The Talent Action Team Semiconductors Higher Education Initiative FAQ (I/III)

Question	Answer
What is TAT Semis?	TAT Semis is a concierge service for employers in the semiconductor industry, a priority industry for the State of Michigan. TAT works with higher education partners, training providers, K-12 schools, and recruiters to attract, recruit, train, and retain the talent needed to meet the workforce needs of semiconductor companies, facilitating business success and expansion in Michigan. TAT Semis also brokers R&D partnerships between industry and Michigan's multiple world-class research institutes, and funds expansion of research infrastructure where it is an industry priority.
What is the goal of the TAT Semis pilot initiatives?	The TAT Semis pilot initiatives aim to meet workforce needs identified by TAT Semis industry partners in 2023. The team has identified 3 priority areas for 2023 pilots: • Build a more diverse pipeline of job seekers by raising awareness of the semiconductor industry at a young age and increasing access to existing or future relevant education programs (e.g., engineering degree pipeline expansion through bootcamps and K-12 engagement, semiconductor programming and curriculum in K-12) • Develop curriculum and flexible training models, particularly for technicians, that meet Michigan industry need now (<500 FTEs annually), but that can be quickly scaled to train ~500-1,000+ technicians annually in future years to support business expansion • Connect more of Michigan's top engineering talent with opportunities in the semiconductor industry These pilot initiatives aim to support 2023 hiring needs across **5 priority roles** for industry partners in 2023: Electrical Engineers, Computer Engineers, Process Engineers, Semiconductor Processing Technicians, and Maintenance and Repair Workers.
When can grant applications be submitted?	The grant application portal for proposed program submissions will be available on May 24, 2023, and all submissions are due by midnight on **June 30, 2023**.
Who is eligible to apply?	Michigan's higher education institutions (e.g., community colleges, 4-year colleges and universities) are eligible to apply for pilot funds in this initial application round.
Who do I contact with questions?	Please reach out to TAT Semiconductors Talent Solutions Specialist, Chelsey Averill at averillc@michigan.org.

The Talent Action Team Semiconductors Higher Education Initiative FAQ (II/III)

Question	Answer
Are employer partnerships required for the application?	Employer partnerships are not required for the application. Education institutions applying for funds are encouraged to consider which partners in their region / value chain focus may take advantage of the programming, but TAT will provide connections to in-demand employers. Applicants should **not** reach out to employers to ask for application support, as TAT has already worked with employers to identify demand and high-priority programs.
Are other partnerships required?	Other partnerships, such as with other higher ed partners or education / workforce partners (e.g., ISDs, MWA) are not required but are encouraged in the application.
What timeframe are these programs to be implemented?	Programs should be implemented in the 2023-2024 calendar years. Applicants are encouraged to consider this timeline when requesting funds and outlining anticipated outcomes. Programs should aim to kickoff development by end of Q3 2023.
What can/cannot funds be used for?	Funds can be used across recruitment, faculty / staff, program development costs, and student support. Out of scope costs include costs that have broad applications beyond the semiconductor industry and core employer needs (e.g., K-12 outreach focused on broad STEM application, faculty / staff in perpetuity, capital equipment or space with broad applications, program development not tied to serving semiconductor employer needs / priority roles, etc.)
Are matching funds required?	Matching funds from the applicant are not required but are encouraged.
What is the amount of funding for this grant?	Pilot funding includes roughly 3 million in non-federalized funds for this initial application round.
When will I be notified if awarded?	Notifications for grant acceptances will be shared via email by mid-August, 2023. Prior to acceptance emails, applicants may have working sessions to clarify applications and proposed funds.
When is funding distributed?	Funding is anticipated to be distributed with 50% of funds being provided upfront and the remainder on a cost-reimbursement basis. Alternative funding distribution can be discussed on a case-by-case basis, as necessary.

The Talent Action Team Semiconductors Higher Education Initiative FAQ (III/III)

Question	Answer
Is there a maximum amount of funding per proposed program?	Currently there is no expected average per funding request. We expect proposed programs to be at the scale needed for effectiveness and know that our higher education institutions have the experience of building such programs and what is included in the foundational work. Previous grants awarded have ranged from $100-$500k.
What is considered a certificate of training?	Certificates are academic credentials awarded by colleges, universities or other training providers. These programs are generally noncredit and short-term (<6 months). Certificates represent the learned knowledge in a specific subject or discipline and completion of coursework. Certificates can be stackable for an increased path of knowledge or standalone.
What is considered a faculty externship opportunity?	Faculty training/experiences fall in two categories depending on the type of initiative: • PK-12: Faculty experiences would be any type of employer engagement where one is learning about subjects to then directly build into the PK-12 program • Curriculum Development: Faculty training in this case would need to lead to a credential