

### Looking for you

The DOT is looking for you, regardless of whether you are:

- a student about to graduate from high school or college;
- currently employed and want to upgrade your skills;
- under-employed at your present job and want a new challenge;
- employed by the state and are seeking a promotional opportunity;
- a permanent employee who wants to transfer in the same class; or
- just starting out in the job market.

### Where to get more information

A complete packet of information about these exciting positions is available by calling the Iowa Department of Transportation at 515-239-1783 or it is available on the DOT's web site at: [www.state.ia.us/government/dot](http://www.state.ia.us/government/dot).

### How to apply

A cover letter and resume should be mailed by January 29, 1999, to:

Iowa Department of Transportation  
Office of Development Support  
CoolCareers  
800 Lincoln Way  
Ames, IA 50010

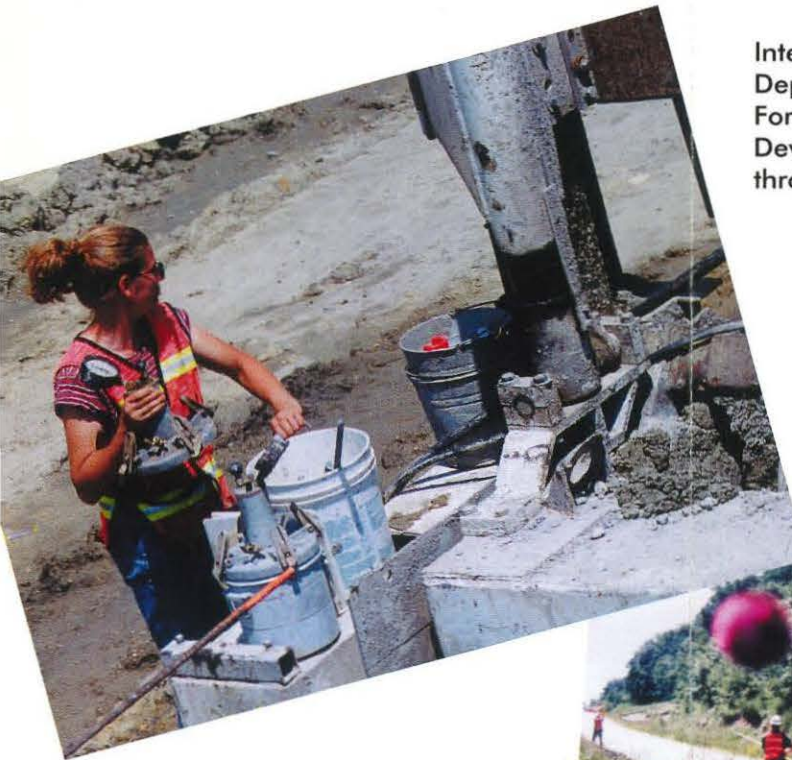
Interested applicants must complete an Iowa Department of Personnel application form. Forms may be obtained from Iowa Workforce Development Centers (Job Service) located throughout Iowa, or by calling or writing to

Iowa Department of Personnel  
Grimes State Office Building  
East 14th Street at Grand Avenue  
Des Moines, IA 50319-0150  
515-281-3087

(Automated call processing system.)

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### What does the CoolCareers employment program have to offer?

- FREE educational courses
- Immediate full-time employment
- Exceptional working environment
- Advancement opportunities
- Variety of career choices
- PAID on-the-job training
- A diverse workforce
- An outstanding wage and benefit package

CoolCareers

Engineering Technician Training Program

# The CoolCareers Employment Program

## Step 1 - Educational program

Once hired you will have an opportunity to participate in an intensive 10-week **FREE** educational program. Classes will be held in Ames, Iowa. While attending classes you will receive full-time wages and benefits.

## Step 2 - Field training assignment (Employer's option)

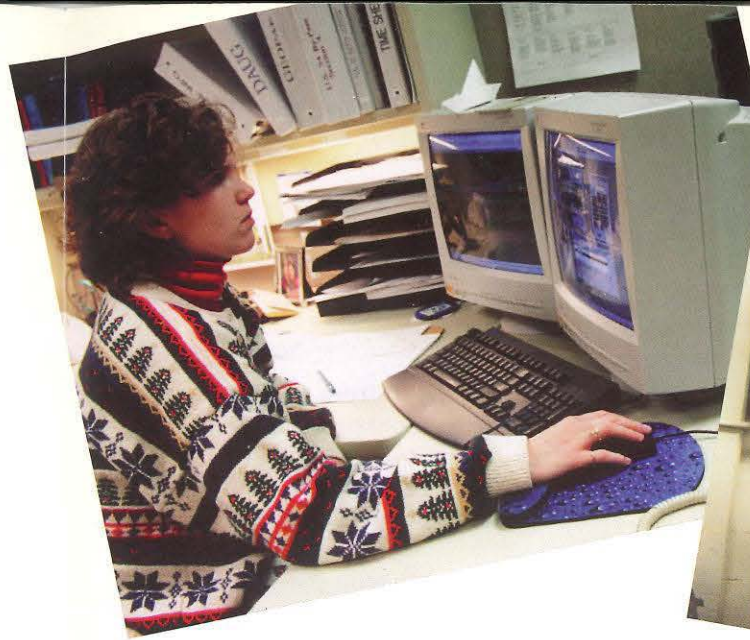
Following the 10-week educational program, you will proceed to a three-month field training assignment. This will provide you with an opportunity to experience firsthand a variety of exciting technical jobs at the DOT.

## Step 3 - Career placement

After successful completion of the educational and field training components of the CoolCareers Program, you will be assigned to a work location within the DOT. Many of these assignments are based at DOT headquarters in Ames. Others are located in offices throughout the state.

Careers will be available in these areas:

- performing tests on concrete, rock and soil;
- inspecting construction projects;
- operating transits, levels, rods or chains on a survey crew;
- obtaining soil samples;
- designing highways, bridges and structures using computer-aided design and drafting; and
- performing general engineering tasks.



## A competitive wage and benefit package

Employees of the Iowa Department of Transportation are covered by a collective bargaining agreement between the State of Iowa and the American Federation of State, County, and Municipal Employees, Council 61 AFL-CIO. Wage rates and benefits are established through this agreement.

Some of the basic benefits that apply to DOT employees include health, dental, life and disability insurance; a retirement plan; deferred compensation; workers' compensation; paid sick leave, vacation and holidays; and an employee assistance program.

## An elite group

Of course these jobs are not for everyone. The study program and job training will be demanding. However, the rewards for meeting those demands make the challenges worthwhile.

