



## Workforce Innovation and Opportunity Act

### 75% Employer Wage Reimbursement Policy for OJT

WIOA allows for up to a 75% reimbursement rate if companies meet certain conditions that are to be outlined in state policy. Those conditions are outlined below.

In order for an employer to be eligible for a wage reimbursement rate of over 50% and up to 75%, that employer must meet one of the four following criteria:

- a. The employer must be a small business as defined by the Small Business Administration (SBA). The SBA defines a small business as one that is “independently owned and operated and which is not dominant in its field of operation.” The definition of small business varies from industry to industry to the extent necessary to reflect industry size differences properly. Small business size standards by industry can be found at [https://www.sba.gov/sites/default/files/files/Size\\_Standards\\_Table.pdf](https://www.sba.gov/sites/default/files/files/Size_Standards_Table.pdf)
- b. The OJT must lead to the participant’s attainment of an industry recognized credential.
- c. The participant must be determined to be an individual “with barriers to employment,” as listed in WIOA Section 3 (24), to include individuals who are long-term unemployed.
- d. The participant’s job title must be on the state’s in-demand occupations list.

Technical College System of Georgia, Office of Workforce Division requests that local areas incorporate the 75% employer wage reimbursement opportunity into local policy. Local areas can use this wage reimbursement increase as a tool to increase the use of work-based learning services offered by the local area.