



NCWORKS INCUMBENT WORKER TRAINING

Create jobs.

Train on new machinery.

Upskill your current workforce.

Streamline business processes.

Receive help with all of these by applying for the Incumbent Worker Training (IWT) Program. It's designed to improve your company's bottom line.



The IWT program offsets the cost of training employees who have worked for your business at least six months. We'll help you upskill these employees, so they can retain their current job or advance in their careers.

Your business participates in the cost of the training through cash payments or in-kind contributions.

Employee eligibility

Employees who are eligible for IWT grants are those who:

- Are at least 18 years of age and a paid employee of your business
- Meet the Fair Labor Standards Act (FLSA) requirements for an employer-employee relationship
- Have worked with your business consistently for six months or more
- Are U.S. citizens, or non-citizens permitted to work in the U.S.

Which businesses qualify for IWT?

To be eligible to apply for IWT, a business must be:

- A North Carolina business in operation within the state for 12 months or more
- Current on all federal, state and local obligations
- Financially viable

Businesses in high growth and in-demand industry sectors, including advanced manufacturing, health care, biotechnology, and hospitality, are given priority for the IWT program.

The application process includes a preliminary questionnaire and application. They must be submitted to the local Workforce Development Board, which is a part of the NCWorks system.

**Find out more about IWT and how to
put it to work for your business.**

BusinessServices@NCWorks.gov

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