



"We all make mistakes, I certainly did. My mistakes landed me in prison. It's tough getting started once out. But through an amazing program at NJDOT, I got a second chance, an opportunity to serve in a respectable job, and more."

- Russell Ligon, Participant

"Everybody deserves a second chance. When given a chance to learn a skill set such as here with The New Jersey Department of Transportation, a person is more likely to use that second chance to succeed!

Here at The New Jersey Department of Transportation, we do not always have the staff needed to accomplish the job at hand. With the added resource from this program we are able to accomplish more."

TEAM — Together Everyone Achieves More!

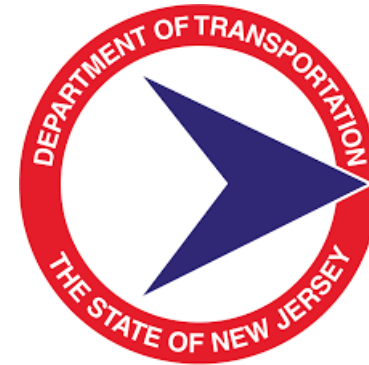
- Chris Murphy, Crew Supervisor

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**Want More
Information?**



New Jersey Department of Transportation Highway Operations and Facilities Re-Entry Work Initiative



Program Overview

The Highway Operations and Facilities Re-Entry Work Initiative is a collaborative effort between the New Jersey Department of Transportation (NJDOT), the New Jersey State Parole Board (NJSPB) and the re-entry community designed to establish a program to place NJSPB parolees, as well as other disadvantaged populations, into hourly Temporary Employment Services (TES) positions to perform general highway and building maintenance activities.

Participants in the program are paid a competitive hourly rate for a 6-month employment duration not to exceed 944 hours. Individuals will also be provided formalized classroom and on-the-job training in various highway and building maintenance activities in a team-oriented environment.



Geographical Locations

Operations Field Crews (OFCs) will be strategically located throughout the State in high traffic/high congestion areas where litter and other external roadway aesthetic details are an ongoing challenge. Facilities and Grounds Crews (FGCs) will be located throughout the State to augment existing NJDOT resources.

Frequently Asked Questions



When will employment begin?

Employment will begin February and August annually.

What are the hours of work?

Participants will work an 8 hour shift, Monday through Friday, excluding holidays.

What will the pre-employment process entail?

Participants will be expected to complete an employment application and submit a resume. Candidates will be selected for an interview based upon their resume. Selections will be made after the interview process, and conditional offers of employment will be extended to the candidates directly, after which, the candidate will be asked to disclose his/her criminal history in detail, including an explanation of each incident. Those meeting criminal history screening review standards will thereafter be subject to a pre-employment drug screening.

How do I prepare for the interview?

Be ready to talk to a panel of interviewers about your experience and skills, the training you've had, the types of work you've done and any qualifications you possess that make you a good fit for the position; dress appropriately (business casual); and prepare questions that you may have about the position.

Is driving a requirement of the position?

Occupational driving is not required.

Program Timeline

Applications to Be Submitted	Mid October	Mid April
Interviews to Be Scheduled	Mid November	Late May
Interviews to Be Held	Late November	Late May
Conditional Offers to Be Made	Mid December	Mid June
Criminal History to Be Submitted	Mid December	Mid June
Drug Screening to Be Held	Early January	Early July
Official Offers to Be Made	Late January	Late July
Employment Begins	February	August