



ARKANSAS OJTSS

On-the-Job Training and
Supportive Services Programs



Newsletter
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EEO/DBE Section

OJT/SSP Wearing Different Capes

The purpose of the On-the-Job Training Supportive Services Program (OJT/SSP) is to increase the representation of female, minority, and disadvantaged individuals in the road construction industry. These individuals will learn a classification and reach journeyman status once they complete the hours for this classification. These are the normal activities associated with the OJT/SSP. Don't get me wrong it's a great opportunity, but the program has the capability to be so much more. So we decided to provide more opportunities for the mentioned categories of individuals by creating an extension to the OJT/SSP. The extension will be the CDL Training Program. We are providing resources to potential individuals to get their CDL.

The natural response may be "why?" That would be a good question. Here are some facts in response:

- The American Trucking Association estimates the trucking industry will hit a driver shortage in 2021 of 80,000 and could surpass 160,000 by 2030.
- The pandemic caused drivers to leave the industry early, and they never returned.
- There are a high number of retirements due to:
 - ◇ Age
 - ◇ Longer haul distances
 - ◇ Excessive time away from family
- Low female representation in the trucking industry.
- Like others in the workforce, struggle finding workers.
- Potential drivers without the resources to afford the training.



These are just some of the things (although that gave us the incentive to move forward with this part of the OJT/SSP, and we are hopeful this program will have a positive impact. It will provide OJT/SSP participants another opportunity while also helping inject drivers into the trucking industry.

This is the first year of this part of the OJT/SSP. We have partnered with two schools in the Little Rock area to provide the training. This allows the ability to monitor the activities and decide how it will be handled in the future. The first enrollee was enrolled May 9th and completed the 4-5 week program on June 3rd. Other enrollees are embracing this chance. We see this as a bright future for the OJT/SSP and trucking industry.

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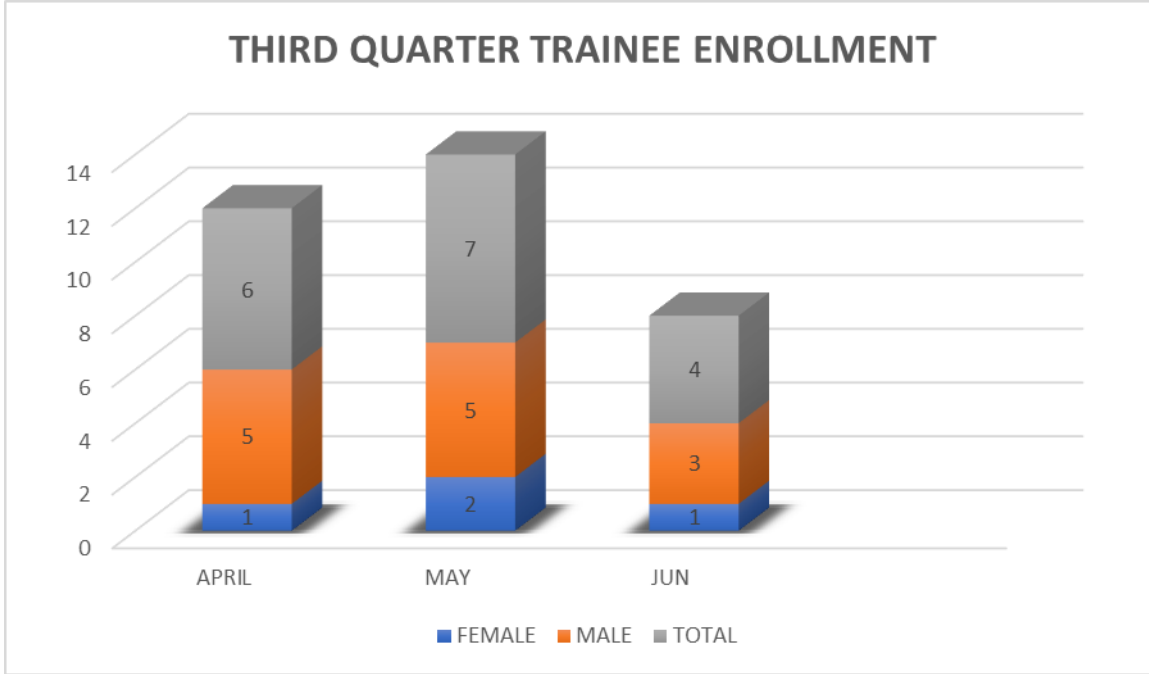
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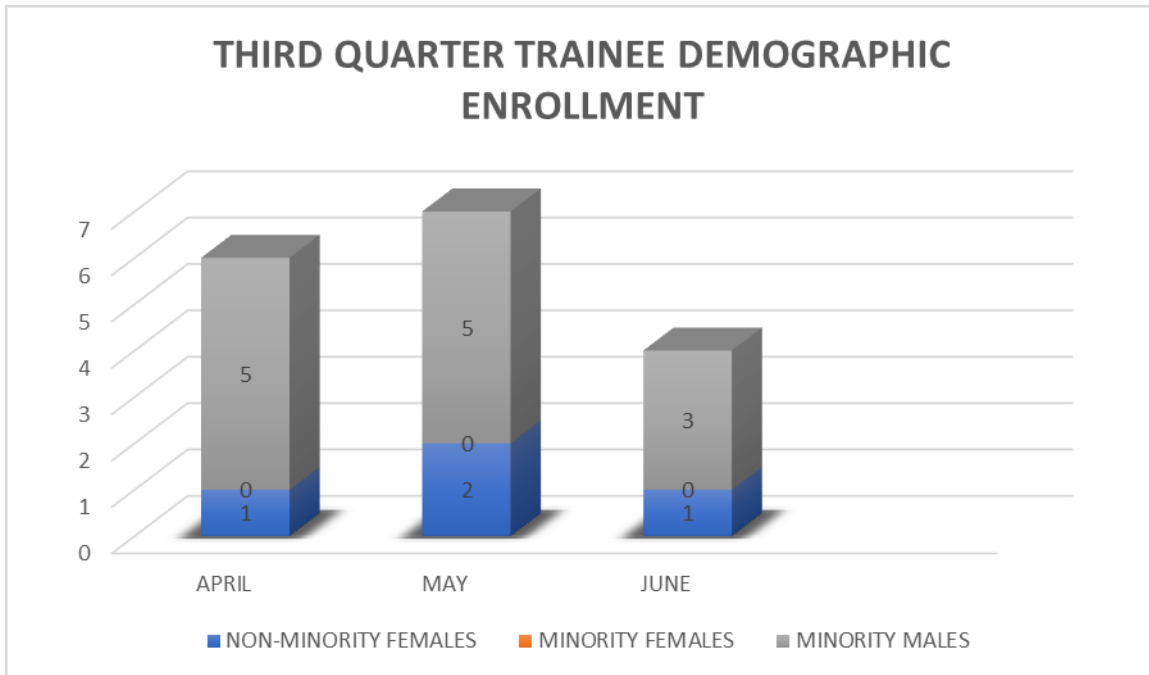
OJT/SSP Status Report

Third Quarter April 2022-June 2022

The data below shows the trainee enrollment in the first quarter was 17 total, 4 females and 13 males.



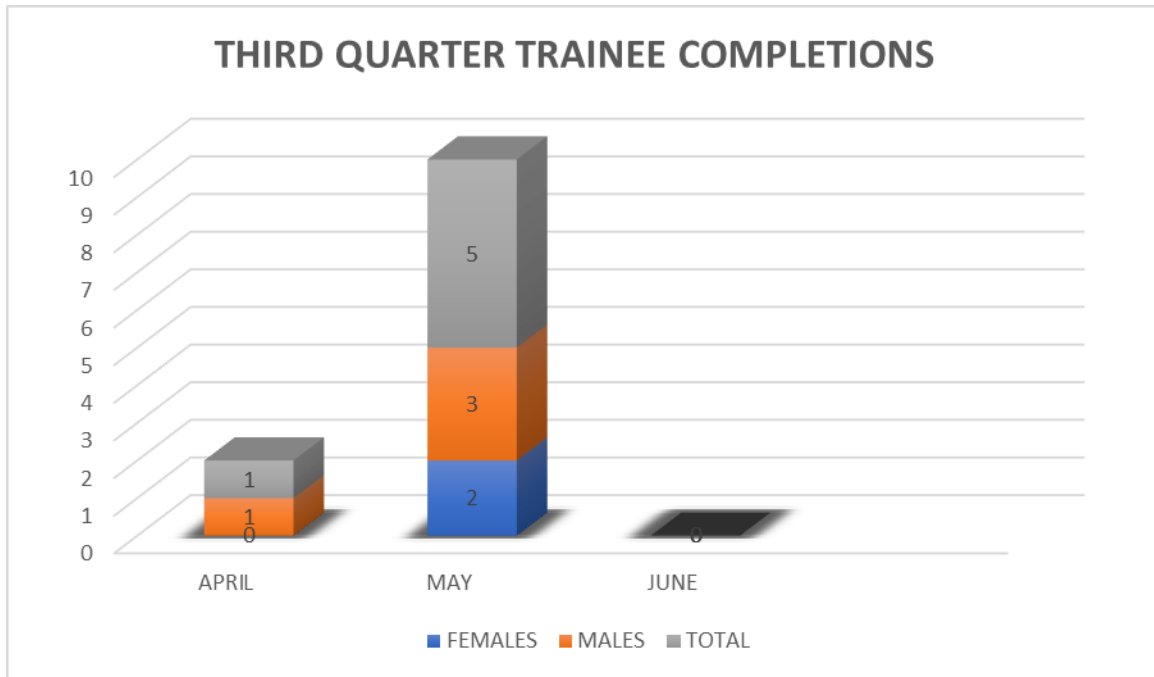
The data below shows the enrollment by demographic in the third quarter as 1 non-minority female and 5 minority males in April, 2 non-minority females and 5 minority males in May, and 1 non-minority female and 3 minority males in June.



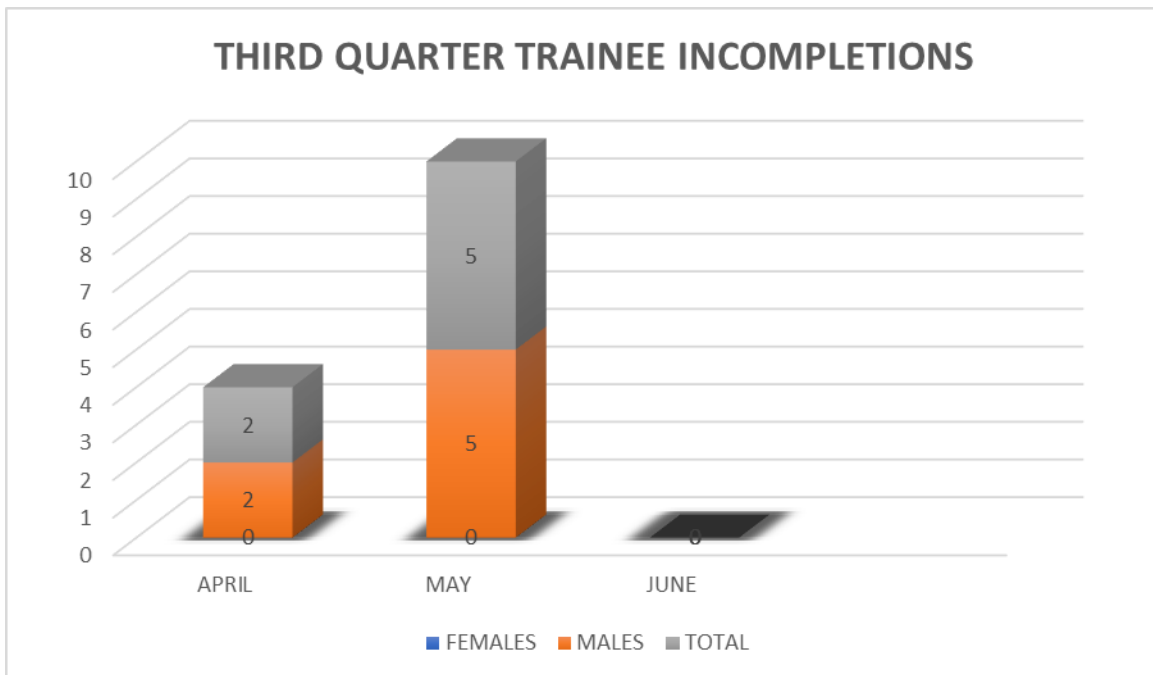
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The data in the chart below shows the trainees completion for the first quarter.



The data in the chart below shows the trainees incompleteness for the third quarter.



THE OJT/SSP REFERRAL PROCESS

This process is a great opportunity for the OJT/SSP, Contractors, and Pipeline entities to work together to help individuals (**females, minorities, and disadvantaged**) find jobs and become an asset to the construction industry. The process below should help bring understanding of the suggested referral process.

1. Outreach will be done by the OJT Supportive Specialist.
2. Outreach has already begun with the entities below:
 - Arkansas Department of Workforce Services
 - Adult Education Center and High Schools
 - Arkansas Probation and Parole Office
2. Entities above will screen applicants and refer them to the OJT/Supportive Service Specialist.
3. The OJT Supportive Services Specialist will conduct an interview, enter the individual's information onto a spreadsheet, which will be provided to the contractors and resident engineer's offices on a bi-weekly basis. This purpose of this interview is to gauge the interest of the potential applicant and provide an overall view of the OJT/SSP to said applicant. ***This interview does not guarantee employment.***
4. The spreadsheet mentioned above will be dispersed via email.
5. Pipelines will continue to be established by the OJT Supportive Services Specialist to create fluid avenues for referrals.



OJT/SSP UPCOMING EVENTS

No Upcoming Events

For Interest and/or Inquiries Contact:

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Arkansas Department of Transportation

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Joanna.McFadden@ardot.gov

Free language assistance for Limited English Proficient individuals is available upon request.

This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.

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