

**DRAFT FY2025 Going PRO Talent Fund
Independent Application Scoring Criteria – Explanatory Notes**

Scoring Criteria	Points FY25	Explanatory Notes
High Priority Industry Sector	9 (18%)	1) To earn 9 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 9.
Application includes training directly applicable to Electric Vehicles (EV), Mobility, or related infrastructure.	1 (2%)	1) To earn points, employer must respond “Yes”, and applicable training must be included on the training plan. 2) Possible points are 0 or 1.
Application includes training directly applicable to increasing household access to high-speed internet.	1 (2%)	1) To earn points, employer must respond “Yes”, and applicable training must be included on the training plan. 2) Possible points are 0 or 1
Application includes training directly applicable to creating or preserving affordable housing units.	1 (2%)	1) To earn points, 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 (as defined).	Up to 6 (12%)	1) To earn 6 points, a minimum of one (1) course that results in earned college credit 2) To earn 3 points, a minimum of one (1) non-credit course provided by a community college, university, or 3 rd party (as defined). 3) Possible points are 0, 3, or 6. Note: OJT does not score points and college credit must be conferred by the approved training provider recognized on the Talent Fund Training Plan.
Application includes technical (hard skills) training that results in an industry recognized certification or license within the training period (as defined).	3 (6%)	1) To earn 3 points, minimum of one (1) training that results in an industry recognized certification or license within the training period (as defined). Credential must be included on the training plan. 2) Possible points are 0, 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.	5 (10%)	1) To earn 5 points, employer must respond “Yes”, and MWA must attest: <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 5. Note: 50% is acceptable in the case of only two individuals, under option 1 above.

<p>Application includes USDOL Registered Apprentices (1st year through completion) leading to the nationally recognized, portable Certificate of Completion.</p> <p>> 0 and up to 25% of trainees = 2 points > 25% and up to 50% of all trainees = 5 points > 50% of all trainees = 7 points</p>	<p>Up to 7 (14%)</p>	<ol style="list-style-type: none"> 1) To earn 2 points, minimum of one (1) apprentice, and up to 25% of all trainees on training plan are apprentices. 2) To earn 5 points, at least 25%, and no more than 50%, of all trainees on training plan are apprentices. 3) To earn 7 points, greater than 50% of all trainees on training plan are apprentices. 4) Possible points are 0, 2, 5, or 7.
<p>Hourly median wage of trainees is equal to or above Regional Median Wage.</p>	<p>11 (22%)</p>	<ol style="list-style-type: none"> 1) To earn 11 points, hourly median wage must be equal to or above 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. 2) Possible points are 0 or 11.
<p>Employer has not received an Independent or ELC award in past two fiscal years (2023 and 2024).</p>	<p>2 (4%)</p>	<ol style="list-style-type: none"> 1) To earn 2 points, employer must not have received a Talent Fund Independent or ELC award in Fiscal Year 2023 or 2024.
<p>Size of amount of funding requested.</p> <p>Up to \$60,000: 4 points \$60,001 to \$120,000: 3 points \$120,001 to \$180,000: 2 points \$180,001 to \$220,000: 1 points \$220,001 and above: 0 points</p>	<p>Up to 4 (8%)</p>	<ol style="list-style-type: none"> 1) Based on total amount of request 2) Possible points are 0, 1, 2, 3, 4.
<p>Total</p>	<p>50</p>	

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., 1st priority given to applicants with an apprenticeship).

Scoring Criteria	FY25 Points (Bonus)	Explanatory Notes
Application includes USDOL Registered Apprentices (1 st year through completion) leading to the nationally recognized, portable Certificate of Completion.	2	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.
Applicant employs fewer than 100 full-time employees	1	To earn a bonus point, employer must have 1-99 full-time employees at location on the application
50% or more of trainees are new employees (new hires)	1	To earn a bonus point, 50% or more of trainees must be new employees (new hires)
Size of amount of funding requested is no more than \$60,000	1	To earn a bonus point, the size of amount of funding requested must be no more than \$60,000
Total	5	

Multiple Application/Award Cycles

Scoring criteria will be applied for Cycle 1 and Cycle 2 independent application/award cycles.

To apply for FY26 Cycle 1 training, awardees must complete training under a FY25 award by December 31, 2025.

Awardees that complete training under a FY25 award by June 30, 2026, may apply for FY26 Cycle 2 training.

Independent Application Cycle 1	Independent Application Cycle 2
Application Period: TBD (Oct) Training Period: TBD (i.e. January 1, 2025 – December 31, 2025)	Application: TBD (April) Training Period: TBD (i.e. July 1, 2025 – June 30, 2025)
Industry-led Collaborative (ILC) Cycle	
Application: March 2025 Training Period: TBD	

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 recently been released from a federal, state, or local correctional facility, or a person who, while not recently incarcerated, has a criminal record or history
Individual With Disability (IWD)	\$500	An individual with a self-reported disability
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, Returning 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.