



## **YOU HIRE. YOU TRAIN. WE PAY.**

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.

ALABAMA CAREER CENTER  515 SPRINGHLL PLAZA COURT  MOBILE, AL 36608  
251.432.0909 EXT. 146 OR VISIT [WWW.MOBILE-WORKS.ORG](http://WWW.MOBILE-WORKS.ORG)

## 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.