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Funding Opportunity Announcement for Sector Partnership Training Issued April 28, 2021

Questions and Answers

1) What are the types of training needed?

Please refer to Attachment A of the FOA, Detroit at Work's list of target occupations that identifies in-demand and/or high-growth occupations that pay at least \$15 per hour to new graduates of training programs. Detroit at Work seeks to support training programs that lead to these occupations. To qualify for the FOA, the program must have an "X" in the ETPL (Eligible Training Provider List) column. Other occupations are eligible either for the RFP for contextualized Integrated Education & Training or for customized or incumbent worker training contracts negotiated between DESC and employer partners outside of the FOA. Applicants should review this list in conjunction with the FOA to identify proposed programs and they type of training they would like to propose.

2) Is there a link to the forms mentioned on pages 14 & 15 of the Sector Partnership Training FOA?

All form links and attachments associated with the FOA may be found on DESC's website at:
<https://www.descmiworks.com/opportunities/rfps-and-rfqs/>

3) I was reading through the FOA request from this weekend. It noted that "training providers who have already been approved through previous FOA's through January, June, and October have already been approved and don't need to reapply." Does this include my school?

"Training providers who have already been approved through previous FOA's through January, June and October have already been approved and don't need to reapply" is not a direct quote from the FOA. Current DESC training providers should carefully read the FOA and any communications (including draft scorecards sent on May 6th and 7th) sent from DESC to determine whether their programs are eligible for consideration for a renewed Master Training Agreement.

4) I noted that Welding Training is not included on the list. Does this mean that you will not be funding welding at all or just not through this opportunity?

DESC revised the list of Detroit at Work Target Occupations (Attachment A) and sent a notice of this change on Monday, May 10, 2021. The revision provided further clarity in occupations in the construction industry and addressed a formatting error that omitted several occupations in the earlier version. The revised version includes welders as a targeted occupation.

5) How do I identify the SOC code applicable to my training program?

Each 6-digit SOC code occupation may include multiple job titles. New and existing training providers can identify the applicable ONET and/or SOC codes for their current and/or proposed training through the U.S. Bureau of Labor Statistics and/or ONET online (<https://www.onetonline.org/>). Please note that ONET and



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A Michigan Works! Agency and proud partner of the American Job Center network.
Auxiliary aids and services available upon request to individuals with disabilities. 1-800-285-WORK. TTY: 711.



SOC codes do not always translate into an exact match for specific job titles. Applicants should ensure that specific job titles fall within the occupational group(s) identified in the Detroit at Work Target Occupations. In your proposal, you should identify which target occupation(s) your program leads to.

6) If I have a current training program that has an average wage of \$15, but is not marked with an X in the Detroit at Work Target Occupations for the ETPL, does that mean my current program will not qualify?

DESC is using the 25th percentile wage for occupations as a proxy for the market rate for new graduates of associated programs. Data on actual earnings of graduates from Detroit at Work training programs supports this approach. In general, recent graduates of training programs (not limited to Detroit at Work) typically do not earn the median or higher wage rate as those wages often reflect earnings of experienced workers. Further, some programs currently funded by DESC have average wage rates between \$11 to \$14 depending on the program. It is critical that Detroit at Work can assure Detroit residents that they will obtain a permanent, full-time job paying **at least** \$15 per hour if they successfully complete one of the sector partnership training programs. We established \$15 per hour as the absolute minimum and strive to identify programs that lead to wages closer to \$20 per hour. There are hundreds of job opportunities available to Detroiters right now that pay \$15 per hour and require no training or related experience. Accordingly, DESC aims for investments in training to produce better wage outcomes.

While there may be some employers that pay \$15 or more for some of the occupations not eligible for DESC's local, "supplemented" ETPL, actual wage data for those occupations in the tri-county metro Detroit region, analyzed by the Bureau of Labor Statistics and others, indicate that this is not the wage earned by new graduates or others with less experience. If you believe that official Labor Market Information (LMI) does not accurately reflect the wage earnings of new graduates, you may submit an application in response to the FOA provided you can include compelling evidence that the LMI does not reflect local job market realities. DESC will evaluate the evidence along the same criteria used to select target occupations to determine whether the application should be fully reviewed and scored. Please note that identifying a small number of employers that pay \$15 or more will not be sufficient proof to indicate any graduate from a proposed training program will have the ability to earn \$15 or more.

Please note that if your program is listed but does not have an "X" in the ETPL column that it may be eligible for the RFP for Contextualized Integrated Education & Training (CIET) programs. In addition, if you have one or more employer partners willing to contribute to the cost (includes in-kind contributions) of the program and commit to hiring graduates, your program may qualify for a customized or incumbent worker training contract. Your employer partner(s) may contact Jessica Carr Sokolowski at jescarr@detempsol.org to initiate the process for establishing these types of contracts.

7) If I want to propose a customized or incumbent worker training program do I have to submit an application in response to the FOA for Sector Partnership Training?

No, an application is not necessary. The State of Michigan permits DESC to negotiate customized or incumbent worker training contracts directly outside of a public competitive procurement, provided the employer is providing 50% of the cost of the program and is willing to sign a contract with DESC that commits them to hiring 100% of successful graduates of the training program. The State permits employers to provide the training directly or to select their own training provider. DESC will vet the training provider against its established criteria and also require the provider to sign the training contract.



Applicants and their employer partner(s) are also welcomed to propose these programs via the FOA if the program is on the state's ETPL and leads to an industry-recognized credential. An applicant may choose to do this if they are also proposing a traditional program with the same employer partners. Both programs can be proposed in the same application if they involve the same employer partners and target industry.

8) We are in the process of getting listed on the MITC website, but there is a delay due to Covid. Would we be able to apply for the FOA while waiting for approval?

Applicants who are not listed on the Michigan Training Connect (MiTC) at the time the application is submitted must be approved on the MiTC if the proposed program is selected and approved through the FOA before a Master Training Agreement can be issued. If the program cannot be added to the MiTC DESC will rescind the decision to approve the proposed program.

9) If a provider currently has an approved program but would like to change the reading and math levels, is this considered a significant change and require a new application or would this be able to be changed without submitting a new application?

It depends on the significance of the change. Current training providers that want to make significant changes to their program design or prerequisites are required to submit a new application under the FOA for Sector Partnership training. Applicants should consider whether their proposed changes make their program a better fit for the RFP for Contextualized Integrated Education Training (CIET) programs (for example, if the change results in a lower math and reading proficiency level). DESC encourages current training providers to read both opportunities to identify whether the proposed changes meet the qualifications. Current training providers who are unsure if the proposed changes can be included in the potential renewal of their MTA should reach out to Jessica Carr-Sokolowski for clarity.

10) Also, are costs to be only actual costs, no overhead or margin included?

Master Training Agreements (MTAs) are based on a negotiated fee per person. DESC conducts an independent cost analysis of comparable programs to ensure the competitiveness of proposed fee. Following state and federal guidelines, after the fee is negotiated and the MTA is executed, DESC does not monitor the fee per person to determine whether overhead or profit margins are included.

11) If we are a current DESC training provider in good standing, and do not need to submit a new application, when would we be notified of a potential renewal?

Training providers received an email with a draft scorecard and a memo indicating whether their current program(s) were eligible to be considered for renewal. If your program is eligible for renewal, DESC will reach out to you to complete a Master Training Agreement for the upcoming program year (July 1, 2021- June 30, 2022). If your scorecard demonstrates that your program is not in good standing due to low-credential attainment rates, an extension request must be submitted in writing to Jessica Carr-Sokolowski. If requested, DESC will grant an extension through May 31, 2021 to submit any additional documentation.

12) If we have only worked with DESC youth, but our program is in good standing, does this apply to this opportunity? Would we be considered if the program aligns with the target occupations?

In the FOA, "good standing" refers specifically to performance metrics of Preferred Training Providers with Master Training Agreements used to serve Detroit at Work Career Center customers. If the applicant has



previously provided youth specific training, the applicant should review the FOA to ensure the proposed program meets the requirements outlined in the FOA and aligns with the target occupations.

13) On the coversheet don't understand the funding request funding source I'm new to this.

On the coversheet, the Funding Request Information is used only for incumbent workers and customized training programs to demonstrate how the proposed training will be funded and by whom. Customized training programs requires the employer to contribute at least 50% of the cost of the program via in-kind and/or cash contributions.

14) I would like to submit more than 3 programs from our school. The form only allows for 3 programs. How would you like us to submit the 4th?

Applicants seeking to submit more than three (3) training programs may submit multiple Form 1 Part A and Form 1 Part C to list all the proposed programs as long as the proposed programs are within the same industries and involve the same employers/sector partnership. Applicants proposing training programs across multiple industries must submit a separate application for each industry training(s) proposed.

15) If a training provider is submitting for a new program for the FOA Sector Partnership, would a HiLo/Forklift Credential be recognized as the Industry recognized Credential if it is the main focus of the program? If so does it have to be issued by a third party or can the training provider be acceptable as the issuer?

In DESC's interpretation of the definition of industry-recognized credentials under the Workforce Innovation and Opportunity Act (WIOA), HiLo/Forklift Credentials do not qualify. Applicants can review section 7 of the WIOA manual to learn what qualifies as an industry-recognized credential. HiLo/Forklift credentials could be offered alongside an industry-recognized credential or be offered as a customized or incumbent worker training program.

16) My program is 12 weeks long. We run 3 semesters a year should the budget reflect the year or just the 12 weeks of the program.

Please provide a line-item budget that reflects the cost of one cohort. This line-item budget should support and justify your proposed fee per participant provided within the application.

17) Why did DESC choose the 25% wage when the 50% median is much higher and meets the \$15/hour standard of approval? The occupational associated with our program shows a 25% wage below \$15 but some of our graduates earn \$16 and all temporary agencies pay at least \$16-18 an hour. Also, our program is one of the most sought after positions in the industry per the US Bureau of Labor Statistics. Does this decision affect the Michigan Talent Connect approval needed by State every year from a local office? Can we appeal DESC's decision?

Please refer to the response to question #6 above.

When reviewing the actual wages earned by Detroit at Work training program graduates, it is clear that the median wage is initially out of reach for new graduates who have less experience. It is critical that we can assure Detroit residents they will earn \$15/hour in a permanent, full-time job if they successfully complete a program. Therefore, we used the 25th percentile wage to determine whether an occupation should be on our



target list for the supplemented ETPL. Per the Master Training Agreement, preferred training providers should be placing graduates into permanent, full-time employment and not with temporary staffing agencies. Temporary staffing agencies often pay a higher wage to offset the lack of benefits and transitional nature of the assignment.

The State of Michigan oversees and manages the Michigan Training Connect (MiTC) and reviews applications for accuracy and basic eligibility; upon an initial review the application is submitted to the local Michigan Works! Agency for a final approval to be included on the State's Eligible Training Provider List (ETPL). The State does ask DESC to review applications from training institutions based in Detroit. Our staff reviews the application for an approval decision including ensuring there is an industry recognized credential that meets WIOA requirements. We may also conduct a site visit. We do not apply the same stringent criteria we use for the supplemented ETPL when providing a recommendation to the state. Therefore, we will continue to recommend programs to the State even if the program leads to a job less than \$15 per hour. This will allow providers based in Detroit to train individuals referred by other Michigan Works! Agencies, assuming those agencies do not have a wage requirement and/or other approval requirements for their local policy.

In regard to Contextualized Integrated Education & Training (CIET) RFP:

This program may qualify for the CIET RFP if it meets the specified required elements and is on the target occupation list. We recognize that some of the programs that are not eligible for the FOA for Sector Partnership Training are in high demand by employers. DESC included these occupations on the target list so that we can continue supporting them if they meet the required elements of the CIET model or customized or incumbent worker training. However, they are no longer eligible for the supplemented ETPL.

Please contact Robert Shimkoski at rshimkoski@detempsol.org for information on DESC's grievance and compliant policy.

18) If we are already a preferred training provider and want to add an extra program to our training list, what is the appropriate procedure?

Current training providers wanting to add additional programs must submit an application for that program in accordance with the FOA.

19) Can out of state providers (no physical location in MI) apply?

Applicants who do not have a physical location in the State of Michigan must still have their programs listed on the MiTC (www.mitalent.org/mitc). Applicants should follow the guidelines for the MiTC to have their program approved.

For its supplemented ETPL, DESC seeks programs that provide effective, high quality training that aligns with the needs of Detroit job seekers and employers. We do not currently have a policy prohibiting programs that are 100% virtual but we do recognize that many of our adult learners prefer face-to-face instruction for at least part of the program duration.

20) Regarding Special Project proposals, would applicants who operate remotely and not in person in Michigan be eligible?



It is difficult to answer this question without additional information about the proposed program. The special projects we currently have identified would require at least some face-to-face instruction. However, there could be special projects in the future that are a good fit for 100% virtual or remote training programs.

21) There are some occupations listed in Attachment A that indicate that the 25 percentile wage is \$15/hour or more but they are not marked as being eligible for the supplemented ETPL (for example, some of the manager roles). Why is that?

These occupations do not require one or more of the industry-recognized credentials that students earn through shorter term occupational training. Therefore they do not qualify for the supplemented ETPL. These occupations may be a good fit for incumbent worker, customized or contextualized integrated education & training programs.

22) We are on the list but we do not have an X by our program. Our graduates make over \$15 but on the list it states \$12.50.

Please see responses to #6 and #17. We are unsure which program this refers to as there are no occupations on the list with a 25% wage of \$12.50.

There must be an “X” under the ETPL column for the program to qualify for the FOA for Sector Partnership training. Further, programs must fall under one of the following industries: Construction/Skilled Trades, Transportation, Energy & Utilities, Healthcare, Manufacturing or Information Technology. Project Management, which is listed under “Other Industries” also qualifies. DESC will **not** consider applications for programs that lead to target occupations under the Small Businesses category, even if the applicant submits evidence that graduates earn more than \$15 per hour.

In regard to the RFP for Contextualized Integrated Education & Training programs:

Please note that if your program targets an occupation under the Small Business section that it may qualify for the CIET RFP if you partner with small businesses based in Detroit. In addition, we are strongly interested in supporting customized or incumbent worker training programs for these occupations; if your program targets one of these occupations and you have one or more employer partners willing to contribute to the cost (includes in-kind contributions) of the program and commit to hiring graduates, your employer partner(s) may contact Jessica Carr-Sokolowski for more information. See specific list of occupations below:

SOC Code	Target Occupation
39-9011, 25-9045	Childcare Workers (also Teaching Assistants)
35-2014	Cooks, Restaurant
35-1012	First-Line Supervisors of Food Preparation and Serving Workers
27-1024	Graphic Designers
39-5012	Hairdressers, Hairstylists, and Cosmetologists
39-5094	Skincare Specialists
15-1257	Web Developers and Digital Interface Designers