

Tax Credits and Financial Incentives: On the Job Training (OJT) and Customized Job Training (CJT)

Description: OJT is training offered by an employer that is provided to a paid Workforce Investment Act (WIA) eligible participant while engaged in productive work in a job that:

- Provides knowledge or skills essential to the full and adequate performance of the job.
- Provides reimbursements to the employer of up to 50% of the wage rate of the participant for the extraordinary costs of providing the training that additional supervision related to the training.
- Is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the employment plan of the participant as appropriate.

This program will cover the following costs:

- Instructional costs, supplies, consumable materials, contracted services, and relevant costs related to job training for employees in CJT. A percentage of employees wages are given to OJT.

Restrictions: OJT Employers **must:**

- Be considered a "High Growth Industry" as defined by Three Rivers Workforce Investment Board
- Provide transferable skills
- Offer Sustaining Wages/Benefits
- Provide a "formalized" training program
- Have no previous OJT's that failed to provide continued long-term employment for an OJT participant with wages and benefits and working conditions equal to those provided to regular employees who have worked similar lengths of time doing the same type of work

For more information, please contact your local PA CareerLink office:

www.careerlinkpittsburgh.com

Phone 866-317-JOBS; TTY 877-889-JOB1

Source: Three Rivers Workforce Investment Board, <http://www.trwib.org>

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Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request. Requesting accommodations in advance helps to ensure that reasonable accommodations are available at the time service is provided. Phone: 866-317-5627; TTY 877-889-5621; www.careerlinkpittsburgh.com, click on "Reasonable Accommodations."