



**FY2024 Going PRO Talent Fund
Independent Application Scoring Criteria & Targeted Populations Incentives**

Scoring Criteria	Points FY24	Explanatory Notes
High Priority Industry Sector	10	1) To earn 10 points, employer must be in Agribusiness, Construction, Education, Energy, Healthcare, Hospitality and Outdoor Recreation, Information Technology, Infrastructure, Manufacturing, or Mobility. 2) Possible points are 0 or 10.
Application includes training directly applicable to Infrastructure, Electric Vehicle (EV) or Mobility.	1	1) To earn 1 point, employer must respond "Yes", and applicable training must be included on the training plan. 2) Possible points are 0 or 1.
Application includes training in partnership with a community college, university, or a 3 rd party	Up to 8	1) To earn 8 points, a minimum of one (1) course that results in earned college credit 2) To earn 4 points, a minimum of one (1) non-credit course provided by a community college, university, or 3 rd party (as defined in section 2). 3) Possible points are 0, 4, or 8. Note: In-house exclusive training and OJT does not score points and college credit must be conferred by the approved training provider recognized on the Talent Fund Training Plan.
Special allowance for labor market participation policies of the employer.	Up to 3	1) To earn points, employer must respond "Yes" (with available evidence) to the following practices (as defined in section 3). <ul style="list-style-type: none"> • Predictive scheduling earns 1 point. • Actions to reduce transportation barriers to employment and training earns 1 point. • Improved access to affordable, reliable childcare earns 1 point. 2) Possible points are 0, 1, 2, or 3.
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.	4	1) To earn 4 points, employer must respond "Yes", and MWA must attest (as defined in section 4): <ul style="list-style-type: none"> • 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 2) Possible points are 0 or 4. Note: 50% is acceptable in the case of only two individuals, under option 1 above.
Application includes USDOL Registered Apprentices (1 st year through completion)	Up to 7	1) To earn 3 points, minimum of one (1) apprentice, and up to 25% of all trainees on training plan are apprentices.

<p>leading to the nationally recognized, portable Certificate of Completion.</p> <p>> 1 and up to 25% of trainees = 3 points > 25% and up to 50% of all trainees = 5 points > 50% of all trainees = 7 points</p>		<p>2) To earn 5 points, at least 25%, and no more than 50%, of all trainees on training plan are apprentices.</p> <p>3) To earn 7 points, greater than 50% of all trainees on training plan are apprentices.</p> <p>4) Possible points are 0, 3, 5, or 7.</p>
<p>Hourly median wage of trainees is equal to or above Regional Median Wage.</p>	11	<p>1) To earn 11 points, hourly median wage must be equal to or above Regional Median Wage, or</p> <p>2) Hourly median wage of trainees meets Regional Median Wage no later than 90 days post training completion (after all training for the award has ended). Verification must be provided, or employer award will not be reimbursed.</p> <p>3) Possible points are 0 or 11.</p>
<p>Size of amount of funding requested</p> <p>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</p>	Up to 6	<p>1) Based on total amount of request</p> <p>2) Must use the scale</p> <p>3) Possible points are 0, 2, 3, 4, 6.</p>
Total	50	

Subsequent Scoring Criteria

In the event of clustered scoring, we will revert to the following criteria. Requests may also be subject to budget reductions. LEO-WD reserves the right to further prioritize (i.e., first priority given to applicants with an apprenticeship).

Scoring Criteria	FY24 Points (Bonus)	Explanatory Notes
<p>Application includes USDOL Registered Apprentices (1st year through completion) leading to the nationally recognized, portable Certificate of Completion.</p>	2	<p>To earn bonus points, minimum of one (1) USDOL Registered Apprentice must be listed on the training plan. Expanded beyond first year registered apprenticeship, intended to prioritize completion. Apprentices may be funded regardless of where they are in the program.</p>
<p>Applicant employs fewer than 100 full-time employees</p>	1	<p>To earn a bonus point, employer must have 1-99 full-time employees at location on the application</p>
<p>50% or more of trainees are new employees (new hires)</p>	1	<p>To earn a bonus point, 50% or more of trainees must be new employees (new hires)</p>
<p>Size of amount of funding requested is no more than \$60,000</p>	1	<p>To earn a bonus point, the size of amount of funding requested must be no more than \$60,000</p>
Total	5	

Targeted Population Incentives

As it is becoming harder to find the skilled talent to fill jobs, employers are encouraged to expand their recruitment to include individuals within Targeted Populations. An extra incentive may be reimbursed to an employer including:

- \$500 for each Veteran, Active Military Reservist, Older Worker, Returning Citizen, Individual with Disability, or Public Assistance Recipient new trainee; and
- \$1,000 for each High School Diploma/Equivalency new and incumbent trainee

Targeted Population	Incentive	Explanatory Notes
Veteran (U.S. Armed Forces)	\$500	A person who served in the United States Armed Forces and who was discharged or released under conditions other than dishonorable.
Active Military Reservist (U.S. Armed Forces)	\$500	An actively serving member of a reserve component military branch (U.S. Armed Forces).
Older Worker	\$500	An individual age 55 or older.
Justice-Involved Citizen	\$500	An individual who has been previously incarcerated, or given probation, that has a criminal history and is returning to the community.
Individual With Disability (IWD)	\$500	An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities.
Public Assistance Recipient	\$500	An individual on public assistance
High School Diploma/Equivalency (HSE) Path	\$1,000	An individual who achieves at least 75% (or completion) of High School Diploma/Equivalency program requirements during work hours. On the Job (OJT) training and/or classroom training would need to be on the plan and associated with the particular trainee on the HSE path.

- The additional incentive must be used to offset additional training costs.
- The maximum amount per new trainee that an employer may receive as incentive funding is \$500 for Veterans, Active Military Reservists, Older Workers, Justice-Involved Citizens, Individual with Disability, Public Assistance Recipient, and \$1,000 for High School Diploma/Equivalency new and incumbent trainees, even if the employee meets the criteria in more than one category.
- Other criteria must also be met, and verification documentation must be submitted to the MWA prior to payment.