

Advantages To Using The OJT Program

- Reduce employers costs to advertise and recruit job seekers.
- Employers retain control of hiring, employment and discharge decisions; agrees to provide the participant with all the benefits provided to other employees during the training period.
- Employers design the training plan.
- Provides employers with quick job seeker referrals.
- Cuts employers wage costs during the training period.
- May be a single placement, or multiple placements.

OJT Program Types

Adult OJT

OVR OJT

Young Adults OJT

Goals Of OJT

- Assist PA CareerLink Participants in obtaining employment.
- Bridge the gap between the participant's current skills employers are looking for.
- Promote self-sufficient and career advancement: allow OJT participant trainee to secure employment with wages equal to, or exceeding, the region's self-sufficiency level.
- Participant remains with the employer after training, with at least 30 hours of employment per week.



218 N. Kimberly Ave.
Somerset, PA 15501

Phone: 814-445-4161

Fax: 814-445-3913

TTY: 814-444-5814

E-mail: virodrigue@pa.gov

Equal Opportunity program / Auxiliary aids and services are available upon request to individuals with disabilities

INFORMATION



UPTO 75% REIMBURSTMENT

ON-THE-JOB TRAINING PROGRAM

Program Purpose

*Eligible candidates to gain the knowledge and skills necessary for long-term, meaningful employment. Employers are reimbursed for the extraordinary costs of training individuals who do not possess all the skills required at the time of hire.

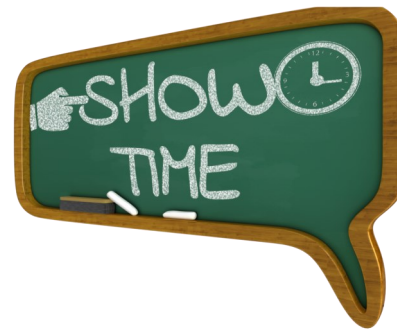
Major Requirements Of The OJT Program

- The maximum length of an OJT is six months.
- Employers are reimbursed for a minimum of **75%** of the training wage, for a maximum of 960 hours: depending on the amount of training required and based on the availability of funding.
- Hire date and start date of OJT must be the same.
- OJT participants are treated in the same manner as all other employees, (wage, opportunity for advancement etc.)
- Employer assumes payroll responsibility.
- Participant must attain a WorkKeys® Career Readiness Certificate.
- PA Careerlink® requires a minimum of 14 business days to process and secure final approval from Southern Alleghenies Planning & Development Commission.

***WIOA eligibility and suitability required**

Testimony

I am using the On The Job Training Program to provide help with assistance with marketing and social media for Rockwood Mill Shoppes & Opera House. This program has provided me with knowledgeable personnel and financial assistance to hire that personnel. I am glad that Hospitality venues was added to the OJT program.



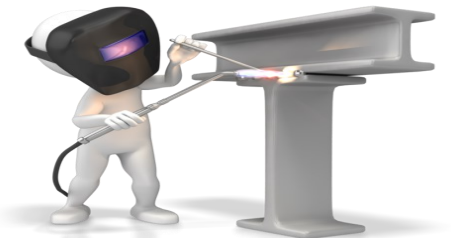
Judy Pletcher
Rockwood Mill Shoppes & Opera House

Testimony

ITI Trailers and Truck Bodies, Inc. has taken advantage of the On-The-Job Training Program since the summer of 2014. We found the services of the program to be beneficial to the company and the employees we enrolled.

The 960 training hours provided for each employee gives the company the opportunity to work with employees in each area of job specific training and the details of the job expectations are able to be monitored to best suit the employee and the company needs.

To date, each employee we have in the OJT program and those who have completed the training are productive and ITI has benefitted not only in the increase of the workforce, but in the cost effectiveness of providing training and then receiving knowledgeable and skilled workers.



OJT is a program of purpose that has enhanced the employer's ability to hire and train individuals who want to be part of our industry.

Thank you.

Jan K. Firl, Office Mgr.

ITI Trailers and Truck Bodies, Inc.