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The Division of Vocational Rehabilitation (DVR) offers a variety of support services to assist businesses in hiring and retaining DVR participants with disabilities.

Our goal is to build a collaborative partnership to help define and meet your business needs. DVR is a resource available to you for a pool of skilled candidates, accommodations consultation, and access to workplace planning resources.

Visit [labor.delaware.gov/dvr](http://labor.delaware.gov/dvr) or Scan the QR code above.

DEVELOPING  
TOMORROW'S WORKFORCE

# On-The-Job Training Program



## Why Choose DVR?

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As an employer, you understand the cost of hiring and retaining good employees. Sometimes you find yourself in situations where you have the job candidate with the right enthusiasm but not all the specific skills you need them to have to get the job done.

This is where the DVR's **On-the-Job-Training (OJT)** program can help your business save money while turning a great candidate into a productive and profitable employee.



On-the-Job-Training (OJT) is employer-led training, which allows individuals to learn essential job skills while working. Funded by the Delaware Department of Labor's Division of Vocational Rehabilitation with federal dollars, this program helps enhance job performance at no cost to employers. Contact Delaware DVR to make the most of your tax dollars.

## Business Services

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The Division of Vocational Rehabilitation (DVR) assists businesses gain real bottom-line advantages.

We provide pre-screened job applicants, priding ourselves in services that meet workforce development needs, and education and awareness training to businesses. Our goal is to be your ultimate employment resource.

## How Businesses Benefit from OJT

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In addition to the partial salary reimbursement for a hired employee, a partnership with DVR also helps to:

- Attract qualified applicants
- Reduce absenteeism
- Reduce turnover
- Boost productivity
- Lower training costs
- Strengthen community
- Improve employee relations
- Enhance problem-solving skills

## OJT at a Glance

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**Q. As an employer, how do I access OJT training dollars?**

A. A DVR Counselor or Business Relations Specialist will meet with you at your place of business to discuss your needs in addition to the position for which you are seeking OJT training funds and walk you through the process.

**Q. Who can be an OJT Employer?**

A. Any company or business that has an opening for a skilled worker.

**Q. How do I benefit by participating in the OJT Program?**

A. DVR's OJT program allows employers to be reimbursed for up to 50% of the new employee's wages while they are in training.

**Q. What kind of positions are eligible for consideration for the OJT program?**

A. Occupations with growth potential that suit both the employer and trainee and result in permanent employment for the trainee.