EWIB's experience implementing OJTs Including Challenges and Successes

Presented by Tim Murney, HPOG Job Developer



EWIB's HCAP grant has written 13 OJTs



Seven OJTs written – 6 were for long term care facilities & 1 for Private eye care practice;



6 were for CNA positions and 1 for billing & coding;



Standardized forms allow ability to easily build training plan for similar positions at same type of employer;

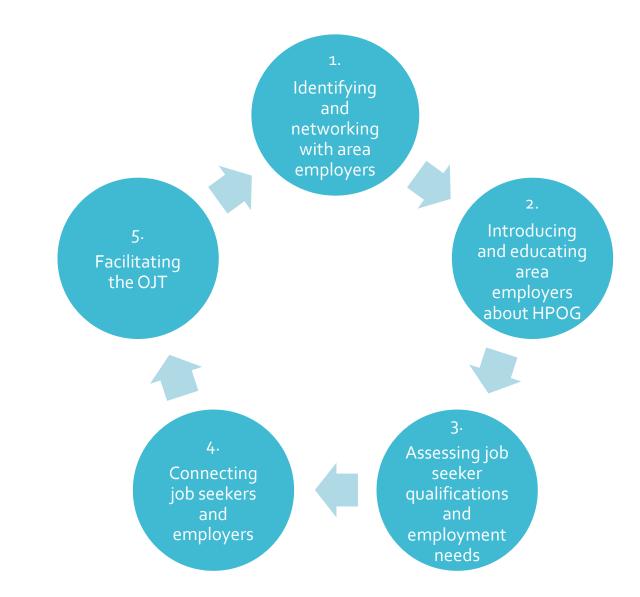




Even if you do everything right, they sometimes fall through!

Steps to Developing an OJT





Challenges to getting employer buy-in



- HR staff are very busy;
- May not be receptive upon initial contact, perception sometimes is that OJT will add more work;
- Skeptical about program benefits;
- Job Developer needs to learn from HR staff about employer's needs and training practices and procedures;
- Ease concerns about hiring program participants and implementing the OJT

OJT Successes



Understanding and agreeing on training plan and use of OJT documents

Career Training
Opportunities
for Incumbent
Workers

Repeat hiring and OJTs with established employers

Employer Referrals to Other Employers