



Going PRO Talent Fund Fiscal Year 2021

Northwest Michigan Works! Information Session

Today's Presentation

- *Purpose and History*
- *Talent Fund Performance and Recap*
- *FY2021 Highlights*
- *Application Process*
- *Questions & Answers*



Purpose

The Going PRO Talent Fund (Talent Fund) provides competitive awards to employers to assist in training, developing, and retaining current and new employees.

- Ensures Michigan's employers have the talent they need to compete and grow, and individuals have the skills they need for in-demand jobs.
- Training expands and improves employees' skills and develops their opportunities for growth or promotion within the company and for economic advancement.
- Training must fill a demonstrated need, be short-term in duration and lead to an industry recognized and transferrable credential.

Program Statistics, 2014-2019



- Total Number of Awards: 3,136
- Average Award Amount: \$31,548
- Average Training Cost Per Person: \$1,062
- Total Amount Funded: \$98.22 million
- Total Number of Employees Trained: 94,000+



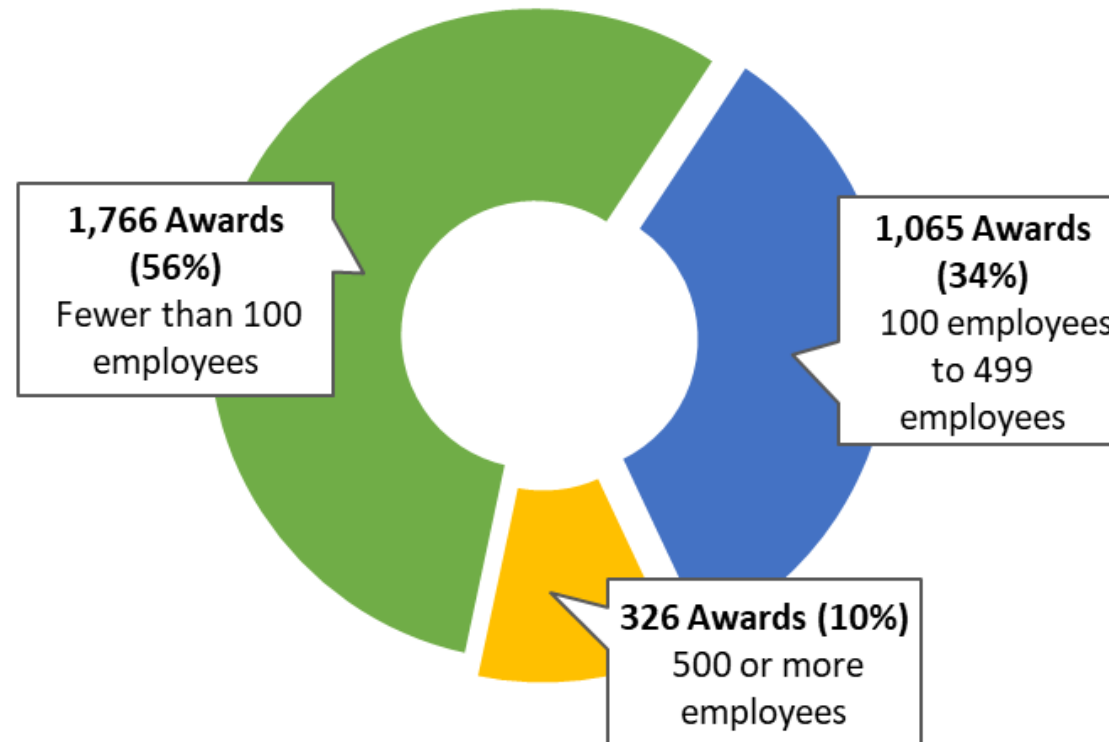
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Program Statistics

Summary of Employer Size 2014-2019

Size of Companies Receiving
Going PRO Talent Fund Awards 2014-2019



Data as of 6/30/2019



FY2019 and FY2020 Recap



FY19 Performance – Total State



- 1,348 applications received
- 884 awards - \$31,072,195 (with admin)
 - 5,886 individuals hired and trained
 - 18,457 current employees trained
 - 1,495 New USDOL Registered Apprentices (RA)
- Average award amount was \$35,306



Our Region

FY18

- Total awards: 54
- Total awarded: \$1,392,104 (with admin)
- Average award: \$25,778

FY19

- Total awards: 57
- Total awarded: \$1,459,181 (with admin)
- Average award: \$25,600

Previous Budgets

- FY19 - awarded \$31 million (with admin)
- FY20 – was not funded, as all resources were directed to COVID-19 related activities



FY2021 Highlights



Going PRO Talent Fund 2021



- \$27 million budgeted (with admin)
- Critical component in helping address an expected 545,000 openings for professional trade workers by 2026.



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FY2021 Application Period



Employers will be notified of awards in January 2021.

Training Period for FY2021



Training start date: February 1, 2021 (earliest)

Training end date: January 31, 2022 (latest)

- Includes 90-day retention for last new hire



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Eligible Employers



To be eligible for a Talent Fund award, an employer must:

- Have a need for skill enhancement, including apprenticeship programs and advance-tech training programs for current employee(s) or new employee(s).
- Have a physical presence in Michigan.
- Be compliant with all state tax obligations including, but not limited to, corporate, sales, use, withholding, personal income and unemployment insurance taxes. Vetting will occur – 60 days to comply.



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Not Eligible to Apply



- Federally Recognized Governments (e.g., Native American Tribes), including tribal casinos
- Federal, State, and Local Governments
- Public Institutions and Entities
- Local School Districts and Intermediate School Districts
- Municipally-Owned Utilities
- County Road Commissions
- Community Mental Health Authorities
- Federally Qualified Health Centers
- Other entities as determined by the LEO-WD



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Eligible Employees

- Permanent, full-time (32+ hours) employee of the employer when the approved training begins. No seasonal and/or part-time employees.
- Temp-to-hire/contract employee must be increasing their job responsibilities or learning a new job.
- Works primarily in Michigan, and for whom the employer pays all applicable taxes to the State of Michigan, regardless of where the employee lives.
- 18 years of age or older.
- U.S. citizen or legally authorized to work in the U.S.



Eligible Training Providers



- Michigan community colleges & universities
- Private training providers
- Proprietary schools licensed in the State of Michigan
- Registered USDOL joint apprenticeship training centers (JATC)
- Vendors providing training in operation of equipment or systems for which they were the provider
- Employers only if their resources or equipment are exclusive and training is not available elsewhere
 - Supporting rationale must be in the application



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Eligible-Ineligible Training



Online training is allowable per the following:

- Training cannot be obtained locally, or
- Training is not within a reasonable travel time, or
- Training is not offered in the classroom, and
- Course is instructor-led, virtual training versus online learning at trainee's own pace, and
- Training results in a credential; specific to a customized, short term technical skill



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Eligible-Ineligible 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 still required for leadership/supervisory/management training
- No 1-hour webinars, no one-day leadership training similar to Fred Pryor/CareerTrack



Types of Training

- Classroom or customized training for incumbent and new hire employees
 - Reimbursement of up to \$1,500 per employee
 - 2nd year apprentices may be reimbursed for classroom training.
- New Hire on-the-job training
 - Reimbursement for wages of up to \$1,500 per employee
 - Dependent on retention after training (30-60-90 day for 50/75/100%)
- USDOL Registered Apprenticeship - New hire or incumbent employees
 - Training must be during their first year of the apprenticeship
 - Reimbursement of up to \$3,000 per employee

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” apprentice is one that has been registered by the USDOL on or after January 1, 2021.
- A “first year” apprentice (whose proposed training is considered first year training on the employer’s work process)
Reimbursement for classes (RTI) will only be made for classes started after the award date. (typically spring/summer classes)



New Hire Retention

- New hires must be hired, trained & retained (30,60,90 days)
- Applies only to the OJT portion of training. If a new hire's training is totally classroom training, retention is not a factor.
- **NEW!** First year apprentice new hire retention may start at the beginning of OJT or RTI, whichever comes first.



Apprentice Eligibility

- Apprenticeship training includes both RTI and OJT.
- Exception to above bullet point: 100% OJT may be acceptable provided the submission of strong rationale.
 - Example: Apprenti model where, RTI has been paid by another source; or RTI occurred prior to the effective award date; etc.

Targeted Incentives

- Veteran (U.S. Armed Forces) - \$500
- Active Military Reservist - \$500
- Older Worker - \$500
- Returning Citizen - \$500
- **NEW!** High School Diploma/Equivalency Trainee - \$1,000
 - For new and incumbent trainees
 - An individual who achieves at least 75% (or completion) of High School Diploma/Equivalency program requirements during work hours. OJT training and/or classroom training would need to be on the plan and associated with the particular trainee on the High School Diploma/Equivalency path (see Eligible/Ineligible Training Guidance).

Scoring Criteria (and Incentive)

Categories to include:

- Rationale and Business Case – up to 45 points
- Employer contribution – up to 5 points
- Employer size (fewer than 100 FTE) – 10 points
- Proportion of new employee trainees – up to 5 points
- First-year USDOL apprentice(s) – 5 points
- Training tied to college credit – 5 points
- Size of amount of funding requested – up to 10 points

No past performance category



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.)



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FY2021 Industry-led Collaboratives (ILCs)



Application will open in the Spring

1 ILC award per employer

- Employer may have **1** independent award + **1** ILC award
- Based on employer location

Every training on plan must be shared by at least 2 partner employers



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Employer Expectations

- Pay wages that are equal to, or greater than, the prevailing wage in the area for the applicable job title
- Utilize funding for appropriate occupations: should not be utilized for low-wage, high turnover occupations
- Utilize Pure Michigan Talent Connect and Michigan Works! to recruit for job openings
- Adhere to the program's eligibility parameters and guidelines and sign a training agreement with NW Michigan Works!
- Notify your Business Services Representative of any changes to your training during the course of the grant and fill out modification form.
- Contribute to the training, cash or in-kind and documentation of employer contribution.



Employer Expectations (cont.)

There is Paperwork...

- Provide wage information prior to training, at completion of training and six months post-training
- Provide new hire information monthly to the MWA (if applicable)
- **Promptly provide required documentation for reimbursement.**
Failure to do so could result in forfeiture of funds or disqualification for future GPTF funding.
 - Proof of completion of classroom training (certificate, grade, credential)
 - Invoices from training provider and proof of payment
 - Payroll information from your payroll system for new hires and new-hire apprentices (if applicable) showing wage and start date

Employer Expectations (cont.)



And Some More Paper Work...

- Documentation for USDOL Registered Apprentices (if applicable):
2-page Summary from DOL RAPIDS showing start date, occupation, etc.
- Revised estimated contribution at completion of training
- Impact story with focus on employee outcomes
- Required proof for Targeted Incentives
- Up to date W-9 form
- Invoice to Networks Northwest for reimbursement payment.

FY2021 Guidance Documents



- NW Michigan Works will send the following documents to employers who registered for the info sessions:
- Going Pro Talent Fund Employer Guide
- Application Guide for Employers
- Information Session PowerPoint
- Going PRO Talent Fund FAQs

Guidance documents will also be posted at: nwm.org/GoingPro



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Application Process

- Similar to last year, the application is online.
- It is called the Work-based Learning On-line Management System (WBLOMS)
- Go to www.michigan.gov/talentfund or nwm.org/GoingPro for the link to start your application.
- Google Chrome must be used for optimal performance.

Application Process



- Refer to the Draft Application Guide for instructions.
- If you applied in 2020, you may use your same login.
- Contact your Business Services Representative to let them know you are applying.
- The first step after logging in is to submit an Authorization Request to complete an application.
- After approved, you may start working on your application on November 2, 2020.
- Meanwhile, determine your necessary training, who will be trained, contact training providers & work on your rationale.





Questions?





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

If you don't know your BSP, please contact:

**Jayne Lindblom
Business Services Regional Director
jayne.lindblom@networksnorthwest.org
Cell: 231-499-5766**