

OJT Frequently Asked Questions

Q. What are the differences between the two programs?

A. The OJT Workforce Pilot Program is a contractor requirement that allows the contractor flexibility to train employees on all types of projects. The project can be Federal, State, and/or privately funded. However, the projects must be located in Connecticut.

A. The historically OJT Program is a project requirement and only hours worked on that project will count towards goal.

Q. What are the benefits to have an OJT Program?

A. **The trainee** benefits by having an opportunity to learn and gain experience in the transportation construction trades to help prepare for a career.

A. **The contractor** benefits by developing a highly skilled and diversified workforce to meet future demands, resulting in better efficiency, safety records and performance.

A. **The public** benefits from prevailing wage jobs that add to the economic growth of the community while making improvements to Connecticut roads.

Q. Are all registered apprentices automatically enrolled in the ConnDOT OJT Workforce Development Pilot Program?

A. No, Prior to any trainee starting work on projects, the trainee must be approved by the OJT Program Coordinator. The contractor must submit a 1415-A Trainee Approval Request to the OJT Program Coordinator for approval. The coordinator will review the request for approval, and if the request is approved, the contractor will be notified in writing and the trainee can start work.

Q. What happens when a contractor doesn't meet their annual goal?

A. The contractor must submit a request for a Good Faith Effort (GFE) determination to the OJT Program Coordinator and provide adequate documentation of efforts made to achieve the annual goal. If a contractor can demonstrate that it attained its OJT Program goal or submitted required GFE documentation, then ConnDOT will determine that the contractor is in compliance with its Training Special Provision Requirements.