



Alaska Department of Transportation and Public Facilities - Civil Rights Office

ON THE JOB TRAINING PROGRAM (OJT PROGRAM)

<<< I'm Natalia Fricke, the New DBE & OJT Support Services Specialist



WHAT EXACTLY IS THE OJT PROGRAM?

AUTHORITY: 23 CFR, PART 230, SUBPART A

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.



OUR GOAL



01. Vision

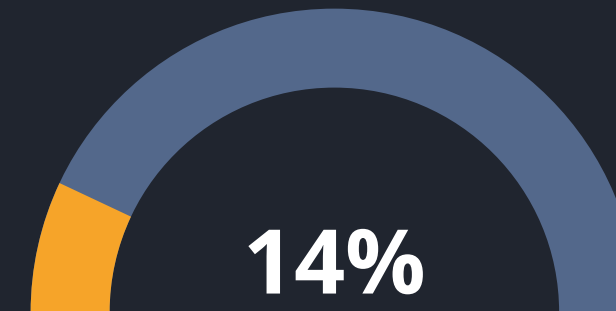
The overarching goal of the OJT/SS Program is to significantly increase the presence of skilled individuals within the highway construction industry, while simultaneously enhancing the accessibility of career pathways in transportation-related fields.

02. Mission

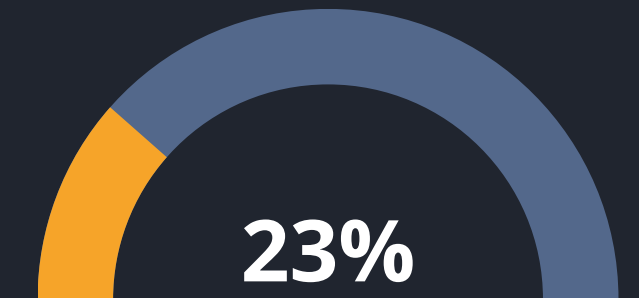
The OJT/SS program strives to equip qualified individuals from these demographics with the required skills and knowledge needed to seamlessly integrate into the workforce, thereby fostering both personal and professional growth.



THE REASON BEHIND OUR GOAL

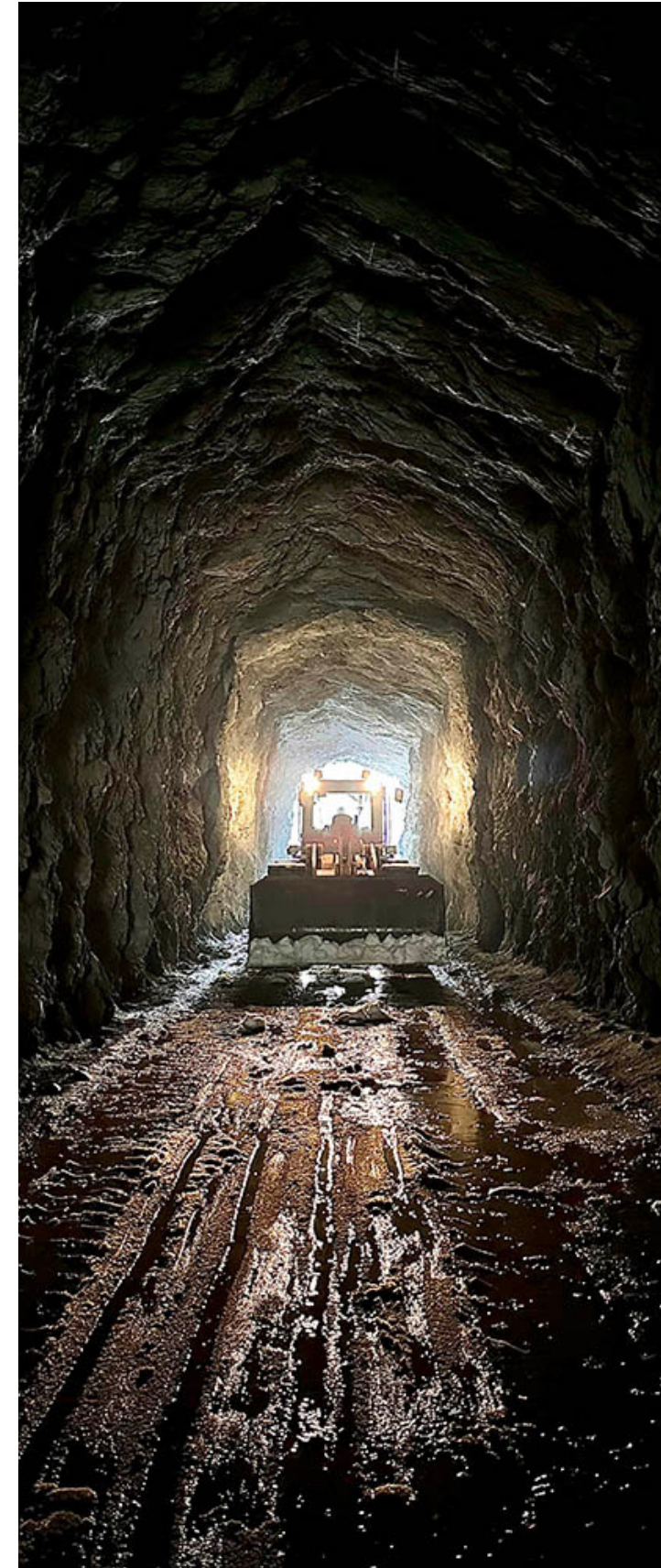


Women make up 14% of Overall Participation in the Construction Trades, the other 86% of Overall Participation is from Men.



Minorities make up 23% of Overall Participation in the Construction Trades, the other 77% of Overall Participation is from Non-Minorities.

'ROAD BLOCKS'



- Distinct characteristics of the labor market
- The vast geographical size of the state
- Inherent difficulties associated with living in remote areas
- The diverse and often isolated population spread across the region.



HOW WE ACHEIVE THAT GOAL

OJT/SS Project Goals

Quality Assurance Reviews (QAR)

50% OJT Reimbursement Program

Outreach

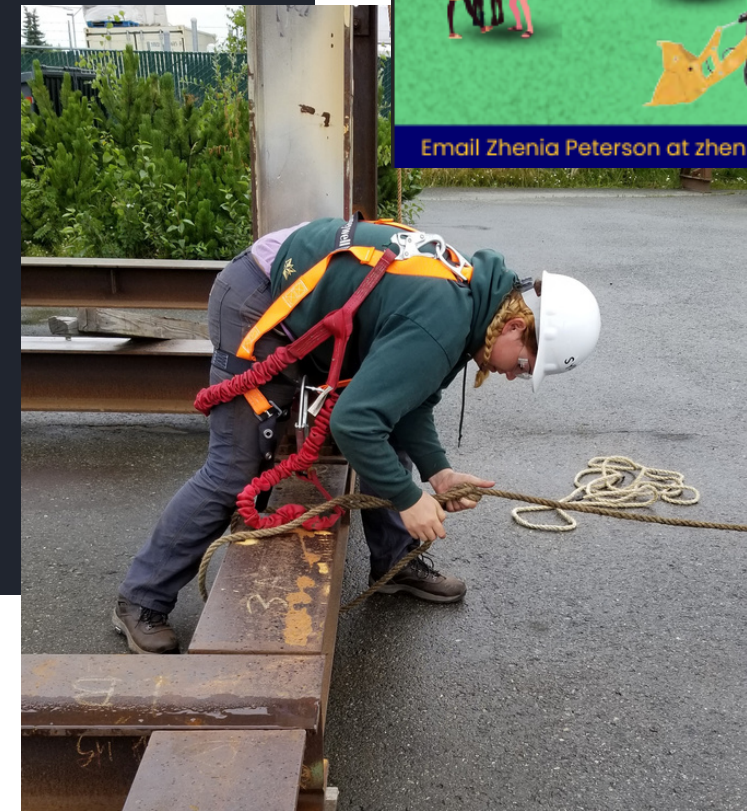
ALASKA CONSTRUCTION CAREER DAY



ACCD, May 1st at the Palmer Fair Grounds!

Alaska Construction Career Day (ACCD) is a day for high school students to explore the wide variety of construction and transportation careers. Labor unions, construction companies, University of Alaska, school districts, state agencies, trade and professional organizations collaborate to provide the students with an introduction to various aspects of construction.

Learn more at our website: <https://dot.alaska.gov/cvlrts/accd.shtml>



FREE FOR STUDENTS!

ALASKA CONSTRUCTION CAREER DAY

Come Explore:

- Interactive Exhibits
- Trade Industry Displays
- Heavy Equipment Demonstrations

Hands-on Activities:

- Welding
- Electrical Wiring
- Heavy equipment
- Surveying
- Carpentry
- Drilling and much more!

Visit our website for more info!



dot.alaska.gov/cvlrts/accd.shtml

**Wednesday,
May 1st, 2024**

Session I - School Districts: 8:00 AM - 1:30 PM
Anchorage School District & Mat-Su District

Session II - Other: 1:30 PM - 3:30 PM
Home & Rural Schools

Location:
Alaska State Fairground in Palmer - Raven Hall

Every Student Receives FREE
Hard Hat, Cinch Bag, Safety Supplies & Lunch



Email Zhenia Peterson at zhenia.peterson@alaska.gov or call 907-269-0844 for more information.

OUTREACH



Construction Education & Training

Women in the Trades

Women in the Trades Heavy Equipment Program - Alaska Works Partnership

Southeast Apprenticeship Expo

Southeast Apprenticeship Expo - Alaska Works Partnership

CDL Classes

Commercial Driver's License (CDL) Training - Alaska Works Partnership, AKA Hauling, University of Alaska Anchorage and various Unions



Trades events

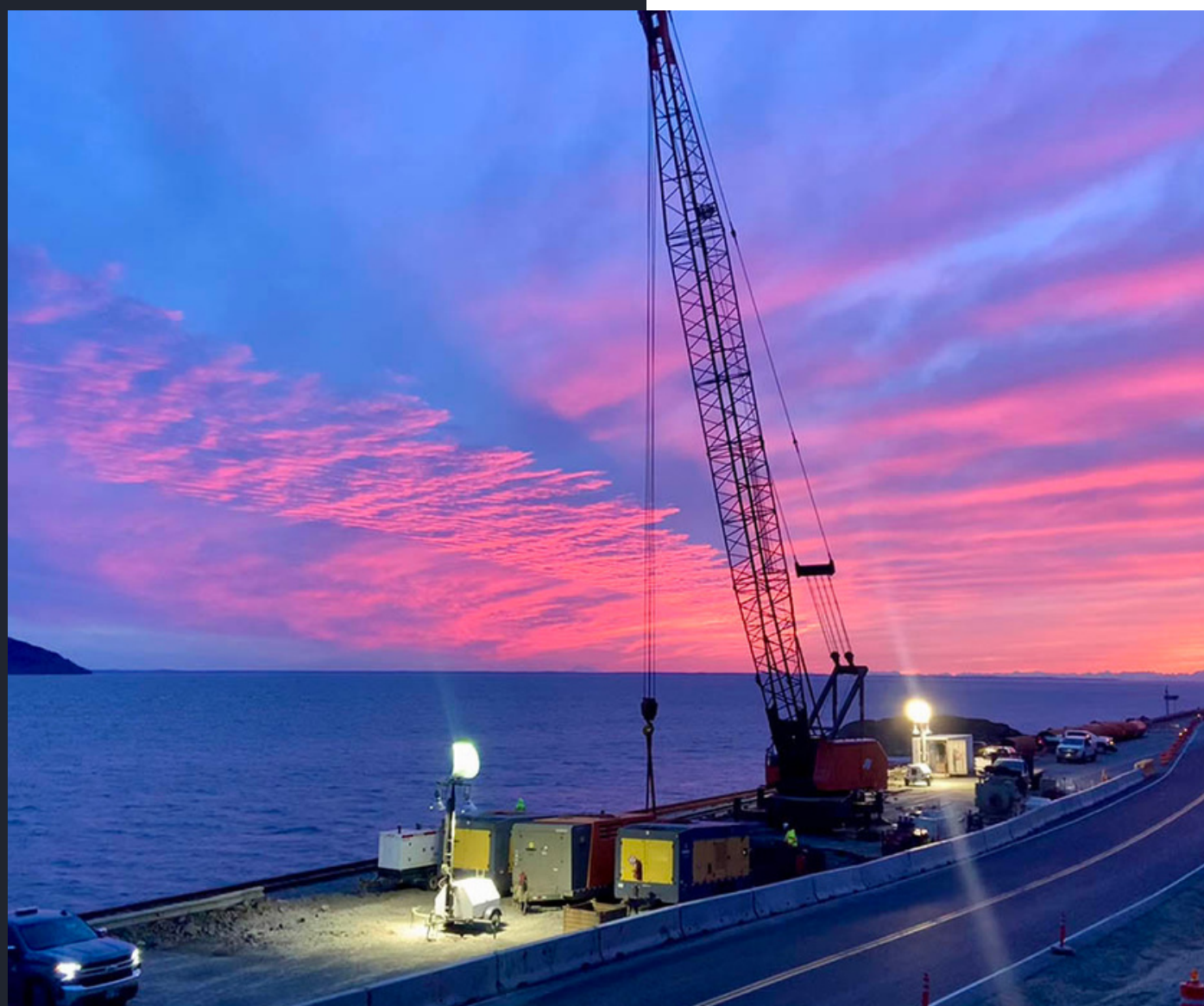


Anchorage Carpentry Training - Put on by Alaska Works Partnership

March 11th-15th from 8:00am-4:30pm

Alaska Works Partnership Inc, 161 Klevin St suite 203, Anchorage, AK 99508

<https://www.alaskaworks.org/youth-training-programs>



Mat-Su Carpentry Training - Put on by Alaska Works Partnership

March 11th-15th from 8:00am-4:30pm

619 S Knik Goose Bay Rd unit e, Wasilla, AK 99654

<https://www.alaskaworks.org/youth-training-programs>

Power Tools Training -Put on by Alaska Works Partnership

March 11th-14th from 8:00am-4:30pm

3580 Cartwright Court, Fairbanks, AK, 99709

<https://www.alaskaworks.org/youth-training-programs>



HOW DOES THE OJT PROGRAM TIE IN WITH THE DBE PROGRAM?

DBE Program

Designed to help women and minority own businesses get in on larger projects.

OJT Program

Designed to help women and minority workers get more job opportunities.

Designed to help women and minorities bridge the workforce gap in the construction industry.



THANK YOU!

Have questions? Email us at:
DOT.CRO.ProjectsDocs@alaska.gov

