



# **Going PRO Talent Fund Fiscal Year 2022**

Northwest Michigan Works! Information Session

# Today's Presentation

- *Overview of Going PRO Talent Fund*
- *Performance and Recap*
- *What's new for Fiscal Year 2022*
- *Review of Application Period and Process*
- *Questions & Answers*



# Going PRO Talent Fund Overview



# Talent Fund Overview

- Provides individuals with employment, industry recognized credentials, and strong wages
- Employees gain access to training modules that adapt their skills to changing demand
- Provides assistance to employers for training, developing, and retaining current and newly hired employees
- Helps to ensure employers have the talent they need to compete and grow



# Talent Fund Overview

- Highly successful, innovative work-based learning solution to address world-class 21<sup>st</sup> century industry standards
- Critical to address an expected 545,000 openings for professional trade workers by 2026
- All training leads to an industry recognized credential that counts toward the state's education attainment Sixty by 30 goal



# Performance and Recap



# Program Statistics, 2014-2021

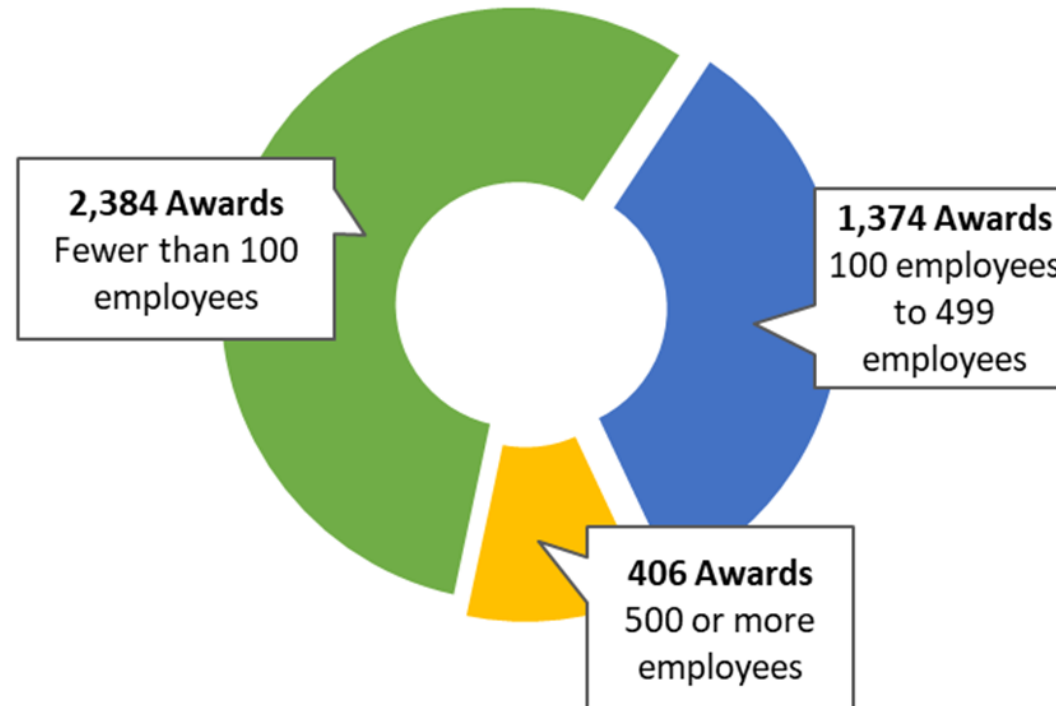
- Total Number of Awards: 4,164
- Average Award Amount: \$31,474
- Average Training Cost Per Person: \$1,032
- Total Amount Funded: \$131.12 million
- Total Number of Employees Trained: 121,000+



# Program Statistics, 2014-2021

## Summary of Employer Size 2014-2021

Size of Companies Receiving  
Going PRO Talent Fund Awards 2014-2021



*Data as of  
8/11/2021*

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# Regional Program Statistics, 2014-2021

- Total Number of Awards: **250**
- Average Award Amount: **\$26,659.91**
- Total Amount Funded: **\$6.7 million**



# FY19 Performance

- \$31,072,195 budget (with admin)
- 1,348 applications received
- 881 awards
  - 5,168 individuals hired and trained
  - 16,398 current employees trained
  - 1,162 First Year USDOL Registered Apprentices
- Average award amount was \$27,762



# Our Region

## FY19

- Total awards: 56
- Total awarded: \$1,122,006
- Average award: \$20,036

## FY21

- Total awards: 46
- Total awarded: \$1,355,425
- Average award: \$29,466



# Budget

- FY19 - \$31 million (with admin)
- FY20 - not funded, as all resources were directed to COVID-19 related activities
- FY21 - \$42 million (with admin)
- FY22 – expect to see mid-September



# FY2022 Highlights



# Key Priorities and Scoring Criteria

- Enhanced Rationale/Business Case
- **New!** Diversity, Equity and Inclusion (DEI)
- Employer contribution
- Proportion of new employee trainees
- Employer size (focus on small employers)
- First-year USDOL apprentices
- Training tied to college credit
- Size of amount of funding requested



# Diversity, Equity and Inclusion (DEI) Criteria

Special allowance for minority-owned, women-owned, veteran-owned, Individual With A Disability (IWD) owned, or a Geographically-Disadvantaged Business Enterprise.

1) To earn points, employer must respond “Yes”, and MWA must attest:

- The business is at least 51 percent owned and controlled, and
- Day to day operations and long-term decisions are managed by said category, or
- Is a Geographically-Disadvantaged Business Enterprise

2) Must award only 0 or 5 points

Verification may be obtained through proof of a 3<sup>rd</sup> party certification such as:

- Small Business Administration
- Disability:In
- Michigan Department of Transportation (MDOT) Disadvantage Business Enterprise (DBE)

# Targeted Population Incentives

Targeted Population	Explanatory Notes
Veteran (U.S. Armed Forces)	A person who served in the United States Armed Forces and who was discharged or released under conditions other than dishonorable
Active Military Reservist (U.S. Armed Forces)	An actively serving member of a reserve component military branch (U.S. Armed Forces)
Older Worker	An individual age 55 or older
Returning Citizen	An individual who has recently been released from a federal, state, or local correctional facility, or a person who, while not recently incarcerated, has a criminal record or history
<b>Individual With A Disability (IWD)</b>	<b>An individual with a self-reported disability</b>
<b>Public Assistance Recipient</b>	<b>An individual on public assistance</b>
High School Diploma/Equivalency (HSE) Path	An individual who achieves at least 75% (or completion) of High School Diploma/Equivalency program requirements during work hours. On the Job (OJT) training and/or classroom training would need to be on the plan and associated with the particular trainee on the HSE path.

Indicated in WBLOMS at time of closeout



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# New Hire and Apprentice Eligibility

- New Hire is defined as individuals hired 30 days prior to, on, or after the effective award date.
- A new first year USDOL Registered Apprentice is one that has been registered by the USDOL on or after December 1, 2021.
- A first year USDOL Registered Apprentice (whose proposed training is considered first year training on the employer's work process) may still be eligible for reimbursement if the proposed training has not occurred prior to the award date.

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# Apprentice Eligibility

- First year UDSOL Registered Apprenticeship training includes both RTI and OJT.
- As an exception to the rule that first year USDOL Registered Apprenticeship training must be a combination of both RTI and OJT, 100% OJT may be acceptable provided the submission of strong rationale.
- For example: with the Apprenti model, RTI has been paid by another source; RTI occurred prior to the effective award date; etc.



# New Hire Retention

- New hires only must be hired, trained and retained 90 days.
- Applies only to the OJT portion of training. If a new hire's training is totally classroom training, retention is not a factor.
- First year USDOL Registered Apprentice new hire retention may start at the beginning of OJT or RTI, whichever comes first.



# Eligible-Ineligible Training

- **New!** examples of eligible training for Child Development Associates (CDA) certification and Implicit Bias Training
- Adult Education remains ineligible
  - Adult Education (High School Completion / Equivalency) may qualify as a Targeted Population Incentive, used to offset additional training costs.
- Course descriptions and additional explanation still required for leadership/supervisory/management training
  - No 1-hour webinars, no one-day leadership training similar to Fred Pryor/CareerTrack



# Eligible-Ineligible Training

- **New! Definitions:**
  - Implicit Bias Training (or unconscious bias training) designed to expose people to their implicit biases, provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviors (eligible)
  - Sales acceleration training related to marketplace research, buying signals, company data, statistics, predictive analytics, and integrated platforms (eligible)
  - Soft skills supported by leveraged resources from other state or federal programs (ineligible)
  - Continuing education for maintaining certification/license; unrelated to employer-responsive training and/or upskilling (ineligible)



# New! Online Training Eligibility

- Online training is allowable per the following:
  - Is live and instructor-led; versus recorded learning at trainee's own pace
  - Must meet all Eligible/Ineligible Training Topic requirements
  - Results in a credential; specific to a customized, short term technical skill
- "Rationale for Request" Training Needed section in WBLOMS must include justification for the online training describing the above criteria has been met. Additional rationale may be considered such as:
  - Traditional in-person training is not offered,
  - Traditional in-person training is not allowed by the employer,
  - Traditional in-person training is not within a reasonable travel time or cost.
- The "online" option is selected in WBLOMS.



# Employer Contribution Categories

- Wages of employees while in training
- Travel costs for employees in training
- Cost of new equipment or software directly related to training
- Supportive services
- Other (overhead/administrative costs, lost productivity due to employees attending training, etc.)
- **New!** Application should include calculations, such as wages paid during training and cost of equipment



# Modifications

- Course date changes, within the approved 12-month period
- Change to the original award amount (reduction in cost)
- Change to training course different from originally approved training
- **New!** Changes to Employer Information (i.e., Employer name, FEIN, etc.)
- **New!** Change in number to be trained
  - If removal of new hires or of first year USDOL Registered Apprentices would impact the original scoring
  - Transfer of funds between first year USDOL Registered Apprentices new hires and current employees (only)



# FY2022 Award Process



# FY2022 Awards Cycle (Planned)

## Application Period

September 20 -  
October 15, 2021

## Training Period

January 1 –  
December 31, 2022  
(includes retention)

## Announcement

December 2021

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# Application Process

- Vetting through State of Michigan Department of Treasury once submitted to WD
- **New!** MWA will notify applicants with an obligation that they have 60 days to resolve, and to work directly with Treasury
- LEO-WD will provide verification of good standing and issue the award letter



# Eligible Employer

- Private sector only (for profit and non-profit)
- No quasi public-private entities even if they're non-profit 501(c)3, such as:
  - County Road Commissions
  - Municipally-Owned Utilities
  - Federally Qualified Health Centers
  - Community Mental Health Authorities
- Unions are not eligible to apply as employers, however, they may be eligible training providers



# Unfunded Applications

May have a queue for unfunded FY2022 applications

- Application window may be re-opened after winter application period closes – to be determined
- Same process as before regarding two options
  - Complete training by 12/31/22 to apply for FY2023
  - Training may extend beyond 12/31/22, but must forego FY2023



# Industry-led Collaboratives (ILCs)

Separate application and scoring criteria

Set-aside funds

- Amount based on overall funding availability
- Open application period until set-aside funds exhausted
- Applications may be submitted, beginning in February



# Industry-led Collaboratives (ILCs)

- 1 ILC award per employer, based on employer location.  
Employer may have 1 independent award + 1 ILC award
- Employer partners may be from across the state
- Classroom training, with exception for employers holding shared OJT USDOL Registered Apprenticeship training standards
- Training shared by at least 2 partner employers. If different providers; strong rationale and compelling evidence of collaborative intent must be explained

# Final Documents and Guidance

- Webinar PowerPoint
- Program Overview
- Fact Sheet
- Frequently Asked Questions (FAQs)
- Employer Guide
- Eligible-Ineligible Training Guidance
- Final FY2022 Talent Fund Process Guide
- Sample FY2022 application and training plan
- WBLOMS Online Employer and MWA Application

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Will be available at [nwm.org/goingpro](https://nwm.org/goingpro) or ask your BSR



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# Questions?





**If you are submitting an application, please contact  
your Business Services Representative (BSR)  
so we can assist you during the application process.**



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