

ON-THE-JOB TRAINING PROGRAM  
PAVING THE WAY FOR OPPORTUNITY



## PURPOSE

The goal of the On-the-Job Training (OJT) Program is to create a diverse workforce through training people of color, women and disadvantaged people in highway heavy construction. This program seeks to improve access for people to reach journey level positions.

## ELIGIBILITY

To be eligible for the OJT Program, a person must be:

- Person of color
- Woman and/or
- Disadvantaged person

The prime contractor receives a \$1 per hour reimbursement for hiring a person that meets the eligibility requirements for the OJT Program.

## RECRUITMENT INCENTIVE

The prime contractor receives a \$5 per hour reimbursement for hiring people who have completed a MnDOT-funded training program.

## MENTORSHIP INCENTIVE

The prime contractor receives a \$10 per hour reimbursement for hiring people who have completed a MnDOT-funded training program and assigning a mentor to work with the trainee.

## PROJECT WITH OJT GOAL

Prime contractor receives reimbursement

Subcontractor can assist prime contractor with OJT goal

### \$1 per hour:

- Approved OJT trainee

### \$5 per hour:

- Approved OJT trainee
- Graduate of a MnDOT-funded training program

### \$10 per hour:

- Approved OJT trainee
- Graduate of a MnDOT-funded training program
- Assigned a mentor

For information about the OJT Program visit: <http://www.dot.state.mn.us/civilrights/eo.html> or contact Chris Clarke at [christopher.clarke@state.mn.us](mailto:christopher.clarke@state.mn.us) or (651) 366-3007.