

Michigan Revolution for Electrification of Vehicles (MiREV) Frequently Asked Questions (FAQs)

FAQs are updated as questions are submitted to LEO-MiREV@michigan.gov.

- 1) **Will the pre-bid webinar recording and PowerPoint be available on the website?**
Yes. The recording and PowerPoint will be available at www.Michigan.gov/MICA.
- 2) **Is strategic planning for the employer-led collaborative (ELC) an allowable activity and cost?** Yes. However, organizations must follow their procurement policies if they hire a vendor to lead the strategic planning.
- 3) **Can applicants be a member of a new collaborative and an existing collaborative?**
Yes. A host organization can only submit one application; however, one application could include multiple ELCs with one funding award ranging from \$900,000 to \$1,500,000.
- 4) **What is an employer collaborative?** An ELC is a group of businesses (no fewer than three) coming together to solve a common or shared workforce problem. (Section B. MiREV RFP Glossary of Terms)
- 5) **Is there a maximum amount of funding, per person?** There is not a “per person” maximum for funding. However, the grant will be evaluated based on the number of participants trained. Successful respondents will receive awards ranging from \$900,000 to \$1,500,000 to support the development and/or enhancement of local ELCs. (Section G. Funding) We encourage ELC respondents to include information about braiding funds for training such as employer funding, WIOA funding, Going PRO Talent Fund, etc. (Section A. Purpose)
- 6) **Our collaborative is led by employers but does not have a separate fiduciary. Is this okay?** Employers play a leadership role as the end customer and are supported through the project management of a host organization. Employers are encouraged to choose a neutral host organization who provides staff and management support for an ELC. (Please see Section K of the RFP for examples of potential host organizations)
- 7) **Are industry sectors assigned to a prosperity region?** No, the ELCs will identify talent gaps in their region (or across regions) and use MiREV funds to develop and implement strategies building a qualified pool of talent to eliminate the skills gap.
- 8) **Can two of the three required employer partners be related - parent and sub company?** Related employers will be counted as one employer.

- 9) **Are applicants allowed to include a partner outside of their prosperity region?**
Yes. Collaboratives are encouraged to work with local partners unless the collaborative has a statewide footprint. This should be explained within the proposal.
- 10) **Do proposals require letters of support from all partners?** Letters of commitment are required from employers and required partners and must be submitted with the proposal. (Section N. Required Document Submission)
- 11) **Can the management of internships, convened by partners, be part of the proposal?**
ELCs can include internships as part of their proposal if the MiREV Criteria and Performance Measures are achieved. (Section M. Performance Measures)
- 12) **If an employer is in more than one collaborative, will this hurt either application?**
MiREV encourages collaboration, and employers may have talent needs crossing industries. If the talent needs and ELC are unique, not duplicative, it will not hurt either application. However, please note, only one application per host organization is allowed.
- 13) **Is there a plan to connect the MiREV grant recipients in a similar fashion as the industry-led collaborative (ILC) model under the Going PRO Talent Funds?** All MiREV recipients will have access to Sector Strategies Learning Network (SSLN) activities and technical assistance. SSLN activities include quarterly MiREV recipient meetings, SSLN Module events, and SSLN Lunch & Learns.
- 14) **Is there part of the budget that could be negotiated?** All budgets are negotiable and contingent upon grant award and availability of funds. Applicants will be given the opportunity to accept or deny a partial award. (Section S. Conditions Upon Award)
- 15) **What type of organizations would be employer-led host organizations?** Host organizations/eligible respondents include, but are not limited to chambers of commerce, economic development organizations, employer/business/industry associations, ELCs (groups of employers, multiple employers), labor organizations, local units of government, MWAs, MWAs/workforce development boards, and/or nonprofit organizations. Required partners include employers (3 or more) with documented industry talent need, labor organizations, MWAs, post-secondary institutions, and secondary educational institutions.
- 16) **Could this application be initiated through an individual company interested in developing an ELC or via a government partner?** Single, individual employers are not eligible respondents. Successful Respondent(s) to this RFP will define a clear approach and associated work plan using talent supply chain strategies and practices to support the work of ELC(s) resulting in the development of education and workforce partnerships that produce an electrification and mobility talent pipeline.
- 17) **If the grant is to develop a model training program, does that mean there would not be actual training during the grant period?** The successful Respondent(S) would be committed to serving as a neutral host organization bringing together an ELC, which ensures employers address their most critical workforce needs and learners get better employment outcomes including upward mobility opportunities through the development and alignment of education and training programs. (Section A. Purpose) Metrics must be accomplished within the grant timeline.

- 18) **What if we have staff that have previously gone through Talent Pipeline Management (TPM) Training?** If the respondent has staff who have previously completed the TPM training, the proposal will be awarded 5 bonus points. (Section P. RFP Evaluation Criteria)
- 19) **Regarding WIOA eligibility - does that specifically mean all trainees must be income eligible per WIOA guidelines? What if the trainees are current employees?** If MiREV funds are utilized for training, all trainees must be WIOA eligible. Current employees who are not WIOA eligible could utilize other sources such as Incumbent Worker Training (IWT), Going PRO Talent Fund, etc. See your local MWA for other funding opportunities. Also, all training participants are required to fill out a Free Application for Federal Student Aid (FAFSA) through a local community college. This is another option for training funds.
- 20) **If an employer has already obtained a training grant for upskilling employees, are they able to submit for a MiREV Grant?** Braiding of funding is encouraged and previous grant awards would not preclude a respondent from consideration.
- 21) **Can the budget section be revised after approval?** There is a process for grant modification during the grant life cycle provided there is proper justification for modification.
- 22) **If training participants don't meet income eligibility requirements for WIOA Adult/DW, can we enroll them in WIOA Incumbent Worker Training for incumbent employees who are being upskilled?** Yes. The braiding of funding is encouraged. Please check with your Michigan Works! partner for program availability.
- 23) **Where is the best place to view examples of successful collaborative models/structures?** Successful collaborative examples can be reviewed on the [US Chamber of Commerce Talent Pipeline Management](#) case studies website. Michigan-specific examples include the German American Chamber of Commerce [MAT²](#) program, the Michigan Energy Workforce Development Consortium ([MEWDC](#)), and the Michigan Alliance for Greater Mobility Advancement ([MAGMA](#)).
- 24) **Can the funds be used to work with educational partners to develop new curricula that would then be used by the educational partners?** Yes, provided the training is designed to fill ELC identified talent gaps.
- 25) **If we currently have multiple industry clusters in various life cycle stages, are we able to submit one proposal or it is preferred to submit one proposal per collaborative?** Respondents can include multiple industry collaboratives in various life-cycle stages into their proposal. Again, a host organization can only submit one application; one application could include multiple ELCs with one funding award ranging from \$900,000 to \$1,500,000.

- 26) **Can this grant be used to offset the cost of apprenticeships for On-the-Job Training (OJT) or Related Technical Instruction (RTI) among a few employers?** Yes, and training outcomes are a required performance outcome. However, respondents are encouraged to leverage and braid other funding sources. We encourage respondents to utilize MiREV funds to sustain the project management activities of the backbone host organization. Please note: If MiREV funds are used for training program participants, MWAs must determine participants are eligible to use MiREV funds for training and they are enrolled into OSMIS for grant reporting. Program participants utilizing MiREV for training must be WIOA eligible. (Section M. Data Collection and Performance Reporting)
- 27) **What if participants are seeking or needing to complete their GED? Are we able to include an outside source that would provide those participants to obtain their GED to enhance their upskill and confidence- should we include this in the proposal?** Yes. Training funds and support services can be provided to program participants. We encourage respondents to utilize MiREV funds to sustain the project management activities of the backbone host organization. Please note: If MiREV funds are used for training program participants, MWAs must determine participants are eligible to use MIREV funds for training and they are enrolled into OSMIS for grant reporting. Program participants utilizing MIREV for training, must be WIOA eligible. (Section L. Required Partners)
- 28) **How long is the grant period?** The grant period will be January 19, 2022 – January 18, 2027 (Section J. Grant Period of Performance)
- 29) **Why is it that Community Colleges can't be lead? Some are engaging with or leading the convening of industry cluster strategies with employers, and workforce/economic partners?** Educational institutions play a critical role in the development of a talent pipeline and are required partners of an employer collaborative. However, best practices reveal the need for employers to be convened and organized by an organization whose primary business is not to provide training.
- 30) **We are not a training provider. We have a training company who does do some training of some areas. We are not sure how to get around that. Although if the grant is to develop a model training program – does that mean there would not be actual training during the grant period? Please see question 33. Can our training company be the convener if they plan to be the training provider post-grant? Please see question 33. Can we be the convener if we include other training providers in the application?** If you are an organization whose primary function is not to provide training, you can apply as the host organization. Please keep in mind to meet the proposal criteria, all proposals must minimally have three employers' written commitment to lead the collaborative.
- 31) **Can employers use their own internal training programs versus training programs offered by their external educational partners?** To meet the proposal criteria, all proposals must minimally have three employers' written commitment to lead the collaborative. Therefore, all training needs and related training solutions must be agreed upon by the collaborative employers.

- 32) **Do the training programs that employers plan to use have to meet certain specifications, such as lead to a state or industry recognized certificate?** Training programs which lead to an industry-recognized credential are encouraged to align with Governor Whitmer's Sixty by 30 Initiative. Training does have performance measures of assisting participants to become employed, retaining employment after six months and increasing annual earnings. (Section M. Performance Measures)
- 33) **Where can I find out more? Is there a phone number to speak with someone?** To ensure all questions are shared among respondents, questions must be submitted to LEO-MiREV@Michigan.gov
- 34) **The RFP states required partners includes secondary educational institutions. Does this mean in addition to 4-year or community colleges, we also need to include a high school(s)?** Please see question 19. (Section L. Required Partners)
- 35) **We are one individual employer; how could we take advantage of this program?** Single, individual employers are not eligible Respondents. We encourage groups of employers to connect with their local Michigan Works, Economic Development, or trade associations to apply as a neutral convener of employers. The neutral convener also known as a host organization, will provide staff support to administer and project manage the workforce development work for the employers. The neutral convener will also be responsible for facilitating the ELC's formulation of recruitment, training and education, placement, and retention solutions to fill identified talent gaps within the in-demand industry sectors and corresponding occupations. The Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD) supports high demand industry clusters and the development of employer-led collaboratives (ELCs) throughout Michigan. The purpose of ELCs is to bring together employers, education and training institutions, workforce development organizations, and other applicable partners, such as economic development organizations, labor unions, and government to formulate solutions to fill identified talent gaps.
- 36) **It states in the RFP the proposal narrative is limited to 16 single-spaced pages, but what is meant by the "proposal narrative"? Does this include the entire document or just the work plan? Is there a page requirement for the partner list? Are only certain sections part of the page number requirement?** Proposals Narrative are limited to 16 (8.5 x 11) pages, single spaced, single sided, with 12-point Arial font, using one-inch margins. Each proposal should be prepared simply and economically, providing a straightforward, concise description of the respondent's ability to meet the requirements of the RFP. Emphasis should be on completeness and clarity of content. The list of employers, partners, and letters of commitment are not counted against the 16-page proposal narrative limit. Respondents are encouraged to use Attachment C: MiREV Proposal Checklist to ensure their proposal is complete. Regarding spacing in the following sections: Sustainability and Performance Measures Sections and the employer engagement strategy description, single spacing is acceptable. There will be no penalty issued to respondents for using either single or double spacing.

- 37) **Can you please provide more clarity on the page number requirement? It states in the RFP that the proposal narrative is limited to 16 single-spaced pages, but what is meant by the “proposal narrative”?**

Proposal narrative includes:

- Proposal Respondent Information Page
- Required Partner Composition and Experience
- Scope of Work
- Staff Competence, Experience and Capacity
- Performance Measures and Proposed Outcomes
- Budget
- Budget Narrative
- Sustainability Plan
- Work Plan

Proposals must include signed letters of commitment from identified employers and required partners. Add letters of commitment as an attachment. These are not counted in the 16-page proposal narrative.

- 38) **Is there a page requirement for the partner list?** No, there is no page limit on the employer or partner list.
- 39) **Can employer wages be included as part of an allowable expense for being an employer champion?** Employer wages is not an allowable expense.
- 40) **Would a training provider that is not a community college be considered a post-secondary provider?** Yes.
- 41) **Can grant applicants delete instructions in the proposal template to reduce page length?** Yes.
- 42) **Can you review again what is required to qualify as a host organization?** See question #15 above.
- 43) **Are ELCs that received/applied for the MICA 3.0 allowed to receive/apply for the MiREV?** Yes
- 44) **Do DOL-registered apprenticeships qualify as the required secondary or post-secondary education institutions requirement?** If your proposal scope of work includes DOL registered apprenticeships and the secondary and post-secondary organizations providing the training have been identified – then yes. A letter of commitment from all required partners must be included in the proposal submission.
- 45) **Can MiREV funds be braided with Going Pro?** Yes
- 46) **Is any size (number of employees) requirement for employer? Is an EV-related startup company eligible?** Yes. Any size employers are encouraged to participate within a collaborate.
- 47) **So, do I understand this correctly the employers that make up the ELC do NOT need to be Michigan based companies?** Employers do not need to be headquartered in Michigan; however, only the part of the business located in Michigan can participate in the ELC. MiREV is focused on building training, career pathways, and jobs for Michigan residents.

- 48) **Is it possible for those interested in partnering together to be listed in the FAQs for connection purposes?** Yes, we would be happy to list those organizations interested in forming connections. Additionally, we will add others who are interested in being connected with local partners and they may send an email request to LEO-MIREV@michigan.gov and they will be added to this list of people interested in forming local connections.

Company	Name	Email and Telephone
Auto-ISAC (non-profit)	Tamera Shoemaker	tamarashoemaker@automotiveisac.com
Automation Workz	Ida Byrd-Hill	Ida@autoworkz.org – 313.444.4885
Bopp Busch (already working with MiWorks! Region 7)	Gus Busch	August.busch@boppbusch.com
Current Dealers/EV Charger Installation	Will McCoy Marissa McCoy	accounts@currentdealers.com
Focus:HOPE	Kevin Green	greenk@focushope.edu -313.494.4412
International Brotherhood of Electrical Works	Brian O'Donnell	bodonnell@ibew131.com
National Advanced Mobility Consortium	Alissa Roath	alissar@namconsortium.org
Workforce Development Institute (non-profit)	Colleen Sullivan	csullivan@miwdi.org

- 49) **We realized there may be opportunities for us to be a training partner on multiple different RFPs for the MiREV program. Is that allowed?** It is allowed for training providers to provide training to multiple ELCs. Training providers are selected by the ELC employers.
- 50) **Please clarify the NTE amount for a MiREV application. We are unclear if it is \$5 million or \$1.5 million.** There is potential for multiple organizations to be the Host organization across Michigan being awarded from \$900,000 to \$1,500,000 or a single provider to perform the duties of being the Host organization across Michigan being awarded up to \$5,000,000.