



**Joseph N. DiVincenzo, Jr., Essex County Executive**  
**The Board of County Commissioners**  
 and  
**The Essex County Department of Economic Development,**  
**Training and Employment**  
**Division of Training & Employment / Workforce Development Board**



# **We Train, You Pick, We Pay**

Get reimbursed for half the cost of training. Funds are available to help qualifying employers train new employees. You plan, organize and conduct the training at your workplace.

## **What is On the Job Training (OJT)?**

OJT is a federally-funded program that reimburses employers, up to 50% of the new employee's wages for a set training period. An OJT plan can be developed for any new direct hire regardless of department or skill level as long there is legitimate training involved.

## **Who selects the OJT trainees?**

You, the employer can ask Essex County WIOA Services to identify and refer candidates who meet the eligibility guideline. If the employer has already identified an individual they would like to hire, they can refer the applicant to Essex County WIOA Services for screening to determine if they are eligible for the program.

## **Who pays the employee during the training period?**

You do. We help offset training cost for the employee you've hired through reimbursement.

## **What are Transitional Jobs?**

Transitional Jobs offer a way for participants with barriers to employment (e.g. those who have experienced chronic unemployment, have a limited work history or have limited skills) to gain much-needed experience. Transitional jobs are limited in time and can be subsidized employment opportunities in the private, non-profit or public sectors.

## **Who selects the Transitional Jobs trainees?**

We do. The goal is to help individuals establish a work history, demonstrate work success and develop new skills that could lead to employment. With transitional jobs the training provider may be the employer of record but there is no requirement that the employer retains the individual upon completion of the transitional job, however, job retention is an ideal outcome.

## **Who pays the participant during training?**

We do. You provide the training site and we pay the participant's wages.

## **Essex County One-Stop Career Center**

**50 South Clinton Street, 2<sup>nd</sup> Floor**

**East Orange, NJ 07018**

**WIOA Services - 973-395-5936 / WIOA Youth Services - 973-530-9581**

*Putting Essex County First*