



Pennsylvania Department Of Transportation

ON-THE-JOB TRAINING PROGRAM

William Kerney
Chief, Contract Compliance Division
Bureau of Equal Opportunity

**OJT:
A
KEY
TO
DIVERSITY**



Pennsylvania Department Of Transportation

Federal/State-Funded Construction Projects OJT Program Policy Statement

**OJT:
A
KEY
TO
DIVERSITY**



Pennsylvania Department Of Transportation

ON-THE-JOB TRAINING “GOAL SETTING” CRITERIA

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

TRAINING PROGRAM ACCEPTANCE PROCEDURE AND TRAINING REQUIREMENTS

**OJT:
A
KEY
TO
DIVERSITY**



Pennsylvania Department Of Transportation

EO-363 TRAINING PROGRAM

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

TRAINING PROGRAM CLASSIFICATION

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

RECRUITMENT

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

EO-364 TRAINEE ENROLLMENT FORM

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

**U.S. DEPARTMENT OF HEALTH AND HUMAN
SERVICES POVERTY GUIDELINES**

<https://federalregister.gov/a/2014-01303>

**OJT:
A
KEY
TO
DIVERSITY**



Pennsylvania Department Of Transportation

**When No Women or Minority Apprentices are
Available for Referral**

***** Provide Documentation*****

**OJT:
A
KEY
TO
DIVERSITY**



Pennsylvania Department Of Transportation

HIRING CONSIDERATIONS

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

SUPERVISION

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

DURATION OF TRAINING

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

COMPENSATION

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

ACCOUNTABILITY AND TRAINING REPORTS

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

Highway Contractor's Monthly Training Report Form EO-365

**OJT:
A
KEY
TO
DIVERSITY**



Pennsylvania Department Of Transportation

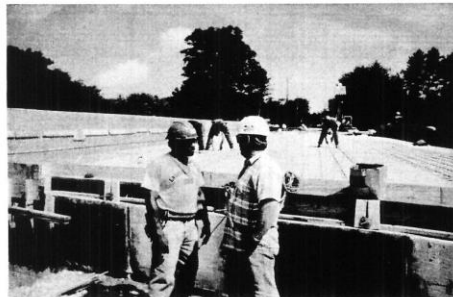
COMPLETION CERTIFICATE OF TRAINING

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

PennDOT's On-the-Job Training Manual



Pennsylvania Department of Transportation

PUB 635

REVISION DATE AUGUST 2010

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

QUESTIONS

??????

OJT:
A
KEY
TO
DIVERSITY



Pennsylvania Department Of Transportation

OJT Program Administration Contact Information

Harvey Bear - OJT Program Administrator
EO Specialist II/ Contract Compliance Division
PennDOT/Bureau of Equal Opportunity
Telephone: (717) 783-0311
Fax: (717) 772-4026
Email: hbear@pa.gov

or

Bill Kerney – Chief , Contract Compliance Division
PennDOT/Bureau of Equal Opportunity
Telephone: (717) 783-1038
Email: wserney@pa.gov

BEO Main Line: (717) 787-5891
800-468-4201

**OJT:
A
KEY
TO
DIVERSITY**