



Texas Upskilling Grant

Train your People & Power
your Business

WWW.FUTURE SOLVE.COM



Upskilling your workforce

- Customized training ensures that your current and new workers stay up-to-date to keep your business competitive and trained with the skills your business and industry requires.
- **Training Options include:**
 1. Custom courses creating with a tailored curriculum
 2. Classes on-site, virtual or at the training provider location
 3. Video-based training
 1. Pre-recorded and ready
 4. Flexible class schedules to minimize impact to employers
- Popular Training Topics include:
 - Leadership Development
 - Effective Communications
 - Change Management
 - Conflict Resolution
 - Time Management
 - Customer Service
 - Generations in the Workplace
 - Teambuilding
- Technical skills and/or industry specific training



Program Highlights

- \$48 MIL in training funds available for Texas employers in 2022
- A maximum grant of \$500,000 for a single business.
 - Note: Companies operating under more than one entity can receive the maximum benefit amount for each entity.
- Tuition, curriculum development, instructor fees and training materials can be included, however, trainee wages, and certain travel cost and equipment purchases cannot be covered. Up to 1 year to complete training
- Employers typically have 1 year to ensure their employees receive the training committed to in the application.
- Employers must commit to a minimum 1% average annual wage increase across the business.
- Can re-apply every 6 months for funding.



Learning & Development Plans

FutureSolve can help your company conduct a training needs assessment and design a learning and development plan to:



- Help the organization determine the gaps that are preventing it from reaching its targets.



- Identify and ensure resources are directed to areas of greatest need.



- Identify program content that to align with individual, department and organizational goals.



- Help communicate the purpose, scope and program goals to leadership and team members.

Program Requirements

- To be considered for a grant, the business must:
 - Be actively involved in the planning and design of the customized training project.
 - Pay wages to the employees who successfully complete the training program that are equal to or greater than the prevailing wage for the occupation in the local labor market.
 - Disclose any other state or federal grant funds sought or awarded for the proposed training project.
 - Sign an agreement with the grant applicant outlining each entity's roles and responsibilities in the training project, including reporting requirements related to trainee participation.
 - Provide equal employment opportunity documentation as well as information on the occupations for training, employment benefits, wages and social security numbers for trainees.
 - Use [WorkinTexas.com](https://www.workintexas.com) to post openings for new workers trained under the project.

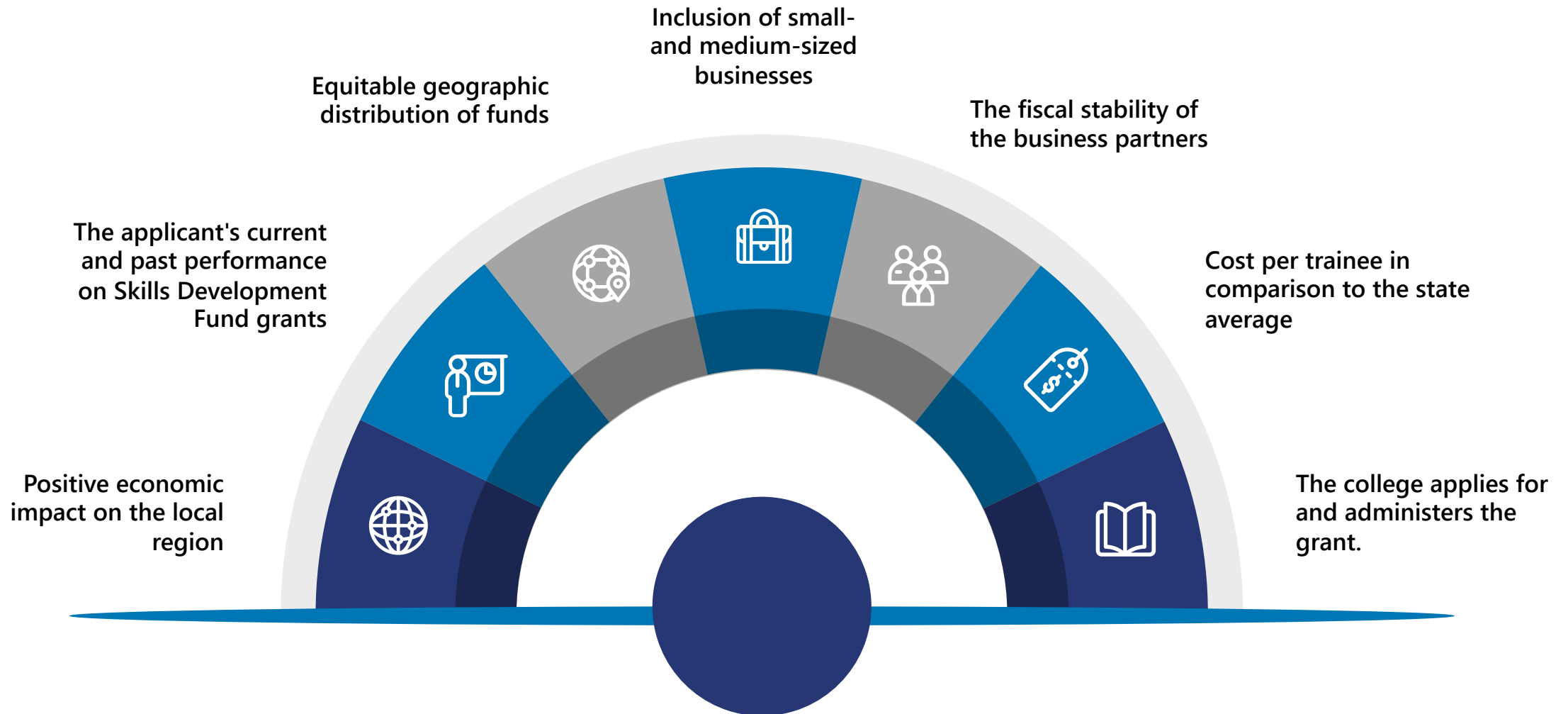
Additional Program Requirements

- In addition to identifying your training needs and the number of employees to be trained, you must provide information about your business.
 - # of New Jobs to be trained (anyone hired in last 12 months)
 - # of Upgraded Jobs to be trained (individuals who have been in employment for 12 months or more)
- The specific items required from participating employers include:
 - Identifying information for your business
 - wage ranges of each job title to be trained, and other individual identification information that may be required by the eligible grant applicant or training provider
 - employee benefit offerings
 - If the grant is awarded, specific data on each participating in the training must be reported:
 - Trainees full name, SSN, mailing address, birth date and other relevant information pertaining to the training



Quality Proposals

Criteria considered in making funding recommendations include:



Libraries

500K+ Courses Available
Technical + Soft Skills



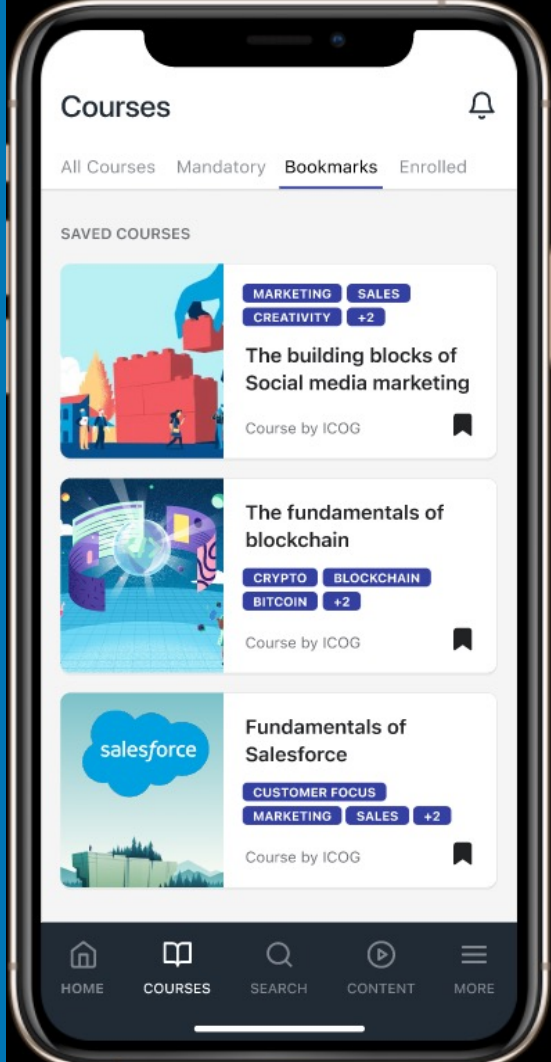
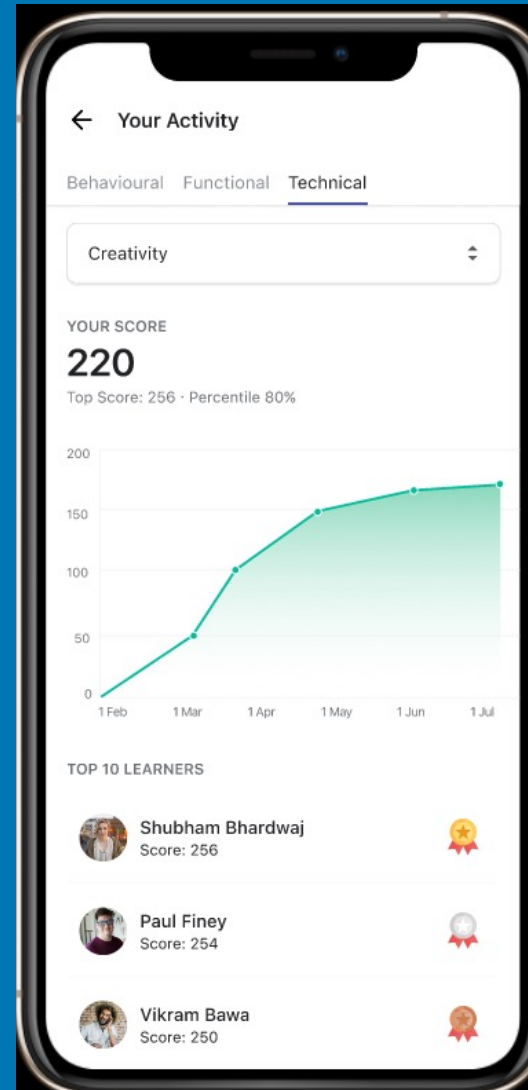
PLURALSIGHT



Served on an A.I Learning Platform measuring competency growth

The screenshot shows a user interface for a learning platform. At the top, there is a navigation bar with links for Home, Courses, Content, Training, and Connect, along with a search bar and a 'Track your Progress' button. A personalized greeting banner for 'Vikram' is displayed, with a 'Let's do it' button. Below this, the 'Content specifically for you' section features four video thumbnails with titles like 'Marketing strategy for growing businesses', 'Motivating Teams for Performance', 'Fundamentals of stock market', and 'Discovering Customer Needs'. The 'Courses specifically for you' section follows, showing four course cards such as 'Presentation Skills for Sales', 'Communication Skills for growth', 'Telecall Sales - Intermediate level', and 'Time management for more productivity'. A 'Courses by Competencies' grid is shown below, with categories like 'Maturity & Conflict Management', 'Strategic Understanding & Implementation', 'Managerial Effectiveness', and 'Entrepreneurial Business Management'. The 'Recently Published Courses' section is partially visible at the bottom.

Mobile First Experience



Courses

All Courses Mandatory **Bookmarks** Enrolled

SAVED COURSES

- The building blocks of Social media marketing**
Course by ICOG
Tags: MARKETING, SALES, CREATIVITY +2
- The fundamentals of blockchain**
Course by ICOG
Tags: CRYPTO, BLOCKCHAIN, BITCOIN +2
- Fundamentals of Salesforce**
Course by ICOG
Tags: CUSTOMER FOCUS, MARKETING, SALES +2

HOME COURSES SEARCH CONTENT MORE

Q&A

1

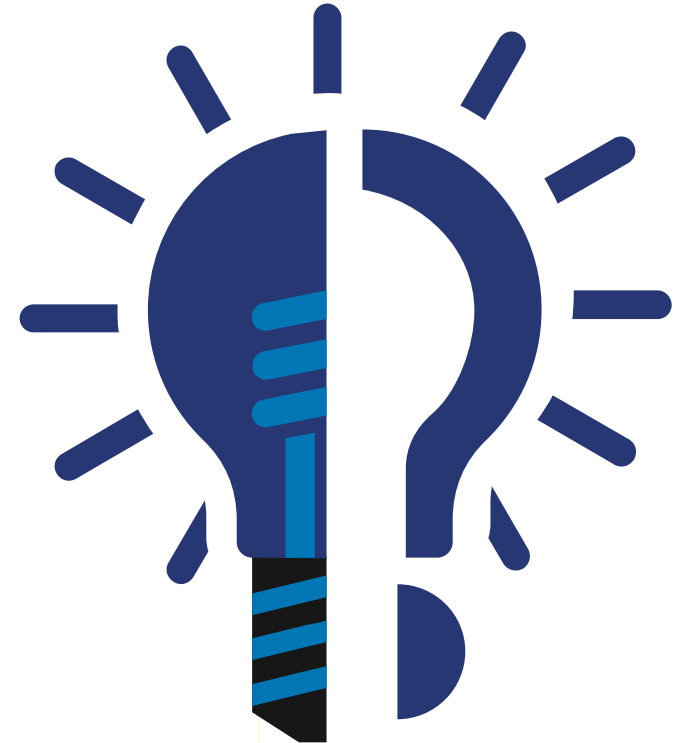
Q: How are businesses involved in the development of an SDF project? A: Businesses must participate in the planning, design, and scheduling of the proposed training project. They identify training needs that require a customized approach and assist the eligible applicant in completing the Private Partner Information Form (PPIF). This form requires demographic information about the company, employment benefits for workers in the proposed project, trainee job titles, trainee Standard Occupational Classification (SOC) Codes and actual current wage information.

2

Q: What financial commitments must the business make? A: There is no financial commitment required of the business; however, resource contributions from the private partner are considered in the evaluation of proposals.

3

Q: What is customized training? A: Customized training must be specifically designed to meet the needs and special requirements of the participating business partners. While customized training typically extends beyond standard programs available through the provider's course curriculum, it may also encompass standard programs. The overall unique design and development of a training project creates customization.



Q&A

4

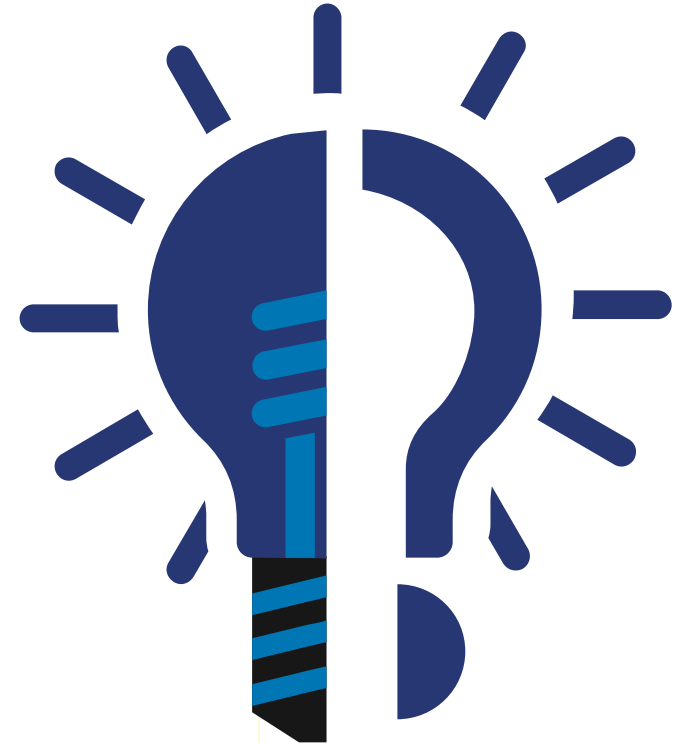
Q. What is the typical length of an SDF contract? A: The standard length of time for an SDF contract is 12 months. Training projects should be developed and planned so that deliverables can be accomplished within this time period.

5

Q: The rules TAC §803.13, state that 60 percent of funds may be used for job retention training and 40 percent of funds may be used for training for job creation. Does this mean that every SDF proposal needs to have a 60/40 split? A: No, it is not required that every proposal has a 60/40 split; however, the creation of new jobs is considered a strength in the evaluation of an SDF proposal.

6

Q: The Private Partner Information Form asks for the average percentage increase in wages that will be paid to trainees in upgraded jobs. What does this mean? A: This refers to the average percent difference between the wages to be paid at the start of the training project and the wages to be paid at the completion of the training project for a specific occupation. For example, if a wage at the beginning of the project is \$10 per hour and the wage at the completion of the project is \$11 per hour, then the percent increase for this job is 10 percent. This is calculated by taking the difference of the end wage minus the beginning wage and dividing by the beginning wage. Average this calculation for all upgraded jobs to arrive at the average percentage increase.



Q&A

7

Q: Why are Social Security Numbers (SSN) required for trainees? A: One of the key pieces of information required for reporting monthly participation and status in a Skills Development Fund project is the trainees' SSN. TWC has always required SSNs for reporting purposes and has never allowed substitute numbers (e.g., employee numbers) to be used. The SSNs are used to confirm the identity of the trainees receiving the training. TWC recommends that the college discuss the SSN requirement with business partners at the earliest appropriate opportunity and that the SSN requirement be included in the signed agreement. Further, the business partner needs to be aware that the person signing the Private Partner Information Form on behalf of the business is signing an assurance that the business agrees to comply with the reporting requirements of the Skills Development Fund program. If businesses are unwilling or unable to provide SSNs, provisions must be made to obtain the SSN from the trainee prior to enrolling the trainee in class. Failure to report the SSN for a trainee results in the grant recipient not being able to count that trainee in its performance.

8

Q: Can an employer participate in consecutive Skills Development Fund projects? A: As the steward of the SDF program, TWC is tasked with ensuring the equitable distribution of funds throughout the state. Therefore, a business will not be able to participate in a new SDF project for a period of 6 months from the ending date of the most recent SDF contract in which it was a partner. This is also applicable for businesses that are amended into an existing contract. The only allowable exception is if a business is expanding and needs training for new employees.



Q&A

9

Q: What is the cost of FutureSolve helping with this process? A: If the client chooses to go with the training content and programs available through us then there is no cost for writing and managing the grant process.



Applications

Send to info@futuresolve.com when completed.

- **Small Business (Under 100 employees)**

Link: <https://docs.google.com/spreadsheets/d/114CYQS-gNbTywcaDqWYUJMqGm4-TpZ3h/edit?usp=sharing&oid=107186903168007855284&rtpof=true&sd=true>

- **Large Business (Over 100 employees)**

Link: https://docs.google.com/spreadsheets/d/1rM_z9N3KgVf_KHAH-DwwUHMmEgAfFCaE/edit?usp=sharing&oid=107186903168007855284&rtpof=true&sd=true