



**Going PRO Talent Fund
Fiscal Year 2025
Eligible/Ineligible Training Guidance**

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 industry recognized credential. It must be specific to a customized, short term technical skill where participants are likely to gain employment or advance within an industry or occupation.

Training is not eligible for reimbursement if it is introductory or an overview. Participants must be more likely to gain employment or advance within an occupation as a result of the training.

Each year the list of eligible and ineligible training is reviewed and may be amended. The list is meant to serve as a guideline and is not intended to be all-inclusive. All guidelines apply to both Independent and ELC applications.

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

<ul style="list-style-type: none"> • ABS Welding • Advanced IT Networking • Air Pollution Control Systems • Alphacam • American Sign Language (ASL) ¹ • Assembly Technician • AutoCAD • Blueprint Reading • Certified Nursing Assistant (CNA) • Certified Surgical Cleaning Technician • Child Development Associates (CDA) certification • Computer Numeric Control (CNC) Operator • Computer Numeric Control (CNC) Programmer • Drill Press • Electrical Equipment • Emergency Medical Technician • Engine Diagnostics 	<ul style="list-style-type: none"> • English as a Second Language (ESL) ¹ • Financial Accounting • Foam Fabrication • Food Safety Modernization • Geometric Dimensioning and Tolerancing (GD&T) • Human Resources, as defined ² • Hydraulics • HVACR • Industrial Sewing • Information Technology Training/Certifications • Injection Molding • ISO 9000 • Kinetix 6500 Troubleshooting • Lathe • Machine Guarding • Leadership or Management Training ³ • Machining (Mill, Lathe, Surface Grinder, etc.) • Mechanical Drive Systems 	<ul style="list-style-type: none"> • Molding Technology • Online, as defined ⁴ • Painting Tech • Process Improvement, Risk and Quality Management Systems ⁵ • Project Management • Quality Engineering • Quality Software • RS Logix 5000 • Radan Nesting and Bending • Robotic Operation PRO • Root-Cause Analysis • Safety Training ⁶ • Sales Acceleration ⁷ • Server Visualization • Statistical Process Control • Sterile Processing Technician • Thermal Imaging • Troubleshooting • Utility Technician • USDOL Registered Apprenticeship ⁸
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	<ul style="list-style-type: none"> • Medical Assistant • Metalcasting 	<ul style="list-style-type: none"> • Welding • Wound Care Certification
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* Superscript Number (Example: ¹) = Refer to the below definitions for additional detail

Eligible Training Definitions

- American Sign Language (ASL) and English as a Second Language (ESL) should be contextual, with an emphasis on practical application to the work setting.
- Human Resources training for a USDOL Registered Apprenticeship, in accordance with the apprenticeship standards.
- Leadership or Management Training should not be an introductory/overview course, or a stand-alone/self-contained seminar/workshop/webinar.
 - Leadership training is eligible if it is a specific component within a training plan that includes technical hard skills training.
 - A training plan of each employer participating in an ELC cannot be comprised of only leadership training even if other employers meet the requirement for technical hard skills training.
- Online training is eligible if it is live and instructor led. Recorded learning at trainee’s own pace is not eligible. A quality, instructor-led hybrid course that is both modularized and live is also allowable.
 - Note: 100% online and self-paced training that meets the requirements of USDOL Registered Apprenticeship Programs is allowable.
- 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.
- Safety Training may be eligible if the training would not be considered the cost of doing business. It may also be eligible if it meets the requirements of USDOL Registered Apprenticeship Programs. 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.
- 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.
- 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"> • Adult Education (High School Completion / Equivalency) ⁹ • Adult Education (Remedial Education and Soft Skills Training) • Consulting to improve company processes • Continuing Education ¹⁰ • Curriculum Development 	<ul style="list-style-type: none"> • Certification Maintenance, Re-certification, or License Renewal ¹¹ • Current Employee On-the-Job Training (OJT) ¹² • Human Resources (non-apprenticeship) • In-house training • Introductory Process Improvement ¹³ • Language ¹⁴ 	<ul style="list-style-type: none"> • Laws, Regulations, and Taxes ¹⁵ • Literacy • Microsoft Office ¹⁶ • Online Resource Libraries ¹⁷ • Safety Training ¹⁸ • Seminars, Conferences, Webinars (stand-alone), Workshops, etc. ¹⁹ • Subscriptions for eLearning • Vendor/Equipment ²⁰ • Soft Skills ²¹
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Ineligible Training Definitions

9. 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.
10. Continuing Education for maintaining certification/license; unrelated to employer-responsive training and/or upskilling.
11. Certain training activities and/or costs related to certification maintenance, re-certification or license renewal including but not limited to:
 - a. Fees and costs for re-certification, license renewal, or testing.
 - b. Required courses to maintain certification/license.
 - c. Other requirements to maintain certification/license.
12. OJT for current employees, unless included as part of training for a USDOL Registered Apprentice.
13. Introductory Process Improvement such as Basic Lean/Intro to Lean or Lean Overview.
14. Language, other than English as a Second Language (ESL) or American Sign Language (ASL)
15. Laws, Regulations and Taxes – for example, training related to compliance regulations, federal/state taxation laws, international laws, US labor laws, etc.
16. Microsoft Office courses (Outlook, Word, Excel, PowerPoint, One Note, Access, Publisher).
17. Online Resource Libraries or any other resource in which an individual can choose from a number of courses over a period of time.
18. Safety Training that is part of the normal cost of doing business (see [Eligible Training Definitions](#)).
19. Stand-alone seminars such as a lecture with no associated classroom component, conferences, webinars, workshops, etc. will be considered on a case-by-case basis in consideration of the course syllabus, material, and outcomes.
20. 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.
21. [Soft Skills](#) training including but not limited to the following:

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

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