



Case Study: Verteks On-the-Job Training (OJT)

Don Gulling built his company, Verteks Consulting, around the proposition that while information technology is essential for today's business, having someone on staff dedicated to IT may not be.

Since 1996, the Ocala-based business has specialized in the implementation and management of computer networks and VoIP phone systems for companies and government agencies, large and small, throughout the heart of Florida.

Verteks is ideal for smaller businesses that don't have the time and resources to staff and equip their own IT departments. But it is also a go-to source for larger companies that want to explore cost-saving efficiencies or need a higher-level tech guru.

Simply put, Gulling knows the value of local outsourcing. So when the company began to boom and Verteks needed to expand its staff, Gulling turned to Workforce Connection as his go-to source for human resources.

"Workforce Connection is like our own outsourced HR department," Gulling said. "Honestly, to me it was a big surprise, the first time I found out about the services Workforce Connection offers businesses." And there's no charge.

Verteks first connected with Workforce Connection a few years ago when Gulling said they couldn't fill positions with local candidates. Gulling said that while they interviewed several candidates who were "stable, reliable, dependable, smart – all the things you want in a good employee," the concern was getting them leveled-up in certifications and outside training to hit the ground running.

"Workforce Connection helped us come up with a real easy and simple OJT (on-the-job training) program," Gulling said. "It was great, really easy and a great value for us ... The choice was we could keep looking and not hire, or with the OJT, hire and defray some costs and get them trained."

Gulling said the "big success" for him has been the OJTs and he has since completed two more, hiring displaced workers from the Clerk of Courts Office and Taylor Bean & Whitaker.

Through OJT, businesses may be reimbursed up to 90 percent of an employee's salary during training (and up to 50 percent beginning July 1, 2011).^{*} With Learn and Earn Internships, which ends June 30, Workforce Connection pays adult interns a stipend of up to \$400 a week for 12 weeks in exchange for businesses providing meaningful workplace training and experience.

"Workforce Connection has been a valuable partner for us," said Gulling, who is close to adding an internship program at Verteks. "They help fill the spot, assess knowledge, help with training through internship and OJT programs. It's simple, quick and real easy – almost no paperwork. They're helpful people who try to find a way to work with you."

For more information about Workforce Connection's Learn and Earn OJT and Adult Internship programs, call the Learn and Earn hotline at 352-291-9553 or send an email to LEmployers@clmworkforce.com. You may also fill out an [Online Application](#).

^{*}Since publication, the higher reimbursement rate has been extended through June 2012.