

Work-based Training Program Comparisons

Employers		
Incumbent Worker Training (IWT)	On-the-Job Training (OJT)	Registered Apprenticeships
<i>Differences</i>		
Support existing employers with retention and growth of their workforce and allows more work stability	Employer hires individuals who otherwise wouldn't qualify for the job	Employer can hire an individual and has to provide a mentor who is experienced with the work
Provides significant skills upgrade training to current employees (WIOA eligibility not required)	Teaches WIOA-Eligible new hires skills needed to perform an entry-level position	Apprentices will learn new skills and apply those skills under the supervision of a mentor.
Reimburse up to 50% of total eligible training expense with \$10,000 max per program year	50% reimbursement of trainee's wage for up to 6 months or \$7,000 per individual	Utilize the OJT program while linked to a recognized apprenticeship program.
Not included in WIOA performance indicator calculations for the core programs (if only receiving IWT)	Excluded from only the credential attainment performance indicator in the WIOA performance indicator calculations	Included in WIOA performance indicator calculations for core programs (A Registered Apprenticeship is Employment)
8 county region	8 county region plus Cincinnati MSA	8 county region
Employer is an in-demand sector, declining industry or averting layoffs to remain competitive	Employer is an in-demand sector or demonstrates the need for qualified workers in the occupation.	Employer is an in-demand sector and must be one of the occupations listed by the Department of Labor
Needs Assessment determines eligibility of employers to receive funds (employer-focused)	Needs assessment substantiates the trainee's deficiency for the occupational skills	Potential Apprentices can participate in Pre-Apprenticeship programs in order to be placed in an apprenticeship
Employer must pay the non-federal IWT cost with a mixture of cash payments and fairly evaluated in-kind contributions.	Employer is responsible for portion of trainee's wages not reimbursable	Employer is responsible for portion of trainee's wages that are not reimbursed for training.
Program wide training plan/course description	Individual training plan and outcomes	Apprentice training plan and ability to track hours along with skills.

Employers		
Incumbent Worker Training (IWT)	On-the-Job Training (OJT)	Registered Apprenticeships
<i>Similarities</i>		
Wage should be similar with a minimum wage of \$15/hr	Wage should be similar with a minimum wage of \$15/hr	Not less than 40% of a non-apprentice working the intended position and with a minimum wage of \$15/hr
Training progress report and final report are required	Training progress report and final report are required	Training progress report and final report are required
Performance during incumbent worker training must be recorded.	Performance and hours receiving on-the-job instruction must be recorded.	Performance and hours receiving on-the-job instruction must be recorded.
Must be treated as a regular employee and should receive wages and benefits at the same level	Must be treated as a regular employee and should receive wages and benefits at the same level	Must be treated as a regular employee and should receive wages and benefits at the same level

Job Seekers/Employees		
Incumbent Worker Training (IWT)	On-the-Job Training (OJT)	Registered Apprenticeships
<i>Differences</i>		
Does not have to meet the WIOA eligibility requirements unless they are also enrolled as a participant in the WIOA adult or dislocated worker program.	Have to meet the WIOA eligibility requirements	Have to meet the WIOA eligibility requirements
Must have worked for the employer for at least 6 months or more	Has to be a new employee unless needed upskilling can be documented	Must have been registered with the apprentice program to be hired as a registered apprentice.
<i>Similarities</i>		
Enter participant information and services provided into KEE-Suite	Enter participant information and services provided into KEE-Suite	Enter participant information and services provided into KEE-Suite
Not included in WIOA performance indicator calculations for the core programs (if only receiving IWT)	Excluded from the credential attainment performance indicator	Excluded from the credential attainment performance indicator

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