

Customized Training Policy

The following is a Customized Training Policy for employers to follow for use with GLOW One Stop customers who have received core and intensive services and are qualified to be considered for training.

Definition: Customized training is training (a) that is designed to meet the special requirements of an employer (including a group of employers); (b) that is conducted with a commitment by the employer to employ, or in the case of employed workers, continue to employ an individual on successful completion of the training; and (c) for which the employer pays for not less than 50 percent of the cost of the training.

GLOW Guidelines:

1. Employer will submit a one page simple plan (form attached)
2. Exclusion of capital improvement reimbursement
3. Customized training can be used for upgrading, retention or increase of wages
4. The GLOW Employment & Training Directors will be the decision makers for determining approval for business request of customized training
5. Any training decision appeals could be brought to Program Evaluation/Oversight Committee for input.
6. Business for customized training must have a physical presence in the GLOW region
7. Employees in customized training programs must be under the \$41,600 annual or \$20.00 hourly based on a 40-hour week self-sufficiency income rate
8. 50% of the employer training costs can be reimbursed with WIA funds
9. Funds provided to employers for customized training must not be used to directly or indirectly assist, promote, or deter union organizing.

Policy #12