



# WIOA Training Quick Facts

## Employer-Based Training Opportunities

**Businesses: Improve access to skilled workers**  
**Job Seekers: Many options to get paid while training**

### *On-the-Job Training*

Helps employers offset costs associated with skills training and loss of production for new hires through partial wage reimbursement.

### *Customized Training*

Designed to meet a particular needs of an employer. Common types of training includes introduction of new technologies or new production or service procedures that require additional job skills.

### *Incumbent Worker Training*

Can help qualifying companies upskill current workers to make your company more competitive. IWT improves productivity, creates new revenue streams, and improves retention of valued employees.

### *Class-Sized Training*

Gives groups of dislocated workers opportunity to upgrade skills over a short period of time. Standardized and certified classes are offered at a non-traditional time and/or setting. It can be combined with: on-the-job training, hands-on training, occupational knowledge/ contextualized learning, and basic skills/bridge programs that ensure full development of the trainee's skills and curriculum.

### *Apprenticeships*

Workers alternate between classroom and hands-on training. May use WIOA On-the-Job and Incumbent Worker Training.

### Benefits to Employers are:

- Increased competitiveness
- Improved productivity
- Improved employee retention rates

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