

## MACOMB/ST. CLAIR BUSINESS SERVICES TEAM PROVIDES:

### PRE-HIRE

- Industry specific competitive wage data
- Job description development
- Drop-off point for job applications
- Free access: Pure Michigan Talent Connect
- On-site assessment and screening assistance

### RECRUITMENT

- Customized resume collection
- On-site job fairs and interviewing space
- Social Media advertising
- Market your job openings online and in our offices
- Interviewing assistance

### TRAINING

- On-the-Job Training reimbursement
- Customized Training development
- Registered Apprenticeship coordination
- Grant information

### ADDITIONAL RESOURCES

- Access to collaborative partners
- Fidelity Bonding program
- Work Opportunity Tax Credit
- Regional industry specific councils

**CUSTOMIZING  
BUSINESS SOLUTIONS  
TAILORED TO YOUR NEEDS**

Our partners in economic development and education may offer other resources to assist your business save MONEY.

Please call a location near you for more information or to schedule an appointment:

**CLINTON TOWNSHIP**  
586-469-6296

**MT. CLEMENS**  
586-469-5023





**PORT HURON**  
810-966-3332

**ROSEVILLE**  
CLOSED TEMPORARILY

**WARREN**  
586-783-1399

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[www.macomb-stclairworks.org](http://www.macomb-stclairworks.org)

-  Facebook.com: Macomb/St. Clair Michigan Works
-  LinkedIn.com: Macomb/St. Clair Michigan Works
-  Twitter.com: MIWorksMSC
-  YouTube.com: MIWorksMSC

*The Macomb/St. Clair Workforce Development Board, Inc. a non-profit equal opportunity employer/program, is a part of a comprehensive workforce development system funded by the Workforce Development Agency, State of Michigan (WDASOM). Auxiliary aids, services and reasonable accommodations are available upon request to individuals with disabilities. Michigan Relay Center 1-200-649-377 (Voice and TDD)*



## ON-THE-JOB TRAINING

### EMPLOYER INFORMATION



**MICHIGAN  
WORKS!**  
MACOMB/ST. CLAIR

**americanjobcenter®**

# Considering hiring?

Our Business Services Team can provide you with pre-screened job ready candidates that meet your specifications.

**YOU interview the candidates**

**YOU make the hiring decisions**

## Who are these “candidates”?

Job Seekers who bring a wide range of experience, education and job skills to your workplace.

## What’s On-the-Job Training (OJT)

OJT is a critical tool that can help employers off-set the cost of training new talent. The program offers an incentive to employers for hiring eligible job seekers and providing them new skills training.

OJT provides reimbursement to the employer; up to 50% of the new employee’s wages for a designated period of time. This reimbursement assists in covering some of the extraordinary costs of providing the training.

## Will every candidate be eligible for OJT?

Participants in the OJT program must meet eligibility guidelines in order to participate. Our Business Services Account Managers will determine candidate eligibility.



## OJT Employer Advantages

- **Save Time and Money:** Business Services Representatives will pre-screen candidates
- **Return on Investment:** For each OJT eligible candidate you hire and train, you will save up to 50% of the NEW hire wages during the OJT training time



## How DOES OJT WORK?

(OJT has a \$10/hour minimum requirement)

Hire and train an OJT eligible candidate at \$10.00 + per hour. Reimbursement on a monthly basis for hour worked.

Example: 40 hours/week for 12 weeks

$$480 \text{ hours} \times \$10.00/\text{hour} = \$4,800$$

## OJT REIMBURSEMENT

$$\$5.00 \times 480 \text{ hours} = \$2,400$$

(50% of wage)

**YOU SAVE \$2,400**

OJT is an agreement made between an employer and Michigan Works! on behalf of new hires.

## OJT Requirements

- Eligibility requirements are for both employers and job candidates
- Eligibility will be determined by Michigan Works!
- Positions must be full-time and pay at least \$10.00 per hour
- OJT contract must be completed and approved PRIOR to NEW employee starting work

**On-the-Job Training is a COST-EFFECTIVE way to HIRE**

**WHEN WE WORK AS A TEAM, WE BUILD A STRONGER MICHIGAN!**