

PA CareerLink® Montgomery County: Training Cost and Wage Reimbursement Programs

On the Job Training (OJT) Program

The On-the-Job Training (OJT) Program offers employers the opportunity to hire pre-screened candidates who can “earn while they learn”, giving the employer a chance to recover some of the costs associated with training new employees.

- Employers select who will participate in the OJT program through a pool of pre-screened candidates.
- OJT program participants must be eligible under the Workforce Innovation and Opportunity Act.
- The maximum training period for a new hire is 6 months (the average is 3 to 4 months).
- OJT employees are the same as any other new hire, except they come with a cost-reimbursement benefit.
- 50% of the wages for OJT program participants are reimbursed to the employer.
- Employers can be reimbursed up to a total of \$6,500 per participant (Up to \$25,000 per year).
- Business Services Team and Support Staff conduct monthly trainee evaluations to manage the OJT employee’s progress throughout the program.

Customized Job Training (CJT) Program

The Customized Job Training (CJT) Program offers employers in need of a specific skillset for their workforce the opportunity to develop a customized job training program for new hires made through the PA CareerLink® Montgomery County pool of pre-screened candidates.

Same criteria as the OJT program applies, EXCEPT:

- Employers select a qualified skills training provider to train the CJT program participants.
- Employers can be reimbursed for a portion of training costs and wages..

Incumbent Worker Training (IWT) Program

The Incumbent Worker Training (IWT) Program may be able to reimburse eligible employers, under specific circumstances and when funding is available, the cost of training or retraining their current workforce.

How To Apply:

- A. Contact a member of the Business Services Team
OR
B. Complete an Employer Services Request by registering an Employer Profile with the PA CareerLink® by visiting www.pacareerlink.pa.gov

Contact Us

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