MICHIGAN EMPLOYER & WORKFORCE AGENCY PACKET

Aligning Supervisor Cohorts and $0 Safety Compliance with Michigan Going PRO Plans

Prepared by Thrive Talent Development (Grand Rapids, Michigan, delivered with sister firm SDI Clarity)

> **Employer-Submitted Governance Rule (Zero Pre-Approval Claim)**
> Awards under Michigan's Going PRO Talent Fund are employer-submitted and reviewed by your regional Michigan Works! Agency. Thrive makes no state pre-approval or certification claim; we supply complete curriculum, attendance, and itemized billing packets for your representative's review.

1. Separating Eligible Skill Cohorts from Excluded Statutory Safety

Michigan manufacturers, distributors, and technical employers face two distinct obligations: transferable frontline leadership skills for promoted supervisors, and routine OSHA or HR statutory compliance. Thrive separates both tracks cleanly so employers never submit excluded compliance courses inside a grant application.

Track A: Live Instructor-Led Skill Cohorts
3-to-4-week live Microsoft Teams cohorts capped at 25 seats, with practitioner-reviewed workplace assignments and certificates for regional Michigan Works! review.

Track B: $0 56-Course Compliance Library
Because Going PRO excludes statutory safety training, any employer can activate Thrive's 56-course Compliance Library (39 EH&S, 12 HR, 4 PD, Role of a Leader) for $0 with no card.

2. Cohort Specifications for Michigan Works! Training Plans

John Ball Zoo has put 100+ first-time leaders through Fundamentals of Leading People. Public cohorts require no platform subscription and start January 11, 2027 (with Later 2027 transfer options at no charge before start).

Public Cohort Program	Target Trainee Role	Live Delivery & Credential	Published Tuition
Fundamentals of Leading People	Promoted shift leads & first-time supervisors	4 weeks + kickoff, live Teams facilitation, reviewed work, certificate	$999 per seat
Selling Essentials	Commercial reps, estimators & account leads	3 weeks + kickoff, live deal rehearsal on real accounts, certificate	$999 per participant (in a public cohort)
New Professionals	Early-career individual contributors & techs	4 weeks, live Teams sessions, Practice-with-Taylor, certificate	$999 per seat
Free Compliance Library	Entire workforce (excluded from grant)	56 self-paced OSHA/EH&S & HR courses, Morgan setup, no card	$0 (any employer)

3. Multi-Employer Collaborative Funding & Submission Steps

Under West Michigan Works! Collaborative Training, Going PRO Employer-Led Collaborative (ELC) funding is open on a rolling basis across seven West Michigan counties, and Sector Strategies ELC reimburses eligible employers up to $3,250 per participating employee for shared industry cohorts.

1. **Engage Your Michigan Works! Representative Early:** Contact your regional Business Solutions specialist (such as `business@westmiworks.org` per the Grand Rapids Chamber Going PRO Guide) before enrollment so cohort dates fall inside your approved award window.
2. **Attach Thrive's Audit-Ready Syllabus Packet:** Pull program syllabi, weekly learning objectives, instructor credentials, contact hours, and published tuition from thrivetalentdevelopment.com/marketing/going-pro and thrivetalentdevelopment.com/marketing/grants.
3. **Reserve January 11, 2027 or Later 2027 Seats:** Lock seats via W-9 and Net-30 Accounts Payable invoice (`hello@thrivetalentdevelopment.com`) or card at thrivetalentdevelopment.com/marketing/buy. Seats transfer to a later 2027 cohort before start at no charge if award dates shift.
4. **Collect Closeout Evidence for Reimbursement:** Upon completion, Thrive supplies live Microsoft Teams attendance logs, reviewed applied-work records, named completion certificates, and itemized paid invoices matching your employer training plan.

> **Optional Whole-Company Platform Bands (Separate from Cohort Tuition)**
> Employers wanting year-round development for all staff can add a flat Thrive Platform band ($3,990/yr up to 100 staff; $7,990/yr for 101 to 500; $14,990/yr for 501 to 2,500), covering all 135 courses and 16 monthly 2-hour live workshops with zero per-seat fees.

4. Primary Program & Agency Sources

1. Michigan LEO Going PRO Talent Fund: https://www.michigan.gov/leo/bureaus-agencies/wd/programs-services/going-pro-talent-fund

2. West Michigan Works! Going PRO & ELC: https://www.westmiworks.org/employers/going-pro-talent-fund/ | https://www.westmiworks.org/blog/training-funds/employers-can-access-funding-to-build-skilled-talent-through-collaborative-training/

3. Thrive Going PRO Hub, State Matcher & Contact (Jeremy Erard, `hello@thrivetalentdevelopment.com`): https://thrivetalentdevelopment.com/marketing/going-pro | https://thrivetalentdevelopment.com/marketing/grants