OJT Best Practices – Innovative Workforce Development Programs

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ON-THE-JOB TRAINING PROGRAM
Description of Apprenticeship

Apprenticeship is a system of learning while earning, and "learning by doing." It combines training on the job with related and supplemental instruction at school.

- Each program operates under apprenticeship training standards agreed to by labor and/or management in accordance with State and Federal laws.
- The joint apprenticeship committee determines the standards for training of its occupation and supervises the training of apprentices.
Description of Apprenticeship

- The period of training is from 1 to 6 years, depending upon the trade. Most programs are for 4 years.
- Apprentices attend classes of related technical instruction, usually in the public schools. This instruction, supplementing the training on the job, gives apprentices a comprehensive understanding of the theoretical aspects of their work.
- In class apprentices learn the theories of their trade. On the job they learn its practice, under the supervision of skilled workers.
Description of Apprenticeship

- Each apprentice signs an apprentice agreement either with a JAC, UAC or an individual employer. This agreement is filed with the Division of Apprenticeship Standards.

- Upon successful completion of training, they are issued a "Certificate of Completion" by the State of California.
FHWA OJT PROGRAM REQUIREMENTS

Requires State Transportation Agencies (STA’s) to:

◆ Establish apprenticeship and training programs targeted to move women, minorities, and disadvantaged individuals into journey-level positions.

◆ Ensure that a competent workforce is available to meet highway construction hiring needs.

◆ Address the historical under-representation of these groups in highway construction skilled crafts.
MINOR LEAGUE FEEDER SYSTEM

- Increase the effectiveness of the STA's OJT program.
- Increase training opportunities for women, minorities, and disadvantaged individuals.
- Increase the participation of women, minorities, and disadvantaged individuals in skilled and semi-skilled crafts.

FHWA OJT/SS PRIMARY OBJECTIVES
Caltrans’ Hybrid OJT Program
Project Based Component

- Establishing annual training goal based on 12 month “Look-Ahead” report of upcoming Caltrans’ projects.

- Identify projects with 1273 Training & Promotion provision:
  Standard Specifications
  Notice to Bidders (number of trainees required)

- Direct enrollment in State approved Apprentice programs
  Ironworkers, Ironworkers (women), and Cement Masons.

- FHWA and Caltrans monitor to ensure compliance.
Caltrans’ Hybrid OJT Program
Contractor Based Component

◆ Surveyed primes and small businesses to identify the number of employees needed by craft in next 12 months.
◆ Direct enrollment in State approved Apprentice programs.
◆ Employers agreed to hire apprentices to create desired “Earn-While-You-Learn” career opportunity.
◆ Utilize Supportive Services to assist trainees/apprentices.
◆ FHWA and Caltrans monitor to ensure compliance.
California Workforce Development Initiatives

FHWA Ladders of Opportunity Grant

$400,000 to enroll 81 minorities, women and disadvantaged individuals in Long Beach City College Pre-Apprentice and 2-year Certificate Programs (60) and CSU/LA Engineering Programs (21).

LBCC training is focused on Carpenters, Cement Masons, Ironworkers and Electricians.
PURPOSE
Sector-based Pilot Project to bring together key parties across the public and private sectors to effectively address staffing and training needs in construction through an industry-led approach to identify, train, and place individuals, or upskill and retain current workforce, in high demand construction occupations.

California Working Group
- FHWA HQ OIPD, CA Division Office, Department of Labor and Caltrans
- Workforce Development Boards in southern CA
- Universities and Community Colleges
- Building Trades and Apprentice Programs
- Associated General Contractors of America (AGC)
Road Repair and Accountability Act of 2017
SB 1 increased several taxes and fees to raise over $5 billion annually in new transportation revenues. SB 1 prioritizes funding towards maintenance and rehabilitation and safety improvements on state highways, local streets and roads, and bridges and to improve the state’s trade corridors, transit, and active transportation facilities.

◆ $52 billion over 10 years.
◆ $26 billion to Caltrans.
◆ $5 million annually for workforce development programs.
◆ Massive increase in the quantity of projects for Caltrans and Local Public Agencies.
What’s Ahead

• Who We Are
• Skilled Labor Shortage
• Training Opportunities
• Training Program
• Potential Labor Pool
• Lessons Learned
• Future Steps
• Success Stories
Who We Are

• 20+ Years Construction Experience
  – Bridge & Road Inspection
  – Civil Engineering
  – Heavy Highway Paving & Demolition

• 10+ Years Heavy Highway Construction Training
  – Recruitment / Job Placement
  – Heavy Equipment Training
  – Blueprint Reading
  – Estimating
  – Project Management
How we began training...

- Formed a training company to provide services to the University of Texas, Arlington.
- Won the FY19 Texas Construction Career Academy (TCCA) grant from the Civil Rights Division at TxDOT to provide training around the state.
Skilled Labor Shortage

- Construction Work Needs Outweigh the Skilled Labor Force
- According to the AGC, 282,000 Construction Industry Jobs Added in 2017
- 1.5 Million Skilled Craft Workers Needed by 2021
- Lack of Vocational Training
- Retirement Rate of Largest Work Group in Industry
- States slow to release work due to completion times of current jobs
- The Texas Workforce Commission estimated a 25% growth in the need for Equipment Operators from 2012 to 2022. Texas has the highest demand for Equipment Operators in the country.
Training Opportunities

- **On The Job Training Program**
  - Mission: Provide training and advancement of minorities, women, and economically disadvantaged persons toward journey-worker status
  - Contractors receive participation credit from TxDOT

- **Texas Construction Career Academy**
  - Since 2015, 150+ Participants Graduated
  - 90% Initial Job Placement Rate
  - Provide contractors with quality job candidates
    
    *(Austin Bridge and Road, City of Irving, Fluor, New World Construction, TexasBit, TSC, TxDOT, Webber, XIT)*
  - Provide industry recognized certifications and training
Training Program

Heavy Equipment & Safety Skills:
• OSHA 10 Hour for Construction
• Work Zone Safety Certification
• Flagger Certification
• CPR & First Aid Certification
• Multi Level Equipment Seat Time
• Preventative Maintenance
Potential Labor Pool

- Veterans
- Re-Entry Programs
- Workforce Development Clients
- Graduating High School Students
- College Students
- Women’s Groups
Lessons Learned

• Contractor Involvement is Key!
• Continuous Classes Needed
• How to Market to Potential Workforce
• Continuing Education for Current Labor Force
• Population Growth in Texas Outpaces Roadwork

http://www.byf.org/explore-careers/craft-labor-map/
Future Steps

• Vocational Programs
• Recruitment of High School Students
• Encourage Workforce to Start Small Businesses
• Wage Improvement and Equality
• Industry Knowledge
Success Stories
Success Stories
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