

# On-The-Job Training (OJT)

On-the-Job Training (OJT) offers wage reimbursement to employers for hiring and training employees through San Joaquin County WorkNet. Employers can reduce their personnel costs, save money and valuable time by taking advantage of the On-the-Job Training program.

- Employers inform WorkNet of the qualifications required for the job.
- WorkNet will pre-screen all applicants to ensure that they meet the company's standards and the minimum requirements.
- WorkNet's screening and referral process saves time and resources.
- The selection and hiring decision is always left up to the employer.
- WorkNet does not charge Employers for services.
- There is very limited paperwork.

## The OJT program helps employers save money by:

- Reducing the need for expensive help-wanted advertisements;
- Cutting the time and expense of applicant screening; and
- Offsetting the cost of training new employees.

Through the OJT program an employer can be reimbursed for a portion of their new employee's wages, during training, up to 50 percent.

## Minimum Requirements:

- Position must be full time 32 to 40 hours a week
- Job must be Permanent
- Pay must be at \$17.00 per hour or more

**OJT participant must not displace another worker and all other workers in the Job Class and must start at the same pay as others.**



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\*This WIA/WIOA Title I-financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.\*

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