



**SOUTHWEST ALABAMA
PARTNERSHIP**
— for —
TRAINING AND EMPLOYMENT



YOU HIRE. YOU TRAIN. WE PAY.

Funding is available to help build your business and the local economy.

Southwest Alabama Partnership for Training and Employment (SWAPTE) pays a portion of wages (from 50% -75%) when qualified applicants are hired.

Flexible programs-you choose prospective employees from our applicants or your pool of qualified applicants.

ALABAMA CAREER CENTER

www.swapte.org

www.labor.alabama.gov

www.joblink.alabama.gov

What is On-the-Job Training (OJT)?

OJT program is a contract between SWAPTE and your business. We pay half of the costs (from 50% -75%) to train an eligible new hire. The trainee acquires new skills or improves on existing skills to ensure long-term success of your business. The length of training is negotiated. Hiring and training a new hire is an investment of time and money for your business.

Business Advantages

- Enhance your profitability by minimizing turnover.
- Build morale with a team of skilled workers you have trained and motivated to excel.
- Increase your pool of qualified applicants by streamlining the hiring process so you get qualified workers (OJT applicants must meet eligibility requirements).
- Receive reimbursement for downtime incurred during the training of a new hire.
- Combine OJT with other employer incentives, such as the Work Opportunity Tax Credit (WOTC).
- OJT programs can be developed for most skilled and semi-skilled jobs.

Frequently Asked Questions

***Minimum salary requirements may vary.
Check with your local Career Center.***

What is an eligible job seeker?

Eligible job seekers must meet Workforce Innovation and Opportunity Act (WIOA) eligibility requirements, been laid off, underemployed and seeking a career change or re-entering the labor market.

Am I a qualified employer?

Any business with a worker's compensation policy in force and a federal tax identification number, seeking full-time workers, can be considered for the On-the-Job Training program.

Is there a minimum salary requirement?

Contracts will be written for jobs paying at least \$9.00 per hour.

How does the new hire get paid?

The business pays the worker on the company payroll and SWAPTE reimburses the business, monthly basis, for 50% of the wages paid.

Can a new hire be terminated after completing training?

It is important that a new hire who successfully completes training and maintains a quality work ethic stays with the business.