



MWSE-GPTF FY23 Employer Informational Session 4/27/23

MWSE: Our Mission: To Grow Today's Workforce and Tomorrow's Economy by Engaging Employers, Job Seekers & Partners.



Today's Agenda

- Meet the MWSE Business Service Team
- GPTF –Independent/ILC Background
- Statistics- Statewide/Regional/Budgets
- Eligibility
- Training- *NEW UPDATES
- Employer Responsibilities
- *New Streamlined Application Process
- The Application
- Training Plan
- Scoring
- Completion of Training/Modifications
- Invoicing
- Impact Stories
- Next Steps
- Q&A



MEET OUR BUSINESS SERVICES TEAM!!!

Now Serving: Hillsdale, Jackson, Lenawee, Livingston
and Washtenaw Counties and the surrounding
areas.

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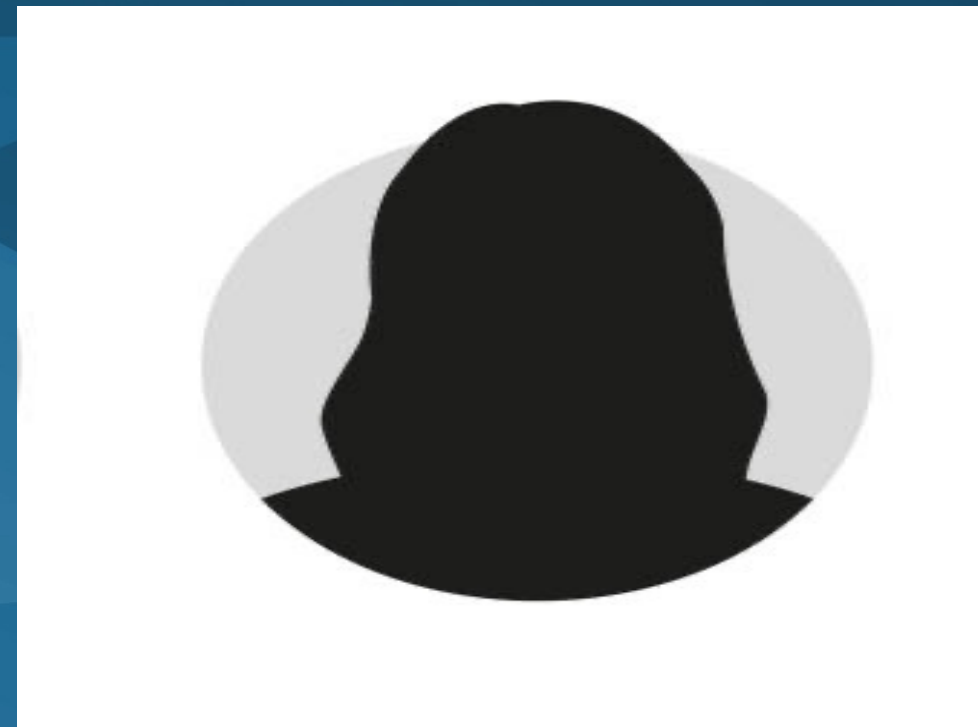




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Talent Fund

Why was the Talent Fund developed?

The Talent Fund brings many benefits to Michigan's employers and employees. The Talent Fund:

- **Helps ensure Michigan's employers have the talent they need to compete and grow, while also ensuring individuals have the skills they need for in-demand jobs.**
- **Expands and improves employees' skills and develops their opportunities for growth or promotion within the company and for economic advancement.**
- **Addresses skills shortages by reskilling and upskilling Michigan workers based on employers' needs.**
- **Supports an increase in credentials, certificates and degrees through employer-responsive training that enhances talent attraction, productivity and retention.**



GPTF-Independent/ILC Awards

The GPTF (Talent Fund) is a competitive award for employers to utilize needed trainings that they have identified to address their skills gap. This also assist in training and developing Current Employee's and New Hires.

ILC(Industry Led Collaboratives)- Work very much the same as Independent except they involve 2 or more employer's sharing training needs that come together in a collaboration to upskill their employee's. ILC's have their own scoring criteria and they are not for NEW HIRE OJT, Current workers Only(Exception is shared holding of USDOL Apprenticeship training Standards. *Application dates are also separate.*

****All awards are competitive- Successful completion and submission of application does not guarantee approval.***



GPTF Statewide Results, last 6 YRS 2014-2022

Total Number of awards: 5,300

Average award amount: \$32,479

Average training cost per person: \$1,075



GPTF LOCAL MWSE FY22 ECONOMIC IMPACT

- \$2.6 Million awarded to local businesses
- Created 749 jobs
- Trained 1,005 employee's
- Created 174 New Apprenticeships.

VISIT WWW.MWSE.ORG/GOING-PRO to learn more

Budget History last five years

- FY19-\$31 million
- FY20-not funded (Covid Relief)
- FY21-\$42.8 million
- FY22-42.8 million
- FY23-\$55 million



New Streamlined Application!

- Participant Level Training Plan Data- Excluded
- Training Plan Dates (Specific Dates-Excluded)
- Employer Identification Information
- Funding Amount requested, # of workers to be trained-Excluded
- Employer Rationale, Contribution, Projected Wages, Travel etc.
- MWA In-Kind & Partner Contribution

*Application & outcome data will be collected & reported in WBLOMS as instructed

NEW THIS YEAR GPTF FY2023

Current Worker/New Hire Maximum Training Dollars Increased

- Maximum per apprentice – increased from to \$3,000 to \$3,500
- All USDOL registered apprenticeships qualify regardless of year
- Maximum per new hire/current worker – increased from \$1,500 to \$2,000





NEW-Multiple Award Cycle

- **Cycle 1- Feb-Jan 2023- Must be completed by 1/31/2024**
In order to apply for FY24 Cycle1
- **Cycle 2- July 1 2023-June-Must be completed by June 30 2024**
- **In order to apply for FY24, Cycle 2 FY23 must be completed by Jan 1 2024**
- **May have no more than 1 independent and 1 ILC at a time**

***ALL Application Authorizations must be approved by your local MWSE Business Services Coordinator**

***Employers may apply in Cycle 2 if not awarded a cycle 1 Independent application.**



Key Updates

To provide clarity on changes that have been made from the prior year's guidance, please see the below items that indicate where in this document key updates have been made for Fiscal Year 2023 (FY23).

1. [Eligible new employee trainees](#) to include individuals not employed at the time of application and re-hired into a new position
2. [Training topics and activities](#) including U.S. Department of Labor (USDOL) Registered Apprentices and Human Resources eligibility
3. [USDOL Registered Apprenticeship Training - Details](#)
4. [Cost of Training](#) increased for new/current trainee and USDOL Registered Apprentices, and no exceptions for exceeding the per person cap. No more than \$500,000 may be awarded.
5. [Expectations of Employers](#) including wages and leveraged funding contributions
6. The FY23 [multiple training cycles and training duration](#)
7. The independent application and Industry-led Application (ILC) [Scoring Criteria](#) and funding priorities
8. [Requirements for reimbursement](#) for a USDOL Registered Apprentice and Public Assistance Recipient
9. [Requirement for Reporting](#) and [Anticipated Outcomes](#)



Let's talk about training

- All training will be approved by MWSE prior to submission to LEO/WD
 - Funding will be utilized to provide short-term training to meet current, documented needs of employers.
 - No single training should exceed 6 months
 - All classroom/customized training & apprenticeship training should conclude within one year from the date of award
 - New employee On-the-Job training **including** the 90-day post training retention period should be completed within one year from the date of the award
-
- **Must close out award by 6/30/24. Failure to do so may result in new application not being awarded.***

Types of Training

Classroom or Customized Training

- May be for current or new employees
- Must lead to a credential for a skill that is transferable and recognized by industry. The credential should allow the individual to retain employment, or in the case that they become unemployed, gain employment in a shorter timeframe
- Conducted by a 3rd party unless exclusive in nature
- May take place at the training provider or on-site at the employer
- May take place online but must provide rationale to support online learning
- See Eligible/Ineligible Training Guidance handout

Types of Trainee's

- Current Workers- Employee's on your current payroll system at date of application.
- New Hires- Employee hired 30 days, prior to, on or after award date (exact date will be on Award Letter)
- Individual not employed at the time of application but Re-hired 30 days prior to, on or after award date for a different position
- Apprentice- ALL USDOL Registered Apprentice From 1st year through Completion



On The Job (OJT) Training

- For Employee's hired 30 days prior to, on or after award date
- Work-based learning & training is conducted at the worksite
- Training new hire to be proficient in new job
- Should not be used for low-wage, high turnover occupations
- **Reimbursement-**
 - 50% earned if trainee is retained for 30 days following training completion
 - 75% earned if trainee is retained for 60 days following training completion
 - 100% earned if trainee is retained for 90 days following training completion



WHO IS AN ELIGIBLE EMPLOYER?

- Non-government private entity; for profit or non-profit with a Michigan Presence
- Compliant with all state tax obligations
- The Majority of Federally Qualified Health Centers(**Non Gov Entities**)

NOT ELIGIBLE TO APPLY

- Federally recognized governments (Native American Tribes) including tribal casinos
- Federal, State and Local Governments
- Public institutions or entities
- Local and Intermediate School Districts
- Municipally owned Utilities
- County Road Commissions
- Government Community Mental Health Authorities

* Unions are not eligible employers but may be eligible training providers



Eligible Training Providers

- Michigan community colleges
- Private and public college and universities
- Private training providers
- Training provider identified by and agreed upon by all partners, who can do accelerated “just-in-time” training
- Labor unions
- Vendors providing training on their equipment or systems
- Proprietary Schools as licensed in the state of Michigan
- Registered USDOL joint apprenticeship training centers (JATC)



Examples of **Eligible Training** Topics and Requirements.

<ul style="list-style-type: none">•ABS Welding•Advanced IT Networking•Air Pollution Control Systems•Alphacam•American Sign Language (ASL)*•Assembly Technician•AutoCAD•Blueprint Reading•Certified Nursing Assistant (CNA)•Certified Surgical Cleaning Technician•Child Development Associates (CDA) certification•Computer Numeric Control (CNC) Operator•Computer Numeric Control (CNC) Programmer•Drill Press•Electrical Equipment•Emergency Medical Technician•Engine Diagnostics	<ul style="list-style-type: none">•English as a Second Language (ESL)*•Financial Accounting•Foam Fabrication•Food Safety Modernization•Geometric Dimensioning and Tolerancing (GD&T)•Human Resources, as defined*•Hydraulics•HVACR•Industrial	<ul style="list-style-type: none">•Metal casting•Molding Technology•Online, as defined*•Painting Tech•Process Improvement, Risk and Quality Management Systems*•Project Management•Quality Engineering•Quality Software•RS Logix 5000•Radan Nesting and Bending•Robotic Operation PRO•Root-Cause Analysis•Safety Training*•Sales Acceleration*•Server Visualization•Statistical Process Control•Sterile Processing Technician•Thermal Imaging•Troubleshooting•Utility Technician•Welding•Wound Care Certification
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Examples of **INEligible** Training Topics and Requirements.

- | | | |
|--|---|--|
| <ul style="list-style-type: none">•Adult Education (High School Completion / Equivalency) *•Adult Education (Remedial Education and Soft Skills Training)•Consulting to improve company processes•Continuing Education*•Curriculum Development | <ul style="list-style-type: none">•Certification Maintenance, Re-certification, or License Renewal*•Human Resources (non-apprenticeship)•In-house*•Introductory Process Improvement†*•Language*•Laws, Regulations and Taxes* | <ul style="list-style-type: none">•Literacy•Microsoft Office*•Online Resource Libraries*•On-the-Job Training (OJT)*•Safety Training*•Seminars, Conferences, Webinars (stand-alone),•Workshops, etc.*•Subscriptions for eLearning•Vendor/Equipment*•Soft Skills* |
|--|---|--|

Examples of **INEligible Soft Skill** Topics and Requirements.

- Active Shooter
- Adapting to Change
- Anger Management
- Assessments
- Bankruptcy Laws
- Branding
- Business Policies and Procedures
- Business Writing
- Coaching/Mentoring
- Conducting Effective Meetings
- Constructive Feedback and Criticism
- Conflict Resolution
- Customer Service
- Decision Making
- Drug and Alcohol Education

- Drug Testing
- Email skills
- Employee Relations
- Emotional Intelligence Facilitation
- Foreign Culture and Customs
- Foreign Languages
- Forums
- Generational Divide
- Habits of Successful People
- Non-apprentice HR Training

- Literature
- Motivation
- Myers Briggs
- Navigating Difficult Conversations
- Negotiation Skills
- Orientation/On Boarding
- Personal Management/Health
- Presentation Skills
- Public Speaking
- Reading
- Sales
- Teamwork/Team Building
- Telephone Skills
- Time Management
- Workplace Politics
- Workplace Violence

NEW! Scoring Transparency

- Scoring Criteria: Focuses Only on Objective Categories
- Scoring results will be published post application process

GPTF FY23- Scoring Criteria

Scoring Criteria	Points	Explanatory Notes
High Priority Industry Sector	7	To earn points, employer must be in Agribusiness, Construction, Education, Energy, Healthcare, Information Technology, Hospitality and Outdoor Recreation, Manufacturing, or Mobility. Must award only 0 or 7 points
Diversity, Equity, Inclusion (DEI)	6	To earn points, employer must respond “Yes”, and MWA must attest: <ul style="list-style-type: none"> • 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 (includes distressed communities). Must award only 0 or 6 points
USDOL Registered Apprentices (1 st year through completion)	Up to 7	<ol style="list-style-type: none"> 1) To earn 3 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 points, greater than 50% of all trainees on training plan are apprentices. 4) Possible points are only 0, 3, 5, or 7 points Expanded beyond first year USDOL Registered Apprenticeship, intended to prioritize completion. Apprentices may be funded regardless of where they are in the program.
College Credit Training	Up to 5	<ol style="list-style-type: none"> 1) To earn 3 points, minimum of one (1) and up to 30% of all trainees will receive college credit. 2) To earn 5 points, greater than 30% of all trainees will receive college credit. 3) Possible points are only 0, 3, or 5 points
Average Wages	8	To earn points, average hourly wage must be equal to or above Regional Median Wage. Calculated by dividing the sum of all (new hire and current employee) trainees’ hourly wages by the total number of trainees.
Total	33	

In the event of clustered scoring, we will revert to the following criteria. Requests may also be subject to budget reductions. LEO-WD reserves the right to further prioritize (i.e., 1st priority given to applicants with an apprenticeship).

Scoring Criteria	FY23 Points (Bonus)	Explanatory Notes
Application includes USDOL Registered Apprentices (1 st year through completion) leading to the nationally recognized, portable Certificate	3	To earn bonus points, minimum of one (1) USDOL Registered Apprentice must be listed on the training plan. Expanded beyond first year registered apprenticeship, intended to prioritize completion. Apprentices may be funded regardless of where
Applicant employs fewer than 100 full-time employees	1	To earn a bonus point, employer must have 1-99 full-time employees at location on the application
50% or more of trainees are new employees (new hires)	1	To earn a bonus point, 50% or more of trainees must be new employees (new hires)
Size of amount of funding requested is no more than \$50,000	1	To earn a bonus point, the size of amount of funding requested must be no more than \$50,000
Total	6	



ILC-Scoring Criteria	Points FY23	Explanatory Notes
Statement Of Collaboration	Up to 30	1.How business and partners came together, purpose, goals, training need/business case, tie-in to training.
Employer Partners	6	Application includes (3) or more partners.
High Priority Industry Sector	7	Application includes (1) or more employers from a High Priority Industry Sector
Diversity, Equity, Inclusion (DEI)	6	Application includes at least one employer who qualifies for a special allowance for minority-owned, women-owned, veteran owned, individual with a Disability (IWD) owned, or a Geographically-Disadvantaged Business Enterprise
Average Wages (Calculated by Dividing sum of All (new hire & current employee) trainee's Hourly wages by the total number of trainees	Up to 7	<p>Average wage of trainees is equal to or above Bureau of LMISl Regional Median Wage.</p> <p>>0 and up to 25% of all employers= 3 pts</p> <p>> 25% and up to 50% of all employers= 5pts</p> <p>>50% of all employers= 7 pts</p> <p>To earn pts, average hourly wage must be = to or above Regional Median Wage</p>
USDOL Registered Apprentices(1 st -Completion)	Up to 7	<p>Application includes training USDOL Registered Apprentices (1st year through completion) leading to the nationally recognized, portable certificate of completion.</p> <p>>0 and up to 25% of trainees= 3 pts</p> <p>>25% and up to 50% of all trainees=5 pts</p> <p>>50% of all trainees=7 pts</p>
College Credit Training	Up to 5	Application includes training in partnership with a college, university or community college that results in earned college credit that could apply toward a certificate or degree. 30% or more
Total 68		



ILC Application Timeline

Application Opened:
March 2023

Training End Date: TBD- But applications typically are accepted until all funds have been utilized



Targeted Population	Incentive	Explanatory Notes
Veteran (U.S. Armed Forces)	\$500	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)	\$500	An actively serving member of a reserve component military branch (U.S. Armed Forces)
Older Worker	\$500	An individual age 55 or older
Returning Citizen	\$500	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
Individual With Disability (IWD)	\$500	An individual with a self-reported disability
Public Assistance Recipient	\$500	An individual on public assistance
High School Diploma/Equivalency (HSE) Path	\$1,000	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.

IMPORTANT

Training Dates:

- Training Start Date: July 17, 2023
- Training End Date: July 16, 2024 (Latest)- Includes 90 day retention for last New Hire*



EMPLOYER ROLE

- Reach out to your local MWSE Business Services Coordinator with your interest
- Have an idea of what your companies training needs are currently
- Once Authorized by MWSE Business Services Coordinator- Apply for GPTF FY23 Award through (WBLOMS)Work Based Learning Online Management System
- Be active in mapping out the training plan for your expected outcomes
- Keep in contact with training provider to make sure your trainings are on schedule
- Report any changes to your training plan to your (BSC) before you make them, as all Modification's to training plan needs prior-approval
- **CLOSEOUTS!!!!!!- Best practice is to close out prior year award before NEW Award**

Mi-Talent Account

- Employers will need to have an active Pure Michigan Talent Connect (Mi-Talent) account before you can apply for GPTF Awards.
- Website: <https://www.mitalent.org>
- Contact your local Business Services Coordinator for assistance



WBLOMS

Online application through WBLOMS (Work based Learning Online Management System)

<https://app.wda.state.mi.us/WBL/signin>

- Completed by employer
- **Application period*- Authorization Request to open May 1, 2023**
 - **Monday May 1st , 2023 Applications OPEN**
 - Application closes on Wednesday May 24th , 2023- MWA submission
- The State will review and score all applications until funds are exhausted
- Completion of an application does not guarantee funding



Going PRO Talent Fund (Talent Fund)

This site is used to apply for a Going PRO Talent Fund (Talent Fund) Independent Employer or Industry-led Collaborative (ILC) award. The Talent Fund provides funding to employers in order to assist in training, developing and retaining current and newly hired employees.

In order to submit an application through this website, you must be pre-approved by an authorized representative of a local Michigan Works! Agency (MWA), with a documented need for recruitment and/or development of talent in the next year.

For additional information, including MWA Talent Fund Key Contacts, please go to www.michigan.gov/talentfund.

If this is your first visit, click [Sign Up Today](#) to request system access and credentials.

Sign In

User ID

Password

[Trouble logging in?](#)

[Sign In](#)

Editing an Application

At any time, you may exit your application and return later to finish. You must manually save any information before exiting.

Step 1

To continue editing an application after it has been saved and closed, you must first log in.

Step 2

Scroll down to "Applications" section. Applications will be displayed here.

Step 3

Click "Edit" on the right side of the screen next to application you wish to edit. The edit option will not be available if the application is from a previous year, or if the application has been submitted to the MWA.

Register New User **Step 3**

First Name

Middle Initial

Last Name

Suffix

Email Address (Login ID)

Confirm Email

Phone Number

Password ⓘ

Confirm Password

Select Question 1



From the Employer Dashboard, employers may submit an authorization request to complete a Going PRO Talent Fund application, 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 application period closes on October 2, 2019. After 5:00 p.m. Eastern Time, employers will not be able to submit their application.

Authorization Requests

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	
383192749	Lansing AEC	Independent	Submitted	Capital Area Michigan Works	9/10/19	View

New Authorization Request

[View All](#)

Applications

Reference#	FEIN	Application Type	Status	MWAName	Modified	
20-00179	383155546	Independent	Submitted to WDA	Oakland County	9/10/19	View

Michigan Tax Obligations

Sales Tax License, if applicable **Step 1**

Is the employer current on all state of Michigan tax obligations?

☐ Yes ☐ No **Step 2**

Step 3

Save

Save and Continue

Add Primary Contact

First Name **Step 1**

Middle Initial

Last Name

Title

Phone Number

Extension

Email

Step 2

Save


Save and Continue

Authorization Request


Please complete all required fields below to request authorization from an MWA to apply for a Going PRO Talent Fund award. Entering text may prompt a drop-down list to select from and/or the automated population of data (i.e., FEIN number). Please review all fields prior to clicking Submit.

Employer


Step 2

FEIN 

Type FEIN, Name or DBA Name for search

Doing Business As 

Step 4

Site/Plant/Facility Name 

Step 5

Type Site Name or City for search

Street Address Line 1

Step 6

Street Address Line 2

ZIP Code

County

City

State

Requesting authorization to submit: ②

☐ New ☐ Existing

Step 7

Select MWA you are working with Step 8

Add MWA Representative ②

First Name Step 9

Last Name

Email

Phone

Notes ②

0 of 500 characters

Step 10

Cancel

Submit

Select High Priority Sector ?

Select High Priority Sector: ▼

Select High Priority Sector:

Agribusiness

Construction

Education

Energy

Healthcare

Hospitality

Information Technology

Manufacturing

Mobility

Outdoor Recreation

Other

Training Information

Enter the dates that the Going PRO Talent Fund-funded training will begin AND end. **For new employees receiving on-the-job training, the training end date includes the required 90-day retention period and must conclude within one year of the award date.**

Step 4

Date training will begin

yyyy-mm-dd



Step 5

Date all training will end

yyyy-mm-dd



Step 6

Save

Save and Continue

Select Type of Training Provider:



Select Type of Training Provider:

College or University

Community College

Employer On The Job Training (New Hire OJT and/or USDOL RA OJT)

Private/Proprietary Training Institution

Union/Joint Apprenticeship Training Council (JATC)

Vendor

Other

Trainee Counts

Enter the number of unique individuals for each field. In each field a trainee may only be counted once, however, a trainee may be represented in more than one field. For example, there 10 unique current employees being trained. Of those current employees, 5 individuals are apprentices, and 2 of those of apprentices are receiving college credit.

Total number of unique new hires to be trained

Total number of unique current employees to be trained

Total number of unique new hire apprentices to be trained

Total number of unique current employee apprentices to be trained

Total number of unique new hires who will earn college credit

Total number of unique current employees who will earn college credit

Average hourly wage of employees

Save

Save and Continue

Review and Submit Step 1 Review the information in each section by scrolling down. If edits need to be made, click “Edit.” You can also use the checklist on the left side of the screen to return to previously completed sections. Please note, the scores displayed in the Application Scores Overview are not final until the application is submitted by the MWA. Edits to the application may change the scores displayed in this section. Once all sections have been completed you will see a green check by every section on the left side of the screen. The “Submit Application” button will be active. There will be three dots “...” next to the section you are currently in.

College Credit

Total number of unique employees to be trained

6

Total number of unique employees who will earn college credit

6 (100%)

5/5 points

Points awarded

5 of 5 points

Average Hourly Wage

Regional median wage

Ingham County - \$22.81

Average hourly wage of employees

\$23

8/8 points

Points awarded

8 of 8 points

Total Score: 26/33

Download Application

Submit Application

[< Dashboard](#)

Employer Application

- ✓ Employer Info
- ✓ Diversity, Equity and Inclusion (DEI)
- ✓ Contacts
- ✓ Training Information
- ✓ Training Provider
- ✓ Training Plan
- ✓ Trainee Counts
- ✓ Reimbursement
- ✓ Funding Request and Employer Contribution
- ... Review and Submit

Downloads

Training Plan

Application PDF

Download Application

Submit Application



Completion of Training (1 of 2)

Upon completion of classroom training, must submit:

- Copy of invoice from training provider-must show...
- Documentation of training completion for each trainee such as a certificate signed by the instructor or training provider with dates of training
 - Copy of certification for online courses
 - Copy of grades for credit courses
 - Hourly wage for each trainee
 - Required USDOL Registered Apprenticeship Documents (for eligibility)



Completion of Training (2 of 2)

Upon completion of New Hire On-the-Job training, must submit:

- A company payroll register, query from the payroll system or screen shots from the payroll system dated at the 90-day retention period that includes the following:
 - Name of Employee
 - Hourly wage
 - Hire date
 - Termination/end date if applicable
- Invoice

****Also required for apprentices that complete OJT**



Impact Stories

Impact Stories must be submitted at completion of your trainings through WBLOMS , can include:

- A project summary
- Business and trainee quotes
- Pictures
- Outcomes
- Number of new hires post-training
- Number of jobs created as backfill
- Business growth
- Positive impact to the trainee(s)



CLOSEOUT- Training Reimbursements

- **NOTE: Modifications must be MWA Approved**
- **Please Note: Your FINAL Invoice will be held pending, receipt of all REQUIRED DOCUMENTS**
- Submit Invoicing documentation to your designated MWSE BSC (It is requested that you submit as trainings complete)
- August 30, 2024-Deadline for all reimbursement documentation.
- **Invoices not received by deadline will be de-obligated.**



Your Next Steps

- **Connect with your local
MWSE BSC Representative**
- **Draft & Submit your
Application**



Creating Connections to a Better Future!

WWW.MWSE.ORG



Michigan Works! Southeast is an Equal Opportunity Employer/Program | Auxiliary aids and other accommodations are available upon request to individuals with disabilities | Supported by the State of Michigan | Paid for with State / Federal Funds | Proud Partner of the American Job Center Network | Toll-free telephone number 1-800-285-WORK (9675) | TTY: 7-1-1



Q & A