

# Workforce On-the-Job Training Program Options

	Workforce Investment Act (WIA)	<b>**WIA ARRA NEG-OJT**</b>	Trade Globalization Act
<b>Training Eligibility</b>	Adults, Dislocated Workers, Older Youth (limited funding is available, priority of service )	Long-term Dislocated Workers, defined as those who have been unemployed for 27 weeks or more (does not have to be consecutive) since January 1, 2008. The trainee must currently be unemployed.	Any worker who has been found entitled to the Trade and Globalization Adjustment Assistance (TGAA) program.
<b>Wage Reimbursement Rates for Businesses</b>	WIA statute provides for reimbursement of up to 50% of wages	Wage reimbursement flexibility based on business size at the location the OJT is taking place: <ul style="list-style-type: none"> <li>• Small business: 1-50 employees – Up to 90% reimbursement.</li> <li>• Medium business: 51-250 employees – Up to 75%</li> <li>• Large business: 251 and more employees – Up to 50%</li> </ul>	Reimbursement shall not average more than 50% of the wages paid by the employer to such trainees during the training period.
<b>Reimbursement Caps</b>	Up to \$4,000 per individual Positions must be 30 hours or more, long term employment	There is an hourly wage reimbursement cap – see below under special conditions.	OJT programs up to 52 weeks are capped at \$8,250. Programs up to 104 weeks are capped at \$15,000.
<b>Duration of Training</b>	Local WIA OJT is limited to 26 weeks. OJT is offered depending on availability of local funding.	ARRA NEG-OJT is limited to 26 weeks. Program expires June 30, 2012.	OJT is limited to 104 weeks.
<b>Special Conditions</b>	Minimum wage: OJT's are only permitted for trainees whose wage rate is \$9.87 per hour or higher.  Local contract.	<b>Business eligibility limitations:</b> OJT/NEG positions can be developed with private for-profit and not-for-profit businesses. They cannot be developed with public sector employers or with gambling establishments, swimming pools, aquariums, zoos, and golf courses. <b>Wage Cap Provision:</b> The training reimbursement level may not exceed a percentage (typically 50% up to 90%) of the state's average wage rate. New York's average wage rate (most up-to-date annual data are for 2009) is \$24.42. To determine the hourly wage reimbursement cap, the wage reimbursement rate being applied must be multiplied by \$24.42. For example the wage reimbursement cap for an employer reimbursement rate of 50% would be \$12.21; for a reimbursement rate of 90% the hourly wage reimbursement cap would be \$21.98. All positions must be full time. Local contract.	On-the-Job training cannot be approved for Adversely Affected Incumbent Workers.