



NCDOT OJT Program Winter Training

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History

- **Laws within the construction and trade employment were passed to improve workforce equality.**
- **Title VII of the Civil Rights Act of 1964 opened doors for African American males in the trades industries.**
- **Title IX in 1972 opened doors for female participation in high school shop classes.**
- **Executive Order 11246 of 1978 enabled women to participate in apprenticeship programs.**



History

In 1971, Federal Highway Administration (FHWA), as directed by the United States Code of Federal Regulations (CFR) Title 23 Part 230, requires all state highway agencies to establish and utilize On-the-Job Training (OJT) on federally-funded highway construction projects. The primary reasons supporting the Federal requirements are to:



- **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 industry; and**
- **Demonstrate that equal opportunity exists in the highway construction industry.**



History

Training and Development Definition:

Activities associated with surface transportation career awareness:

- **Career preparation for students in the transportation industry**
- **Training and professional development for surface transportation workers**
- **All should include activities for women and minorities.**



FHWA Allocation and Supportive Services

- **Each state that participates in the OJT Program receives an allocation from Federal Highway Administration Headquarters Office of Civil Rights.**
- **All division staffs ensure that the obligated funds reflect the allocated amount and all expenditure are correct.**
- **Division staff works with State DOT on a SOW and budget.**



FHWA Allocation and Supportive Services

- **State DOT i.e. OJT Manager develops an OJT Program based on the state's and contractor's needs.**
- **The SOW operates on an approved performance period established by FHWA.**



FHWA Allocation and Supportive Services

CFR 23 addressed special requirements for the on-the-job-training program through the Supportive Services Program.

- 1. Counseling**
- 2. Skills Training**
- 3. Childcare**
- 4. Job site mentoring**
- 5. Pre-employment assessment**
- 6. Post-graduation follow-up**
- 7. Pre and post employment counseling**
- 8. Recruitment /Outreach**
- 9. Transportation**
- 10. Physical examinations**
- 11. Remedial training based on the availability of federal funds (consultants, academies, etc.)**



OJT/SS Partnerships

- **Non-Profit Organizations**
- **State Agencies**
- **Federal Agencies**
- **Community-based Organizations**
- **Historical Black Colleges & Universities (HBCU)**
- **Colleges and Universities**
- **Community Colleges**
- **Private Industry**



OJT Program Standards

- **The *North Carolina Apprenticeship Training Bureau (NCATB)* is the State Approving Agency for apprenticeship programs and On-the-Job Training Programs.**
- **In 2014, the NCDOT OJT Program submitted and received approval from the *NC Apprenticeship Training and Bureau for Approved Occupations of its OJT Program.***
- **The NCATB is the accrediting State Agency for OJT Program Standards. The OJT Program is registered under program number 24011.**



OJT Program Standards

- **Pre-apprenticeship training provided by contractors under the NCDOT's OJT Program was approved by North Carolina Department of Commerce.**
- **The trainees must complete the required hours and moved to journeyman's level in the assigned classification.**
- **Be at least 18 years of age and working as an OJT Trainee.**
- **Must not be fully trained or qualified in the classification for which they are being trained.**



Wage Rate During Training Period

Contractors are generally permitted to compensate trainees on a graduating pay scale based upon a percentage of the prevailing minimum journeyman wages (Davis-Bacon Act). According to FHWA minimum pay shall be as follows:



Wage Rate During Training Period cont...

- **60 percent of the journeyman wage for the first half of the training period,**
- **75 percent of the journeyman wage for the third quarter of the training period,**
- **90 percent of the journeyman wage for the last quarter of the training period**



Wage Rate During Training Period cont...

- **In no instance shall a trainee be paid less than the local minimum wage.**
- **It's the contractor's responsibility to adhere to whichever minimum rate will satisfy both the NC Apprenticeship Training Bureau (NCATB) and the NCDOT.**
- **More information regarding the Davis-Bacon can be obtained from the NCATB.**



Wage Rate During Training Period cont...

- **Top 3 Skill Laborer Occupations from 2009-2015**
 1. **Truck Drivers - \$ 8.85 - \$ 17.25**
 2. **Roller Operators - \$ 8.00 - \$ 15.00**
 3. **Bridge Workers - \$ 9.00 - \$ 14.00**

- **Top 3 Professional Occupations from 2009 – 2015**
 1. **Office Engineer - \$ 1288 per week**
 2. **Ironworker Structural - \$25.00 per hour**
 3. **Foreman - \$ 17.00 per hour**



Highway Construction

- **Average national age in the construction industry is 55 years old.**
- **North Carolina average age is 53 years old.**
- **How much work is out there?**
- **How do we plan to close the skilled laborers gap?**



High School Academies

The high school academies are designed to educate high school students about the different types careers in the transportation industry:

- Highway, Railway, Aviation and Maritime.
- Lakewood High School
- Southern High School
- Warren County High School



Community-Based Academies

The community based academies are for any persons 18 years and older that is looking for a career opportunity in the highway construction industry.

- **Rocky Mount OIC**
- **Shaw University's C.A.P.E. Center
(Fayetteville)**
- **Goodwill Industry of Winston Salem (Opens 2016)**
- **Urban League of Charlotte (Opens 2016)**



Community Colleges Academies

- **Durham Technical Community College (2016)**
- **Forsyth Technical Community College (2016)**
- **Sampson County Community College (2016)**
- **Wake Technical Community College**
- **Vance Granville Community College**



What's the benefit of attending one of the academies?

- **Construction Career Days Event**
- **High School Exploration**
- **Summer Transportation Trades Academy (high school students)**
- **Summer Internship (college students)**
- **Job Fairs**
- **10 hours OSHA certifications**
- **Flaggers' certification**
- **CDL Permits**
- **EMPLOYMENT OPPORTUNITIES!!!!!!!**



Historical Black Colleges & Universities (HBCU) Program

- Bennett College



- Fayetteville State University



- Elizabeth City State University



- Johnson C. Smith University



- Livingstone College



- North Carolina A&T State University



Historical Black Colleges & Universities (HBCU) Program

- North Carolina Central University



- Saint Augustine's University



- Shaw University



- Winston Salem State University



- UNC Pembroke



Historical Black Colleges & Universities (HBCU) Program

How can your company support the HBCU Program?

- 1. Provide opportunities for students when filling professional positions within the OJT Program Classifications.**
- 2. Provide internship opportunities for students.**
- 3. Participate in career expos on the various campuses.**



Historical Black Colleges & Universities (HBCU) Program

5. Sign-up and participate in Career Expos being held on campuses across the state.

A. February 3, 2016, Fayetteville State University

B. February 17, 2016, Bennett College

6. Work with the OJT Program to fully utilizes the OJT Program for all of North Carolina's Citizens!!!!!!



OJT Trainees Annual Goals

NCDOT Alternate Program

- 1. Gives the contractors flexibility to train employees on all types of projects.**
- 2. Projects can be funded federally, state or privately.**
- 3. Must be located in North Carolina.**
- 4. First priority must be given to training trainees on all NCDOT Federally- Aid and State funded Projects.**



OJT Trainees Annual Goals

- At the beginning of each calendar year the Program Manager contacts all contractors to set their goals for the year.
1. Training slots can range from 1 to 15 (Sometimes it more).
 2. Any projects awarded of \$ 10,000 or more are eligible to participate in the OJT Program.
 3. **If a contractor fails to attain their training assignments for the calendar year, they may be removed from the NCDOT BIDDERS List or become ineligible to bid.**



OJT Trainees Annual Goals

- **Top 3 methods companies used to recruit OJT Trainees?**

1. **Local Paper**
2. **Social Media**
3. **Job Fair**

- **Why trainees leave job sites?**

1. **Pay**
2. **Work not near home**
3. **Childcare, Transportation and Working conditions**

- **What resources are needed from NCDOT OJT Program to increase your OJT Participation?**

1. **Advertisement**
2. **More Contractors' Training**



OJT Trainees Annual Goals

2015 By the numbers

- 1. 211 Enrolled**
- 2. 37 Females**
- 3. 174 Minorities**
- 4. 38 Different Classifications**
- 5. 55 Different Companies**

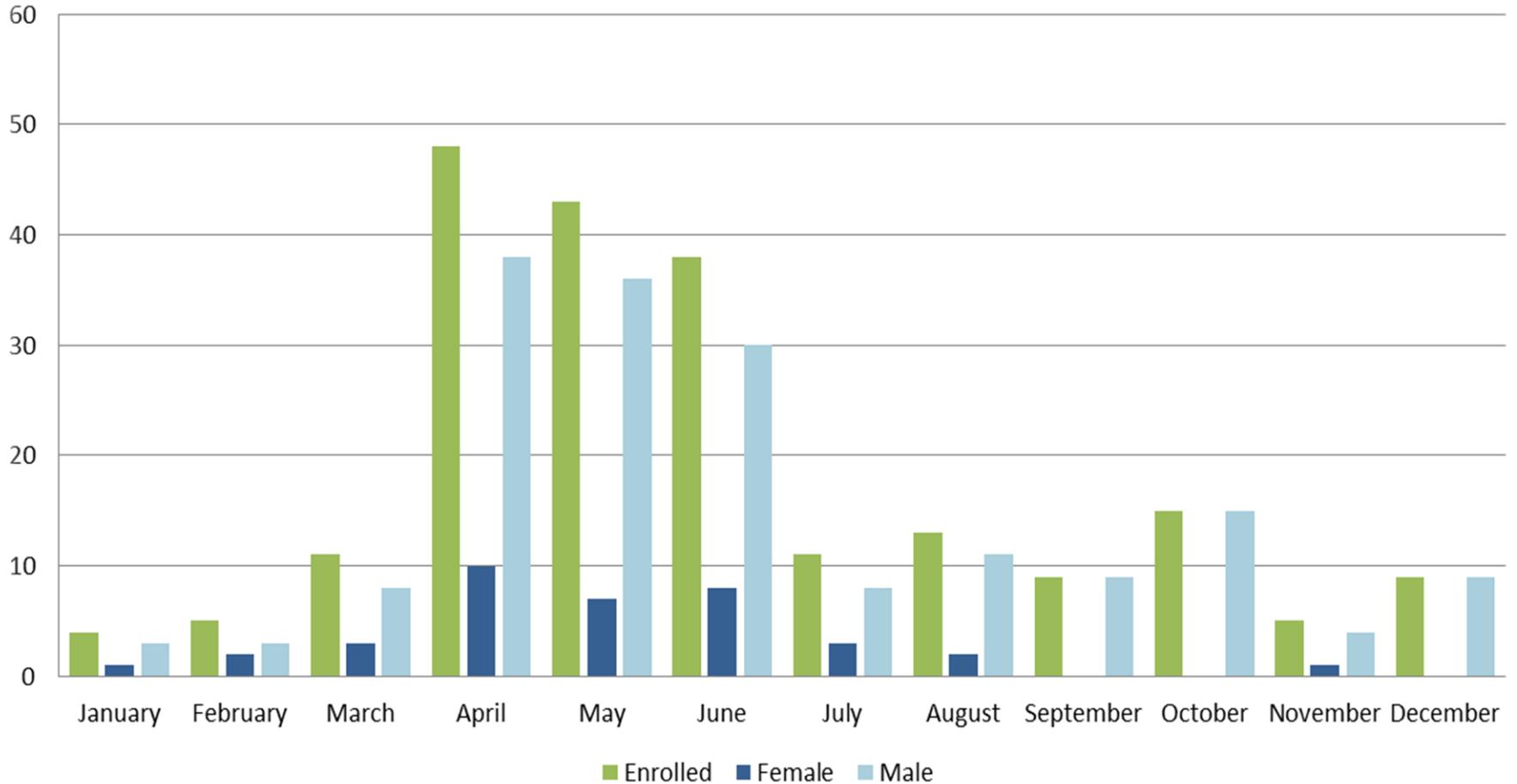


Enrolled Demographics

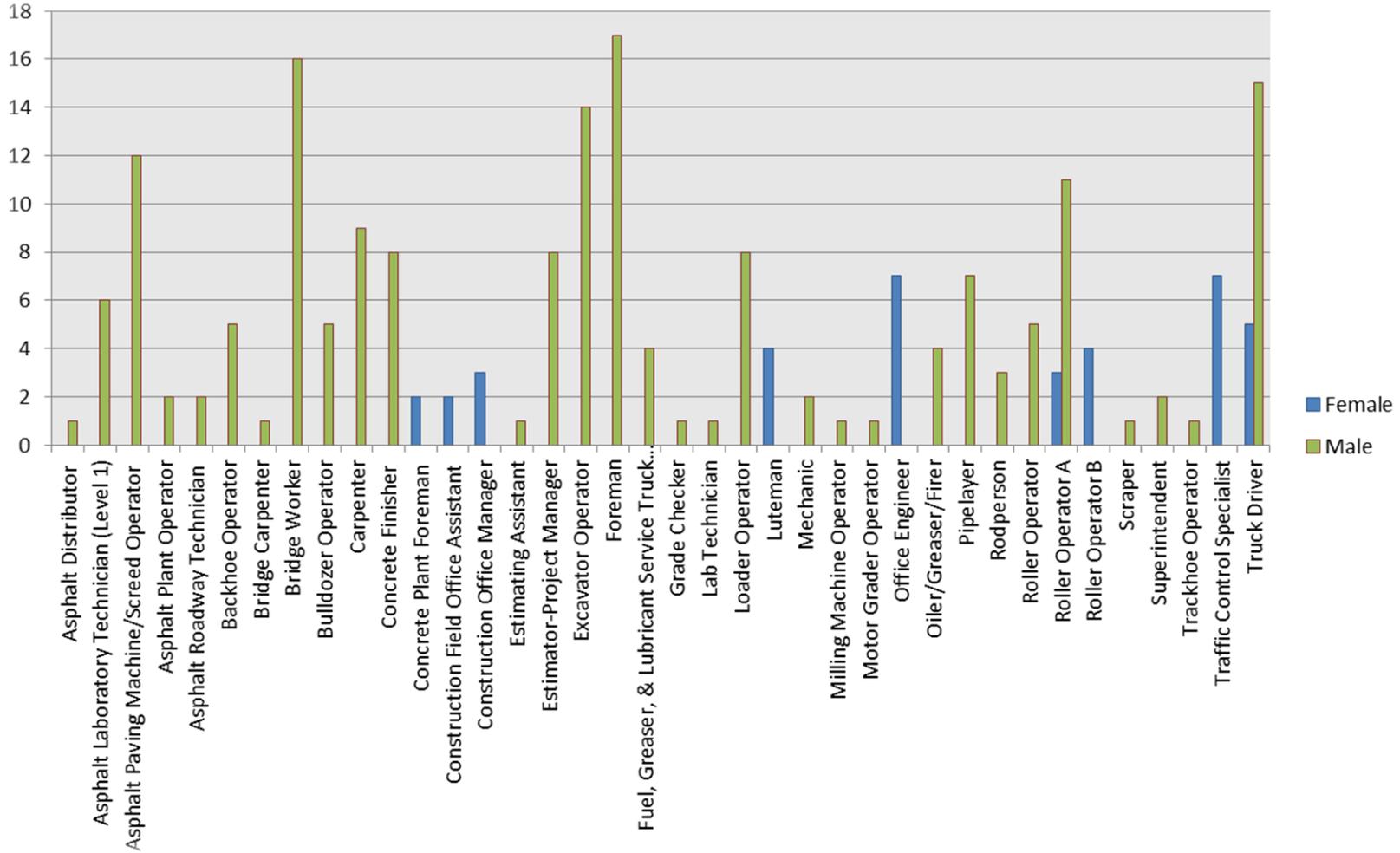
Month	Enrolled	Female	Male
January	4	1	3
February	5	2	3
March	11	3	8
April	48	10	38
May	43	7	36
June	38	8	30
July	11	3	8
August	13	2	11
September	9	0	9
October	15	0	15
November	5	1	4
December	9	0	9
Total	211	37	174



Enrolled Demographics



Enrolled Classifications by Gender





For more Information

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<https://connect.ncdot.gov/business/SmallBusiness/OnTheJobTraining/Pages/default.aspx>

