OJT Employer Reimbursement Rate Policy

WorkOne Southeast

**PURPOSE**

To establish guidance for amounts beyond 50% for OJT Employer Reimbursement Rates.

**REFERENCES**

Policy dated June 9, 2015 On-the-Job Training Guidelines under the Workforce Innovation and Opportunity Act (WIOA)

On-the-Job Training Regional Policy

**CONTENT**

The allowable reimbursement rate for OJT’s is 50-75%. The standard reimbursement for OJT placements is 50% of the approved participant’s wages compared to others in similar occupations with similar skills.

**Factors for determining reimbursement above 50%**

Additional reimbursement is permitted when taking into account the employer size, when involving individuals with barriers to employment requiring more intensive training, or when the training involves an industry-recognized credential.

OJT’s reimbursement rates may qualify for higher reimbursement rates not to exceed 75%. The specific factors used when deciding to increase the wage reimbursement levels above 50% up to 75% must be case noted and in written agreement. Pre-approval must be obtained.

OJT placements meeting the following criteria may qualify for higher reimbursements:

* The employer is a small or mid-sized business with less than 100 full-time employees
* The employee is someone with barriers as defined by WIOA
* The quality of employer-provided training and advancement opportunities
* The training involves an industry-recognized credential