

PIEDMONT TRIAD REGIONAL

WORKFORCE DEVELOPMENT BOARD

On the Job Training (OJT)

The Piedmont Triad Regional Workforce Development Board provides support for employers by offering work-based learning opportunities such as On-the-Job Training (OJT). An OJT is a viable pathway for workers seeking to transition to new, skilled employment. For employers, an OJT offers the opportunity to offset initial training costs to fill skilled positions while building organizational productivity as the employee learns job duties.

Contract Specifications

- OJT Contracts are limited to the time required for the employee to become proficient in his/her job and cannot exceed six months.
- Business Services Coordinators will develop an individualized training plan with the employer prior to hire.
- Wage reimbursement is 50% of the trainee's starting salary (minimum starting salary is \$15 per hour) with the maximum reimbursement per trainee capped at \$4,000.

Candidate Qualifications

- The individual should possess some experience along with a clearly identified skill gap between their current knowledge and the desired position.
- The individual must be willing to dedicate up to six months of their time to become fully competent in all job skills related to the position as outlined in the customized training plan.

The Piedmont Triad Regional Workforce Development Program is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities.