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Press Release

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On-the-job Training Benefits Job Seekers, Employers

JUNEAU, Alaska—On-the-job training gives workers an opportunity to learn and prove they can do a job and provides partial wage reimbursement for employers.

“On-the-job training provides Alaska employers with a home-grown workforce,” Labor Commissioner Click Bishop said. “Everyone benefits because employers get custom-trained workers and job seekers get jobs in which they can excel because of the training.”

An employer works with the Alaska Job Center Network to create customized hands-on training that results in full-time, unsubsidized employment. The employer pays the trainee’s wages and is reimbursed a significant percentage by the Alaska Department of Labor and Workforce Development, which runs Alaska’s job centers. Job center specialists help employers through the process, so they don’t get bogged down with time-consuming paperwork.

“The partial reimbursement of wages is a great motivator for an employer to adopt OJT,” Employment Security Analyst Sandra Burgess said. “But there are other, equally compelling reasons – for example, OJT is a critical investment as employers can train workers to meet their specific, unique business needs. OJT hires tend to be loyal to their employers, resulting in lower employee turnover rates.”

Job center specialists also work with job seekers to develop individualized training plans designed for a job that meets a career choice. Ideally, OJT transitions the trainee into a full-time permanent employee with the employer that provided the training.

Using Career Ready 101, a nationally recognized assessment tool, an employment specialist can gauge a job seeker’s work skills. Using this assessment, a job center specialist, job seeker and employer work together to create an individualized OJT plan that closes the gap between job requirements and the job seeker’s current work skills.

OJT programs are available to public- and private-sector employers. For more information about On-the-job training, find the nearest Alaska Job Center online at Jobs.Alaska.Gov/offices or call the Alaska Job Center Network at 877-724-2539.

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Alaska Job Center Network

Jobs.Alaska.Gov/offices

On-the-job Training

Jobs.Alaska.Gov/forms/OjtIntro-employee.html