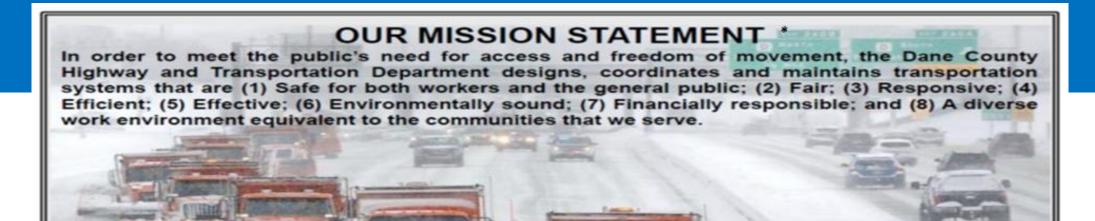
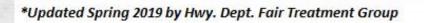
DANE COUNTY HIGHWAY AND TRANSPORTATION DEPARTMENT



Pam Dunphy, Interim Highway Commissioner







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
 - o Classroom, operational, and on the job (with crews in the field) training
 - o Training by Louis Rodriquez, past Interns, Supervisors, and other Employees
 - Training includes equipment such as loaders, trucks, skid steers
 - o 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

