


SHOW-ME HEROES

On-the-Job Training, Helping Your Business!

Show-Me Heroes offers On-the-Job Training (OJT) to help your business save costs while preparing new hires for your vital jobs.

The OJT Program Provides

Cost Savings: We reimburse 50% of the wages of workers hired through this program for up to 1040 hours of OJT.

Skilled Labor: We screen potential employees and refer them based on your specific qualifications. We connect you with workers that possess a proven work ethic and a variety of valuable skills gained from military service, prior employment, and education.

Convenience: We match your business needs with a qualified new hire. We provide ongoing guidance and support.

OJT Program Steps

1



Contact your nearest Missouri Career Center and confirm your eligibility with our Local Veterans Employment Representative.

Identify potential participants who are referred through a Career Center or are reverse-referred by an employer to a Career



2

3



Develop, complete and sign the training agreement **prior to the start date of the OJT employee.**

Your Business is Eligible if:

No layoffs were issued, at any facility, to create this position (or a substantially equivalent position).

You have recalled, or attempted to recall, all employees for this position who were laid off within the past 365 days (prior to the date of the OJT hire).

This position must be permanent and full-time (32+ hours per week).

Your business and this position must be in a USDOL-identified growth industry.

Your business must participate in E-Verify.

Your business must be a Show-Me Heroes participant. You can take the pledge at showmeheroes.mo.gov.

OJT Employee Eligibility

Veteran:

Meets federal definition of a Veteran (Title 38 USC Chapter 42)

Other than dishonorable discharge

Must be hired within one year from the date of discharge from active duty and have a DD-214 verifying discharge date and status

National Guard or Reserve:

Deployed for a least four months (domestic or international mission)

Other than dishonorable discharge

Must be hired within one year from the date of discharge from a deployment and have a DD-214 verifying discharge date and status

Military Spouse:

Spouse of active-duty U.S. Military service member (Active, Guard, or Reserve Component) who has been deployed for at least four months

The military member must be currently deployed, or no more than one year past the date of discharge from deployment or active duty



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Show-Me Heroes is administered by the Missouri Division of Workforce Development in partnership with the Missouri National Guard. Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri TTY users can call (800) 735-2966 or dial 7-1-1.