The On-The-Job Training Program Guidelines

The Delaware Department of Transportation

March, 2002
Dear Prospective Bidders:

As a recipient of federal funds, the Delaware Department of Transportation (DelDOT) is required, under federal mandates, to make all bidders aware of the process for complying with the On-the-Job Training (OJT) requirements.

To comply with DelDOT’s OJT Program Guidelines, a bidder should review the various Training Programs located on the DelDOT website at https://www.deldot.gov/Business/cr/index.shtml?dc=ojt and identify which Training Program would meet the needs of the project. In accordance with the bid proposal submission requirements, the apparent low bidder must submit Training Programs on the Trainee Schedule Form (also found on the DelDOT website) to DelDOT’s Group Engineer for approval within at least ten (10) days of notification from DelDOT to the apparent low bidder.

The OJT Program Guidelines also contain copies of the required forms to be used in reporting on the trainee progress. Please make yourself aware of the forms and take note of the timeliness of submittals for each.

The OJT Training requirement is a contractual provision that must be accomplished during the life of the contract. Compliance with the Training Special Provisions of the contract is mandatory and we wish to be supportive of your efforts to comply. Should you have any questions regarding OJT requirements, please feel free to contact me at 302-760-2555. Thank you for your time and consideration in this matter.

Sincerely,

Civil Rights Administrator

Revised May 31, 2018
Delaware Department of Transportation

On the Job Training (OJT) Program

The Delaware Department of Transportation (DelDOT) receives federal funds for each fiscal year to support its capital projects. As part of the criteria for receiving this money a portion of it must be utilized to subsidize an On the Job Training Program (OJT) to support and encourage women, minority, and disadvantaged persons to become involved in the various aspects of construction projects.

The Programs are designed by each state agency according to prescribed requirements, which include number of hours, types of work covered and specific rotations required to achieve certification. Salary requirements are specifically outlined in accordance with the Davis Bacon Act, and must be monitored relative to number of program hours completed.

Any questions regarding this process should be directed to Hazel Hall, DBE/EO Highway Construction Specialist at (302) 760-2054 or via email to DOT.DelawareDBE@state.de.us.

OJT CONTRACTOR PROCEDURES

- Following a review of the work to be performed, a determination is made by the DBE Program Manager that a project has items that can be performed by a trainee(s);

- Following award, the Prime Contractor must register online at https://deldotojt.com. Various forms are to be completed by the Contractor including the Trainee Schedule Form.

- Once the Trainee Schedule Form has been completed, the form should be forwarded electronically to the DelDOT Group Engineer who oversees the project.

- The Group Engineer will review the Training Schedule to determine sustainability of the hours proposed and the classification being assigned by the contractor. Following a review the Engineer will then send a signed copy back to the DBE/EO Highway Construction Specialist and the Contractor.

- The DBE/EO Specialist will determine if the Training Schedule form meets FHWA requirements and notify the Contractor in writing.

- Once approved, the Contractor must submit the Enrollment Form with the name(s) of the trainee(s) and other pertinent information within at least 10 (ten) days of project start date.
• An interview is scheduled with the proposed trainee(s), preferably before the Preconstruction Meeting and/or issuance of the NTP. After the trainee(s) is/are interviewed, the Contractor is notified of approval/disapproval by the DBE/EO Specialist in writing.

• The Contractor is required to submit Monthly Progress Reports on the trainee(s) every thirty (30) days, along with the Payroll Documentation.

• Inspectors should be keeping trainee hours separately.

All forms are on the website cited above.
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Introduction and Background

The Federal Aid Highway Act of 1968 was passed by the 91st Congress. It included a special section devoted to promoting and insuring Equal Employment Opportunity (hereinafter referred to as EEO) in the field of Federal-Aid highway construction. The Act outlined how the incorporation of equal opportunity legislation and regulations would be accomplished and reiterated that inclusion of these provisions reflected the congressional commitment to the development of an effective equal employment opportunity program.

Under the Federal Aid Highway Act of 1968, the inclusion of an approved affirmative action plan became an important element in the pre-qualification of contractors for federal aid projects. The On-The-Job (OJT) Program was identified as one specific area of Equal Employment Opportunity.

This On-The-Job Training Guidelines Manual will provide contractors who are involved in the Delaware Department of Transportation (hereinafter referred to as DelDOT) federally-assisted highway construction projects and charged with the implementing and monitoring of the On-The-Job Training Program with a user friendly guidebook. The On-the Job Training Program is a tool to ensure non-discrimination in hiring, employment and training and training practices and to meet the goals of training and retaining women, minorities, and disadvantaged persons in the highway construction industry.

The training programs and procedures contained herein have been developed for use by firms doing business with DelDOT. Firms wishing to adopt the program may do so at no cost or firms may develop their own programs and submit them to DelDOT for approval. All On-the-Job Training Programs approved for use will embody the objectives of fairness and equity as required by the Code of Federal Regulations 23 CFR Chapter 1, Subpart C, Section 230.307 which states:

"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."
The On-the-Job Training Program

The primary objective of DelDOT'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. Established by the U. S. Congress as a special section of the Federal Aid Highway Act of 1968 after congressional hearing documented the absence of women, minorities, and disadvantaged persons in the highway industry, the training goals were set by the Federal Highway Administration for states and are translated as specific training positions on construction projects. DelDOT makes the assignment of training positions on federal-aid projects. This training requirement is a binding contract specification and contractors are obligated to meet trainee assignment(s). It is expected that the contractor will graduate the number of trainees specified in the bid proposal and subsequent contract with the Delaware Department of Transportation. These assignments are based upon the following considerations:

1. Location of the project.
2. Duration of the project.
3. Total workforce expected to be used.
4. Area's availability of targeted workers.
5. Dollar anticipation.
6. Types of available work during life of project.

Three types of on-the-job training are generally recognized apprenticeship, the DelDOT On-the-Job Training Program, or a self-administered, alternative on-the-job training program. The Delaware Department of Labor administers apprenticeship programs in compliance with federal regulations that have been issued by the U. S. Department of Labor. Apprenticeship programs usually require at least some classroom instruction time and are one, four or five years in duration. Training and supervision is provided by the contractor for an employee who is duly enrolled in an approved training program for a given job classification and position.

The Delaware Department of Transportation On-the-job Training Program assignments will be reviewed and approved on a project by project basis. All On-the-Job Training programs must include a list of job classifications covered, a training hours format for each job classification, a sample enrollment form, and sample exit documents (graduation certificate and/or termination report).

Whether it is an On-the-Job Training Program or an apprenticeship, DelDOT obtains concurrence from the local division office for the Federal Highway Administration (hereinafter referred to as FHWA). Employee compensation during training is governed by the Davis/Bacon Act and the project special provisions of the contract.
**Contractor's Responsibilities**

A. Before beginning any federal aid project, the Contractor must have his or her EEO Policy and Affirmative Action Plan in place. This plan should also include who monitors project On-the-Job Training Programs and who has responsibilities within the business for maintaining the company's Equal Employment Opportunity status, orienting employees on EEO concerns and organizing and /or administering the company's On-the-Job Training Program.

B. Prior to, or no later than the pre-construction meeting the Contractor will complete the DelDOT Trainee Training Schedule and submit it to the District Engineer and the On-the Job Training Program Manager for review and approval.

C. On-the-Job trainees are listed on an approved enrollment forms which are submitted to the District Engineer and the On-the-Job Training Manager for approval. Enrollment forms should not be submitted to the On-the-Job Training Manager and the District Engineer until the trainee [s] is ready to begin training. No training hours will be credited until the enrollment has been approved by the On-the-Job Training Manager and the District Engineer.

D. The Contractor orients the training foreman, superintendent and the On-the-Job Training trainee [s] to their individual responsibilities in the program and provides copies of the training guidelines for the training job classification being used.

E. The Contractor annotates the certified payroll and is required to show training hours distinct from regular hours for each On-Job-Training trainee and submits weekly to the District Engineer and the On-the-Job Training Program Manager.

F. The Contractor monitors all trainees for progress in the program, problems, and Training issues.

G. The Contractor should verbally notify the District Engineer and the On-the-Job Training Manager five (5) working days before a trainee termination and submit company's termination form within ten (10) working days after the termination. The District Engineer and the On-the-Job Training Manager will make a determination as to whether this training position needs to be replaced.

H. Contractors who assign training position[s] to subcontractors must be sure the subcontractor has an approved On-the-Job Training Program. The Prime Contractor shall retain the responsibility for full compliance with the On-the-Job Training trainee requirements of the project.

**Recruitment**

The recruitment of workers who are members of the targeted population groups for On-the-Job Training trainees is a vital element in the Contractor's successful completion of his contract requirement. Because hiring workers in the "usual" or standard ways did not bring
a sufficient number of women, minorities, and disadvantaged persons into the highway construction industry, the Contractor has the responsibility to expand the scope of his recruitment activities to increase participation by women, minorities, and disadvantaged persons.

Contractors often find this requirement to be baffling. It need not be. Expanding the recruitment activities to attract qualified candidates for On-the-Job Training positions often enhances the company's recruitment efforts for their entire workforce. Contractors who have not met their employment goals for women, minorities, and disadvantaged persons must demonstrate they have made a good faith effort to do so. Such affirmative action must be designed to overcome past practices, which have, historically, perpetuated a pattern of non-employment of women, minorities, and disadvantaged persons in the highway construction industry. Only until a Contractor meets his employment goals or demonstrates good faith in applying an affirmative action program, will DelDOT consider that Contractor an "Equal Opportunity Employer." Skillful use of the On-the-Job Training program can be an integral and necessary part of a contractor's affirmative action plan.

The recruitment effort should address the following barriers for hiring minorities, women, and disadvantaged in the construction industry:

- Outreach: Women, minorities, and disadvantaged persons lack awareness of employment opportunities in the construction industry
- Education: Women, minorities, and disadvantaged persons lack familiarity with construction site hiring practices
- Outreach / Education / Information: Women, minorities, and disadvantaged persons may view employment in the construction industry as a "temporary" job
- Education / Information: Apprehension about the construction site environment (fear of being unwanted on the job site)
- Outreach: Seek women, minority, and disadvantaged person candidates that have knowledge, skills, ability and experiences that may not be directly comparable qualifying experiences for training in construction job classifications (transferable knowledge, skills and abilities).
- Structural Title VII discrimination practices by hiring personnel

Pro-active Recruitment Approaches

A. The first element in a successful recruitment effort is to make a job description specific, concise, and complete. A clear job description helps to address and overcome several of the barriers noted above. The job description serves to tell people about the highway construction industry, it "demystifies" the skills and aptitude needed, encourages the applicant, and instructs them on how to apply. Since these are training positions, companies should stress transferable skills or aptitudes in comparable qualifying experiences or craft
areas that are needed or "desirable" in applicants rather than merely indicating the kinds of work to be done or equipment to be used.

B. The second element to a successful recruitment effort is the widespread distribution of any vacancy announcement and a general / targeted outreach effort into the women, minority, and disadvantaged person community. Following are recommended recruiting approaches:

- Place job advertisement announcements in newspapers, newsletter and in other publications that serve the women, minority, and disadvantaged person community.

- Mail job announcements to organizations that serve the women, minority, and disadvantaged person community, such as the State Chapter NAACP, The Wilmington Chapter of the NAACP, Dover Chapter of the NAACP and the Milford Chapter of the NAACP; the Metropolitan Wilmington Urban League; the YWCA of New Castle County; the League of Women Voters; Women in Business; the Latin American Community Center; La Esparanza and La Casa, and to publications that serve the Hispanic community, such as Unidad Latina and Hoy En Delaware.

- Establish a working rapport with community based agencies that serve the women, minority, and disadvantaged person community. Conduct educational and informational workshops on the construction industry at the site of the community based agency.

- Advertise job announcements on radio and television with high women, minority, and disadvantaged person ratings, and utilize government access television channels and leased access cable television programs that reach the women, minority, and disadvantaged person communities.

- Visit high schools, community colleges, colleges, university, and other institution and attend career fairs where there is a significant women, minority, and disadvantaged person population.

Through the implementation of a recruitment approach that is pro-active the DelDOT and Contractors will increase their chances of successfully achieving their women, minority, and disadvantaged person recruitment goal for federal aid projects.

Trainee Training Schedule

In completing DelDOT's Trainee Training Schedule DelDOT has taken the view that granting the contractor the flexibility in selecting trainees for skilled job categories gives contractors a greater degree of ownership in the administration of the On-the-Job Training Program. The Federal Highway Administration; Equal Employment Opportunity Commission; and the Office of Federal Contract Compliance Programs does require that this "self-selection" process result in demonstrable improvements in the number of women, minorities, and disadvantaged persons in all approved skilled job classifications.

If sufficient progress is not made, DelDOT may require different methods for accomplishing the
state's Equal Employment Opportunity / On-the-Job Training goals such as targeting skilled job categories for training or specific projects rather than just the number of trainee positions for a given project. With this in mind, Contractors should evaluate every training position as to how it will impact on the company's EEO requirements the goal of increasing participation of women, minorities, and disadvantaged persons in the skilled occupations of the highway construction industry.

The selection of skilled job classifications to be used on a project is also an important part of the On-the-Job Training program. Each job classification selected should be one, which adds to the overall strength and value of the company's workforce. Although certain "entry level" positions are typically chosen for On-the Job Training positions, Contractors should not overlook the full range of potential job classifications. While DelDOT continues to allow contractor's to designate their choice of training categories, EEO reviews in other states have resulted in the mandating of job classifications by the U. S. Department of Transportation to the contractor in order to overcome continued low participation rates of Women, minorities, and disadvantaged persons in all skill areas in the highway industry. It therefore becomes increasingly important that companies provide training in a number of skill categories in order to retain this ability to designate a trainee classification. It has also been shown that training employees in the more advanced skill classifications with the least number of training hours are preferable because they insure quicker compliance. A pro-active training program looks to the future of the company and examines every project to determine where a meaningful training opportunity exists. Training job classifications which require substantial hours may mean that an On-the-Job Training trainee would not complete the entire training program on that particular project, shall be given the opportunity to complete the program on other federal aid projects and work locations. In approving training schedules, the On-the Job Training Program Manager and District Engineers are guided by DelDOT's emphasis of training workers in skilled job classifications above entry level.

Selecting the Trainer

The selection of the correct trainee and job classification should be matched by the equally thoughtful selection of the trainee, for this position. The supervisor or journeyman selected to train the On-the Job Training trainee is critical to the success of the On-the Job Training effort. The best "on-the-job" trainer may not be the person with the most formal education or the highest supervisory position. It may not even be the person who is the "best" at the selected skill. The best trainer will be someone who can communicate his or her knowledge of the skill area in an effective manner and does not feel threatened by the trainee. It is imperative that trainers understand the importance of the On-the-Job Training positions and be able and willing to help the trainee complete the training program. For these reasons, an orientation given to the trainer is as important as any orientation given to the trainee. It is recommend as an approach to establish a good training program the contractor should elicit the input of the trainer when developing a training program.

On-the-Job Training Programs

DelDOT approves on-the-Job Training Programs on a project by project basis. Contractors who seek approval to manage their own training programs are classified as "self-administered" programs. Other organizations have programs, which they offer for purchase to contractors for use in the On-the-Job Training Program. Self-administered On-the-Job Training Programs and purchased On-the-
Job Training Programs must be approved by DelDOT and must include these essential items:

- **A. Company Equal Employment Opportunity policy;**
- **B. Training programs for each job skill category, broken down in hourly training formats, for which the company wants approval; and**
- **C. A copy of the enrollment/graduation/termination forms to be used.**

Contractors are required to have approved training programs in place by the time of pre-construction conferences for those contracts require training. Subcontractors who are assigned trainee positions can not utilize the prime contractor's program and may request the services of the Delaware Department of Transportation's On-the-Job Training Program Manager to assist in developing their own program. As an alternative, any Contractor / Subcontractor may purchase a training program or adopt the Delaware Department of Transportation's On-the Job Training Program or develop an alternative OJT Program that satisfies federal requirements.

**Termination**

Termination results if a trainee fails to finish the training program. Termination is defined as: the trainee quitting voluntarily, is fired "for cause," or is retained by the contractor but taken out of the training program. In the event of a termination, DelDOT will determine if the training provided before the termination is sufficient to meet the requirement of the contract or whether the contractor will be required to enroll a replacement trainee.

**Additional Trainees**

Contractors may make a written request to the On-the Job Training Program Manager for additional trainees on federally assisted projects. DelDOT may require a contractor to enroll additional trainees if a determination is made that the contractor has failed to meet its Equal Employment Opportunity obligation on the same project or in company-wide operations.

**Interviews**

A good job vacancy announcement can produce a pool of qualified applications. Those in charge of making hiring decisions need to be aware of the concepts and issues involved in non-discriminatory hiring. To insure a non-discriminatory hiring process, employment interviews must be conducted in accordance with legal and common sense procedures.

Appropriate questions asked on job application forms during interviews, or even during "pre-employment inquires" can furnish companies much of the information needed to make good hiring decisions. Interview questions must relate to job performance and must not be designed to "screen out" women, minorities, and disadvantaged persons. Should you be charged with discrimination in employment some of the questions used during the interview process may be cited as evidence that the application and/or minority or women candidate was rejected on a basis other than suitability for the position.
The Equal Employment Opportunity Commission recommends that in designing application forms or in conducting interviews employers examine their questions for potential bias and require them to pass a two prong test:

1. *Will the answer to this question, if used in making a choice among applicants, tend to disqualify women, minority, and disadvantaged person applicants at a much higher rate than applicants in other groups?*

2. *Is this information really needed to judge an applicant's qualifications or competence to do the job?*

The answers to these two questions will help you decide whether you are looking for relevant information to help you select good applicants or whether you are using a standard which will adversely impact upon one group of people.

To justify a hiring policy or selection procedure that does exclude a disproportionate number of members of any group protected by Equal Employment Opportunity laws, a "business necessity" must exist. The business necessity must be greater than the avoidance of inconvenience or expenses. You can not, for example, turn down women because they might not "fit in" with men, turn down a disabled person because you would have to make a few simple changes in a work area or turn down older applicants because of higher insurance costs. Rather, a business necessity must directly relate to job performance of be essential for the safe and efficient operation of the business, A business necessity would allow rejecting applicants with back problems for jobs requiring heavy lifting or an applicant with poor eyesight for a pilot's job.

In some jobs there may exist, on the basis of gender, religion or national origin, a "bona fide occupational qualification" (BFOQ) that is necessary to the normal operation of the business. There are jobs when gender can be considered a BFOQ for example a job like clothing models or acting. Religion is a BFOQ only for a job with a religious organization where membership in a certain religion is reasonably necessary to job performance.

To clarify Equal Employment Opportunity laws and help employers eliminate biased hiring criteria, the EEOC has published lists and charts of the types of pre-employment inquires that have a high potential for bias. While there may be no absolute "do's" and "don'ts" the following examples of questions to avoid and suggested alternatives should illuminate the standard of "objectivity" expected.

**AGE:** Avoid asking, "How old are you? What is your date of birth? How old are your children, if any?" On the other hand, you may request that the applicant attach a copy of his or her birth certificate.

It is illegal to discriminate in hiring based on age; questions about age are viewed as having the potential to discriminate against older applicants. You can ask about age only if it is a bona fide job qualification, such as an actor for a youthful role. An alternative is simply, "Are you at least 18 years old?" Employers are entitled to know if an applicant is a minor.

**ARREST RECORD:** Avoid asking, "Have you ever been arrested?" This is considered
discriminatory because members of some minority groups are arrested much more often than whites in proportion to their numbers in the population. The mere request for such information tends to discourage minority applicants.

**BANKRUPTCY:** Avoid asking, "Have you ever filed for bankruptcy or been declared as bankrupt?" Federal bankruptcy laws make it illegal to discriminate in hiring based on bankruptcy.

**CHILDREN AND CHILDCARE:** Avoid asking, "Do you have any children? How old are your children? Have you made provisions for childcare? Do you plan to have children?"

Like questions about marital status, questions about children and childcare arrangements are often directed only to women and may be used to discriminate against them. Do not imply that women will have more tardiness or absentee problems.

**CITIZENSHIP:** Avoid asking, "Of what country are you a citizen? Are you a naturalized or native-born citizen?" Alternatively, request that the applicant "Attach a copy of his or her naturalization papers." These questions might be used to discriminate based on national origin. All employers need to know is whether an applicant is legally entitled to work so questions must be limited to "Are you a U.S. citizen, and if not, do you have the legal right to remain permanently in the U.S. and to work in the U.S.?”

**CONVICTION RECORD:** Applicants may be asked, "Have you ever been convicted of a felony or a misdemeanor?" If asked, it should be made clear that a "yes" answer isn't automatic grounds for rejection, and that applicants will be considered on the basis of the types, number and recentness of convictions and the applicant's suitability for the particular job. For instance, it is clear conviction for drunk driving is relevant to the job of truck driving, but may not be to jobs such as a carpenter.

**EDUCATION:** Avoid asking, "Do you have a high school diploma?" This question is permissible if it's directly related to successful job performance or is a business necessity. If not, this question tends to disqualify minority applicants at higher rate than white applicants.

**FINANCIAL STATUS:** Avoid asking, "What is your financial status? Do you own a home, car, etc.? Have you ever had a wage garnished? Do you have good credit?" These questions tend to have a disproportionate impact on minority applicants and should you be asked only when there's a business need for the information.

As a rule, when conducting recruitment or screening interviews, only job related questions should be asked. Employers and supervisors should avoid a line of questioning and discussion that involves personal issues. These same guidelines should be considered in subsequent employment decisions after applicants are hired so that any decisions on recommendations for advancement, inclusive of training programs or other decisions are made on objective and work related criteria, and not the subjective criteria cited above.

While many companies do an excellent job of complying with Equal Employment Opportunity guidelines in the initial phases of job recruitment, it is expected that every company employee with the authority to make a personnel decision knows and understands and practices these standards as well.
Retention

The ultimate goal of DelDOT's On-the-Job Training Program is to increase the number of Women, minorities, and disadvantaged persons in every skill category in the highway construction industry. For this reason, the retention of trainees upon their completion of the training program and graduation is a primary goal for DelDOT's On-the-Job Training Program. Termination of Women, minorities, and disadvantaged persons by a contractor immediately after completion of training is an issue of concern for DelDOT. Although the highway construction industry is requires a very fluid or mobile workforce, the goal of the On-the-Job Training Program is to place Women, minorities, and disadvantaged persons with companies on a permanent basis. Every effort should be made by contractors to encourage the graduation of On-the-Job Training trainees and to place and retain them permanently in the highway construction industry.
JOB CLASSIFICATIONS
AIR COMPRESSOR OPERATOR: Tends air compressor units to generate and supply compressed air for operation of pneumatic tools, hoists, and air lances. Starts power unit to build up specified pressure in compressor. Adjusts controls to maintain continuous air supply to pneumatic tools or equipment. May oil, grease, service and make normal operating adjustment to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 13 WEEKS or 520 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observe machine in operation 15 Hrs.
   C. Starting, stopping and regulating valves 15 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 10 Hrs.
   B. Routine fueling, lubrication and servicing 30 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 10 Hrs.
   B. Connecting pipes from compressor to equipment 45 Hrs.
   C. On-the-job operation 360 Hrs.
   D. Special applications 25 Hrs.

Total 520 Hrs.
ASPHALT PAVING MACHINE/SCREED OPERATOR: Manipulates hand or foot levers to control movement of paving machine which spreads and levels asphaltic concrete; regulates height and width of screed. Observes distribution of paving material along screed and controls direction of screed to eliminate voids at curbs and joints. Regulates temperature of asphalt; sets and maintains electronic controls for longitudinal and transverse grades. Regulates system to allow fully automatic paving; familiar with various manufacturers’ paving equipment. Performs routine fueling, lubrication and adjustment as needed. Performs other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observe machine in operation and become familiar with various manufacturers’ equipment 30 Hrs.
   C. Starting and manipulating levers and electronic Controls for moving equipment and attachments 30 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 10 Hrs.
   B. Routine fueling, lubrication and servicing 145 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 10 Hrs.
   B. Screed regulation indoctrination and operation 120 Hrs.
   C. On-the-job operation 685 Hrs.

Total 1040 Hrs.
**DelDOT OJT Program Guidelines**

**BACKHOE OPERATOR:** Operates backhoe, such as is on the rear of a utility tractor and on other equipment, for the purpose of digging and excavating. May oil, grease, and make normal operating adjustment to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 18 WEEK or 720 HOURS.

<table>
<thead>
<tr>
<th>I. ORIENTATION AND OBSERVATION</th>
<th>5 Hrs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Safety procedures</td>
<td>5 Hrs.</td>
</tr>
<tr>
<td>B. Observation of machine and operations</td>
<td>20 Hrs.</td>
</tr>
<tr>
<td>C. Starting, manipulating levers for moving equipment and attachments</td>
<td>20 Hrs.</td>
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<table>
<thead>
<tr>
<th>II. CARE AND MAINTENANCE</th>
<th>70 Hrs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Safety Procedures</td>
<td>5 Hrs.</td>
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<tr>
<td>B. Routine fueling, lubricating, and servicing</td>
<td>70 Hrs.</td>
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<tr>
<th>III. ACTUAL OPERATION OF EQUIPMENT</th>
<th>40 Hrs.</th>
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<tbody>
<tr>
<td>A. Safe operating procedures</td>
<td>5 Hrs.</td>
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<tr>
<td>B. Trenching operations</td>
<td>275 Hrs.</td>
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<tr>
<td>C. Excavation for footing, structures, etc.</td>
<td>280 Hrs</td>
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<tr>
<td>D. Special Applications and functions</td>
<td>40 Hrs.</td>
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Total 720 Hrs.
**BULLDOZER (utility):** Operates rubber tired or crawler type bulldozer performing work not requiring skill of regular bulldozer operator. Performs work including, but not limited to, moving material in stockpile, rough work grade, pusher for loading scrapers and earthmovers, etc. Operates tractor with other attachments including, but not limited to, clearing rake, ripper, stumper, push block, etc. May oil grease, service and make normal operating adjustments to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 18 WEEK or 720 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures
   B. Observation (as a passenger) of machine in operations
   C. Starting, manipulating levers for moving equipment and attachments

   5 Hrs.  35 Hrs.  30 Hrs.

II. CARE AND MAINTENANCE
   A. Safety Procedures
   B. Routine fueling, lubricating, and servicing

   5 Hrs.  35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures
   B. Movement and stockpiling of material
   C. Pushing and rough grading
   D. Clearing and grubbing
   E. Finish grading
   F. Special Applications and function

   5 Hrs.  150 Hrs.  125 Hrs.  175 Hrs.  30 Hrs.

   Total  720 Hrs.
BULLDOZER: Operates tractor equipped with bulldozer blade, operated either hydraulically or by cable. Capable of carrying grade and line. May oil, Grease, Service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 18 WEEKS OR 720 HOURS

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 35 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 30 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 5 Hrs.
   B. Movement and stockpiling of material 150 Hrs.
   C. Pushing and rough grading 125 Hrs.
   D. Clearing and grubbing 125 Hrs.
   E. Finish grading 175 Hrs.
   F. Special application 30 Hrs.

Total 720 Hrs.
CARPENTER: Lays out work plans or sketch. Builds wooden structures; such as concrete form, falsework, pouring, chute, scaffold, etc. Builds in place to line and grade or prefabricates in units to be erected later, forms for bridge, drainage structure, wall, etc. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS

I. ORIENTATION AND SAFE USE OF TOOLS OF THE TRADE
   A. Power and hand tools 20 Hrs.
   B. Materials selection 20 Hrs.

II. APPLIED TECHNIQUES OR HIGHWAY CONSTRUCTION CARPENTRY
   A. Safety procedures 5 Hrs.
   B. Pier, pile and cap formwork 145 Hrs.
   C. Decking formwork 150 Hrs.
   D. Parapet and hand railing formwork 150 Hrs.
   E. Endwall formwork 150 Hrs.
   F. Box culverts, inlets and headwall formwork 150 Hrs.

III. BLUEPRINT OR CONSTRUCTION PLANS READING AND APPLICATIONS 50 Hrs.

IV. BASIC FORMS DESIGN FAMILIARITY 95 Hrs.
   A. Safety procedures 5 Hrs.

V. STRIPPING AND SALVAGE OF FORMS FOR RE-USE 95 Hrs.
   A. Safety procedures 5 Hrs.

Total 1040 Hrs.
CONCRETE FINISHER: Finishes wet concrete surfaces to grade with hand tools, float, trowel, screed, template and straight edge on all types of concrete work requiring a fine finish. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEK or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedure 5 Hrs.
   B. Observation of use of straight edges, floats and steel trowels 25 Hrs.
   C. Observation of forming a finishing of edges and joints 25 Hrs.
   D. Observation of use of concrete finishing machine 15 Hrs.

II. CARE AND MAINTENANCE
   A. Safety Procedures 5 Hrs.
   B. Routine cleaning work area and materials holding materials, tools and handling canvas belting or burlap strips 195 Hrs.
   C. Routine fueling, lubricating, and servicing 50 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 10 Hrs.
   B. Basic operation of tools 200 Hrs.
   C. Forming and finishing edges, joints, curbs, gutters, paving, and structures 310 Hrs.
   D. Operation of trowels, straight edges, floats or finishing machine 200 Hrs.

Total 1040 Hrs.
CONCRETE PAVING MACHINE OPERATOR: Operates a self-propelled machine which levels fresh concrete to exact grade contour. Starts and operates machine, engages clutch and shifts gears to control machine’s movement. Moves levers and adjusts paver to raise or lower attachment that spreads concrete. Observes surface of concrete to point out low spots for workers to add concrete. Operates machine with attachment to successively vibrate, screed, strike-off (remove excess), float surface of concrete, to spray curing compound and cut expansion joints. When cutting expansion joints, places strips of expansion-joint material on machine that automatically inserts material into joints. May oil, grease, or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties. When operating machine to screed and float surface, is designated CONCRETE FINISHING MACHINE OPERATOR. May be designated according to specific function of machine attachment as CURING MACHINE OPERATOR, PAVING SAW OPERATOR, LONGITUDINAL FLOAT OPERATOR, SCREED OPERATOR, SPREADER OPERATOR STRIKE-OFF MACHINE OPERATOR, and other applicable attachments.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 20 Hrs.
   B. Observe machine in operation 35 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 35 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 20 Hrs.
   B. Routine fueling, lubrication and servicing 170 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 20 Hrs.
   B. On-the-job operation 700 Hrs.
   C. Daily cleaning and preventive maintenance 40 Hrs.

Total 1040 Hrs.
**CRANE DRAGLINE AND SHOVEL (1 yard and under):** Operates crane, dragline and shovel. Grades to line and grades from reference points. Operates crane to hoist and move materials, raise and lower heavy weights, charge cold feed binds, etc. Uses dragline, clamshell, gradall, orange peel, and other related attachments. May oil grease, service and make normal operating adjustments to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 26 WEEK or 1040 HOURS.

<table>
<thead>
<tr>
<th>I. ORIENTATION AND OBSERVATION</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
<td>5 Hrs.</td>
</tr>
<tr>
<td>B. Observation (as a passenger) of machine in operations</td>
<td>50 Hrs.</td>
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<tr>
<td>C. Starting, manipulating levers for moving equipment and attachments</td>
<td>45 Hrs.</td>
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<thead>
<tr>
<th>II. CARE AND MAINTENANCE</th>
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<tbody>
<tr>
<td>A. Safety Procedures</td>
<td>5 Hrs.</td>
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<tr>
<td>B. Routine fueling, lubricating, and servicing</td>
<td>295 Hrs.</td>
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<tr>
<th>III. ACTUAL OPERATION OF EQUIPMENT</th>
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<tbody>
<tr>
<td>A. Safe operating procedures</td>
<td>5 Hrs.</td>
</tr>
<tr>
<td>B. Trenching operations (for pipelaying, etc.)</td>
<td>300 Hrs.</td>
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<tr>
<td>C. Excavation</td>
<td>300 Hrs</td>
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<tr>
<td>D. Special Applications and function</td>
<td>35 Hrs.</td>
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</table>

Total                                                                                       1040 Hrs.
CRANE DRAGLINE AND SHOVEL (Over 1 yard): Operates crane, dragline and shovel. Grades to line and grades from reference points. Operates crane to hoist and move materials, raise and lower heavy weights, charge cold feed bind, etc. Uses dragline, clamshell, gradall, orange peel, and other related attachments. May oil grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 52 WEEK or 2080 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observation (as a passenger) of machine 50 Hrs.
      in operations
   C. Starting, manipulating levers for moving 50 Hrs.
      equipment and attachments

II. CARE AND MAINTENANCE
   A. Safety Procedures 10 Hrs.
   B. Routine fueling, lubricating, and 300 Hrs.
      servicing

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 10 Hrs.
   B. Excavation of footings and removal of 300 Hrs.
      unsuitable material
   C. Loading and unloading materials 350 Hrs.
   D. Trenching operations (for pipelaying, 250 Hrs.
      etc.)
   E. Hoisting Materials 400 Hrs.
   F. Placement of beams, pipe, girders, piles, 300 Hrs.
      etc.
   G. Charge hoppers with materials on asphalt 50 Hrs.
      and concrete plants

Total 2080 Hrs.
DRILL OPERATOR/AIR-TRACK DRILL OPERATOR: Operates drilling machine, such as wagon drill, air track, well driller, etc., for the purpose of drilling rock, shale, or other material according to specifications. Starts, stops and services portable air compressor. Places block of stone on machine bed and secures it in position for drilling, using electric hoist, wedges and wooden blocks. Measures and installs specified bit in drill. Pulls levers and turns wheels to regulate speed of machine, flow of water (coolant) and drilling speed. May drill bits using grindstone. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observe machine in operation 45 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 45 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 10 Hrs.
   B. Routine fueling, lubrication and servicing 290 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 10 Hrs.
   B. Purpose of various types of drills 5 Hrs.
   C. Fasten drill, adjust drill angle and lock into Position, adjust speed of drill 490 Hrs.
   D. Adjustments to equipment 100 Hrs.
   E. Special applications 35 Hrs.

   Total 1040 Hrs.
**ELECTRICAL WORKER:** Assists in a combination of duties, including: wiring, grounding, cutting wires to scale from blueprints or oral directions, installation of fixtures, switches and devices, installation of controls, conductors, heating, and air conditioning. Performs related tasks such as testing circuits. Performs other related duties.

Completion of this program does not qualify the trainee as an electrician.

**TRAINING OUTLINE**

Approximate Training Time: 26 WEEKS or 1040 HOURS.

<table>
<thead>
<tr>
<th>I. ORIENTATION AND OBSERVATION</th>
<th>10 Hrs.</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
<td>10 Hrs.</td>
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<tr>
<td>B. Tools of the trade</td>
<td>10 Hrs.</td>
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<tr>
<td>C. Materials used and material selection</td>
<td>30 Hrs.</td>
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<thead>
<tr>
<th>II. CARE AND MAINTENANCE</th>
<th>15 Hrs.</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
<td>10 Hrs.</td>
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<tr>
<td>B. Routine care and servicing of tools</td>
<td>15 Hrs.</td>
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<tr>
<th>III. ACTUAL ELECTRICAL OPERATIONS</th>
<th>455 Hrs.</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
<td>10 Hrs.</td>
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<tr>
<td>B. Basic Wiring</td>
<td>100 Hrs.</td>
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<tr>
<td>C. Basic grounding</td>
<td>100 Hrs.</td>
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<tr>
<td>D. Installation of controls, fixtures, and switches</td>
<td>455 Hrs.</td>
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<tr>
<td>E. Installation of heat and air conditioners</td>
<td>150 Hrs.</td>
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<tr>
<td>F. Control wiring</td>
<td>75 Hrs.</td>
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<tr>
<td>G. Cable splicing</td>
<td>75 Hrs.</td>
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Total 1040 Hrs.
FOREMAN, HIGHWAY CONSTRUCTION: Supervises and coordinates the activities of workers under him/her engaged in one or more occupations. Studies production schedules and estimates man hour requirements for the completion of the job.

TRAINING OUTLINE

Approximate Training Time: 50 WEEK or 2000 HOURS.

I. AdministrAtion
Interpreting company policy to workers, enforcing safety regulations, maintaining time and production records, coordinating work schedules with other foreman recruiting, and inspection of materials. 200 Hrs.

II. Production
Receives instruction and specifications from superintendents and transmits them to other members of the crew. Interprets blueprints, specifications and job orders. Assists workers in solving jobsite problems. Operates power equipment and other machinery as needed. Regularly performs all tasks of workers in the crew. 1500 Hrs.

III. Personnel
Supervises crew in absence of superintendent, recommends personnel actions, such as promotions, transfers, discharges, and disciplinary action. Trains/orients new employees and/or trainees. 300 Hrs.

Total 2000 Hrs.

SUGGESTED RELATED TRAINING: Red Cross First Aid Certification, Industry Safety Publications, Blueprint Reading, Industrial Relations, Personnel Management, Contracting Laws, EEO, etc.

The trainee shall be given instruction and training in all branches of the occupation listed in the Training Outline and necessary to become skilled in the occupation. The work experience need not be in the precise order as listed, nor do the scheduled hours of any operation production schedule.
**FRONT-END LOADER OPERATOR**: Operates a rubber-tired or other crawler type tractor with an attached scoop-type bucket on the front end. Starts engines, shifts gears, presser pedals and steers loader. Machine is used to load and unload materials, perform excavation, charge batch plants, and load trucks. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 13 WEEKS or 520 HOURS.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>A. Safety procedures</td>
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<td>B. Observe machine in operation</td>
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<td>C. Starting and manipulating levers for moving equipment and attachments</td>
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<th>III. ACTUAL OPERATION OF EQUIPMENT</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
</tr>
<tr>
<td>B. Loading and unloading materials</td>
</tr>
<tr>
<td>C. Excavation</td>
</tr>
<tr>
<td>D. Grading</td>
</tr>
<tr>
<td>E. Miscellaneous application</td>
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</table>

**Total** 520 Hrs.
**DelDOT OJT Program Guidelines**

**GREASER/OILER**: Operates fuel, grease and oil truck. Lubricates moving parts and wearing surfaces of equipment assigned. Operates pressure greasing equipment. Cleans equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 26 WEEK or 1040 HOURS.

I. **ORIENTATION AND OBSERVATION**
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of truck in operations 10 Hrs.
   C. Starting and manipulating vehicle 15 Hrs.

II. **CARE AND MAINTENANCE**
   A. Safety Procedures 10 Hrs.
   B. Lubrication of moving parts and wearing surfaces of equipment 100 Hrs.
   C. Cleans equipment 100 Hrs.

III. **ACTUAL OPERATION OF EQUIPMENT**
   A. Safe operating procedures 100 Hrs.
   B. Operates pressure greasing equipment 400 Hrs.
   C. Operations of vehicle 300 Hrs.

   **Total** 1040 Hrs.
GUARD RAIL ERECTOR: Digs hole for post, drives port, attaches guard rail, pours incidental concrete, paints guard rail. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 18 WEEKS or 720 HOURS

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation of procedures and equipment in operation 35 Hrs.
   C. Starting machinery and manipulating equipment and controls 40 Hrs.

II. CARE AND MAINTENANCE
   A. Safety Procedures 10 Hrs.
   B. Routine fueling, lubricating and servicing 100 Hrs.

III. ACTUAL FUNCTIONS OF GUARD RAIL ERECTION
   A. Safety procedures 10 Hrs.
   B. Incidental concrete pouring and post setting 100 Hrs.
   C. Post hole digging and post driving equipment driving equipment operation 350 Hrs
   D. Guard rail attachment, painting and finishing 120 Hrs.

Total 720 Hrs.
IRONWORKER, REINFORCING: Positions and secures steel bars to placement of reinforced concrete. Determines number, sizes, shapes and locations of reinforcing rods from plans, specifications, sketches and/or oral instructions. Places and ties reinforcing steel using wire and pliers. Sets rods in place, spaces and secures reinforcing rods. May bead steel rods with hand tools or rodbending machine. May reinforce concrete with wire mesh. May weld reinforcing bars together. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 18 WEEKS or 720 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 20 Hrs.
   B. Observation of operation 15 Hrs.
   C. Care and repair of specially-coated bars 10 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 20 Hrs.
   B. Care and maintenance of tools and equipment 30 Hrs.

III. ACTUAL OPERATION OF REINFORCING
   A. Construction plan reading and application 30 Hrs.
   B. Identification and selection of materials 30 Hrs.
   C. Places reinforcing steel and support devices 465 Hrs.
   D. Spaces and secures reinforcing materials 100 Hrs.

Total 720 Hrs.
IRONWORKER STRUCTURAL: Performs any combination of the following duties to raise, place and unite girders, columns and other structural steel members to form completed structures or structure frameworks, working as a member of a crew. Sets up hoisting equipment for raising and placing structural steel members. Fastens steel members to cable of hoist using chain, cable or rope. Signals worker operating hoisting equipment to lift and place steel members. Guides member using tab line (rope) or rides on member to guide it into position. Reads plans; rigs, assembles and erects structural members requiring riveting or welding. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 20 Hrs.
   B. Observe operation 35 Hrs.
   C. Plan reading 35 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 20 Hrs.
   B. Care and maintenance of tools and equipment 70 Hrs.

III. ACTUAL OPERATION
   A. Safety procedures 20 Hrs.
   B. Rigging structural members requiring riveting or welding 140 Hrs.
   C. Assembling structural members requiring riveting or welding 300 Hrs.
   D. Erection of structural members requiring riveting or welding 400 Hrs.

Total 1040 Hrs.
**LOADER OPERATOR:** Operates rubber tired or crawler type tractor with attached scoop type bucket on front end. Excavates and loads excavated material, load material from stockpiles, charges batch plants, and load trucks. May oil grease, service and make normal operating adjustments to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 13 WEEKS or 520 HOURS.

I. **ORIENTATION AND OBSERVATION**
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operations 20 Hrs.
   C. Starting, manipulating levers for moving equipment and attachments 15 Hrs.

II. **CARE AND MAINTENANCE**
   A. Safety Procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. **ACTUAL OPERATION OF EQUIPMENT**
   A. Safe operating procedures 5 Hrs.
   B. Loading materials 250 Hrs.
   C. Excavation 150 Hrs.
   D. Special Applications and function 35 Hrs.

   Total 520 Hrs.
MASON STRUCTURAL: Lays out work from plans. Sets up templates and guidelines. Shapes stone or brick preparatory to setting, using chisels, hammers, and other shaping tools. Spreads mortar over stone and foundation with trowel and sets stone in place by hand or with the aid of a crane. Sets stone, brick, concrete, tile or other materials in the construction of manholes, catch basins, drop inlets, sidewalks, retaining walls, and hand finishes same. Hand finishes Portland Cement Concrete structures such as slabs. Decks, piers, abutments, etc. Molds expansion joints and edges using tools, jointers and straight edges. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 15 Hrs.
   B. Setting up templates and guidelines 10 Hrs.
   C. Use of hand trowels, straight edges, and hand levels 60 Hrs.
   D. Use of materials (including Portland Cement Concrete, brick, tile and concrete block) 40 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 10 Hrs.
   B. Excavation 40 Hrs.
   C. Manholes, catch basins, drop inlets 360 Hrs.
   D. Sidewalks, retaining walls, etc. 180 Hrs.
   E. Miscellaneous structures 180 Hrs.

III. CHECKING AND INSPECTION
   A. Safety procedures 5 Hrs.
   B. Blueprint or construction plans reading 40 Hrs.
   C. Conformity with plans and specifications 100 Hrs.

Total 1040 Hrs.
**MECHANIC**: Assembles, sets up, adjust, maintains, repairs, welds equipment. Operates any equipment unit on a temporary basis for operating adjustments. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 52 WEEKS or 2080 HOURS.

I. **LUBRICATION**
   - Oil, air, and fuel filtration, grease points, and capacities, inspection techniques to detect abnormal conditions 40 Hrs.

II. **PAINT AND BODY**
    - Body work and painting procedures 40 Hrs.

III. **MACHINE SHOP FAMILIARIZATION**
    - Welding and burning equipment and operations of lathes, saws, shapers, girder, and presses 160 Hrs.

IV. **INJECTOR-GOVERNOR**
    - The operation and service of fuel injector pumps and nozzles, and engine governors 200 Hrs.

V. **WATER COOLED ENGINE REBUILD**
    - Assist in the complete overhaul and testing of gas and diesel engines 120 Hrs.

VI. **TRANSMISSION AND REAR ENDS**
    - Assist in the complete overhaul of the various mechanisms used to transfer engine horsepower to tractive effort. 240 Hrs.

VII. **AIR COOLED ENGINES**
    - Assist in the complete overhaul of the various air cooled engines and their applications 200 Hrs.

VIII. **HEAVY EQUIPMENT PARTS AND FAMILIARIZATION**
    - The Parts Catalogs, procurement, handling, storage, and cost of heavy equipment parts 80 Hrs.

IX. **STARTERS, GENERATORS, AND VOLTAGE REGULATORS**
    - Assist in the complete overhaul of the 160 Hrs.
various starters, generators, and voltage regulators

X. HEAVY EQUIPMENT SHOP
Assist in the repair and overhaul of the various heavy equipment which includes, but is not limited to, crawler and wheel tractors, crawler and portable cranes, booms, front end loaders, rollers, subgrade mixers, motor graders, compactors, pumps, and air compressors - their power plants, transmissions, controls and accessories

600 Hrs.

XI. HEAVY EQUIPMENT FIELD
the role of the field mechanic is to make the repairs necessary in the field and perform preventive maintenance practices necessary to increase service life of the equipment.

240 Hrs.

Total 2080 Hrs.
DelDOT OJT Program Guidelines

MOTOR GRADER OPERATOR (Fine Grade): Operates self-propelled motor grader and, from stakes and lines, cuts subgrade and performs other fine grade operations, requiring considerable experience and a high degree of skill. May oil, grease, service and make normal operating adjustment to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 39 WEEKS OR 1560 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 100 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 95 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 5 Hrs.
   B. Scraping and leveling dirt on roadway 180 Hrs.
   C. Spreading and mixing materials on roadway 170 Hrs.
   D. Shaping and blading subgrades 150 Hrs.
   E. Balancing and rough shaping base course materials 375 Hrs.
   F. Fine grading and dressing of shoulders and slopes 440 Hrs.

Total 1560 Hrs.
MOTOR GRADER OPERATOR (Rough Grade): Operates self-propelled motor grader on rough grade work, such as, finishing rough grade on highway, including highway shoulders, slopes and ditches. May oil, grease, service and make normal operating adjustment to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS OR 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 100 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 95 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 5 Hrs.
   B. Scraping an leveling dirt on roadway 180 Hrs.
   C. Spreading an mixing materials on roadway 170 Hrs.
   D. Shaping and blading subgrades 150 Hrs.
   E. Balancing and rough shaping base course materials 150 Hrs.
   F. Grading and dressing of shoulders and slopes 145 Hrs.

Total 1040 Hrs.
OILER/GREASER/FIRER: A service worker who lubricates the moving parts of wearing surfaces of mechanical equipment, changes oil, greases and filters and refuels equipment. Uses grease gun to force grease into bearings. Packs grease cups by hand. Makes minor adjustments on miscellaneous drive chains and clutches. Keeps machines and equipment clean. Often drives a truck which carries the various fuels, oils and greases.

Hand stokes or fires by gas or oil, a portable or semi-portable steam boiler such as is used on steam shovels, pile drivers, cranes, dredges, hoisting equipment and asphalt plants. May be responsible for safe operation of an oil-fired steam boiler aboard a floating whirley; may be called upon to operate stationary and skid-mounted boilers on land. Must be familiar with operating pressures and adjustments of pipe, valves and fittings. Responsible for minor adjustments, routine maintenance and proper lubrication of equipment. Performs other related duties.

TRAINING OUTLINE

Approximate Training Time: 18 WEEKS or 720 HOURS.

I. ORIENTATION AND SAFE USE OF TOOLS OF THE TRADE
   A. Lubrication requirements of mechanical equipment 20 Hrs.
   B. Materials selection 20 Hrs.

II. APPLIED TECHNIQUES OF THE OILER/GREASER/FIRER
   A. Safety procedures 10 Hrs.
   B. Equipment characteristics/lubrication points 140 Hrs.
   C. Oil changes, filter changes, greases guns, hard Packing of grease, greasing bearings 230 Hrs.
   D. Minor adjustments to drive chains and clutches 150 Hrs.
   E. Shop and field practices 50 Hrs.

III. ACTUAL OPERATION
   A. Equipment operation and operation of oil, grease And fuel truck 85 Hrs.
   B. Safety procedures 15 Hrs.

Total 720 Hrs.
PILE HAMMER OPERATOR: Operates Pile-driving machine or Pile Hammer, with crane or skid-mounted, with leads or jets for driving pile as foundations for piers, bridges etc. Moves levers to control hoisting equipment used to position leads. Assists other workers in setting up pile hammer leads. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 40 Hrs.
   B. Observe machine in operation 145 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 145 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 20 Hrs.
   B. Routine fueling, lubrication and servicing 40 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 20 Hrs.
   B. Basic operation of crane or pile-driving rig in hoisting and moving 225 Hrs.
   C. Preparation of pile for driving 100 Hrs.
   D. Seating of pile hammer on pile in preparation for driving 140 Hrs.
   E. Driving of pile 165 Hrs.

Total 1040 Hrs.
PILEDRIVER LEADSPERSON: Set pile in leads. Sets pile in correct position. Guides sheet steel pile into grooves of adjacent pile. Places cap; signals piledriver operator to start or stop hammer and adjusts direction and angle of leads. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS OR 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 50 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 45 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 345 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 10 Hrs.
   B. Basic operation of crane or pile driving rig in hoisting and moving 200 Hrs.
   C. Placement of pile in preparation for driving 140 Hrs.
   D. Seating of pile hammer on pile in preparation for driving 140 Hrs.
   E. Driving of pile 100 Hrs.

Total 1040 Hrs.
**PIPELAYER**: (Sanitary/Storm/Water) Lays glazed or unglazed clay, concrete, steel or cast-iron pipe to form water lines, gas lines, sanitary or storm sewers and drains; lays underground telephone and electrical duct. May smooth bottom of trench to proper elevation by scooping with a shovel; received pipe lowered from top of trench; inserts spigot end of pipe into bell end of last laid pipe. Adjusts pipe to line and grade, caulks joints with oakum or yarn and seals joints with cement or other sealing compound; may connect threaded or flanged joint pipe, may assemble and place corrugated metal pipe. Must be able to physically set elevations with laser or other engineering equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 18 WEEKS or 720 HOURS.

I. **ORIENTATION AND OBSERVATION**
   A. Safety procedures MOSHA & OSHA regulations 40 Hrs.
   B. Observe spade operation and laying of pipe 15 Hrs.
   C. Study of various forms of pipe and related materials 5 Hrs.
   D. Familiarity with local codes & testing procedures 70 Hrs.

II. **CARE AND MAINTENANCE**
   A. Safety procedures 10 Hrs.
   B. Ditch preparation, handles materials and tools 15 Hrs.

III. **ACTUAL HANDLING OF PIPE AND SPADE**
   A. Ditch grading with compressed air driven or hand spade 50 Hrs.
   B. Handle materials, assist in lowering pipe 50 Hrs.
   C. Work with pipelayer in laying all types of pipe And duct, adjust pipe to elevation, insert spigot End of pipe into bell end of last laid pipe 365 Hrs.
   D. Performing testing procedures 100 Hrs.

Total 720 Hrs.
**POWER TOOL OPERATOR:** Operates jack hammer, vibrator, tamper, paving breaker, chain saw, etc., employing air, fuel or current for power. Starts, stops, and services portable air compressor or portable fuel machine. May oil, grease, services and make normal operating adjustments to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 18 WEEKS OR 720 HOURS.

<table>
<thead>
<tr>
<th>I. ORIENTATION AND OBSERVATION</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
<td>5 Hrs.</td>
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<tr>
<td>B. Observation of jack hammer, vibrator, tamper, Paving breaker, torque, wrench, chain saw</td>
<td>35 Hrs.</td>
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<thead>
<tr>
<th>II. CARE AND MAINTENANCE</th>
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<tbody>
<tr>
<td>A. Safety procedures</td>
<td>5 Hrs.</td>
</tr>
<tr>
<td>B. Routine fueling, lubricating, and servicing</td>
<td>50 Hrs.</td>
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<thead>
<tr>
<th>III. ACTUAL OPERATION OF EQUIPMENT</th>
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<tbody>
<tr>
<td>A. Jack hammer</td>
<td>100 Hrs.</td>
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<td>B. Vibrator</td>
<td>100 Hrs.</td>
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<td>C. Tamper</td>
<td>100 Hrs.</td>
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<td>D. Paving breaker</td>
<td>100 Hrs.</td>
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<tr>
<td>E. Torque wrench</td>
<td>100 Hrs.</td>
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<tr>
<td>F. Chain saw</td>
<td>50 Hrs.</td>
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<td>G. Other</td>
<td>75 Hrs.</td>
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Total 720 Hrs.
ROLLER OPERATOR: Operates self-propelled steel wheeled, rubber tired, sheepfoot, vibratory, segmented or other type roller to compact earth, subgrade, subbase, shoulder materials, or stone cover on surface treatment. May also operate rubber tired roller on asphalt concrete. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS OR 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in Operation 35 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 5 Hrs.
   B. Rolls base course to desired compaction 455 Hrs.
   C. Rolls asphalt surfaces to desired compaction and Smoothness and assures proper sealing of joints 500 Hrs.

Total 1040 Hrs.
ROLLER OPERATOR (Finish): Operates tandem or three-wheel steel roller for finishing of bases and asphalt surfaces. May also operate rubber tired roller on bases and asphalt surfaces, including final rolling in asphalt concrete. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS OR 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 35 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 5 Hrs.
   B. Rolls base course to desired compaction 455 Hrs.
   C. Rolls asphalt surfaces to desired compaction and smoothness and assures proper sealing of joints 500 Hrs.

Total 1040 Hrs.
ROLLER OPERATOR A: (Asphalt, Bituminous Materials) Operates self-propelled steel-wheeled, rubber-tired, sheepsfoot, vibrator, segmented, or other type roller to compact binder course, base course, surface course, should materials, or stone cover on surface treatment. May also operate rubber tired roller on base and asphalt surfaces, including final rolling on asphalt concrete. Drives machine in successive overlapping passes over surfaces to ge compacted. Determines speed and direction of machine based on knowledge of compressibility of material under changing temperatures, so that ridges are not formed by excessive pressure. May oil, grease or otherwise service and make necessary adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observe machine in operation 30 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 10 Hrs.
   B. Routine fueling, lubrication and servicing 30 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 10 Hrs.
   B. Starting and manipulating levers for moving equipment 30 Hrs.
   C. Rolls asphalt base course to desired compaction 450 Hrs.
   D. Rolls asphalt surfaces to desired compaction and smoothness and assures proper sealing of joints 470 Hrs.

   Total 1040 Hrs.
ROLLER OPERATOR B: (Earthwork, Up to Subgrade) Operates self-propelled steel-wheeled, rubber-tired, sheepsfoot, vibrator, segmented, or other type roller to compact earth, subgrade, sub-base, shoulder materials, or stone cover on surface treatment. May also operate rubber-tired roller on base and asphalt surfaces including final rolling on asphalt concrete. Drives machine in successive overlapping passes over surfaces to be compacted. Determines speed and direction of machine based on knowledge of compressibility of material under changing temperatures, so that ridges are not formed by excessive pressure. May oil, grease or otherwise service and make necessary adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observe machine in operation 30 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 30 Hrs.
   B. Routine fueling, lubrication and servicing 10 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 10 Hrs.
   B. Starting and manipulating levers for moving equipment and attachments, including blades 30 Hrs.
   C. Rolls embankments to desired compaction 450 Hrs.
   D. Rolls subgrade to desired compaction and smoothness 470 Hrs.

   Total 1040 Hrs.
SCRAPER: Operates self-propelled rubber tired or tractor drawn unit know as scraper, pan, etc., to excavate, transport and deposit materials moved in normal grading operations. May oil, Grease, Service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 13 WEEKS OR 520 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 20 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 15 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safe operating procedures 5 Hrs.
   B. Loading 150 Hrs.
   C. Spreading material 150 Hrs.
   D. Rough roadway grading 70 Hrs.
   E. Compaction of embankment 65 Hrs.

   Total 520 Hrs.
SIGN ERECTOR: Erects reassembled signs according to plans, sketches and blueprints. Measures location for sign and marks points where holes for expansion shields are to be drilled. Drills holes, using star drill. Makes layout for erection of signs, cuts ties and sets reinforcing steel. Sets forms for concrete, pours concrete, sets anchor bolts, erects wooden or metal structures, places clamps, brackets or other required hardware on structures. May use welding equipment for installation. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND SAFE USE OF TOOLS OF THE TRADE
   A. Power and hand tools 20 Hrs.
   B. Special fittings and hardware 10 Hrs.
   C. Specifications or design for concrete mixer 20 Hrs.

II. APPLIED TECHNIQUES OF SIGN ERECTION
   A. Preparation of layout for signs 30 Hrs.
   B. Cuts, ties, and sets reinforcing steel for footings 25 Hrs.
   C. Sets forms, places concrete, sets anchor bolts 300 Hrs.
   D. Erects wooden or metal structures 250 Hrs.
   E. Places clamps, brackets or other required hardware on structures 240 Hrs.
   F. Safety procedures 10 Hrs.

III. BLUEPRINT OR CONSTRUCTION PLAN READING AND FAMILIARITY WITH MANUAL OF UNIFORM TRAFFIC CONTROL DEVICES 50 Hrs.

IV. BASIC DESIGN FAMILIARITY
   A. Safety procedures 10 Hrs.

V. STRIPPING & SALVAGING OF FORMS FOR RE-USE 65 Hrs.
   A. Safety procedures 10 Hrs.

Total 1040 Hrs.
STEEL PAINTER: Performs any of the following duties to assist setting up scaffolding, setting up containment, cleaning and maintaining painting equipment, stripping of old paint from steel, prepare steel surface for painting, and painting bridge steel. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 18 WEEKS or 720 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 20 Hrs.
   B. Observation of operation 15 Hrs.
   C. Use of ladders, scaffolding and rigging 25 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 20 Hrs.
   B. Care and maintenance of tools and equipment 30 Hrs.

III. ACTUAL OPERATION
   A. Construction plan reading and application 30 Hrs.
   B. Identification and selection of materials 30 Hrs.
   C. Places scaffolding and support devices, places containment where required; stripping old paint; cleaning steel for painting; painting Total 550 Hrs.

Total 720 Hrs.
STONE SPREADER: Operates any self-propelled equipment on wheels or tracks which spreads stone or other granular materials. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 13 WEEKS OR 520 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 25 Hrs.
   C. Starting, stopping and manipulating levers for moving equipment and attachments 20 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 30 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Selection and loading of material 40 Hrs.
   B. Spreading of stone or other granular materials on spreadway sub-base or base 395 Hrs.

Total 520 Hrs.
TRACTOR OPERATOR (Crawler): Operates crawler type tractor to furnish motive power to other equipment units, such as, but not limited to, earth rollers, harrows, rippers, planers, plows, mixers, pans, etc. Operates attached winch. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 13 WEEKS OR 520 HOURS.

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<thead>
<tr>
<th>Section</th>
<th>Description</th>
<th>Duration</th>
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<tbody>
<tr>
<td>I. ORIENTATION AND OBSERVATION</td>
<td>Safety procedures</td>
<td>5 Hrs.</td>
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<td></td>
<td>Observation (as a passenger) of machine in operation</td>
<td>30 Hrs.</td>
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<tr>
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<td>Starting and manipulating levers for moving equipment and attachments</td>
<td>25 Hrs.</td>
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<tr>
<td>II. CARE AND MAINTENANCE</td>
<td>Safety procedures</td>
<td>5 Hrs.</td>
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<td>Routine fueling, lubricating, and servicing</td>
<td>35 Hrs.</td>
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<tr>
<td>III. ACTUAL OPERATION OF EQUIPMENT</td>
<td>Safe operating procedures</td>
<td>5 Hrs.</td>
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<td>Pushing other equipment to aid in loading and unloading operations</td>
<td>150 Hrs.</td>
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<td>Pulling compaction and mixing implements</td>
<td>150 Hrs.</td>
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<td>Ground clearing assistance</td>
<td>115 Hrs.</td>
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<td><strong>Total</strong></td>
<td><strong>520 Hrs.</strong></td>
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</table>
**TRACTOR OPERATOR (Utility):** Operates rubber tired tractor or other special types with attachments for digging post holes, driving posts or pins. Excavating, backfilling, hoist or crane for erection of signs, sweeping, etc. Pulls harrows, planers, plows, mixers, rollers, rooms, etc. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 13 WEEKS OR 520 HOURS.

I. **ORIENTATION AND OBSERVATION**
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of machine in operation 30 Hrs.
   C. Starting and manipulating levers for moving equipment and attachments 25 Hrs.

II. **CARE AND MAINTENANCE**
   A. Safety procedures 5 Hrs.
   B. Routine fueling, lubricating, and servicing 35 Hrs.

III. **ACTUAL OPERATION OF EQUIPMENT**
   A. Safe operating procedures 5 Hrs.
   B. Pushing other equipment to aid in loading or unloading operations 150 Hrs.
   C. Pulling compaction and mixing implements 150 Hrs.
   D. Ground clearing assistance 115 Hrs.

Total 520 Hrs.
TRENCH TRIMMER, FINE: Operates wheel-type trenching machine, roughly equivalent in size and horsepower to an industrial farm tractor, for installation of water pipes, electrical conduit and appurtenances. Sets wheel and digs trench to grade. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 18 WEEKS or 720 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 15 Hrs.
   B. Observe machine in operation 35 Hrs.
   C. Starting and manipulating levers and electronic Controls for moving equipment and attachments 40 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 15 Hrs.
   B. Routine fueling, lubrication and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 15 Hrs.
   B. Excavation for footings and removal of unsuitable materials 190 Hrs.
   C. Loading and unloading materials 125 Hrs.
   D. Trenching for pipe, etc. 100 Hrs.
   E. Hoisting materials 50 Hrs.
   F. Placement of pipe, conduit, etc. 100 Hrs.

Total 720 Hrs.
TRUCK DRIVER (HEAVY OVER 7 CY): Drivers multi-rear-axle truck transporting construction materials. May have various kinds of beds attached such as dump, flatbed, water tank, etc. May pull semi-trailer or trailer. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 19 WEEKS or 760 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 15 Hrs.
   B. Observe vehicle in operation and become familiar with various equipment 45 Hrs.
   C. Starting and operating vehicle 160 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 15 Hrs.
   B. Routine fueling, lubrication and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 15 Hrs.
   B. Loading and unloading materials and operation of vehicle 435 Hrs.

IV. COMMERCIAL DRIVER’S LICENSE (CDL) MANUAL REVIEW
   A. Section 1 5 Hrs.
   B. Section 2 5 Hrs.
   C. Section 3 5 Hrs.
   D. Section 5 5 Hrs.
   E. Section 6 5 Hrs.

V. PRACTICE TESTING CDL CERTIFICATION
   A. General knowledge 5 Hrs.
   B. Airbrakes 5 Hrs.
   C. Vehicle operation 5 Hrs.

   Total 760 Hrs.

*CDL training hours must be acquired during the final 50 hours of the training program.
**The trainee will be recognized as a journey person after obtaining a CDL.
TRUCK DRIVER (LIGHT 7 CY OR LESS): Drives multi-rear-axle truck for transporting construction materials. May have various kinds of beds attached such as dump, flatbed, water tank, etc., may include pickup, water wagon, service truck, or hoist truck. May pull semi-trailer or trailer. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 14 WEEKS or 560 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 10 Hrs.
   B. Observe vehicle in operation and become familiar with various equipment 15 Hrs.
   C. Starting and operating vehicle 15 Hrs.

II. CARE AND MAINTENANCE
   A. Safety procedures 10 Hrs.
   B. Routine fueling, lubrication and servicing 30 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
   A. Safety procedures 10 Hrs.
   B. Loading and unloading materials and operation of vehicle 430 Hrs.

IV. COMMERCIAL DRIVER’S LICENSE (CDL) MANUAL REVIEW
   A. Section 1 5 Hrs.
   B. Section 2 5 Hrs.
   C. Section 3 5 Hrs.
   D. Section 5 5 Hrs.
   E. Section 6 5 Hrs.

V. PRACTICE TESTING CDL CERTIFICATION
   A. General knowledge 5 Hrs.
   B. Airbrakes 5 Hrs.
   C. Vehicle operation 5 Hrs.

Total 560 Hrs.

*CDL training hours must be acquired during the final 50 hours of the training program.
**The trainee will be recognized as a journey person after obtaining a CDL.
TRUCK DRIVER (Single-Rear Axle): Drives single-rear-axle truck for transporting construction materials. May have various kinds of beds attached such as dump, flatbed, water tank, etc., includes pickup, water wagon, service truck, hoist truck, etc. May pull semi-trailer or trailer. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 13 WEEKS or 520 HOURS.

I. ORIENTATION AND OBSERVATION
   A. Safety procedures 5 Hrs.
   B. Observation (as a passenger) of vehicle in operation 20 Hrs.
   C. Starting and manipulating vehicle 15 Hrs.

II. CARE AND MAINTENANCE
    A. Safety procedures 5 Hrs.
    B. Routine fueling, lubrication and servicing 35 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
    A. Safety procedures 5 Hrs.
    B. Loading and unloading materials and operation of vehicle 435 Hrs.

Total 520 Hrs.
TRUCK DRIVER (Multi-Rear Axle): Drivers multi-rear-axle truck for transporting construction materials. May have various kinds of beds attached, such as: dump, flatbed, water tank, etc., includes water wagon, service truck, hoist trucks, etc. May pull semi-trailer or trailer. May oil, grease, service and make normal operating adjustments to equipment. May perform other related duties.

TRAINING OUTLINE

Approximate Training Time: 26 WEEKS or 1040 HOURS.

I. ORIENTATION AND OBSERVATION
A. Safety procedures 10 Hrs.
B. Observe vehicle (as a passenger) vehicle in operation 50 Hrs.
C. Starting and manipulating vehicle 40 Hrs.

II. CARE AND MAINTENANCE
A. Safety procedures 10 Hrs.
B. Routine fueling, lubrication and servicing 340 Hrs.

III. ACTUAL OPERATION OF EQUIPMENT
A. Safe operating procedures 10 Hrs.
B. Loading and unloading materials and operation of vehicle 580 Hrs.

Total 1040 Hrs.
**WELDER:** Is capable of operating one or both electric welding apparatus and acetylene welding apparatus. Fuses metal parts together, using either arc welding process or oxyacetylene method. Cuts, lays out, fits, and Welds, sheet metal, cast iron, and other metal or alloyed metal parts to fabricate or repair equipment. Welds together the joints between lengths of pipe for oil, gas, or other types of pipelines. Performs other related duties.

**TRAINING OUTLINE**

Approximate Training Time: 26 WEEKS or 1040 HRS.

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<thead>
<tr>
<th></th>
<th>I. ORIENTATION AND SAFE USE OF TOOLS OF THE TRADE</th>
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<tbody>
<tr>
<td>A</td>
<td>Safety procedures</td>
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<td>B</td>
<td>Welding equipment</td>
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<td>Materials selection</td>
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<td>D</td>
<td>Observation of welder</td>
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<tr>
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<th>II. APPLIED TECHNIQUES OF WELDING</th>
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<tr>
<td>A</td>
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<tr>
<td>B</td>
<td>Acetylene-cutting, brazing and welding</td>
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<tr>
<td>C</td>
<td>Electric-cutting and welding</td>
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<tr>
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<th>III. ACTUAL WELDING OPERATIONS</th>
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<tbody>
<tr>
<td>A</td>
<td>Safety procedures</td>
</tr>
<tr>
<td>B</td>
<td>Cut, lay out, fit, and weld sheet metal</td>
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<td></td>
<td>cast iron and other metal parts</td>
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<tr>
<td>C</td>
<td>Fabricate and repair equipment</td>
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</table>

Total 1040 Hrs.
FORMS
ALTERNATE ON-THE-JOB TRAINING PROGRAM AGREEMENT

WHEREAS the Delaware Department of Transportation (DelDOT) has the responsibility to oversee and administer an On-The-Job Training Program for projects let to contract by DelDOT and funded in whole or part with Federal Funds; and

WHEREAS DelDOT and the undersigned Contractor (Contract or) desire to administer training in an efficient manner for all parties involved, including the individual trainee; and

WHEREAS the Contractor acknowledges his obligation to establish an equal opportunity affirmative action program, as provided by 23 USC 140(a); and

WHEREAS DelDOT and the Contractor agree to waive individual project training requirements for projects let to contract during calendar year 20____.

BE IT THEREFORE AGREED the Contractor shall provide on-the-job training aimed at developing full journey workers in the type of trade or classification involved. Preference shall be given to providing training in the following skilled work classifications:

<table>
<thead>
<tr>
<th>Equipment Operators</th>
<th>Office Engineers</th>
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</thead>
<tbody>
<tr>
<td>Truck Drivers</td>
<td>Estimators</td>
</tr>
<tr>
<td>Carpenters</td>
<td>Iron / Reinforcing Steel Workers</td>
</tr>
<tr>
<td>Concrete Finishers</td>
<td>Mechanics</td>
</tr>
<tr>
<td>Pipe Layers</td>
<td>Welders</td>
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</tbody>
</table>

Within 60 days of the date of this agreement, the Contractor shall submit to the DelDOT OJT Program Manager his Trainee Utilization Plan for the calendar year covered by this agreement. Should revision in the plan be required, the DelDOT OJT Program Manager shall be notified. The initial and revised utilization plans shall be submitted on forms provided by DelDOT and shall be approved by DelDOT prior to implementation.

The number of trainees specified in this agreement shall be distributed among the skilled work classifications on the basis of the Contractor’s needs and the availability of journey workers in the various classifications within a reasonable area of recruitment. The Contractor shall submit to DelDOT the training status of each trainee. The submission shall be made monthly on forms provided by DelDOT. The Contractor will be credited for each trainee employed by him who is currently enrolled or becomes enrolled in an approved program and who receives training for not less than 100% of the specific program requirement.

Training and upgrading of women, minorities, and disadvantaged persons toward journey worker status is a primary objective of this program and agreement. Accordingly, the Contractor shall make every effort to enroll minority trainees and women (e.g., by conducting systematic and direct recruitment through public and private resources likely to yield women, minority, and disadvantaged person trainees) to the extent that such persons are available within a reasonable area of recruitment. The Contractor will be responsible for demonstrating the steps he has taken in the pursuance thereof, prior to a determination as to whether the Contractor is in compliance with this agreement. This training commitment is not intended, and shall not be used, to discriminate against any applicant for training, whether a member of a minority group or not.
No employee shall be employed as a trainee in any classification in which he has successfully completed a training course leading to journey worker status or in which he has been employed as a journey worker. The Contractor should satisfy this requirement by including appropriate questions in the employee application or by other suitable means. Regardless of the method used, the Contractor’s records should document the finding in each case.

The minimum length and type of training for each classification will be as established in the training program selected by the Contractor and approved by DelDOT and the Federal Highway Administration.

The Contractor shall furnish the trainee a copy of the program he will be following providing the training. The Contractor shall provide each trainee with a certificate showing the type and length of training satisfactorily completed.

Failure on the part of the Contractor to carryout the terms of this agreement will be considered ground to preclude the Contractor from participating in this Alternate On-The-Job Training Program, the Contractor will be required to adhere to the Training Special Provisions contained in the individual project contracts.

IT IS FURTHER AGREED that the Contractor will enroll and provide for training in accordance with this agreement ____ trainee(s) during Calendar Year 20____.

This agreement signed: ________ ________ ________

Month Day Year

By: _________________________________ Attest: ___________________________

Title: _________________________________ Title: ___________________________

For the Delaware Department of Transportation

Attest: _________________________________ Approved: _________________________________

_______________________________ _________________________________

Director of Administration OJT Manager
<table>
<thead>
<tr>
<th>Training Phase</th>
<th>Safety</th>
<th>Productivity</th>
<th>Quality</th>
<th>Understanding</th>
<th>Attitude</th>
<th>Attendance</th>
<th>Total Hours this Period</th>
<th>Total Hours to Date</th>
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</table>

N = Needs Improvement  A = Acceptable  E = Excellent

Current Status: □ Progressing □ Disciplined (provide documents) □ Dismissed □ Quit □ Laid Off □ Completed Program

Observations and/or comments:

__________________________________________________________________________

Supervisor Signature: ____________________________  Trainee Signature: ____________________________  Date: ____________________________

RETAIN ORIGINAL AND MAIL COPY TO: Delaware Department of Transportation, Office of Civil Rights
800 Bay Road, P. O. Box 778
Dover, DE 19903
PLEASE PRINT OR TYPE
Contractor: ______________________________________________________________________________

EEO Contact: __________________________ Telephone No: (      )__________________________

Trainee Name: _____________________________________________________________________________
                      Last                 First                  Middle

Address: __________________________________________________________________________________
                      Street/PO

City                                  State                               Zip Code
Telephone No: (      )_________________________ Emergency Telephone No: (      )________________________

Date of Birth: ___________________________ Social Security No: ___________________________

Driver’s License No: ___________________________________________________ Exp. Date: _____________ State: _____________

Race:  9  Black  9  American Indian  9  Hispanic  9  White  9  Asian
Sex: 9  Male  9  Female
Status: 9  New Hire  9  Upgrade

Classification: ___________________________ No. Hours: _____________ Start Date: _____________

Check One:          OJT Project No. _____________________________         Alternate OJT Program

I hereby certify that I have presented this employee with a copy of his/her training program and have explained
the program to his/her full understanding. To the best of my knowledge this employee has not successfully
completed a training program leading to journey status in this classification or ever been employed as a
journeyperson in this classification.

Contractor Representative Signature: ___________________________________________________________

Title: ___________________________ Date: ___________________________
DELAWARE DEPARTMENT OF TRANSPORTATION  
ON-THE-JOB TRAINING PROGRAM  
TRAINEE SCHEDULE FORM

**PLEASE PRINT OR TYPE**

Project No. ___________________________  Federal Aid No. ________________________________

County _____________________________  No. Of Trainee(s) Assigned _________________________

Contractor _____________________________________________ Telephone (     ) ______________________

Address __________________________________________________________________________________

City ___________________________ State_________________________ Zip ________________

**APPROVED TRAINING PROGRAM TO BE USED:**

- [ ] Company Program  
- [ ] DelDOT  
- [ ] Other (Please Explain)  

Contract Calendar Days ______________________________________________________________________

<table>
<thead>
<tr>
<th>NUMBER OF TRAINEES</th>
<th>CLASSIFICATIONS</th>
<th>ESTIMATED STARTING DATE (M/Y)</th>
<th>REQUIRED HOURS</th>
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</table>

Contractor Representative Signature: ___________________________________________________________

Title: ___________________________ Date: ___________________________

Approved By District Engineer: ___________________________ Date: ___________________________

**RETAIN ORIGINAL AND MAIL COPY TO:**
Delaware Department of Transportation  
On-The-Job Training Program  
800 Bay Road, P. O. Box 778  
Dover, DE 19903
DELaware Department of Transportation
On-the-Job Training Program
Trainee Termination Form

Please print or type

Contractor: ____________________________________________________________________________

EEO Contact: ____________________________ Telephone No: (     ) ____________________________

Trainee Name: ____________________________ Last First Middle

Address: ____________________________________________________________

Street/PO City State Zip Code

Telephone No: (     ) ____________________________ Social Security No: ____________________________

Race: □ Black □ American Indian □ Hispanic □ White □ Asian

Sex: □ Male □ Female Classification ____________________________________________

Check One: □ OJT Project No. ____________________________ □ Alternate OJT Program

Reason for Termination

□ Construction phase completed
□ Death
□ Fired (Please explain below)
□ Illness/health problems
□ Lack of transportation and/or travel distance
□ Military duty
□ Other (Please explain below)
□ Personal
□ Quit to work for another company
□ Relocated

Comments: ____________________________________________________________________________

_____________________________________________________________________________________

_____________________________________________________________________________________

Contractor Representative Signature: __________________________________________________________

Title: ____________________________ Date: ____________________________

REtaiN ORiGiNaL aNd MaiL CoPy To:
Delaware Department of Transportation
On-The-Job Training Program
800 Bay Road, P. O. Box 778
Dover, DE 19903