



On-the-Job Training for Customers

Division of Vocational Rehabilitation

Last Updated 12/2009

What is Vocational Rehabilitation?

The Division of Vocational Rehabilitation (VR) is a federal-state program that works with people who have physical or mental disabilities to prepare for, gain, or retain employment. VR received money from the American Recovery and Reinvestment Act and is investing some of the funds to create new On-the-Job Training (OJT) opportunities, which help prepare persons with disabilities for success in the workplace.

What is On-the-Job Training?

On-the-Job Training (OJT) is an excellent opportunity for both employers and job seekers with disabilities. With OJT you, the trainee, will participate in hands-on training in an integrated work setting. This specialized training allows you to develop skills and gain experience that will enable you to advance in your current career or perform a job in your desired industry. When you participate in OJT, you will interact on a regular basis with employees who do not have disabilities, work in comparable positions, and are paid no less than minimum wage.

Benefits

- Earn a salary while training
- Train in desired field
- Gain valuable work experience
- Interact with employees through integrated work setting
- Prepare to enter the workforce

How do I participate?

If you are interested in participating in On-the-Job Training, please contact your VR Counselor. You must be determined eligible for VR services and have On-the-Job Training as part of your Individualized Plan for Employment (IPE). Your counselor will discuss OJT with you and answer your questions.

Frequently Asked Questions (FAQ)

Q: How long does On-the-Job Training last?

A: The average length of an OJT is six to eight weeks. Training length is based on employer needs, difficulty of job, etc.

Q: How much do I get paid?

A: There is no set pay rate for OJT. Pay is determined by the type of job, but is no less than minimum wage.

Q: Will I be hired at the end?

A: Employers are not required to offer a job at the completion of an OJT. You may be hired when you complete your training, but there is no guarantee.