

GLOW WORKFORCE INVESTMENT BOARD POLICY

NAME OF POLICY: **Management/Supervisory Training Policy**

APPROVAL DATE: **2/17/04**

AMENDED:

Background:

In the Local Skills Shortage Assessment Project for the GLOW Region (Skills Shortage Phase I) Survey, the GLOW Region businesses that were interviewed identified “Management and Supervisory Skills” as necessary and beneficial skills needed by business. Genesee Community College also did a business survey in GLOW to about 6,000 businesses and the survey identified Management/Supervisory as a priority.

Policy:

Under the current Workforce Investment Act Rules and Regulations, Section 663.705 sites that On-the-Job Training Contracts (OJT's) may be written for eligible employed workers when:

- (c) The OJT relates to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, workplace literacy, or other appropriate purposes identified by the Local Board.

Under the Customized Training requirement, training for an eligible employee may be provided when:

- c) The customized training relates to the purposes described in 663.705(c) or other appropriate purposes identified by the Local Board.

Because it is a strong training demand for GLOW, the GLOW WIB has approved using WIA Funds for Management/Supervisory Training falling under the definition of the Law, “other appropriate purposes identified by the Local Board.”