

**COMPANY NAME**

# **ON-THE-JOB TRAINING PROGRAM CONSTRUCTION**



## OVERVIEW

The purpose of the \_\_\_\_\_ OJT Program is to address the underrepresentation of minority, female, veteran and disadvantaged individuals in the highway construction trades.

By providing on-the-job training, the contractor will attract and retain more highly qualified employees and improve productivity and services.

**The goals of the \_\_\_\_\_ OJT Program are:**

- To offer equal opportunity for the training and upgrading of minorities, female, veteran and disadvantaged persons toward journey-level status in the highway construction trades.
- To improve the skills of the available workforce.

## PARTICIPANT RECRUITMENT

Contractors will review employment applications of prospective participants for work experience who will make desirable trainees. Contractors could obtain prospects who are interested in the OJT program through:

- Job fairs
- Existing employees
- Online Employment Resources
- ADOT BECO OJT Supportive Services Program

## ENTRANCE REQUIREMENTS

Applicants will meet the following minimum qualifications:

- The applicant must be a minimum of eighteen (18) years of age.
- The applicant must be physically capable of performing the essential functions of the OJT program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others.
- Applicants are subject to random, post-accident and reasonable suspension drug testing per company policy.
- No applicant will be accepted as a trainee in any classification for which he/she has successfully completed, or in which he or she has been gainfully employed.

## EMPLOYEE ORIENTATION

Each trainee will receive an orientation by a Project Manager and/or Supervisor. These meetings will include the following:

- The trainee will receive a copy of this manual, which includes the specific training program he/she is completing.
- The starting wage rate and the graduated pay scale of the trainee enrolled in the training program.
- The seasonality of construction work and the adverse weather conditions under which work may occur.
- The necessity that construction workers are punctual and willing to work extra hours in order to remain steadily employed.
- From time to time, the trainee may have an obligation to perform tasks not included in the training program outline.
- Qualities or traits the company considers desirable in its workers, including work ethics.
- Ways in which employees can earn a promotion within the company.
- EEO policy, Affirmative Action Plan, Complaint and Unlawful Harassment policies.
- Appropriate PPE (i.e. hard hat, safety vest, work boots etc.) for the project shall be worn at all times in compliance with "Company Policy." Clothing should be applicable for the job environment.
- Basic hours of operation, overtime, weekend expectations.

- Whom the trainee will report to (primary supervisor); whom the trainee should call in case he/she will be tardy, absent from work or need to leave the worksite, specifically identifying the Company policies.
- Disciplinary procedures, termination, and layoff policies.
- Tool Box Talk participation.

## **SUPERVISION**

The trainee will be assigned to a journey worker, supervisor, or other knowledgeable employee who will, on a daily and personal basis, direct, review, and observe the trainee.

The allowable ratio of apprentices to journeymen is 1:1 ratio for the first trainee and one trainee for the next three journeymen at the same occupation.

## **RECORD KEEPING**

The contractor must complete a Trainee Enrollment form for each trainee. The contractor shall make all training records available for ADOT review upon request.

Training hours achieved on ADOT Federally funded projects shall be recorded in ADOT's online OJT reporting module within the ADOT DOORS System. Training hours achieved on non-federally funded ADOT Projects shall be recorded by contractor and made available for review upon request.

## **BENEFITS**

For employees subject to prevailing wages, the fringe benefits will be contributed into bona fide funds, plans or programs when applicable. Unless specified in union standards, fringes will be at the journeyman rate.

## **WORK HOURS**

The normal workweek is to consist of eight (8) hours per day, five (5) days per week, or that which the journeyman in the craft is working. Additionally, a trainee is eligible to work overtime if the opportunity is presented.

## **TERMINATION FOR JUST CAUSE**

The trainee may be terminated at any time during training. Some examples of reasons for termination are: absenteeism, lack of punctuality, accident-proneness, lack of interest, poor attitude, failure to demonstrate his/her ability to perform diligently and faithfully the work of the trade and other pertinent duties as assigned, or failure to conduct him/herself in a creditable, ethical, and moral manner.

As an employee, participation in the OJT program is not intended and does not constitute a contract of continued employment between the contractor and yourself. In addition, employment with the contractor is "at will" and that either the trainee or the employer may terminate employment at any time, and for any or no reason.

## **CERTIFICATE OF TRAINING PROGRAM COMPLETION**

At the completion of the training program, the trainee will receive a Certificate as a record of his/her accomplishment.

## **TEMPLATE ON THE JOB TRAINING CLASSIFICATIONS**

The OJT Program has been designed to provide training in the skilled construction trade classifications, and to ensure the Trainee consistently receives the level and quality of training necessary to perform in their respective skilled trade classification. The training classifications below and as outlined in the document have been approved by FHWA. Changes made to the content below will need to be submitted to ADOT for FHWA approval.

The OJT Trainee will perform a combination of tasks on construction projects, usually working in a utility capacity. Individuals will transfer from task to task, as work requires under general supervision of a skilled construction employee.

A typical training program under this classification will consist of the following (as a minimum):



#### A. FAMILIARIZATION

- Safety
- Company Policies
- Materials
- Employer/Employee Responsibility
- General Housekeeping on the Project
- Communication
- Heat Stress

- Personal Protective Equipment
- Noise and Hearing Protection
- Jobsite Safety Orientation
- Accident Prevention Heavy Construction
- Working Around Mobile Equipment
- Power and Hand Tools
- Hazard Communication Awareness

#### B. TRAINING

- First-Aid/CPR
- OSHA – An Introduction
- OSHA 10
- OSHA 10 Road Course
- OSHA 30
- Fall Protection Awareness
- Fire Protection Awareness
- Portable Fire Extinguishers
- Scaffold Safety Awareness
- Ladder Safety
- MSDS/Hazmat
- Traffic Safety/Control
- Soil Analysis and Classifications
- Trenching and Excavation Awareness
- Demolition Hazards
- Right-of-Way Lines
- Alignment Stakes, Grade Stakes
- Boundary Markers, Bench Markers and Tie Points



- Tools/Equipment
- Project Set-Up
- Introduction and Observation of Routine Procedures
- Introduction to Measuring Tools:
  - ✓ Mathematics for Construction
  - ✓ Area and Volume Calculations
  - ✓ Measuring Rules
  - ✓ Chaining Tapes
  - ✓ Elevation Rods
  - ✓ Transits
  - ✓ Levels
  - ✓ Laser Aligner Measuring Elevations
- Confined Space Entry:
  - ✓ Hazard Recognition
  - ✓ Entry Program
  - ✓ Atmospheric Testing
  - ✓ Controlling Atmospheric Hazards
- Air Tool Operation:
  - ✓ Inspection and Maintenance of Tools and Equipment
  - ✓ Construction Craft Laborer Air Compressor Operation
  - ✓ Demonstration of Air Tools
- Small Gas Engines:
  - ✓ Preventive Maintenance and Trouble Shooting
  - ✓ Operation of Equipment
- Highway Work Zone:
  - ✓ Flagger Safety
  - ✓ Worksite Safety
  - ✓ Equipment Identification
  - ✓ Use of Hand Signals and Signs
  - ✓ Control of Traffic through the Project
  - ✓ Control of Construction Equipment through the Project
  - ✓ Installing/Removing Traffic Control Devices
  - ✓ Emergency Procedures
- Stripping/Salvage:
  - ✓ Removal/Clearing of Materials
  - ✓ Safety Check of Equipment
- Pipe Installation:



- ✓ Excavation, Shoring and Placement of Material
- ✓ Handling Materials
- ✓ Fine Grading
- ✓ Back Filling and Compaction
- ✓ Back Injury Prevention
- ✓ Measuring Tools
- ✓ Locating Utilities
- ✓ Manhole/Catch Basin Construction
- ✓ Trenching and Excavation Safety
- ✓ Pressure Pipe Laying Techniques
- ✓ Gravity Flow Piping Systems
- ✓ Laying all Types of Pipe Duct, Adjust Pipe to Line and Grade, and Sealing of Pipe Joints.
- ✓ Actual Use of Hand Level, Grade Line and Laser as Applicable.

**C. GENERAL CONSTRUCTION CLASSIFICATIONS**

- AC Dumpman
- Air and Water Washout Nozzleman
- Asbestos Abatement
- Asphalt Laborer
- Asphalt Raker
- Asphalt Raker II
- Bander
- Bio-Filter, Pressman, Installer, Operator
- Cement Mason Tender
- Chain Saw
- Chipper
- Compaction Tool Operator
- Concrete/Asphalt Saw
- Concrete Cutting Torch
- Concrete Mucker
- Concrete Small Tools
- Concrete Vibrating Machine
- Concrete Worker
- Cribber & Shorer (except tunnel)
- Cutting Torch Operator
- Drill Docker/Air Tool Repairman
- Driller-Core, Diamond, Wagon, Air Track
- Dumpman Spotter
- Fence Builder
- Fine Grader (small area with shovel)
- Formsetter (steel forms)
- Grade Setter (pipeline)
- Guardrail Installer/Guinea Chaser
- Gunite
- Hazardous Waste Removal
- Hydraulic Jacks and similar tools
- Jackhammer and/or Pavement Breaker
- Landscape
- Landscape Sprinkler
- Lead Abatement
- Lead Pipeman
- Operator and Tender of Pneumatic and Electric Tools (not herein separately classified)
- Pest Technician/Weed Control
- Pipe Caulker and Backup Man-Pipeline
- Pipe Layer
- Pipe Wrapper
- Pneumatic Gopher
- Powderman, Hydrasonic
- Power Type Concrete Buggy
- Pre-cast Manhole Erectors
- Process Piping Installer
- Rigger and Signal Man
- Riprap Stoneman
- Scaffold Builder
- Scaffold Laborer
- Scaler
- Scaler (Driller)
- Scissor Lift Operations
- Tamper (mechanical)
- Traffic Control
- Trencher – hand guided

**CONSTRUCTION LABORER - FEDERAL FUNDED PROJECT**

LEVEL 1-	0-500 HOURS @60%	_____	+	_____	FRINGE	=	_____	WAGES
LEVEL 2-	501-1000 HOURS @90%	_____	+	_____	FRINGE	=	_____	WAGES

**1,000 @100% OJT HOURS ACHIEVED CERTIFICATE OF COMPLETION AWARDED.**