

On-the-Job Training

On-the-Job Training (OJT) is training by an employer that is provided to a paid participant while engaged in productive work in a job that:

- provides knowledge or skills essential to the full and adequate performance of the occupation
- provides reimbursement to the employer for the costs of providing the training and additional supervision related to the training
- is limited in duration as appropriate to the occupation for which the participant is being trained

Employer Requirements:

- Be operating in Lorain County, or employing a Lorain County resident
- Current on all state and federal obligations (e.g. tax liabilities, licensure requirements, etc....)
- Have appropriate Workers Compensation insurance in place for all trainees
- Trainees shall be provided pay, benefits and working conditions at the same level and to the same extent as other employees similarly employed
- Commitment to retaining individual in full-time employment upon completion of the OJT

Employee Eligibility:

- Must meet eligibility for Adult or Dislocated Worker program
- Be 18 years old or older and legally authorized to work in the U.S.
- Be properly registered for the Selective Service (for males 18 years of age or older born after January 1, 1960)

Program Details:

- Maximum training period six (6) months
- OJT funds capped out at \$10,000 per eligible trainee
- Contract determined by multiplying number of training hours by hourly wage at 50%
 - Example: 1000 hours of training * \$15.00/hour = \$15,000.00 * 50% = \$7,500.00 OJT Contract
- First half of agreed contract payable upon completion of training
- Second half of agreed contract payable after 90 additional days of continued employment after completion of training

For more information on OJT, or to see if your business may benefit contact:

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