

Incumbent Worker Training Program

What is Incumbent Worker Training Program?

For businesses to remain competitive in the Seattle-King County's thriving economy, a well-trained workforce that is up to date on industry-recognized skills is necessary. The Incumbent Worker Training (IWT) under WIOA provides workers and employers funding for continuing education, training, and upskilling of incumbent, or existing employees to increase both participants' and companies' competitiveness.

Benefits

- *Help avert potential layoffs of employees, and/or*
- *Increase the skills of employees so they can be promoted within the company and create backfill opportunities for the employers.*
- *Provides funds to offset a portion, via reimbursement, of businesses' cost to train and upgrade the skills of its incumbent workers*

How is Employer's share of training cost determined?

- *At least 10 percent of the cost for employers with 50 or fewer employees.*
- *At least 25 percent of the cost for employers with 51 – 100 employees.*
- *At least 50 percent of the cost for employers with more than 100 employees.*

Equity Implications

The WDC launched the review of local policies in alignment with the Regional Strategic Plan strategies for an equitable economic recovery. To mitigate disparities in underserved populations and communities of color, the updated policy emphasizes leveraged creative funding models and a strategy to expand access to credentials with labor market value through incumbent worker training, especially workers for color rapidly and at scale.