
REGIONAL TALENT INNOVATION GRANTS - CDBG

PROGRAM GUIDELINES



**MICHIGAN
ECONOMIC**
DEVELOPMENT
CORPORATION

How the Regional Talent Innovation Grants – CDBG Program Works:

The Regional Talent Innovation Grants – CDBG Program will provide up to \$7.5 million for grants ranging between \$500,000 and \$950,000 to eligible applicants to help address regionally-specific talent needs, leverage existing talent development and talent retention tools where applicable, and help to create new training programming specific to each region and its communities. An eligible economic development organization, or other non-profit will serve as the grant applicant. The programming should target growth in specific occupations of high-value to the region. Pre-qualified occupations by region are in Appendix A. Applications with collaboration between multiple organizations will be prioritized.

This program serves as a tool for eligible applicants that desire to support talent retention through job creation and training efforts by providing grant funding to address these issues in response to the COVID-19 crisis.

The applicants should design grants to support low-to-moderate income individuals, prioritizing people living in geographically disadvantaged areas. Applicants should have a plan on how to market the program to underserved populations. All programs should support Michigan’s broader 60x30 goal – the goal of 60% of Michigan’s population having a post-secondary credential by 2030.

The applicant will determine which entities are selected for inclusion in the application for additional support. Example regional programmatic models can be found in Appendix C.

The application window is 04/12/2021 through 05/07/2021. All applications will be due by 5pm on 05/07/2021.

STEP 1: Decide that your organization wants to apply



STEP 2: Complete Regional Talent Innovation Grant Application



Step 3: MEDC Review



Step 4: Awardees Announced

Step 1: Decide to Apply for Funding

Who can apply?

Eligible applicants include local and/or regional economic development organizations located in Michigan. The MEDC will be looking to prioritize applicants that demonstrate collaboration with partners in economic development, workforce development, education, and private sector employers.

If a region has multiple organizations that could be considered qualified applicants, the organizations should communicate with one another to avoid competing application submissions. Please note that the MEDC will only award grant funds to one qualified applicant under each grant agreement. If multiple applications for the same community are submitted, they must represent different partners with a separate talent retention or training focus. If multiple applications are submitted on behalf of the same region, both applications will be denied. Applications should be submitted to rtig@michigan.org

Applicants must meet all of the following eligibility requirements:

- The applicant is located within the boundaries of the region the applicant serves
- The applicant must demonstrate that it will retain, or train workers, post-secondary students, and/or job seekers for high-priority occupations.
- The applicant must have both a local economic developer and a workforce development partner as part of the application materials.
- The applicant must demonstrate the ability to qualify individual recipients or job classifications of the retention/training program as low or moderate income as defined by the Department of Housing and Urban Development (HUD).

Step 2: Complete Regional Talent Innovation Grant – CDBG Program Application

What type of information is required to be included in the application?

The application for the Regional Talent Innovation Grant – CDBG Program will be available online at the michiganbusiness.org website. A copy of the full application is also available for reference in Appendix B. The first section of the application will ask questions to determine an applicant's eligibility to participate in the program. The second section will ask narrative questions and may require document submissions that will be used to score applications. The last section will ask applicants to certify their application for submission.

Application information requested includes:

Provide a project **narrative**, include the following:

- A. Identify the need for this project and how COVID-19 has made this a program/project a necessity. Identify which occupations and industries are impacted.
- B. Identify the local workforce development organization that will be a partner in this project.
- C. Identify if there is an educational partner for this project.
- D. Identify any other partners involved.
- E. Identify if the project intends to support talent retention or upskilling of local talent. Identify the operating model of the program that you are proposing.
- F. Identify the intended outcome of the project. If it is a training program, list the type of industry-recognized credentials earned and how many credentials are expected to be earned. If it is a talent retention-program, please list the number of new jobs estimated to be created and which industries that will be supported.
- G. Identify how this supports Michigan's 60 by 30 goal. Does the community have a local 60 by 30 goal?
- H. Identify how this supports the region's economic development strategy. Identify how this supports Michigan's economic development strategy. [Link to MEDC Strategic Plan](#)
- I. Identify any additional community support for this project, including support from additional local partnerships
- J. Outline activities necessary to complete the project
- K. Identify how Low to Moderate Income (LMI) individuals will be targeted for this program. How will the applicant ensure that 51% of the individuals assisted will be LMI?

The application will need to be completed in one attempt; therefore, it is important that applicants have all of the above information on-hand at the time of submission. Applicants may wish to record their answers in a separate word document and gather all required attachments before starting the application.

Where do applicants submit their completed applications?

The application for the Regional Talent Innovation Grant – CDBG Program will be available online at michiganbusiness.org. To reference the application prior to submitting online, please refer to Appendix B. Completed applications should be submitted to rtig@michigan.org

CDBG Compliance Part II will need to be completed based on the National Objective that the applicant will be qualifying under. Separate compliance documentation related to specific project related activities will be required.

Step 3: MEDC Review

How will the MEDC be evaluating applications?

Applications will be evaluated on a variety of factors, including but not limited to:

- **Fit with MEDC strategy:** Competitive applicants will describe how this program supports resilient and equitable growth of Michigan’s economy, improving Michigan’s competitive position with priority industries through talent expansion.
- **Fit with community vision/priority/strategy:** Competitive applicants will outline and provide examples of how this funding will support new or existing plans to retain talent, and/or train individuals for priority occupations.
- **Applicant capacity and program management plan:** Competitive applicants will have demonstrated a history of managing programs related to talent attraction, retention, and/or training. Each applicant must have a clearly defined plan for program management and a process for disbursing funds. The applicant must also demonstrate the ability to qualify individual recipients or job classifications of the attraction/retention/training program as low-to-moderate income (LMI). [Click here](#) to view a listing of Individual Income Limit Areas in Michigan for FY2020. The MEDC expects funds to be disbursed by the applicant as quickly as possible. In any event, all funds must be disbursed by the applicant within 90 days of completing eligible project activities.
- **Partnership and Resource Leveraging:** Competitive applicants will articulate how their organization and other co-applicants/partners support regional talent attraction, retention, and/or training efforts, and will identify a plan to support businesses, workers, students, and/or job seekers with accessing these resources. Technical assistance and financial assistance programs and/or partnership will be given equal consideration.
- **Metrics:** Competitive applicants will be able to identify key measurable outcomes for talent retention, and/or training. Examples of metrics for training include the number of industry-recognized credentials earned and jobs created in key focus industries. Examples of metrics for a talent retention program include the number of new/retained jobs in key focus industries and wage increases.
- **Alignment with Sixty by 30 Goal:** Competitive applicants will describe how grant funds will support Sixty by 30, Governor Whitmer’s goal of 60% postsecondary educational attainment by 2030.

In an effort to evenly disperse funding across the state, the Regional Talent Innovation Grant – CDBG Program review team will make it a priority to try to select a minimum of one grantee from each of the 10 Prosperity Regions using the scoring criteria above. The application with the highest score from each

prosperity region will be selected. The remaining grantees will be selected based on competitive scores applied state-wide.

Additional factors that may be considered include – but not limited to – the total amount of funding requested by the applicant is consistent with the program guidelines, the application is consistent with the program guide, an applicant being located in a geographically disadvantaged area as defined by either a State Opportunity Zone or State HUBZone.

Step 4: Awardees Announced

What is the timeline for announcement of awardees?

The MEDC is planning to notify applicants of grant award decisions on or about 06/02/2021. Applicants will be notified by email.

Compliance and Reporting Requirements

An Applicant agrees to adhere to HUD, CDBG and MEDC rules, regulations and the Grant Administration Manual (GAM) policies, procedures and reporting requirements. In agreeing to this, the entity will ensure that all entities involved in completing the proposed project will also adhere to rules and regulations during grant administration. If an application is approved for funding, Regional Talent Innovation Grant – grantees must verify that they are willing to comply with all additional MEDC requirements, including but not limited to, marketing, promotions and reporting. Grantees will be expected to issue sub-grants to co-applicants and other partners and require reporting and compliance to the applicant in order for the applicant to report and comply with MEDC requirements. A background check will be conducted on the applicant and staff managing the grant for the applicant. Additional Terms and conditions related to these requirements will be defined in the final grant agreement.

Anticipated Program Timeline (subject to change)

March 23, 2021	April 12, 2021	May 7, 2021	June 2, 2021	July 31, 2021	April 30, 2022
<ul style="list-style-type: none"> Regional Talent Innovation Grant Program Approval - MSF Board 	<ul style="list-style-type: none"> Application window opens State-wide office hours held. Questions e-mailed to rtig@michigan.org 	<ul style="list-style-type: none"> All Applications will be due by 5pm 	<ul style="list-style-type: none"> Applicants notified of grant award decision. Background check forms will be given to awardees and must be submitted to the MEDC within 24 hours 	<ul style="list-style-type: none"> Grant agreements executed & disbursement requests made 	<ul style="list-style-type: none"> Final compliance reporting due to the MEDC

APPENDIX A: Priority Occupations

The MEDC has identified priority occupations through a rigorous analytical methodology. A competitive applicant should build its programming around supporting one of the pre-qualified occupations listed below. If the applicant would like to prioritize a different occupation, that applicant must provide supporting data as a part of its application demonstrating why that occupation(s) should be prioritized for the region. The applicant is encouraged to work with the MEDC's Corporate Research team to assess additional occupations to build programmatic support around.

METHODOLOGY FOR PRE-QUALIFIED PRIORITY OCCUPATIONS

An occupation must first meet the following determinants:

- Share of total employment above the 25th percentile (will vary by region)
- Share of employment in focus industries is higher than the statewide average
 - *Statewide occupational employment across MEDC focus industries = 17.6%*
 - *In all but Regions 1, 2, 3, and 6, occupations with 2x the statewide average were included for further consideration*

Eligible occupations are evaluated using the following qualifiers:

- 5-year growth trend – growth indicates positive demand
- Annual job openings – higher job opening counts indicate demand
- Region to state comparison: *completions v openings*
 - A negative index indicates the region has less a weaker talent pipeline than the state, pointing to a potential attraction opportunity. A positive index combined with other “hard-to-fill” indicators point to a retention opportunity.
- Region to state comparison: *workforce availability* (completers + current employed / job openings)
 - A negative index indicates the region has a smaller pool of qualified talent per job opening, pointing to a potential attraction, retention, and/or training opportunity
- Median *duration of job posting*
 - A duration longer than 30 days may indicate an occupation is “hard-to-fill” in the region
- Region to state comparison: *job postings v hires*
 - An index higher than one indicates an occupation may be harder-to-fill in the corresponding region
- Automation index
 - The higher the index, the higher the risk of job automation (less job security)

PRE-QUALIFIED OCCUPATIONS BY REGION

REGION 1

	SOC	Description
Retention	17-2141	Mechanical Engineers
	17-2071	Electrical Engineers
	17-2051	Civil Engineers
Training	51-2028 (2022 , 2023)	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers
	51-2098	Miscellaneous Assemblers and Fabricators
	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4111	Tool and Die Makers

REGION 2

	SOC	Description
Retention	13-1161	Market Research Analysts / Marketing Specialists
	11-3051	Industrial Production Managers
	17-2141	Mechanical Engineers
	13-1111	Management Analysts
	17-2112	Industrial Engineers
	27-1024	Graphic Designers
	27-3031	Public Relations Specialists
	17-2071	Electrical Engineers
	15-1299	Computer Occupations, All Other
Training	51-2098	Miscellaneous Assemblers and Fabricators
	51-9161	Computer Numerically Controlled Tool Operators
	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic

REGION 3

	SOC	Description
Retention	13-2011	Accountants and Auditors
	17-2141	Mechanical Engineers
	13-1071	Human Resources Specialists
	17-2112	Industrial Engineers
	11-3051	Industrial Production Managers
	13-1111	Management Analysts
	15-1232	Computer User Support Specialists
Training	51-2098	Miscellaneous Assemblers and Fabricators
	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
	51-1011	First-Line Supervisors of Production and Operating Workers
	51-4041	Machinists
	49-9041	Industrial Machinery Mechanics
	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-2031	Engine and Other Machine Assemblers

REGION 4

	SOC	Description
Retention	17-2141	Mechanical Engineers
	17-2112	Industrial Engineers
	11-3051	Industrial Production Managers
	11-9041	Architectural and Engineering Managers
	17-3021	Aerospace Engineering and Operations Technologists and Technicians
	17-2071	Electrical Engineers
	17-2199	Engineers, All Other
	17-2072	Electronics Engineers, Except Computer
Training	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic

REGION 5

	SOC	Description
Retention	19-4031	Chemical Technicians
	17-2112	Industrial Engineers
	17-2199	Engineers, All Other
	17-2071	Electrical Engineers
	17-2141	Mechanical Engineers
	13-1081	Logisticians
	11-9041	Architectural and Engineering Managers
Training	51-2098	Miscellaneous Assemblers and Fabricators
	51-1011	First-Line Supervisors of Production and Operating Workers
	49-9041	Industrial Machinery Mechanics
	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	43-5061	Production, Planning, and Expediting Clerks

REGION 6

	SOC	Description
Retention	13-1028 (1022 , 1023)	Buyers and Purchasing Agents
	13-1161	Market Research Analysts and Marketing Specialists
	11-3051	Industrial Production Managers
	15-1211	Computer Systems Analysts
	13-1081	Logisticians
	17-2199	Engineers, All Other
	11-9041	Architectural and Engineering Managers
Training	13-2098 (2051 , 2054 , 2099)	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other
	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-4121	Welders, Cutters, Solderers, and Brazers
	51-9161	Computer Numerically Controlled Tool Operators
	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
	51-9199	Production Workers, All Other

REGION 7

	SOC	Description
Retention	15-1256 (1252 , 1253)	Software Developers and Software Quality Assurance Analysts and Testers
	17-2112	Industrial Engineers
	17-2141	Mechanical Engineers
	13-1081	Logisticians
	11-9041	Architectural and Engineering Managers
	11-3051	Industrial Production Managers
	15-1257 (1254 , 1255)	Web Developers and Digital Interface Designers
	17-2071	Electrical Engineers
Training	11-2021	Marketing Managers
	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders
	51-4081	Multiple Machine Tool Setters, Operators, and Tenders

REGION 8

	SOC	Description
Retention	27-1021	Commercial and Industrial Designers
	17-2141	Mechanical Engineers
	17-2112	Industrial Engineers
	15-1211	Computer Systems Analysts
	19-4021	Biological Technicians
	11-3051	Industrial Production Managers
	13-1161	Market Research Analysts and Marketing Specialists
	11-9041	Architectural and Engineering Managers
	11-3021	Computer and Information Systems Managers
	11-9121	Natural Sciences Managers
Training	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders
	51-4081	Multiple Machine Tool Setters, Operators, and Tenders
	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders

REGION 9

	SOC	Description
Retention	11-2021	Marketing Managers
	17-2141	Mechanical Engineers
	13-1161	Market Research Analysts and Marketing Specialists
	13-1081	Logisticians
	15-1256 (1252,1253)	Software Developers and Software Quality Assurance Analysts and Testers
	17-2112	Industrial Engineers
	17-2071	Electrical Engineers
	11-9041	Architectural and Engineering Managers
	11-3051	Industrial Production Managers
	17-2199	Engineers, All Other
	19-2041	Environmental Scientists and Specialists, Including Health
Training	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-9162	Computer Numerically Controlled Tool Programmers

REGION 10

	SOC	Description
Retention	27-1024	Graphic Designers
	17-2141	Mechanical Engineers
	15-1256 (1252,1253)	Software Developers and Software Quality Assurance Analysts and Testers
	13-1161	Market Research Analysts and Marketing Specialists
	13-1071	Human Resources Specialists
	17-2071	Electrical Engineers
	17-3026	Industrial Engineering Technologists / Technicians
	15-1257 (1254,1255)	Web Developers and Digital Interface Designers
	17-2112	Industrial Engineers
	13-1198 (1082,1199)	Project Mgmt Specialists & Business Ops Specialists
	15-1211	Computer Systems Analysts
	13-1111	Management Analysts
	11-9041	Architectural and Engineering Managers
	15-1299	Computer Occupations, All Other
	11-3051	Industrial Production Managers
	11-3021	Computer and Information Systems Managers
	13-1081	Logisticians
	11-2021	Marketing Managers
	27-1021	Commercial and Industrial Designers
	15-1241	Computer Network Architects
11-3121	Human Resources Managers	
Training	51-1011	First-Line Supervisors of Production and Operating Workers
	51-2031	Engine and Other Machine Assemblers
	43-5061	Production, Planning, and Expediting Clerks

IDENTIFICATION OF APPLICANT
<i>REGIONAL TALENT INNOVATION GRANTS COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM (CDBG)</i>

APPLICANT INFORMATION	
Applicant Entity Name	
CEO/President/ Director of Entity	<i>Name:</i> <i>Title:</i>
<i>Phone and Email</i>	Ph.
Street/PO Box City State/Zip	
County	
<i>Staff assigned to CDBG Grant Management</i>	<i>Name:</i> <i>Title:</i>
<i>Phone and Email</i>	Ph.
Entity DUNS #	http://www.dnb.com/duns-number.html
Entity Fed. ID #	
Fiscal Year	to (month start and end)

SUMMARY OF GRANT FUNDING AND PROSPERITY REGION THE ENTITY IS APPLYING FOR	
CDBG Grant Amount	\$
Prosperity Region #	

STATE GOVERNMENT REPRESENTATION			
Senator Name		Senate District	
Representative Name		House District	

FEDERAL GOVERNMENT REPRESENTATION		
Representative Name		Congressional District

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PROGRAM OVERVIEW

The Regional Talent Innovation Grants – CDBG Program will provide up to \$7.5 million for grants ranging between \$500,000 and \$950,000 to eligible applicants to help address regionally-specific talent needs, leverage existing talent development and talent retention tools where applicable, and help to create new training programming specific to each region and its communities. An eligible economic development organization, or other non-profit will serve as the grant applicant. The programming should target growth in specific occupations of high-value to the region and benefiting low-moderate income persons.

NATIONAL OBJECTIVE

The project must meet a National Objective. Please check the category (only one) that applies to the project:

- Benefit Persons of Low and Moderate Income
 - LMI Job Training Services
 - LMI Job Creation

NATIONAL OBJECTIVE ELIGIBILITY

Identify how Low to Moderate Income (LMI) individuals will be targeted for this program. How will the applicant ensure that 51% of the individuals assisted will be LMI?

PROJECT DESCRIPTION

Provide a project narrative that **includes all** the information identified in A-K below.

- L. Identify the Prosperity Region in which all project activities will take place.
- M. Identify the need for this project and how COVID-19 has made this program/project a necessity. Identify which occupations and industries are impacted.
- N. Identify the local workforce development organization that will be a partner in this project.
- O. Identify if there is an educational partner for this project.
- P. Identify any other partners involved.
- Q. Identify if the project intends to support talent retention or upskilling of local talent. Identify the operating model of the program that you are proposing.
- R. Identify the intended outcome of the project. If it is a training program, list the type of industry-recognized credentials earned and how many credentials are expected to be earned. If it is a talent retention-program, please list the number of new jobs estimated to be created and which industries that will be supported.
- S. Identify how this supports Michigan’s 60 by 30 goal. Does the community have a local 60 by 30 goal?
- T. Identify how this supports the region’s economic development strategy. Identify how this supports Michigan’s economic development strategy.
- U. Identify any additional community support for this project, including support from additional local partnerships
- V. Outline activities necessary to complete the project

Check **all that apply** regarding proposed program attributes:

- Supports priority occupation(s) that are pre-qualified by the MEDC in Appendix A
- The project will prioritize supporting businesses and people who reside in Geographically Disadvantaged Areas
- The project has an outreach plan to diverse populations
- The project will partner with businesses in one or more of the following industries: Auto/mobility; advanced materials; Industry 4.0, defense; medical device technology manufacturing; technology; engineering, design and development; and/or professional and corporate services.
- None of the above
- Not applicable

If the project does not support pre-qualified occupations in Appendix A, identify which occupations that are intended to be supported:

Provide data support the need of these occupations:

PROJECT TIMELINE		
Provide the tentative Start and End dates for activities associated with completing the project		
ACTIVITIES	START DATE (mm/yr)	END DATE (mm/yr)

PROJECT BUDGET				
ACTIVITY COSTS	CDBG	OTHER	OTHER	TOTAL
Administrative	\$	\$	\$	\$
Training (instructional) support	\$	\$	\$	\$
Educational materials	\$	\$	\$	\$
Educational Equipment	\$	\$	\$	\$
Apprenticeship support	\$	\$	\$	\$
Internship support	\$	\$	\$	\$
Other training reimbursements	\$	\$	\$	\$
Expansion or new talent consortium support	\$	\$	\$	\$
	\$	\$	\$	\$
	\$	\$	\$	\$
	\$	\$	\$	\$
	\$	\$	\$	\$
	\$	\$	\$	\$
GRAND TOTAL	\$	\$	\$	\$

APPLICANT CAPACITY AND CONFLICT OF INTEREST	
Describe your entity's capacity to manage the program as outlined in the Program Guide. Additionally, outline your entity's experience working with talent development and talent retention.	
Does your entity currently administer CDBG funds on behalf of the MSF and/or assisted with the administration of CDBG funds in the last 5 years? If Yes, describe:	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> NA
Will any person who is an employee, agent, consultant, officer, elected or appointed official of the entity obtain a financial interest or benefit from a CDBG assisted activity or have an interest in any contract, subcontract or agreement with respect thereto, or in the proceeds hereunder, either for themselves or for those with whom they have family or business ties, during their tenure or for one year thereafter? If Yes, describe:	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> NA

CDBG ASSURANCES
The Applicant agrees to adhere to HUD, CDBG and MEDC rules, regulations and the Grant Administration Manual (GAM) policies, procedures and reporting requirements. In agreeing to this, the entity will ensure that all entities involved in completing the proposed project will also adhere to rules and regulations during grant administration.
1. All parties certify that the information in this application is the most accurate available based on current information and knowledge.

AUTHORIZED ENTITY OFFICIAL	
Authorized Signer	
Signature	Date:
Name and Title	
Phone #:	Email Address:

Potential Job Creation Programs

Talent Retention

Grants for new job creation for targeted occupations

- *Potential program model:* Grant funding for local businesses in focus industries to hire new graduates in new jobs.
- *Target participants:* Low-to-Moderate Income recent graduates; businesses
- *Lead program admin:* Local EDO
- *Key partners:* Local higher-education organizations, local MWA
- *Primary outcome:* Focus industry jobs
- *Effectiveness measure:* Higher talent retention rate

Potential Job Training Services

Training

Customized job training boot camps in order to fill unfilled local job openings

- *Potential program model:* Create “bootcamps” to train a cohort of displaced workers in order to fill jobs that are currently unfilled at local employers.
- *Target participants:* Displaced workers, businesses with job openings
- *Lead program admin:* Local EDO
- *Key partners:* Local MWA, training provider(s)
- *Primary outcomes:* Focus industry jobs; industry-recognized credentials
- *Effectiveness measure:* Job openings in targeted occupation(s)

Training

Customized job training incentives for job creation

- *Potential program model:* Targeted job creation incentive program for a specific industry for business expansion and attraction
- *Target participants:* Businesses
- *Lead program admin:* Local EDO
- *Key partners:* Local MWA; local training provider(s)
- *Primary outcomes:* Focus industry jobs; industry-recognized credentials
- *Effectiveness measures:* Local unemployment rate; real median household income; 60x30 attainment

Training

Customized industry training for post-secondary credentials

- *Potential program model:* Grants to workers in a specific industry to gain an industry-recognized credentials
- *Target participants:* Low-to-Moderate Income employees; businesses
- *Lead program admin:* Local EDO
- *Key partners:* Local MWA, training provider
- *Primary outcome:* Industry-recognized credentials; wage growth
- *Effectiveness measure:* Local 60x30 attainment; amount of talent in key occupations

Training

Grants for displaced workers to attend industry-recognized training programs for targeted occupations

- *Potential program model:* Training grants for displaced workers in order to fill specific priority occupations
- *Target participants :* Displaced workers
- *Lead program admin:* Local EDO
- *Key partners:* Local higher-education
- *Primary outcome:* Industry-recognized credentials
- *Effectiveness measures:* Local 60x30 attainment; local unemployment rate

Training

Customized job training boot camps in order to develop key skills

- *Potential program model:* Create “bootcamps” to train a cohort of displaced workers or low-to-moderate income employees in order to develop key skills for priority occupations
- *Target participants:* Displaced workers
- *Lead program admin:* Local EDO
- *Key partners:* Local higher-education
- *Primary outcome:* Focus industry jobs; industry-recognized credentials; Retained jobs/wage increases
- *Effectiveness measures:* Local 60x30 attainment; amount of talent in key occupations