

# THE GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Transportation



## **The On-the-Job Training Program Progressive Partners Supportive Services Program**

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The primary objective of District Department of Transportation's On-the-Job Training Program is to provide training opportunities for women, minorities, and disadvantaged persons which will increase their participation in every job classification in the highway construction industry. The goal is to successfully place individuals in the program as trainees and to provide them with the required training to reach journeyman status.

Participants in DDOT's On-the-Job Training receive training on federally-funded highway construction in the following trade areas:

Carpenter- Bridge/Highway  
Cement Mason  
Concrete Finisher  
Construction Worker – Bridge/Highway  
Electrical-Highway/Street Light  
Form Setter  
Iron Worker Reinforcing–Bridge  
Iron Worker-Structural  
Painter-Steel Bridge  
Pile Driver  
Pipe Layer  
Stone Mason  
Other trade areas are available according to  
the nature of the construction project

### **Additional training may include:**

Conversational Spanish/English for Construction Communication  
OSHA Certification w/ Basic Road Construction Safety (10 hour)  
First Aid/CPR Certification – to prepare trainees for emergencies on the job  
Flagging and Traffic Work Zone Safety  
Equipment Familiarization/Tools Recognition - may include worksite visits

### **WAGE STRUCTURE**

Unless specified through a union agreement for apprentices, trainees are paid the trainee wages specified in the construction contract. If no trainee wages are specified in the construction contract, minimum trainee wages will be as follows (but not less than the current minimum wage):

- 1. The Beginning of the Training Period:** Sixty percent (60%) of the skilled wage rate specified in the contract of this classification.
- 2. After Completion of One Half (½) of the Training Period:** Seventy-five percent (75%) of the skilled wage rate specified in the contract for this classification.
- 3. After Completion of Three Fourths (¾) of the Training Period:** Ninety percent (90%) of the skilled wage rate specified in the contract for this classification.
- 4. On Completion of the Training Period:** One hundred percent (100%) of the skilled wage rate specified in the contract for this classification.

(OVER)

### **Entry Requirements**

- 1) The applicant must be a minimum of eighteen (18) years of age;
- 2) The applicant must be in good health;
- 3) The applicant must be able to pass a drug screening test;
- 4) The applicant cannot be a current college student on a seasonal break from classes and use the OJT program as a summer employment opportunity; and
- 5) No applicant will be accepted as a trainee in any classification for which he/she has successfully completed a course leading to journeyworker status or in which he/she has been gainfully employed.

### **Progressive Partners Supportive Services Program**

**The Progressive Partners Program** provides job placement assistance for trainees and apprentices with Federal-aid contractors as well as prime and small disadvantaged business enterprise (DBE) contractors. The program offers a host of supportive services to help employees build critical skills and help enhance the quality of their staff.

*"Every employee and representative of State Highway Agencies shall perform all official equal employment actions in an affirmative manner, and in accord with the applicable statutes, executive orders regulations, and policies enunciated there under, to assure the equality of employment opportunity, without regard to race, color, religion, sex, or national origin both in its own workforce and in the workforces of contractors, subcontractors and material suppliers engaged in the performance of federal-aid highway construction contracts."*

### **How To Apply:**

In addition to applying directly to a highway construction contractor, it is recommended that individuals interested in applying to DDOT's On-the-Job Training Program contact their Department of Employment Services Project Empowerment representative or the Workforce Development Manager of the following community-based organizations:

Community Empowerment Training Academy  
Court Services and Offender Supervision Agency (CSOSA)  
Covenant House Pre-Apprenticeship Program  
DC Housing Authority  
Department of Employment Services Project Empowerment  
Department of Youth Rehabilitation Services  
Goodwill Industries-DC and vicinity  
Heavy Equipment Training Academy  
Latin American Youth Center-DC and vicinity  
Marshall Heights Community Development Organization  
Maryland Works, Incorporated  
OIC-DC  
Wheeler Creek Community Development Corporation  
Wider Opportunities for Women at Covenant House  
Various One-Stop Centers around the Washington Metropolitan Region  
Various Trade Union Organizations throughout the Washington Metropolitan Region

Or in person at the **Business Opportunity and Workforce Development Center, 2311 Martin Luther King, Jr. Avenue, SE, Washington, DC 20020.**

**For More Information, Contact Linda Fennell, 202-645-8620**