

COMPARISON: INCUMBENT VS EMPLOYED WORKERS

	INCUMBENT WORKERS	EMPLOYED WORKERS
What are the WIA definitions of these workers?	<ul style="list-style-type: none"> • Each state is responsible for determining the definition, including what types of employment and employer groups are covered. • The State may keep or delegate this responsibility to the local regions. • The definition may identify industries or occupations in decline, skills shortages areas, or employee groups that should be targeted. • The definition can include independent contractors. 	<ul style="list-style-type: none"> • Employed workers must meet eligibility requirements for the WIA Adult or Dislocated Worker programs and be determined in need of training to obtain or retain employment that allows for self-sufficiency. • Local regions need to determine the definition of self-sufficiency and establish a local policy. • Employers will need to be contacted to verify that a worker requires training to upgrade skills to achieve a more self-sufficient wage.
Why should we provide services to these workers?	<ul style="list-style-type: none"> • This represents an additional opportunity to address the needs of our employer customers, reduce skills shortages, promote employee retention, and avoid potential layoffs • Supports establishment of career ladders and employee upward mobility • Creates opportunities to develop Industry Based Credentials 	<ul style="list-style-type: none"> • Same
What services can be provided?	<ul style="list-style-type: none"> • Any allowable WIA services • Regions may develop customized training for groups of employees or allow individual employees to access existing training programs 	<ul style="list-style-type: none"> • Any allowable WIA services • Sequential delivery of services applies • Individual employment plans need to be developed
What training providers can be used?	<ul style="list-style-type: none"> • Businesses or regions can determine the training providers 	<ul style="list-style-type: none"> • Trainers must be selected from the Eligible Training Provider list.

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What types of training can be provided?	<ul style="list-style-type: none"> • Businesses or regions can determine types of training needed to upgrade and retain workers 	<ul style="list-style-type: none"> • Training must be for demand occupations
What impact would serving these workers have on WIA performance measures?	<ul style="list-style-type: none"> • When regions set aside Dislocated Worker formula funds to train incumbent workers as part of a layoff aversion strategy, the negotiated DW Common Measures standards apply. However, when discretionary funds are used, such as WIA 10%, WIA 25%, or special grants, performance outcomes are established by the grant. 	<ul style="list-style-type: none"> • Employed workers are excluded from the WIA Adult Common Measures entered employment performance standards. This results in fewer exiters counting toward performance outcomes.
What WIA funds can currently be used to serve these groups?	<ul style="list-style-type: none"> • WIA 10% (currently not available) or 25% statewide funds administered by CDLE and the State Workforce Council; ESF funds • Local set aside funds per the State's waiver and PGL (only up to 20% of local Dislocated Worker funds for incumbent worker/layoff aversion training) • Special grant funds such as the H1B and SESP grants 	<ul style="list-style-type: none"> • WIA Adult and DW formula funding administered by local workforce investment areas

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