



**Going PRO  
IN MICHIGAN**

TALENT FUND

**Going PRO Talent Fund  
Fiscal Year 2024  
Eligible/Ineligible Training Guidance - DRAFT**

All training must expand and improve an employee’s skills and develop their opportunities for growth or promotion within the company. Eligible classroom training must lead to a portable, in demand high-quality credential. It must be specific to a customized, short term technical skill where participants are likely to gain employment or advance within an industry/occupation.

Training must not be introductory or overview. Training that may provide benefit to participants as they begin to gain general knowledge about occupations and occupational standards, however participants are unlikely to gain employment or advance within an occupation is not eligible for reimbursement.

Each year the list of eligible and ineligible training is reviewed and amended, based on demand and available resources. The list is meant to serve as a guideline and is not intended to be all-inclusive.

Examples of **Eligible Training** Topics and Requirements.

<ul style="list-style-type: none"> <li>• ABS Welding</li> <li>• Advanced IT Networking</li> <li>• Air Pollution Control Systems</li> <li>• Alphacam</li> <li>• American Sign Language (ASL)*</li> <li>• Assembly Technician</li> <li>• AutoCAD</li> <li>• Blueprint Reading</li> <li>• Certified Nursing Assistant (CNA)</li> <li>• Certified Surgical Cleaning Technician</li> <li>• Child Development Associates (CDA) certification</li> <li>• Computer Numeric Control (CNC) Operator</li> </ul>	<ul style="list-style-type: none"> <li>• English as a Second Language (ESL)*</li> <li>• Financial Accounting</li> <li>• Foam Fabrication</li> <li>• Food Safety Modernization</li> <li>• Geometric Dimensioning and Tolerancing (GD&amp;T)</li> <li>• Human Resources, as defined*</li> <li>• Hydraulics</li> <li>• HVACR</li> <li>• Industrial Sewing</li> <li>• Information Technology Training/Certifications</li> <li>• Injection Molding</li> <li>• ISO 9000</li> <li>• Kinetix 6500 Troubleshooting</li> <li>• Lathe</li> </ul>	<ul style="list-style-type: none"> <li>• Molding Technology</li> <li>• Online, as defined*</li> <li>• Painting Tech</li> <li>• Process Improvement, Risk and Quality Management Systems*</li> <li>• Project Management</li> <li>• Quality Engineering</li> <li>• Quality Software</li> <li>• RS Logix 5000</li> <li>• Radan Nesting and Bending</li> <li>• Robotic Operation PRO</li> <li>• Root-Cause Analysis</li> <li>• Safety Training*</li> <li>• Sales Acceleration*</li> <li>• Server Visualization</li> <li>• Statistical Process Control</li> </ul>
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<ul style="list-style-type: none"> <li>• Computer Numeric Control (CNC) Programmer</li> <li>• Drill Press</li> <li>• Electrical Equipment</li> <li>• Emergency Medical Technician</li> <li>• Engine Diagnostics</li> </ul>	<ul style="list-style-type: none"> <li>• Machine Guarding</li> <li>• Leadership or Management Training*</li> <li>• Machining (Mill, Lathe, Surface Grinder, etc.)</li> <li>• Mechanical Drive Systems</li> <li>• Medical Assistant</li> <li>• Metalcasting</li> </ul>	<ul style="list-style-type: none"> <li>• Sterile Processing Technician</li> <li>• Thermal Imaging</li> <li>• Troubleshooting</li> <li>• Utility Technician</li> <li>• USDOL Registered Apprenticeship*</li> <li>• Welding</li> <li>• Wound Care Certification</li> </ul>
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\* = Refer to the below definitions for additional detail

### Eligible Training Definitions

1. American Sign Language (ASL) and English as a Second Language (ESL) should be contextual, with an emphasis on practical application to the work setting.
2. Human Resources training for a USDOL Registered Apprenticeship, in accordance with the apprenticeship standards.
3. Leadership or Management Training should not be an introductory/overview course, or stand-alone/self-contained seminar/workshop/webinar, unless it is a specific component within a comprehensive course/curriculum/Training Plan.
4. Online training is eligible if it is live and instructor-led, versus recorded learning at trainee's own pace. A quality, instructor-led hybrid course that is both modularized and live is also allowable. a. Note: 100% online and self-paced training that meets the requirements of USDOL Registered Apprenticeship Program is allowable.
5. Process Improvement, Risk and Quality Management Systems Training may be eligible if it has a hands-on component (black or green belt preferred). For example: Lean, Six Sigma, Supply Chain and Total Quality Management. Additionally, Going PRO Talent Fund cannot cover consulting services.
6. Safety Training may be eligible if it is over and above the cost of doing business and/or meets the USDOL Registered Apprenticeship requirements of a credential. ServeSafe certification for food handlers, bloodborne pathogens, control of hazardous materials, OSHA Overview, Control of Hazardous Energy Sources (aka Lockout/Tagout or LOTO), HAZWOPER 8 (or Refresher) emergency action plan, emergency response, hazard communications, hearing conservation, safe electrical workplace, first aid and CPR is not eligible training. However, OSHA 10 (10 hours of training) or OSHA 30 (30 hours), HAZWOPER 24, ServSafe Food Protection Manager certification, etc. may be eligible depending on the justification provided to the MWA
7. Sales acceleration may be eligible if it is not soft skills training. For example: Related to marketplace research, buying signals, company data, statistics, predictive analytics, and integrated platforms
8. USDOL Registered Apprenticeship Program aligned training that results in a post-secondary credential.

Examples of **Ineligible Training** topics and activities:

<ul style="list-style-type: none"> <li>• Adult Education (High School Completion / Equivalency) *</li> <li>• Adult Education (Remedial Education and Soft Skills Training)</li> </ul>	<ul style="list-style-type: none"> <li>• Certification Maintenance, Re-certification, or License Renewal*</li> <li>• Human Resources (non-apprenticeship)</li> <li>• In-house*</li> </ul>	<ul style="list-style-type: none"> <li>• Literacy</li> <li>• Microsoft Office*</li> <li>• Online Resource Libraries*</li> <li>• On-the-Job Training (OJT)*</li> <li>• Safety Training*</li> </ul>
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<ul style="list-style-type: none"> <li>• Consulting to improve company processes</li> <li>• Continuing Education*</li> <li>• Curriculum Development</li> </ul>	<ul style="list-style-type: none"> <li>• Introductory Process Improvement*</li> <li>• Language*</li> <li>• Laws, Regulations and Taxes*</li> </ul>	<ul style="list-style-type: none"> <li>• Seminars, Conferences, Webinars (stand-alone), Workshops, etc.*</li> <li>• Subscriptions for eLearning</li> <li>• Vendor/Equipment*</li> <li>• Soft Skills*</li> </ul>
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\* = Refer to the below descriptions for additional detail.

### Ineligible Training Definitions

1. Adult Education (High School Completion/Equivalency) may qualify as a *Targeted Population Incentive*, eligible to be awarded to the employer for an individual who achieves at least 75% (or completion) of High School Diploma/Equivalency (HSE) program requirements during work hours. OJT and/or eligible classroom training would need to be on the plan and associated with the trainee on the HSE path.
2. Continuing Education for maintaining certification/license; unrelated to employer-responsive training and/or upskilling.
3. Certain training activities and/or costs related to certification maintenance, re-certification or license renewal including but not limited to:
  1. a. Fees/costs for re-certification/license renewal or testing only
  2. b. Required courses to maintain certification/license
  3. c. Other requirements to maintain certification/license
3. In-house training for current employees that is not exclusive in nature
4. Introductory Process Improvement such as Basic Lean/Intro to Lean or Lean Overview
5. Language, other than English as a Second Language (ESL) or American Sign Language (ASL)
6. Laws, Regulations and Taxes – for example, training related to compliance regulations, federal/state taxation laws, international laws, US labor laws, etc.
7. Microsoft Office courses (Outlook, Word, Excel, PowerPoint, One Note, Access, Publisher)
8. Online Resource Libraries or any other resource in which an individual can choose from a number of courses over a period of time.
9. OJT for current employees, unless included as part of training for a USDOL Registered Apprentice.
10. Safety Training that is part of the normal cost of doing business (see Eligible Training Definitions)
11. Stand-alone seminars, conferences, webinars, workshops, etc. will be considered on a case-by-case basis in consideration of the course syllabus, material, and outcomes
12. Vendor/equipment training for which the employer has already paid such as if the employer purchases a piece of equipment and included in the cost of the equipment is training for a specified amount of time. Employer may however request reimbursement for training that is over and above the included training.

13. Soft Skills training including but not limited to the following:

<ul style="list-style-type: none"> <li>• Active Shooter</li> <li>• Adapting to Change</li> <li>• Anger Management</li> <li>• Assessments</li> <li>• Bankruptcy Laws</li> <li>• Branding</li> <li>• Business Policies and Procedures</li> <li>• Business Writing</li> <li>• Coaching/Mentoring</li> <li>• Conducting Effective Meetings</li> <li>• Constructive Feedback and Criticism</li> <li>• Conflict Resolution</li> <li>• Customer Service</li> <li>• Decision Making</li> <li>• Drug and Alcohol Education</li> </ul>	<ul style="list-style-type: none"> <li>• Drug Testing</li> <li>• Email skills</li> <li>• Employee Relations</li> <li>• Emotional Intelligence Facilitation</li> <li>• Foreign Culture and Customs</li> <li>• Foreign Languages</li> <li>• Forums</li> <li>• Generational Divide</li> <li>• Habits of Successful People</li> <li>• Non-apprentice HR Training</li> <li>• Interpersonal Communication</li> <li>• Interviewing Techniques</li> <li>• Legal Contracts</li> <li>• Listening Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Literature</li> <li>• Motivation</li> <li>• Myers Briggs</li> <li>• Navigating Difficult Conversations</li> <li>• Negotiation Skills</li> <li>• Orientation/On Boarding</li> <li>• Personal Management/Health</li> <li>• Presentation Skills</li> <li>• Public Speaking</li> <li>• Reading</li> <li>• Sales</li> <li>• Teamwork/Team Building</li> <li>• Telephone Skills</li> <li>• Time Management</li> <li>• Workplace Politics</li> <li>• Workplace Violence</li> </ul>
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Note 1: Some topics listed in the table above may be approved as acceptable components of a comprehensive leadership/management/supervisory Training Plan.

Note 2: Soft skills resources are available at no cost or may be supported by leveraged resources from other state or federal programs.