

ENGINEERING

2019

Minnesota Department of Transportation

GRADUATE ENGINEER TRAINEE PROGRAM

The Graduate Engineer Trainee Program is designed to provide the Graduate Engineer Trainee with practical work experience through formal job rotations within various engineering sections of MnDOT. The Graduate Engineer Trainee Program is a unique training program that provides new MnDOT engineers with the opportunity to really “get to know” the department before beginning a permanent position. These rotational experiences help the trainees expand their technical, managerial and human relations skills through on-the-job training. The program also familiarizes trainees with MnDOT’s organizational structure, goals, policies and personnel.

New Graduate Engineer Trainees participate in the Trainee Program for up to two years, depending on their prior experience and the permanent needs of the department. Each rotation lasts from three to six months. Design, construction and an out state district rotation are mandatory rotations. Trainees will rotate through a variety of areas to ensure they benefit from exposure to a broad background. MnDOT will make every effort to provide the trainees with at least one rotation assignment in the area of their greatest interest.

Salary Range:
\$21.93-\$31.14

Examples of rotational assignments may include:

- Aeronautics
- Maintenance
- Bridges and Structures
- Materials and Road Research
- Construction
- MN Cities and Counties
- Design
- Environmental
- Hydraulics
- Traffic Engineering

Upon initial hire, candidates are offered a position as a rotating Graduate Engineer Trainee.

Rotation assignments are available both within Central Office and District Offices. MnDOT is decentralized and divided into a Central Office, Metro District and seven districts. Employment opportunities are available statewide. The applicant's willingness to accept employment in a variety of geographical locations may increase the chance for acceptance into the Trainee Program. It is a requirement of the program that all trainees complete a rotation in Central Office and a District Office.

The Graduate Engineer Program Manager works directly with supervisors / managers and the trainee in the development of an individual job rotation plan and the performance review process. Mid-point performance reviews are conducted during each rotational assignment with the Program Manager, advisor and the

supervisor to ensure the trainees receive ongoing feedback on their performance.

Upon successful completion of the Graduate Engineer Trainee Program and possession of the Fundamentals of Engineering (FE) the Graduate Engineer Trainee will be appointed to a permanent job assignment as a Graduate Engineer 2. If a trainee does not pass the FE during their first two years of employment with MnDOT, they will be terminated.

Please note: MnDOT policy states that a Graduate Engineer Trainee is required to obtain licensure as a Professional Engineer within six years from the date of hire into the Graduate Engineer Trainee Program.

For more information contact:

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For more information regarding this program please visit:
www.mndot.gov/careers/graduate-engineer-land-surveyor.html

To request this document in an alternative format, please contact the Office of Equity and Diversity at 651-366-4718 or 1-800-657-3774 (Greater Minnesota); 711 or 1-800-627-3529 (Minnesota Relay).

You may also send an e-mail to ADArequest.dot@state.mn.us.

(Please request at least one week in advance).

