



OFFICE OF FEDERAL CONTRACT
COMPLIANCE PROGRAMS
OFCCP
U.S. DEPARTMENT OF LABOR

M E G A
CONSTRUCTION
PROJECT PROGRAM

Introduction to OFCCP

- Federal civil rights enforcement agency within the U.S. Department of Labor
- Jurisdiction over federal contractors and subcontractors
- Enforce contractors' nondiscrimination and equal employment opportunity requirements



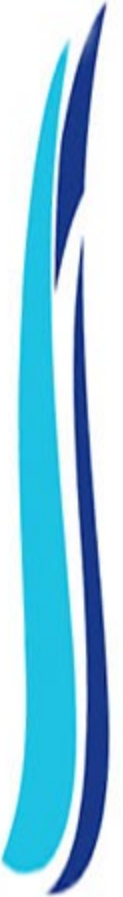
Authorities OFCCP Enforces

- Executive Order 11246
- Section 503 of the Rehabilitation Act of 1973
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974



What Does OFCCP Do?

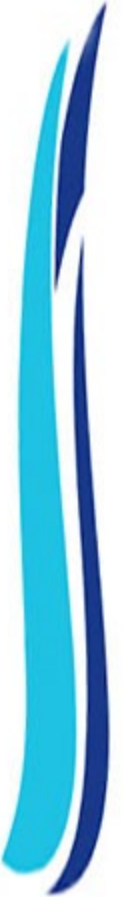
- Conducts compliance evaluations of federal contractors and subcontractors
- Investigates employment discrimination complaints filed against federal contractors
- Provides technical assistance, education and outreach



Mega Construction Project Program

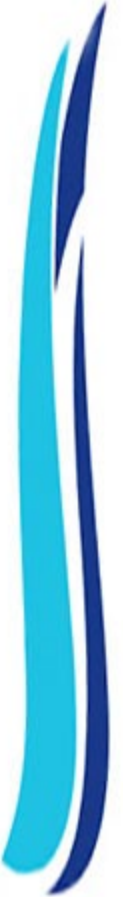
- Fosters equal opportunity in the construction trades workforce of federal contractors and subcontractors

- Megaproject Criteria
 - Projects valued at \$35 million or more
 - Projects are federally funded
 - Projects last more than 1 year



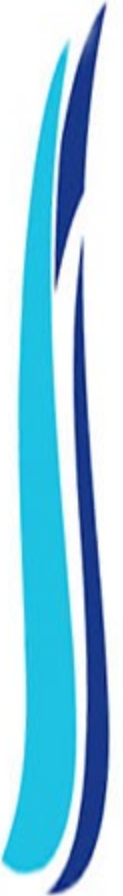
Megaproject Benefits

- Free, ongoing compliance assistance from OFCCP
- Assistance with regular, on-the-ground stakeholder engagement and information sharing
- Connections to recruitment sources in the community
- Fully utilizing the workforce to get the talent needed on the project
- Advancing equal employment opportunity on the project



OFCCP's Responsibilities

- Designates Megaprojects
- Educates Stakeholders
- Assists with EEO Committee
 - Pre-construction meetings
 - Community meetings
- Coordinates meetings
- Conducts compliance evaluations
- Conducts technical assistance and outreach



Prime Contractor

- Facilitate compliance assistance for subcontractors and unions
- Convene an EEO Committee comprised of key stakeholders, including members from the community
- Monitor EEO progress on the project



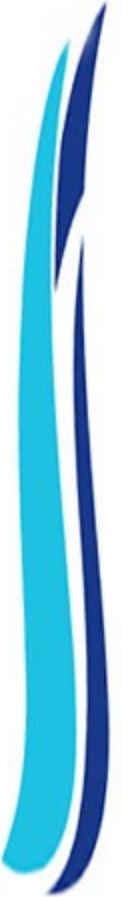
Subcontractors' Obligations

- Promote and support EEO
- Participate in EEO Committee meetings
- Comply with affirmative action obligations
- Monitor staffing and goal progress



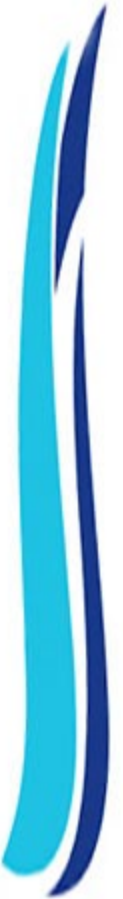
EEO Committee

- Establish meeting dates
- Provide support and education
 - Training from OFCCP
 - Education from other worker protection agencies
- Review data
- Identify and resolve issues
 - Barriers to employment opportunities
 - Strategies for recruitment
- Plan outreach efforts



EEO Committee Members

- Funding Agency/Project Owner
- Prime Contractor/Subcontractor
- OFCCP and other worker protection agencies
- Unions/Tradeswomen Groups
- Pre-apprenticeship, apprenticeship, and other worker training programs
- American Job Centers
- Community Recruitment Sources
- Community-based Organizations (CBOs)
- Tribal Employment Rights Offices (TEROs)



Contact Information

Mega Construction Project Program

- Local Office: Boston District Office
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- OFCCP Customer Service Help Desk: (800) 397-6251
- OFCCP Megaprojects webpage:
www.dol.gov/agencies/ofccp/Mega-Construction-Project-Program

