

On-the-Job Training (OJT)

Businesses Incentive to Hire and Train Workers

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

An OJT program helps unemployed job seekers re-enter the workforce and gives businesses an incentive to hire and train them 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 OJT programs, the business agrees to hire workers and train them in measurable skills. In exchange, the local America's Job Center of California (AJCC) in Monterey County agrees to reimburse the business for a portion of their wages. The AJCC repays the business up to 50 percent of the trainee's starting wage, for a set period that the trainee needs to master the required occupational skills.

As part of the OJT program, businesses may receive funds to help cover part of their training expenses.

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 (profit or nonprofit)
- Be in business in Monterey County for more than 120 days (4 months)
- Commit to hiring Monterey County residents
- Keep workers on the payroll for at least one year after they complete the OJT
- Offer positions in full-time employment (35+ hours per week)
- Provide wages of at least \$10/hour for the position (excluding commission, tips or bonuses toward base salary)
- Complete occupational skills training in 6 months or less

OJT will not cover:

- Intermittent, part-time (less than 35 hours per week) and seasonal occupations
- Occupations requiring a specialized degree, certification or license
- Participants who start OJT without prior approval

How to Apply for the OJT Program:

To apply for the OJT program, businesses can call (831) 796-3387 and ask to speak to a Business Services Representative or email Wookx@co.monterey.ca.us.