

RECRUIT | TRAIN | RETAIN | GROW

NCDOT Office of Civil Rights
On-The-Job Training
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ON-THE-JOB TRAINING



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N.C. DEPARTMENT OF TRANSPORTATION
Office of Civil Rights

MISSION

The mission of the N.C. Department of Transportation's (NCDOT) On-the-Job (OJT) 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 the highway construction industry, while increasing minority and female participation in the program.

PURPOSE

The OJT program is located within the NCDOT Office of Civil Rights. The OJT team promotes youth engagement and awareness of the highway construction industry through construction career fairs and other events designed for middle to high school students. The program team directs and monitors the activities of OJT consultants as they assist prime contractors with upgrading skills and case management of the incumbent workforce. In addition, the OJT program is actively involved with community partners and stakeholders to establish a pool of skilled workers for the highway construction industry through construction trade academies.

TRAINING AND EDUCATION PROGRAMS:

Alternate OJT Program

High School Construction Activities

Highway Construction Trade Academies

Advanced Training

Construction Career Exposure, Engagement, Education Development events

Highway Construction Career Days

Career Expos

Construction Career Engagement



CONTRACTOR GOAL SETTING AND UTILIZATION

The N.C. Department of Transportation's Alternate On-the-Job Training Program (OJT) is a customized version of the Federal OJT Program. The OJT program department contacts all contractors annually to allocate the number of trainees. At that time, the contractors and department agree to provide a year-long, self-imposed on-the-job training program. This office ensures that contractors meet their goals and that trainees complete their permitted classifications. The OJT Program office helps track contractor goals and the training of approved classifications.

