



On-the-job training

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On-the-job training covers partial wages while participants learn the job

830 people received on-the-job training in FY 2012-13

The goal is long-term employment and wage increases

On-the-job training is a great way for people to learn new skills while earning a paycheck. For employers, it's an excellent alternative for finding qualified workers or getting help with training costs for a new employee. On-the-job training opportunities through programs offered by the WorkSource system can reimburse an employer for those costs up to half of a new employee's wages during the training period.

On-the-job training is available to eligible individuals through two federally funded programs: the Workforce Investment Act (WIA) and WorkFirst (welfare-to-work). Military veterans also have access to on-the-job training opportunities through federal and state veterans programs. These services are available at local WorkSource centers, the state's career-services system.

In the July 2012-June 2013 fiscal year, 830 Washington residents participated in on-the-job training through WorkSource.

WIA on-the-job training

WIA provides funding for employment and training activities that help individuals gain or maintain employment and helps employers find the skilled workers they need. The goal of on-the-job training offered through WIA is to lead an individual to long-term employment and advancement.

Under WIA, on-the-job training is provided under a contract with an employer in the public, non-profit or private sectors. An employer hires an eligible WIA participant and provides occupational skill training on the job, in the classroom, or both. The participant receives wages and benefits equal to those performing the same or similar work for the employer. To compensate for the costs of providing the training, the employer is reimbursed for up to 50 percent of the wages paid to the employee. Training and reimbursement levels are limited to a pre-set period of time needed for the participant to gain the necessary skills to do the job.

To qualify for on-the-job training, an individual must be having trouble finding a job for which he/she is qualified, and the employer must be having a hard time finding applicants who are fully qualified. On-the-job training also may be appropriate for an employed individual who needs additional training to earn a self-sufficient wage. WIA on-the-job training was provided to 736 people in Washington during the July 2012-June 2013 fiscal year.

WorkFirst on-the-job training

WorkFirst is Washington's welfare-reform program designed to help low-income parents prepare for and go to work. Under WorkFirst, on-the-job training offers 32 to 40 hours per week of subsidized employment for parents receiving public assistance. The training is provided by an employer at the employer's place of business. Private companies and non-profit organizations are eligible to participate in WorkFirst on-

On-the-job training can help welfare clients gain skills and experience

the-job training. Public agencies also are eligible as long as they're not providing any services directly to the parent or family.

The goals are to get parents off of welfare, place them in full-time jobs and help them learn job skills that allow them to increase their wages over time.

WorkFirst on-the-job training may be combined with classroom training. Wages start at a minimum of \$9.32 per hour. Employers can be reimbursed for up to 50 percent of the total gross wages for regular hours of work and for pre-approved release time for classroom or skills training provided by someone other than the employer.

On-the-job training was provided to 22 WorkFirst clients during the July 2012-June 2013 fiscal year.

Veterans can use on-the-job training to learn how to apply military skills to civilian jobs

On-the-job training for military veterans

The WorkSource career-services system also can place military veterans into on-the-job training using programs such as the Veterans Administration's Vocational Rehabilitation & Employment Program and the Washington Department of Veteran Affairs' Veteran Innovations Program. Both programs help veterans apply skills that they gained in military service to civilian jobs. Veterans that qualify for these programs also are eligible for WIA and WorkFirst on-the-job training programs.

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