



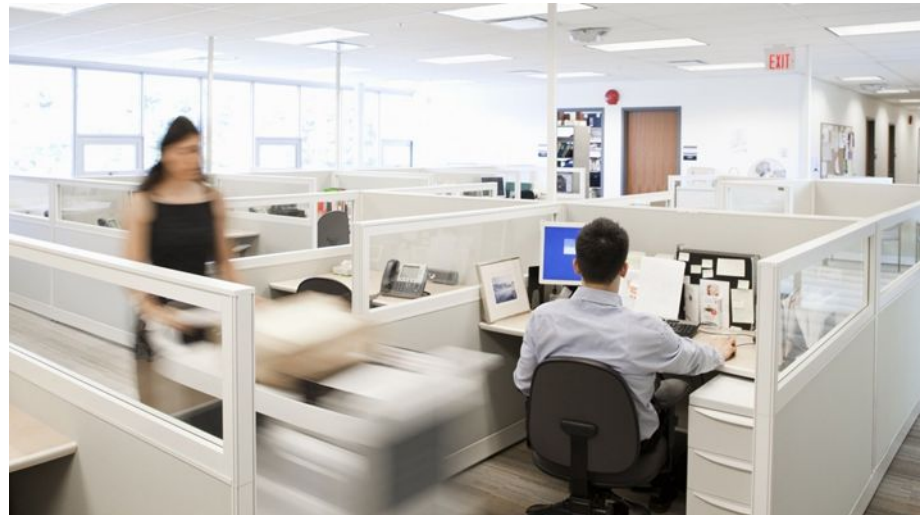
Business Services



**Networks
Northwest**
Talent / Business / Community

Who are we...

- 4 Business Services Representatives
- 1 Business Services Specialist
- 2 Success Coaches



What do we do....

Our customer is the business, we provide an array of services and our main focus is the success of our business owners.

We are one of several “business service” teams within our organization, others include:

- APEX Accelerators
- Apprenticeships
- Business Resource Network
- Global Trade Alliance

We have several local and state partners that we can connect you with as well.



NORTHWEST MICHIGAN WORKS!
BUSINESS SERVICES
Saving You Time and Money with Quality Solutions for Hiring, Training, and Connections

**HIRING**

- Customized talent recruitment services
- Screening to match your skill needs
- Referral of qualified candidates

**TRAINING**

- Incentives for training new hires
- Basic skills for the current and future workforce
- Seminars on key talent issues

**CONNECTIONS**

- Single point of contact for business development needs
- Referrals to business development services
- Leverage our vast professional and community networks

CONNECTING YOUR BUSINESS TO OPPORTUNITIES

WE COME TO YOU – ONE SOURCE – CUSTOMIZED SERVICE
nwm.org/businessservices | business-services@networksnorthwest.org | 231-922-6920

Northwest Michigan Works! is supported by the State of Michigan and is a proud partner of the American Job Center Network. Auxiliary aids and services are available upon request to individuals with disabilities. Individuals with speech or hearing impairments may call the Michigan Relay Center by dialing 711. Equal opportunity employer/program. This project may have been funded with federal funds. Visit the Networks Northwest website for more information at nwm.org/business.

COM-070-2



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Business Services

What actual services do we have?

- **Hiring**

- Job Posting on free statewide Job Board (Pure Michigan Talent Connect)
- Job Seeker events
- Employer of the Day
- Access to job seekers that are working through our system.

- **Training**

- On-the-Job Training Incentives
- Incumbent Worker Training (avoiding layoffs)
- Customized Training
- **Going Pro Talent Fund**
- I4.0 Technology Implementation Grant

- **Connections**

- Apprenticeships
- MEDC
- MMTC
- EDOS
- Consortia (Healthcare, Manufacturing...)
- Automation Alley



So...Why are we here?

Going PRO IN MICHIGAN

TALENT FUND



Purpose

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

- Helps ensure employers have the **talent they need to compete and grow**, while 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** workers based on employers' needs.
- Supports an **increase in credentials, certificates and degrees** through employer-responsive training that enhances talent attraction, productivity, and retention.

Program Statistics, 2014-2023

- Total Number of Awards: 6,307
- Average Award Amount: \$37,123
- Average Training Cost Per Person: \$1,250
- Total Amount Funded: \$223.45 million
- Total Number of Employees Trained: 177,000+



FY23 Performance

- \$64,792,406 awarded
- 2,240 applications received
- 1,103 awards
- 16,663 individuals hired and trained
- 20,765 current employees trained
- 5,863 First Year USDOL Registered Apprentices
- Average award amount was \$58,742

Eligible Employers

- Have a need for skill enhancement, including Registered Apprenticeship programs and advanced technology training programs for current employee(s) or new employee(s).
- Have a physical presence in Michigan.
- Be a non-government private entity; for profit or non-profit.
- Be compliant with all state tax obligations including, but not limited to, corporate, sales, use, withholding, personal income and unemployment insurance taxes.
- Be willing to participate under the program's eligibility parameters and guidelines.

Not Eligible to Apply

- Federally Recognized Governments (e.g., Native American Tribes), including tribal casinos
- Federal, State, and Local Governments
- Public Institutions and Entities
- Local School Districts and Intermediate School Districts
- Municipally-Owned Utilities
- County Road Commissions
- Government Community Mental Health Authorities
- Other entities as determined by the LEO-WD
- Unions - but can be training providers

Eligible Trainees

Every eligible employee, current or new, must meet all of the following criteria:

- Permanent, full-time of the employer when the approved training begins
 - 32 hrs per week
 - Seasonal and/or part-time employees are **not eligible**
- Works primarily in MI, and for whom the employer pays all applicable taxes to the State of Michigan
- 18 years of age or older
- U.S. citizen or legally authorized to work in the U.S.
- **New Hires**
 - Hired 30 days prior to, on or after the effective award date
 - Must be hired, trained and retained 90 days
 - 90 day retention begins upon completion of training and within 1yr of the award date



New Hire OJT Training

New employee OJT allows the new employee to become proficient in the permanent full-time job for which they were hired. The following rules apply:

- Training is conducted at the worksite.
- Reimbursable training begins on or after the effective award date.
- New employees must have been hired 30 days prior to, on, or after the effective award date.
- USDOL Registered Apprentice and non-apprentice 90-day retention begins upon completion of training and must be completed within one year of the date of the award (i.e., December 31, 2024) in order to receive full reimbursement. This applies only to the OJT portion of training.

The Process

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

Authorization Request

Training Plan

Training plan is required to move on to application. We want to know who is taking what training and when so we can better serve you and your employees.

Assessment of final Application

Application

Once authorization request is approved and training plan has been completed you can fill out the application.

Make sure all points are maximized, strategize how to obtain more points with your BSR.

Submit Application to MWA

BSR will finish application and if any revisions need to be made BSRs will communicate with employer.

Submit Application to LEO

With revisions complete we will submit to LEO.

Application Approval or Denial

Waiting game. If there is an outstanding state tax obligation you have 60 days to resolve.

GPTF Grant Agreement



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How do I get started?

- Authorization Request (<https://app.wda.state.mi.us/WBL/signin>)
- Develop a Training Plan (required to move on to application)
 - We want to outline your plan using a training plan, this makes it easier to track, follow up, and stick to the plan
- Fill out the Application
 - Looking at point categories, strategizing with BSR on how to get points

What's new? (or sorta new)

- Reimbursement rates went up
- Training Plan Requirement
- Training allowances (HR Apprenticeships)
- OSMIS registration requirements for Apprentices
- Median Wage requirement (\$18.97)
- New Scoring Criteria
- [Impact Story](#)
- Partners involved in your application? They will receive a copy of your application.
- Reimbursement takes place after all training is complete

Reimbursement Rates

- up to **\$2,000** for current trainees or newly hired
- up to **\$3,500** for Apprentices
- Reimbursement takes place after all training is complete

Training Plan

[illegible]

OSMIS Requirements for Apprentices

- **New! Trainees must be registered in One-Stop Management Information System (OSMIS). More information will be provided in the future.**



Median Wage

Area	Median Wage	Median Salary
Northwest Lower Peninsula	\$18.97	\$39,458

New Scoring Criteria

- High Priority Sector
 - Employer must be in Agribusiness, Construction, Education, Energy, Healthcare, Hospitality and Outdoor Recreation, Information Technology, **Infrastructure**, Manufacturing, or Mobility
- **Application includes training directly applicable to Infrastructure, Electric Vehicle (EV) or Mobility**
 - **Employer must respond “Yes”, and applicable training must be included on the training plan**
- Application includes training in partnership with a community college, university, or a 3rd party
 - **New tiered point system**
- **Special allowance for labor market participation policies of the employer**
 - **Predictive scheduling**
 - **Actions to reduce transportation barriers to employment and training**
 - **Improved access to affordable, reliable child care**

New Scoring Criteria (con't)

- 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
 - Employer must respond “Yes”, and MWA must attest 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
 - **Note: 50% is acceptable in the case of only two individuals, under option 1 above**
- Application includes USDOL Registered Apprentices
 - Same scoring tiers as previous year
 - **New! USDOL Registered Apprentices must be registered in One-Stop Management Information System (OSMIS) in order to qualify for reimbursement. Properly licensed apprentices are not the same as USDOL Registered Apprentices – these are different programs.**
- Hourly median wage of trainees is equal to or above Regional Median Wage (\$18.97)
- Size of amount of funding requested
 - tiered point system



Independent Application Scoring Criteria

Draft Scoring Criteria	Points FY24
High Priority Industry Sector	10
Application includes training directly applicable to Infrastructure, Electric Vehicle (EV) or Mobility	1
Application includes training in partnership with a community college, university, or a third party	Up to 8
Special allowance for labor market participation policies of the employer	Up to 3
Diversity, Equity and Inclusion (DEI)	4
Allowance for minority-owned, women-owned, veteran-owned, Individual with a Disability (IWD) owned and controlled; or is a Geographically-Disadvantaged Business Enterprise	
Application includes USDOL Registered Apprentices (first year through completion) leading to the nationally recognized, portable Certificate of Completion	Up to 7
<ul style="list-style-type: none"> > 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 	
Hourly median wage of trainees is equal to or above Regional Median Wage	11
Size of amount of funding requested	Up to 6
<ul style="list-style-type: none"> Up to \$60,000: 6 points \$60,001 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 	
11	Total 50

Impact Story

- Must complete an online *Impact Story* to get reimbursement.
- Questions will include:
 - **Background**
 - What products do you produce, what services do you provide? Describe your niche, what makes the company unique?
 - **Positive impact on trainees**
 - Did training put individuals on a successful career path, aid in succession planning, allow employees to perform duties previously outsourced, or lead to higher wages? How is the credential or skill earned industry recognized and transferrable to adapt to a changing demand?
 - **Benefit to employer**
 - Did training improve business operations, increase production, reduce downtime, expand into a new marketplace, increase profitability, or offer new products and services?
 - **Testimony or personal statements from trainees and/or employer**
 - (Optional) Provide any personal statements that help illustrate how and why training was beneficial. You may also use this space to describe any photos or videos below.
 - **Additional Feedback on Talent Fund experience**
 - (Optional) Provide any comments you may have on your experience with the Talent Fund.

Modification Allowances

1. Course changes equivalent to the originally approved training, or a different training provider offering the same or equivalent course, are allowed.
2. Course date changes, within the original approved 12-month period is allowed. Extensions past the original 12-month period are not allowed.
3. Transfer of funds between current employees and new employees (new hires) in either direction is allowed.
4. USDOL Registered Apprentices cannot be replaced with non-apprentice trainees. Associated funds must be rescinded.
5. Replacing a course that would negatively impact the original scoring is not allowed. For example, removing the only college credit course. Associated funds must be rescinded.
6. Changes to Employer Information (i.e., Employer name, FEIN, etc.) are allowed.
7. Modifications that increase the total cost of training to exceed the original award amount are not eligible for approval/reimbursement.

What's the Process Again?

- Authorization Request (<https://app.wda.state.mi.us/WBL/signin>)
- Training Plan
- Application
- Looking at point categories, strategizing on how to get points
- Finalizing application and submitting it to MWA
- MWA goes over and asks questions, possibly sending it back for rework
- Final submission to the state
- Waiting and waiting and more waiting
- Approval (or denial)
- Staying in contact with BSR about training so reimbursement can happen asap

The Process

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

Authorization Request

Training Plan

Required to give details of proposed training. We want to know who is taking what training and when so we can better serve you and your employees.

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Employer Expectations

1. Be actively involved in the planning and design of training project
2. Realistic goals and expectations
3. Pay wages to employees that are equal to or greater than the prevailing wage for the local market.
4. Provide trainee data via training plan document
5. Sign and return Going Pro Talent Fund Agreement
6. Provide at least one Impact Story
7. Commit to retain employees at the completion of training
8. Provide wage information prior to training, post-training, and six months post-training.
9. Provide required documentation for reimbursement.
10. Provide projected employer contribution (OJT training should NOT be included)
11. Utilize Pure Michigan Talent Connect



New and Key Take Aways

- New Scoring Criteria
- Apprentices must be registered in OSMIS
- Training must lead to a credential
- Online training must be live and instructor-led
 - A quality, instructor-led hybrid course that is both modularized and live is allowable
 - **New!** 100% online and self-paced training that meets USDOL Registered Apprenticeship Program requirement is allowable
- HR training for non-traditional USDOL Registered Apprenticeships that leads to college credit is allowed
- WBLOMS will display your score prior to submission as well as after modifications are made
- MWA required to share application with all partners engaged in application process (ie. local economic development organizations, MMTC, etc...)
- Reimbursement will take place after all training is completed



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