

Train, Up Skill & Retain Your **Workforce**

Incumbent Worker Training (IWT) provides both workers and employers with the opportunity to build and maintain a quality workforce. Our TechHire:WorkIT IWT program can be used to help avert potential layoffs of employees, or to increase the skill level of employees so they can be promoted within the company **and** create backfill opportunities for the employers.

To qualify as an incumbent worker, the employee must:*

- be employed by your business,
- be at least 17 years of age,
- work at least 32 hours per week,
- earn an hourly wage above the state minimum wage,
- meet the Fair Labor Standards Act requirement for an employer-employee relationship,
- have an established employment history with the employer for **6 months** or more, and
- agree to cooperate with the data collection requirements.

**other eligibility criteria may apply*

Eligible employers must be in the **advanced manufacturing, broadband/finance/information technology, or healthcare industries**, able to show verification of the employees advancement into new position, and training must include technology learning components.

The employer's share of the cost shall be:

- In the range of 25 to 50 percent of the cost for employers with 100 or fewer employees.
- In the range of 50 to 75 percent of the cost for employers with more than 100 employees.
- The amount of reimbursement will be dependent on credential or certificate attainment, wage increase upon completion of training, and employee promotion resulting in an open position.

Forward Careers, Inc. is an Equal Opportunity Employer & Service Provider. If you have a disability and need information in an alternative format, including language assistance or translation, and/or need assistance with this information, please contact us at (262) 695-7800 or call through Wisconsin Relay Service 711. 100% of funding is provided by the Department of Labor \$4 million H-1B TechHire Grant.

FAQ


- Get reimbursed for up to \$15,000 in training costs per fiscal year!
- Training may range from 1 Day to 16 Weeks.
- Past or in progress training are not eligible. Must be future training.
- Develop customized training specifically to meet your business needs.
- Training should provide **technology** related and new or upgrade existing skill sets to advance the workers into a new position.
- Changes to submitted IWT proposal must be reviewed & approved before start of training.
- Be in operation in Wisconsin for at least 12 months prior to application.
- Employer & employee must cooperate with data collection requirements.

CONTACT ME TO LEARN MORE

Business Solutions Representative

P:

E:

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