

What is On The Job Training

On The Job Training (OJT) is one of the most effective ways to train and develop skills. This is not a new approach to training. OJT has a proven track record dating back to the beginning of the Industrial Revolution. This type of training is most effective because the employee learns and develops the skill(s) under actual working conditions while training under an experienced OJT instructor. Rather than dealing with concepts and theories, the employee learns and develops actual skills on the job.

On The Job Training follows four simple principles: understanding the importance of the duty, observing the task being performed by an experienced employee, performing a return demonstration of the skill, and finally knowing who to contact should a problem occur.

The Skill Based Pay Program utilizes the talents of many experienced equipment operators to perform the OJT training duties. However, before an experienced equipment operator is allowed to conduct any training, the operator must demonstrate both knowledge and proficiency of operation to a SBP Coordinator. The SBP Coordinator is the only person who can certify an operator to be a certified OJT instructor. Training performed by a certified OJT instructor can be recognized for Skill Block completion. Training performed by a non-certified instructor will not count toward Skill Block completion.