

# Support Service

## What is OJT?

On-The-Job Training (OJT) assists employers with the cost of hiring and training new employees. It is funded through the federal Workforce Investment Act (WIA) and administered through the Massachusetts One-Stop Career Centers. It enables employers to hire new employees (who are active members of the career centers) and train them at their place of business, while being reimbursed a percentage of the new employee's wages during training. OJT addresses a skills gap that exists for many jobseekers. Typically, a jobseeker may have all or some of the basic requirements for a particular occupation, but he/she may lack current or specific skills required by the employer. The program custom designs a training plan that addresses both the jobseekers' and the employers' needs. The length of the OJT depends on how long the employer believes it will take for that employee to be proficient (little to no supervision) at that job. It can be as short as one month or as long as six months. OJT gives the employer a pool of pre-screened applicants and the opportunity to bring on employees that are eager to learn new or upgraded skills. The jobseeker chosen for the program gains hands-on knowledge in a real world environment as a paid employee of the company. The employer will gain a new employee who not only has the current skills, but is also a good fit for the organization.

For more information, please contact Ethan Brown at 508-373-7612.