Incumbent Worker Training

What is Incumbent Worker Training (IWT)? Incumbent Worker Training is a cost sharing program for employers with employee training needs. It is designed to meet the specific requirements of an employer to retain a skilled workforce, increase the competitiveness and skills of workers so they can be promoted within the company, or avert the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment.

How does a business qualify? The employer must be compliant in WV State and WV State Unemployment Compensation taxes, should have no history of layoffs in the previous twelve months and will verify that they have Worker's Compensation Coverage.

How do employees qualify? An Incumbent Worker, by definition, is an individual who is employed, meets the Fair Labor Standards Act requirements for an employer-employee relationship, and has an established employment history with the employer for 6 months or more.

What is the employer share of the Incumbent Worker Training costs?

- At least 10 percent of the cost for employers with 50 or fewer employees
- At least 25 percent of the cost for employers with 51 to 100 employees
- At least 50 percent of the cost for employers with more than 100 employees

For more information, please contact:

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