

ON-THE-JOB TRAINING

SC WORKS TRIDENT
americanjobcenter® | A PROGRAM OF BCD C O G



@scworkstrident

scworkstrident.org

“ *The On-the-Job Training (OJT) Program is designed to help stimulate the economy and help employers cultivate the skilled workers they need* ”

A PROFITABLE PARTNERSHIP

WIOA reimburses employers up to **50%** of a trainee's wages during the period of time required

REQUIREMENTS EMPLOYERS MUST HAVE:

- Worker's Compensation and General Liability Insurance
- South Carolina Unemployment Insurance account number or proof of exemption
- Internal Revenue Services (IRS) Identification Number

WHAT ARE THE ADVANTAGES OF THE OJT PROGRAM?

- The employer/company makes the training decisions
- OJT is tailored to the needs of the employer and the company
- The length of training will depend on the complexity of the job and the experience of the selected trainee (not to exceed 26 weeks)
- Subsidized wages
- The employer decides if the trainee is a good fit for the company and vice versa
- The OJT participant is able to familiarize themselves with the company culture

WIOA AND THE OJT PROGRAM

The Workforce Innovation and Opportunity Act (WIOA) is a federally funded program which was established to increase the number of skilled workers in the region. Workforce training, as well as other services, are offered through several programs that are designed to help provide better educational and occupational skills within the workforce. These result in increased employment and earnings throughout the region.

As part of the WIOA, the On-the-Job Training (OJT) Program, offers employers the opportunity to hire eligible individuals who are trained specifically for their company's needs. The trainee learns the company's procedures and requirements while using the tools and equipment which are required for the job. They learn the different aspects of their new job while engaged in productive work as outlined in a jointly created training plan. In addition, employers retain the right to hire and fire based on the trainees performance.

OJT HAS PROVEN ITS BENEFITS TO EMPLOYERS TIME AND TIME AGAIN!!

SC WORKS TRIDENT ALSO PROVIDES:

Skills Assessment | Applicant Screening | Referral of Qualified Applicants

FOR MORE INFORMATION CONTACT:

AMBER GANT

Tel: 843.574.1860

Cell: 843.964.4469

Email: amberg@bcdco.org

The OJT contract **MUST BE** executed prior to an eligible, WIOA participant beginning work.

Once a WIOA participant is hired and has begun work an OJT contract can no longer be put into place!



An Equal Opportunity Employer/Program. Auxiliary Aides and Services are Available upon request.

For program funding details in compliance with the Stevens Amendment, please visit www.scworkstrident.org/