

TRAINING AND DEVELOPMENT OPPORTUNITIES



Leadership Development

Members of management and team leaders are exposed to a variety of Leadership Development opportunities both in the classroom and on the job. The training programs help leaders to develop the balance of management skills and leadership skills necessary in the fast moving construction environment. The use of Franklin-Covey, Blanchard, and Dale Carnegie programs also provides the “whole life” approach to leadership that Wharton-Smith requires.

Internship / Co-op Program

Wharton-Smith regularly looks to campuses around the U.S. for outstanding, committed students with the right work ethic. Interns and Co-ops work on the day-to-day construction issues that will prepare them for the realities of a successful career. Participants are given financial and career counseling support to make their experience something that leaves a lasting impression.

Craftworker Training Program

Our craft workers are the “heart and soul” of Wharton-Smith’s reputation for quality work. We primarily focus in the Pipe Work, Form Carpentry, Millwright and Concrete Finishing areas with comprehensive training programs. Each participant is involved in classroom, lab work (doing the tasks) and on-the-job training to assure that Wharton-Smith technical, safety and quality standards are consistently met. Training is done by experienced crafts people with professionally developed course materials and exercises.

Personal Computer Skills

Wharton-Smith works aggressively to take full advantage of the software programs available on the market today to increase our personal and organizational productivity. We offer regular training sessions on Microsoft Products (Excel, Word, Outlook, PowerPoint, Access) for office and field personnel. We provide professionally taught classes in the use of Primavera Project Planner (P3) and Timberline Accounting Software, our primary tools to effectively manage schedules and costs.



Engineer-In-Training (EIT) Program

Recent graduates are given an opportunity to rotate through field, office, and estimating assignments over a two year period. A career coach is assigned to provide technical and professional guidance and assure that both the participant and company get the maximum benefit.

Professional Growth Assignment (PGA) Program

Professionals from Construction / Engineering disciplines who have a few years of experience in the industry are provided with assignments both in the office and in the field to broaden their perspectives and experience. Program participants are provided with a coach to guide them along their journey.

Pathfinder Mentoring Program

Professionals whose contributions are critical to the success of the business may be enrolled in a formal Mentoring program and assigned an experienced Mentor. Mentor-Mentee relationships are based on trust, personal and professional growth, and typically involve career planning discussions. Individuals who are selected to participate are “stretched” to prepare them for future opportunities that may arise where they can make significant contributions to the business.

Other Programs

The Training Department also offers a variety of other office skills and professional development classes to meet the changing needs of our human resources.