

Don't let the cost of hiring and training hold you back from growing.

Worksource Oregon Lane is offering \$5,000 towards hiring and training new employees*

*Terms and conditions apply. See the back of the flyer for details.



On-The-Job Training

OJT helps businesses train skilled, productive workers. An On-The-Job Training stipend can offset the costs of training new employees who meet Workforce Innovation and Opportunity Act (WIOA) eligibility guidelines.

General Parameters

Under an established OJT agreement between WorkSource Oregon Lane and an employer, a training plan for the employee and a wage reimbursement amount for the employer are agreed upon.

Let's Move Forward







Training and developing your employees is vital to the success of businesses everywhere, especially now as we recover from the effects of a global pandemic.



General Parameters of OJT

Specific terms and conditions of the Worksource Oregon Lane On-The-Job Training program are listed below

Under an established OJT agreement between **WorkSource Oregon Lane** and an employer, a training plan for the employee and a wage reimbursement amount for the employer are agreed upon. Although On-The-Job Training plans are specific to the trainee and tailored to the skill sets demanded by the job, below are elements common to all OJT plans.

<p>30 HOURS Job pays \$17/hour or more and provides at least 30 hours of work a week.</p>	<p> Employer cannot have any employees in a layoff status from the same or substantially equivalent position. This is a regulatory requirement.</p>
<p>16 WEEKS Limit of \$5,000 per training plan, Minimum training duration of 8 weeks; maximum of 16 weeks.</p>	<p> Employer must not have relocated from another market where employees were laid off in previous 120 days. This is a regulatory requirement.</p>
<p> Position must be permanent, expected to last at least one year.</p>	<p> Job provides a benefit package that includes at least medical insurance with an employer contribution toward premiums. Businesses in Lane County with fewer than 50 employees (includes temporary employees) and the OJT job pays a minimum of \$20.00 an hour will be exempt from this standard</p>
<p> If the job is covered by a collective bargaining agreement, it must have written concurrence.</p>	<p> Exceptions may be made on a case-by-case basis (except for regulatory requirements).</p>

***Business partners are reimbursed 50% of the wage paid to the OJT trainee up to a maximum of \$5,000.**



Ready to move forward with OJTs?

If you have a position that meets these guidelines and are interested in learning more about OJT possibilities, please contact:

Nicole Desch - VP of Business & Workforce Development
nicoled@collaborativeEDO.org

Caitlin Little - OJT Specialist
caitlin.little@lanecountyor.gov

Christy Cameron - OJT Specialist
christy.cameron@lanecountyor.gov



On-The-Job Training is just one tool in the toolbox. **CollaborativeEDO and WorkSource Oregon Lane do so much more to help businesses grow!**

Sponsored by Lane Workforce Partnership

An Equal Opportunity/Affirmative Action employer. Auxiliary aids and services are available upon request to individuals with disabilities.