



Going PRO Talent Fund

Program Overview

The Going PRO Talent Fund (Talent Fund) provides competitive awards to employers to assist in training, developing, and retaining current and newly hired employees.

Purpose

- Helps to ensure Michigan's employers have the talent they need to compete and grow, and 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.
- Helps address skills shortages by reskilling and upskilling Michigan workers based upon employers' needs.
- Supports increase in credentials, certificates, and degrees through employer-responsive training that enhances talent attraction, productivity, and retention.

Application Process

The Workforce Development Agency (WDA) awards the funds to employers through Michigan's workforce system, the Michigan Works! Agencies (MWA). Local MWA Business Services staff conduct fact-finding sessions with employers to assess their talent skill gaps and suitable training providers. The MWA is responsible for submitting applications to the WDA on behalf of the employers to ensure all available funding (federal, state, local, private) is identified and utilized in a strategic, braided manner. If an application is approved, the MWA is then responsible for management and oversight of the award. Payments are made on a reimbursement basis after all required documentation is submitted to the MWA.

An **Independent Application** may be submitted by a private for-profit, or not-for-profit, company/organization.

An **Industry-led Collaborative Application** may be submitted to support shared training that increases the competitiveness of employer partners.

Eligible Trainees

Employees, current or new, must meet all of the following criteria:

- Permanent, full-time employee of the employer when the approved training begins.
- Works primarily in Michigan, and 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.
- Citizen or legally authorized to work in the U.S.

Eligible Training

All training must fill a demonstrated talent need experienced by the employer, be short-term, and lead to a credential for a skill that is transferable and recognized by industry. The amount requested cannot exceed \$1,500 per person or \$3,000 per first-year U.S. Department of Labor (USDOL) Registered Apprenticeship. It must also meet at least one of the following criteria:

- Classroom or customized training.
- New employee on-the-job training.
- Training for new USDOL Registered Apprentices.

Partners

- Employers
- Industry Associations
- Michigan Residents
- Michigan Works! Agencies
- Michigan Economic Development Corporation
- Local Economic Development Organizations
- Training Providers (i.e., Community Colleges and For-Profit Training Institutions)
- Community-Based Organizations
- Rising Tide Communities



TALENT
INVESTMENT AGENCY
Talent and Economic Development
Department of Michigan

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Expectations of Employers

Employers play an integral role in defining their key training needs, then working with the local MWA and other partners to develop an appropriate, realistic training plan. Among other responsibilities, employers are also expected to:

- Sign and adhere to a contract/training agreement with the MWA outlining their role and responsibilities in the training project.
- Provide cash or in-kind contribution/leverage in support of the training project.
- Use Pure Michigan Talent Connect and Michigan Works! to recruit for job openings.

For further information, please contact:

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Visit the Going PRO Talent Fund website at
<http://www.michigan.gov/TalentFund>