Funding is available to help build your business and Mobile County’s economy.

Mobile Works will pay 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.
What is On-the-Job Training (OJT)?

OJT program is a contract between Mobile Works 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

What is an eligible job seeker?
Skilled job seekers who have been laid off, making career changes or re-entering the labor market and who have accessed career services at the Alabama Career Center may be eligible for On-the-Job Training.

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?
Mobile Works, Inc. has a goal of writing agreements for jobs starting at $9.00 per hour.

How does the new hire get paid?
The business pays the worker on the company payroll and Mobile Works 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.