

FAQ's about Employer Based Training

What is Employer Based Training?

Employer Based Training (EBT) is a part of the Senior Community Service Employment Program (SCSEP) operated by Mature Services Employment & Training Solutions and is supported through the Older Americans Act.

The goal of EBT is to assist a mature worker in moving from a training assignment to regular unsubsidized employment.

Why should I consider Employer Based Training?

Employer Based Training (EBT) is perfect for the company that wants to reduce turnover. By entering into an EBT with one of our job-ready individuals, you have the advantage of time to acclimate the person to your work format.

How do I know the person is qualified?

Candidates for EBT are drawn from those SCSEP individuals who have already completed a training assignment with a non-profit agency and are now considered employment ready.

Who selects the candidate?

The local Project Director will refer an individual with the basic skills needed to fill your specific opening. You will interview the candidate and determine if a match has been made.

What are my responsibilities?

During the EBT, you will provide the necessary training to transition the candidate into the specific job.

What part of the trainee's wages do you cover?

Mature Services will cover all necessary wages and employer taxes that are required for any employment including:

- Employer match and withholding of FICA
- State and Federal taxes
- Workers' Compensation

How does the trainee receive payment?

Checks are issued through Mature Services, Inc. directly to the trainee. There is no cost to you until the trainee moves to regular employment with your company.

How long does Mature Services cover the trainee costs?

The length of time necessary for the EBT will vary, depending on additional training needed. You and the Project Director will meet to discuss the position with you and determine how much additional training time is needed for the applicant to fully assume the job. This can range from a few weeks to a maximum of 12 weeks.

What happens after the training period ends?

Once the trainee has completed the prearranged training period at your company, you simply transition them onto your payroll.

Can I have more than one EBT?

There are specific limitations as to how an EBT can be utilized to assist our participants to gain unsubsidized employment. Once you have successfully completed an EBT contract, you may ask to be considered for another contract. Federal regulations limit each employer to no more than five EBT's in any twelve month period.

What if I do not want to hire the trainee at the end of the time?

We expect any employer who enters into an EBT contract understands that the idea is to bring the trainee onto the company payroll when training is completed. However if the trainee is not progressing appropriately, a meeting with the Trainee and the Project Director needs to be scheduled to determine whether or not the EBT should continue. If it is determined that the trainee is not a match, the EBT contract is immediately ended.

Okay – I am interested in Employer Based Training. What is my next step?

The next step is to contact the Employment & Training Solutions office nearest you. You can determine that by checking our [locations map](#). Simply call and ask to speak to the Project Director (name listed on the locations page you enter) regarding the Employer Based Training Program, and the process has begun.

Thank you for your interest and we hope to be working with you in the future.