



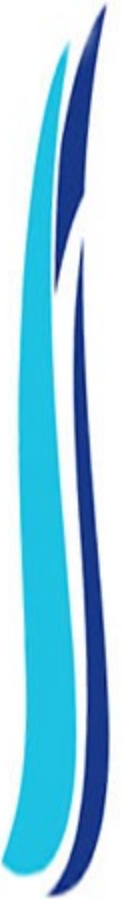
OFFICE OF FEDERAL CONTRACT
COMPLIANCE PROGRAMS
OFCCP
U.S. DEPARTMENT OF LABOR

A background image of a construction site at dusk or dawn. In the foreground, three construction workers in hard hats and safety gear are silhouetted against the bright sky. Behind them, a large tower crane stands tall, and a building under construction is visible in the background. The sky is a mix of orange, yellow, and blue.

M E G A
CONSTRUCTION
PROJECT PROGRAM

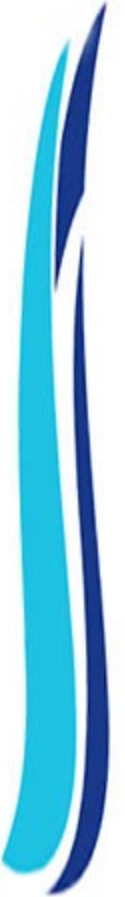
Introduction to OFCCP

- 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



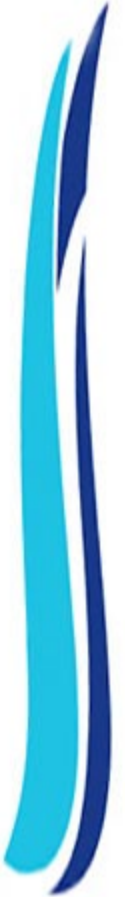
What Does OFCCP Do?

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



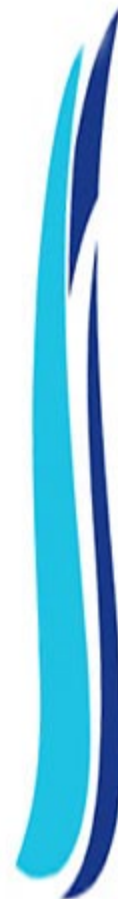
Mega Construction Project Program

- 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



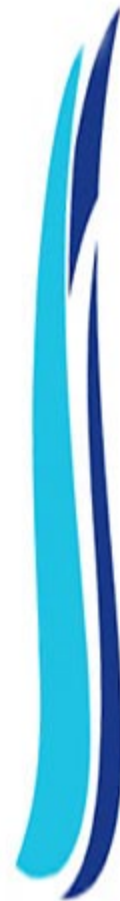
Megaproject Benefits

- 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



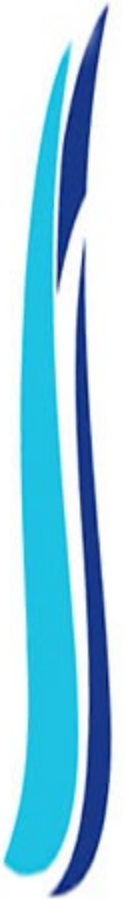
OFCCP's Responsibilities

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



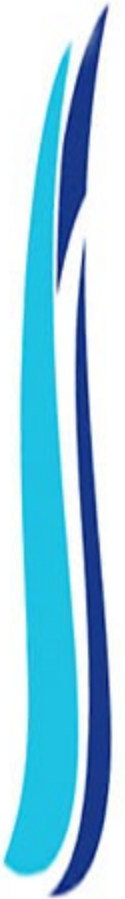
Prime Contractor

- 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)

