

# Ohio Turnpike & Infrastructure Commission

## Diversity and Inclusion Maintenance Training and Development Plan

The Diversity and Inclusion Training and Development Program is a new training mechanism for the entry level position of MW Class II (MW220) Roadway in the Maintenance Department. The program is designed to provide and include diverse and underrepresented individuals an opportunity to learn skills, gain knowledge, and increase their abilities to potentially become permanent Commission employees.

It is an opportunity to expand outreach and recruit for increased diversity, as well as, provide the Commission an opportunity to develop and provide skills, knowledge, and abilities to the candidates.

The development program establishes and implements training both on the job and opportunities for education to achieve required skill sets, and licensure, to become MW Class II (MW220) Roadway employees.

The program provides recruitment opportunities for candidates with diverse backgrounds who might not otherwise have the opportunity to be considered for the opportunities the Commission has to offer.

The program provides for both a succession of new employees and increasing their ability and opportunity to learn from and be trained by maintenance supervisors and skilled Roadway employees while performing work.

The program will clearly identify a training curriculum and is limited in scope to a reasonable number of positions, as stated above, and as determined by the operational needs of the Commission.

Key elements of the program include:

1. The selection process is based on competency and demonstrated ability to learn and be able to secure the necessary licensure such as a Commercial Driver License Class A with Tanker Endorsement (CDL) and skills.
2. Trainees must sign an agreement agreeing to the terms of the training program.
3. The program encompasses a two (2) year training process (2-year commitment).

There shall be a Joint Training Committee consisting of Commission and Union members that will evaluate the trainees on their abilities to complete duties, their skill levels, any disciplinary actions that may arise, etc. The Joint Training Committee shall evaluate and recommend if trainees are to be retained or released.

First Year - initial probationary period provides for with dismissal at any time with no ability to grieve or appeal. Trainees must complete at least the first year prior to graduation from the program. The decision whether to continue a trainee's employment is determined by the Commission.

Second Year - Retention is based on the trainee's ability to perform the functions and job duties of the training program, as well as other applicable employment requirements, such as good behavior and attendance. The decision whether to continue a trainee's employment is determined by the Commission. A trainee's grievance is limited to their ability to perform the duties required for the position only, at the time of discharge.

Trainee may "graduate" or be released at any time during the second year with the recommendation of the Joint Training Committee and as determined by the Commission;

Trainees are required to secure licensure (e.g. Commercial Driver's License Class A with Tanker Endorsement-CDL) within specified period, as established in the training program, prior to the completion of the training program.