



## High School Diploma

### Pros:

- Only need a high school diploma to start working.
- Good starting pay.
- Time to figure out a career path.
- No student loans/debt.
- State benefits.
- Gain hands-on experience working on different projects.
- Stable and secure career choice and income.
- Opportunities for advancement.



## Community College Trade or Vocational School

### Pros:

- Minimal loans or debt.
- Specific training on hard skills.
- Gain hands-on experience in a specific trade.
- Awarded degree or certification.
- A shorter time commitment.
- Comprehensive, convenient programs.
- Admission process.
- Easier to balance a job and classes.



## College/University

### Pros:

- More career choices.
- Build a diverse knowledge of topics.
- Career flexibility.
- Increased educational selections.
- On-campus or online formats.
- Degree awarded.
- Development of important soft skills.
- Networking opportunities with campus-life atmosphere.



## Why MDOT?

### Flexible Work Schedule

- Many employees can work four 10-hour days.
- Four nine-hour days and four hours on Friday.
- The normal five eight-hour days.

### Paid Holidays

- Full-time employees are paid for 13 approved state holidays in odd-numbered years.
- Paid for 14 approved state holidays in even-numbers years.
- Employees receive eight hours of school and community participation leave

### Sick and Personal Leave

- Employees accrue four hours of sick leave per 80 hours of service (13 days a year).
- Employees start with 16 hours of paid time off (PTO), and accrue addition leave per every 80 hours.
- Including paid holidays and PTO, employees can get up to 31 days off in the first year.

### Competitive Benefits

- Insurance benefits for employees and their families; health, dental, vision, and life.
- Competitive retirement package with employer match of up to 9 percent.
- Thirty different investment options available for 401 (k), 457, and Roth 401 (k).

### Specific Benefits

- Professional development opportunities afforded to all employees.
- Educational Support Program used for leave to attend classes to reach educational goals.
- Partial tuition reimbursement to help cover cost associated with continuing education.



Benefits of State Employment

## How Do I Determine My Path After High School?

### What Are My Interests?

*What activities or subjects excite you?*

Identifying genuine interests can help lead to a more fulfilling career.

### What Are My Skills and Strengths?

*What am I naturally good at, and where do I excel academically or in extracurricular activities?*

Matching your skills to a career can lead to success and satisfaction.

### What Type of Education or Training?

*What level of education and training is required for your career path?*

Specific degree, certification, apprenticeship, or on-the-job training.

### What Is the Job Market and Future Outlook?

*Research the job market and consider your future prospects.*

Look at employment opportunities, salary potential and demand in your region.



Get Started today!



pathfinder.mitalent.org

- The online tool designed to help students discover the right path to careers in Michigan.
- The key to any successful career is figuring out the right path to get there.
- Pathfinder is the new way to make that career a reality.
- Pathfinder is a **free** online career exploration tool.
- Walk through different career and education pathways.
- Explore in-demand careers and the credentials they need.



Choose a school, occupation or field of study

Follow the path to narrow down your options

Save your roadmap to success

Create another roadmap to compare your options

# Destination MDOT

## LEFT, RIGHT OR STRAIGHT AHEAD



Contact Us:

**MDOT-TCPP@Michigan.gov**



Michigan Department of Transportation Careers  
[www.Michigan.gov/MDOT/Careers](http://www.Michigan.gov/MDOT/Careers)



Transportation Career Pathways Program (TCPP)  
[www.Michigan.gov/MDOT/Careers/TCPP](http://www.Michigan.gov/MDOT/Careers/TCPP)





## Bachelor's Degree



Internship Program



### Accountant

Pay Scale: \$23.90 – \$40.44

- Reviews and prepares financial statements and accounting reports and budgets, and prepares related documents designing cost classification systems to assign cost classifications to expenditures.
- Determines and analyzes direct and indirect costs in order to determine the cost of finished goods and conducts cost studies and implements cost allocation plans with financial data.



### Land Surveyor

Pay Scale: \$23.90 - \$42.40

- Assembles field data, using survey computer programs, constructs maps and reports.
- Makes topographical surveys and site surveys for the development or cleanup of contaminated recreational facilities, and the design of buildings, roads and bridges.



### Transportation Engineer

Pay Scale: \$29.99 - \$53.44

- Designs and prepares plans for highways, bridges, drainage structures, municipal utilities, roadway lighting, and traffic control devices.
- Determines sufficiency of existing highway systems and structures and programming of future construction needs.



### Transportation Planner

Pay Scale: \$23.14 - \$43.69

- Collect and analyze data, depicting results with the use of spreadsheets, graphs or GIS maps.
- Conduct research about transportation and write briefing papers to summarize and recommend potential action.
- Work with local governments and regional councils to develop short- and long-term transportation plans and programs.



### Department Analyst

Pay Scale: \$23.90 - \$40.40

- Researches, collects, consolidates, analyzes, and maintains program data for reporting and evaluation.
- Designs and conducts surveys or special studies to determine needs and to assist in planning, implementing and evaluating programs and services.



## Associate's Degree, License or Certification



Find Your Community College



Michigan Department of Labor and Economic Opportunity (LEO)-Registered Apprenticeships



### Transportation Technician

Pay Scale: \$22.87 - \$45.23

- Supervises, monitors, inspects construction projects, and prepares traffic plans for construction projects.
- Performs various laboratory and field tests to ensure quality control is met on construction materials.
- Prepares detailed designs, drawings, charts, and graphs for roadway improvements and presentation of data.



### Electrician Licensed

Pay Scale: \$29.02 - \$40.64

- Studies blueprints and schematics and determines methods, materials and equipment needed to complete the assignment.
- Measures, cuts, bends, threads, assembles, and installs electrical conduit, junction, switch, outlet boxes, and switch boards.



### Heavy Equipment Mechanic

Pay Scale: \$22.05 - \$36.59

- Performs maintenance and repair activities on various pieces of heavy equipment including heavy-duty truck and semi-tractors, excavators and man lifts.
- Diagnoses, services and repairs various systems, and troubleshoots malfunctions using diagnostic software.
- Fabricates, modifies and installs special equipment or replacement parts.



### Maintenance Mechanic

Pay Scale: \$20.40 - \$33.86

- Installs, maintains and repairs equipment, such as steam valves, furnaces, heaters, air compressors, unit heaters, water heaters, and heating, ventilation and air conditioning (HVAC) equipment.
- Installs, services, and repairs electric motors, heaters, coolers, refrigerators, commercial kitchen appliances, and other equipment.



### Engineering Assistant

Pay Scale: \$17.55 - \$31.14

- Collects field data for various types of engineering studies using manual or electronic survey devices.
- Sets up computerized traffic counters, speed counts, gap studies, delay studies, and truck weight studies.
- Measures angles, bearings and elevations for preparation of topographical and contour maps.
- Tests gradation of aggregates and asphalt penetrations.



### Transportation Maintenance Worker (Recruit 6)

Pay Scale: \$19.78 - \$31.08

- Performs road and bridge work, along with surface, structure, sign, signal, shoulder, and/or roadside maintenance activities.
- Operates light and heavy-duty equipment, including backhoes, skid steers, excavators, concrete saws and mixers, air hammers, gas cutting torches, and other maintenance equipment.



### Steeplejack

Pay Scale: \$20.40 - \$33.86

- Paints towers, bridges, transmitter houses, and related structures.
- Installs and maintains radio towers and their associated antennas and transmission lines.
- Replaces stringer bolts by cutting or heating bolts with a torch and driving out with a hammer and replacing them with new bolts.



## High School Diploma



MDOT Jobs



### Bridge Services Representative

Pay Scale: \$23.90 - \$40.40

- Provides customer service tolling operations and completes bridge revenue transactions.
- Observes, resolves and reports emergencies on the bridge, including crashes, fires, unfavorable road or weather conditions, and equipment failures.
- Patrols the bridge, monitors traffic and maintains a log of unusual occurrences.



### Secretary

Pay Scale: \$22.05 - \$36.59

- Composes and types routine letters, memoranda, reports, minutes of meetings, scientific or technical material, numerical data, charts, and forms.
- Schedules and arranges meetings and conferences for professional and/or management staff.
- Establishes and maintains office files, logs, indexes, and control records.

