

## AUTHORITY

The program was established by Congress as a special section of the Federal Aid Highway Act of 1968 after congressional hearings documented the absence of women and minorities in the highway industry. 23 CFR Part 230, Subpart A, EEO.



Our Mission is to  
"Keep Alaska Moving through  
service and infrastructure."






The Civil Rights Vision is to  
ensure transportation services  
are provided in a non-  
discriminatory manner.

## INFO FOR CONTRACTORS

The success of the OJT program is accomplished by requiring contractors of selected federally funded highway construction projects to provide the training necessary to enable these individuals to perform the duties of a journey worker in selected job classification(s) upon completion of an approved training program.

## CONTACT US

-  [dot.alaska.gov/cvlrts/ojt.shtml](https://dot.alaska.gov/cvlrts/ojt.shtml)
-  907-269-0850
-  [DOT.CRO.ProjectsDocs@alaska.gov](mailto:DOT.CRO.ProjectsDocs@alaska.gov)

ALASKA DEPARTMENT  
OF TRANSPORTATION  
& PUBLIC FACILITIES  
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# ON-THE-JOB TRAINING PROGRAM



## GOAL OF OJT PROGRAM

The goal of the On-the-Job Training Program is to provide training opportunities for women and minorities which will increase their participation in every skilled craft classification in the highway construction industry.

## SUPPORT SERVICES

Apprentices or Trainees in the OJT Program are eligible for financial reimbursement at 50% of cost and up to \$1,000.

- Union fees
- Required dues
- Work clothing, PPE, tools
- Child care

## WAGES

Apprentices or Trainees in Alaska DOT&PF approved programs receive increasing wages throughout their training period:

- Starting at 60% of the journey rate,
- Increasing to 75% in the third quarter,
- And reaching 90% in the final quarter.

## EXAMPLES OF TRAINING CLASSIFICATIONS



- Bricklayers & Blocklayers
- Cement Masons
- Electricians
- Ironworkers
- Power Equipment Operator
- Roofer
- Piledriver
- Laborer
- Painter
- Heat & Frost Insulators/Asbestos Workers
- Plumber
- Sheet Metal Worker
- Truck Driver
- Shipyard Worker

## TWO TYPES OF TRAINING PROGRAMS

### ALASKA DOT&PF TRAINING PROGRAM

The U.S. Department of Labor, Employment & Training Administration USDOL/ETA has training programs that are automatically accepted and approved for use under the OJT Program.

### TRAINING PROGRAM DEVELOPED BY CONTRACTOR

Contractors who are not sponsors of a USDOL/ETA training program must develop a training program that meets the training specifications in the contract, and has Alaska DOT&PF approval prior to contract award.

