Going PRO Talent Fund 2024
Labor Market Participation Rationale

West Michigan Works! is requesting additional information for labor market participation points. From the list below, please select all that apply, complete the corresponding sections and provide applicable company policies (optional).

☐ 1. Predictive Scheduling

☐ 2. Actions to reduce transportation barriers to employment and training

☐ 3. Improved access to affordable, reliable childcare

1. Predictive Scheduling: Employer must provide employee schedule at least 14 days in advance, employees have the right to refuse additional shifts with less than 14 days' notice, and employees are provided compensation in the event shifts are canceled within 14 days of their shift. *Please explain how your company meets **all three** of these criteria and provide applicable company policies:*
   a. *Example: Employees work a routine set scheduled shift; if additional shifts are added they are notified a minimum of 14 days in advance and have the right to refuse an extra shift.*

2. Actions to reduce transportation barriers to employment and training: Examples may include companywide resources such as employer sponsored resource groups, shuttle services, flexible scheduling that supports carpooling and ridesharing, financial assistance (i.e., mileage reimbursement or public transportation stipend for commuting to and from work), emergency rides home for employees using mass transit, and/or telework opportunities for those with identified barriers. *Please explain how your company meets these criteria and provide applicable company policies:*
   a. *Example: Employer provides mileage reimbursement for employees to work from home.*

3. Improved access to affordable, reliable childcare: Examples may include childcare tuition reimbursement, on-site daycare, or corporate childcare. *Please explain how your company meets these criteria and provide applicable company policies:*
   a. *Example: Employer partners with a childcare provider to offer employees a discount for childcare.*

Company:

Contact Name: Title:

Signature: Date: