



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.

HOPE

S E R V I C E S



What is HOPE Services?

HOPE Services is a not-for-profit vendor that partners with VR to empower Florida's business community and its workforce by matching solid workers with satisfied employers.

HOPE Services

Helping Others Providing Employment



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Is OJT Right for Me?



Benefits of On-the-Job Training



Sponsored by Vocational Rehabilitation & HOPE Services



What is On-the-Job Training?

On-the-Job Training (OJT) is a partnership between Vocational Rehabilitation (VR), HOPE Services, and local businesses that allows students to:

- Gain an idea of what having a job is like
- Learn social skills like getting along with co-workers
- Develop specific job-related skills
- Identify needed workplace accommodations
- Build relationships that could lead to job references

Q&A

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 the skill set desired by the trainee, the difficulty of the job, etc. Even the days and hours worked are arranged to benefit the trainee and the employer.

Q: Will I be paid for OJT?

A: Yes! State law requires that the OJT student be paid the same wages that others working that job would make. HOPE Services provides the wages, liability insurance, and even Workers' Comp for the trainee.

Q: Will I be hired for a permanent job at the end of OJT?

A: Trainees are sometimes hired for regular jobs, but employers are not required to offer a job at the end of an OJT.

Q: Can I go through OJT more than once?

Yes. You may want to gain a variety of specific job skills to make you a better candidate when you feel it is time for permanent employment.