

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;

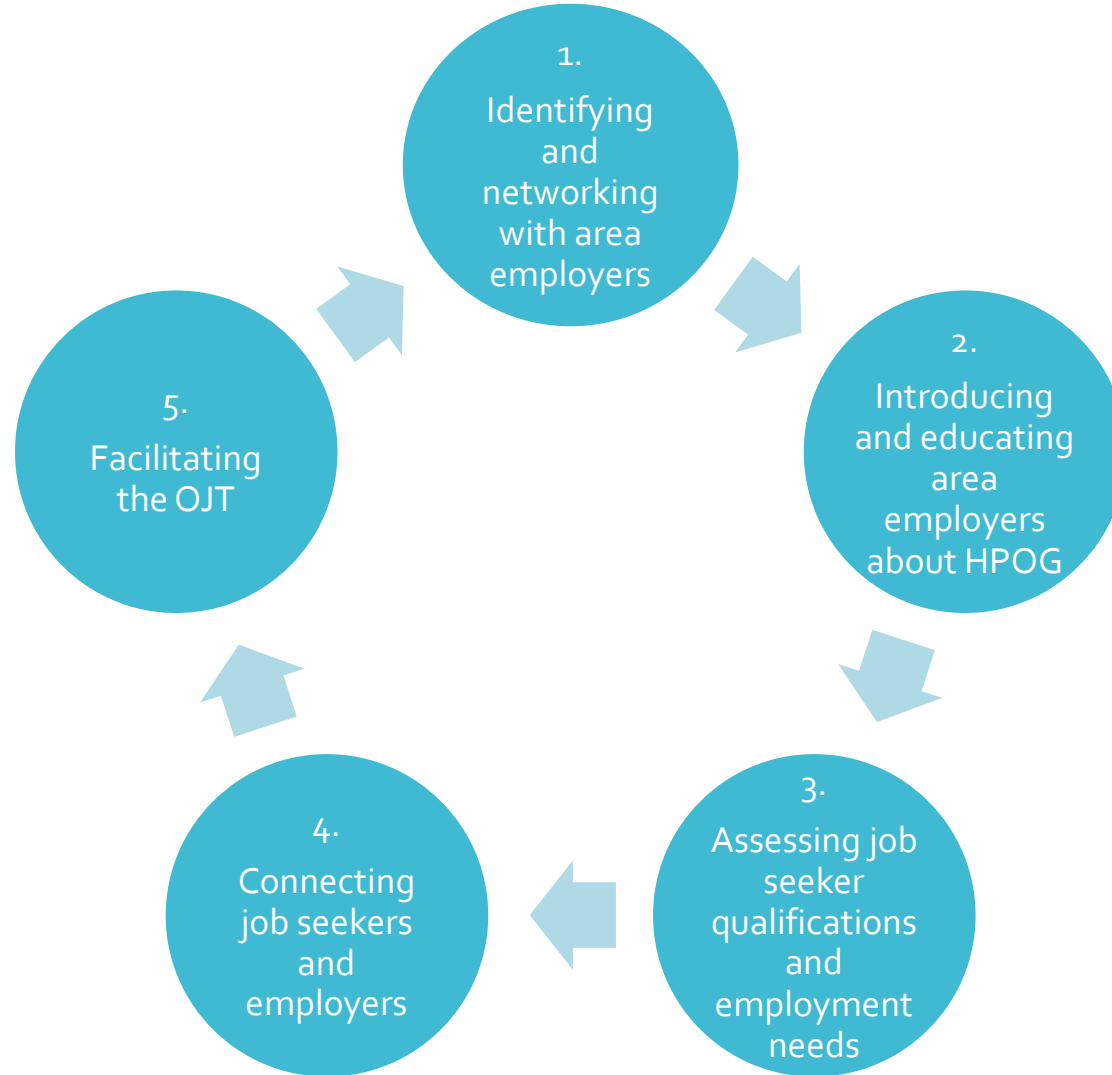


Standardized forms allow ability to easily build training plan for similar positions at same type of employer;



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

