Minnesota Department of Transportation
Recruitment Programs:

Developing Future Transportation Leaders

We all have a stake in A to B
Developing Future Leaders

Phoenix Internship

Seeds Program or Other Student Worker Opportunities

Graduate Engineer/Land Surveyor Program or Permanent MnDOT Opportunities

Endless Leadership Opportunities
Phoenix Internship Program

- Began in 2005 because of the growing need for talented engineers
- One year internship program for high school seniors enrolled at Project Lead the Way (PLTW) high schools interested in engineering
Phoenix Program’s Mission

- Build the pipeline of talented engineers at MnDOT by targeting high school seniors
Phoenix Program’s Goals

- Provide interns with on the job training that will enhance their skills
- Enhance intern’s interest in MnDOT
- To promote MnDOT as an employer of choice
Intern Eligibility

- Be enrolled in a PLTW/STEM high school
- Must have taken or plan on taking a pre-engineering course
- Must be a senior in high school
- Have at least a 3.0 GPA
Areas of Opportunity

- Design
- Traffic
- State Aid
- Surveys
- Materials
Areas of Opportunity

- Mapping
- Project Scope
- Bridge
- Data Analysis
- Maintenance
Examples of Tasks

- Utilize right of way websites to research and perform needed indexing for right of way locations

- Use video log system to collect information to aid in the analysis of the state highway system

- Assist with construction plan preparation by applying software programs to draft plan sheets and layouts
Intern Employment

- Work up to 20 hours/week during academic year; 40 hours during summer & breaks
- One year internship
- Pay Rate of $10.79
- Professional development activities and support—tours, workshops, mentors
Phoenix Benefits

Intern

- Actual engineering experience
- Great pay
- Enhance student’s understanding of engineering
- High school credit
Phoenix Hiring Office Benefits

- Cost effective–Phoenix program pays 50% of salary
- Increase office production
- Prepare future workforce
Phoenix Successes

- Provided approximately 55 internships
- 22 interns have transitioned in the Seeds program
- 6 interns are now permanent employees
Seeds Program

- Began in 1993 to help MnDOT’s workforce reflect the communities we serve

- A career track for college students who are minorities, recently separated veterans, economically disadvantaged, and students with disabilities
Seeds Program Mission

- Seeds is not an acronym, but a concept of *growing our own talent*

- To equip and train highly qualified, diverse students for potential permanent employment
Seeds Program Goals

- Build a diverse, highly qualified workforce at MnDOT
- Provide quality on-the-job work experience and development opportunities for students
- 100% hiring rate of Seeds students upon graduation
Student Eligibility

- Must be enrolled at a college, university, trade, business, or technical school
- 6 semester credits or 9 quarter credits
- Must maintain a GPA of 2.5 or 3.0 for Engineering majors
- Majors must meet MnDOT’s needs
Opportunities for Most Majors

- Accounting/ Finance
- Architecture
- Business
- Civil Engineering
- Civil Tech
- Communications
- English
- General Studies / AA
- Geography / GIS
Opportunities for Most Majors

- Human Resources
- Law/Paralegal
- Planning
- Public Policy
- Research
- Science
- Social Work
- Surveying
Examples of Tasks

- Learn and follow graphic standards for drafting and plotting construction plan sheets and geometric layouts

- Research and gather information in preparation for grievances and hearings

- Attend recruitment career fairs, speaking engagements, and special events to market MnDOT as an employer of choice
Seeds Student Employment

- Work up to 20 hours/week during academic year; 40 hours during summer & breaks
- Can participate in the program for up to four (4) years, or until graduation
- Pay Rate of $12.82 to $17.49/hour
Seeds Student Employment Cont.

- Performance review every 6–months
- Holiday pay, vacation and sick leave accrual
- Professional development activities and support; tours, workshops, mentorship program
Professional Development Activities
Benefits to Students

- Mindful placement—On the job experience in areas related to the student’s major.
- Training, development & mentoring as a priority—pay for additional training.
- High expectation of accountability and responsibility—GPA requirements.
Benefits to Hiring Offices

- Cost effective – Seeds program pays 50% of student’s salary
- Larger pool of qualified candidates
- Program provides extra support to ensure student success
- Placed in any 7 of the districts
Seeds Successes

- Provided approximately 600 job opportunities
- 11 out of the 14 (79%) students who graduated in May of 2013 were hired
- Overall 82% placement rate of Seeds students
Graduate Engineer and Land Surveyor Program

Minnesota Department of Transportation

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Graduate Engineer/Land Surveyor Program (GELSP)

- Program has existed in MnDOT for over 30 years
- Nationally recognized and respected
- The GELSP is a two year job rotation program designed to help MnDOT develop our future engineering and land surveying leaders in transportation
Goal

- The Program is designed to give participants practical experience through formal job rotations in various engineering/surveying disciplines at MnDOT. Rotation options may include rotating to our partner agencies; such as Met Council, counties, cities.
Why is this Program Successful?

- Allows new MnDOT engineers/land surveyors exposure to multiple aspects of transportation engineering/surveying before placement in their permanent job assignment.

- Expand technical expertise, develop leadership & management skills, and build critical relationships.

- "Hands-on" training from more experienced, licensed engineers/surveyors, and MnDOT employees.
Mandatory Rotations

- Construction (6 months)
- Design (6 months)
  - Preliminary or Final
  - Roads or Bridges
- Outstate (3 months)
- Electives (9 months – Collaboratively selected by Trainee and Advisor)
Examples of Rotations:

- Aeronautics
- Bridge
- Construction
- Design
- Geodetics
- Land Management
- Maintenance
- Materials
- Photogrammetrics
- State Aid
- Water Resources
Why Rotate?

- Give participants broad exposure to MnDOT, making them a well-rounded transportation engineer/surveyor.
- Well prepared for their permanent positions at the conclusion of the Program.
- Gain critical engineering/surveying experience in preparation for their professional licensing exam (PE/PLS).
Successful Completion of the Program

- Pass the first phase of licensing: Fundamentals of Engineering exam (FE); Fundamentals of Land Surveying exam (FLS)
- Satisfactory mid-point and final performance reviews for every rotation
- Complete all mandatory rotations within the two-year period
Program Incentives

- Professional Development Opportunities: Semi-annual meetings for all participants, On-site tours of projects, Effective Presentations training, and Business Writing courses

- Each trainee is assigned an Advisor and Mentor to develop competencies and skills; develop a rotation plan for maximum exposure to MnDOT.
Incentives (continued)

- Participation on the Graduate Engineer Development Committee (GEDC) offers leadership opportunities
- Expansive technical training opportunities
- Member of a peer cohort
- Comprehensive state employee benefits
- Advancement opportunities
Current GELSP Statistics:

- 23 – Engineer Trainees on staff
- 10 – New Trainees will start on June 4, 2014
- 9 – Trainees will be promoted out of GELSP on July 9, 2014
Countless successes out of the GELSP

- Deputy Commissioners
- Division Directors
- Office Directors
- Highly skilled Transportation Engineers/Land Surveyors and technical experts
Questions?

Seeds Program

Phoenix

Graduate Engineer / Land Surveyor Programs
Contact Us

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