

## On-the-Job Training

### Details:

- 8-12 weeks of on-the-job training to be completed by December 2020
- New hires join the employer payroll as full-time, permanent employees and stay on after training.
- Employers vetted by Workforce Alliance and must offer positions with defined career pathways
- Business Services Team draws up a contract with each OJT employer to specify the skills to be acquired and the number of weeks of employment covered
- Employer reimbursed up to 75% of the wages paid to the new hire during training period
- Length of on-the-job training varies depending on the complexity of skills to be learned versus the skill level of the trainee
- Employers responsible for providing work spaces that comply with COVID-19 safety restrictions.

### Key Supports:

- Access to job support services during training period including transportation and child care support
- Laptop, software, and up to five months of internet access provided as needed to support online learning and/or work.
- Resume and work history of each candidate will be evaluated in order to make the best match with an employer
- Access to digital literacy training as needed

### Job Outlook:

Over the past five years, Workforce Alliance has placed 811 individuals through On-the-Job contracts with 281 employers throughout Connecticut. Information on specific employer needs is acquired through relationships with employers across all sectors with high demand for workers.

Targeted industries include health care, logistics, advanced manufacturing and IT. Placements will not be limited to these sectors to allow for flexibility to address emerging employer needs broadly as the economy emerges from the pandemic. Particular emphasis will be jobs with small businesses, women-owned businesses, and minority-owned businesses.

**Projected salary:** Projected wages depend on the level of the position and can range from \$15-\$35 per hour.



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