On-the-Job Training and TAA Programs

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Trade Adjustment Assistance (TAA) is a federally funded program that provides job search, job preparation, and training assistance for workers laid off as a result of the adverse effects of foreign trade.

On-the-Job Training (OJT) opportunities are available to eligible businesses and job seekers through the Trade Act program. This resource provides a reimbursement to employers that hire and train a Trade Act-certified worker.

Trade Adjustment Assistance Act – OJT

The Virginia Employment Commission, under TAA *(Trade Act of 1974, As Amended)*, gives businesses funds to provide OJT to TAA-eligible individuals to train them in a skilled or semi-skilled occupation.*On-the-Job Training is a method of training new employees at your worksite, using the company's skilled employees as instructors. OJT provides a unique opportunity for employers to hire and save money on training at the same time. On-the-job training is a contractual agreement made between an employer and the Virginia Employment Commission. The employer agrees to hire and provide substantive on-the-job training to a qualified individual. The VEC will reimburse the employer up to 50% of the training period wage, up to the participant's individual account limit.*Participants must meet guidelines to be eligible for this program.

How does TAA-OJT benefit your business?

We reimburse you up to 50% of your new employee's starting wage rate to offset your extraordinary training costs. Reimbursement lasts from three months up to 26 weeks, depending on the complexity of the job and the current skills and qualifications of your new employees. We customize an OJT program to meet your needs. Your new employee is trained for specific work requirements.

Who can be hired under the TAA-OJT program?

You may select from a pool of TAA-certified individuals who are enthusiastic about learning new career skills on the job. These individuals are building new job skills because their previous employer belonged to an industry hurt by foreign competition.

What are your responsibilities as the employer?

You agree to offer full-time employment and provide training on the job.

What are the Virginia Employment Commission's responsibilities?

We pay you the agreed upon OJT reimbursement monthly. We refer TAA-certified workers to your OJT openings. We provide on-going employer/employee support. Frequently Asked Questions [1]

Find out what other local employers have to say about the ease and benefits of the OJT program

- Newport News Shipyard, A Division of Huntington Ingalls Industries [2]
- Blue Ridge Machine Works [3]
- Carded Graphics [4]
- Cemsi [5]

DOCUMENTS

- Master Contract [6]
- Monthly Progress Report [7]
- OJT Invoice [8]

Click Here for more information or to schedule an appointment [9]

Additional Employer Resources:

Work Opportunity Tax Credit [10]
Virginia Registered Apprenticeship Program [11]
Virginia Workforce Connection [12]

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Source URL:
http://www.vec.virginia.gov:80/employers/incentives/trade-act/on-the-job-training?mini=2013-12

Links:
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