



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY



WORKFORCE
DEVELOPMENT

Going PRO Talent Fund Fiscal Year 2025

September 24, 2024

Michigan Department of Labor & Economic Opportunity
Workforce Development

Today's Presentation

- Overview of Going PRO Talent Fund
- Performance and Recap
- What's New for Fiscal Year 2025
- Review of Application Period and Process
- Questions & Answers

Going PRO Talent Fund Overview

Introduction

- The team!
 - Kevin Kortas, Tapia Miah, and Erika Lotoszinski

During the presentation:

- Save all questions until the end
- Please note which slide your question pertains to
- Enter questions in the chat or raise your hand during Q&A

Talent Fund Overview

- Training that leads to an industry recognized credentials that count towards the state's Sixty by 30 educational attainment goal
- Provides individuals with employment, industry-recognized credentials and strong wages
- Aids employers in training, developing and retaining current and newly hired employees
- Helps to ensure employers have the talent they need to compete and grow

Application Process and Eligibility

Participant Funding and Cap

Per Person Cap

- Current trainee funding remains \$2,000 per person
- USDOL Registered Apprentice training funding remains \$3,500 per person

Funding Cap

- No more than \$500,000 may be awarded to any individual employer site

Eligible Employers

- Non-government private entity; for profit or nonprofit
- Compliant with all state tax obligations
- **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 and Intermediate School Districts
 - Municipally owned utilities
 - County Road Commissions
 - Government community mental health authorities
- Unions are not eligible to apply as employers, but may be eligible training providers

Eligible Trainees

Current employees

- Individuals on the employer's payroll at time of application or hired at least 31 days prior to the award date
- Individuals promoted or moved into a new position
- Individuals moved from part-time to full-time
- Individuals laid off, furloughed, or fired, then rehired
- Individuals who have previously worked for the employer through a temporary staffing agency, leasing agency, or on contract with a Form 1099

Eligible Trainees

New Employees (New Hires)

- Individuals hired 30 days prior to, on, or after the effective award date
- Must be hired, trained and retained 90 days
- **MiTalent.org** should be used as a resource to obtain potential candidates for the interview and selection process
- Individuals who have not previously worked for the employer through a temporary staffing agency, leasing agency, or on contract with a Form 1099

Eligible Training

- A new employee who is not a USDOL Registered Apprentice may participate in OJT, or a combination of classroom and OJT.
- USDOL Registered Apprenticeship training includes both RTI and OJT, however 100% OJT is allowable.

| Type of Training | Current Employee | New Employee |
|--|------------------|--------------|
| 1. Classroom/Customized Training (CT) | Eligible | Eligible |
| 2. New Employee On-the-Job Training (OJT) | Not Eligible | Eligible |
| 3. USDOL Registered Apprenticeship Classroom/Customized Training | Eligible | Eligible |
| 4. USDOL Registered Apprenticeship OJT Training | Eligible | Eligible |


Eligible Training Topics

- Must expand and improve an employee's skills and develop their opportunities for growth or promotion.
- Training must lead to a credential: certificate of completion, certification, college credit, license or other.
- Introductory/overview training is not eligible.
- There is no list of specific courses or training providers that are approved by LEO-WD for Talent Fund
- **New!** In-house training is not eligible.

Required Documentation For Reimbursement

- Employer guide lists documentation that must be collected for each type of training and each type of employee
- Proof of classroom training (such as a credential or transcript) must be signed (physically or electronically)
 - An official seal, letterhead, or other notation may be acceptable in place of a signature

WBLOMS



Going PRO Talent Fund (Talent Fund)

Going PRO Talent Fund (Talent Fund)

Dashboard

View All ▾

Whales, Meme ▾

From the Employer Dashboard, employers may submit an authorization request to complete a Going PRO Talent Fund application; start, view or edit a submitted application, and see the status of an application.

To get started, contact your local Michigan Works! Agency (MWA) to inquire about the authorization and application process if you have not already done so. For a list of MWA Talent Fund Key Contacts, please go to www.michigan.gov/talentfund.

The independent application period closes on October 31, 2024. After 6:00 AM Eastern Standard Time, employers will not be able to submit their application.

The ELC application period closed. Employers will not be able to submit applications at this time.

Authorization Requests

New Authorization RequestView All

Once an Authorization request is approved by an MWA it will appear here. To begin an application, click "Start Application".

| FEIN | Site Name | Request Type | Status | MWAName | Status Date |
|------|-----------|--------------|--------|---------|-------------|
|------|-----------|--------------|--------|---------|-------------|

Applications

View All

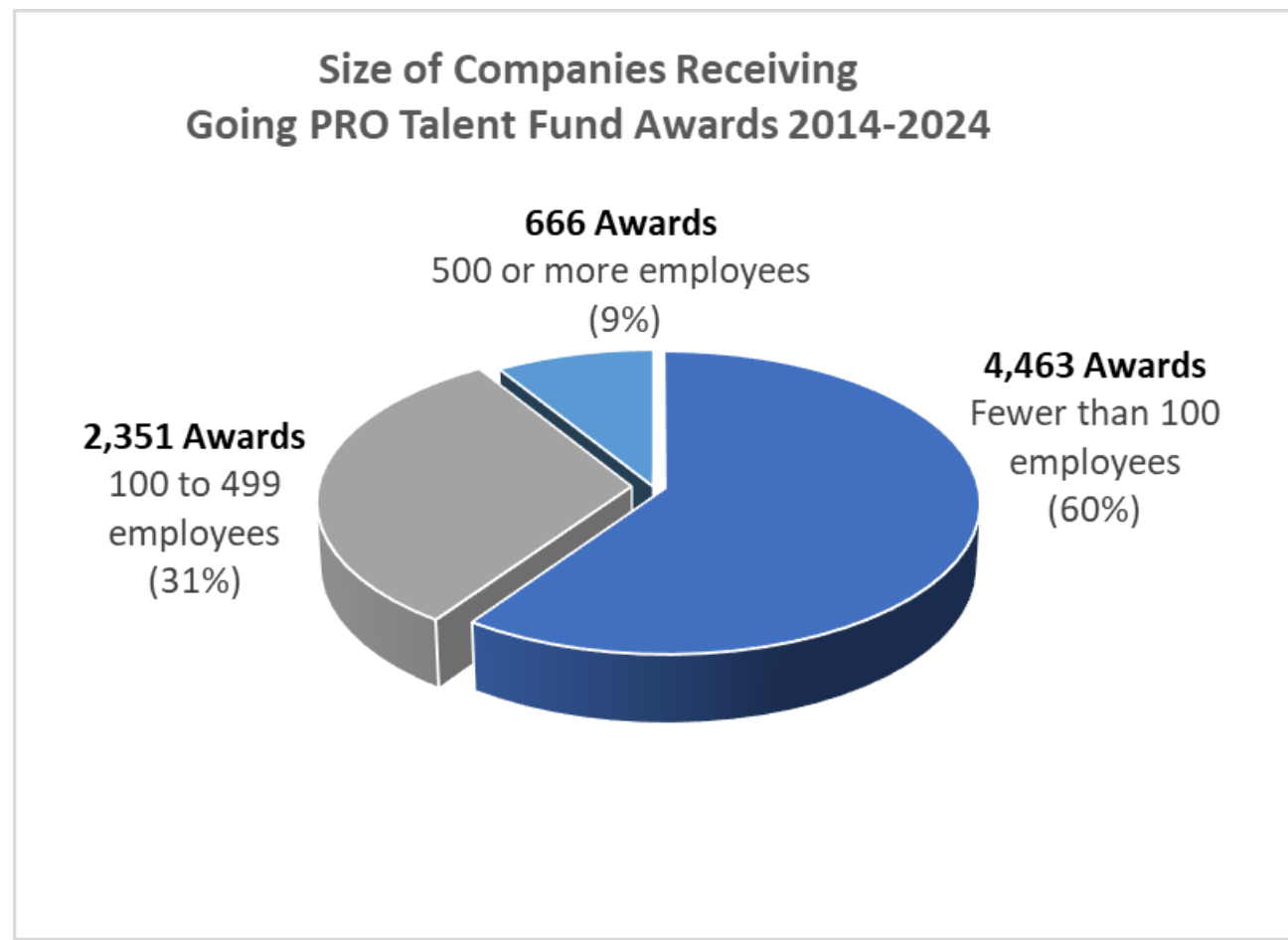
Performance and Recap

Program Statistics, 2014-2024

- Total Number of Awards: 7,480
- Average Award Amount: \$39,547
- Average Training Cost Per Person: \$1,412
- Total Amount Funded: Over \$275 million
- Total Number of Employees Trained: 200,000+

Data as of July 2024

Program Statistics, 2014-2024



**Summary of
Employer Size
2014-2024**

Data as of July 2024

FY24 Performance

- \$63,158,574 awarded
- 1,931 applications received
- 1,209 awards
- 11,275 individuals hired and trained
- 26,481 current employees trained
- 5,295 First Year USDOL Registered Apprentices
- Average award amount was \$52,240

Data as of July 2024

Budget

- FY19 - \$31 million (with admin)
- FY20 - not funded, all resources directed to COVID-19
- FY21 - \$43 million (with admin)
- FY22 - \$43 million (with admin)
- FY23 - \$55 million
- FY24 - \$55 million
- FY25 –\$55 million

FY2025 Scoring Priorities

| Scoring Criteria | | Points FY25 |
|--|--|---|
| High Priority Industry Sector | | 9 |
| Application includes training directly applicable to Electric Vehicles (EV), Mobility, or related infrastructure. | | 1 |
| Application includes training directly applicable to increasing household access to high-speed internet. | | 1 |
| Application includes training directly applicable to creating or preserving affordable housing units. | | 1 |
| Application includes training in partnership with a community college, university, or a 3 rd party (as defined). | | Up to 6 |
| Application includes technical (hard skills) training that results in an industry recognized certification or license within the training period (as defined). | | 3 |
| Diversity, Equity, and Inclusion (DEI) | | 5 |
| Allowance for minority-owned, women-owned, veteran-owned, Individual with a Disability (IWD) owned and controlled; or is a Geographically Disadvantaged Business Enterprise. | | |
| Application includes USDOL Registered Apprentices (1 st year through completion) leading to the nationally recognized, portable Certificate of Completion. | | Up to 7 |
| > 0 and up to 25% of trainees = 2 points > 25% and up to 50% of all trainees = 5 points > 50% of all trainees = 7 points | | |
| Hourly median wage of trainees is equal to or above Regional Median Wage. | | 11 |
| Employer has not received an Independent or ELC award in past two fiscal years (2023 and 2024). | | 2 |
| Size of amount of funding requested. | | Up to 4 |
| | | Up to \$60,000: 4 points \$60,001 to \$120,000: 3 points \$120,001 to \$180,000: 2 points \$180,001 to \$220,000: 1 <u>points</u> \$220,001 and above: 0 points |
| 21 | | Total |
| | | 50 |

High Priority Sector

| Explanatory Notes | |
|---|--------------------------------|
| 1) To earn 9 points, employer must be in Agribusiness, Construction, Education, Energy, Healthcare, Hospitality and Outdoor Recreation, Information Technology, Infrastructure, Manufacturing, or Mobility. 2) Possible points are 0 or 9. | No change (other than points). |

EV Mobility and Infrastructure

Application includes training directly applicable to Electric Vehicles (EV), Mobility, or related infrastructure.

| Explanatory Notes | |
|--|------------------------------------|
| 1) To earn points, employer must respond “Yes”, and applicable training must be included on the training plan. 2) Possible points are 0 or 1. | Minor language change for clarity. |

NEW! Creating or Preserving Affordable Housing Units

Application includes training directly applicable to preserving affordable housing units.

| Explanatory Notes | |
|--|--|
| 1) To earn points, employer must respond “Yes”, and applicable training must be included on the training plan. 2) Possible points are 0 or 1. | New criteria based on Governor’s MI New Economy plan . |

NEW! Increasing Household Access to High-Speed Internet

Application includes training directly applicable to increasing household access to high-speed internet.

| Explanatory Notes | |
|--|--|
| 1) To earn points, employer must respond “Yes”, and applicable training must be included on the training plan. 2) Possible points are 0 or 1. | New criteria based on Governor’s MI New Economy plan . |

College Credit Training

Application includes training in partnership with a community college, university, or third party (as defined).

| Explanatory Notes | |
|---|--------------------------------|
| <ul style="list-style-type: none">1) To earn 6 points, a minimum of one (1) course that results in earned college credit.2) To earn 3 points, a minimum of one (1) non-credit course provided by a community college, university, or third party (as defined).3) Possible points are 0, 3, or 6. <p>Note: OJT does not score points and college credit must be conferred by the approved training provider recognized on the Talent Fund Training Plan.</p> | No change (other than points). |

NEW! Industry Recognized Certification or License

Application includes technical (hard skills) training that results in an industry recognized certification or license within the training period (as defined).

| Explanatory Notes | |
|---|---|
| 1) To earn 3 points, a minimum of one (1) training that results in an industry recognized certification or license within the training period (as defined). Credential must be included on the training plan. 2) Possible points are 0 or 3. | New criteria to encourage technical training. |

Diversity, Equity, Inclusion (DEI)

| Explanatory Notes | |
|---|---------------------------------------|
| <p>1) To earn 5 points, employer must respond “Yes”, and MWA must attest:</p> <ul style="list-style-type: none">• The business is at least 51% owned and controlled, and day to day operations and long-term decisions are managed by said category, or• Is a Geographically Disadvantaged Business Enterprise <p>2) Possible points are 0 or 5.</p> <p>Note: 50% is acceptable in the case of only two individuals, under option 1 above.</p> | <p>No change (other than points).</p> |

USDOL Registered Apprenticeship

| Explanatory Notes | |
|---|--------------------------------|
| <ul style="list-style-type: none">1) To earn 2 points, minimum of one (1) apprentice, and up to 25% of all trainees on training plan are apprentices.2) To earn 5 points, at least 25%, and no more than 50%, of all trainees on training plan are apprentices.3) To earn 7 point, greater than 50% of all trainees on training plan are apprentices.4) Possible points are 0, 2, 5, or 7. | No change (other than points). |

Regional Median Wage

| Explanatory Notes | Talent Fund Team Comments |
|---|--|
| <p>1) To earn 11 points, hourly median wage must be equal to or above Regional Median Wage no later than 90 days post training completion (after all training for the award has ended). Verification must be provided, or employer award will not be reimbursed.</p> <p>2) Possible points are 0 or 11.</p> | <p>Change based on closeout data to hold all applicants to the same expectations</p> |

NEW! Employer has not received an Independent or ELC Award

Employer has not received an Independent or ELC award in the past two fiscal years (2023 and 2024).

| Explanatory Notes | |
|---|--|
| To earn 2 points, employer must not have received a Talent Fund or ELC award in Fiscal Year 2023 or 2024. | New criteria, originally introduced in 2020. |

Size of Funds Requested

| Explanatory Notes | |
|--|--------------------------------------|
| <p>Size of amount of funding requested.</p> <ul style="list-style-type: none">• Up to \$60,000: 4 points• \$60,001 to \$120,000: 3 points• \$120,001 to \$180,000: 2 points• \$180,001 to \$220, 000: 1 point <p>1) \$220,001 and above: 0 points</p> <p>2) Based on total number of requests</p> <p>Possible points are 0,1,2,3, or 4.</p> | <p>No change (other than points)</p> |

NEW! Maintaining Application Scoring Criteria at Closeout

Scoring Criteria Sections subject to deobligation/recission at closeout if the original pledged intent of the application is not upheld:

- College Credit
- Classroom/Third Party Training
- USDOL RA Training
- Certification and License Training
- Regional Median Wage

Multiple Application Award Cycles

Multiple Application Award Cycles

DATES ARE SUBJECT TO CHANGE PRIOR TO THE AWARD ANNOUNCEMENT:

| Independent Application | Cycle 1 (Jan-Dec) | Cycle 2 (July-June) |
|----------------------------------|--|------------------------------|
| Application Period | October 1, 2024 – October 18, 2024 | TBD |
| Deadline to submit applications | 5:00 PM ET (Friday) October 18, 2024 | TBD |
| Training period | January 1, 2025 – December 31, 2025 | July 1, 2025 – June 30, 2026 |
| Employer-led Collaborative (ELC) | | |
| Application Period | TBD | |
| Training Period | TBD (based on award date for each ELC) | |

Dates Subject to Change

Employer-led Collaboratives (ELCs)

- Separate application and scoring criteria than the Independent
- **Set-aside funds:**
 - Amount based on overall funding availability
 - Open application period until set-aside funds exhausted
 - Applications may be submitted beginning in March 2025 (date is subject to change)

Employer-led Collaboratives (ELCs)

- One ELC award per employer, based on employer location
- May have no more than one (1) Independent award and one (1) ELC award, based on employer location
- Training must be shared by at least two partner employers. Employer partners may be from across the state
- Classroom training only, with exception for employers holding shared OJT USDOL Registered Apprenticeship training standards

Guidance and Resources

Guidance and Resources

Please identify your MWA Key Contact

Available online

- Overview
- Fact Sheet
- Employer Guide

Questions and Answers

Talent Fund Team



Kevin Kortas

*Going PRO Talent
Fund Specialist*



Erika Lotoszinski

*Going PRO Talent
Fund Analyst*



Tapia Miah

*Going PRO Talent
Fund Analyst*

Keenan Wade

Administrative Manager



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For questions on this presentation, please contact the Talent Fund team
at the email below.

Interested employers please contact a Talent Fund Key Contact linked
below.



Email

leo-talentfund@michigan.gov



MWA Key
Contacts

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