

On-the-Job Training

North Dakota Health and Human Services Vocational Rehabilitation

What is On-the-Job Training?

On-the-Job Training (OJT) is a structured learning experience designed to reimburse employers for the cost of training Vocational Rehabilitation (VR) clients to develop the skills required for the position.

Each OJT agreement can be individualized to fit a variety of your business needs.

This hands-on method of teaching is expected to decrease as the training progresses and the employee develops the required skill set.

The expected outcome of an OJT is permanent employment with valuable experience.

It's Easy to Expand your Workforce with a VR OJT!

1. Hire a VR client who is qualified for the job.
2. Complete the OJT agreement.
3. Place the new employee on your payroll and process their employment as you would with any new employee.
4. VR will pay the employer a training fee that equals the individual's hourly wage.

Benefits

- A more diversified workforce.
- The opportunity to expand or upgrade your workforce.

- Increased efficiencies in processes, resulting in financial gain.
- Training promotes job satisfaction. A recent survey indicates that 40 percent of employees who receive poor job training leave their positions within the first year.
- Minimal paperwork.

Contact us at 1-800-755-2745, 711 (TTY), or www.hhs.nd.gov/vr