



LADOTD OJT Program



October 2023

LADOTD's Responsibility for OJT Program

The robust summer construction season is completed. Warm autumn days, however, will enable the continuation of construction to improve the highway infrastructure of Louisiana. The autumn days will also provide time to anticipate next year's construction season and the hiring needs. Contractors developing apprenticeships, in conjunction with the Louisiana Workforce Commission, will be helpful to both the companies and the jobseekers.

The construction classifications are intense in manual labor and thus are not necessarily attractive jobs to some jobseekers. Those that are interested in construction work may already be working in construction. It may take more enticing actions to draw jobseekers into the construction industry. A jobseeker knowing that a structured training apprenticeship program exists, in conjunction with the OJT Program, will recognize the

commitment to the employee's effectiveness and morale.

The DOTD, additionally, is responsible for ensuring that trainees are enrolled into the OJT Program and complete the programs. The Bipartisan Infrastructure Law provides much needed federal funding to Louisiana to improve the ride quality of the highway infrastructure. Workforce development using the OJT Program to improve diversity is a stipulation on which LADOTD must annually report.

The LADOTD encourages Contractors to enroll minorities, females, and disadvantaged individuals into the OJT Program while collecting the \$3.00 per hour reimbursements. We, in the Compliance Programs Section, along with the OJT Supportive Services, are ready to help you to be successful

in implementing the OJT Program. Please reach out to us for the assistance. (Please refer to page 4 for contact information). Please also feel free to reach out to me directly by phone at (225) 379-1382, or by email at Paula.Roddy@la.gov.

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What's Inside

- 📄 Current Status, OJT Program, p. 2
- 📄 Apprenticeships, p. 3
- 📄 Davis-Bacon Wages, p. 4

Current Status of the OJT Program

Chart #1-Trainees' Status-Quarter shows that one minority male trainee was enrolled by one Contractor. Five minority male trainees were active with no trainees completing the OJT Programs. More minority and female trainees could be enrolled, and more trainees could complete the training hours.

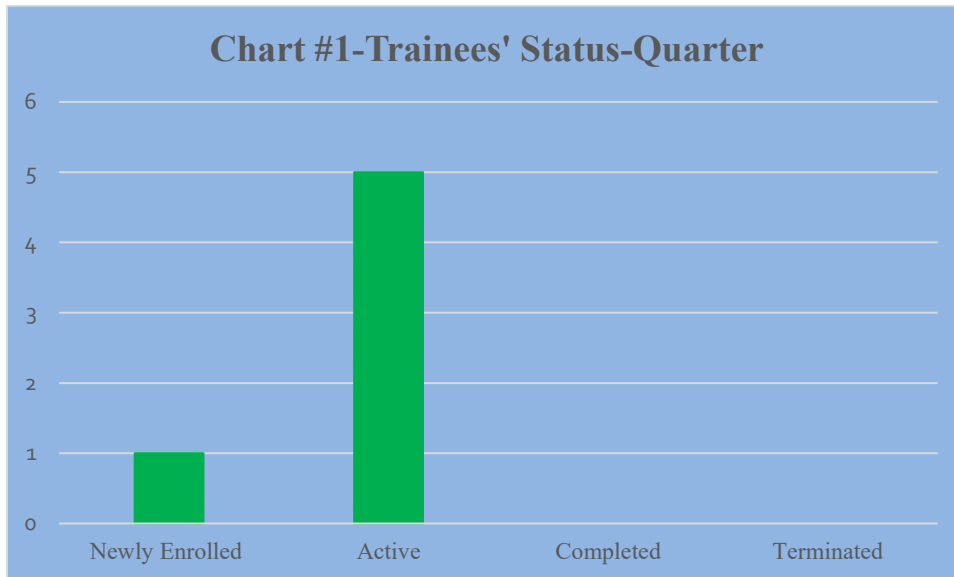
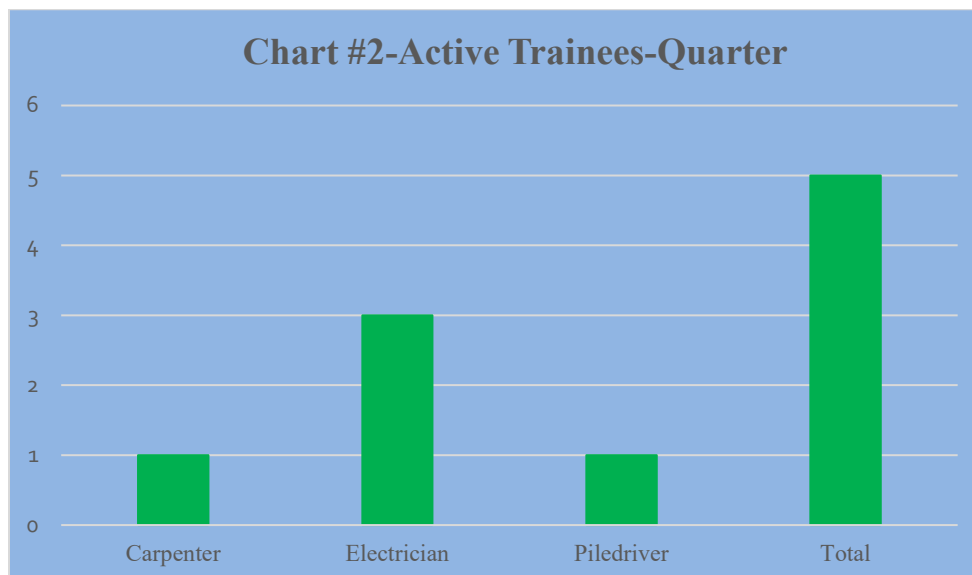


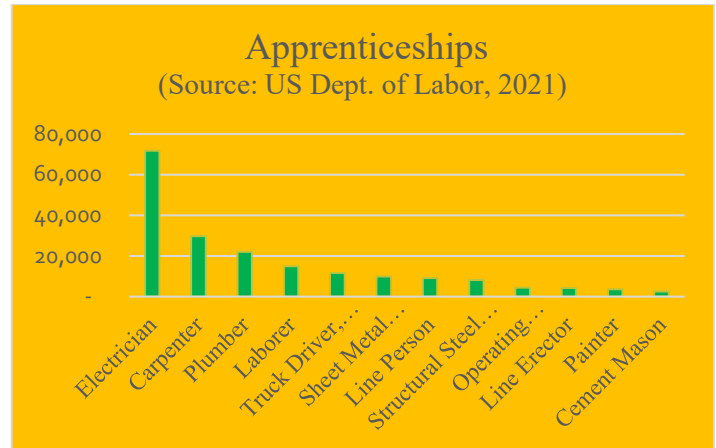
Chart #2-Active Trainees-Quarter indicates that three Electricians, one Carpenter, and one Piledriver were active in the quarter. Two Contractors continue to provide the trainings. Trainees could continue to accomplish the training hours to result in completions of the training programs. Other Contractors could provide training in the OJT Program, while receiving the \$3.00 per hour reimbursements from the LADOTD.



Apprenticeships By Occupations

Contractors may have interests in developing apprenticeship programs for their companies. Developing an apprenticeship program may not be easy for the novice. Identifying in which classification to create the apprenticeship could be a great first step. How to do that? It may be helpful for the Contractors to ascertain in which classifications most Apprenticeships exist. An existing apprenticeship program approved by the Department of Labor, in partnership with the Louisiana Workforce Commission, can be emulated by the Contractors in developing their own apprenticeships.

The *Apprenticeships* Chart below shows the classifications and the number of apprenticeships in the USA for those occupations in the year 2021. Several classifications are preferred for developing apprenticeships. The contractors could consider establishing apprenticeships in the Electrician occupation. Electricians seem to be the most apprenticeships established in the USA, with almost more than twice as many as any other occupation. Additionally, many projects require Carpenters and Construction Craft Laborers. Truck Driver is another classification that may facilitate establishing an apprenticeship. Several other classifications shown in the Chart are required by highway construction and could be set up as apprenticeships by the Contractors.



The advantage of setting up the apprenticeships with the Louisiana Workforce Commission is that they are structured and approved. Further, it is a benefit for all stakeholders, such as the Contractors, employees, the LADOTD, and Louisiana, overall. Structured training programs, established by the apprenticeships, in coordination with the LADOTD OJT Program, is the best synchronization of the OJT Program efforts. The LADOTD will accept all apprentices as trainees in the OJT Program. Considering the \$3.00 per hour reimbursements to the Contractors, enrolling eligible employees in the apprenticeship together with the OJT Program is an easy choice.

Upcoming OJT Program Contractor Forum

Quarterly, the LADOTD will conduct Contractor's Forums to discuss the OJT Forums. In these forums, come learn about the OJT Program. Get an overview, information on how to implement, provide input on the OJT Program and ask questions. Interact with the LADOTD staff to ensure meeting the OJT goals.

The date of the next OJT Program Contractor's Forum will be announced. You will receive an email invitation for the Contractors' Forum. Please accept the invitation and come join us. Please contact Ms. Joyce Brignac with any questions at (225) 379-1364 or joyce.brignac@la.gov.

Publicize Davis-Bacon Wage Requirements

Jobseekers may consider working in construction to be tedious and difficult. Do construction jobs provide family sustaining wages? After all, construction is a labor-intensive job which involves spending eight hours a day outdoors. This means that the worker spends much time in multiple environments. The construction site may be hot or cold and has speeding motorists. Many potential hires may be reticent for these reasons, particularly on the incorrect assumption that the wages are low. Contractors could highlight the Davis-Bacon wages requirements on the applications and during interviews to encourage applicants to join the construction industry.



The Davis-Bacon Wages require that the Contractors pay a minimum rate per hour with fringe benefits, depending on the classifications and locations. All Contractors are bound by the same minimum wage rate requirements. The potential hires, however, may not know about the wage requirements. Why not publicize the requirements of the minimum wages to the applicants and interviewees to entice them to join the Contractor companies?

The new potential hires will feel secure knowing that the minimum wage per hour is set by the federal government. Also, the jobseekers knowing that the wages will be constant and continuing will enhance the number of applicants. Touting the required minimum wages to be paid to the employees is a benefit.

The Davis-Bacon wage requirements also have another stipulation: hours over 40 must be paid as overtime with time and a half pay. Another requirement is that the employees must be paid weekly. Both are welcome items by the employees.

The Davis-Bacon wages can provide family-sustaining wages to workers, ensuring retention. Contractors publicizing the minimum wage rate requirements may find it to be useful in enticing new employees. Touting the Davis-Bacon wage requirements with the Louisiana Workforce Commission, with minority associations particularly for diverse employees, will increase the number of minorities, females and disadvantaged individuals in construction, and in particular the OJT Program.

OJT Program Contacts

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