

American Job Center®

Business Services

Serving Rock Island, Henry, and Mercer Counties

On-the-Job Training (OJT) is a “hire-first” program. The business agrees to hire, train, and retain the individual upon successful completion of the training program. Workers have the opportunity to earn and learn. Workers learn the processes, work tasks, tools and methods of a specific job or group of jobs in an actual work setting.

How Does It Work?

OJT provides employers with a way to have new employees gain specific skills and employment competencies through supervised experience. Workers learn the processes, work tasks, tools and methods of a specific job or group of jobs in an actual work setting.

- We match qualified applicants with approved job openings.
- We work with you to design a training plan that meets your needs; you may be able to use an existing proprietary training plan.
- You get reimbursed a percentage of wages during the OJT period.
- May support Apprenticeships.

On-the-Job Training is for Businesses that:

- Operate year round
- Enjoy low employee turnover
- Pay an hourly wage or salary equal to or more than minimum wage
- Realize the benefits of investing in their employees
- Employ one or more workers

OJT Provides:

- Hands on training,
- Payment to offset training costs,
- Opportunity to train employees your way,
- Investment in your company; and
- Workers earn and learn.