



N.C. DEPARTMENT OF TRANSPORTATION Office of Civil Rights

On-the-Job Training (OJT)/ Supportive Services (SS) Programs STCREC Training Symposium Presentation

Tim Moore, OJT Manager

OFFICE OF CIVIL RIGHTS - OJT

May 4, 2021

On-the-Job Training (OJT) Unit

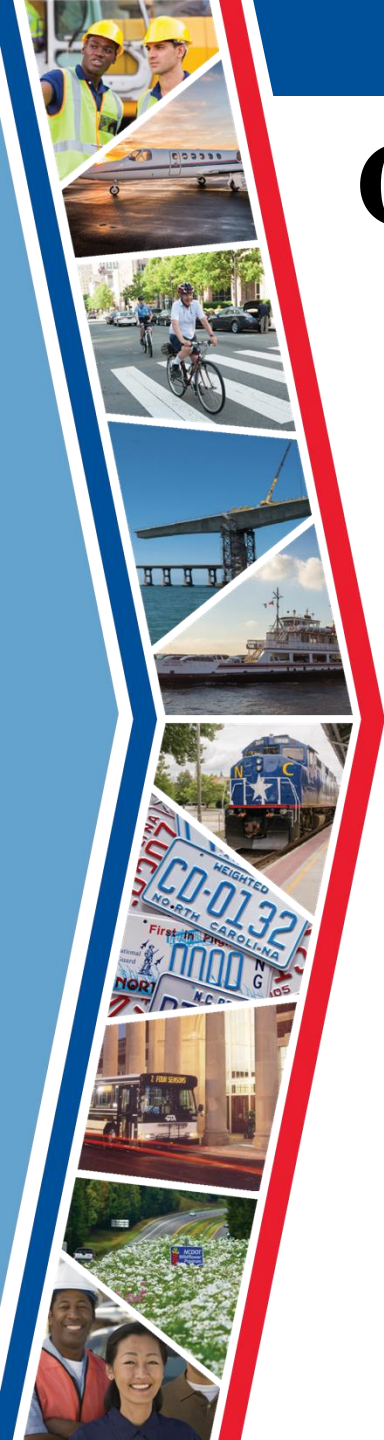


OJT Staff

- Manager
- Program Administrator
- 2 Program Coordinators
- HBCU Fellow (Coming soon)

OJT 'Field' Supportive Services Consultants

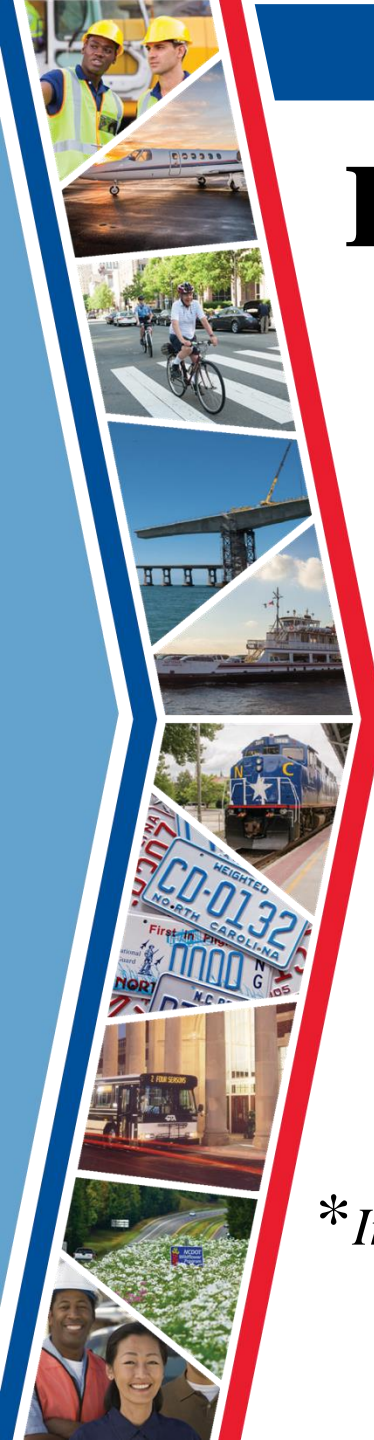
- Currently two



Purpose of NCDOT OJT/SS

- 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.

**Includes Veterans, disabled, and residents of NC Tier 1 counties*



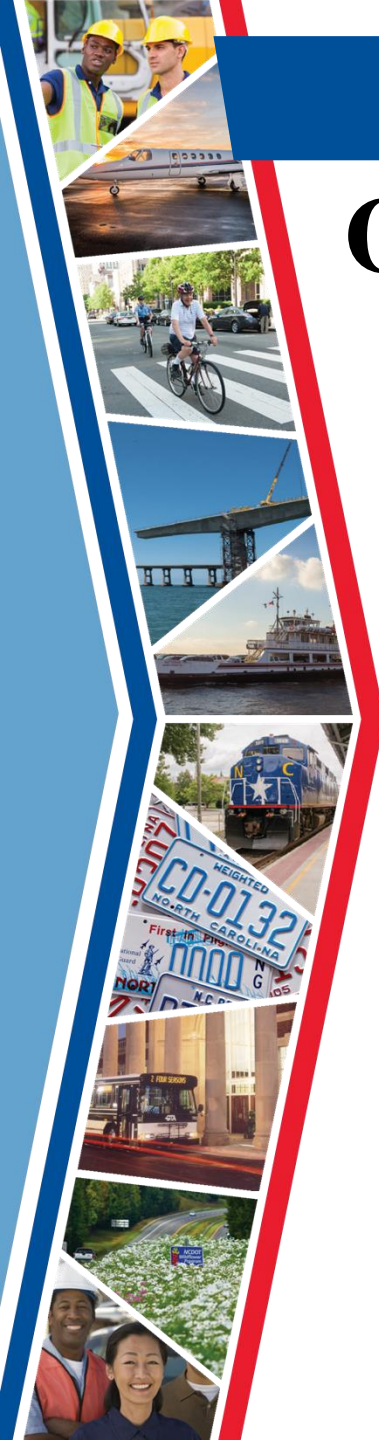
OJT/SS Program Areas



Education and Training
HCTAs
Construction Career Days

Supportive Services
Resources to offset barriers to training and employment

'Alternate' OJT
Goal Setting and Utilization



‘Alternate’ OJT

‘Alternate’
OJT
Goal Setting and
Utilization

- **Federally mandated program**
- ‘Alternate’ OJT is **contractor-based** versus Traditional OJT which is **contract-based**
- Prime Contractors (PC) self-enroll “**voluntold**” via annual contractor goal
- The annual goal is determined using a three (3) year centrally let contract award average.

2020 Contractors of the Year:

S.T. Wooten 50 trainees

Lane Construction 23 trainees



OJT Wrap Around Supportive Services

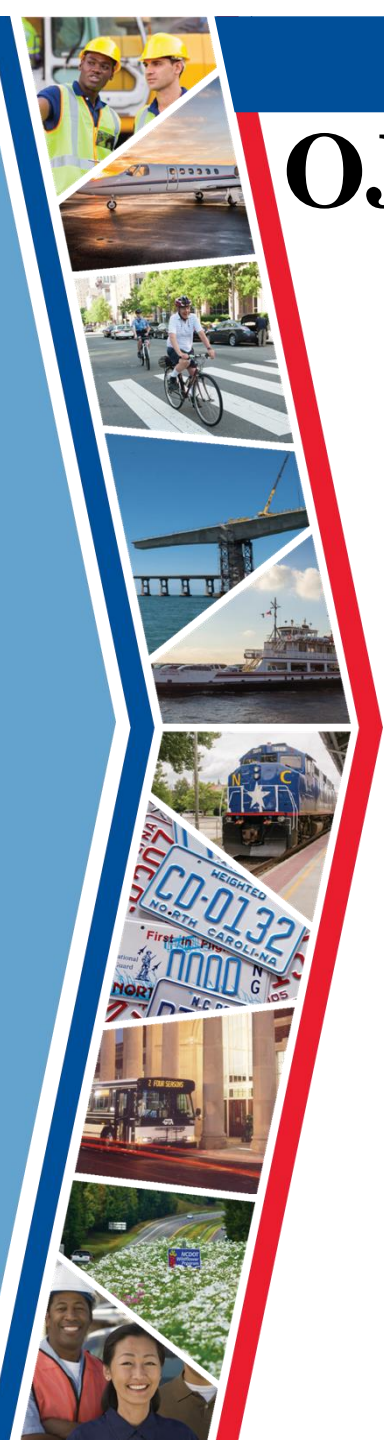
Supportive Services

Resources to offset barriers to training and employment

Allowable Supportive Services related to employment or training include:

- Case Management
 - Interviews
 - Program Orientations
 - Professional Development

- Job Readiness Supportive Services
 - ✓ Supplies
 - ✓ Transportation needs
 - ✓ Housing needs
 - ✓ Childcare needs
 - ✓ Other assistance that is approved by the OJT Manager



OJT Supportive Services Education & Training

Education and Training

CEEED

HCTA

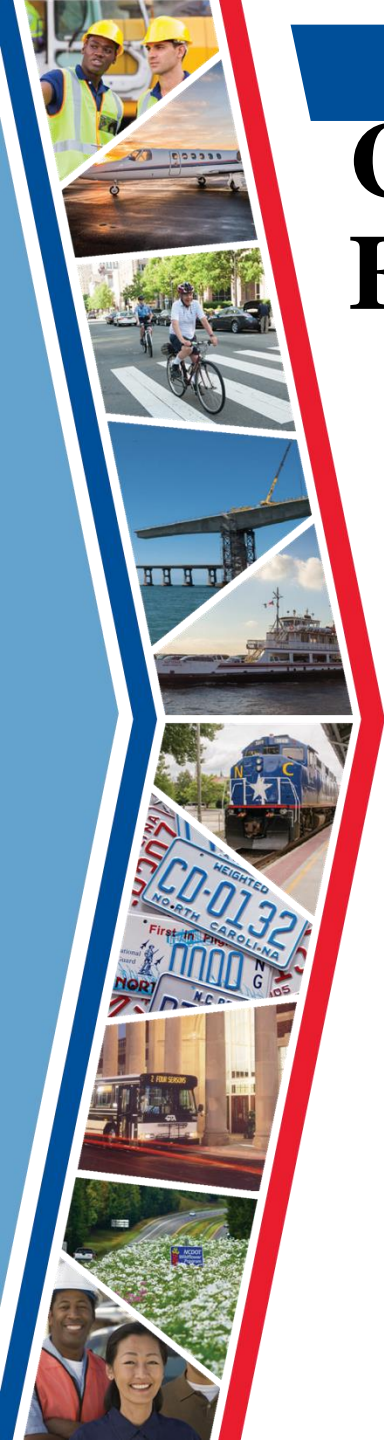
AdT

- Resources/activities that help support early awareness, career exploration and training opportunities that move individuals from general laborer to journeymen level in the highway construction industry.
- Training and Education Activities
 - ✓ Construction Career Exposure, Engagement, and Education Development: CEEED
 - ✓ Basic Highway Construction Trades Academies: HCTA
 - ✓ Advanced Training : AdT

Construction Career Exposure, Engagement, Education Development (CEEED)

CEEED provides outreach, recruitment, career awareness and exposure related to the highway construction industry

- Statewide Career/Education Expos/Fairs
- Support earlier career awareness and Career and Technical Education curriculum
- **Highway Construction Career Days (CCD):**
 - Raleigh, Winston-Salem, Greenville, Asheville
 - **Kudos to NC Division of Highways staff & contractors for their support**
 - COVID caused a virtual approach this year



Highway Construction Trade Academies (HCTA)



- State-wide NCDOT sponsored training in critical highway project need areas to develop diverse talent pool
- Offered as 4-8 week in-class (or virtual) cohorts covering the FHWA training curriculum, OSHA 10, Flagger and CPR, plus hands-on with heavy equipment
- Usually offered 4 times a year at each site
- Key: Created an ‘Operational Guide’ to ensure consistency and quality of programs and graduates

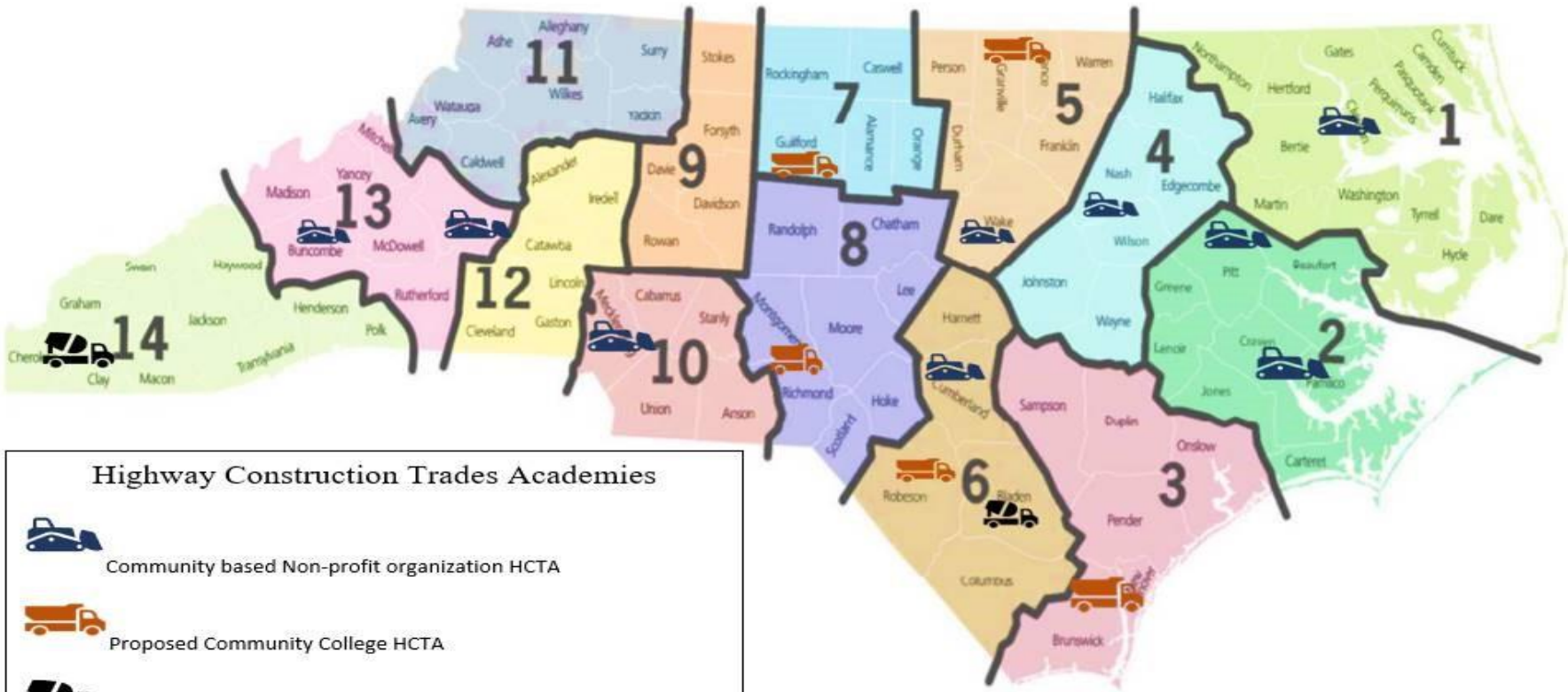
Highway Construction Trade Academies (cont.)






- Initially hosted by community-based organizations (CBOs)
- Include CAAs, CDCs, EDCs, non-profits inc. OIC
- Plan – based on FHWA’s “The Playbook” – is to segue to inc. NC community colleges as hosts
- Completers are connected to hiring opportunities and A-OJT enrollment: Some early successes!

NC HCTA Site Locations

NCDOT Division Map



Highway Construction Trades Academies

-  Community based Non-profit organization HCTA
-  Proposed Community College HCTA
-  Proposed Tribal HCTA



Advanced Training (AdT)

Purpose: To upskill participants in critical skilled job classifications

Examples of Advanced Training Opportunities

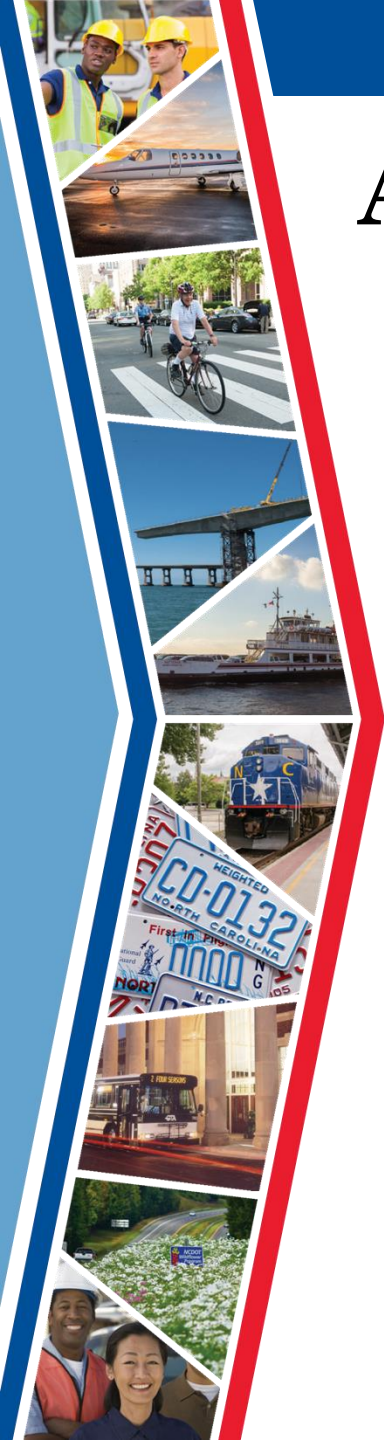
- CDL
- HEO
- Flagger
- Etc.



Who can participate: HCTA completers and OJT trainees

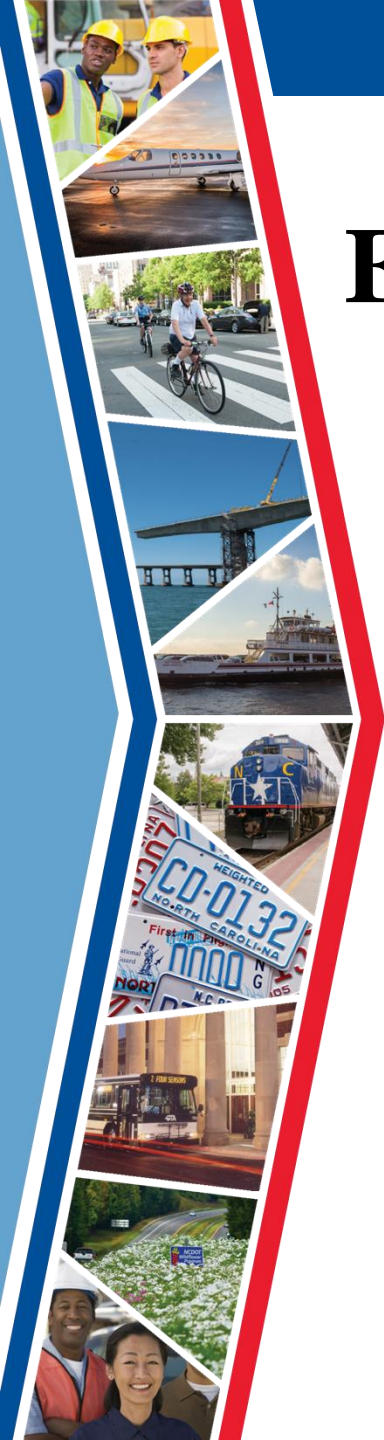
Who provides the training:

Offered in conjunction with contractors or by purchasing seats in existing courses (new 'on-call' preferred provider list)

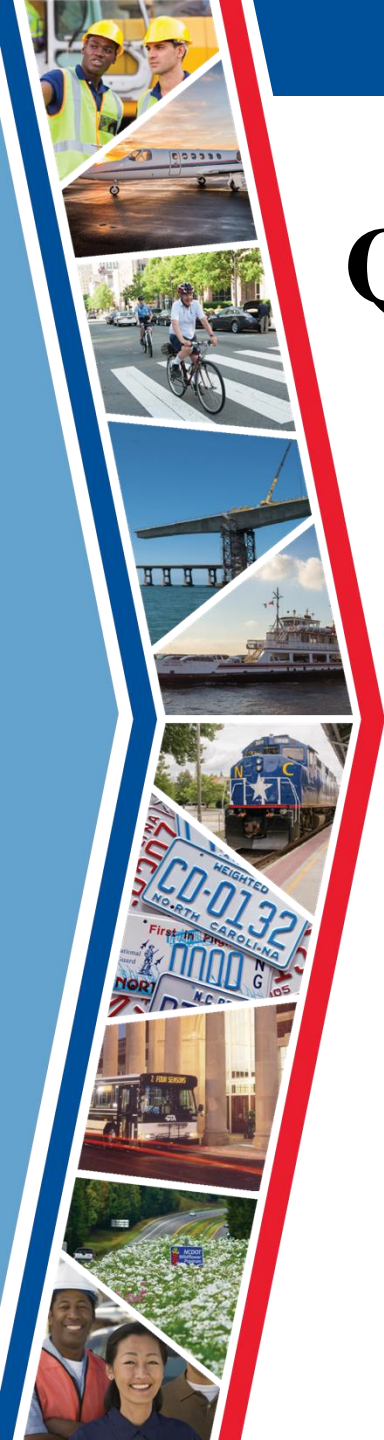


Future Initiatives

- Highway Construction Workforce Partnership Grant opportunity
 - ✓ Connect to Community Colleges and Apprenticeship Program and WIOA
 - ✓ Paid Training Allowance Period
- EDC-6 Strategic Workforce Development sub-grant opportunity
- Virtual Career Fair for Schools
- Host a skills ‘rodeo’ (equipment operation)



Questions ?



Contact Information

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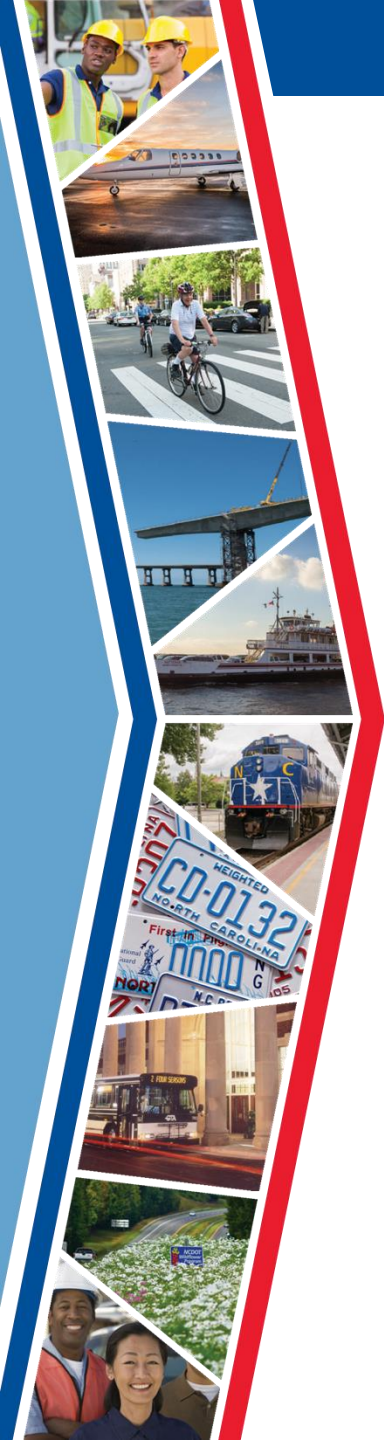
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That's all Folks!