

Incumbent Worker QUICK FACTS

The Incumbent Worker Training (IWT) program helps local businesses to develop and implement training programs to retain current employees. Business service team members can assist employers in finding a trainer that suits their needs. Based on the size of the company, 50% or more of the costs of training can be reimbursed through the program.

What is Incumbent Worker Training?

IWT helps businesses to avoid layoffs, downsizing or closures by providing an opportunity to work with current employees who need to improve their skills.

- Hands-on training designed by the business
- A payment to offset training costs
- An opportunity to train employees your way
- An investment in your company

How Does IWT Work?

Interested businesses must meet certain criteria in order to participate. Businesses must be associated with a targeted industry, which is defined locally. Your local Business Service Team (BST) representatives can assist the business in determining if its industry qualifies under local guidelines as an eligible target industry.

- We help you design a training plan that meets your needs.
- You get reimbursed for up to 50% or more of the costs of training during the IWT period.

How Does a Business Qualify?

If the business has been assessed as meeting the target industry criteria, the next step is to determine if it meets any layoff aversion "at-risk indicators". The business must show that jobs may be retained if current workers obtain in-demand skills. Key indicators include:

- Declining sales
- Supply chain issues
- Adverse industry/market trends
- Changes in management philosophy or ownership

Finalizing the Project

Once eligibility has been determined, the Business Service Team will work with the business to outline the training program and assist with identifying and securing a trainer, if needed.



For more information, contact:

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