

Work-Based Learning Decision Tree

Decision Matrix

To determine the right strategy, evaluate the **job seeker's baseline readiness** and the **employer's level of commitment**.

Strategy	Primary Customer Target	Employer Financial Commitment	Hiring Expectation
Transitional Jobs	Severe barriers; no recent work history	0% (Fully subsidized by provider)	No formal commitment
On-the-Job Training	Ready to work; lacks specific job skills	50%–75% (Wage match after reimbursement)	Hire upon completion
Customized Training	Needs specialized technical certification	50% minimum (Cash or in-kind match)	Hire or retain upon completion

Strategy Deployment

Transitional Jobs: Use this strategy when the priority is **stabilization and soft-skill development**.

- **Customer Profile:** Individuals with chronic unemployment, criminal records, or housing instability.
- **Provider Role:** You act as the employer of record or pay 100% of the wages.
- **Best Used For:** Teaching basic workplace behaviors like punctuality, teamwork, and communication.

OJT: Use this strategy when a candidate is **mostly job-ready but lacks specific technical skills**.

- **Customer Profile:** Individuals with steady work histories who need to learn specific machinery, software, or company workflows.
- **Provider Role:** You negotiate a contract to reimburse the employer for 50% to 75% of the trainee's wages during the training period.

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- **Best Used For:** Matching capable job seekers with employers who have immediate, open vacancies but cannot find fully trained talent.

Customized Training: Use this strategy when an employer has a **large-scale skill gap that existing local training programs cannot solve.**

- **Customer Profile:** Cohorts of job seekers or incumbent workers who need a specific, non-standard curriculum.
- **Provider Role:** You co-design the curriculum with the employer and a training provider, covering up to 50% of the training costs.
- **Best Used For:** Attracting new industries to your region or helping local employers upgrade employee skills to prevent layoffs.

Selection Checklist

1. **Assess the Candidate:** Run a comprehensive intake assessment. If they score low on fundamental employability, start with a **Transitional Job**.
2. **Assess the Employer:** Determine their fiscal capacity. If they cannot afford to pay partial wages upfront, OJT is not viable; use a fully subsidized **Transitional Job**.
3. **Assess the Scale:** If a single employer needs to fill 10+ identical, highly specialized roles simultaneously, pivot immediately to **Customized Training**.