunities available:**

## **LINKEDIN LEARNING**

All MBP Team Members are given access to the LinkedIn Learning platform, which currently offers over 7,500 available training classes on a variety of topics and continues to grow. The platform also offers some certification preparation curriculums. MBP is also able to load our own content for our team to enjoy. For example, all 2018 Lunch-n-Learns that offered Professional Development Hours (PDHs). That way, if you were unable to attend initially you can still catch details at a later date.



## **LEADERSHIP DEVELOPMENT PROGRAM**

Team Members who show leadership potential may be invited to join MBP's Emerging Leader Program, participate in Project Management training, or may be invited to attend offsite leadership programs when offered.

## **MENTORING PROGRAM**

MBP's Mentoring Program has been very successful for many years. Team Members are paired with someone who can help them achieve their career goals. Mentors may change throughout the years, or you may have several Mentors that help you with different things. Mentors and Mentees are encouraged to meet at least on a monthly basis (either in person or virtually).



## **APPRENTICESHIP PROGRAM**

Construction Inspector Trainees may qualify for a program sponsored by the Virginia Department of Labor and Industry to help them advance into Construction Inspector I positions.



## **CERTIFICATIONS**

We encourage our Team Members to obtain and maintain certifications that are relevant to their position. Many certifications provide a monetary award or salary increase for Team Members who achieve them. Please see the Certification Matrix document. All technical Team Members are expected to complete OSHA 10 or 30-Hour certification class and exam which is MBP provided with a quick authorization email from an Area Manager.

## **LUNCH-N-LEARN SESSIONS**

MBP hosts monthly Lunch-n-Learn sessions where we invite our Team Members to share their knowledge on a particular topic, or we invite an outside speaker to present. Some sessions are certified through RCEP for Professional Development Hours (PDHs). Let us know if you'd like to present!

## **INTERNAL COMMITTEES**

MBP has a Safety Committee, Wellness Committee, and Community Outreach Committee. We encourage Team Members to volunteer their time to further improve and enhance these programs, as well as gain valuable knowledge.



## **TUITION ASSISTANCE**

After completion of six months of service, full-time Team Members qualify for up to \$4,000 per year in tuition assistance to be used for completion of college degrees or professional certifications.

## **PROFESSIONAL ASSOCIATIONS**

MBP will pay for membership in Professional Associations provided that at least one meeting per year is attended. We encourage our Team Members to volunteer their time for association board positions, which often provides valuable leadership experience.

## **SEMINARS AND CONFERENCES**

Team Members are encouraged to attend at least one work-related conference or seminar per year.



## **ON-THE-JOB TRAINING**

The environment at MBP is very much a teaching one, and we constantly look for ways to coach, train, and develop our Team Members.

## **BEST PRACTICE TEAMS**

Several of the services offered to our clients have groups (Best Practice Teams) that are made up of those who have a passion for that service. For example, Team Members that do Cost Estimating can join others within MBP to discuss processes, procedures, techniques, forms, and software to continually evaluate how MBP does CE and whether it can be done even better.

## **ANNUAL BUSINESS MEETING (ABM)**

A variety of breakout sessions are offered at the ABM. Team Members are encouraged to present on topics that they believe they have knowledge or experience to share with other Team Members.