



MICHIGAN DEPARTMENT OF TRANSPORTATION:

TRANSPORTATION CAREER PATHWAYS

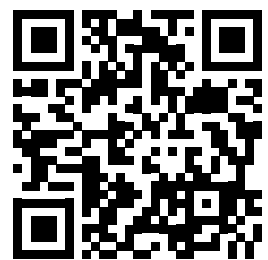
The Michigan Department of Transportation (MDOT) is responsible for Michigan's nearly 10,000-mile state highway system, comprised of all M, I and US-routes. It is the backbone of Michigan's 120,000-mile highway, road and street network. MDOT has seven region offices and several geographically located Transportation Service Centers (TSCs) in each region that handle transportation-related construction and maintenance programs. The TSCs are designed to respond to the transportation needs of local communities for the highest level of customer service.





Transportation Career Pathways Program (TCPP)

- **TCPP** was created to showcase the professions within the Michigan Department of Transportation (MDOT) and the transportation industry that students could consider as future career choices. Our goal is to ensure that students are making informed decisions regarding their future by advising them of different career pathways that are available to them after graduation.
- **TCPP** offers a workforce development program that allows individuals to embark on a transformative career journey with MDOT. Exploring opportunities through collaboration with professionals on real-world projects, develop practical skills, and explore diverse career paths within the transportation field. The workforce program is tailored for individuals seeking hands-on experience, and offers opportunities in three tracks: transportation maintenance, transportation technician, and skilled trades.
- **TCPP** provides connections with industry professionals geared toward building a strong foundation for understanding of the transportation industry.
- **Workforce Program Qualifications:** Open to individuals 18 years of age and older with a valid driver's license.
- **Work Schedule:** Work period runs May-September, Monday-Friday.
 - Participants can work up to 40 hours per week.
 - The wage is \$17.50 an hour.
 - Worksites are available throughout the state based on MDOT region.
 - Participants can start late or leave early based on educational needs.
- **More Information:** Please visit:
www.Michigan.gov/MDOT/Careers/TCPP



MDOT Opportunities



Engineering Assistant

■ Job Duties:

Employees in this position participate in and oversee the performance of a variety of work activities designed to carry out the basic engineering aspects of an engineering program. Some examples include:

- Setting up computerized and manual traffic counters. Conducting and processing speed counts, gap studies, delay studies, and other survey points. Calibrating electronic equipment and performing basic troubleshooting and repair. Collecting field data for various types of engineering studies using manual or electronic survey devices.
 - Drawing, inking, tracing, and coloring maps, drawings, charts, and graphs. Measuring angles, bearings and elevations for preparation of topographical and contour maps. Testing gradation of aggregates and asphalt penetrations.
 - Assisting in the inspection, sampling and/or testing of construction materials and in inspecting the fabrication of pre-stressed concrete beams and/or metal structures and components.
 - Assisting soil and rock boring crews and/or pavement and structure coring crews to gather data. Assisting in the preparation of FCC licenses for radio systems and components and help with FCC license maintenance, application filing, existing license modification, renewal, and cancellation.
- **Working Conditions:** Employees may work in field or office locations and may be required to move from one location to another. Work may be performed near busy highways and in adverse weather conditions.
- **Physical Requirements:** Employees may bend and reach for extended periods of time, bend or stoop in confined spaces, climb ladders, walk for extended periods of time, work under stressful conditions, move heavy objects, and/or traverse through rough terrain.
- **Education:** Education typically acquired through completion of high school.



Transportation Maintenance Worker

■ Job Duties:

- **Winter Operations:** Operating heavy-duty dump trucks with snowplows, underbody blades, sand and salt spreaders, and liquid applications to remove ice and snow accumulations from highways and bridges.
- **Year-Round:** Operating equipment such as light-/heavy-duty trucks, tractors with attachments, backhoes, loaders, motor grinders, rollers, air hammers, concrete saws and mixers, arial towers, crack and pothole equipment, generators, and other light-/heavy-duty maintenance equipment to perform highway, bridge and roadside maintenance.

■ **Working Conditions:** Most work is performed by the operation of equipment and manual labor. Jobs require an employee to be exposed to hazardous work environments that could include unpleasant noxious fumes and odors.

■ **Physical Requirements:** Employees may be required to sit for long periods of time, sustain long periods of time in confined spaces, tolerate heights, and wear adequate personal protective equipment. They should be able to sustain repetitive and extensive twisting, bending, climbing, lifting, and squatting; lift up to 100 pounds; traverse rough terrain; and withstand exposure to outdoor weather elements.

■ Minimum Qualifications:

- Possession of a commercial driver's license (CDL) or valid commercial learners permit for "recruit" level.
- Good driving record.
- Pass a pre-employment drug test and physical examination.

■ Special Licenses:

All positions require that you are able to obtain a CDL with Group A and N or X endorsements issued by the Secretary of State to operate designated state vehicles.



Transportation Technician

■ Job Duties:

Employees in this position are engaged in a variety of tasks related to the design, construction and operation of transportation facilities real estate (e.g., roadways, bridges) and railroad activities. Some examples include:

- Conducting quality control inspection activities to ensure that highways, bridges and allied transportation facilities conform to the plans and specifications contained in contractual construction agreements.
- Drawing architectural and engineering details of roadways, buildings, structures, topographical features, and more using computer-generated techniques and programs.
- Providing technical engineering support to material testing and inspection, and the collection, analysis, tabulation, and application of engineering data.
- Assisting in the surveying of roads, building sites, recreational areas, bridges, environmental sites, and determinations of land boundaries.
- Conducting activities to enhance highway safety and user efficiency through the collection, analysis and application of traffic and highway safety data (e.g., traffic control, signs, signals, and marking situations).

■ Working Conditions: Employees work in field locations and office settings, and may require movement from one location to another, as well as exposure to work along busy highways, in adverse weather conditions, and on a variety of uneven or slippery surfaces. Some jobs require work on high structures, exposure to hazardous work environments, travel, and work in tunnels and crawl spaces.

■ Physical Requirements: Employees may bend and reach for extended periods of time, bend or stoop in confined spaces, climb ladders, walk for extended periods of time, work under stressful conditions, move heavy objects, and/or traverse through rough terrain.

■ Education: An associate’s degree in concrete technology, civil technology, surveying technology, construction technology, construction management, mathematics, or computer science.

■ Michigan Colleges/Universities With Applicable Degree Programs:

- | | |
|-------------------------------------|-----------------------------------|
| • Alpena Community College | • Monroe County Community College |
| • Delta Community College | • Northwestern Michigan College |
| • Ferris State University | • St. Clair Community College |
| • Henry Ford Community College | • Wayne County Community College |
| • Lake Superior State University | |
| • Lansing Community College | |
| • Lawrence Technological University | |
| • Macomb Community College | |
| • Michigan Technological University | |
| • Mott Community College | |



Alternative pathways to transportation technicians can be found in the job specification.
Scan the QR code to hear from our technicians!



Transportation Engineer

■ Job Duties:

- Bridge and Road Design Engineer: Designing and preparing plans for highways, bridges, drainage structures, municipal utilities, roadway lighting, and miscellaneous highway facilities. Preparing cost estimates (including materials, quantity and amounts).
- Construction Engineer: Coordinating construction projects with contractors, consultants and utility companies. Discussing plans and specifications. Attending construction meetings and reviewing requests for changes and adjustments to contracts.
- Operation Engineer: Coordinating and overseeing maintenance activities on department roads. Monitoring expenditures and budgets associated with maintenance costs. Participating in studies to determine sufficiency of existing highway systems and structures. Developing traffic plans for construction and maintenance projects that minimize the impact on traffic. Analyzing traffic problems and recommending methods to improve traffic flow and safety.
- Utilities and Permits Engineer: Coordinating utility relocations for department projects and reviewing and/or approving construction permit applications for work performed on department property (i.e., highways, roads or bridges).

■ Working Conditions: Some jobs require employees to work outdoors as well as in an office or laboratory setting.

■ Physical Requirements: Sit and/or work at a computer for long periods of time and traverse rough terrain.

■ Education: Bachelor of Science in engineering.

■ Michigan Colleges/Universities With Applicable Degree Programs:

- Calvin University
- Lawrence Technological University
- Michigan State University
- Michigan Technological University
- University of Detroit Mercy
- University of Michigan
- Wayne State University
- Western Michigan University

■ Helpful Information:

It is suggested that you complete the following high school classes:

- Mathematics: algebra, geometry and trigonometry
- Sciences: physics, chemistry, biology, and other general science courses
- Communications courses



Transportation Planner

■ Job Duties:

Employees in this position are engaged in a variety of tasks related to the planning, programming, funding, and operational support of transportation infrastructure of all types. Some examples include:

- 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.
- Work with MDOT staff and consultants to provide training for local agencies and others regarding transportation planning techniques and issues.

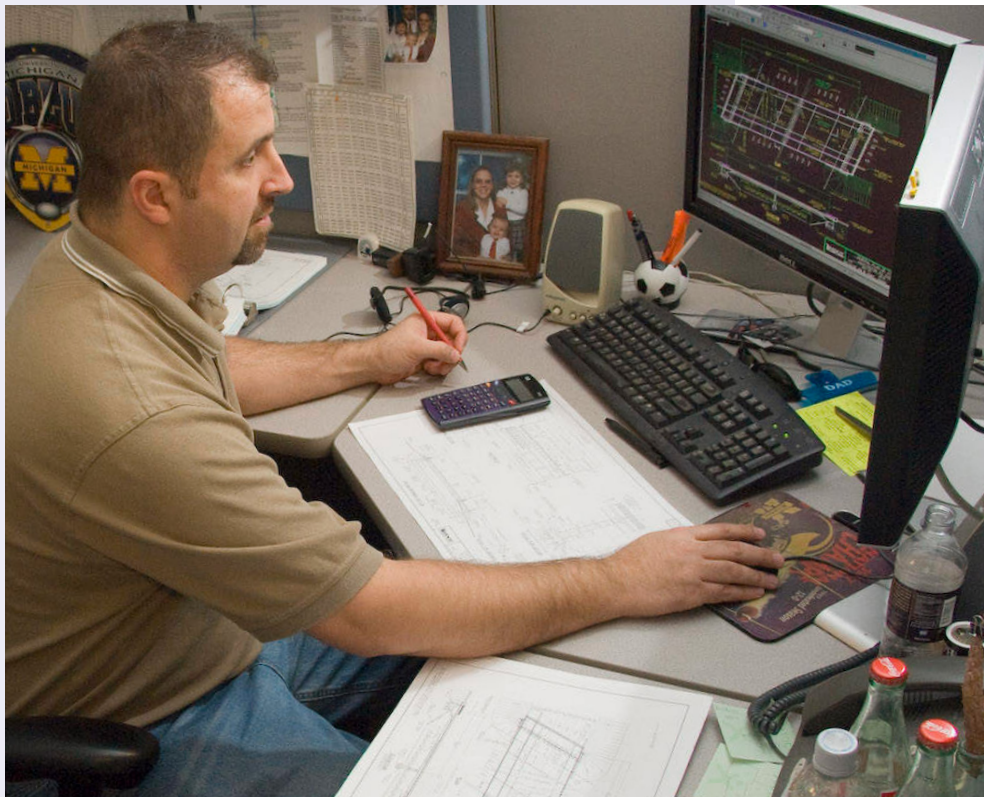
■ **Working Conditions:** Employees work in an office setting but may be required to travel to meetings, training events or in other parts of the state for work.

■ **Physical Requirements:** Sit and/or work at a computer for long periods of time.

■ **Education:** Bachelor's degree in urban or regional planning, statistics, mathematics, geographic information systems, geography, economics, or related fields.

■ **Michigan Colleges/Universities:** Most Michigan colleges and universities offer applicable degree programs. Degree programs that could be eligible for a career in transportation planning included bachelor's degree programs in:

- Urban Planning
- Regional Planning
- Statistics
- Mathematics
- Geographic Information Systems (GIS)
- Geography
- Economics



Land Surveyor

■ Job Duties:

Employee conducts land surveys for determination of boundary lines, retracement of government survey lines, and re-establishment of land survey corners.

- Make ties to subdivisions, property lines and government land corners. While assembling field data, produces field notes and makes survey calculations.
- Plots field data using survey computer programs, produces maps, and prepares reports. Establishes control for alignment and benchmarks; makes required line and elevation ties to existing centerlines and United States Geological Survey (USGS) benchmarks.
- Makes vertical control surveys for aerial surveys; determines elevations for various surfaces.
- Makes topographical surveys and site surveys for the development and/or clean-up of contaminated recreational facilities, and the design of buildings, roads, and bridges.
- Maintains records and prepares reports appropriate to the classification, plus other nonessential functions as required.

■ **Working Conditions:** Employees will work under differing weather conditions and the environmental conditions of the work site. Some jobs require travel.

■ **Physical Requirements:** The job duties require an employee to stand or walk for extended periods of time, and may require an employee to traverse rough terrain.

■ **Education:** Possession of a bachelor's degree with a major in surveying.

■ **Michigan College/Universities With Applicable Degree Programs:**

- Ferris State University
- Michigan Technological University
- Northwestern Michigan College



MDOT INTERNSHIP PROGRAMS

MDOT Internship Program

Internship students work with MDOT staff who provide engineering, technical, inspection, and project management services related to the program. The program offers valuable on-the-job training to undergraduate students interested in careers in civil engineering, civil technology, construction management, land surveying, or transportation planning. While participating in this program, students will gain work experience, develop professional competence and long-range career goals, integrate work experience with academic knowledge, establish a professional network, and earn income that can help cover the cost of college tuition.

■ **Typical Duties:** Internship students assist engineers and technicians in road, bridge and facilities work related to design, construction inspection, soils, testing, surveying, and project administration.

Duties can include but are not limited to the following:

- Reading and interpreting construction plans and specifications.
- Performing, computing and verifying measurements and analyses.
- Performing testing, including quality and strength tests.
- Participating in traffic plan reviews and inspections.
- Utilizing design programs to help develop plans, specifications and proposals.
- Performing design surveys, using survey programs to develop diagrams and maintaining survey equipment.
- Participating in the inspection of asphalt and concrete placement, and bridge work.
- Assisting with project management, administration and project file organization.

■ **Work Schedule and Compensation:** The work period can last up to six months (May 1 - Oct. 31) per year depending on MDOT's staffing and operational needs.

- Internship employees are eligible for overtime compensation per union work rules.
- Competitive pay rate (see internship website for current rate at www.Michigan.gov/MDOTCareers/Internship-Program).
- Flexible work schedules contingent upon operational needs.
- Worksites are available throughout Michigan in MDOT's seven regions and in the Lansing bureaus/divisions and offices.

■ **Program Requirements:**

- Must be an undergraduate/graduate student enrolled in and studying engineering, civil or construction technology, construction management, land surveying, or planning.
- Cumulative GPA must be 2.0 or higher.
- The following minimum credits are required:
 - First year - 24 semester or 36 term.
 - Second year - 36 semester or 51 term.
 - Third year - 48 semester or 66 term.
 - Fourth year - 60 semester or 81 term.
 - Fifth year - 72 semester or 96 term.
 - Sixth year - 84 semester or 111 term.
- Most recent official transcript.
- Successful completion of pre-employment drug screening.



Start Your Career at MDOT

MDOT employs a diverse group of talented and innovative individuals in a wide variety of professions, including engineering, finance, administration, business, maintenance, and more.

MDOT is dedicated to training, mentoring and creating awareness of transportation career opportunities for young people through student development programs for middle school, high school and college students. Additionally, the MDOT Veterans Internship Program meets the employment needs of honorably discharged veterans of the U.S. Armed Forces as they transition into the civilian workforce.

■ Build your future with MDOT

- From engineering to administration, MDOT has more than 100 classifications and career paths to match your skills and interests. We invite you to check out our job postings and become part of the team!

■ Questions about your MDOT future? Contact our recruitment team at:

Michigan Department of Transportation
Office of Organizational Development
Workforce Programs and Recruitment Unit
425 W. Ottawa St.
Lansing, MI 48909
MDOT-Recruitment@Michigan.gov
www.Michigan.gov/MDOTCareers



Explore MDOT job openings



MDOT Career and Salary List

NO DEGREE	Minimum	Maximum
Accounting Technician 7-E9	\$22.55	\$30.98
Accounting Technician 10	\$25.74	\$34.52
Bridge Services Representative 6-E7	\$20.40	\$28.21
Bridge Services Supervisor 8	\$23.51	\$29.48
Bridge Services Supervisor 9	\$23.80	\$33.29
Bridge Services Supervisor 10	\$27.03	\$37.14
Bridge Worker 6-E8	\$20.77	\$29.20
Bridge Worker 9	\$25.39	\$32.63
Departmental Technician 7-E9	\$22.55	\$30.98
Departmental Technician 10	\$25.74	\$34.52
Electrician Licensed E9	\$30.47	\$39.15
Electrician Licensed 10	\$31.25	\$42.67
Electrician Master Licensed E10	\$30.83	\$42.04
Electrician Master Licensed 11	\$33.21	\$46.10
Engineering Assistant 6-E8	\$18.43	\$28.26
Engineering Assistant 9	\$23.25	\$32.70
Heavy Equipment Mechanic 8-E10	\$23.15	\$35.03
Heavy Equipment Mechanic 11	\$27.68	\$38.42
Heavy Equip Mechanic Supervisor 12	\$30.23	\$42.70
Laborer 5-E6	\$20.77	\$27.46
Senior Executive Management Assistant 9	\$24.86	\$31.26
Senior Executive Management Assistant 11	\$25.40	\$34.24
Steeplejack 7-E9	\$21.42	\$32.63
Steeplejack 10	\$26.05	\$35.55
Trades Helper E6	\$21.42	\$27.46
Transportation Maintenance Coordinator 12	\$30.23	\$42.70
Transportation Maintenance Supervisor 11	\$28.72	\$39.52
Transportation Maintenance Supervisor 12	\$30.23	\$42.70
Transportation Maintenance Worker 6-E8	\$19.64	\$29.20
Transportation Maintenance Worker 9	\$25.39	\$32.63
Welder 7-E9	\$21.42	\$32.63
Welder 10	\$26.05	\$35.55

ADMINISTRATIVE SUPPORT	Minimum	Maximum
Secretary 7-E8	\$22.54	\$29.31
Secretary 9	\$23.78	\$31.26
General Office Assistant 5-E7	\$19.76	\$27.97
General Office Assistant 8	\$23.79	\$29.31

STUDENT PROGRAMS	Minimum	Maximum
Transportation Aide (Intern)	\$18.92	\$22.86
Student Assistant	\$17.42	\$22.84

ASSOCIATE'S DEGREE	Minimum	Maximum
Transportation Technician 8-E10	\$22.87	\$37.37
Transportation Technician 11	\$28.32	\$40.96

BACHELOR'S DEGREE	Minimum	Maximum
Accountant 9-P11	\$25.10	\$39.33
Accountant 12	\$29.05	\$42.46
Auditor 9-P11	\$23.73	\$40.87
Auditor 12	\$31.02	\$44.45
Communications Representative 9-P11	\$25.10	\$39.33
Communications Representative 12	\$29.05	\$42.46
Departmental Analyst 9-P11	\$25.10	\$39.33
Departmental Analyst 12	\$29.05	\$42.46
Departmental Specialist 13	\$31.06	\$46.36
Engineer Manager Licensed 14	\$45.74	\$66.18
Engineer Manager Licensed 15	\$48.60	\$71.60
Financial Analyst 9-P11	\$25.10	\$39.33
Financial Analyst 12	\$29.05	\$42.46
Land Surveyor 9-P11	\$24.30	\$40.95
Land Surveyor 12	\$30.54	\$44.52
Land Surveyor Licensed 12	\$30.70	\$44.98
Property Analyst 9-P11	\$25.10	\$39.33
Property Analyst 12	\$29.05	\$42.46
Property Specialist 13	\$31.06	\$46.36
Resource Analyst 9-P11	\$24.30	\$40.95
Resource Analyst 12	\$30.54	\$44.52
Resources Specialist 13	\$33.13	\$48.66
Transportation Engineer 9-P11	\$31.49	\$52.36
Transportation Engineer 12	\$39.61	\$56.11
Trans Engineer Licensed Specialist 13	\$43.20	\$61.26
Transportation Planner 9-P11	\$24.30	\$42.87
Transportation Planner 12	\$31.87	\$45.87
Transportation Planning Specialist 13	\$33.89	\$49.21

Note: Pay ranges are as of Oct. 1, 2025.

For more information on MDOT, visit: www.Michigan.gov/MDOT.

For information on employee benefits, visit www.Michigan.gov/MDCS.

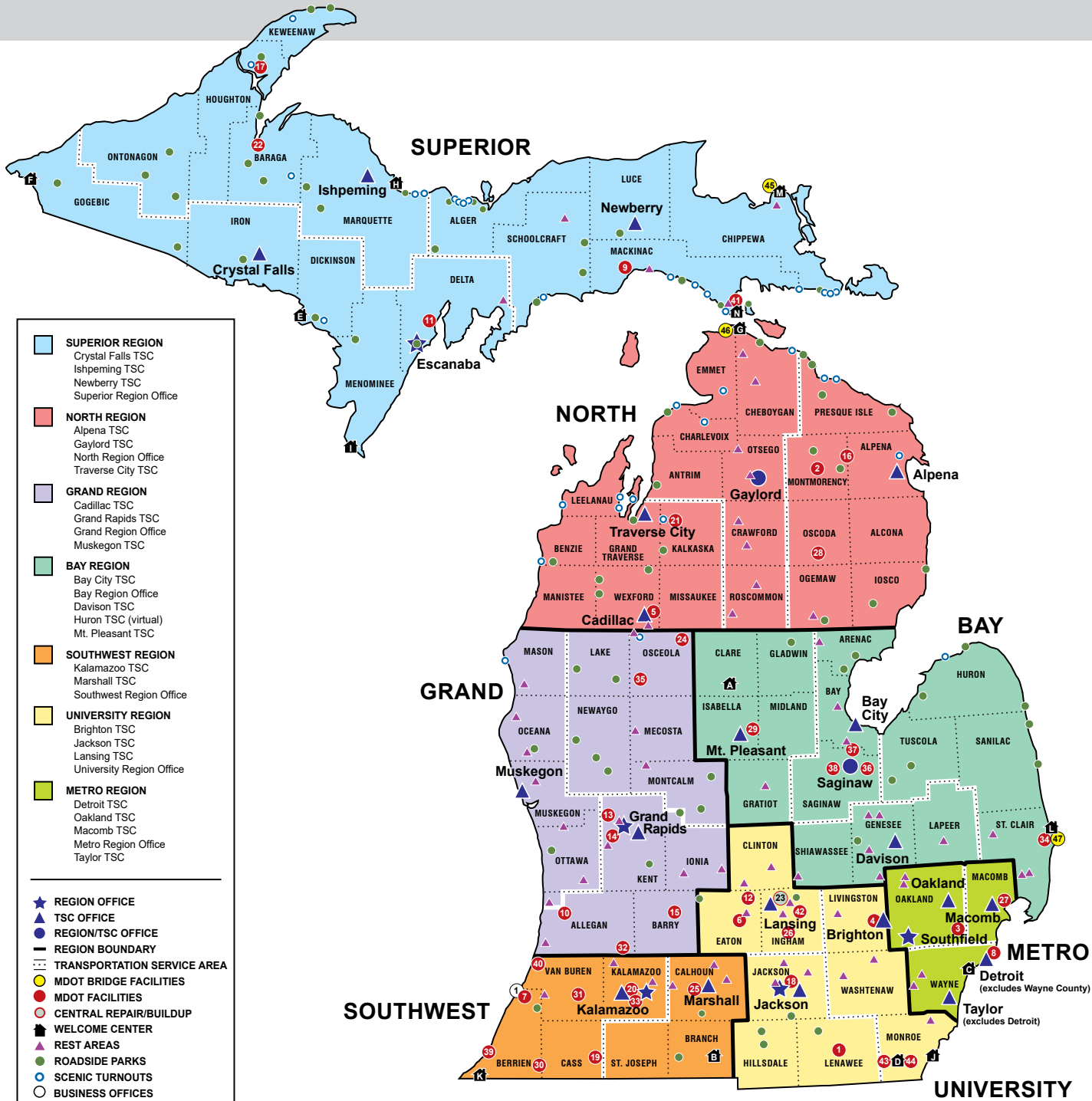
- Please use our QR code to visit the Michigan Civil Service Commission Job Specifications website.
- This website will give you the job description, job duties, job qualifications, and education level for the position you are interested in.



MCSC Job Specifications



MDOT Regional Service Areas and Facilities



WELCOME CENTERS			
A.	CLARE	.....	BAY
B.	COLDWATER	.....	SWR
C.	DETROIT	.....	MET
D.	DUNDEE	.....	UNV
E.	IRON MOUNTAIN	.....	SUP
F.	IRONWOOD	.....	UNV
G.	MACKINAW CITY	.....	NOR
H.	MARQUETTE	.....	SUP
I.	MENOMINEE	.....	SUP
J.	MONROE	.....	UNV
K.	NEW BUFFALO	.....	SWR
L.	PORT HURON	.....	BAY
M.	SAULT STE. MARIE	.....	SUP
N.	ST. IGNACE	.....	SUP

MDOT FACILITIES AND CENTRAL REPAIR/BUILDUP			
1.	ADRIAN GARAGE	.....	UNV
2.	ATLANTA GARAGE/LAB	.....	NOR
3.	AUBURN HILLS	.....	GRD
4.	BRIGHTON GARAGE	.....	UNV
5.	CADILLAC REGION CREWS	.....	NOR
6.	CHARLOTTE GARAGE	.....	UNV
7.	COLOMA GARAGE	.....	SWR
8.	DETROIT GARAGE	.....	MET
9.	ENGADINE GARAGE	.....	SUP
10.	FENNVILLE GARAGE	.....	GRD
11.	GLADSTONE SIGN/	.....	SUP
12.	GRAND LEDGE GARAGE	.....	UNV
13.	GRAND RAPIDS GARAGE	.....	GRD
14.	GRAND RAPIDS REGION	.....	GRD
15.	HASTINGS GARAGE	.....	GRD
16.	HILLMAN LAB	.....	NOR
17.	HOUGHTON GARAGE	.....	SUP
18.	JACKSON REGION	.....	UNV
19.	JONES GARAGE	.....	SWR
20.	KALAMAZOO GARAGE	.....	SWR
21.	KALKASKA GARAGE/LAB	.....	NOR
22.	L'ANSE GARAGE	.....	SUP
23.	LANSING CENTRAL	.....	UNV
24.	MARION GARAGE	.....	GRD
25.	MARSHALL GARAGE	.....	SWR
26.	MASON GARAGE	.....	UNV
27.	METRO LAB	.....	MET
28.	MIO GARAGE	.....	NOR
29.	MT. PLEASANT GARAGE	.....	BAY
30.	NILES GARAGE	.....	SWR
31.	PAW PAW CENTRAL REPAIR	.....	SWR
32.	PLAINWELL GARAGE	.....	GRD
33.	PORTAGE REGION CREWS	.....	SWR
34.	PORT HURON GARAGE	.....	BAY
35.	REED CITY GARAGE	.....	GRD
36.	SAGINAW EAST SIDE GARAGE	.....	BAY
37.	SAGINAW REGION CREWS	.....	BAY
38.	SAGINAW WEST SIDE GARAGE	.....	BAY
39.	SAWYER GARAGE	.....	SWR
40.	SOUTH HAVEN GARAGE	.....	SWR
41.	ST. IGNACE GARAGE	.....	SUP
42.	WILLIAMSTON GARAGE	.....	UNV
43.	WEST MONROE GARAGE	.....	UNV
44.	EAST MONROE GARAGE	.....	UNV
MDOT BRIDGE FACILITIES			
45.	INTERNATIONAL BRIDGE	.....	SUP
46.	MACKINAC BRIDGE	.....	NOR
47.	BLUE WATER BRIDGE	.....	BAY
BUSINESS OFFICES			
1.	COLOMA BUSINESS OFFICE	.....	SWR

Michigan Department of Transportation
Office of Organizational Development
Workforce Programs and Recruitment Unit
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Lansing, MI 48909
MDOT-Recruitment@Michigan.gov
www.Michigan.gov/MDOTCareers



*Serving and Connecting People, Communities,
and the Economy Through Transportation.*

