

On-the-Job Training in the Portland Metropolitan One-Stop System

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Why OJT?

- Severe Economic Downturn
- Massive Job Losses
- Workforce Role in Job Creation

How?

- Lead with Business
- Regionalize and simplify contracts and policies
- Dedicate staff
- Use the system to manage talent

How?

Streamline Policies and Procedures:

1. 2 payment periods
2. Umbrella Agreement
3. OJT Plan
4. Employer Checklist

Payment

- Business is reimbursed for 50% of the trainee's wages during the training period, up to \$5,000
- 1/2 of the payment is made at the end of the training period upon successful completion of the training plan
- 1/2 of the payment is made at the end of 90 days if the trainee is still employed and working 30 hours or more each week

On-the-Job Training Agreement

- One per business
- Agreement is between the service provider and the business
- Non-Financial – Does not obligate training funds

On-the-Job Training Plan

- One per trainee - may be multiple under one agreement
- Defines the training parameters – what we are “purchasing” from the business
- Obligates the funds for training

Business Qualification (Employer Checklist form)

- Payroll system, available for review
- Workers Compensation
- Trainee cannot be “independent contractor”
- If under collective bargaining agreement, Union concurrence with OJTs
- No employees in layoff status from the same or substantially equivalent position
- No relocation from another market where employees were laid off (requires 120 waiting period)
- If provided OJTs before, must have a 75% retention rate for trainees
- Cannot apply another subsidy to employee during training period (WOTC)

Results

Successes

- Efficient Jobs Creator
- Relevance to Business
- Regional Cooperation

Challenges

- Employer Expectations

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