

Incumbent Worker Training

Incumbent Worker Training is a program that provides funding to help eligible Madera County businesses to train their existing (incumbent) workers. Its intent is to support the skill development of employees and to preserve existing jobs for Madera County residents. Training can be customized to meet specific needs.

Benefits to Employers

The program is designed to meet the special requirements of an employer (including a group of employers) to retain a skilled workforce or eliminate the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment.

Program Guidelines

- Incumbent worker must be employed.
- Must meet the Fair Labor Standards Act requirements for an employer-employee relationship
- Have established employment history with the employer for six months or more.

Employers participating in the program will be required to pay for the non-federal share of cost of providing the training to incumbent workers. The non-Federal share will not be less than:

- 10 percent of the cost for employers with 50 employees or less
- 25 percent of the cost for employers 51—100 employees
- 50 percent of the cost for employers 101 or more employees.