



# N.C. DEPARTMENT OF TRANSPORTATION **Office of Civil Rights**

## **On-the-Job Training Program 2023 Contractor Meeting**

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**OFFICE OF CIVIL RIGHTS – OJT  
July 2023**

# Meeting Protocol

## ✓ Digital Sign In

- ✓ Go to the sign in form attached in meeting chat
- ✓ Write your name, title, name of the company, etc.

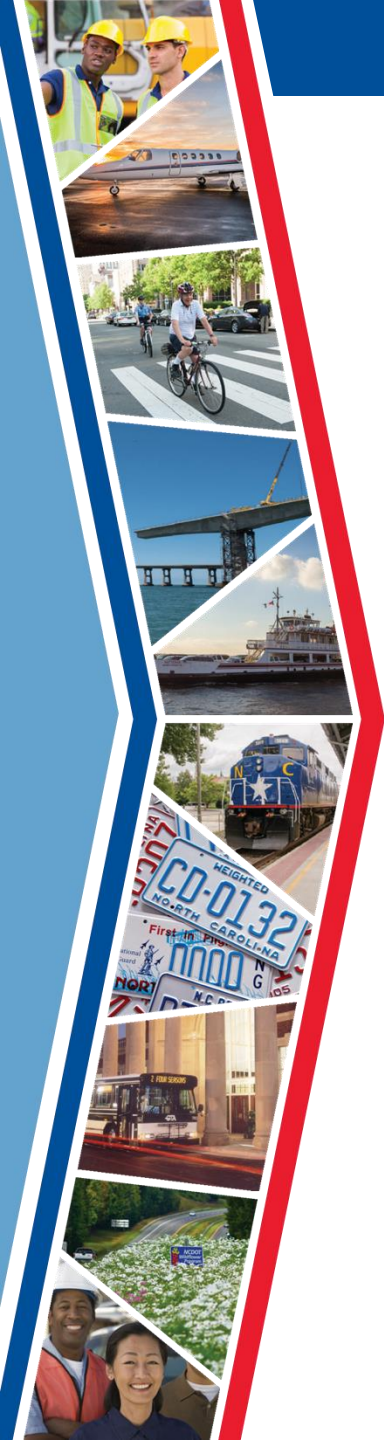
## ✓ Meeting 'Rules'

- ✓ Mute your mics
- ✓ Turn off cameras
- ✓ Please ask questions in the chat



# Agenda

Welcome	Tim Moore, OJT Manager
Meeting Protocol <ul style="list-style-type: none"> <li>• Sign in attached form</li> <li>• Meeting 'Rules'</li> </ul>	Tim Moore, OJT Manager
Opening Remarks	Tunya Smith, OCR Director Tonya Marriott, OCR Deputy Director
NCDOT/OJT Update <ul style="list-style-type: none"> <li>• News/Updates</li> </ul>	Tim Moore
Contractors Update <ul style="list-style-type: none"> <li>• Enrollment</li> <li>• Monthly Report</li> <li>• Goal Achievement</li> <li>• Interviews</li> <li>• Certificates</li> </ul>	Benita/Brenda/Tim
HCTA Update <ul style="list-style-type: none"> <li>• Pop-Up Academy</li> <li>• Traditional Academy</li> <li>• Advanced Training</li> </ul>	Ayanna Wallace
Questions & Answers	



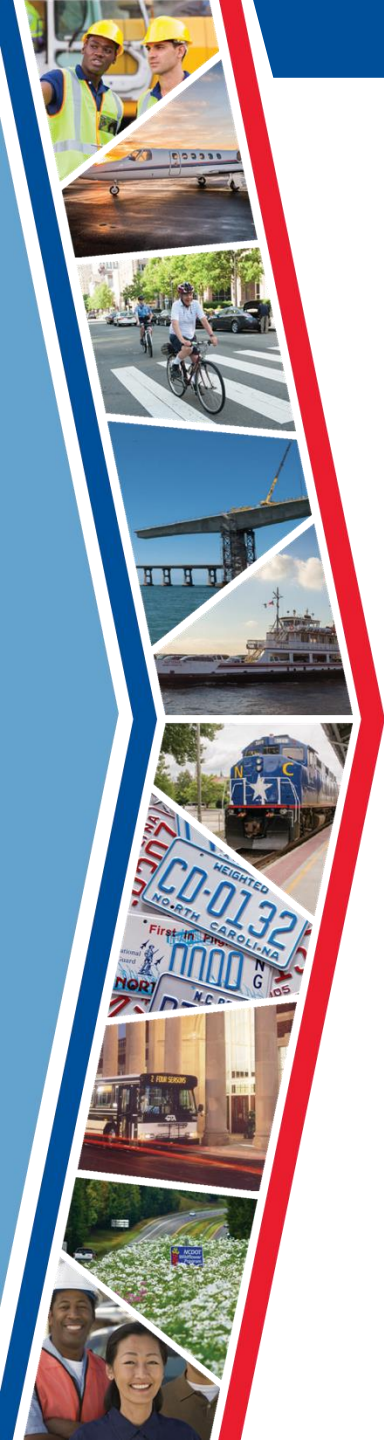
# Introduction

## ✓ Purpose of NCDOT OJT Program

- Train and upgrade minorities, women and disadvantaged persons to journeyman level status in the highway construction industry.
- Establish a plentiful and well diverse pool of skilled workers for the highway construction sector; and
- Demonstrate that equal opportunity exists in the highway construction career field.

## ✓ Federal Requirements

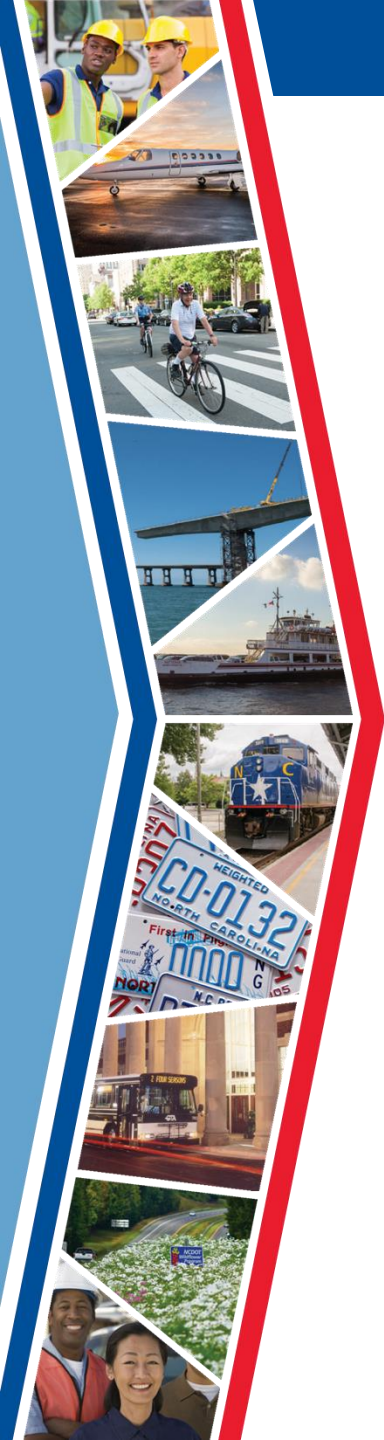
- Federal Highway Administration (FHWA) 23CFR230.107(b)
- *Federal-aid highway construction projects. It is the policy of the FHWA to require full utilization of all available training and skill-improvement opportunities to assure the increased participation of minority groups and disadvantaged persons and women in all phases of the highway construction industry.*





# NCDOT/OJT News & Update

- **New OJT Program Coordinator**
- **New OJT Classifications**
- **Pre-Apprenticeships**
- **OJT/SS Highlights**
- **Eligibility Criteria**

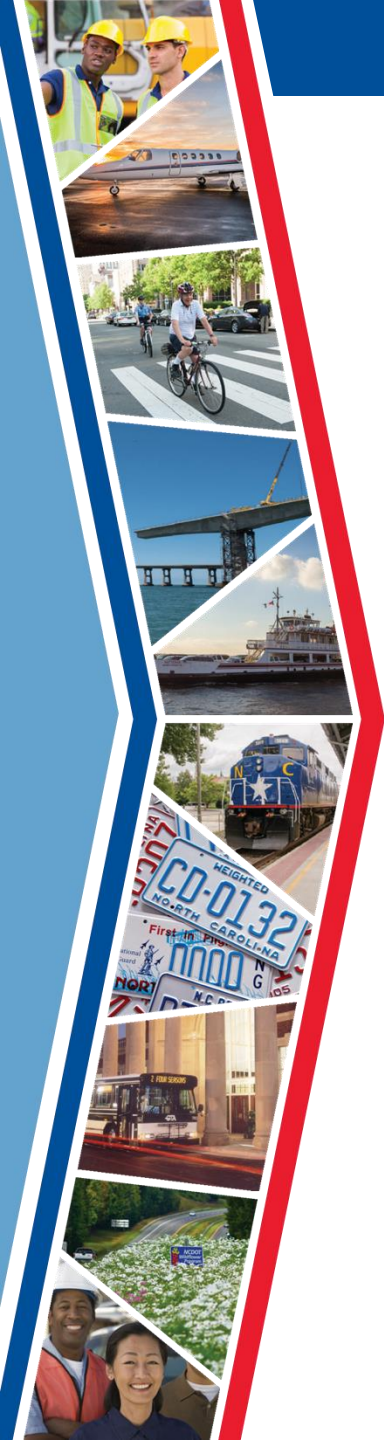


# Contractor Update – Enrollments

Vendor	Goal	Enrollment YTD	Need to Replace	Total Enrolmmnt	Exceed the Goal	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
ALS OF NORTH CAROLINA LLC	1	0		0	-1													No enrollment YTD
AMERICAN CIVIL CONSTRUCTORS WEST COAST L	3	3	2	1	-2				3									Exceed the Goal
APAC ATLANTIC INC DBA HARRISON CONSTRUCT	3	2		2	-1			1				1						Meet the Goal
APAC ATLANTIC INC THOMPSON ARTHUR DIVISI	2	1		1	-1	1												In progress
BALFOUR BEATTY INFRASTRUCTURE INC	1	1		1	0		1											
BARNHILL CONTRACTING CO	33	51	10	41	8			20	11	8	3	9						
BLYTHE CONSTRUCTION INC	4	1		1	-3					1								
BOGGS CONTRACTING INC	4	0		0	-4													
BRANCH CIVIL	0	5	1	4	4	5												
BROOKS BERRY HAYNIE & ASSOCIATES, INC.	10	12	1	11	1	2	8	1		1								
BUCKEYE BRIDGE LLC	1	0		0	-1													
CROWDER CONSTRUCTION COMPANY	2	1		1	-1						1							
FLATIRON CONSTRUCTORS INC	9	20	3	17	8		8			5	4	3						
FLATIRON BRANCH	0	1		1	1	1												
FLATIRON UNITED	38	16	1	15	-23				4		11	1						
FSC II LLC DBA FRED SMITH COMPANY	5	6		6	1			3		1	1	1						
FSC II LLC DBA ROSE BROTHERS PAVING COMP	2	0		0	-2													
HIGHLAND PAVING CO LLC	5	0		0	-5													
JSMITH CIVIL LLC	3	0		0	-3													
LITTLE MOUNTAIN BUILDERS OF CATAWBA COUN	1	1		1	0	1												
MOUNTAIN CREEK CONTRACTORS INC	1	1		1	0					1								
NHM CONSTRUCTORS LLC	1	0		0	-1													
R E BURNS & SONS CO INC	1	2		2	1						2							
ROGERS GROUP INC	3	0		0	-3													
S T WOOTEN CORPORATION	3	18	4	14	11	3	1	6		5	3							
SANFORD CONTRACTORS INC	1	0		0	-1													
SMITH-ROWE, LLC	4	0		0	-4													
THE LANE CONSTRUCTION CORPORATION	29	25	4	21	-8		8	6	2	1	4	4						
TMI SERVICES INC	1	0		0	-1													
TRIANGLE GRADING & PAVING INC	1	0		0	-1													
TRP CONSTRUCTION GROUP LLC	1	0		0	-1													
W C ENGLISH INCORPORATED	1	0		0	-1													
WEBBER LLC	32	25	1	24	-8				4	1	15	5						
WRIGHT BROTHERS CONSTRUCTION COMPANY INC	6	0		0	-6													
ZACHRY CONSTRUCTION CORPORATION	6	5		5	-1			4			1							
<b>Total</b>	<b>219</b>	<b>197</b>	<b>27</b>	<b>170</b>	<b>-48</b>	<b>13</b>	<b>26</b>	<b>41</b>	<b>24</b>	<b>24</b>	<b>45</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

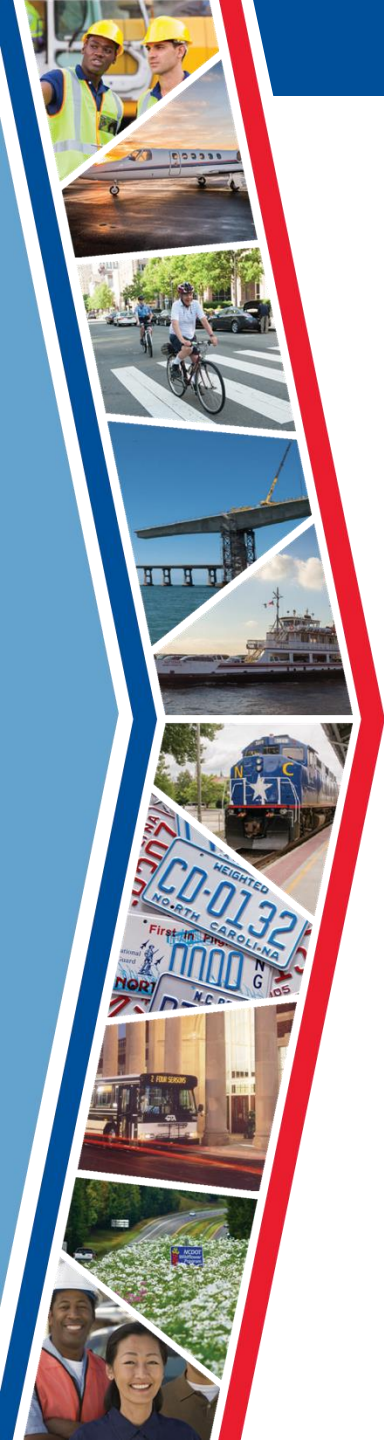
# NCDOT/OJT Compliance Update

- Monthly Report
- OJT Goal Achievement
  - Enrollment
  - Trainees
- OJT Program Interviews
- Certificates
- Enrollment



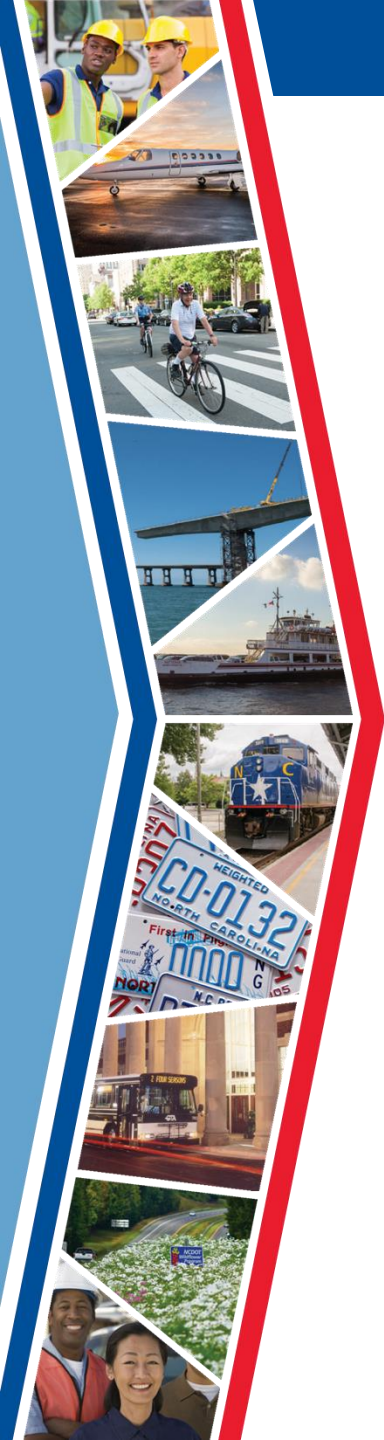
# HCTA Update

- Pop-Up Academy
- Traditional Academy
- Advanced Training
- Summer Accelerator





# Other Items



# Contact Information

✓ General Contact Information Email: [OJT@ncdot.gov](mailto:OJT@ncdot.gov)

Mr. Tim Moore, OJT/SS Program Manager

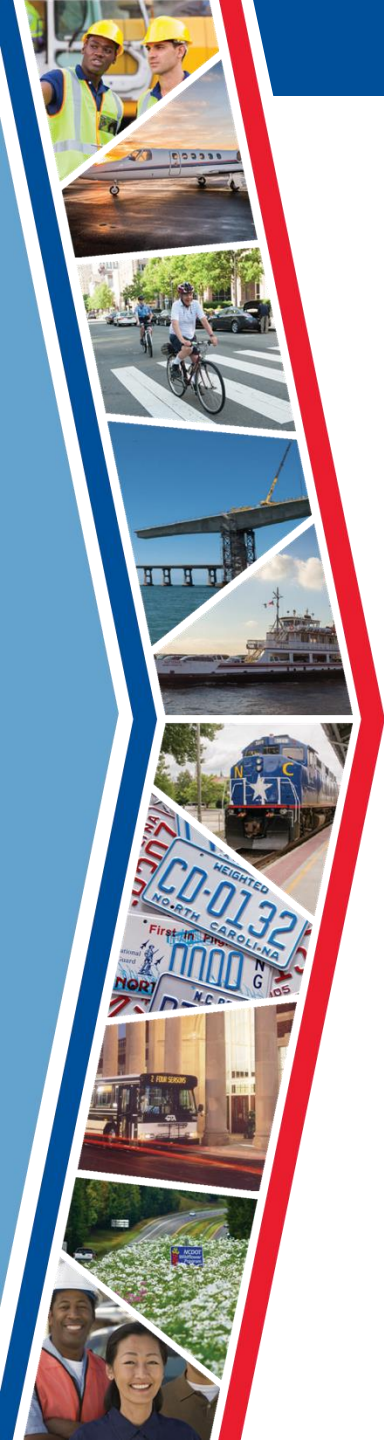
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Valena Valentine, OJT Program Coordinator

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# That's all Folks!