



INDIANA DEPARTMENT OF TRANSPORTATION

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Mike Braun, Governor
Lyndsay Quist, Commissioner

July 25, 2025

To: All On-the-Job (OJT) Training Program Participants

RE: 2025 INDOT OJT Program Goals

INDOT is in its pilot year of implementing updated federal requirements for the OJT program. These updates were required by the Federal Highway Administration (FHWA) as part of an overall review of all DOT participants in the federal OJT program in 2024. 2025 was the first year that INDOT was required to submit an annual goal methodology. The OJT annual goal methodology used to set goals for 2025 created higher annual goals for both the total hour requirement and the overall number of trainees.

INDOT encourages all contractors to continue to document recruitment efforts made in 2025 for submission with the OJT annual report. Contractors are required to submit at the end of the year. We anticipate additional good faith efforts will be documented as a part of the Contractor annual report submission due to the higher annual hour and trainee goals. For the 2025 pilot year, INDOT will take no administrative actions, and no prequalification referrals will be issued as we work together to calibrate the program.

Timely and continuous feedback from program participants is encouraged and needed to evaluate the pilot year requirements and continuously improve the OJT program. Comments and goal methodology suggestions can be submitted in writing anytime to OJT@indot.in.gov. Feedback will be reviewed, and the OJT annual goal methodology will be re-evaluated prior to its submission to FHWA in November 2025. If a revision is submitted and approved by FHWA, a revised annual goal methodology would be in place for the 2026 OJT program.

Please direct any program-level questions to Sarah Mobley (smobley1@indot.in.gov) and Katie Daniels (kdaniels2@indot.in.gov).