

## TRIDENT

### *Incumbent Worker Training Program Funding Available*

*Incumbent Worker Training Assistance (IWT) is being made available under provisions of the Workforce Innovations and Opportunity Act. The purpose of the IWT Program is to assist employers in training currently employed workers in an effort to keep businesses & workers competitive. Private Sector South Carolina employers located in the counties of Berkeley, Charleston, and Dorchester in need of training for incumbent workers due to expansion & changing skill requirements caused by new technology, retooling, new product lines, & new organization restructuring may be eligible for IWT assistance. Deadline for submission of applications is February 9, 2018 by the close of business at 5:00 pm. Please submit applications to [keidriank@eckerd.org](mailto:keidriank@eckerd.org)*

**Please note that new requirements are outlined in detail in the application. Here are some changes from last year:**

#### **INCUMBENT WORKER DEFINED**

To qualify as an incumbent worker, the incumbent worker needs to be:

- employed;
- meet the Fair Labor Standards Act requirements for an employer-employee relationship; and
- have an established employment history with the employer for six months or more, unless the training is being provided to a group/cohort of employees and the majority of employees have been employed with the business for six months or more.

#### **BUSINESS MATCH**

Businesses/consortia participating in IWT are required to pay for the non-Federal share of the cost of providing training to their employees. The non-Federal share must not be less than:

- 10 percent of the costs for a business location with no more than 50 employees
- 25 percent of the costs for a business location with more than 50 employees, but no more than 100 employees
- 50 percent of the costs for a business location with more than 100 employees

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**APPLICATIONS are given priority based on:**

IWT funds (excluding Rapid Response funded IWT) are awarded on a competitive basis. The following applications are given priority:

- Applications that represent an upgrade in employee skills and/or employee wage increases as a result of the training – These are trainings that would increase the skill levels of employees so they can be promoted within the company and create backfill opportunities for less-skilled employees. Must be demonstrated in the application
- Applications with training plans that emphasize occupational skills training
- Applications that represent a layoff avoidance strategy and provide retention opportunities
- Applications for businesses that have not already received an IWT agreement during the prior or current program year

*Businesses may contact Keidrian Kunkel, Region Manager, SC Works Trident, for more information and /or assistance with the application process at 843-574-1890 via email [at keidriank@eckerd.org](mailto:keidriank@eckerd.org). You can also visit our website at [www.tridentscworks.org](http://www.tridentscworks.org) or [www.bcdcog.com](http://www.bcdcog.com) for information and a copy of the application.*