

# Going PRO Talent Fund



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DEVELOPMENT

The Going PRO Talent Fund (Talent Fund) makes awards to employers to assist in training, developing and retaining current and newly hired employees. Training funded by the Talent Fund must be short-term and fill a demonstrated talent need experienced by the employer. Training must lead to a credential for a skill that is transferable and recognized by industry.

## What is the application process for employers?

The Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) awards funds to employers through Michigan Works! Agencies (MWA). MWA Business Services staff conduct fact-finding sessions with employers to assess their talent skill gaps, suitable training providers and availability of federal funding sources. If they determine Talent Fund awards are appropriate, they grant the employers access to a convenient online application submission process. Interested employers should engage their local MWA early to allow ample time to complete the fact-finding process to ensure applications are submitted in time for review prior to established annual deadlines.

## Which employees are eligible to participate?

Employees, current or new, must meet each 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.

## What kind of training programs are approved as part of this program?

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 Apprentice. It must also meet at least one of the following criteria:

- Classroom or customized training
- New employee on-the-job training
- Training for first-year USDOL Registered Apprentices

## What support are employers expected to provide?

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

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

## 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.

## Where is more information available?

To learn more about the Going PRO Talent Fund, please visit [Michigan.gov/TalentFund](http://Michigan.gov/TalentFund).

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