

MWSE-GPTF FY26 Cycle 1 Employer Informational Session 8/28/25

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 Process-Independent/ELC Background
- Statistics- Statewide/Regional/Budgets
- Eligibility
- Training
- Employer Responsibilities
- * Streamlined Application Process
- The Application
- Training Plan
- Scoring
- Completion of Training/Modifications
- Invoicing
- Impact Stories
- Next Steps
- Q&A-Survey



MEET OUR BUSINESS SERVICES TEAM!!!

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



Misty Shulters-Deputy Director All Five Counties-mshulters@mwse.org





Stacy Reese- Program Administrator All Five Counties- sreese@mwse.org

Katie Bertke-Business Services Representative Jackson County- kbertke@mwse.org







Curtis Tober- Business Services Representative Hillsdale County- Ctober@mwse.org

Octavia Crum-Business Services Representative Washtenaw County-Ocrum@mwse.org







Chelsea Baxter- Business Services Representative Will Williamson-Business Service Representative Lenawee County- Chaxter@mwse.org Livingston County- Wwilliamson@mwse.org







Amber Keyes- Business Services Specialist All Five Counties- Akeyes@mwse.org

Carly Coxon-Business Services Specialist All Five Counties- Coxon@mwse.org



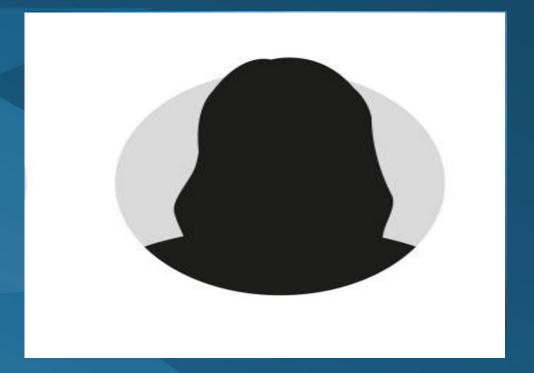




Sandy Saltz- Business Services Assistant All Five Counties- ssaltz@mwse.org

Marsha Meadows-Business Services Assistant All Five Counties- mmeadows@mwse.org







Talent Fund

Why was the Talent Fund developed? What are the benefits?
The Talent Fund brings many benefits to Michigan's employers and employees.

- 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, develops opportunities for growth or promotion.
- Addresses skills shortages by reskilling and upskilling Michigan workers based on employers' needs.
- Supports an increase in credentials, certificates and degrees through employerresponsive training that enhances talent attraction, productivity and retention.



GPTF Process

- There are 3 Award Cycles Annually
- Employer relays need for Short Term Training
- Applications are reviewed and submitted by MWSE
- A Competitive review is conducted by Leo/WD
- Employers are awarded and trainings approved
- Results of trainings: Credentials, Certificates or Degree's
- Employer/Employee success



Statewide Performance-2014-2025

- Total number of awards: 8,482
- Average award amount: \$36,441
- Average training cost per person: \$1,245
- Total amount funded: Over \$300 Million
- Total number of Employee's trained: Over 230,000



GPTF MWSE FY25 Cycle 1 & 2

- \$2 Million + awarded to Southeast Michigan businesses
- Awarded 82
- Included New Hire/Current Works and USDOL Apprentice Trainings

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



Budget History FY19-FY26

- FY19-\$31 million
- FY20-not funded (all resources were used for Covid-19)
- FY21-\$43 million (with admin)
- FY22-43 million (with admin)
- FY23-\$55 million
- FY24-\$55 million
- FY25-\$55 million
- FY26- \$55 million-(anticipated)



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.
- All classroom/customized training & apprenticeship training should conclude within one
 yearfrom 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

 ALL Scoring Criteria Points must be validated by MWSE Representative before reimbursement*



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)
- 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



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 3rd party
- 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



OJT Training

On The Job Training (OJT)-New Hire

- 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, 2026) 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
- Individuals at risk of not being USDOL registered in time to be recognized on the Talent Fund training plan should not be included on the application



WHO IS AN ELIGIBLE EMPLOYER?

- Compliant with all State Tax Obligations
- Non-government private entity; for profit or non profit with a Michigan Presence
- 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 <u>may</u> be eligible training providers



Eligible Training Providers

- Michigan community colleges
- Private and public college and universities
- Private training providers
- 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)
- Employers- OJT ONLY



Examples of Eligible Training Topics

- ABS Welding
- American Sign Language (ASL)*
- Assembly Technician
- Blueprint Reading
- Certified Nursing Assistant (CNA)
- Drill Press
- Emergency Medical Technician
- ESL (English As A Second Language)
- Welding
- Process Improvement/Risk and Quality
- Utility Technician
- Quality Software
- Root Cause Analysis
- Wound Care Certification



Eligible Training Topics: Al

Artificial Intelligence (AI) training with a focus on upskilling for AI-related technologies and/or a specific technical application of AI in the work setting is eligible.

- Introductory/overview AI training is not allowed. For example, AI literacy training showcasing generic uses of common AI tools is not eligible.
- Consideration should be given to the long-term effects of the AI training.





Eligible Training Topics: Leadership Training

Leadership or Management Training should not be an introductory/overview course, or a stand-alone/self-contained seminar/workshop/webinar.

- It is eligible if it is a specific component within a training plan that includes technical hard skills training.
- All participating employers in an ELC cannot have a training plan comprised of only leadership training.





Examples of Ineligible Training Topics

- Adult Education (High School Completion/Equivalency)
- Adult Education (Remedial Education and Soft Skills Training)
- Consulting to improve company process
- Curriculum Development
- Certification Maintenance or Re-certification
- In House *
- Introductory Process Improvement
- Laws Regulations and Taxes
- Literacy
- Introductory Process Improvement
- Subscription for E-Learning
- Soft Skills



Examples of Soft Skill Trainings-INELIGIBLE

- Active Shooter
- Adapting to Change
- Bankruptcy Laws
- Coaching/Mentoring
- Presentation Skills
- Public Speaking
- Teamwork/Teambuilding
- Constructive Feedback and Criticism
- *Non-Apprentice HR Trainings
- Telephone Skills
- Time Management
- Motivation



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
- FY26 Cycle Training Dates-January 1,2026-December 31,2026
- May have no more than 1 independent and 1 ELC award at a time
- Employers may apply in FY26 cycle 2 if not awarded in FY26 Cycle 1



Application Timeline

Independent					
Application	Cycle 1	Cycle 2			
	October 1, 2025 -	April 6, 2026 –			
Application Period	November 2, 2025	May 10, 2026			
Public deadline for					
employers to submit	5:00 PM ET (Friday)	5:00 PM ET (Friday)			
applications	October 17, 2025	April 24, 2026			
Final deadline that LEO-					
WD will accept	11:59 PM ET (Midnight	11:59 PM ET			
completed applications	- Sunday) November	(Midnight - Sunday)			
from MWAs	2, 2025	May 10, 2026			
	January 1, 2026 -	July 1, 2026 - June			
Training period	December 31, 2026	30, 2027			
Employer-led Collaborative (ELC)					
Application Period	March 16, 2026 - July 17, 2026				
Final deadline that LEO-					
WD will accept					
completed applications					
from MWAs	5:00 PM ET (Friday) July 17, 2026				
Training Period	TBD				



Scoring Transparency

- Scoring Criteria: Focuses Only on Objective Categories
- Points are awarded strictly off of Scoring Criteria
- Scoring results will be published post application process
- In the event of a tie, Subsequent scoring criteria will be used

FY26-Scoring Criteria		Explanatory Notes
High Priority Industry Sector		 To earn 9 points, employer must be in Agribusiness, Construction, Education, Energy, Healthcare, Hospitality and Outdoor Recreation, Information Technology, Infrastructure, Manufacturing, or Mobility. Possible points are 0 or 9.
Application includes training directly applicable to Electric Vehicles (EV), Mobility, or related infrastructure.		 To earn points, employer must respond "Yes", and applicable training must be included on the training plan. Possible points are 0 or 1.
Application includes training directly applicable to increasing household access to high-speed internet.		To earn points, employer must respond "Yes", and applicable training must be included on the training plan. Possible points are 0 or 1.
Application includes training directly applicable to creating or preserving affordable housing units.		 To earn points, employer must respond "Yes", and applicable training must be included on the training plan. Possible points are 0 or 1.
Application includes training in partnership with a community college, university, or a 3 rd party (as defined).	·	 To earn 6 points, a minimum of one (1) course that results in earned college credit. To earn 3 points, a minimum of one (1) non-credit course provided by a community college, university, or 3rd party (as defined). Possible points are 0, 3, or 6. Note: OJT does not score points and college credit must be conferred by the approved training provider recognized on the Talent Fund Training Plan.
Application includes technical (hard skills) training that results in an industry recognized certification or license within the training period (as defined).		 To earn 5 points, 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. Possible points are 0 or 5.
Allowance for veteran-owned, women-owned, minority-owned, Individual with a Disability (IWD) owned and controlled; or is a Geographically Disadvantaged Business Enterprise.		 To earn 4 points, employer must respond "Yes", and MWA must attest: 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 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 (1st year through completion) leading to the nationally recognized, portable Certificate of Completion.	Up to 7	 To earn 2 points, minimum of one (1) apprentice, and up to 25% of all trainees on training plan are apprentices. To earn 5 points, at least 25%, and no more than 50%, of all trainees on training plan are apprentices.
> 0 and up to 25% of trainees = 2 points > 25% and up to 50% of all trainees = 5 points		 To earn 7 points, greater than 50% of all trainees on training plan are apprentices. Possible points are 0, 2, 5, or 7.
> 50% of all trainees = 7 points Hourly median wage of trainees is equal to or above Regional Median Wage.		To earn 9 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. Possible points are 0 or 9.
Employer has not received an Independent or ELC award in past two fiscal years (2024 and 2025).		1) To earn 3 points, employer must not have received a Talent Fund Independent or ELC award in Fiscal Year 2024 or 2025.
Size of amount of funding requested. 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 \$220,001 and above: 0 points	•	Based on total amount of request Possible points are 0, 1, 2, 3, 4.
Tokal	F0	

Subsequent Scoring Criteria

In the event of a tie, Leo/WD will use the following criteria

Scoring Criteria	FY26 Points (Bonus)	Explanatory Notes
Application includes USDOL Registered Apprentices (1st 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 \$60,000	1	To earn a bonus point, the size of amount of funding requested must be no more than \$60,000
Total	5	

<u>Targeted Population Incentives- New HIRE-Incentive Dollars</u>

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.



Mi-Talent Account

- Employers will need to have an <u>active</u> 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

ALL Applications are completed through WBLOMS (Work based Learning Online Management System) https://app.wda.state.mi.us/WBL/signin

- Completed by employer
- Completion of an application does not guarantee funding



Sign in OR create a new Employer account

This site is used to apply for a Going PRO Talent Fund (Talent Fund) Independent Employer or Employer-Led Collaborative (ELC) 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 <u>Sign Up Today</u> 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

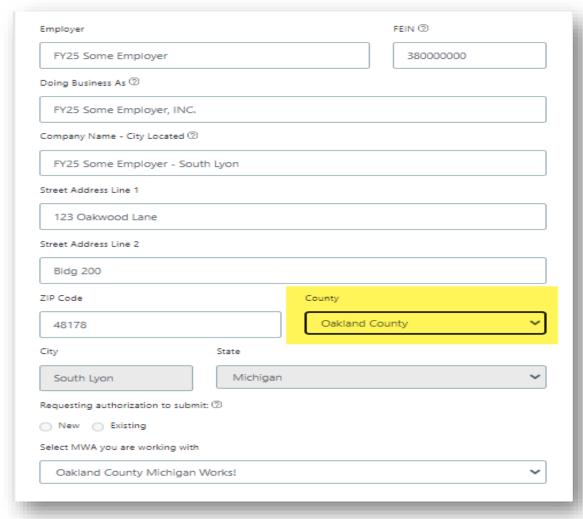
Scroll down to "Applications" section. Applications will be displayed here.

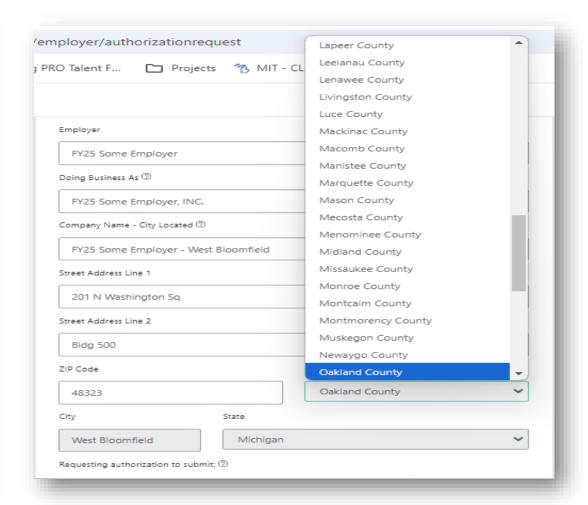
Step 3

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.



Authorization Request – Employer Can Change County





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".

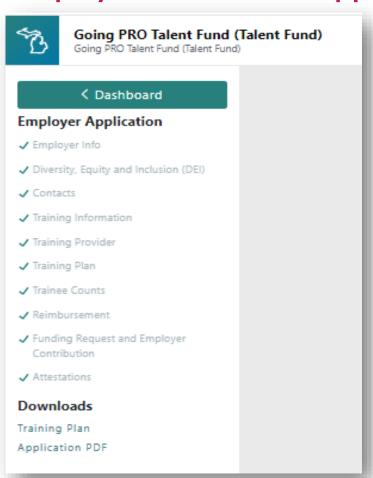
FEIN	Site Name	Request Type	Status	MWAName	Status Date	
383192749	Lansing AEC	Independent	Submitted	Capital Area Michigan Works	9/10/19	View
				New A	authorization Request	View

Applications

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

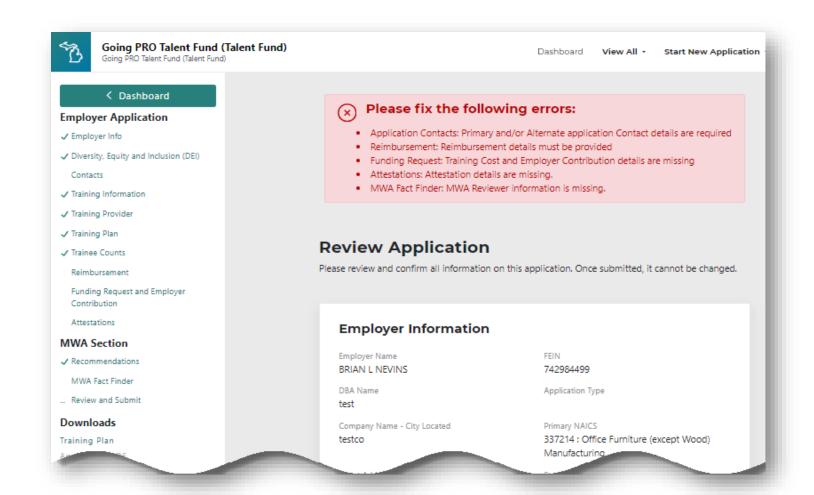


Employer Dashboard – Application Sections



- Employer Info
- Diversity, Equity and Inclusion (DEI)
- Contacts
- Training Information
- Training Providers
- Training Plan
- Trainee Counts
- Reimbursement
- Funding Request and Employer Contribution
- Attestations

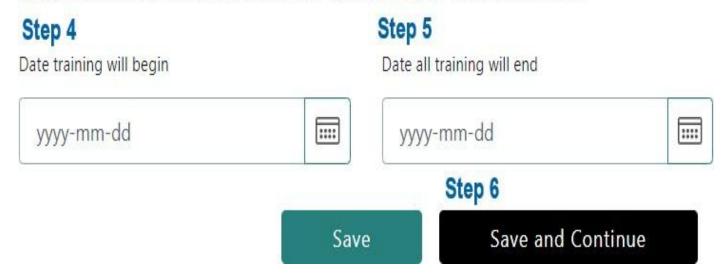






Training Information

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.





Training Plan Details

Training Provider	
Select Training Provider:	~
Training Course Name	
Training Type	
Select Training Type:	~
Credential Earned Upon Course Completion	
Select Credential Earned Upon Course Completion:	~
Where training is being delivered	
Select Where training is being delivered:	~
Number of New Hires assigned to the training course	
Number of Current Employees assigned to the training course	
Training Cost Per Person ⑦	
\$	

Cancel

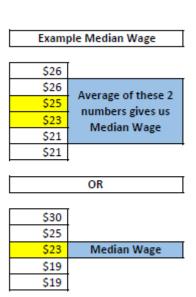
Add Training Course



HOURLY MEDIAN WAGE:

than the Hourly Median Wage of the County at application or no later than 90 days post training completion. <u>VERIFICATION</u> Must be provided or the Employers total award will not be reimbursed.

- 1) To earn 9 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.
- 2) Possible points are 0 or 9.





REGIONAL MEDIAN WAGES BY COUNTY

County Name	Median
Washtenaw County	\$25.00
Livingston County	\$24.39
Jackson County	\$22.46
Hillsdale County	\$22.07
Lenawee County	\$22.07



Business Ownership and GDBE:

- 1) To earn 4 points, employer must respond "Yes," and MWA must attest:
 - 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.
- 2) Possible points are 0 or 4.
 Note: 50% is acceptable in the case of only two individuals, under option 1 above.



Community College, University, Third Party:

- 1) To earn 6 points, a minimum of one (1) course that results in earned <u>college credit</u>.
- 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.
 Note: OJT does not score points and college credit must be conferred by the approved training provider recognized on the Talent Fund Training Plan.



Industry Recognized Certification or License

Certification

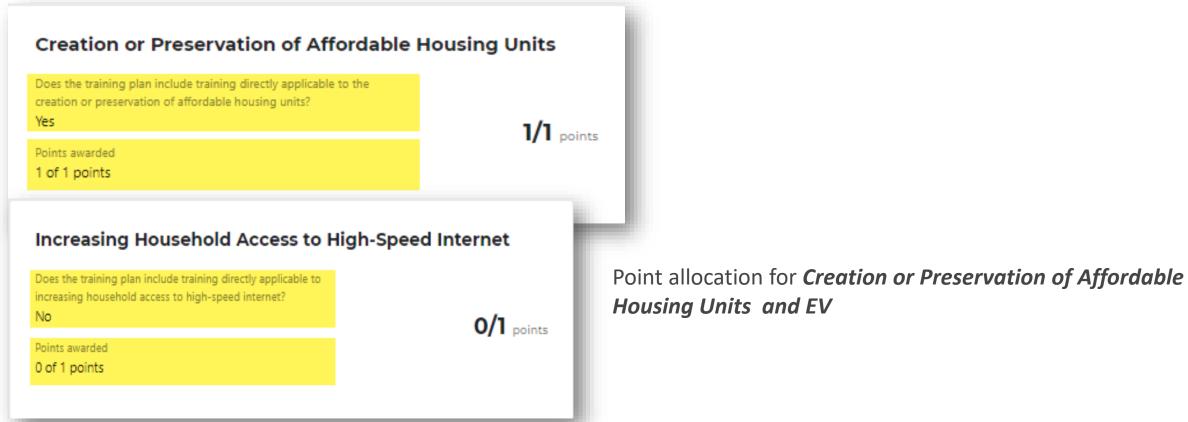
- Professional credential earned through a training program and subsequent assessment.
- Awarded by associations, companies and independent organizations, certifications are standardized credentials that certify someone for work in a particular industry with a specific skill.
- Examples include Project Management Professional (PMP), Certified Nursing Assistant (CNA),
 CompTIA A+, and Certified Production Technician (CPT).

License:

- Mandatory credential to legally practice an occupation that is issued by a state-level authority.
- Require you to pass an exam after required training to validate your competence and adherence to professional standards.
- Examples include Journeyman Electrician, Commercial Driver's License (CDL), Licensed Practical Nurse (LPN), and Professional Surveyor.

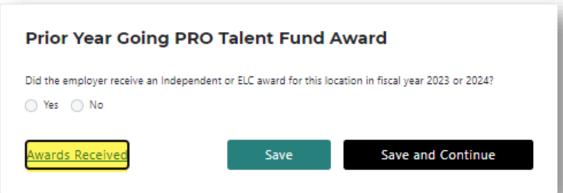
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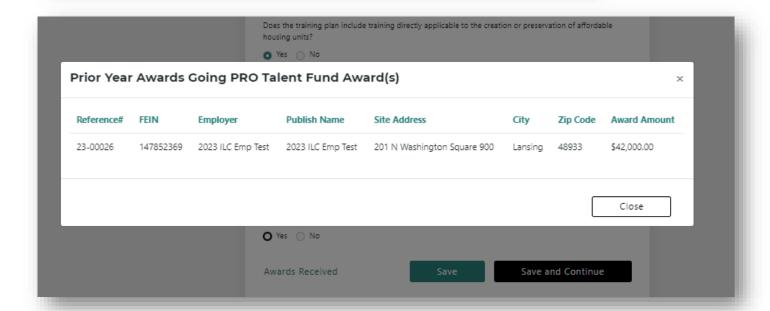




Point allocation for *Increasing Household Access to High-Speed Internet*









- Total score will be displayed
- Submit Application to MWA

Total Score: 42/50

Download Application

Submit Application



Modification Allowances

 Modifications that maintain the original pledged intent and projected outcomes of the original application are allowed

The following components of a Training Plan are connected the Scoring Criteria and may result in the de-obligation of funds if altered through a modification or at closeout:

- Training resulting in College Credit
- Training provided by a community college, university or third party
- Training resulting in a certification or license
- USDOL RA OJT and RTI
- Region Median Wage
- Modifications must be approved by MWA prior to change occurring





EMPLOYER ROLE

- Reach out to your local MWSE Business Services Representative with your interest
- Have an idea of what your companies training needs are currently
- Once Authorized by MWSE Business Services Representative- Apply for GPTF FY26 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 (BSR) before you make them, as all Modification's to training plan needs prior-approval



Training Reimbursements

- NOTE: Modifications must be MWA Approved
- Submit Invoicing documentation to your designated MWSE BSR.
- Please follow deadline for invoicing given for all reimbursement documentation.
- Invoices not received by deadline will be deobligated.

*Median Wage Proof must be obtained before any Reimbursements



INVOICING-COMPLETION OF TRAINING

*ALL TRAININGS WILL BE INVOICED AND REIMBURSED AFTER COMPLETION OF <u>ALL</u>TRAININGS CLASSROOM TRAINING

- Invoice to MWSE/Must have invoice # and Training/Trainee Names/Cost
- Copy of Training Providers Invoice to Employer (does not have to show paid)
- Copy of Certification/Completion of Training Cert or Grades
- * PER PERSON MAX WILL BE ENFORCED, ANY OVERAGE WILL BE EMPLOYERS COST ON THE JOB TRAINING (OJT)
- Invoice to MWSE/Must have invoice# and Training/Trainee Names/Cost
- Payroll Query from your payroll system that shows employee name, wage per hours, hire date, termination date and should be dated at the 90 day completion date to show 90 day completion.



OJT REIMBURSEMENT

IF EMPLOYER RETAINS NEW EMPLOYEE FOR 30, 60 or 90 DAYS **AFTER** COMPLETION OF TRAINING THEY WILL BE REIMBURSED......

- 30 Days= 50% Reimbursement
- 60 Days= 75% Reimbursement
- 90 Days= 100% Reimbursement



COMPLETION OF TRAINING/USDOL

USDOL REGISTERED APPRENTICE-CLASSROOM TRAINING

- Invoice to MWSE/Must have invoice # and Training/Trainee Names/Cost
- Copy of Training Providers Invoice to Employer (does not have to show paid)
- Copy of Certification/Completion of Training Cert or Grades

*ALL APPRENTICE STATUS MUST BE VERIFIED BEFORE REIMBURSEMENT USDOL REGISTERED APPRENTICE-ON THE JOB TRAINING (OJT)

- Invoice to MWSE/Must have invoice# and Training/Trainee Names/Cost
- Payroll Query from your payroll system that shows employee (32+hrs) name, wage per hours, hire date and should be dated at the 90 day completion date to show 90 day completion.



IMPACT STORIES

- Impact stories must be submitted at completion of trainings through WBLOMS and can be:
- Project Summary
- Business and Trainee Quotes
- Benefits of Business and Trainee's
- Number of Jobs created/back filled
- Business Growth



FY26 GPTF Timeline-RECAP

- Businesses Information sessions August 26th, & August 28th 2025-Virtual
- GPTF FY26 Cycle 1-Applications open October 1, 2025
- Application closed deadline October 17, 2025 4:59 PM(Deadline to MWA)
- GPTF FY 26 ELC Applications- March 16, 2025- July 10, 2025 (Submission to MWA)
- Approved/funded award letters sent by MWSE Immediately following approval announcement from the State of Michigan
- Trainings can begin(Cycle 1) January 1, 2026- December 31, 2026



Your Next Steps

- Connect with your local MWSE Business Service Representative
- Draft up your Training Plan
- * Make sure to leave contact information



MWSE Business Service Representatives

Jackson County-

Katie Bertke <u>kbertke@mwse.org</u>

Hillsdale County-Curtis Tober- ctober@mwse.org

<u>Lenawee County-</u>
Chelsea Baxter- <u>cbaxter@mwse.org</u>

Washtenaw CountyOctavia Crum ocrum@mwse.org

<u>Livingston County-</u>
Will Williamson <u>wwilliamson@mwse.org</u>



Q&A



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