



Compensation Guidelines

Compensation and training costs for interns and trainees are the responsibility of the contracting design, right-of-way, or construction firm. While the RoadWise Program does not dictate the dollar amount of compensation to be paid to the participants in the program, it is expected that wages will be paid on a competitive scale, but no less than the federally mandated minimum wage.

Construction/Construction-Related Firms

According to CC RoadWise guidelines for compensation under the Training Special Provision requirements, trainees in highway construction and construction-related activities should be paid as follows:

1. 60% of the appropriate minimum rate specified in the contract for an employee meeting full-fledged industry standards for that classification, for the first half of the training period.
2. 75% of the appropriate minimum rate specified in the contract for an employee meeting full-fledged industry standards for that classification, for the third quarter of the training period.
3. 90% of the appropriate minimum rate specified in the contract for an employee meeting full-fledged industry standards for that classification, once the training is completed.
4. 100% of the appropriate minimum rate specified in the contract for an employee meeting full-fledged industry standards for that classification, once the training is completed.
5. If the percentages noted in 1 through 4 above result in a wage rate less than the fair wage minimum established by the Fair Wage Standards Act, the fair wage minimum will apply.
6. The contractor will provide the same workweek and overtime benefits for the trainee as are provided for skilled operators and craftsmen. Where overtime hours are used for OJT, they will be credited to the accumulated training hours as the actual hours worked.