

**Minnesota Department of Transportation
Workforce Development, Training and Education**

Talking Points

- 26 active workforce development, training, and education programs (see attached inventory)
 - 7 - Pre-Apprenticeship and apprenticeship
 - 4 - OJT
 - 4 - career orientation and exploration
 - 5 - career pathways
 - 6 - non-OJT training opportunities
- 7 additional programs in development or identified as future opportunities
- Programs Focus
 - Highway heavy pre-apprenticeship
 - Construction career orientation
 - Class A CDL training
 - Hands on learning and job readiness opportunities for STEM careers and construction/highway maintenance trades
- Approximately 20 external partnerships providing:
 - Funding
 - Program development and operational support
 - Participant recruitment
- Total investment of approximately \$9.8M in federal IJA/BIL 504(e) funds, state funds, and partnership/grant funds.
- Annual participation: over 550 participants across all programs
- Intentional Participant Demographics:
 - Tribal members and communities, BIPOC, women, disadvantaged and underrepresented (minority, economically), veterans, individuals with disabilities
 - Youth, high school, post-secondary, and adults
- Program Service Area(s)
 - Metro – 9 programs
 - Greater Minnesota – 5 (including a tribal focus)
 - Statewide – 12

- Program Highlights

1. Partnership with Minnesota Cement Masons, Plasterers, and Shophands Journeyman and Apprentice Training Trust Fund to provide hands-on highway heavy construction training program for tribal members.

Introduces a skilled trade, and life changing new craft to participants that can bring future financial security, strong benefits, and a new way of life for tribal members and their families. Upon completion, the participants are job ready

- 2023 program: 21 graduates, 18 placed in employment
- <https://www.youtube.com/watch?v=YOZzx5MRGkQ>

2. MnDOT Career Pathways Program

Includes five programs focused on creating career opportunities at MnDOT for students and entry-level employees:

Phoenix Student Worker Program
Civil Engineering Student Worker Program
Seeds Student Worker Program
Retaining Our Workforce Program
Graduate Engineer & Land Surveyor Program

2022 Report

Total Hires (all programs): 75
Gender Breakdown: Male – 45
Female – 30
Protected Groups: Minority – 30
Individuals with Disabilities – 4
Veteran – 1
Retention (all programs): 50-75%

- MnDOT is currently developing our strategic Transportation Workforce Management Plan – which will conduct an analysis and document the agencies immediate and long-term workforce resource needs with respect to the State’s capacity to deliver transportation and infrastructure.

Program Status	Program Type	Program Name	Program Description	Description of Program Outcomes	Length of Participation for Individual in Program	External Partnerships	Program Cost	Funding Source(s)	Funding Source Description	Funding Timeframe	Service Area (Greater MN-Location)	Service Area (Metro-Location)
Current	Pre-Apprenticeship	SGAR Career Solutions Northern Minnesota Highway Heavy Training Program	Highway Heavy pre-apprenticeship training program to provide up to 15 individuals in Northeast MN with basic and specialized skills to support entry into highway heavy construction trades.	Develop and implement marketing strategies to recruit, screen, and enroll BIPOC, women, and disadvantaged individuals into the training program. Provide basic and training-related support to successfully complete the program. Placement to graduates which includes coaching and case management during training and follow up once placed in jobs.	4-6 weeks	SGAR Career Solutions	\$100,000	Federal	FHWA special allocation	Federal Fiscal Year	NE Minnesota	
Current	Training (non-OJT)	WDI Construction Career Orientation	Construction career orientation program offered in partnership with Workforce Development Inc (WDI) and Rochester Community and Technical College to support entry into highway heavy construction trades.	Develop and implement marketing strategies to recruit, screen, and enroll BIPOC, women, and disadvantaged individuals into the training program. Provide basic and training-related support to successfully complete the program. Placement to graduates which includes coaching and case management during training and follow up once placed in jobs.	4-6 weeks	Workforce Development Inc, Rochester Community and Technical College	\$200,000	Federal	FHWA special allocation	Federal Fiscal Year		
Current	Training (non-OJT)	CDL Training Program	Class A CDL training.	Classroom and hands-on training to support their attainment of a Class A CDL and entry into the highway heavy construction industry.	6 weeks	SGAR Career Solutions	\$100,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year	Duluth	
Current	Training (non-OJT)	CDL Training Program	Class A CDL training.	Classroom and hands-on training to support their attainment of a Class A CDL and entry into the highway heavy construction industry.	6 weeks	American Indian Office of Contracting	\$115,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year		Metro
Current	Training (non-OJT)	CDL Training Program	Class A CDL training.	Classroom and hands-on training to support their attainment of a Class A CDL and entry into the highway heavy construction industry.	6 weeks	Mind the G.A.P.P.	\$100,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year		West Metro
Current	Training (non-OJT)	CDL Training Program	Class A CDL training.	Classroom and hands-on training to support their attainment of a Class A CDL and entry into the highway heavy construction industry.	6 weeks	Cook County Higher Education	\$130,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year		NE Minnesota
Current	Career Pathway	Seeds Student Worker Program	Paid college level student worker positions to highly motivated minority or economically disadvantaged college students, students who are recently separated veterans, students with disabilities or female students in STEM or non-tradition fields of study.	Pathway to full-time employment with MnDOT.	24-48 months		700,000	Both	IIA/BL 504(e) federal funds and Trunk Highway Funds; Office of Human Resources Operating Budget	State Fiscal Year	Statewide	Statewide
Current	Career Pathway	Phoenix Program	Partnership with Project Lead the Way (PLTW) that provides jobs for high school students enrolled in STEM courses at PLTW high schools.	Provides high school students enrolled in pre-engineering, or other science, technology, engineering, mathematics (STEM) courses at area Project Lead the Way (PLTW) high schools student worker jobs. Sister partnerships with Youth Employer programs Achieve Two Cities - Step Up and Right Track St. Paul to connect talented youth in the Minneapolis school district, City of St. Paul, St. Paul Public Schools, and other employers for summer employment opportunities.	3-12 months	Project Lead the Way (PLTW), Achieve Two Cities - Step Up and Right Track St. Paul.	\$300,000	Both	IIA/BL 504(e) federal funds and Trunk Highway Funds; Office of Human Resources Operating Budget	State Fiscal Year	Statewide	Statewide
Current	Career Pathway	MnROW (Retaining our Workforce)	Internal strategic retention program designed to retain top talent within the department.	Retain current career pathway program students throughout the department by providing tuition on the job development positions, making employees highly qualified to compete for permanent positions within MnDOT	6-12 months		\$350,000	State	Trunk Highway Funds; Human Resources Operating Budget	State Fiscal Year	Statewide	Statewide
Current	Career Pathway	Civil Engineering Student Worker Program (CEP)	Partnership with the Center for Transportation Studies (CTS) provides hands-on learning opportunities for undergraduates studying civil and construction engineering. College juniors and seniors interested in transportation-related careers gain real-world skills that complement their academic pursuits.	Provides hands-on professional work experience for college students majoring in civil engineering through student worker jobs.	12-24 weeks	Center for Transportation Studies	\$300,000	State	Trunk Highway Funds; Human Resources Operating Budget	State Fiscal Year	Statewide	Statewide
Current	Career Pathway	Graduate Engineer & Land Surveyor Program	The Graduate Engineer and Land Surveyor Training Program is designed to provide civil engineering and land surveying graduates with practical work experience through formal job rotations within various engineering and land surveying sections at MnDOT.	Districts and Offices rely on the program as a pipeline for employing qualified engineers and land surveyors within the agency.	2 years		\$1,900,000	State	Trunk Highway Funds; Human Resources Operating Budget	State Fiscal Year	Statewide	Statewide
Current	Apprenticeship	Grow Our Own (GOO)	Provides technical training and equipment (tools) for employees to develop skills necessary to repair and maintain MnDOT's heavy equipment. Employees work in various locations throughout the agency gaining hands-on experience and training in repairing and maintaining a variety of MnDOT's heavy equipment. Learn preventive maintenance, simple repairs, and assist experienced mechanics with major repairs.	Pipeline for employing Heavy Equipment Mechanics within the agency.	2 years		\$700,000	State	Trunk Highway Funds; Office of Maintenance Operating Budget	State Fiscal Year	Statewide	Statewide
Current	OJT	Urban Youth Corps (UYC)	Focus on highway maintenance work allowing students the opportunity to gain on the job training. Students learn about the tools, equipment and methods used in Maintenance Operations to maintain MnDOT roadways. Students learn how to maintain written logs and records. In addition, students have the opportunity to learn about other state government career opportunities.	Provide paid student worker opportunities to high school students in urban areas with an interest in careers at MnDOT. All eligible students earn Work Based Learning high school credits.	9 weeks	Project for Pride and Living	\$50,000	State	Trunk Highway Funds; Metro Division operating budget; Contract w/ Project for Pride and Living	State Fiscal Year		Metro
Current	OJT	Transportation Associate Pathway Program	Training program designed to provide individuals with career development and advancement in order to become successful at MnDOT. Skills learned include basic hand tools, performing routine scheduled equipment maintenance, performing roadway maintenance, using computers for simple data entry and data transfer, operating maintenance vehicles, and operating mobile and two-way radio systems.	Graduates of TAPP will have the training and skills needed to perform road surface and roadside maintenance opportunities of career advancement will also be available as graduates of the program.	10-12 months		\$350,000	State	Trunk Highway Funds; Metro Division operating budget	State Fiscal Year		Metro
Current	Pre-Apprenticeship	Carpenters & Joiners Apprenticeship & Journeyman Training Trust Fund Carpentry and File Driver Training Program	Partnership with Minnesota Cement Masons, Plasterers, and Shopkarts Journeyman and Apprentice Training Trust Fund to provide hands-on highway heavy construction training program for tribal members.	Introduce a skilled trade, a life changing new craft to participants that can bring them future financial security, strong benefits, and a new way of life for them and their families. Upon completion, the participants are job ready.	10 weeks	Carpenters & Joiners Apprenticeship & Journeyman Training Trust Fund	\$270,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year	Bemidji	St. Paul
Current	Pre-Apprenticeship	Cement Mason Tribal Training Program	Partnership with Minnesota Cement Masons, Plasterers, and Shopkarts Journeyman and Apprentice Training Trust Fund to provide hands-on highway heavy construction training program for tribal members.	Introduce a skilled trade, a life changing new craft to participants that can bring them future financial security, strong benefits, and a new way of life for them and their families. Upon completion, the participants are job ready.	10 weeks	Carpenters & Joiners Apprenticeship & Journeyman Training, Cement Masons 633	\$500,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year		
Current	Pre-Apprenticeship	DEED Cement Masonry Training Program	Partnership with DEED and Cement Masons, Plasterers and Shopkarts Journeyman and Apprentice Training Trust Fund to provide highway heavy Cement Mason training program.	Introduce a skilled trade; upon completion, the participants are job ready.	5 weeks	DEED, Cement Masons, Plasterers, and Shopkarts Journeyman and Apprentice Training, Cement Masons 633	\$825,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year		Metro
Current	Pre-Apprenticeship	Building Strong Communities - Multi Trades Program	Partnership with Building Strong Communities to provide a highway heavy construction training for adults and a construction career orientation. Includes building roads and bridges and involves many trades such as laborers, cement masons, operating engineers, ironworkers, pile drivers, and commercial drivers.	Introduce a skilled trade; upon completion, the participants are job ready.	12 weeks	Building Strong Communities	\$100,000	Other	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs); MnDOT Grant	Federal Fiscal Year		Metro
Current	Pre-Apprenticeship	Building Strong Communities - Multi Trades Program	Partnership with Building Strong Communities to provide a highway heavy construction training for youth and a construction career orientation. Includes building roads and bridges and involves many trades such as laborers, cement masons, operating engineers, ironworkers, pile drivers, and commercial drivers.	Introduce a skilled trade and job readiness.	12 weeks	Building Strong Communities	\$100,000	Other	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs); MnDOT Grant	Federal Fiscal Year		Metro
Current	Education	Brooklyn Construction Career Orientation	Partnership with City of Brooklyn Park and Brooklyn to provide career orientation and trades internships to high school students. Includes OSHA Safety and small equipment (forklift/skid steer) training.	Introduce a skilled trade, provide internships, and job readiness.	2-6 weeks	City of Brooklyn Park, Brooklyn	\$200,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year		Metro
Current	Education	National Summer Transportation Institute	Established by the US DOT and FHWA. Partnership with University of Minnesota to provide a program to grow awareness and interest in construction career opportunities for diverse middle school participants.	Develop awareness and interest, and introduce construction career opportunities for diverse middle and high school participants.	2 weeks	University of Minnesota	\$50,000	Federal	FHWA	Federal Fiscal Year	Statewide	Statewide
Current	Education	Connected and Automated Vehicle Camp	Partnership with the University of Minnesota to introduce high school students to career pathways related to connected and automated vehicles through hands-on learning opportunities with automated vehicles, field trips to organizations working on CAV technology, and information sessions with practitioners in the field and U of M researchers.	Introduce career pathways and career opportunities.	1 week	University of Minnesota	\$30,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year	Statewide	Statewide
Current	OJT	MnDOT CDL Training Program	Internal Class A CDL training program for current MnDOT employees providing e-learning and/or on-the-job coursework and additional hands-on vehicle and equipment training.	Classroom and hands-on training to support their attainment of a Class A CDL licensure.	2 weeks	Local Technical Colleges	\$2,500/participant	State	Trunk Highway Funds; District Operating Budget	State Fiscal Year	Statewide	Statewide
Current	Policy	Tribal Employment Preferences	MnDOT is responsible for the planning, project development, construction, reconstruction, repair, and maintenance of all state trunk highways, including roads in Indian country. MnDOT must work with recognize tribal governments on transportation related projects, workforce training opportunities, employment, and contracting.	Recruiting efforts must be targeted toward those living on or near a reservation. Indian employment preferences must be applied without regard to tribal affiliation or place of enrollment. Provide on the job training programs, provide access to relevant resources as it relates to recruitment, retention, and promotion within state agencies.	N/A	City and counties	N/A	Other	N/A	N/A	Statewide	Statewide
Current	Training (non-OJT)	ADA Concrete and Inspection Tribal Training	Americans with Disabilities Act (ADA) concrete construction and inspection hands-on training which includes removing and installing of curbs, gutters, sidewalks, and inspecting for ADA compliance.	Tribal members become MnDOT ADA Construction Certified. All training takes place on tribal lands and results in upgraded tribal infrastructure.			\$170,000	Federal	IIA/BL 504(e) - apportionment of 1/2 or 1% of the state Surface Transportation Block Grant program (approx \$1,000,000/annually for all programs)	Federal Fiscal Year	Lower Sioux Tribal Community	
Current	OJT	MnDOT Mobilities	The goal of this program is to increase and/or broaden the experience of MnDOT employees and assist them in being more successful in assuming increasing levels of responsibility.	Mobilities benefit the agency and the employees by offering participants an opportunity to learn about the work of another area of the department. By increasing and/or broadening the participants' knowledge of MnDOT, the agency's leadership becomes stronger and broader. This will ultimately help us become more efficient in accomplishing our mission and developing a talent pool for succession planning.	up to 12 months		N/A	State	Office and district operating budgets	State Fiscal Year	Statewide	Statewide
Current	Education	MnDOT STEM Education and Outreach	Educational outreach program designed for use in classrooms and community venues. Provides hands-on activities to introduce students in grades K-12 to the work of transportation and civil engineering.	Provide high quality activities and initiatives to help promote science, technology, engineering and mathematics for students from kindergarten through 12th grade.	Ongoing		\$100,000	State	Office of Human Resources operating budget	State Fiscal Year	Statewide	Statewide

Program Status	Program Type	Program Name	Program Description	Description of Program Outcomes	Length of Participation for Individuals in Program	External Partnerships	Program Cost	Funding Source(s)	Funding Source Description	Funding Timeframe	Service Area (Greater MN-Location)	Service Area (Metro-Location)
In Development	Education	Civil Tech Program	Partnership with Dakota County Technical College and Rochester Community College to fund program director position to reestablish civil tech program and promote enrollment.	Reestablish civil tech programs and provide MnDOT internships and student worker jobs.	N/A	Dakota County Technical College, Rochester Community College, cities & counties	\$300,000	Federal	EA/BL 504(e)	Federal Fiscal Year	SE MN	South Metro
In Development	OJT	Minnesota Dual-Training Pipeline	Sponsored by MN Department of Labor and Industry serve as a source of support to employers to develop their own employment-based, dual training programs, and address current and future workforce needs in the key industries.	Develop structured on-the-job training with related training with employers. Develop and disseminate dual training resources for employers, employees and dual trainees in the form of toolbox, grants, and expanding mentorship networks to set up dual training. Must offer career pathway and provide a pathway to a livable wage.	N/A	TBD	TBD	Other	DOLI Grant: \$6,000/student per year; maximum grant is \$30,000 per employer per year; if employer exceeds \$20M in annual gross revenue from 2023, 25% match is required. https://www.dhs.state.mn.us/DPY/cta/2024/20242025	TBD	Statewide	Statewide
In Development	OJT	Minneapolis Public Schools Technical Education	Partnership with Minneapolis Public Schools to provide career exploration through work experiences, skill development, mentoring, and internships to high school students.	Introduce a job experiences and career options, provide hands on training, prepare for vocational internships, and job readiness.	TBD	TBD	TBD	Other	TBD	TBD		Minneapolis
In Development	Strategic Plan	Transportation Workforce Management	Systematic approach and model used to predict, prepare for, and manage workforce needs. Elements of strategic workforce management include: forecasting; succession planning; workforce development; employee wellness and engagement; employee recognition; recruitment; retention; diversity and inclusion; and change management.	Align the needs and priorities of an organization with those of its workforce in order to place the agency in the best position for ongoing success.	Ongoing	Holland Enterprise Resource Solutions, University of Minnesota Department of Organizational Leadership, Policy, and Development and Workforce Development Lab	NA	Both	Trunk Highway Funds; Workforce and Agency Services Division operating budget. Non-SRC Consultant Funds: 504(e) funding per 23 U.S.C. 174.	State and Federal Fiscal Year overlap	Statewide	Statewide
Opportunity	Education	TRACS (Transportation and Civil Engineering) and RIDES (Roadways In Developing Elementary Students)	AASHTO educational outreach programs, designed for use in STEM classes. Provides hands on activities to introduce students in grades K-12 to the work world of transportation and civil engineering. Some DOTs work with schools in their state by providing curricula and resources for schools, as well as providing engineers to visit the classrooms to serve as speakers, teach activities, and talk to students.	Inspire students in grades K-12 to consider careers in transportation and civil engineering.	Ongoing	AASHTO, School Districts	\$14,000	Both	EA/BL 504(e) federal funds and Trunk Highway Funds; Office of Human Resources Operating Budget	State and Federal Fiscal Year overlap	Statewide	Statewide
Opportunity	Education	Construction and Operations and Maintenance Camps	Industry partnerships to introduce high school students to career pathways related to construction and operations/maintenance through hands on learning opportunities with equipment, field tips, and information sessions with practitioners in the field.	Introduce career pathways and career opportunities.	TBD	TBD	TBD	Both	TBD	TBD	Statewide	Statewide
Opportunity	Pre-Apprenticeship	Radio Technicians Apprenticeship	Provide a radio technician training for adults and a career orientation.	Introduce a skilled trade; upon completion, the participants are job ready.	TBD	TBD	TBD	Other	TBD	TBD	Statewide	Statewide