

OJT/SE EMPLOYER WAGE REIMBURSEMENT RATES

WIOA Adult, DW, and Discretionary Grants:

All OJT/SE wage reimbursements to employers for Workforce Innovation and Opportunity Act (WIOA) Adults, Dislocated Worker (DW), and discretionary grants have a cap. The reimbursement percentage may be between 50% and 75% of the trainee's hourly wage based on employer size and/or participant characteristics.

Employer Size

This policy permits an increase in employer reimbursements for OJT through a sliding scale based on the size of the business. Under this policy, the following sliding scale is permitted:

- Up to 75 percent of the participant's wage rate for employers with 100 or fewer employees.
- Up to 50 percent of the participant's wage rate for employers with more than 100 employees.

Participant Characteristics

This policy permits an increase in employer reimbursements through a sliding scale based on the length of the participant's unemployment, or whether or not the participant is a veteran, an individual with a disability, an individual on public assistance, low-income, homeless, or ex-offender. Under this policy, the following reimbursement percentages are permitted:

- Up to 75 percent of the participant's wage where OJT is provided to an individual unemployed for 26 weeks or more.
- Up to 75 percent of the participant's wage where OJT is provided to a veteran, an individual with a disability, an individual on public assistance, low-income, homeless, or ex-offender.

The statutory reimbursement requirement of up to 50 percent reimbursement rate for employers will continue to apply in all other instances.

For further policy guidelines on OJT wage reimbursements, see SETA WIOA Directive, *Increase of Employer Wage Reimbursement Rates for On-the-Job Training (OJT)*.