

North Carolina Department of Transportation

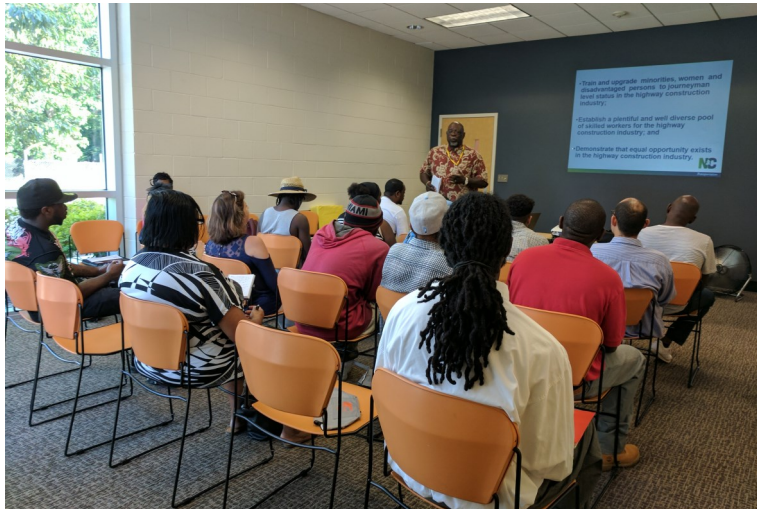
ON-THE-JOB TRAINING PROGRAM NEWSLETTER

MISSION STATEMENT

The mission of the N.C. Department of Transportation's On-the-Job Training Program is to work with and support the State's Highway Construction Industry in establishing, developing and maintaining a skilled diverse workforce that will fulfill the present and future needs of highway construction industry while increasing minority and female participation in the program.

PROGRAM GOALS

- 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
- Demonstrate that equal opportunity exists in the highway construction industry



OJT Manager Melvin L. Williams Jr. presenting an information session at the Carver Branch of Greenville Public Library on June 14, 2017

Outreach and Education

To expand our program and reach more individuals in more communities who can benefit from our academies and training programs, OJT conducts outreach and information sessions to spread the word about the program and dispel common myths about the construction industry.

The On-the-Job Training Program trains and places minority, women, and disadvantaged individuals who want to work in the construction industry with contractors to get real experience and reach journeyman's level in their chosen job classification. There are 78 job classifications in the OJT program, including project managers, office assistants, and mechanics.

Our Construction Trades Academies at High Schools, Colleges, and in the community, teach people about careers in the highway construction industry; students leave the academies with their OSHA and Flagger certifications, CDL permits, and a good understanding of the many opportunities in the transportation industry.

Our goal is to increase the inclusion rate of underrepresented populations in the industry by creating jobs and skilled workers. All of these programs are completely free to participants. We currently have academies at: Southern High School in Durham, Warren County High School, Vance-Granville Community College, Wake Technical Community College, Rocky Mount OIC, Shaw University's C.A.P.E. Center in Fayetteville, and Urban League of Central Carolinas in Charlotte.

We also sponsor an annual construction career day held in Pitt County to help expose High School students from 19 counties to construction careers via informational workshops and hands-on activities.

We are also partnered with all 10 HBCUs in North Carolina for Career Fairs, and with community organizations, such as Goodwill and Urban League, for outreach.

To attend the next Program Information Session near you, see the back page for dates and locations.



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Program Accomplishments



High School Academy Trip Broadens Horizons

MANAGER MELVIN L. WILLIAMS Jr. HONORED BY WARREN COUNTY SCHOOL BOARD

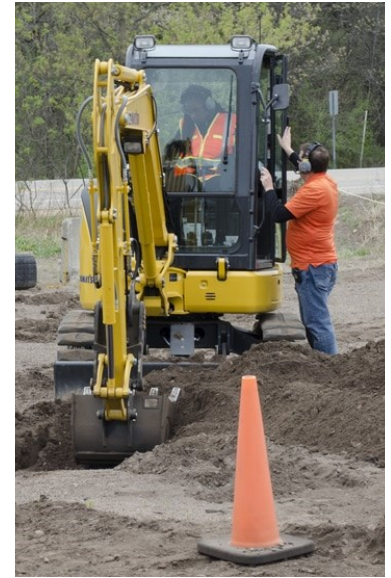
This school year has just come to a close, and with it many doors have opened. 40 students from Warren County High School (16 girls and 24 boys) went on a trip to Minnesota, sponsored by the OJT program.

In Minnesota, the students, who have participated in the Highway Construction trades academy at Warren County High School visited Extreme Sandbox, where they had the opportunity to operate heavy construction

equipment, such as excavators and bulldozers, in a 10-acre facility guided by experts. This was a very enriching experience for the students to learn first-hand what it is like to work in the construction industry.

The Warren County School Board honored OJT Manager Melvin L. Williams Jr. at their meeting on June 13th for his role in organizing this trip for the students.

In previous years, the program has focused on highway, rail, and aviation. Next



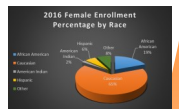
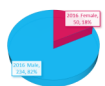
year, the program will focus on Maritime transportation.



IN THE WORKS

INTERNS GATHER AND ANALYZE DATA TO IMPROVE PROGRAM IMPACT AND SAFETY

2016 ENROLLMENT PERCENTAGE BY GENDER



This summer's OJT Interns, Kayla Moore and Paulina Lopez, are conducting research and interviews to put together a report which will shed light on salary trends for OJT trainees, safety statistics, demographics, and graduation and hiring data, for the years 2015-2016.

methods are most effective and how we can improve our efforts.

They have visited contractors to collect salary data for different job classifications, which they will compare with the historical salary data they have analyzed. They have also collected demographic data on program graduates and those who were subsequently hired. Additionally, they have analyzed trends in

gender enrollment in the program.

Also, Kayla Moore interviewed graduates of the Rocky Mount OIC Academy, and Paulina Lopez interviewed trainees and graduates employed by S.T. Wooten on the I-85 expansion. This qualitative data provides direct feedback to help improve our program.

number of accidents that OJT trainees have had at different companies in the past two years, relative to the amount of safety training these companies provide. This data is likely to demonstrate a need for additional safety training to fully prepare our trainees for those aspects of a career in construction.

2016 Total Enrollment

Race	Male	Female
African American	156	10
American Indian	42	34
Hispanic	4	1
Other	32	3
Total	234	50

At our recent outreach sessions, they surveyed attendees to determine which promotion

Job Classification	American Indian	Female (All Races)	Years Represented
Truck Operator	\$12.81	\$9.76-\$14.50	2009-2014
Truck Driver	\$11.81	\$6.85-\$17.25	2008-2013
Bridge Worker	\$11.81	\$9.00-\$12.25	2009-2014
Operator	\$11.50	\$10.00-\$13.00	2008-2014
Traffic Control Specialist	\$11.50	\$10.00-\$12.00	2008-2014
High Lane Mgr	\$8.80	\$8.00-\$12.00	2008-2014
Backhoe Operator wage	\$12.32	\$12.00-\$12.75	2011-2014
Operator	\$12.88	\$12.00-\$20.00	2009-2014
Bulldozer Operator	\$12.88	\$11.25-\$14.50	2009-2014
Quality Checker	\$11.25	\$8.00-\$11.50	2011-2012
Asphalt Paving, Street Sweeper	\$11.25	\$11.00-\$11.11	2008-2014



Planning the next Academy class after a successful information session at Urban League in Charlotte on June 22, 2017

Academies and Initiatives

The national average age in the highway construction industry is 55; in North Carolina, it's 53. Our Construction Trades Academies expose people in High School, College, and the Community to many well-paying careers with opportunities for advancement in the highway construction industry and gives them training and certifications to help them secure employment.

WHAT'S NEW

We are now working with prime contractors and the high schools in which we have academies to establish a new pipeline project for students who want to go directly from graduation into the highway construction industry. These contractors have agreed to hire these students each year.

EXPANDING OUR REACH

We are working to open a new Academy in Greenville, and a high school academy in Charlotte. Other new academy sites include Olive Hill CDC for Valdese/ Morganton and Goodwill for Winston-Salem. We also partnered Project Fresh Start in Fayetteville, to reach more people who can benefit from the Academy there.

OUR PROGRAM PREPARES GRADUATES FOR SUCCESS

Our community academies are 8-week, half-day programs. Our academy graduates enter the workforce with an understanding of how a worksite runs, such that they arrive on day one ready to work. The OSHA and flagger certifications prepare our graduates for handling situations on the job safely, making them more attractive to employers. Physicals and CDL permits also give our graduates a step up in the industry.

2017 HIGHWAY CONSTRUCTION ENTREPRENEURSHIP AT HBCUs



In addition to training minority, women, and disadvantaged *individuals* and helping them to secure work in the construction industry, the OJT program, under Federal law, helps to ensure that minority, women, and disadvantaged-owned *companies* have an equal opportunity to work on state construction contracts as prime or sub-contractors.

Often, however, there is a shortage of such companies who are certified to perform under state contracts. To address this problem at its source, OJT is starting a new

initiative this year with HBCUs. We are already partnered with all 10 HBCUs in North Carolina for our academies and career fairs, but we are piloting this new program this fall at North Carolina Central University, Winston Salem State University, Shaw University, Elizabeth City State University, and Bennett College.

This new Highway Construction Entrepreneurship Academy is designed to take 2 or 3 students per year who are interested in starting their own businesses and teach them the ins and outs of being a contractor in the construction industry from start to finish. Students will learn about contractor business plans, construction con-

tracts, and other nuances of business in this industry. The program will include presenters from various aspects of the industry, including contractors who work with the OJT program and have agreed to teach these students their tricks of the trade, and give them the connections they need to get ahead. Students will leave this training program prepared to be successful entrepreneurs in the construction industry.

The programs at NCCU and WSSU will focus on highway construction; the program at ECSU will focus on aviation, and the programs at Shaw and Bennett will focus on the transportation industry as a whole.

Our OJT program graduates complete a set number of hours of training for their chosen job classification, to bring them to a journeyman's skill level. Upon graduation trainees receive a certificate, indicating that they have reached journeyman's level of skill and experience. This certification enables our program graduates to go anywhere and command the highest journeyman wages.

We can provide services such as temporary housing, transportation, and childcare to program participants on a case-by-case basis, to eliminate barriers to a career.



Program Information Sessions

Attend one of our OJT program information sessions to learn more about Good Paying Careers in the Construction Industry for minorities, women, or disadvantaged persons

Program Information
Session—Greenville June
14th, 6-8PM

Program Information
Session—Greensboro
June 21st, 6-8PM

Program Information
Session—Charlotte June
22nd, 6-8PM

Program Information
Session—Fayetteville
August 9th, 6-8PM

Program Information
Session—Red Springs
August 10th, 6-8PM

Program Information
Session—Dunn August
16th, 6-8PM

High School Expo —
Statesville Civic Center
March 14, 2018

On-the-Job-Training
Winter Training —
Winston Salem
Date TBA



North Carolina Department of
Transportation
Office of Civil Rights
On-the-Job Training Program

1511 Mail Service Center
104 Fayetteville Street Mall
Raleigh, NC 27699-1500

919 508 1954 ph
919 508 1814 fax

[https://connect.ncdot.gov/business/
SmallBusiness/OnTheJobTraining/](https://connect.ncdot.gov/business/SmallBusiness/OnTheJobTraining/)

