



Western Regional Summit on Youth of Color and Women in the Highway Construction Trades

Collection of Best Practice Summaries

Brought to you by the Federal Highway Administration,
Oregon Department of Transportation &
Oregon Tradeswomen, Inc.



About the Compilation of Best Practices Summaries

The best practices listed here are a coalition, program, activity, event or industry practice that lead to workforce diversity in the construction trades.

This compilation was designed to spark creative ideas at the Western Regional Summit on Youth of Color and Women in the Highway Construction Trades, and to be a resource for further planning and replication. Contact information and web sites are included for your convenience in learning about and replicating these successes. These are only summaries: each organization and practice is much more complex than we have the time and space to show here.

We recognize that there are many organizations doing stellar work that are not listed here. Please send us an email with contact information and a description of any we have left out to info@tradeswomen.net.

A few definitions:

OJT: On-the-Job-Training (OJT) is a federally mandated training program for highway construction contractors. Objectives are to train the future highway construction workforce. When appropriate, OJT can be used as an affirmative action tool to assist contractors in meeting their Equal Employment Opportunity obligations.

Apprenticeship: Registered apprenticeship is a proven training strategy, regulated by the federal government, that combines paid training of new workers on the job with more experienced workers, with related classroom instruction.