

## What is the Benefit to the Business?

The primary benefit is to assist in developing a labor pool of individuals with specific skill sets.

The trainees who successfully complete the program are determined to have the competencies necessary to enter the job market.

The training business may choose to hire a Trainee when they complete training but there is no guarantee of employment.

The business receives the no-cost consultative services of the IVRS staff to assist with the training plan and to resolve any disability-related issues.

*We address your success through solutions for employment needs.*

### We Deliver:

- ◆ **Qualified Candidates**
- ◆ **Reduced Risk and Costs**
- ◆ **Consultation Services**

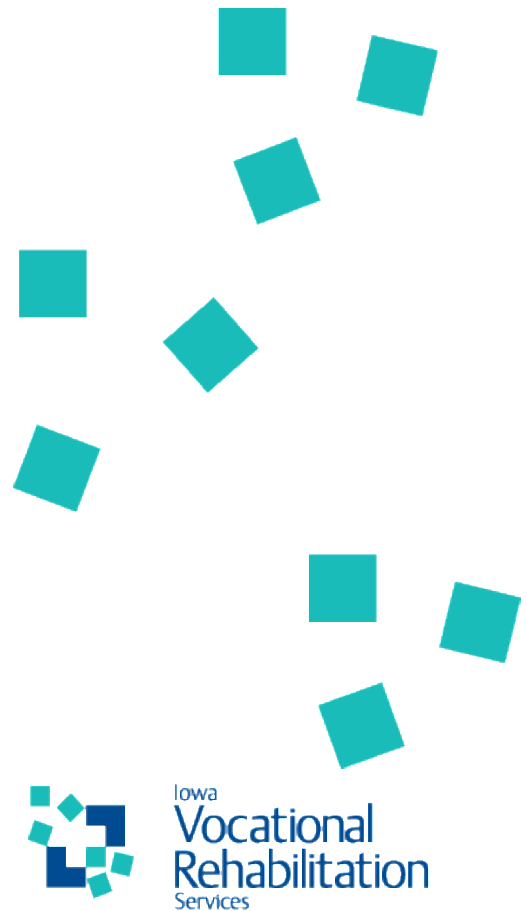
The vocational rehabilitation program in Iowa is funded with 78.7% federal funds in the amount of \$25,489,250 for 2016. No non-governmental funds are used to finance this program.



1-800-735-2942 TTY  
[www.ivrs.iowa.gov](http://www.ivrs.iowa.gov)

# On-the-Job Training

*Solutions for Business and Industry*



*Finding solutions. Generating success.*

## Trainee On-the-Job Training

### *On-the-job Training refers to training provided by an employer to a trainee*

Counselors are able to assist your company by creating your own applicant pool. We assess your needs and get an understanding of the job. IVRS will assume all liability (work comp issues) as well as reimburse the trainee for their time. This allows you to try out and train the employee at no cost to you.

- ◆ There is no employer-employee relationship during the training period.
- ◆ The Trainee is paid a stipend by IVRS.
- ◆ There must be a Training Agreement that spells out the responsibilities of all involved, the equipment needed, etc. and identifies when the stipend would actually begin. Embedded in the training agreement is the actual training plan.

## Employee On-the-Job Training

IVRS often assists an employer in training a new hire using on-the-job-training. IVRS reimburses the employer a percentage of the new hire's wages to offset the cost of training. A significant benefit to this option is that during the training period, the employer is not liable for unemployment tax.\*

- ◆ The new employee will be on your payroll and be covered by Workers' Compensation.
- ◆ You will be reimbursed a percentage of the training wage, for a qualified candidate referred by IVRS.

\* <https://coo.legis.iowa.gov/cool-ICE/default.asp?category=billinfo&service=iowaCode&pa=83&input=96#96.19>

(6) For the purposes of subparagraphs (4) and (5), the term "employment" does not apply to service performed:

(a) In the employ of a church or convention or association of churches, or an organization which is operated primarily for religious purposes and which is operated, supervised, controlled, or principally supported by a church or convention or association of churches.

(b) By a duly ordained, commissioned, or licensed minister of a church in the exercise of that ministry or by a member of a religious order in the exercise of duties required by such order.

(c) In the employ of a nonpublic school which is not an institution of higher education prior to January 1, 1978.

(d) In a facility conducted for the purpose of carrying out a program of rehabilitation for individuals whose earning capacity is impaired by age or physical or mental deficiency or injury or providing remunerative work for individuals who, because of their impaired physical or mental capacity, cannot be readily absorbed in the competitive labor market, by an individual receiving such rehabilitation or remunerative work.

(e) As part of an unemployment work relief or work training program assisted or financed in whole or in part by any federal agency or an agency of a state or political subdivision thereof, by an individual receiving such work relief or work training; or

(f) In the employ of a governmental entity, if such service is performed by an individual in the exercise of the individual's duties as an elected official; as a member of a legislative body, or a member of the judiciary, of a state or political subdivision; as a member of the state national guard or air national guard; as an employee serving on a temporary basis in case of fire, storm, snow, earthquake, flood, or similar emergency; or in a position which, pursuant to the state law, is designated as a major nontenured policymaking or advisory position, or a policymaking or advisory position which ordinarily does not require duties of more than eight hours per week.

## How OJT Works

1. Contact your local IVRS office and discuss the position you have available.
2. The Consultant will review your needs, offer qualified candidates, and develop a training plan with you before the new candidate starts working/training.
3. The Consultant will assist you with any questions you may have and provide technical assistance during training, as well as any follow-up services you may need.
4. When the training is completed you will have a competent employee to benefit your bottom line!

