SEMCA MICHIGAN WORKS!

GOING PRO TALENT FUND

Fiscal Year 2026 Cycle 1

A 501 (c)(3) Michigan Non-profit Corporation supported by the State of Michigan, Department of Labor and Economic Opportunity (LEO), and other federal, state and county funding. SEMCA Michigan Works! is a federal contractor, equal opportunity employer/programs that include minorities/women/disabled/veterans. Reasonable accommodations will be made upon request. A proud partner of the American Job Center network.

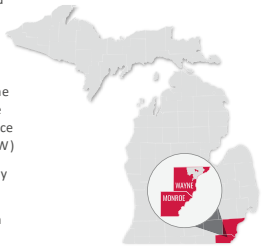
TODAY'S AGENDA

- Welcome to SEMCA Michigan Works!
- Business Services Overview
- Going Pro Talent Fund (GPTF) Program

PURE MICHIGAN Talent Connect | SEMCA MICHIGAN WORKS! | Going PRO

SEMCA MICHIGAN WORKS!

- Michigan 501(c)(3) non-profit established in 1996
- Created and led by your community and business leadership
- Formal partnership of Monroe and Wayne counties - Conference of Western Wayne (CWW), Downriver Community Conference (DCC), Conference of Eastern Wayne (CEW)
- Workforce Development Board – majority private sector membership
- Operates **five** Michigan Works! American Job Centers throughout the region
- Accredited by the National Council on Accreditation



SEMCA MICHIGAN WORKS!

MISSION & VISION

MISSION

Provide innovative leadership to create inclusive, life-long talent and career development system that is responsive to labor market and industry demands.

VISION

Through SEMCA's leadership there is a robust career and talent pipeline sustained by public and private partnerships driving a resilient, vital and competitive economy.

SEMCA MICHIGAN WORKS!

MICHIGAN WORKS! CLIENTS

Our customers include:

1. Job Seekers
2. Employers
3. Employees

System has evolved to a comprehensive strategy

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CHANGES TO ADAPT TO NEW ECONOMY

- Greater commitment to career pathways awareness for youth and adults
- Limit training funding to achieving credential in high demand occupations only
- Greater commitment to develop work-based learning options

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BUSINESS SERVICES

Talent Recruitment

- Research labor market information including wage data
- Draft job descriptions
- Post Jobs on Pure MI Talent Connect
- Promote job opportunities on social media platforms
- Distribute postings to Job Seeker services staff and other networks
- Pre-Screen applicants
- Host Virtual and In-Person Job Fairs
- Use of space at our Michigan Works! American Job Centers for interviews and onboarding
- Access to no-cost fidelity bonding

BUSINESS SERVICES

Assist with talent development & retention

- Identify and/or financially support current employee or new hire training including On-the-Job Training
- Assist with and provide support for creating new or expanding USDOL Registered Apprenticeship opportunities including financial reimbursement for training costs
- Business Resource Network

GOING PRO TALENT FUND

- Purpose: Provides competitive awards to employers to assist in training, developing and retaining current & new employees
- Helps to ensure that Michigan's employers have the talent they need to compete and grow, and individuals have the skills they need for in-demand jobs
- Available to private sector employers in Michigan
- Awarded on a competitive basis
- Must apply within application window

* Indicates New this year

STRATEGY

- The Going PRO Talent Fund is designed to create public-private partnerships with businesses to develop training models that adapt in real time with changing employer demand
- All training must be completed within one year from the date of the award and lead to a credential for a skill that is transferable and recognized by industry
- Employers who request funding must actively participate in the development of the training plan and must commit to retaining individuals at the completion of training
- New jobs created as a result of training should be filled by individuals recruited with the assistance of the local Michigan Works! Agency. Additionally, due to the challenges finding the skilled talent to fill jobs, companies are encouraged to expand their recruitment to include individuals within Targeted Populations

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ELIGIBLE EMPLOYERS

- Non-government private sector (for profit or not-for-profit) company/organization
- Employer must have a need for skill enhancement, including apprenticeship programs and advance-tech programs for current employee(s) or new employee(s)
- Must have a physical location in Michigan where work is conducted *
- Must be in compliance with all federal and state tax obligations, including but not limited to corporate, sales, use, withholding, personal income and unemployment insurance taxes (will be verified)
- Must be willing to participate under the project's eligibility parameters and guidelines
- Public institutions or entities are not eligible to apply; no quasi public-private entities even if they're non-profit 501(c)3 i.e., County road commissions, municipally-owned utilities, federally qualified health centers, community mental health authorities, etc.

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ELIGIBLE EMPLOYEES

- **Current Employees**-Individuals on the employer's payroll at time of application or has been previously employed by the employer
- **Newly Hired Employees**-Individuals hired 30 days prior to, on or after the award date (specific date will be stated on Training Agreement)
- Must be permanent full-time employees of the employer (FT is 32 hours per week or more)
- Individuals who work in Michigan for whom the employer pays all applicable taxes to the State of Michigan, regardless of where the employee lives
- 18 years of age or older
- U.S. Citizen or legally authorized to work in the U.S.
- Seasonal and/or part-time employees, current or future, are not eligible for funding

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QUESTIONS?

LET'S TALK ABOUT TRAINING

- 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 must conclude within one year from the date of award
- New Employee On-the-Job training **including** the 90-day post training retention period must be completed within one year from the date of the award

ELIGIBLE TRAINING PROVIDER PARTNERS

- Michigan community colleges & universities
- Private training providers
- Training providers identified by and agreed upon by all partners, who can do accelerated "just-in-time" training
- Registered United States Department of Labor (USDOL) joint apprenticeship training center (JATC)
- Vendors providing training in operation of equipment or systems for which they were the provider
- Proprietary schools as licensed in the State of Michigan
- The preference is to have all training to occur in Michigan, however, out-of-state may be allowable if there is a documented need and rationale
- Employers are no longer eligible to be training providers outside of On the Job Training

TRAINING TYPE I

❖ **Classroom/Customized Training**

- May be for current or new employee
- Must lead to a credential for a skill that is transferrable 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 - Instructor led
- See Eligible/Ineligible Training Guidance handout

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ELIGIBLE TRAINING (EXAMPLES)

- ABS Welding
- Advanced Networking
- Air Pollution Control Systems
- Alphacam
- American Sign Language (ASL)*
- Artificial Intelligence (AI)*
- Assembly Technician
- AutoCAD
- Blueprint Reading
- Certified Nursing Assistant (CNA)
- Certified Surgical Cleaning Technician
- Child Development Associates Certificate (CDA)
- Computer Numeric Control (CNC) Operator
- Computer Numeric Control (CNC) Programmer
- Drill Press
- Electrical Equipment
- Emergency Medical Technician
- Engine Diagnostics
- 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 Sewing
- Information Technology Training/Certifications
- Injection Molding
- ISO 9000
- Kinetix 6500 Troubleshooting
- Lathe
- Machine Guarding
- Leadership or Management Training*
- Machining (Mill, Lathe, Surface Grinder, etc.)
- Mechanical Drive Systems
- Medical Assistant
- Metalcasting
- 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
- USDOL Registered Apprenticeship*
- Welding
- Wound Care Certification

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INELIGIBLE TRAINING (EXAMPLES)

- Adult Education (High School Completion / Equivalency) *
- Adult Education (Remedial Education and Soft Skills Training)
- Consulting to improve company processes
- Continuing Education
- Curriculum Development
- Certification Maintenance, Re-certification, or License Renewal*
- Current Employee On-the-Job Training (OJT) *
- Human Resources (allowable if HR apprenticeship)
- In-house training*
- Introductory Process Improvement*
- Language*
- Laws, Regulations and Taxes *
- Literacy
- Microsoft Office*
- Online Resource Libraries*
- Safety Training*
- Seminars, Conferences, Webinars (stand-alone), Workshops, etc.*
- Subscriptions for eLearning
- Vendor/Equipment*
- Soft Skills*

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INELIGIBLE SOFT SKILLS TRAINING
(EXAMPLES)

- 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
- Interpersonal Communication
- Interviewing Techniques
- Legal Contracts
- Listening Skills
- 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

TRAINING TYPE II

❖ On-the-Job Training

- For individuals hired 30 days prior to, on or after the award date
- If an individual was hired within 30 days prior to the award, the reimbursable training is to begin on or after date of award
- Work-based learning & training is conducted at the workplace
- Training a New Hire to obtain skills to become proficient in the new job
- Should not be used for low-wage, high turnover occupations
- Training is conducted at the worksite
- 90-day retention begins upon completion of training and must be completed within one year of the date of the award
- Payment:
  - 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

TRAINING TYPE III

❖ Apprenticeships

- All apprentices are eligible for training funding
- An apprentice may be a current employee or a new hire employee
- Training may be
  - Classroom training only
  - Combination of classroom training and On-the-Job training
  - On-the-Job training only
    - The USDOL Registered Apprentice retention period may start at the beginning of OJT or RTI, whichever comes first.
  - 100% online training that is apart of a USDOL Approved curriculum
- Will need to provide a letter attesting that you have an active USDOL apprenticeships including for which occupations.

* 671 forms or RAPIDS printout for all apprentices being trained.

TRAINING FUNDS

- Allowable Expenditures
  - Actual costs for classroom training
  - Wage reimbursement for New Hire On-the-Job training
  - USDOL Registered Apprenticeship training-classroom training only, On-the-Job training only or a combination of classroom training & On-the-Job training
- Prohibited Expenditures
  - Purchase of tools or other equipment (including laptops/computers
  - Licensing fees
  - Testing fees
  - Curriculum development
  - Travel costs for trainees
  - On-line training subscriptions
  - Equipment rental*

TRAINING FUNDS

- Cost of Training
  - Classroom training should not exceed $2,000 per trainee
  - New Hire On-the-Job training and Classroom training should not exceed $2,000 per trainee
  - USDOL Registered Apprenticeship training should not exceed $3,500 per trainee
  - Targeted Incentives-$500 extra may be reimbursed to an employer for each **New Hire** who qualifies under one of the following categories:
    - Veteran
    - Active Military Reservist
    - Older Worker (55+)
    - Returning Citizen
    - Individual With Disability (IWD)
    - Public Assistance Recipient
    - High School Diploma/Equivalency (HS) Path-$1,000 (New Hire & Incumbent)*

(*applies to only one criteria)

QUESTIONS?

EMPLOYER RESPONSIBILITIES

- Must be actively involved in the planning and design of the training project
- Include realistic expectations; drilling down to the real training need, i.e., what can be accomplished & still meet production and/or other business needs. Awardees are accountable to implement the approved plan
- The Talent Fund should not be utilized for low-wage, high turnover occupations
- It is the expectation that training leads to higher skills, and result in higher wages
- Sign a contract/training agreement with the Michigan Works! Agency (MWA) outlining the employer's role and responsibilities in the training project
- Provide Impact Stories upon completion of training-to be completed online
- Commit to retain employees at the completion of training
- Provide wage information prior to training, post training and 6 months post training
- Provide required documentation for reimbursement
- Provide projected employer contribution on application, then confirm projected or revised contribution post training
  - Application should include calculations, such as wages paid during training and cost of equipment (a reasonable cost of equipment i.e., one year's value)
  - Release time for trainees working toward HS Diploma or GED completion during work hours may be used
  - Employer should retain supporting documentation for employer contributions as random audits may happen
- Close out prior year award before receiving new award
- Commit to using Michigan Works! & Pure MI Talent Connect to recruit for talent to fill open positions

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THE APPLICATION

- Fact Finding visit with SEMCA Business Services Representative (BSR)
- Online Application
- Completed by employer
- Application period (Tentative)
  - Open- **October 1st 2025**
  - Close- **October 17th 2025**
  - Training period **January 1st, 2026 – December 31th, 2026**
- The State will review and score all applications until funds are exhausted
- Completion of an application does not guarantee funding

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SCORING CRITERIA

- Scoring Criteria for **FY26**
  - Tiered scoring for dollar amount requested
  - Application includes training directly applicable to Infrastructure, Electric Vehicle (EV), Mobility or related infrastructure.
  - Employer has not received an Independent or ELC award in past two fiscal years (2024 and 2025).
  - High Priority Sector
    - Agribusiness, Construction, Education, Energy, Healthcare, Information Technology, Infrastructure, Hospitality and Outdoor Recreation, Manufacturing, or Mobility.
  - Business Ownership and GDBE *
  - US DOL Apprenticeship
  - College Credit, partnership with community college, university, college*, and third-party training providers
  - Median wages (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. * Wages may include all taxable income provided as compensation other than bonuses and the cost of benefits. In the event commission, tips, or any other irregular payments to the employee are included in calculation of an hourly wage equivalent, documentation of the income must be collected and retained. LEO-WD reserves the right to verify all reported wages of trainees

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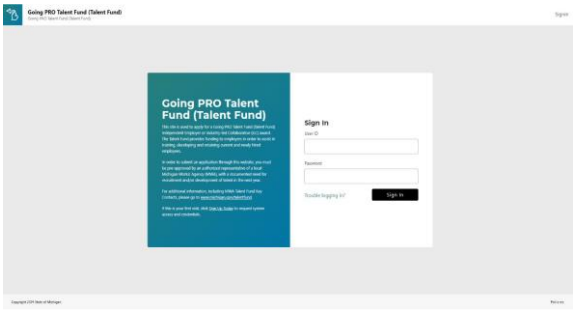
SCORING CRITERIA

- Scoring Criteria for **FY26**
  - Application includes technical (hard skills) training that results in an industry recognized certification or license within the training period.
  - Application includes training directly applicable to creating or preserving affordable housing units
  - Application includes training directly applicable to increasing household access to high-speed internet.
  - Tie breaker points
    - Fewer than 100 employees, 50% or more are new hires, Funding request is no more $60k, USDOL Apprenticeship

RULE CLARIFICATIONS & UPDATES

- Due to the competitive nature of the program, employers must deobligate funding linked to the initial application score if that funding is not being expended for the original pledged intent and/or a major scoring criteria component is not met or improved.
  - Community College, University, or third-party training
  - USDOL Registered Apprentices
  - Regional Median Wage
  - Earning a Certification and/or License
- 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).
  - If the employer median wage does not equal the regional median wage, the entire award will be rescinded.
- You must submit an application for each physical location.

THE APPLICATION



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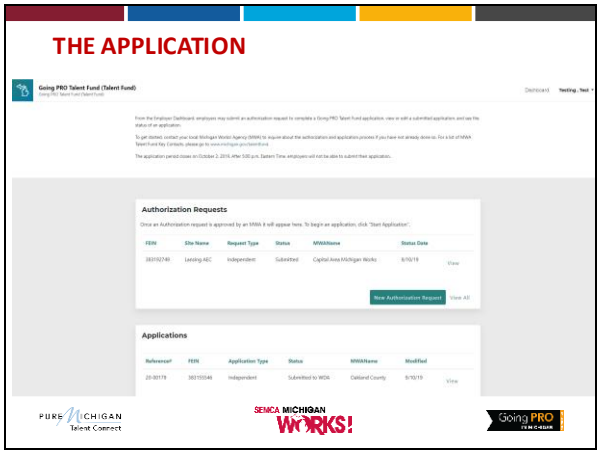

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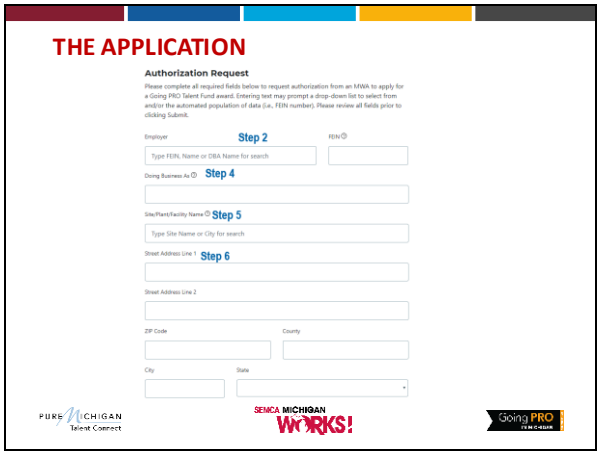

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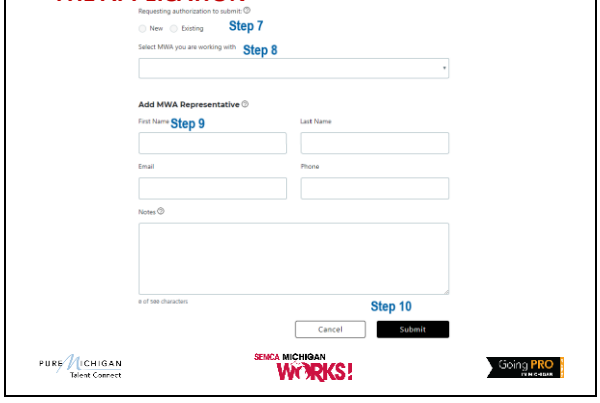

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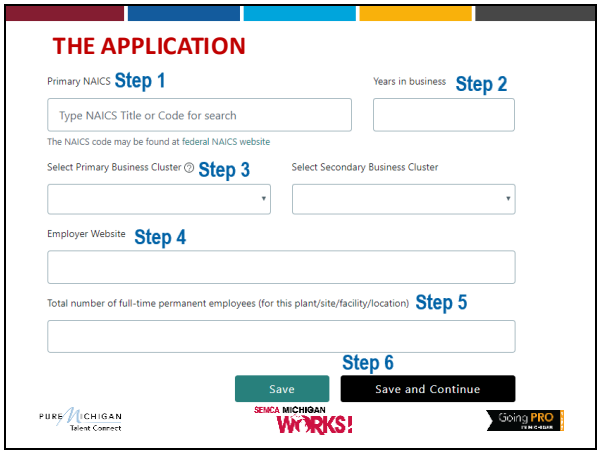

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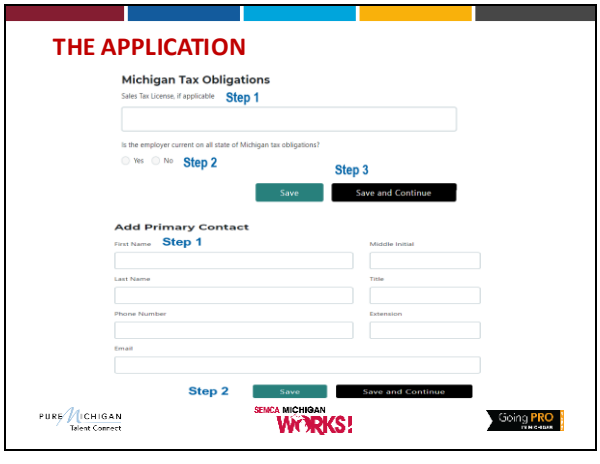

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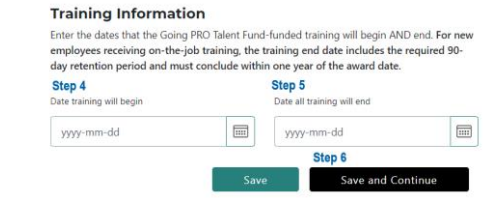


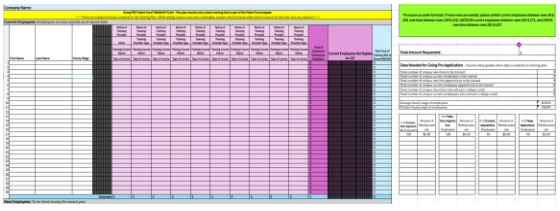
QUESTIONS?

TRAINING PLAN

- Type of Training Provider will be entered first
- Training Provider name
  - may be the employer if OJT is included
- Training course name and cost per trainee to be entered (including OJT for New Hires) No specific dates of training will be entered
- For Current Employees-Enter the number of employees that will be attending, names no longer required
- For New Employees-Enter the number of employees that will be attending.
- For Apprentices-select courses and/or enter number of hours of On-the-Job Training

TRAINING PLAN

- Please complete the internal Training Plan Excel Sheet when creating your WBLOMS application.
- This will assist us with helping troubleshoot any areas of your plan if needed.



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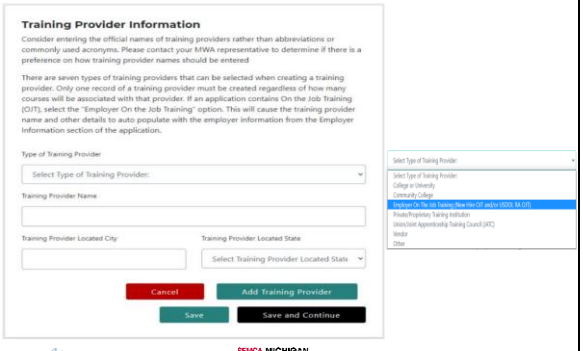

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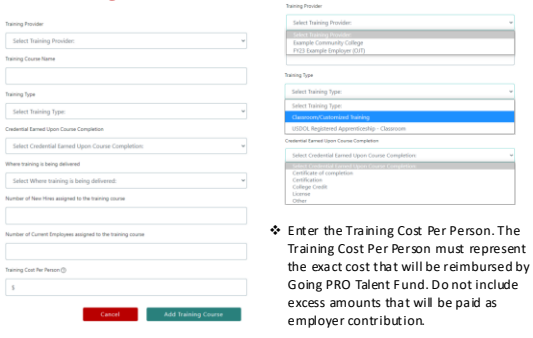
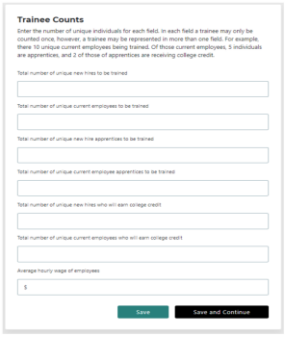


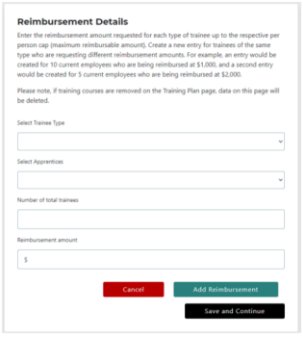
- Enter the Training Cost Per Person. The Training Cost Per Person must represent the exact cost that will be reimbursed by Going PRO Talent Fund. Do not include excess amounts that will be paid as employer contribution.

TRAINING PLAN



TRAINING PLAN

- In this section enter the reimbursement amount requested for each type of trainee
- Create a new entry for trainees of the same type who are requesting different reimbursement amounts.
  - For example, an entry would be created for ten current employees who are being reimbursed at $1,000.00, and a second entry would be created for five current employees who are being reimbursed at $2,000.00.



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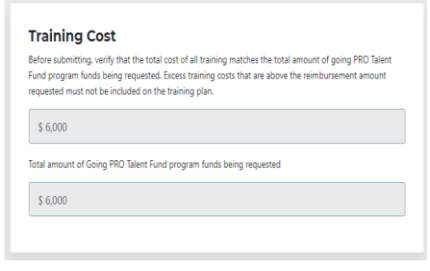

TRAINING PLAN

Total projected employer contribution amount

$

Attachments to support the employer contribution are optional.

❖ Total amount of excess training cost that will not be reimbursed by award

- Projected wages (including healthcare benefits/paid leave) of employees while in Going PRO Talent Fund training
- Travel Costs for employees in Going PRO Talent Fund Training
- Reasonable cost of new equipment (i.e., one year's value) or software directly related to proposed training
- Supportive services provided to employees in Going PRO Talent Fund Training (Examples: tuition reimbursement, childcare assistance, additional transportation assistance)
- Other (Examples: overhead/administrative costs, cost of outside training facility, release time for trainees working towards high school equivalency completion during work hours, and lost productivity due to employee(s) attending training)

QUESTIONS?

COMPLETION OF TRAINING

❖ Upon completion of classroom training, to receive reimbursement, employer must submit:

- Copy of invoice from training provider, must show name of training
- Documentation of training completion for each trainee
  - Copy of Credential, i.e., certificate signed by the instructor or training provider with name & dates of training
  - Copy of certification for online courses
  - Copy of grades for credit courses
- Company Invoice to SEMCA
- Payment request form – Will be provided
- Training Verification (only at completion of ***all*** training)

COMPLETION OF TRAINING

- Upon completion of New Hire and Apprenticeship 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
  - Company Invoice to SEMCA
  - Payment Request form – will be provided

**Also required for apprentices that complete OJT

IMPACT STORIES

- Impact Stories must be submitted at completion of all training, they 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)

Submitted online

QUESTIONS?

WHAT TO EXPECT (NEXT STEPS)

- **Complete feedback form (link in chat)**
- **Meet with a Business Services Representative (BSR)**
  - Fact finding-training needs, if other regional or local partner funds are available, if training request meets employer's needs, are there any other options for a successful outcome, do we need to bring in other relevant partners
- **If Going PRO Talent Fund is Appropriate**
  - BSR will email the employer the link to the online application site and the Application Employer Training Guide
- **If Awarded Funding**
  - Will be notified via email and be required to attend a post award session. We will review the reimbursement process and Training Agreement. Training can start on or after designated start date once the training agreement is signed.

WHAT TO EXPECT (NEXT STEPS)

- **If Not Awarded Funding or if Unsure of Training Needs at This Time***
  - There will be another Application Cycle offered in the spring of 2026
  - Employer may only receive one award per fiscal year
  - Application period will tentatively start on October 1st with Training Period January 1 2026-December 31st 2026

QUESTIONS?

GOING PRO TALENT FUND

- Inbox:
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- Key Contact:
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  trevor.verrier@semca.org
- Additional Contacts:

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http://www.semca.org/talentfund