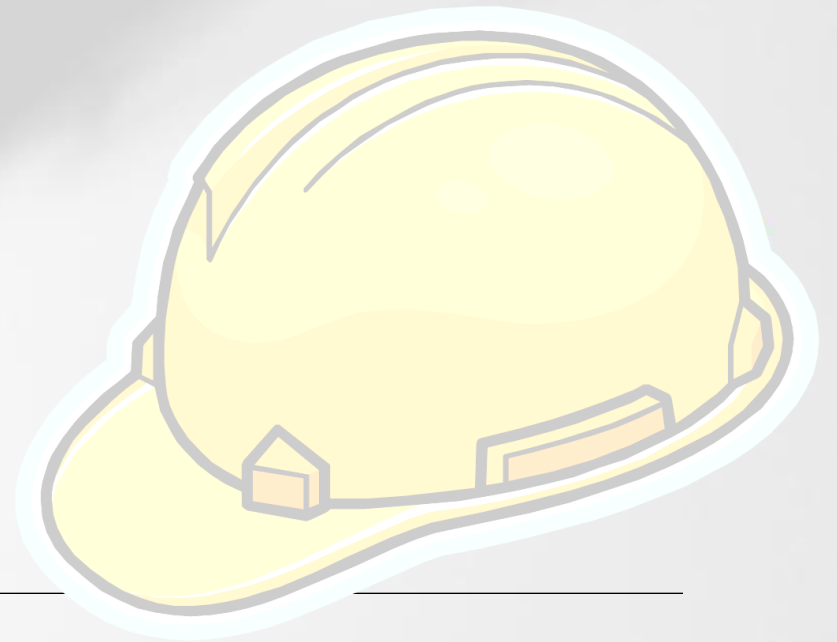


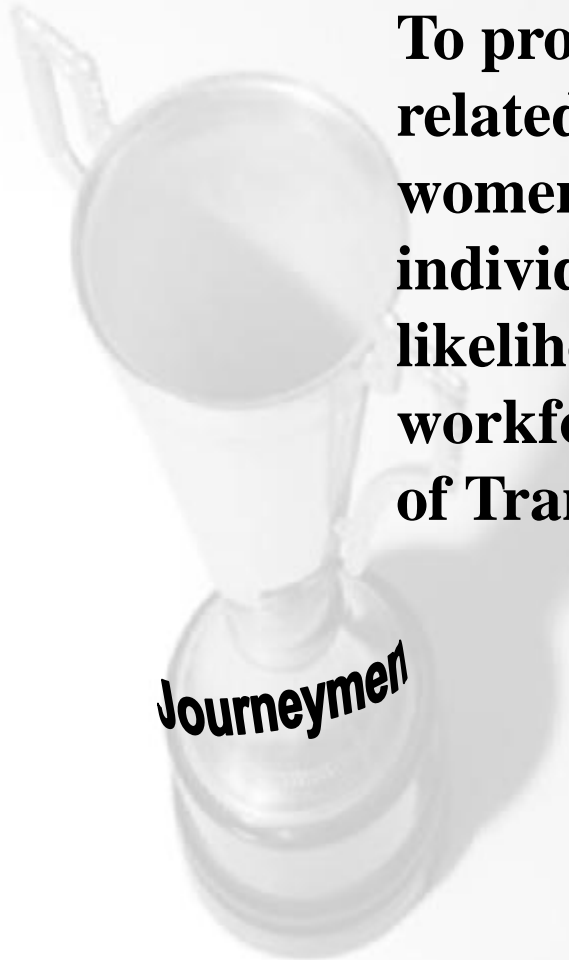
ConnDOT On-the-Job Training (OJT) Workforce Development Pilot



On-the-Job Training (OJT) Workforce Development Pilot

Purpose

To provide construction industry related job opportunities to minorities, women and economically disadvantaged individuals; and to increase the likelihood of a diverse and inclusive workforce on Connecticut Department of Transportation projects.



On-the-Job Training (OJT) Workforce Development Pilot



Introduction

The flexibility of the OJT Program allows a contractor to train employees on all types of projects. The projects can be Federal, State, and/or privately funded. However, projects must be located in Connecticut.



This program will increase long-term relationships between contractors and trainees.

On-the-Job Training (OJT) Workforce Development Pilot

Introduction (continued)

At the beginning of each year, all contractors that are currently participating in the OJT Program will be contacted by the OJT Program Coordinator to determine the number of trainees for that calendar year.



At that time, the contractors enter into an agreement with ConnDOT to provide a self-imposed On-the-Job Training Program throughout the year.

On-the-Job Training (OJT) Workforce Development Pilot

Annual Training Goals

For each year that a contractor has a Federal Aid and/or a Federally Funded ConnDOT contract with an OJT requirement, within thirty (30) days following receipt of the Notice of Award, the contractor shall submit to the Department's OJT Program Coordinator his/her Training Program and commit to an annual training goal.

Contractors that do not have two years of ConnDOT prime contracting work or are not yet in the program, must immediately contact the Division of Contract Compliance to schedule an OJT conference.



On-the-Job Training (OJT) Workforce Development Pilot

Program Requirements

Based upon the number of training slots specified in the annual agreement, the contractor shall establish a training program for the calendar year.



Journeyman



This includes designating which job classifications, and on what schedule, the training will be provided throughout the year.

On-the-Job Training (OJT) Workforce Development Pilot

Program Requirements (continued)

Trainees will be paid:

at least 60% percent of the appropriate minimum journeyperson's rate (for the training classification in which he/she is enrolled) specified in the contract for the first half of the training period;

at least 75% percent for the third quarter of the training period,

and at least 90% percent for the last quarter of the training program.



On-the-Job Training (OJT) Workforce Development Pilot

Program Requirements (continued)

Contractor:

- Assign the trainee to a skilled craftsman, foreman or supervisor who will be responsible for the day-to-day training of the trainee;
- Count credit only for hours spent training within the approved classification and work performed in Connecticut.

Trainees:

- Shall perform work assigned by the contractor and learn all duties as outlined in the classification enrolled



On-the-Job Training (OJT) Workforce Development Pilot

Contact:

Phylisha Coles, OJT Program Coordinator
Connecticut Department of Transportation
Division of Contract Compliance
2800 Berlin Turnpike
PO Box 317546
Newington, CT 06131-7546
(860) 594-2178



Workforce Requirements

Project Goal Requirements

Project No.	DBE	Minority/Female	
88-177	15%	6.9%	6.9%
88-178/93-166	13%	6.9%	6.9%
93-180/63-643	12%	6.9%	6.9%
63-670	11%	6.9%	6.9%
63-671/63-641	9%	6.9%	6.9%
63-672	7%	6.9%	6.9%
63-669	10%	6.9%	6.9%

Diversity



Workforce Requirements

Project Goal Requirements (Continued)

Project No.	DBE Goal	Estimated DBE Amount
88-177	15%	5,265,000.00
88-178/93-166	13%	6,799,000.00
93-180/63-643	12%	23,233,200.00
63-670	11%	3,421,000.00
63-671/63-641	9%	1,251,000.00
63-672	7%	980,000.00
63-669	10%	<u>595,000.00</u>
		\$41,544,200.00

Diversity

Workforce Requirements

Project Goal Requirements (Continued)

Project No.
63-643/93-180

OJT Goal
20,000 Hours



Workforce Requirements

Outreach and Recruitment

Contact:

- Minority and Female Referral Sources
- Send out job postings to churches, schools and recreation centers in minority communities.
- Hold job fairs and seminars
- Provide Training Opportunities
- Hartford Job Funnel – Capital Workforce Partners
Ms. Yolanda Rivera
Veeder Place, 20-28 Sargeant Street, Hartford, CT 06105
(860)522-1111 yrivera@capitalworkforce.org

Diversity

Workforce Requirements

Outreach and Recruitment (Continued)

Our office can help with the recruiting process, as we maintain a current database of interested applicants and community referral sources.

Examples: Career Job Fairs , DBE/sub-contractor orientations, Civil Rights Overview Meeting or contractors can assist the Office of Contract Compliance outreach presentations.



Workforce Requirements

Next Step – After Award of Contract

The department will meet with the Prime Contractor to discuss their training requirements and recruitment strategies.

Questions



Diversity