

RECRUIT & RETAIN

Visit **MNTransportationCareers.com** for resources such as videos, job postings, an online training guide, case studies, and more to help recruit and retain transportation maintenance workers at your agency.

- Resources are tailored for Jobseekers, Students, and HR Professionals.
- Materials and videos are easy to share and incorporate into your recruitment efforts.
- Review case studies of successful development and recruitment programs for new ideas.
- Research existing job postings and/or submit yours for promotion through the MnLTAP program.
- An easy-to-use training resource guide provides opportunities for career development.

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MORE





MINNESOTA LTAP
UNIVERSITY OF MINNESOTA

LOCAL TRANSPORTATION CAREERS IN MINNESOTA



RESOURCES FOR
HR PROFESSIONALS



“I’ve worked in different departments: traffic, streets, parks, engineering studies, light replacement... Career-wise, if you keep an open mind and follow your curiosity, it will open doors for you.”

Jacob Remmington, Streets
Maintenance Worker, City of Hopkins

“Get where you want to go.

Roll with our transportation

maintenance team.”

THE COMPLETE PACKAGE

HR professionals from across Minnesota have shared that—no surprise—applicants are most interested in pay. It’s difficult to compete with private-sector positions on pay alone. However, highlighting the entire compensation package—**benefits**, more predictable **schedules**, and **work/life balance** afforded by public-sector positions—appeals to people of all backgrounds looking to make a better life for themselves and their families.



Benefits

Public-sector positions provide many valuable benefits—these can make up for gaps in pay.



Schedules

Work schedules are more predictable and regular than many comparable private-sector positions.



Work/Life Balance

Many transportation jobs require extended stays away. Local agency positions are close to home and serve the community.

“Your future is an open road!”

SKILLING UP TO SUCCESS

Many jobseekers have misperceptions that roadway maintenance positions require more training than they actually do. Gaining specialized training or licensure (such as a CDL) that can while working is recognized as a definite benefit. Work with your transportation team to identify career development tracks to attract or retain talent with the online training guide at **MNTransportationCareers.com**.

