

## 6. Training/Educational Support

Training is an effective recruiting and retention tool. You are more likely to attract employees and keep them for the long-haul if you offer ways to develop more skills while at your company. Here're some points of consideration before you go extra mile with the employee training:

- What are the criteria for the employee to undergo training?
- How much do you allocate to fund the training?
- Will you reimburse the expense?
- Consider to make use of government incentive to take advantage of double deduction on the training expense.
- Will it be fair and appropriate to attach any penalty to this training benefit (when the employee breaks the contract prematurely)?



**NARIT's  
Note**

### **Scholarship Contract**

An employer may offer a scholarship to pay for the education in return for the employee's commitment to come back to work with the employer. Typically, the scholarship contract will have a severe penalty if the scholarship recipient fails to honor the commitment. For example, the scholarship recipient will have to work two times of the study period, and pay 200% or 300% of the cost if the scholarship recipient wishes to break the scholarship contract. Again, the court has the power to scale down the provisions of the scholarship contract if they impose the excessive burden on the scholarship recipient (Read the case study on *Phuket Air Training Contract* next).