

On-The-Job Training Through the Workforce Training Fund Program Q&A

Q1. We are uncertain if this OJT fund is specifically and exclusively for Talent Connect/LTU enrolled customers.

A1. No, Mass Talent Connect enrollees are not the only cohort eligible. The OJT funds are available for an individual who has been unemployed 30 weeks or longer and capable of, available for, and actively seeking work

Q2. The policy states that it is “aligned” with Talent Connect and that applicants must be long term unemployed. It also states that if funds are limited, then Talent Connect applicants will have priority indicating that other non-Talent Connect applicants who meet the 30 week unemployed threshold may be eligible? Are the funds for the exclusive use of Talent Connect enrolled customers?

A2. Please refer to the answer to question #1: the funds are not for the exclusive use of Talent Connect enrolled customers.

Q3. Is it possible to co-enroll with WIOA and cost share with WIOA OJT/Training funds?

A3. Yes.

Q4. What is the total funded amount and will there be a \$ distribution by region or will it be a first come first serve basis statewide?

A3. Each OJT can be funded up to \$7,500 per contract/per participant. There is no distribution by region. All funds are on a first come first serve basis.

Q4. Will Hampden REB initiate the contracts or do the Career Centers need to make a request to Hampden REB in time to execute a contract by 9/30?

A4. Hampden will initiate the contracts but feel free to reach out to them also.

Q5. Our region has a policy of allowing a customer only one training. Must an OJT be considered as a stand-alone training? Some of us see it as a step in what could be a sequence of training.

A5. OJT in conjunction with ITA or other skills training can be a highly effective service strategy when supported by well-documented labor market research, assessments (including assessment of transferable skills) and analysis of occupational skill requirements. Further, prior participation in a training program should not necessarily preclude a customer from being considered for any type of training, including ITA if the need for such training is demonstrated and supported by thorough documentation. Customers should be individually assessed and provided options that will prepare them for viable employment.

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Additionally, Registered Apprenticeship may also be considered as an option – the individual gains class room training, hands-on experience, a nationally recognized credential and employment.

- Q6. Can the OJT be a way of providing continued training in a specific area? For ex. a CNC machinist takes years to train. We would like to be able to use OJT for a customer that may have been through CNC classroom training, but could certainly still use on-the-job training. We would also like to be able to use it for someone who may have done CNC a while back, but whose skills need upgrading.

A6. On-the-Job training provides occupational skills training for the period of time required for the participant to become proficient in the occupation for which the training is being provided. OJT relates to the introduction of new technologies, new production or service procedures, upgrading to new jobs that require additional skills workplace literacy or other appropriate purposes identified by the local board {WIOA §680.700}. As such, OJT is supported in the example that you provide.

Also, depending on the level of class room training and hands-on experience required to be come proficient, Registered Apprenticeship may be considered as an option.