



# MWSE-GPTF FY24 Partner Informational Session 9/6/23

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



## Today's Agenda

- Meet The TEAM
- GPTF Overview/History
- MWSE Role
- GPTF Statewide Statistics
- MWSE FY23 Economic Impact
- Partners/Partner Roles
- Budget History
- \*Scoring- Maximum Dollar Amounts/USDOL Registered Apprentice Eligibility
- Timeline (LEO/WD, finalizes many dates)
- Your next steps
- Q&A- IF you have questions you may put them in Chat or Raise Hand at the End
- SURVEY



# MEET OUR BUSINESS SERVICES TEAM!!!

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

## All Five Counties

Richard Scott- Business Services  
Manager - [Rscott@mwse.org](mailto:Rscott@mwse.org)



## All Five Counties

Stacy Reese-Business Services Analyst-  
GPTF Key Contact- [Sreese@mwse.org](mailto:Sreese@mwse.org)





## Hillsdale County

Sally Clark- Business Services  
Coordinator- [Sclark@mwse.org](mailto:Sclark@mwse.org)



## Lenawee County

Connor Oakley-Business Services  
Coordinator- [Coakley@mwse.org](mailto:Coakley@mwse.org)



# Washtenaw County

Jozzie Holmes- Business Services  
Coordinator- [Jholmes@mwse.org](mailto:Jholmes@mwse.org)



# Washtenaw County

Peg Windsor-Business Services  
Coordinator- [Pwindsor@mwse.org](mailto:Pwindsor@mwse.org)



# Livingston County

**Will Williamson- Business Services  
Coordinator- [Wwilliamson@mwse.org](mailto:Wwilliamson@mwse.org)**







# 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.*

# MWSE-Role and Responsibilities

- MWSE host region wide talent fund info sessions
- Conducts fact finding sessions to determine talent skills gap, approvable training providers and appropriate training funds.
- Employer Applications are done online (WBLOMS) and submitted to the state by their local MWSE representative.
- IT is LEO/WD who approves or denies Applications.



# GPTF Local MWSE FY23 Economic Impact

- 3.6 Million awarded to Michigan Works Southeast businesses in 2023
- Created 789 jobs
- Trained 1800 employee's
- Created 174 New Apprenticeships

VISIT [WWW.MWSE.ORG/GOING-PRO](http://WWW.MWSE.ORG/GOING-PRO) to learn more



## GPTF Statewide Results 2014-2023

Total Number of awards: 6,307

Average award amount: \$35,430

Average training cost per person: \$1,250





# Statewide FY23 Performance

**\$64,792,406 Awarded**

**2,240 applications received**

**16,663 individuals hired and trained**

**20,765 current employees trained**

**5,863 First Year USDOL Registered Apprentice**

**Average award amount was \$58,742**



# Annual GPTF Budgets

- FY19- \$31 Million (with admin)
- FY 20- Not Funded, all resources directed to COVID-19
- FY21- \$43 Million (with admin)
- FY22- \$43 Million (with admin)
- FY23- \$55 Million
- FY24- \$55 Million



# Multiple Application Award Cycles

- 12 Month training cycles, where each training must be completed within one year of the date of the award- no extensions will be approved
- FY23 Training must be completed by December 31, 2023 to apply for FY24 Cycle 1
- FY23 cycle 2 awardees that complete training by June 30, 2024 may apply for FY24 Cycle 2 training
- May have no more than 1 independent and 1 ILC award at a time
- Employers may apply in Cycle 2 if not awarded in Cycle 1

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



# 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 awards by specified award dates. Failure to do so may result in new application not being awarded.\***



# Classroom 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 3<sup>rd</sup> 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

\*Per Person Cap- \$2,000 per person

USDOL Registered Apprentice-\$3,500

\*No more than \$500,000 may be awarded to an individual employer site

# OJT Training

## On The Job Training (OJT)

- Employee's hired 30 days prior to, on or after award date, (90 day retention does apply)
- USDOL Registered Apprentices and non-apprentice 90 day post training retention begins upon completion of training and must be completed within 1 year of the date of the award (ie December 31, 2024) in order to receive full reimbursement.

\* REIMBURSEMENT- 50% if employee retained 30 days after training completion, 75% if employee retained 60 days and 100% if employee is retained for the full 90 day retention.

\* This applies only to the OJT portion of training



# USDOL APPRENTICE

## USDOL Registered Apprentice OJT/ Classroom Training (First-Completion)

- Current Worker and New Hire USDOL Registered Apprentices are eligible



## NEW THIS YEAR GPTF FY2024

- USDOL Registered Apprenticeship Documentation Process
- Infrastructure, Electric Vehicle or Mobility Training
- Special allowance for labor market participation policies
- College Credit/Non-College Credit
- Size of Amount Requested Point System





# Eligible/Ineligible

Employers, Training Providers, Training's



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

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

# Scoring Transparency

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

\* While the state has not yet finalized the scoring criteria. The following will be in DRAFT formation for a total of 50 pts.

### Independent Application Scoring Criteria

Scoring Criteria	Points FY24	Explanatory Notes
High Priority Industry Sector	10	1) To earn X 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 10.
Application includes training directly applicable to Infrastructure, Electric Vehicle (EV) or Mobility.	1	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.
Application includes training in partnership with a community college, university, or a 3 <sup>rd</sup> party	Up to 8	1) To earn 8 points, a minimum of one (1) course that results in earned college credit 2) To earn 4 points, a minimum of one (1) non-credit course provided by a community college, university, or 3 <sup>rd</sup> party (as defined in section 2). 3) Possible points are 0, 4, or 8.  Note: In-house exclusive training and OJT does not score points and college credit must be conferred by the approved training provider recognized on the Talent Fund Training Plan.
Special allowance for labor market participation policies of the employer.	Up to 3	1) To earn points, employer must respond "Yes" (with available evidence) to the following practices (as defined in section 3). <ul style="list-style-type: none"><li>Predictive scheduling earns 1 point.</li><li>Actions to reduce transportation barriers to employment and training earns 1 point.</li><li>Improved access to affordable, reliable childcare earns 1 point.</li></ul> 2) Possible points are 0, 1, or 3.
Diversity, Equity and Inclusion (DEI)  Allowance for minority-owned, women-owned, veteran-owned, Individual with a Disability (IWD) owned and controlled; or is a Geographically-Disadvantaged Business Enterprise.	4	1) To earn points, employer must respond "Yes", and MWA must attest (as defined in section 4): <ul style="list-style-type: none"><li>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</li><li>Is a Geographically-Disadvantaged Business Enterprise</li></ul> 2) Possible points are 0 or 4.  Note: 50% is acceptable in the case of only two individuals, under option 1 above.
Application includes USDOL Registered Apprentices (1 <sup>st</sup> year through completion) leading to the nationally recognized, portable Certificate of Completion.  > 0 and up to 25% of trainees = 3 points > 25% and up to 50% of all trainees = 5 points > 50% of all trainees = 7 points	Up to 7	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 0, 3, 5, or 7.  Note: Trainees must be registered in OSMIS in order to qualify.
Hourly median wage of trainees is equal to or above Regional Median Wage.	11	1) To earn points, hourly median wage must be equal to or above Regional Median Wage, or 2) Hourly median wage of trainees meets 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. 3) Possible points are 0 or 11.
Size of amount of funding requested Up to \$80,000: 6 points \$80,001 to \$120,000: 4 points \$120,001 to \$180,000: 3 points \$180,001 to \$220,000: 2 points \$220,001 and above: 0 points	Up to 6	1) Based on total amount of request 2) Must use the scale 3) Possible points are 0, 2, 3, 4, 6.
<b>Total</b>	<b>50</b>	

### Independent Application Subsequent Scoring Criteria

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., 1<sup>st</sup> priority given to applicants with an apprenticeship).

Scoring Criteria	FY24 Points (Bonus)	Explanatory Notes
Application includes USDOL Registered Apprentices (1 <sup>st</sup> year through completion) leading to the nationally recognized, portable Certificate of Completion.	2	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 they are in the program.
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 \$80,000	1	To earn a bonus point, the size of amount of funding requested must be no more than \$80,000
<b>Total</b>	<b>5</b>	

ILC application scoring criteria is to be announced at a later date.

### Section 2: Training Provider - 3<sup>rd</sup> Party Definition

A professional, industry, or employer organization (e.g., National Institute for Automotive Service Excellence certification, National Institute for Metalworking Skills, Inc., Machining Level I credential); or product manufacturer or developer (e.g., recognized Information Technology certifications, such as Microsoft Certified IT Professional (MCITP), Certified Novell Engineer, a Sun Certified Java Programmer, etc.) using a valid and reliable assessment of an individual's knowledge, skills and abilities; A public regulatory agency, which awards a credential upon an individual's fulfillment of educational, work experience, or skill requirements that are legally necessary for an individual to use an occupational or professional title or to practice an occupation or profession (e.g., Federal Aviation Administration aviation mechanic license, or a state-licensed asbestos inspector).

### Section 3: Labor Market Participation - Category Defined

To earn points, employer must respond "Yes" (with available evidence) to all of the following practices.

1. Predictive scheduling - Employer must provide employee schedule at least 14 days in advance, employees have the right to refuse additional shifts with less than 14 days' notice, and employees are provided compensation in the event shifts are canceled within 14 days of their shift.

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
Justice Involved 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.





# Referral Partners

Any of the following partners can identify eligible employers that have a documented need for recruitment and/or development of talent; however, final project approval lies with LEO-WD.

- MWAs as the lead partner
- Michigan Economic Development Corporation (MEDC)
- Local economic development organizations
- Michigan community colleges and other eligible training providers
- Labor Unions
- Industry collaboratives
- Chambers of commerce

# Partner Roles

- Training Providers- Listen to employer training needs and work closely with them to meet those needs by providing the training and producing credentials
- Economic Developers & Chambers-Referring, promoting GPTF, engaging with MWSE to get the word out about GPTF
- Help MWSE get the FY24 GPTF word out to employers & Job seekers



# MWSE-GPTF FY24 TOOLKIT - Employers

## Link to our Social Media platforms

Facebook: [michiganworkssoutheast](#)

Twitter: [MichWorksSE](#)

Instagram: [michiganworksse](#)

## Use our FY24 GPTF Images

Images for Social: [click here](#)

## Get the GPTF Message out to Employers

- \$3.6 Million were awarded to Southeast Michigan businesses in 2023, resulting in 789+ new jobs & 1,800+ employees trained. What can the #GoingPRO Talent Fund do for your business? Subscribe to our newsletter to stay in-the-know around all things GoingPRO <https://bit.ly/3u2eYdx>
- Last year, we connected businesses in our region to \$2.6 million dollars to help retain, train and hire employees. Interested in learning more? Subscribe to our newsletter to stay in-the-know around all things GoingPRO <https://bit.ly/3u2eYdx>



# MWSE-GPTF FY24 TOOLKIT – Job Seekers

## Get the GPTF Message out to Job Seekers

- Level the playing field with a career in professional trades. Wondering which careers are considered professional trade careers? Check out <https://www.going-pro.com/careers> to learn more. Want to make a career change? Visit [www.mwse.org/contact-us](http://www.mwse.org/contact-us) today to learn how we can help!
- Did you know, the median income for a career in professional trades is \$56,000? Interest in learning more? Connect with us today by visiting [www.mwse.org/contact-us](http://www.mwse.org/contact-us)
- Wondering which careers are included in the term, professional trades? Check out <https://www.going-pro.com/careers/> to find your future! Want to learn more about making the move towards a new career? Contact us, today! [www.mwse.org/contact-us](http://www.mwse.org/contact-us)



# FY24 GPTF Timeline

- MWSE partners information session - Wednesday September 6, 2023 -Virtual
- Businesses Information sessions – August 31, & September 14<sup>th</sup> 2023-Virtual
- GPTF FY24 Cycle 1-Applications open – October 6, 2023
- Application closed deadline – November 12, 2023 (Deadline to MWA)
- GPTF FY 23 Cycle 2 awards- April 2024-May 2024 (Exact dates TBD)
- Approved/funded award letters sent by MWSE – Immediately following approval announcement from the State of Michigan
- Trainings can begin(Cycle 1) – January 1, 2024- December 31, 2024

# MWSE, Partners & Employers



- Working together...., MWSE, Partners & Employers can make a difference.
- With your support, we are looking forward to another successful year of GPTF trainings.





# YOUR NEXT STEPS

- Make sure to grab your tool kit and SHARE.....SHARE.....SHARE
- Contact your local MWSE Business Service Coordinator with any Employer Referrals
- Attend an upcoming Employer Information Session



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