



Incumbent Worker Training

Upskilling your workforce

Incumbent Worker Training in Monroe, Morgan, Noble and Washington Counties

Let us help you help them! Incumbent worker training (IWT) is a business service designed to develop a highly skilled workforce which will result in increased business financial viability, stability, competitiveness, and productivity.

Workers participating in IWT will benefit by enhancing existing skills, learning new skills, and earning employer or industry recognized credentials, in addition to retaining employment, maintaining their careers, and/or increasing their earnings potential. IWT will also allow the opportunity for backfilling vacated positions resulting from the promotion of newly trained workers.

Based on an upfront agreement, we reimburse you a portion of the training cost of the training you select by the trainer you choose after successful completion of the training.

Reimbursement is based on the size of the business and is contingent on availability of funding and Workforce Board approval. Total company size: less than 50 employees = 90%; 50-100 employees = 75%; over 100 = 50%

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What is the Goal for IWT?

Job	Upgrade job skills through training
Increase	Increase employee retention
Increase	Increase employee advancement
Create	Create jobs in high-demand occupations

Types of Training:

*Short-term training that enhances occupation-specific skills or basic skills that lead to a credential/certificate.

*Training that leads to an industry recognized credential or a certificate.

Restrictions: Businesses must not be presently debarred, suspended, proposed for disbarment, declared ineligible, or voluntarily excluded from participation in transactions by USDOL or the state of Ohio. Businesses shall not have any outstanding tax liability to the state of Ohio for over six months. Businesses cannot have unfair labor practice contempt of court finding with the Ohio Secretary of State. Ohio businesses must have all of the approvals, licenses, or other qualifications needed to conduct business in the state and all must be current. Governmental entities, including the city, county and state, may not participate.