

INCUMBENT WORKER TRAINING

Incumbent Worker Training (IWT) benefits both employers and employees by upskilling existing staff to be more efficient and competitive within their industry. The purpose of IWT is to improve productivity, increase employee skill/knowledge, create new revenue streams, and improve employee retention rates. Employers can offset training costs and offer customizable onsite or classroom training when impacted by declining sales, supply chain issues, or a change in ownership or management. Employees can gain in-demand skills, possibly increase wages, receive a promotion, and ultimately retain employment. The photo on the right shows representatives from three companies who participated in Incumbent Worker Training and who spoke in a panel discussion to share how IWT has benefited employee retention and cost savings, upskilling, and mitigating risk due to the pandemic.



Representatives from Domeny Tools and Stamping Company, HydrForce, Lake County Workforce Development's IWT Program, and Eirich Machines.



Businesses Benefit Through Increased

- Competitiveness
- Productivity
- Revenue Streams
- Employee Retention Rate



Flexible Options

- Reimbursement to offset costs
- Customized training options
- Flexibility in selecting trainers
- Less paperwork



Employees Benefit Through Increased

- Marketable Skills
- Potential for Higher Wages
- Job Security & Retention
- Promotion Opportunities

In the program year 2021, Lake County Workforce Development assisted 7 employers in upskilling and retaining their current staff through Incumbent Worker Training. This funding supported more than 150 employees. If you are an employer interested in participating in Incumbent Worker Training, contact the Business Services Team at LCWDBusinessServices@lakecountyil.gov. For information, visit <https://bit.ly/3SgehaO>.

DWG CAREER GRANT

Starting in late 2021, Lake County Workforce Development implemented the Comprehensive and Accessible Reemployment Through Equitable Employment Recovery Dislocated Worker Grant (CAREER DWG) for dislocated workers from high-need communities. The specific target population for the grant consists of individuals who are long-term unemployed or have exhausted their unemployment benefits and are from Zion, Waukegan, or North Chicago. The grant runs from December 2021 to August 2023 with the goal of serving a total of 33 participants.



As part of the grant, Workforce Development will work with local employers to address skills gaps through paid work experience opportunities while working with participants needing occupational skills training. Participants are also provided with a full range of supportive services. As of September 2022, Workforce Development has enrolled 27 participants in the CAREER DWG initiative for occupational skills training and paid work experience programs. Job Center on the Move was developed in 2022 to bring technology resources and provide core Job Center Services in high-need communities. One of four Job Center on the Move locations is pictured on the left, Legacy Reentry Foundation NFP. As of September 2022, the Job Center on the Move has served 69 participants.