

DANE COUNTY HIGHWAY AND TRANSPORTATION DEPARTMENT



Pam Dunphy, Interim Highway Commissioner

In order to meet the public's need for access and freedom of movement, the Dane County Highway and Transportation Department designs, coordinates and maintains transportation systems that are (1) Safe for both workers and the general public; (2) Fair; (3) Responsive; (4) Efficient; (5) Effective; (6) Environmentally sound; (7) Financially responsible; and (8) A diverse work environment equivalent to the communities that we serve.

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**Updated Spring 2019 by Hwy. Dept. Fair Treatment Group*

INTERNSHIP PROGRAM

- Partnership started in 2015 where members of the Highway Department, the Urban League and the Latino Academy came together to craft from scratch this great internship program
- Annually, recruit 4 to 6 candidates to join the Dane County Highway Department Internship
- Qualified candidates attend a 6-month internship training program
- Upon graduation, candidates apply for a position with the Department
- Candidates are tested, written and operational, consistent with all other applicants applying for Skilled Worker Position



GOALS

- Goals of the internship:
 - To create a diverse work environment equivalent to the community the Highway Department serves.
 - To provide participants with the access to family sustaining careers in the Transportation industry.
 - To build a more inclusive workforce in Dane county.



TRAINING

- Six Month Training Program from May to October
 - Classroom, operational, and on the job (with crews in the field) training
 - Training by Louis Rodriquez, past Interns, Supervisors, and other Employees
 - Training includes equipment such as loaders, trucks, skid steers
 - Operational training including flagging, rubber crack filling, and chainsaws
 - Interns also train with Dane County Solid Waste

RESULTS

- FROM 2015 TO PRESENT
 - Successfully completed 7 classes (continued through COVID)
 - We have 4 interns training in our current Class of 2023
 - 23 employees are currently employed at Dane County
 - Approximately 23 percent of the 108 Skilled Laborer positions

