

HOW WIOA On-the-Job Training Can Benefit Your Business

There are substantial advantages for both employees and employers alike.

On-The-Job Training (OJT) is Cost Effective

OJT benefits companies by ensuring employees have the right skills and knowledge to carry out their roles safely and competently. Businesses may be reimbursed for up to 75% of the new employee's wages and the extraordinary costs of the training for up to six months.

OJT Reduces Employee Turnover

OJT draws on the expertise and knowledge of other members of staff through job shadowing and coaching. This helps employees feel motivated and valued.

OJT Saves Time

OJT is a time and cost-effective way of undertaking training that can be tailored to address the individual needs of each employee and employer. Workers also earn while they learn.



On-the-job Training is for Businesses Who:

- Operate year round
- Enjoy low employee turnover
- Pay an hourly wage or salary equal to or more than minimum wage
- Realize the benefits of investing in your employees
- Employ one or more workers

What is OJT?

- On-the-Job Training is a “hire-first” program where the employer agrees to hire, train, and retain the individual upon successful completion of the training program.
- Typically, OJT training is conducted by an experienced employee or professional hired trainer.
- OJT provides employers with a way to have new employees gain specific skills and employment competencies through supervised experience.



How does it work?



- We match qualified applicants with approved job openings and work with you to design a training plan that meets your needs.
- Workers learn the processes, work tasks, tools and methods of a specific job or group of jobs in an actual work setting.
- The worker earns a wage and you get reimbursed a percentage of wages during the OJT period.

If you would like additional information on our OJT program, please contact:

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How do applicants qualify?

Applicants can be pre-qualified by our office and referred to you.

“OR”

You can send applicants to us for eligibility screening. We’ll notify you if they qualify.