

# ON-THE-JOB TRAINING (OJT)

Incentive for Businesses to  
Hire and Train Workers

## What is On-the-Job Training (OJT)?

OJT program gives businesses an incentive to hire and train individuals in full-time, skilled occupations. The OJT program matches businesses with qualified job seekers who are eager to work, but need the specialized training only an employer can supply. In exchange, Monterey County Workforce Development Board agrees to reimburse the business for a portion of their wages to cover part of their training expenses. The MCWDB repays the business up to 50% of the trainee's starting wage for a set period while the trainee masters the required skill.

## How can employers get involved with an OJT Program?

In general, an OJT program will require that a business:

- ◆ Have a physical location in Monterey County
- ◆ Commit to hiring Monterey County residents
- ◆ Offer positions in full time employment (32 hours a week)
- ◆ Provide wages of at least \$14/hour
- ◆ Complete training in 6 months or less

## How to Apply for the OJT Program

To apply for the OJT program, businesses can call 831.755.5393 and speak to Jerry Hernandez or email [Hernandezj1@co.monterey.ca.us](mailto:Hernandezj1@co.monterey.ca.us).

### Benefits to Employers:

- ◆ Free screening, assessment and applicant referral
- ◆ You decide whom to hire
- ◆ You determine job performance standards
- ◆ Partial wage reimbursement during the training period
- ◆ Customized training, your way
- ◆ Simple process, minimal paperwork
- ◆ OJT programs can be developed for most skilled and semi-skilled jobs

### Benefits to Employees:

- ◆ Skills attainment
- ◆ Earn as they learn
- ◆ Job coaching
- ◆ Employment