



On-the-Job Training for Customers

Division of Vocational Rehabilitation

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What is Vocational Rehabilitation?

Vocational Rehabilitation (VR) is a federal-state program that helps people who have physical or mental disabilities get or keep a job. VR is committed to helping people with disabilities find meaningful careers, and On-the-Job Training (OJT) is one way of preparing them for success in the workplace.

What is On-the-Job Training?

On-the-Job Training (OJT) is an excellent opportunity for both employers and job seekers with disabilities. This specialized training helps you, the trainee, develop the skills needed to realize your career goals. During OJT, you will interact on a regular basis with employees who do not have disabilities, hold a regular position, and be paid no less than minimum wage. OJT helps people with disabilities get used to the employment environment while gaining valuable work experience.

Benefits

- Earn a salary while training
- Train in desired field
- Gain valuable work experience
- Interact with employees through integrated work setting
- Prepare to enter the workforce

How do I participate?

If you are interested in participating in OJT, please contact your VR counselor. You must be eligible for VR services and have OJT as part of your Individualized Plan for Employment. Your counselor will discuss OJT with you and answer your questions.

Frequently Asked Questions (FAQ)

Q: How long does On-the-Job Training last?

A: The average length of an OJT is six to eight weeks. Training length is based on employer needs, difficulty of the job, etc.

Q: How much do I get paid?

A: There is no set pay rate for OJT. Pay is determined by the type of job, but will be no less than minimum wage.

Q: Will I be hired at the end?

A: Employers are not required to offer a job at the end of an OJT. You may be hired when you complete your training, but there is no guarantee.