

On-The-Job Training

On the Job Training (OJT)

On the Job Training (OJT) is a method of providing individualized occupational skills training for Dislocated Workers and Low Income Adults.

The goal of the OJT program is to place participants in occupations that will enhance their prospects for long-term employment and will ultimately permit them to become self-sufficient.

OJT involves the acquisition of specific skills and employment competencies, through exposure in an actual work setting, to the processes, work tasks, tools and methods of a specific job or group of jobs.

It is a “hire-first” program in which the employer, either public or private, enters into an agreement with the Career Center to hire, train, and retain the individual upon successful completion of the training program. Through this program, businesses may be reimbursed up to 50%, of the new employee’s wages while they are in training. (for 4 weeks)

Because it is a “hire-first” program, OJT is only available to participants whose goal is immediate employment.

- Participants receive no less than \$10.50 hour
- Training participants must meet WIA eligibility criteria (see Eligibility below)
- Employers must be established businesses with workers compensation insurance, pay unemployment taxes, & participate in E-Verify
- Participating employers receive a reimbursement to cover the extraordinary costs of training and supervision as well as to compensate for expected lower productivity of the trainee vs. a more experienced employee

OJT Trainee Eligibility:

In order to meet WIA eligibility requirements for OJT, potential trainees must be identified as economically disadvantaged Adults or must qualify as a Dislocated Worker.