MWSE-GPTF FY25 Cycle 1 Employer Informational Session 9/26/24

Michigan Works! Southeast

MWSE: Our Mission: To Grow Today's Workforce and Tomorrow's Economy by Engaging Employers, Job Seekers & Partners.

Today's Agenda

- **Meet the MWSE Business Service Team**
- **GPTF –Independent/ILC Background**
- **Statistics- Statewide/Regional/Budgets**
- **Eligibility**
- **Training- *NEW UPDATES**
- **Employer Responsibilities**
- ***New Streamlined Application Process**
- **The Application**
- **Training Plan**
- **Scoring**
- **Completion of Training/Modifications**
- **Invoicing**
- **Impact Stories**
- **Next Steps**
- **Q&A-Survey**

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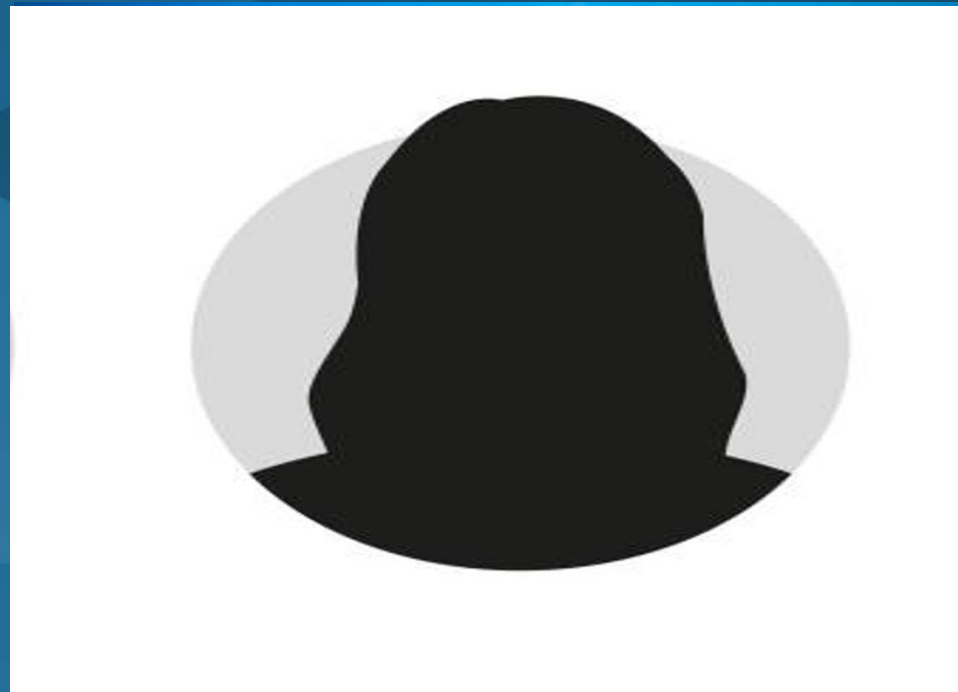**Hillsdale County- sclark@mwse.org**

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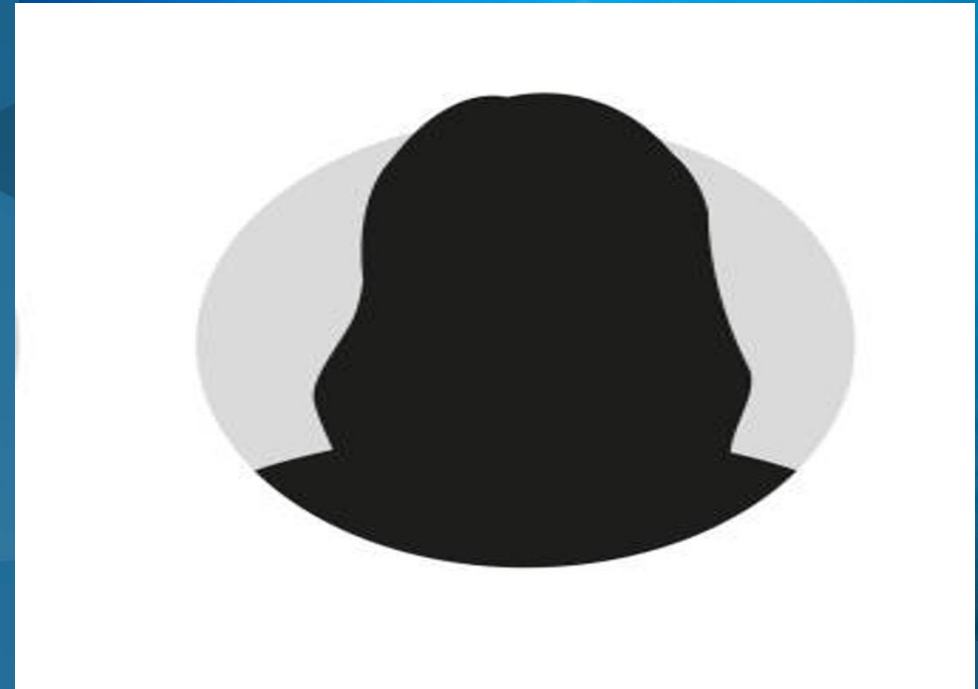
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Talent Fund

Why was the Talent Fund developed? What are the benefits?
The Talent Fund brings many benefits to Michigan's employers and employees.
• Helps ensure Michigan's employers have the talent they need to compete and grow, while also ensuring individuals have the skills they need for in-demand jobs.
• Expands and improves employees' skills, develops opportunities for growth or promotion.
• Addresses skills shortages by reskilling and upskilling Michigan workers based on employers' needs.
• Supports an increase in credentials, certificates and degrees through employer-responsive training that enhances talent attraction, productivity and retention.

GPTF-Independent/ELC Awards

The GPTF (Talent Fund) is a competitive award for employers to utilize needed trainings that they have identified to address their skills gap. This also assist in training and developing Current Employee's and New Hires.
ELC(Employer Led Collaboratives)- Work very much the same as Independent except they involve 2 or more employer's sharing training needs that come together in a collaboration to upskill their employee's. ELC's have their own scoring criteria and they are not for NEW HIRE OJT, Current workers Only(Exception is shared holding of USDOL Apprenticeship training Standards. Applica*tion dates are also separate.*

==*All awards are competitive- Successful completion and submission of application does not guarantee approval.*==

GPTF MWSE Spring 2024 ECONOMIC IMPACT

- $1.6 Million awarded to Southeast Michigan businesses

- Created 341 new jobs created

- Trained 755 employee's

- 162 Apprentice trained

VISIT WWW.MWSE.ORG/GOING-PRO to learn more

Budget History FY19-FY25

- FY19-$31 million
- FY20-not funded (all resources were used for Covid-19)
- FY21-$43 million (with admin)
- FY22-43 million (with admin)
- FY23-$55 million
- FY24-$55 million
- FY25-TBD

TRAINING

- All training will be approved by MWSE prior to submission to LEO/WD
- Funding will be utilized to provide short-term training to meet current, documented needs of employers.
- No single training should exceed 6 months
- All classroom/customized training & apprenticeship training should conclude within one year from the date of award
- New employee On-the-Job training **including** the 90-day post training retention period should be completed within one year from the date of the award

- **ALL Scoring Criteria Points must be validated by MWSE Representative before reimbursement***

Types of Trainee's

- Current Workers- Employee's on your current payroll system at date of application.

- New Hires- Employee hired 30 days, prior to, on or after award date (exact date will be on Award Letter)

- Individual not employed at the time of application but Re-hired 30 days prior to, on or after award date for a different position

- Apprentice- ALL USDOL Registered Apprentice From 1st year through Completion

*Per Person Cap- $2,000 per person

USDOL Registered Apprentice-$3,500

*No more than $500,000 may be awarded to an individual employer site

Classroom Training

Classroom or Customized Training

- May be for current or new employees

- Must lead to a credential for a skill that is transferable and recognized by industry. The credential should allow the individual to retain employment, or in the case that they become unemployed, gain employment in a shorter timeframe

- Conducted by a 3rd party unless exclusive in nature

- May take place at the training provider or on-site at the employer

- May take place online but must provide rationale to support online learning

- See Eligible/Ineligible Training Guidance handout

OJT Training

On The Job Training (OJT)

- Employee's hired 30 days prior to, on or after award date, (90 day retention does apply)
- USDOL Registered Apprentices and non-apprentice 90 day post training retention begins upon completion of training and must be completed within 1 year of the date of the award (ie December 31, 2024) in order to receive full reimbursement.

* REIMBURSEMENT- 50% if employee retained 30 days after training completion, 75% if employee retained 60 days and 100% if employee is retained for the full 90 day retention.

* This applies only to the OJT portion of training

USDOL APPRENTICE

USDOL Registered Apprentice OJT/ Classroom Training (First-Completion)

- Current Worker and New Hire USDOL Registered Apprentices are eligible

- Individuals at risk of not being USDOL registered in time to be recognized on the Talent Fund training plan should not be included on the application

WHO IS AN ELIGIBLE EMPLOYER?

- Non-government private entity; for profit or non-profit with a Michigan Presence
- Compliant with all state tax obligations
- The Majority of Federally Qualified Health Centers **(Non Gov Entities)**

NOT ELIGIBLE TO APPLY

- Federally recognized governments (Native American Tribes) including tribal casinos
- Federal, State and Local Governments
- Public institutions or entities
- Local and Intermediate School Districts
- Municipally owned Utilities
- County Road Commissions
- Government Community Mental Health Authorities

* Unions are not eligible employers but may be eligible training   providers

Eligible Training Providers

- Michigan community colleges
- Private and public college and universities
- Private training providers
- Labor unions

- Vendors providing training on their equipment or systems

- Proprietary Schools as licensed in the state of Michigan

- Registered USDOL joint apprenticeship training centers (JATC)

- Employers- **OJT ONLY**

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

- ABS Welding
- Advanced IT Networking
- Air Pollution Control Systems
- Alphacam
- American Sign Language (ASL)*
- 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

- English as a Second Language (ESL)*
- Financial Accounting
- Foam Fabrication
- Food Safety Modernization

- Geometric Dimensioning and Tolerancing (GD&T)
- Human Resources, as defined*

- Hydraulics
- HVACR
- Industrial

- Metal casting
- Molding Technology
- Online, as defined*
- Painting Tech
- Process Improvement, Risk and Quality Management Systems*
- Project Management
- Quality Engineering
- Quality Software
- RS Logix 5000
- Radan Nesting and Bending
- Robotic Operation PRO
- Root-Cause Analysis
- Safety Training*
- Sales Acceleration*
- Server Visualization
- Statistical Process Control
- Sterile Processing Technician
- Thermal Imaging
- Troubleshooting
- Utility Technician
- Welding
- Wound Care Certification

Examples of **INEligible Training** Topics and Requirements.

•Adult Education (High School Completion / Equivalency) * •Adult Education (Remedial Education and Soft Skills Training) •Consulting to improve company processes •Continuing Education* •Curriculum Development	•Certification Maintenance, Re-certification, or License Renewal* •Human Resources (non-apprenticeship) •In-house* •Introductory Process Improvement* •Language* •Laws, Regulations and Taxes*	•Literacy •Microsoft Office* •Online Resource Libraries* •On-the-Job Training (OJT)* •Safety Training* •Seminars, Conferences, Webinars (stand-alone), •Workshops, etc.* •Subscriptions for eLearning •Vendor/Equipment* •Soft Skills*

Examples of **INEligible Soft Skill** Topics and Requirements.

- 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

- 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

- 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

Multiple Application Award Cycles

- 12 Month training cycles, where each training must be completed within one year of the date of the award- no extensions will be approved

- FY25 Training must be completed by December 31, 2025 to apply for FY26 Cycle 1

- FY25 Cyle 2 Training Dates-July 1,2025-June 30,2026

- May have no more than 1 independent and 1 ILC award at a time

- Employers may apply in Cycle 2 if not awarded in Cycle 1

All awards are competitive- Successful completion and submission of application does not guarantee approval.

DATES ARE SUBJECT TO CHANGE PRIOR TO THE AWARD ANNOUNCEMENT:

Independent Application	Cycle 1 (Jan-Dec)	Cycle 2 (July-June)
Application Period	October 1, 2024 – October 18, 2024	TBD
Deadline to submit applications	5:00 PM ET (Friday) October 18, 2024	TBD
Training period	January 1, 2025 – December 31, 2025	July 1, 2025 – June 30, 2026
Employer-led Collaborative (ELC)		
Application Period	TBD	
Training Period	TBD (based on award date for each ELC)	

Scoring Transparency

- Scoring Criteria: Focuses Only on Objective Categories
- Points are awarded strictly off of Scoring Criteria
- Scoring results will be published post application process
- In the event of a tie, Subsequent scoring criteria will be used

NEW THIS YEAR GPTF FY2025

- Creating or preserving affordable housing units
- Increasing household access to high-speed internet
- Industry recognized certification or license (Technical Training's) Within training period
- Industry recognized certification or license
- Employer has NOT received an independent or ELC Award in FY2023 or FY 2024

Scoring Criteria	Points FY25
High Priority Industry Sector	9
Application includes training directly applicable to Electric Vehicles (EV), Mobility, or related infrastructure.	1
Application includes training directly applicable to increasing household access to high-speed internet.	1
Application includes training directly applicable to creating or preserving affordable housing units.	1
Application includes training in partnership with a community college, university, or a 3rd party (as defined).	Up to 6
Application includes technical (hard skills) training that results in an industry recognized certification or license within the training period (as defined).	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
Application includes USDOL Registered Apprentices (1st year through completion) leading to the nationally recognized, portable Certificate of Completion. > 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	Up to 7
Hourly median wage of trainees is equal to or above Regional Median Wage.	11
Employer has not received an Independent or ELC award in past two fiscal years (2023 and 2024).	2
Size of amount of funding requested. 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	Up to 4
Total	50

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.

Mi-Talent Account

- **Employers will need to have an <u>active</u> Pure Michigan Talent Connect (Mi-Talent) account before you can apply for GPTF Awards.**

- **Website: https://www.mitalent.org**

- **Contact your local Business Services Coordinator for assistance**

WBLOMS

ALL Applications are completed through WBLOMS (Work based Learning Online Management System) <mark>https://app.wda.state.mi.us/WBL/signin</mark>

- Completed by employer

- Completion of an application <u>does not</u> guarantee funding

Sign in OR create a new Employer account

This site is used to apply for a Going PRO Talent Fund (Talent Fund) Independent Employer or Employer-Led Collaborative (ELC) award. The Talent Fund provides funding to employers in order to assist in training, developing and retaining current and newly hired employees.

In order to submit an application through this website, you must be pre-approved by an authorized representative of a local Michigan Works! Agency (MWA), with a documented need for recruitment and/or development of talent in the next year.

For additional information, including MWA Talent Fund Key Contacts, please go to www.michigan.gov/talentfund.

If this is your first visit, click Sign Up Today to request system access and credentials.

Sign In

User ID

Password

Trouble logging in?

Sign In

Editing an Application

At any time, you may exit your application and return later to finish. You must manually save any information before exiting.

Step 1

To continue editing an application after it has been saved and closed, you must first log in.

Step 2

Scroll down to "Applications" section. Applications will be displayed here.

Step 3

Click "Edit" on the right side of the screen next to application you wish to edit. The edit option will not be available if the application is from a previous year, or if the application has been submitted to the MWA.

Authorization Request – Employer Can Change County

From the Employer Dashboard, employers may submit an authorization request to complete a Going PRO Talent Fund application, view or edit a submitted application, and see the status of an application.

To get started, contact your local Michigan Works! Agency (MWA) to inquire about the authorization and application process if you have not already done so. For a list of MWA Talent Fund Key Contacts, please go to www.michigan.gov/talentfund.

The application period closes on October 2, 2019. After 5:00 p.m. Eastern Time, employers will not be able to submit their application.

Authorization Requests

Once an Authorization request is approved by an MWA it will appear here. To begin an application, click "Start Application".

FEIN	Site Name	Request Type	Status	MWAName	Status Date	
383192749	Lansing AEC	Independent	Submitted	Capital Area Michigan Works	9/10/19	View

New Authorization Request   View All

Applications

Reference#	FEIN	Application Type	Status	MWAName	Modified	
20-00179	383155546	Independent	Submitted to WDA	Oakland County	9/10/19	View

Employer Dashboard – Application Sections
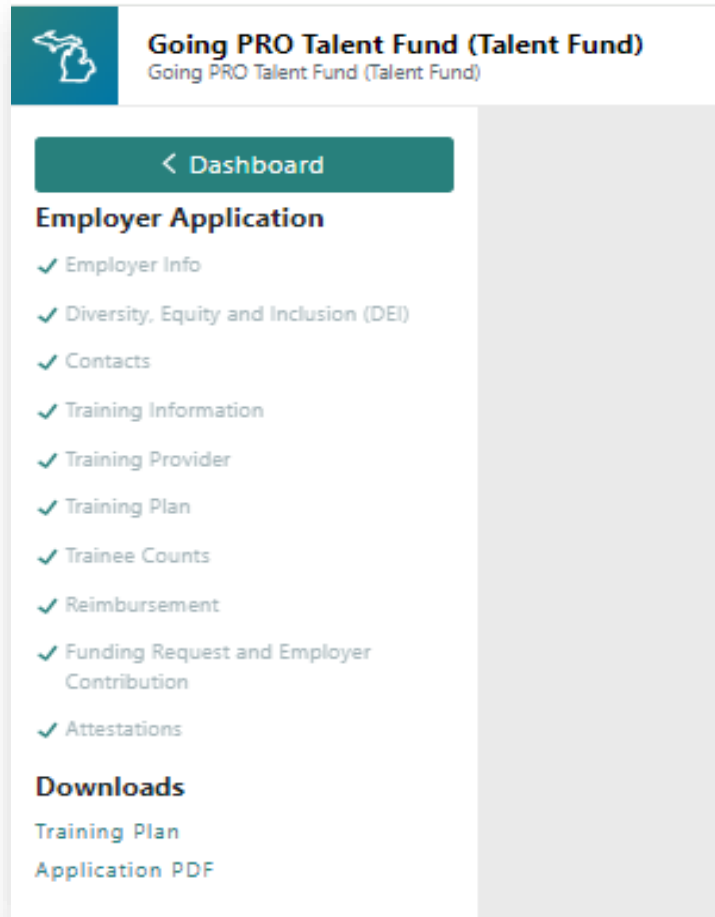
- Employer Info
- Diversity, Equity and Inclusion (DEI)
- Contacts
- Training Information
- Training Providers
- Training Plan
- Trainee Counts
- Reimbursement
- Funding Request and Employer Contribution
- Attestations

Training Information

Enter the dates that the Going PRO Talent Fund-funded training will begin AND end. **For new employees receiving on-the-job training, the training end date includes the required 90-day retention period and must conclude within one year of the award date.**

Step 4

Date training will begin

| yyyy-mm-dd | 🗓 |

Step 5

Date all training will end

| yyyy-mm-dd | 🗓 |

Step 6

Save | Save and Continue

Trainee Counts

Enter the number of unique individuals for each field. In each field a trainee may only be counted once, however, a trainee may be represented in more than one field. For example, there 10 unique current employees being trained. Of those current employees, 5 individuals are apprentices, and 2 of those of apprentices are receiving college credit.

Total number of unique new hires to be trained

Total number of unique current employees to be trained

Total number of unique new hire apprentices to be trained

Total number of unique current employee apprentices to be trained

Total number of unique new hires who will earn college credit

Total number of unique current employees who will earn college credit

Average hourly wage of employees

$

Save   Save and Continue

Community College/Third Party

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Training Partnership with Community College, University, or a 3rd party

Number of courses resulting in college credit
0

Number of non-credit courses provided by a community college, university, or Third-party
1

3/6 points

Points awarded
3 of 6 points

- College Credit courses
- Non credit courses provided by a community college or third party

- Possible 6 pts

Houry Median Wage must be <u>equal to or greater</u> than the Hourly Median Wage of the County at application or no later than 90 days post training completion. <u>VERIFICATION</u> Must be provided or the Employers total award will not be reimbursed.

Hourly Median Wage

Regional median wage
Ingham County - $23.02

Hourly Median Wage of employees
$23.00

Will the median hourly wage of trainees meet or exceed the 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.
Yes

11/11 points

Points awarded
11 of 11 points

Section 4: Hourly Median Wage Definition

1. To earn points, hourly median wage of trainees must meet or exceed the Bureau of LMISI Regional Median Wage provided by LEO-WD 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.

   a. Median wage must be calculated by first arranging all of the employer's (new hire and current employee) trainee wages from smallest to largest. If the number of data points is odd, the median wage is the middle data point in the list. If the number of data points is even, the median is the average of the two middle data points in the list. MWA will verify hourly median wages against Bureau of Labor Market Information and Strategic Initiatives (LMISI) Regional Median Wage data provided by LEO-WD as part of Fact Finding; and retain documentation for monitoring, closeout, and file retention purposes.

   b. Average hourly wage is not relevant to the scoring criteria but is a required data point that must be recorded. Average hourly wage must be calculated by dividing the sum of all (new hire and current employee) trainees' hourly wages by the total number of trainees. For example: $23.34 hourly wage for two current employee trainees plus $19.46 hourly wage for two new hire trainees equals an average hourly wage of $21.40. Note: cost of benefits and bonuses are not applicable.

NEW! Industry Recognized Certification or License

Certification

- Professional credential earned through a training program and subsequent assessment.

- Awarded by associations, companies and independent organizations, certifications are standardized credentials that certify someone for work in a particular industry with a specific skill.

- Examples include Project Management Professional (PMP), Certified Nursing Assistant (CNA), CompTIA A+, and Certified Production Technician (CPT).

License:

- Mandatory credential to legally practice an occupation that is issued by a state-level authority.

- Require you to pass an exam after required training to validate your competence and adherence to professional standards.

- Examples include Journeyman Electrician, Commercial Driver's License (CDL), Licensed Practical Nurse (LPN), and Professional Surveyor.

Point allocation for *Creation or Preservation of Affordable Housing Units*

Creation or Preservation of Affordable Housing Units

Does the training plan include training directly applicable to the creation or preservation of affordable housing units?

Yes

Points awarded
1 of 1 points

1/1 points

Increasing Household Access to High-Speed Internet

Does the training plan include training directly applicable to increasing household access to high-speed internet?

No

Points awarded
0 of 1 points

0/1 points

Point allocation for *Increasing Household Access to High-Speed Internet*

Prior Year Going PRO Talent Fund Award

Did the employer receive an Independent or ELC award for this location in fiscal year 2023 or 2024?

○ Yes   ○ No

Awards Received   Save   Save and Continue

Does the training plan include training directly applicable to the creation or preservation of affordable housing units?

● Yes ○ No

Prior Year Awards Going PRO Talent Fund Award(s)   ×

Reference#	FEIN	Employer	Publish Name	Site Address	City	Zip Code	Award Amount
23-00026	147852369	2023 ILC Emp Test	2023 ILC Emp Test	201 N Washington Square 900	Lansing	48933	$42,000.00

Close

● Yes ○ No

Awards Received   Save   Save and Continue

New Feature – Display "Not Answered"

- **Total score will be displayed**

- **Submit Application to MWA**

Total Score: 42/50

| Download Application | Submit Application |

Section 2: Maintaining Application Score at Closeout

Due to the competitive nature of the program, employers must deobligate funding linked to the initial application score if that funding is not being expended for the original pledged intent and/or a major scoring criteria component is not met or improved. Any scoring criteria component that relies on closeout data to confirm if the original goals of the application were met is subject to the deobligation of funds.

1. Community College, University, or third party training
   a. All funding assigned to college credit training on the original Training Plan must be expended on training that results in earned college credit. If funding assigned to college credit on the original Training Plan cannot be expended for the original pledged intent, those funds must be deobligated.
   b. All funding assigned to non-credit courses from a community college, university, or third party training provider on the original Training Plan must be expended towards non-credit training provided by one of these types of providers. If funding assigned to non-credit courses provided by an eligible trainer on the original Training Plan cannot be expended for the original pledged intent, those funds must be deobligated.
2. USDOL Registered Apprentices

All funding assigned to USDOL RAs on the original Training Plan must be expended on USDOL RA RTI and/or OJT that will lead to the completion of an apprenticeship program.

EMPLOYER ROLE

- Reach out to your local MWSE Business Services Coordinator with your interest

- Have an idea of what your companies training needs are currently

- Once Authorized by MWSE Business Services Coordinator- Apply for GPTF FY25 Award through (WBLOMS)Work Based Learning Online Management System

- Be active in mapping out the training plan for your expected outcomes

- Keep in contact with training provider to make sure your trainings are on schedule

- Report any changes to your training plan to your (BSC) before you make them, as all Modification's to training plan needs prior-approval

COMPLETION OF TRAINING

EMPLOYER MUST SUBMIT TO MWSE- CLASSROOM TRAINING

- Invoice to MWSE/Must have invoice # and Training/Trainee Names/Cost
- Copy of Training Providers Invoice to Employer (does not have to show paid)
- Copy of Certification/Completion of Training Cert or Grades

* PER PERSON MAX WILL BE ENFORCED, ANY OVERAGE WILL BE EMPLOYERS COST

ON THE JOB TRAINING (OJT)

- Invoice to MWSE/Must have invoice# and Training/Trainee Names/Cost
- Payroll Query from your payroll system that shows employee name, wage per hours, hire date, termination date and should be dated at the 90 day completion date to show 90 day completion.

OJT REIMBURSEMENT

IF EMPLOYER RETAINS NEW EMPLOYEE FOR 30, 60 or 90 DAYS **AFTER** COMPLETION OF TRAINING THEY WILL BE REIMBURSED……

- **30 Days= 50% Reimbursement**

- **60 Days= 75% Reimbursement**

- **90 Days= 100% Reimbursement**

COMPLETION OF TRAINING/USDOL

USDOL REGISTERED APPRENTICE-CLASSROOM TRAINING

- Invoice to MWSE/Must have invoice # and Training/Trainee Names/Cost
- Copy of Training Providers Invoice to Employer (does not have to show paid)
- Copy of Certification/Completion of Training Cert or Grades

*ALL APPRENTICE STATUS MUST BE VERIFIED BY LEO/WD BEFORE REIMBURSEMENT

USDOL REGISTERED APPRENTICE-ON THE JOB TRAINING (OJT)

- Invoice to MWSE/Must have invoice# and Training/Trainee Names/Cost
- Payroll Query from your payroll system that shows employee(32+hrs) name, wage per hours, hire date and should be dated at the 90 day completion date to show 90 day completion.

Impact Stories

Impact Stories must be submitted at completion of your trainings through WBLOMS , can include:

- A project summary
- Business and trainee quotes
- Pictures
- Outcomes
- Number of new hires post-training
- Number of jobs created as backfill
- Business growth
- Positive impact to the trainee(s)

CLOSEOUT- Training Reimbursements

- **NOTE: Modifications must be MWA Approved**

- ==**Please Note: Your FINAL Invoice will be held pending, receipt of all REQUIRED DOCUMENTS**==

- Submit Invoicing documentation to your designated MWSE BSC (It is requested that you submit as trainings complete)

- Please follow deadline for invoicing given for all reimbursement documentation.

- ==**Invoices not received by deadline will be de-obligated.**==

*Median Wage Proof must be obtained before any Reimbursements

FY25 GPTF Timeline

- Businesses Information sessions – September 24, & September 26th 2024-Virtual

- GPTF FY25 Cycle 1-Applications open – October 1, 2024

- Application closed deadline – October 18, 2024 (Deadline to MWA)

- GPTF FY 24 Cycle 2 applications-(Exact dates TBD)

- Approved/funded award letters sent by MWSE – Immediately following approval announcement from the State of Michigan

- Trainings can begin(Cycle 1) – January 1, 2025- December 31, 2025

- Trainings for Cycle 2- July 1, 2025- June 30, 2026

ELC APPLICATION

- Application Period- TBD
- Training Period- TBD

Your Next Steps

- Connect with your local MWSE BSC Representative

- Draft & Submit your Application

* **Make sure to complete Survey**

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Creating Connections to a Better Future!

WWW.MWSE.ORG

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Q & A