



*Florida's Workforce  
Training Solutions*  
**Incumbent Worker Training Program**

**Catherine Kennedy  
Workforce Florida  
February 19, 2009**



# State Training Grants Programs

## INCUMBENT WORKER TRAINING (IWT)

# Incumbent Worker Training

## *History*

- 1999 Received grant from USDOL for program development
- 2000 Workforce Innovation Act to be administered by Workforce Florida

## *Program Intent*

Provide expense reimbursement grants to *for profit* businesses for the purpose of providing skills upgrade training to currently employed full-time workers

# Incumbent Worker Training

## *Program Eligibility*

- Must be “for profit”
- Operating in Florida for at least one year prior to application date
- Have at least one full-time employee
- Demonstrate financial viability
- Current on all state tax obligations
- Company eligible for 50% reimbursement of direct training costs, some exceptions may apply

# Incumbent Worker Training

## *Program Priorities*

- Priority for small companies (25 or fewer employees)
- Special consideration for companies located in Enterprise Zones, Brownfield Areas, rural counties, urban inner city areas and areas of critical economic concern
- Businesses in qualified targeted industries
- Businesses whose grant proposals represent a significant layoff avoidance strategy

# Incumbent Worker Training

## *Key Features*

- Flexible to meet companies need
- Company selects training provider
- Company can have up to 12 months to train
- Approved training costs reimbursed directly to company
- Eligible costs – instructional wages, curriculum development, textbooks and manuals
- Company contracts with Workforce Florida

# Incumbent Worker Training

## *Targeted Industries (as identified by Enterprise Florida)*

- *Manufacturing*
- *Services Industries*
- *Wholesale Trade*
- *Finance and Insurance*
- *Information Technology*
- *Corporate Headquarters*
- *Professional, Scientific, and Technology Services (PS & T)*
- *Clean Energy (as of Jan. 15, 2009)*

# Incumbent Worker Training

## *Budget*

- **FY 2006-07**      **\$2 million - WIA (15% state set aside)**  
**\$1.65 million - State general revenue**
- **FY 2007-08**      **\$2 million**
- **FY 2008-09**      **\$2 million**
- **Carry forward and recapture allowed**
- **Trainee wages increased 44% one year after completing training.**
- **(2004-05 data in FETPIP) 2005-06 report)**

# Incumbent Worker Training

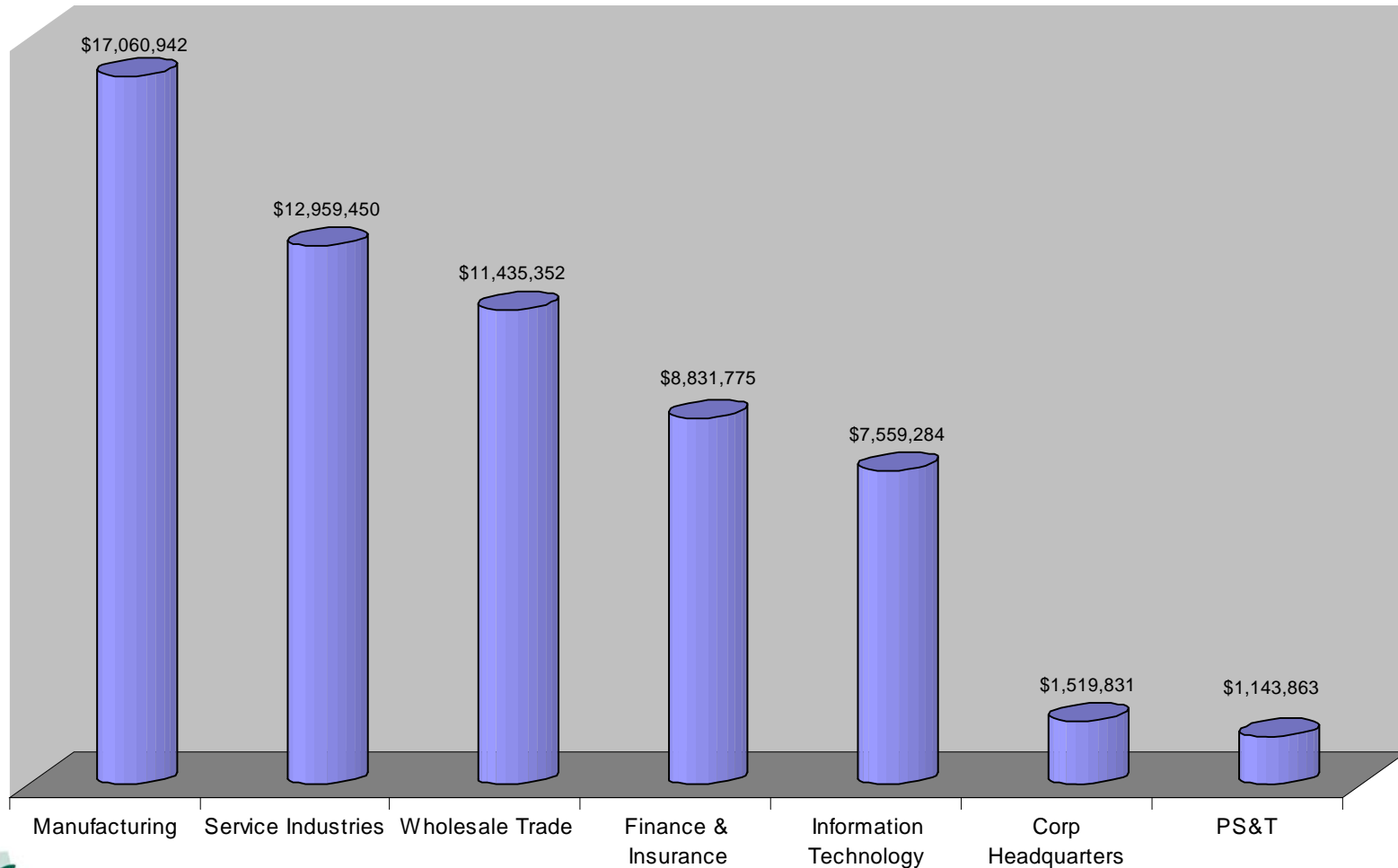
## *Awards*

*July 1, 2000 - June 30, 2008*

- Awards Since 2000: 886
- Total Grants Awarded: \$27,895,131
- Employer Match: \$213,640,147
- Workers Trained: 92,880
- State Average Investment Per Trainee: \$300
- Leverage: \$7.66 : \$1

# Incumbent Worker Training

IWT AWARDS BY INDUSTRY  
2000-2008



# Incumbent Worker Training



Diversified products of the  
**SPRING INDUSTRY**

# IWT Projects by County

