



NORTH CAROLINA
Department of Transportation

NCDOT Transitional Work Pilot Program

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April 1, 2025

Connecting people, products and places safely and efficiently with customer focus, accountability and environmental sensitivity to enhance the economy and vitality of North Carolina

Today's Agenda

- 1) Introductions
- 2) Executive Order (EO) 303
- 3) NCDOT Programs Supporting (EO 303)
 - a) DAC/DMV Partnered Re-Entry Credential Issuance Program
 - b) On the Job Training (OJT)
 - c) Transportation Apprenticeship Program
- 4) Center for Employment Opportunities (CEO)
- 5) Update on Transitional Work Pilot Program
- 6) Q&A

NCDOT Overview

Highways, Modes and DMV



Highways



Modes



DMV

- 2nd largest system in the U.S
- 81,000 state-maintained road miles
- 18,000 bridges and culverts

Four Modal Divisions

- ❖ Aviation
- ❖ Ferry
- ❖ Integrated Mobility
- ❖ Rail

- 10.6 million registered vehicles
- 7.5 million licensed drivers
- Real ID Starts is May 7, 2025

Executive Order 303

Executive Order (EO) 303

- Governor Cooper's Reentry Initiative
- Established a unified approach to improving education, rehabilitation, and reentry services for incarcerated and formerly incarcerated people in North Carolina.
- It directed the NC Department of Transportation (NCDOT) to expand work release and employment opportunities for incarcerated and formerly incarcerated people.
- NCDOT and Center for Employment Opportunities Work Force Program (CEO)

NCDOT Programs Supporting EO 303

- A. DAC/DMV Partnered Re-Entry Credential Issuance Program
- B. On the Job Training (OJT)
- C. Transportation Apprenticeship Program (TAP+)

NC DMV – DAC Reentry Program

Purpose of the Reentry Program

- More than 15,000 individuals reenter society yearly
- Governor Cooper's Reentry Initiative: DMV and DAC partnership
 - Issue state Identification Cards to eligible offenders prior to release
 - State identification cards are necessary for individuals to access healthcare, employment, housing, and other services



Eligibility Criteria

- Is 17 years of age or older
- Is not in DPS-DAC custody as a pretrial detainee, also known as a "safekeeper"
- Is not a convicted sex offender
- Incarcerated for 8 years or less
- 120 days or more prior to release date or parole eligibility date
- Verified North Carolina address after release
- NC DMV state-issued credential card within eight years prior to the date of the present application

Reentry Operation: Manual Pilot Phase Cont'd.

Process:

➤ DAC:

- Identify and screen potential participants
- Verify participants' addresses upon release
- Submit State Identification Information Requisition (SIIR) forms to DMV via secure electronic mail

➤ DMV:

- Reviewed records to confirm participants' eligibility
- Issued ID cards for eligible participants
- Vendor printed and delivered cards to DMV Raleigh Central Services (RCS)
- DAC took custody of cards for distribution

- **Outcome:** Successful but labor intensive

Highlights of Program

- Reentry Automation Operations (August 2023)
- Total credentials requested to date: **2,565**
- Total credentials issued to date: **1,575**
- Issuance trends: The average number of successful issuances **peaked in October 2024** and has since **held steady** at approximately **137 per month**.
- Success rate: **Over 60%** of requested credentials have been successfully issued.

On the Job Training (OJT)

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OJT Program Manager
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Highway Construction Trade Academy (HCTA)



- 2-4 week training academy
- Credentials
 - OSHA
 - Work Zone Flagger
 - CPR / First Aid
 - Pre-Apprentice
- Hands-on Skills
 - Heavy Equipment Operation
 - Basic Carpentry
- Soft Skills
- Advance Training
 - Concrete Plant Operator
 - CDL Permit Prep
 - Bridge Carpentry

Transportation Summer Accelerator (TSA)



- 2-week summer training + work-based learning
- Credentials
 - OSHA 10
 - Work Zone Flagger
 - CPR / First Aid
 - Pre-Apprentice
- Hands-on Skills
 - Heavy Equipment Operation Simulators
 - Surveying
 - Field Trips
- Soft Skills
- Monthly Activities

Continuous Improvement Projects



- Incorporating more NCDOT Units
 - Signal Technology
 - Roadside Environmental
 - Hydraulics
- Course credits
 - Pre-apprentice
 - Work-Based Learning
- Stipends
 - Time in Training
 - Transportation
- New Partnerships
 - Correction Enterprises (Re-entry)
 - Our Journey (Re-entry)
 - Opportunity Youth Academy
 - NC Business Committee for Education (youth)
 - Housing Authority

Transportation Apprenticeship Program (TAP+)

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TAP+ Program Manager
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TAP+ Program Summary

- Received Apprenticeship NC approval in May 2023
- Focuses on generating workforce pipeline
 - Engineering Technician I
 - Transportation Worker
- Training includes
 - On the job training
 - Classroom instruction



TAP+ Benefits

- Healthcare, retirement, paid time off & sick leave
- Earn while you learn
 - Engineering Technician I
- Guaranteed pay increase every 1,000 hours worked
- Get paid to prepare for yourself for a great career

TAP+ Engineering Technician I



Apprentice

- 4,000 hours of on-the-job training
- Community College Training / Civil Engineering & Geomatics Technology

Requirements

- High School Diploma
- Enrolled in a community college (8 available)
 - Civil Engineering AAS or Geomatics Technology AAS



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Center for Employment Opportunities

Tiffany Miller
Charlotte Director

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Center for Employment Opportunities

About Us

Our Mission

Center for Employment Opportunities (CEO) provides immediate, effective, and comprehensive employment services exclusively to people recently released from incarceration.

CEO currently operates in 30 cities and is dedicated to ensuring that justice-impacted job seekers have opportunities to achieve socioeconomic mobility.



Our Vision

Our vision is that anyone with a recent criminal history who wants to work has the preparation and support needed to find a job and stay connected to the labor force.

Our Program Model



Job Readiness Training

We prepare people for success in the workplace.



Transitional Employment

We provide immediate paid work experience.



Job Coaching & Placement

We connect talented employees with quality employers.



Advanced Training

We offer opportunities to increase our participants earning potential.



Retention Services

We provide ongoing support to ensure our participants succeed.

Retention Programs

Empowerment
&
Classes

- Conflict resolution
- Resume & Digital Skills
- Self-Care Workshops
- Networking Events
- Monthly Newsletter
- Celebrate & recognize participants

Training

- Flagger Training

Additional Services

- Retention coach / specialist
- Job Coach

Contact Us!



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Transitional Work Pilot Program

Division 10

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Pilot Contract with CEO

Contract Services

- Litter and debris removal / general services
- Traffic Control
- Clean Up Mowing Services

Contract Length 1-year contract *(Two (2) add one-year renewal options)*

Contract Amount \$420,000 (paid 27.5%)

Work Orders

- #1 Litter and debris removal
- #2 Traffic control / general services

Task #1 - Litter and Debris Removal

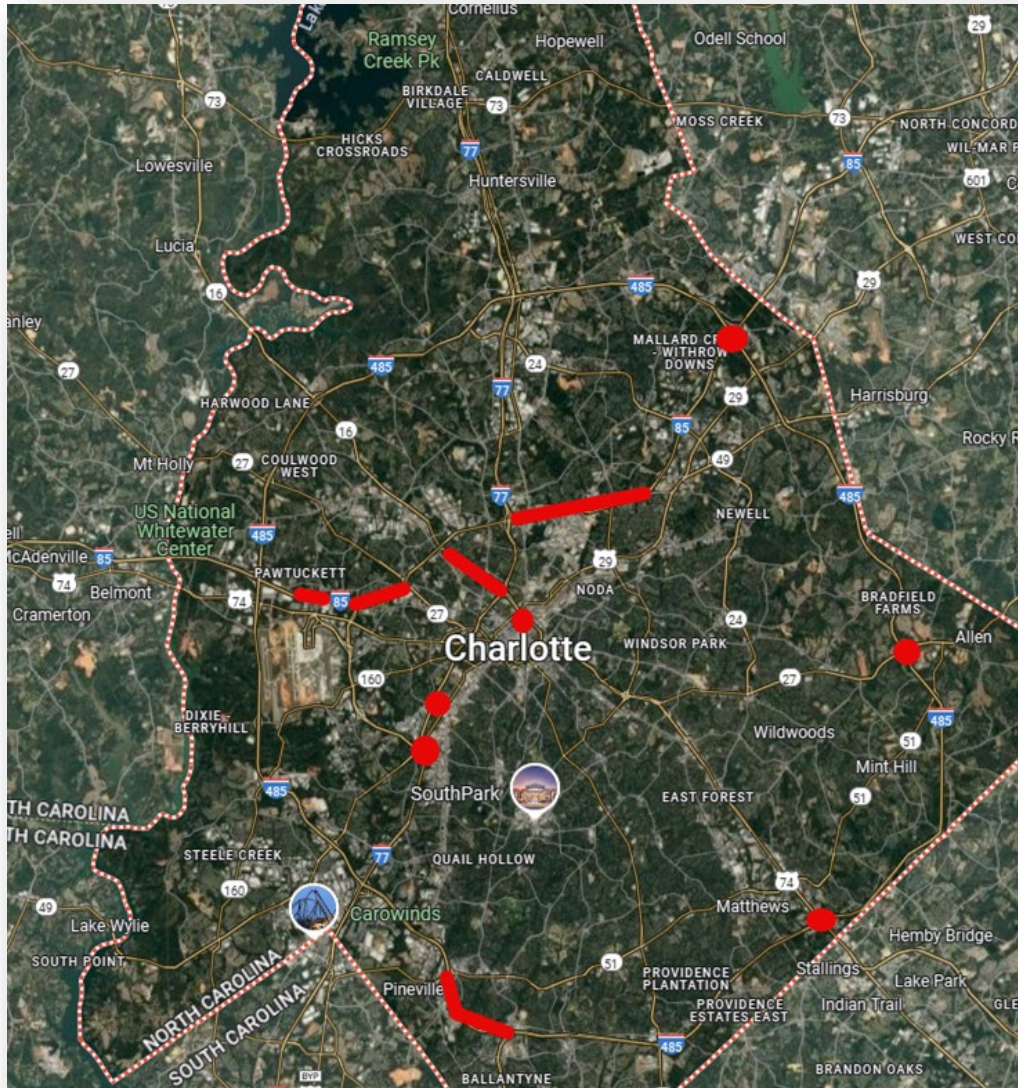
Contract Invoicing \$63,500

Work Crew 1 supervisor and 3 staff

- Services
- Litter and vegetation removal behind noise walls at edge of right-of-way
 - Assist with cleaning homeless camps

- CEO Staff
Performance
- Great job ethic
 - Worked under all weather conditions
 - Gauge future talent

Task #1 - Litter and Debris Removal



Task #2 - Traffic Control & General Labor Services

Contract Invoicing \$52,300

Work Crew 1 supervisor and 3 staff

- Services
- Flagging vehicles during maintenance work
 - Roadway crews / potholes
 - Snow and ice operations
 - Visibility intersection issues

- CEO Staff Performance
- Great job ethic
 - Worked under all weather conditions
 - Gauge future talent

Task #2 - Traffic Control & General Labor Services



Contact Us

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Thank you!

