



## *On-the-Job Experience:*

*A Hiring Incentive Program*

*Part of the Senior Community Service Employment Program.*

### **How On-the-Job Experience (OJE) Works**

An On-the-Job Experience (OJE) helps to compensate for the costs associated with new employee job specific training. Once the employer selects a participant, the employer and Associates for Training and Development will complete an agreement specifying skills, timelines, and benchmarks the participant must achieve in order to be hired permanently. The OJE Agreement is signed by the employer, participant, and an Associates for Training and Development representative prior to the OJE start date.

The employer designs and provides the job specific training. The program operates under the proven premise that you, the employer, provide the best training.

During an OJE, the participant will learn and/or practice the skills required for the job so s(he) can be hired upon completion of the OJE. The agreement specifies that the employer hire the participant upon successful completion of the OJE.

### ***The Logistics***

Associates for Training and Development will pay up to 160 hours of job specific training at the prevailing wage rate of the position. The 160 hours must be completed in 12 weeks.

The participant will remain on Associates for Training and Development's payroll and will be covered by their workers compensation insurance plan during the OJE.

The employer has no cost access to a carefully screened pool of available, job ready individuals who meet the requirements of the job. The employer sets the qualifications, interviews, and selects the individual.

As a partner, Associates for Training and Development will work with the employer to follow the progress of the participant during the OJE training period.

*Associates for Training & Development is a trade name of Vermont Associates for Training and Development, Inc. a private non-profit organization founded in 1983 that offers occupational skills training, job search training, and employment services to individuals aged 55 plus.*

**On-the-Job Experience: A Hiring Incentive Program** helps defray some of the cost associated with hiring and training new workers while providing the most practical experience. The program operates on the proven premise that the employer provides the best training.

The program is offered to employers who have demonstrated they are committed to training and hiring mature workers.

**For more information on  
On-the-Job Experience:  
A Hiring Incentive Program,  
contact**

**Associates for Training and Development**

1.800.439.3307

[www.A4TD.org](http://www.A4TD.org)