



# EMPLOYERS

Improve YOUR Economic Competitiveness

GARRETT ALLEGANY WASHINGTON

## Western Maryland Consortium

A proud partner of the  
americanjobcenter  
network

### SERVICES FOR BUSINESSES

#### On-the-Job Training (OJT)

OJT provides reimbursements to employers to help compensate for the costs associated with training newly hired employees. On the job training can assist employers looking to expand their workforce and who need these new employees trained with specialized skills. OJT employers may receive 50% reimbursement of the new hire's wage (in certain circumstances 75%). **As an OJT Employer:**

- You interview the individual and make the hiring decision.
- You determine the job performance standards.
- You retain the right to terminate a trainee.
- No need to worry about paperwork. It's all handled promptly and efficiently in our office.
- We reimburse you with monthly payments.

#### Incumbent Worker Training

When an employer is training their existing workforce either to increase the skill levels of employees so they can be promoted and create backfill opportunities for the business or to avert potential layoffs of employees, we can offer reimbursement of training expenses:

- 75% of the cost is reimbursed to employers with 50 or fewer employees
- 60% of the cost is reimbursed to employers with 51 to 100 employees
- 50% of the cost is reimbursed to employers with 100+ employees
- Employees must have been employed by the company for at least six months prior to training, but they do NOT have to meet standard WIDA eligibility requirements.

#### Work Experience or Transitional Jobs

- A Work Experience is generally 8-12 weeks of employment with a business that is paid completely by the Consortium at NO cost to the employer – that includes workers compensation
- The employer simply allows an individual to work for their business
- Employees can work up to 35 hours
- Allows job seekers to explore career opportunities & to develop their work readiness and job skills
- Allows employers to see if a worker might be worth hiring permanently after completing a successful Work Experience program

Western Maryland Consortium  
Garrett County  
14 North 8<sup>th</sup> Street  
Oakland, MD 21550  
301-334-8136

Western Maryland Consortium  
Allegany County  
1 Frederick Street, Suite 224  
Cumberland, MD 21502  
301-784-7224

Western Maryland Consortium  
Washington County  
33 W. Washington Street  
Hagerstown, MD 21740  
301-791-3164