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On-the-Job Training Helps Everyone

Job titles like “Insect Packing Technician” and “Feeder Insect Technician” require a specific set of skills that can only be learned while on the job. Josh’s Frog is an industry leader in terrarium equipment, plants, and animals. Everything they do requires training that only they can provide. Josh’s Frogs of Owosso was awarded $3,840.00 in WIOA On-the-Job-Training (OJT) funding to help bring two new employees on board and get them the specialized training they needed to function in their new position. By taking advantage of the program, the new employees were able to learn while working. The training plan was put together using job descriptions provided by the company and individualized for each new employee. Lasting 240 training hours, each individual received the skills and knowledge to be successful in their new position.

Josh’s Frogs is not new to this program; throughout their years of participation with GST Michigan Works!, they have secured $39,480.00 in funding to help train new hires, many of whom are still there.

Alyssa, Vice President of Human Resources and Facilities Management, had this to say:

“The OJT program has become an invaluable benefit for Josh’s Frogs and a key contributor to the success of our new hires. We have consistently observed higher retention rates, greater employee satisfaction, and stronger long-term success among team members who are eligible for and participate in the program. While our hiring process helps us identify and bring in talented individuals, the OJT program ensures they receive the support, resources, and guidance needed to start their careers on the strongest possible footing. This partnership has had a meaningful impact on both employee development and organizational success. Josh’s Frogs is grateful for our partnership with GST Michigan Works! and the opportunities this program provides.”