



On-The-Job Training Program

Highway, Street & Bridge Construction Projects

The LADOTD is interested in accomplishing the training goals on the designated projects annually.

Both Contractors and Subcontractors may implement the OJT Program. It is currently considered to be a voluntary program; however, if the OJT Program goal is not achieved, it may lead to the elimination of the reimbursement and the Program implementation will become mandatory to ensure that the LADOTD does not lose federal funding. **It is not desirable to the LADOTD to implement the OJT Program on a mandatory basis.**

LADOTD has selected **Global Quality & Engineering Consulting (Global)** to assist with the implementation of the OJT Program as the **OJT Program Supportive Services**. Global will assist the Contractors. Global will also provide tracking and reporting of the OJT Program goal accomplishment in the construction projects.

OJT Program Supportive Services:

Ms. Sumathi Ravindraraj,
OJT/SS Project Manager
(717) 919-6467

Ms. Timeisha Holland,
OJT Program Assistant



CONTACT:

Ms. Juanita Linton
OJT Program Contract Compliance Manager
(225) 379-1364

Ms. Joyce Brignac
OJT Program Specialist
(225) 379-1364



LADOTD OJT Program

The Louisiana Department of Transportation and Development (LADOTD) is responsible for implementing the On-the-Job Training (OJT) Program. The LADOTD developed the federally required OJT Program in partnership with the Federal Highway Administration (FHWA), Louisiana Associated General Contractors (LAGC) and others. A portion of the 23 Code of Federal Regulations 230, Appendix B to Subpart A states the following:

As part of the Contractor's equal employment opportunity affirmative action program, training shall be provided as follows: The Contractor shall provide on-the-job training aimed at developing full journeypersons in the type of trades or job classifications involved.

The LADOTD developed the OJT Program to be in conformity with the FHWA requirements and to address the concerns of the Contractor community in regard to the workforce issues such as recruitment, employment, retention and training needs. It is the goal of the LADOTD to maintain the OJT Program as a voluntary program, but it could become mandatory for all Federally Funded construction projects if participation falls below acceptable levels.

OJT Program Supplemental Specifications

The LAGC and its member Contractors committed to enroll a minimum of 20 trainees statewide during the period of July 1 to June 30 annually. The OJT Program Supplemental Specifications provide the requirements for the completion of the trainees' hours for the designated projects. The LADOTD currently reimburses the Contractor at a rate of \$3.00/hour for each employee enrolled in an approved training program, at the completion of the project.



Objective and Implementation of the OJT Program

The objective of the OJT Program is to increase parity on the construction workforces. The LADOTD requires implementation of the OJT Program as a requirement in the designated construction projects. The construction projects state the number of trainee slots to be filled on the projects.



The OJT Program requires that Contractors enroll trainees who are either current or new employees, and who have no previous experience in the specific highway construction crafts for which they will be enrolled. Those construction crafts directly related to heavy/highway construction crafts typically are: carpenters, equipment operators, electricians, ironworkers, laborers and others.



The LADOTD Compliance Program Section monitors the OJT Program to ensure successful implementation. However, at all times, it is the responsibility of the Contractors to comply with the OJT Program Supplemental Specifications. Annually, the LADOTD Compliance Section submits the OJT Program Annual Report to the FHWA on the accomplishment of the OJT Program goals.



The benefit of implementing the OJT Program is that the trainees learn the skills, are ready to pursue higher levels of skills and contribute to the Contractor companies. However, implementing the OJT Program requires documentation which is additional work. The LADOTD Compliance Section must provide information as proof of completion of the OJT Program to the FHWA. The LADOTD continually seeks ways to streamline the documentation required.