
Incumbent Worker Training Program Guidelines & Application

Program Guidelines

The Incumbent Worker Training (IWT) Program provides funding for training needed in current businesses due to: expansion, new technology, retooling, new services/product lines and new organizational structuring or as part of a layoff aversion strategy. IWT may also fund training in new businesses if those jobs are ineligible for assistance through ReadySC™. However, there will be a waiting period of 120 days for new or expanding businesses that displaced workers elsewhere in the United States. IWT is funded by the Federal Workforce Innovative & Opportunity Act (WIOA). Applications are open to all South Carolina businesses meeting the guidelines listed below.

BUSINESSES APPLYING FOR FUNDING MUST:

- ◆ Have at least one full-time employee
- ◆ Be current on all state tax obligations

THIRD PARTY BROKERS (CONSORTIA) APPLYING FOR FUNDING:

- ◆ May enter into IWT agreements on behalf of employers
- ◆ May include business associations, industry councils, chambers of commerce, downtown development corporations, etc.
- ◆ Cannot be involved in the training of the employees
- ◆ Cannot be reimbursed for administrative costs

Training Entities, City, County and State Governments are ineligible to receive Incumbent Worker Training (IWT) Funds.

PRIORITY WILL BE GIVEN TO:

- ◆ Businesses/Consortia whose applications represent a significant upgrade in employee skills and/or employee wage increases as a result of training
- ◆ Businesses/Consortia whose applications represent a significant layoff aversion strategy and provide retention opportunities
- ◆ Businesses/Consortia whose training plans emphasize occupational skills training
- ◆ Businesses/Consortia/Business sites who have not received an IWT agreement during the prior or current program year

TRAINING SERVICES:

- ◆ Can be provided through South Carolina's Technical Colleges, School Districts, area Vocational-Technical Centers, State Colleges and Universities, licensed and certified private entities/institutions, industry specific consulting/training organizations, professional associations/credentialing entities, the business itself (through in-house training providers) or Registered Apprenticeship Programs
- ◆ Can be conducted at the business's own facility, at the training provider's facility or at a combination of sites
- ◆ Can be taught by either full- or part-time educators or professional trainers from the business

Periodic safety and/or refresher courses cannot be funded.

REIMBURSABLE TRAINING EXPENSES:

- ◆ Instructor/trainer salaries
- ◆ Textbooks/manuals
- ◆ Consumable materials and supplies

NON-REIMBURSABLE COSTS:

- ◆ Administrative costs
- ◆ Trainee wages or travel
- ◆ Training equipment
- ◆ Capital improvements
- ◆ Curriculum Development
- ◆ Purchase of any item or service that may possibly be used outside of the training project (to include computer equipment and non-training related software)
- ◆ Costs incurred prior to the approval date of the application
- ◆ Administrative costs incurred by consortia

BUSINESS REQUIREMENTS:

- ◆ Business must provide a matching contribution to the training project that shall not be less than:
 - (1) 10% of the cost for businesses with 50 or fewer employees
 - (2) 25% of the cost for businesses with more than 50 employees, but fewer than 100 employees
 - (3) 50% of the cost for businesses with 100 or more employees
- ◆ Business/consortia approved for funds must sign an agreement to complete the training project as proposed
- ◆ Business/consortia must keep accurate records of the project's implementation process
- ◆ Business/consortia must submit reimbursement requests with required documentation

PROJECT COMPLETION:

- ◆ Training projects are performance based with specific measurable outcomes, including the completion of the training.
- ◆ Business/consortia will provide sufficient documentation for identification of all employee/trainees for the calculation of performance measures and outcomes deemed pertinent to the local workforce system.
- ◆ Last payment will be withheld until the final report is submitted and all performance criteria specified in the agreement have been achieved to include:
 - (1) Submission of required documentation
 - (2) Documentation of employer matching contribution

Application Instructions

Complete the attached IWT Program Application. Any information or documentation that cannot be supplied in the provided space should be identified by the relevant question number and attached to the back of the application form. Submit the signed completed application and **10 copies** to:

Midlands Workforce Development Board**Reference: IWT**

**100 Executive Center Drive, Suite 218
Columbia, SC 29210**

IT IS RECOMMENDED THAT YOU SUBMIT YOUR APPLICATION AT LEAST 30 DAYS PRIOR TO THE START OF YOUR TRAINING.

If you have any questions or need assistance in completing the application, please contact:

Steve Knight, 803-744-1670 / sknight@midlandsworkforce.org