



Upper Shore Workforce Investment Board Incumbent Worker Training Fund (IWT)

The Incumbent Worker Training Fund offers training support to businesses in Kent County with a plan or an interest in training their current working individuals. The applicants must not be contractual employees.

All trainings must result in a credential that confirms completion.

Expected outcomes include at least one of the following:

- Improving alignment of existing workers' skills with evolving job requirements
- Providing participants with access to new career opportunities within a business or industry
- Encouraging worker retention through the promotion of up-to-date skills training
- Increasing wages of incumbent participants
- Creating new opportunities for entry-level workers by providing opportunities for promotion of existing workforce
- Supporting and enhancing local and regional economic environments

Training support is defined as expense reimbursements for:

1. Occupational classroom training and up-skilled certifications in a defined, career pathway
2. Work and learn strategies such as:
 - a. Cross-training work assignments within the company
 - b. In-house proprietary training using current employee trainers
 - c. In-house proprietary training from outside vendors
 - d. Outside training vendors performing training at locations outside the business

These may be combined to provide a specific learning goal that relates directly to the qualifications for a promoted job title and/or a defined career pathway within the company.

Training expenses will be a maximum of \$5,000 per company, with a targeted training rate of \$1,500 per individual, though the targeted rate per individual is negotiable.

**To learn more or to express interest in the IWT,
please contact Business Services Coordinator Bob Zimberoff:
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