

On-the-Job Training

Frequently Asked Questions - Job Seekers

On-the-job training (OJT) is a training strategy that the workforce system can offer local employers and job seekers. OJT puts individuals to work earning a wage while receiving training. OJTs can get job seekers back to work and train them to meet employer needs. This also allows people to continue to draw a paycheck while learning new skills. Both employees and employers can see the benefit from day one.

What is On-the-Job Training (OJT)?

- Training by an employer that is provided to an employee while he or she is engaged in productive work that provides skills essential to the full and adequate performance of the job.
- OJTs involve a “learn by doing” method that allows an employee to obtain industry skills on the job, while earning wages.

What are the goals of an OJT?

- Help you get back to work.
- Bridge the gap between your current skills and the skills the employer is looking for.
- Promote self-sufficient employment and career advancement.
- Reimburse the extraordinary cost of training to employers.

What are the benefits to me as an OJT trainee?

- Earn as you learn!
- Acquire job and career advancement skills.
- Learn in a hands-on environment.
- Opportunity for long-term employment

What are the benefits to an employer if I do an OJT?

- We reimburse up to 50% of your gross wages to an employer if they hire you as a trainee.
- They will see gains in productivity as you learn skills on the job.

Can I quit my job to become eligible for an OJT?

- We do not encourage anyone to quit his/her current employment to obtain our services.
- Unemployment Insurance may not provide benefits if you quit your job.
- Department of Health and Human Services may not provide benefits if you quit your job.

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What is my obligation to Nebraska Department of Labor if I participate in an OJT?

- There is no financial cost for job seekers or employers to participate in OJT activities.
- Participants must demonstrate good work habits and cooperate with NDOL staff throughout the OJT.

If I am working with a case manager from another agency, can you help me?

- We will contact your case manager/counselor and find out how we can assist with the employment plan already in place.

Where are OJTs available in Nebraska?

- OJTs are available statewide.

How do I find out more about OJT opportunities in my area?

- Contact your nearest Job Center. A complete listing of locations can be found at: dol.nebraska.gov/home/aboutus.

Equal Opportunity Employer/Program TDD: (800) 833-7352
Auxiliary aids and services are available upon request for individuals with disabilities.

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