



## **OFCCP Mega Construction Project Program**

### **Quick Reference Guide**

OFCCP's Mega Construction Project (Megaproject) Program fosters equal opportunity in the construction trades workforce of federal contractors and subcontractors on large federal construction projects. Projects eligible for designation as Megaprojects are valued at \$35 million or more in funding, some part of which must be federal funding, and are expected to last for at least one year. Through the program, OFCCP focuses its resources on construction projects that have the greatest potential to make a positive economic difference in a community. OFCCP engagement can provide immediate impact on contractor and subcontractor recruitment and hiring practices in the construction trades and can help build robust applicant pools that include talented workers from underrepresented backgrounds.

When OFCCP designates a construction project as a Megaproject, OFCCP offers contractors and subcontractors extensive compliance assistance, conducts compliance evaluations, and fosters collaboration across the public and private sectors. From the earliest stages of a designated Megaproject, OFCCP engages a wide range of stakeholders in the community to remove hiring barriers and promote consideration of a diverse pool of qualified workers for jobs in the trades.

Because of this intensive, "front-end" approach, the Mega Construction Project Program has been an effective strategy for achieving greater contractor compliance with equal opportunity requirements and for increasing the representation of qualified workers from underrepresented groups in the construction trades.

#### **Megaprojects provide a structure in which OFCCP:**

- Conducts outreach and engages with prime contractors to regularly convene a broad range of stakeholders in Equal Employment Opportunity ("EEO") Committees. An EEO Committee is comprised of, but not limited to, the following stakeholders: the project funding agency, prime contractor, subcontractors, unions, apprenticeship and pre-apprenticeship programs, American Job Centers, worker centers, community colleges, Tribal Employment Rights Offices, Women's Apprenticeship and Non-Traditional Occupation grantees, and federal, state, and local government agencies. The EEO Committee identifies available employment opportunities and works to recruit and remove barriers to employment for applicants from underrepresented communities.
- Provides ongoing compliance assistance at the pre-bid and post-bid stage to prime contractors and subcontractors on their nondiscrimination and affirmative action obligations.

- Evaluates contractors' efforts to recruit and utilize talent from underrepresented backgrounds and to promote contractor compliance with anti-discrimination and affirmative action requirements.
- Promotes awareness of eligibility for Indian preferences where projects are located on or near Indian reservations and foster outreach to workers in these communities.

This document is designed to provide Funding Agencies (FA) with access to OFCCP resources that will foster contractor compliance with OFCCP's authorities and regulations.

### References:

- [OFCCP Official Website](http://www.dol.gov/ofccp), www.dol.gov/ofccp
- [Compliance Programs \(Construction\)](http://www.dol.gov/agencies/ofccp/construction), www.dol.gov/agencies/ofccp/construction
- [Regulations Governing Construction Contractors](http://www.ecfr.gov/current/title-41/part-60-4), www.ecfr.gov/current/title-41/part-60-4
- [Construction Technical Assistance Guide](http://www.dol.gov/sites/dolgov/files/ofccp/Construction/files/ConstructionTAG.pdf)  
www.dol.gov/sites/dolgov/files/ofccp/Construction/files/ConstructionTAG.pdf
- [Construction Compliance Frequently Asked Questions](http://www.dol.gov/agencies/ofccp/faqs/construction-compliance),  
www.dol.gov/agencies/ofccp/faqs/construction-compliance
- [Best Practices for Construction Contractors and Subcontractors](http://www.dol.gov/agencies/ofccp/compliance-assistance/outreach/resources/construction-best-practices),  
www.dol.gov/agencies/ofccp/compliance-assistance/outreach/resources/construction-best-practices
- [Notification of Construction Contract Award Portal \(NCAP\)](http://www.dol.gov/agencies/ofccp/ncap),  
www.dol.gov/agencies/ofccp/ncap
- [Notification of Construction Contract Award Portal \(NCAP\) Frequently Asked Questions](http://www.dol.gov/agencies/ofccp/faqs/Notification-of-Construction-Contract-Award-Portal), www.dol.gov/agencies/ofccp/faqs/Notification-of-Construction-Contract-Award-Portal
- [Employment Resource Referral Directory](http://www.dol.gov/agencies/ofccp/compliance-assistance/outreach/errd), www.dol.gov/agencies/ofccp/compliance-assistance/outreach/errd
- [Apprenticeship Resources for Construction](http://www.apprenticeship.gov/apprenticeship-industries/construction), www.apprenticeship.gov/apprenticeship-industries/construction
- [Equal Employment Opportunity Posters](http://www.dol.gov/agencies/ofccp/posters), www.dol.gov/agencies/ofccp/posters