



STATE OF MICHIGAN

GRETCHEN WHITMER
GOVERNOR

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
LANSING

SUSAN CORBIN
ACTING DIRECTOR

OFFICIAL
Policy Issuance (PI): 20-04, Change 2

Date: June 17, 2021

To: Michigan Works! Agency (MWA) Directors

From: Marcia Black-Watson, Division Administrator **SIGNED**
Industry Engagement

Subject: Going PRO Apprenticeships (GPA)

Programs Affected: Apprenticeship Success Coordinators (ASCs)

References: The National Apprenticeship Act, 50 Stat. 664; 29 U.S.C. 50
Workforce Innovation and Opportunity Act (WIOA) of 2014,
Public Law 113-128 (29 United States Code Section 3101, *et. seq.*)
WIOA Final Rule, 20 Code of Federal Regulations Parts 603, 651-654, 658,
675, and 679-688, Published August 19, 2016
Training and Employment Guidance Letter No. 13-16, Guidance on
Registered Apprenticeship Provisions and Opportunities in the WIOA
Training and Employment Guidance Letter No. 17-18, Availability of
Program Year 18 Funding for Apprenticeship State Expansion (ASE)
Training and Employment Notice No. 13-12, Defining a Quality Pre-
Apprenticeship Program and Related Tools and Resources.
PI: 19-16, Apprenticeship Success Coordinators (ASCs) Continuation
Funding and Innovation Grants, issued May 29, 2019
Going PRO Talent Fund (Talent Fund) Process Guide
Public Act 107 of 2017 (FY 2017-18 General Omnibus Appropriation Act)
Michigan Industry Cluster Approach (MICA) Guidelines, issued July 26, 2012
Michigan Registered Apprenticeships Funding and Resources Guide
PI: 15-12 Procurement
Policy Issuance 20-04 and Subsequent Changes

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Rescissions: None

Background: Michigan is among the national leaders in Registered Apprenticeships (RAs) and the state's apprenticeship network continues to work to grow the number of opportunities to ensure more students and jobseekers gain in-demand skills without extensive tuition debt, while employers get the talent they need to grow and thrive, creating more and better jobs. RA is a proven catalyst in addressing the skilled workforce talent gap. Apprenticeships provide an exceptional career path that addresses unique employer needs while offering training, income, and a credential to employees, which is in direct alignment with the Governor's new statewide goal to increase the number of Michiganders with a postsecondary credential (a high-quality industry certificate, associate degree or higher) from 45 to 60 percent by 2030.

In partnership with the U.S. Department of Labor (USDOL) Office of Apprenticeship (OA), the State of Michigan has contributed to apprenticeship expansion through support of (1) sector partnerships; (2) employer incentives; and (3) the establishment of the Apprenticeship Success Coordinator function within the Michigan Works! System, all cultivating new RA opportunities across the state. Building on the foundation and momentum of these statewide RA best practices, the State of Michigan is dedicating the USDOL Employment and Training Administration's recent discretionary grants to states for continued RA expansion through Going PRO Apprenticeships. The State of Michigan is leveraging the existing Apprenticeship Success Coordinator function to expand RA, primarily through RA policy guidance and the allocation of dedicated RA funding provided under Training and Employment Guidance Letter (TEGL) 17-18, Availability of Program Year 18 (PY18) Funding for Apprenticeship State Expansion (ASE). This funding source is not WIOA, it is through TEGL No. 17-18 and is PY18 funding awarded to States to increase the number of apprentices in Registered Apprenticeship Programs (RAPs). This guidance announces the phasing out of State Apprenticeship Expansion grants (FOA-ETA-16-13) and plans to further support statewide apprenticeship expansion by granting PY18 apprenticeship funds appropriated under the Consolidated Appropriations Act of 2018 (Public Law 115-141) to States, as defined at 29 CFR Section 29 .2.

The objective of GPA is to ingrain RAs into the fabric and service delivery of local labor markets. This approach is both a comprehensive and systemic RA expansion solution across workforce development, economic development, and education. GPA, which arms Michigan's ASC network with specific funding to offset the employer's cost of the apprenticeship training model to bolster RA cultivation and expansion in Michigan, will rapidly increase the number of apprentices in Registered Apprenticeship Programs (RAPs) by 800 statewide through March 31, 2022.

Policy: This policy change includes additional information regarding managing and handling Personally Identifiable Information (PII). This policy change also revises the Quarterly Narrative Report Template, Attachment E, to streamline report content for submission.

PI 20-04 provides \$2,521,716.99 in support of GPA for direct participant services utilizing training incentives and reimbursement to employers for the extraordinary costs of RA training through March 31, 2022.

GPA was designed with the intent to expand a RA expansion best practice from the Talent Fund. The state-funded Talent Fund has been heralded as one of the most powerful tools in Michigan's toolkit to address in-demand skill growth and employer talent needs. The program allows for the establishment of new USDOL RAs up to \$3,000 per trainee to offset costs related to training.

The Talent Fund's leveraged resource approach was launched in 2013 and given the impact the program has had on advancing Michigan's residents into high-skill, high-wage careers, including more than 3,500 new registered apprentices, it was codified into law in 2018. The Talent Fund produced nearly 1,500 new Registered Apprentices program in 2019 alone.

Except for Industry-led Collaboratives (ILCs), the opportunity to support RAs through the Talent Fund occurs once annually. This policy provides for year-round RA support based on demand and an opportunity to scale the proven Talent Fund RA expansion best practice. Via this policy, the Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) allocates ASE funding to all 16 MWAs, with accompanying RA expansion policy guidance. The ASE funding provides the Michigan Works! ASCs with additional RA resources, and an expanded window of time, beyond the fall Talent Fund award period, to work with employers to expand RA.

Using the general framework of the Talent Fund program, GPA is designed to make awards to employers to assist in training, developing, and retaining current and newly hired employees entering a new RA. Training funded by GPA must:

- Demonstrate a talent need experienced by the employer.
- Lead to a credential for a skill that is transferable and recognized by industry.

Action:

MWAs shall utilize the updated Attachment E, Quarterly Narrative Report, for future quarterly reporting periods. This report template can be found in PI 20-04, Change 1.

MWAs shall not resubmit any of the following documentation:

- MWA GPA Plan (Attachment F)
- Signed Approval Request Form (Attachment B)
- Budget Information Summary (BIS) (Attachment C)

Inquiries: Questions regarding this policy should be directed to the State Apprenticeship Expansion Team at Apprenticeship@michigan.gov.

This policy is available for downloading from the [LEO-WD's website](#).

The information contained in this policy will be made available in alternative formats (large type, audio tape, etc.) upon request to this office. Please contact Ms. Anita Scott by telephone at 517-927-4356 or by email at ScottA23@michigan.gov for details.

Expiration: March 31, 2022

MBW:SJ:as