



For more information, contact the

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Youth Employment Initiative

**JOBS
FOR ALL**

On-the-Job Training



pennsylvania

DEPARTMENT OF LABOR & INDUSTRY
OFFICE OF VOCATIONAL REHABILITATION

COMMONWEALTH OF PENNSYLVANIA

Tom Wolf, Governor

DEPARTMENT OF LABOR & INDUSTRY

Kathy Manderino, Acting Secretary

OVR EXECUTIVE DIRECTOR

David DeNotaris

*Auxiliary aids and services are available
upon request to individuals with disabilities.
Equal Opportunity Employer/Program*



pennsylvania

DEPARTMENT OF LABOR & INDUSTRY
OFFICE OF VOCATIONAL REHABILITATION



On-the-Job Training Program

The Office of Vocational Rehabilitation, or OVR, provides vocational rehabilitation services to help eligible people with disabilities prepare for, obtain or maintain employment.

The Jobs for All On-the-Job Training, or OJT, initiative provides opportunities for qualified OVR youth customers, age 25 and under, to enter into employment. OVR recognizes there are costs associated with training an employee to learn a new job. The Jobs for All OJT provides reimbursement of a percentage of an OVR customer's wages to absorb some of these training costs.

In today's job market it is becoming more difficult for young people to obtain and acquire needed skills to compete in the 21st century job market. The Jobs for All OJT can assist employers in hiring and providing employment opportunities for OVR youth customers and in turn assist youth in building their skill sets. The key to the success of the Jobs for All OJT is flexibility with business and industry in meeting the unique needs of these youth.

The Jobs for All OJT allows a reimbursement of employee wages for internships and other non-permanent employment, either full-time or part-time.

This may include summer youth employment, seasonal and temporary positions. Permanent employment positions are also eligible for Jobs for All OJT reimbursements for OVR youth customers.

OVR staff are available at no cost to provide support

and resources to facilitate a successful outcome for both the business and the OVR youth customer. For permanent employment positions, OVR can provide technical support and certification of additional tax credits when employers hire qualified, job-ready OVR youth customers.

Questions and Answers

- WHICH EMPLOYERS ARE ELIGIBLE?**
 Any employer that is able to provide on-the-job training and is in good standing with local, state and federal laws is eligible.
- WHAT ARE THE BENEFITS TO EMPLOYERS?**
 The benefits to employers include the opportunity to interview and select from pre-screened, qualified, OVR youth customers and reimbursement of an OVR customer's wages for the duration of the agreed-upon training period. Also, the employer is providing a young person an opportunity to enrich their employability skills and aid them in their preparation for future employment.
- WHO QUALIFIES?**
 Any youth customer, age 25 and younger, referred by OVR qualifies.
- WHAT HAPPENS AT THE END OF THE ON-THE-JOB TRAINING PERIOD?**
 For OVR youth customers involved in non-permanent employment, the customer will return to their current educational program enriched with new employability skills. For permanent employment, if performance standards are met, the OVR youth customer will be retained as a permanent employee with the employer taking over 100 percent of wages.
- HOW MUCH PAPERWORK?**
 An OJT contract and invoices for the wage reimbursement must be signed.
- WHAT IS THE DURATION OF THE TRAINING PERIOD?**
 The training period is agreed upon by the employer and OVR.

