



## Employer Training Solutions

### On-the-Job Training

- WIA can reimburse an employer up to 50% of an employee's wages.
- Each OJT opportunity is tailored to meet the specific training needs.
- OJT's should link directly to targeted industries.
- Not less than 25 hours per week, not more than 40 hours per week.
- Not more than 26 weeks or 1040 hours.
- Minimum OJT wage is \$7.50 per hour. No upper limit.

### Customized Training

- Formal training provided by an institution designed to meet specific needs of an employer.
- Employers will assume at least 50% of the overall training costs.
- Commitment to permanently hire or retain employees upon successful completion.
- Appropriate purposes are new production or service procedures will be introduced or where training will upgrade incumbents into new jobs that require additional or expanded skill levels.
- WIA program eligibility **does** apply.

### Registered Apprenticeship

- Registered Apprenticeship is a full-time employment and training program that leads to a career.
- It requires learning a trade on-the-job under the guidance and direction of a skilled employee **and** supplementing that learning with related technical instruction.
- Typically the employer pays for the related technical instruction, but for a limited time under a special grant, the Department of Commerce can pay for the related technical instruction.
- The special grant is designed to expand participation in advanced manufacturing, energy, aviation, bio-science/animal health, professional services and value-added agriculture, construction and rural business succession.
- The special grant can pay up to \$1,250 per year, per participant for up to two years of related technical instruction.