

Training, Education, and Workforce Development

On-the-Job Training and On-the-Job Training Supportive Services Program

Background:

The Federal Highway Administration's (FHWA) policy is to require full use of all available training and skill improvement opportunities to assure increased participation of minority groups, disadvantaged persons and women in all phases of the highway construction industry. The FHWA On-the-Job Training (OJT) Program requires the State transportation agencies (STAs) to establish apprenticeships and training programs targeted to move women, minorities, and disadvantaged individuals into journey-level positions to ensure that a competent workforce is available to meet highway construction hiring needs, and to address the historical under-representation of members of these groups in highway construction skilled crafts.

The OJT Supportive Services (OJT/SS) Program was established in Title 23 Code of Federal Regulations (CFR), Part 230) to supplement the OJT program and support STA training programs by providing services to highway construction contractors and assistance to highway construction apprentices and trainees. The primary objectives of OJT/SS are: (1) to increase the overall effectiveness of the State highway agencies' approved training programs; and (2) to seek other ways to increase the training opportunities for women, minorities, and disadvantaged individuals.

Under the provisions of 23 United States Code (U.S.C.) §140(b), the U.S. Secretary of Transportation has the authority to fund OJT/SS in an amount not to exceed \$10,000,000 annually. In addition, the Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (SAFETEA-LU), Section 5204(e) – Surface Transportation Workforce Development Training and Education, provides for 100 percent Federal funding if the core program funds are used for training, education, or workforce development purposes, including “pipeline” activities. The five core programs are: Congestion Mitigation and Air Quality Improvement (CMAQ) Program, Highway Bridge Program (HBP), Interstate Maintenance (IM), National Highway System (NHS), and Surface Transportation Program (STP). These workforce development activities cover surface transportation workers, including OJT/SS programs for women and minorities as authorized in 23 U.S.C. §140(b).

The STAs are responsible for establishing procedures, subject to the availability of Surface Transportation and Bridge Funds under 23 U.S.C. §140(b) (Nondiscrimination), for the provision of supportive services with respect to training programs approved under 23 CFR, Part 230(a) (Equal Employment Opportunity on Federal and Federal-aid Construction Contracts – including Supportive Services).

Authorities: 23 U.S.C. §140(b)
23 CFR, Part 230, Subpart A

FHWA Responsibilities:

- Ensure that the STAs are providing training opportunities on FHWA projects and that these training opportunities are provided in a nondiscriminatory manner
- Ensure that STAs have approved procedures for assigning training goals, monitoring and evaluating the contractor's efforts, and for addressing contract violations that may occur
- Conduct periodic process reviews/evaluations to identify areas where process improvements/changes are needed

STA Responsibilities:

- Develop OJT/SS work statements and submit to FHWA for approval and funding.
- Ensure the OJT/SS providers achieve performance goals and objectives.
- Ensure that supportive services providers are monitored by the States and the FHWA Division Offices.
- Collect data on participants and submit OJT/SS accomplishments/progress reports to FHWA Division Office.

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